



Safety/Health/Environment Policy

Shospec is industry leaders for the past 20+ years, successfully providing the industrial and building industries of Kwa-Zulu Natal with quality, high-end Shop-Fitting services, Light Steel Frame structures and successful Turnkey project services. Directors Bjorn Kahler and Martin Naude, together with a team of 9 installation crew is committed to delivering the highest standard of products and services to their clients no matter how big or small, always remembering that superior service is the key to success and growth. Shospec is located in Pietermaritzburg, Kwa-Zulu Natal.

Shospec is committed to achieving excellence in Safety, Health and Environmental performance and undertakes all activities in a highly responsible, professional and competent manner and strives to continuously improve performance towards an ultimate objective of zero incidents, injuries, failures or complaints.

Shospec's SHE services have been established to lead, co-ordinate and maintain the SHE Management System with respect to suitability, adequacy and effectiveness to ensure that the applicable standards and requirements are always met. The system includes supporting programmes which focus on specific SHE aspects, awareness, communication, regular review and continual improvement.

Shospec will manage the Health, Safety and Environmental aspect of the operations to ensure an incident free workplace for all employees, service providers and sub-contractors by ensuring that:

- Ensuring a healthy and productive working environment;
- Develop, implement and maintain an effective SHE program, Master Builders Association H&S services (MBA)
- Evaluate and determine the health, safety and environmental requirements of the project from initiation to finalisation;
- Provide the necessary SHE training to all our employees so that they fully understand the requirements of the SHE system (MBA);
- Initiate ownership of our SHE system among all our employees, service providers and subcontractors;
- Ensure full compliance with our SHE system and legislation among our employees, service providers and sub-contractors;
- Prompt accident and incident notification, investigation and reporting by employees at all levels;
- Investigate all incidents so that corrective measures can be formulated and implemented;
- Ensure that the environment is protected at all times from our activities;
- Reduce the carbon footprint of our operations;
- Optimise the use of natural resources;
- All activities from planning to implementation of projects incorporate efficient use of resources and minimisation of both environmental impacts and waste generation;
- Shospec strives to continuous improvement of environmental performance in the light of economic, social and ecological system.

The progress and policy will be reviewed, on a yearly basis, to ensure this policy remains relevant to the needs of our employees. We will be successful when we achieve our targets towards our goal of a harm-free environment and incident free workplace and that the communities in which we work value us.

A handwritten signature in black ink, appearing to read "Bjorn Kahler", is written over a horizontal line.

BJORN KAHLER
MANAGING DIRECTOR (SIGNED AND DATED)