

HEALTH AND SAFETY POLICY



Tosas (Pty) Ltd is a manufacturing and supplying company of Bituminous Products and services working in Africa.

Tosas (Pty) Ltd attaches the greatest importance to the prevention of any form of loss, in particular to the Health and Safety of all our employees as far, as is reasonably practicable.

We consider no area of our operation or administration as being of greater importance than 'The Loss Incident' prevention. Therefore each of our managers, supervisors or employees is responsible for Health, Safety and Welfare within their respective areas.

The attitude and co-operation of each employee shall ensure that the Health and Safety conditions are achieved and losses minimized.

Tosas (Pty) Ltd openly commits them to actively participate in the implementation of this policy.

THE OBJECTIVES OF THE POLICY ARE:

- To promote standards of safety, health and welfare that comply fully with statutory requirements and approved Codes of practice, and to take into account current developments;
- To maintain safe and healthy workplaces, to operate safe systems and methods of works and to protect employees, clients and others, including the public, by striving to eliminate foreseeable hazards, which may result in personal injury, fires, security losses or damage to property, through the systematic identification of hazards and the adequate assessment and control of risk;
- To provide and maintain a safe and secure working environment for employees with adequate facilities and arrangements for their occupational health and welfare;
- To provide employees with the information, instruction, training and supervision they need to work safely and to develop people as a key resource.
- To develop safety awareness and individual responsibility for health and safety among employees;
- To encourage full and effective joint participation on health and safety matters at all levels and to pursue a progressive improvement in health and safety performance and the management of health and safety;
- To appoint competent managers and supervisors to enable personnel to comply with their responsibilities for health and safety and to achieve progressive improvement in safety performance.

This policy will be reviewed on a yearly basis with the involvement of stakeholders.

A handwritten signature in black ink, appearing to be 'D Pagel', written over a horizontal line.

Managing Director: D Pagel

2014-01-28

Date