

# THE ROYAL ESWATINI SUGAR CORPORATION OCCUPATIONAL HEALTH AND SAFETY POLICY STATEMENT

The Royal Eswatini Sugar Corporation (RES) grows sugarcane and manufactures various sugarcane based products including very high polarity (VHP), raw and refined sugar, ethanol and electricity in the north-east of the Kingdom of Eswatini. The support services include health and wellness, management and property services.

In our quest to leading Africa's future in sustainable sugar and renewable products, RES is guided by our values of respect, integrity and delivery. The executive management and workers are committed to the following:

- Providing safe and healthy conditions to prevent work-related injury and ill-health and is appropriate to the purpose, size and context of our organization and to the specific nature of our occupational health and safety (OH&S) risks and opportunities;
- Eliminating hazards and reducing OH & S risks using the control hierarchies as far as is reasonably practicable;
- Establishment and implementation of practices, which prevent injuries , ill-health and property damage;
- Establishment and implementation of processes and procedures to ensure that compliance obligations applicable to our products, services and activities are identified and upheld;
- Complying with legal and other requirements ;
- Adoption our own OH & S requirements where legislation does not exist or is inadequate
- Consultation and participation of workers and worker representatives regarding safety and health issues;
- Integration of safety and health considerations into business operations and planning;
- Halting of product manufacture or distribution or ceasing any operation if safety and health risks are unacceptable.

To implement this policy, RES shall:

- Develop , implement, maintain and continually improve an effective management systems certified to the OH & S standard (ISO 45001) and any other requirements to which the organisation subscribes;
- Continually identify and manage OH & S risks, hazards and opportunities related to its activities, products and services;
- Share information about significant hazards and risks related to its activities, products and services with workers and interested parties;
- Report and investigate as appropriate all incidents so as to reduce occurrence and / or recurrence;
- Develop, deploy and support internal professional safety and health personnel; and
- Develop OH & S objectives relevant to RES operations and take actions to achieve those objectives

The policy shall be available to interested parties through the organisation's intranet portal, RES website and available to all persons working for it, to the extent necessary. Also contained in a hard copy format at each IMS unit (version and distribution controlled). Managers and workers are expected to take responsibility and keep informed about OH & S risks and standards. Transgressions and grievances in respect of the Policy shall be dealt with in accordance with the Company's Employee Relations Policy Manual. The policy shall be reviewed annually to ensure it meets RES needs.

SIGNED: \_\_\_\_\_

**Nick Jackson - Managing Director**

DATE: 10 MAY 2021