

SUSTAINABILITY POLICY

Function	SHEQ Management System
Document Name	Safety Signature Sustainability Policy
Approving authority	Safety Signature Managing Director
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Document No:	SS-QMS-SSPOL01
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Description	Safety Signature's Sustainability Policy is based on the Company's management philosophy and provides a clear statement regarding what the Company must do to fulfill its corporate social responsibility (CSR) and make contributions to today's society.

Related documents

None

Links to external documents

None

1. INTRODUCTION

Safety Signature (Pty) Ltd “**SS**” Sustainability Policy is based on the Company's management philosophy and provides a clear statement regarding what the Company must do to fulfill its corporate social responsibility (CSR) and make contributions to today's society. We pledge to increase Social value through everyday operations, leaving a legacy for the communities in which we work to support a brighter future for all.

This policy sets out how we manage our approach to be a sustainable, environmentally responsible and energy efficient business. It applies to all employees, in all our operating sites.

2. SCOPE

This policy applies to all staff, students, visitors and contractors doing work on behalf of Ss.

3. DEFINITIONS AND TERMS

Sustainability: the ability to be maintained at a certain rate or level

Responsibilities for the purpose of this document are those outlined in the Work Health and Safety Accountabilities document.

Staff refers to both paid and unpaid persons undertaking work for or on behalf of SS.

A **Workplace** is a place where work is carried out for SS and includes any place where a staff member goes, or is likely to be, while at work

4. RESPONSIBILITIES

The CEO is responsible for:

- Reviewing, endorsing and achieving this policy's aims.

The Group HR Director is responsible for:

- Administering this policy on behalf of the CEO;
- Developing and rolling out the supporting strategies; and
- Communicating sustainable, energy, environmental and social value information to relevant interested stakeholders

The Sustainability Steering and Working Groups are responsible for:

- Providing the framework for setting and reviewing objectives and targets; and
- Maintaining regular reviews of our performance and update the policy as required.

Divisional/Business Managing Directors are responsible for:

- Ensuring that this policy and supporting procedures are distributed, implemented and complied with;
- Leading by example in protecting the SS brand and communicating effectively; and
- Driving continual improvement performance across the organization.

Managers are responsible for:

- Implementing and enforcing the processes and procedures;
- Ensuring that their people are aware of their responsibilities and receive appropriate training; and
- Addressing any inappropriate behavior.

Employees are responsible for:

- Carrying out their work in line with this policy and associated procedures;
- Challenging any behavior that falls short of the expectations of this policy; and
- Identifying any breaches of this policy and reporting them to their line manager.

5. APPLICATION

The objectives of this policy are to:

- Deliver sustainable profitable growth while satisfying our moral, legal and contractual obligations;
- Have satisfied clients;
- Enable our people to be engaged, safe and respected;
- Make a positive contribution to the communities in which we work;
- Protect the environment by preventing or mitigating our adverse environmental impacts (including prevention of pollution) and those environmental conditions on our organization;
- Reduce our energy consumption and costs and enhance our environmental performance;
- Have an aligned supply chain; and
- Ensure our sustainable approach is applied to all new services and markets.

6. SUSTAINABILITY COMMITMENT

6.1 MORAL, LEGAL AND CONTRACTUAL OBLIGATION

We must understand and fulfil our moral, legal and contractual obligations and ensure these are taken into account in our operations. Contractual obligations must be documented, and processes must be in place to evaluate fulfilment of these.

6.2 CLIENTS

All our businesses must have the right systems and processes in place to nurture relationships with clients and provide the reassurance that we will deliver sustainable development opportunities throughout our service delivery. Customer satisfaction is the key measure of our success in this area and all operations and customer relationship management should be undertaken with client satisfaction in mind.

6.3 PEOPLE

We must ensure we have the right talent pipeline to fulfil all the future needs of our businesses. A comprehensive people strategy makes sure that we provide the performance management, engagement and leadership training to help our people achieve their full potential. This will include group-wide communications campaigns, e-learning programs and regular employee engagement to measure success. We must make sure that the well-being of our people, and by extension our clients and the general public, is safeguarded while at work. Our Health and Safety systems and supporting programs identify risk and have mitigation measures in place to drive safe working behaviors. Our policy requirements detailed within our People policy and Inclusion policy and Health and Safety policy supports these requirements.

6.4 SOCIAL VALUE & RESPONSIBLE BUSINESS

Contributions should be made to the communities in which we work. SS's focus for Social Value aligns with the 5 pillars of Employment, Responsibility, Community, Environment and Innovation.

6.5 ENVIRONMENTAL AND ENERGY MANAGEMENT

We must make sure that our people understand our environmental impacts and are provided with the information and resources to reduce them. Sustainability awareness must also include looking at opportunities to enhance our environmental and energy performance. We will implement and document environmental, energy and carbon management systems to reduce and mitigate our impacts wherever possible in the journey to a net zero carbon future. Fuel consumption will be kept to a minimum through improved vehicle selection procedures, and driver awareness campaigns. We are committed to removing fossil fuels from our fleet and built environment.

6.6 SUPPLY CHAIN

We will strive to provide sustainable value on every contract and encourage our supply chain partners to support us in achieving our clients' sustainable objectives and drivers to maximize value for all our stakeholders. We will act in a responsible manner when it comes to selecting supply chain partners and use our influence to enhance the environmental performance throughout the value chain. Small and medium sized businesses, minority owned organizations, voluntary, community and social enterprises will be used where viable as part of our supplier engagement strategy. We will support energy and environmental performance improvements in the design, procurement, operation, maintenance and modification of our facilities, equipment and vehicles.

6.7 NEW MARKETS

We must understand and adopt our commitment to sustainability, environmental impacts and energy reduction when looking at growth opportunities in new markets – whether that is organic growth or acquisitions. We include a robust sustainability due diligence as part of the process when looking at new potential markets.

6.8 ISSUE RESOLUTION PROCEDURE

SS sustainability issues will be dealt with at the local level. Staff, managers and supervisors must work together to resolve local issues and participate in improving the performance and culture to ensure sustainable, environmentally responsible and energy efficient business.

7. DELEGATED AUTHORITIES

The Managing Director has ultimate responsibility for the implementation and review of SS Sustainability Policy, delegation of sustainability management responsibilities, and the allocation of appropriate resources.

All Ss staff to uphold the policy.
