

# GROUP POLICY

## SHEQ



### 1. Introduction

Grindrod acknowledges that the health and safety of its employees, contractors, customers and the communities in which it operates is of paramount importance and cannot be compromised. As part of Grindrod's commitment towards sustainability and good corporate governance, it strives to minimise and mitigate the impact of its operations on the environment in a sensible, responsible and legally compliant manner. The Group SHEQ policy is based on the following pillars:

### 2. Accountability and Responsibility

- 2.1 The Chief Executive Officer (CEO) of each business unit is accountable for the development, implementation and continual improvement of SHEQ.
- 2.2 The CEO is entitled to delegate his/her responsibility as set out above, to such persons as he/she may deem appropriate, who shall be responsible for the implementation thereof.
- 2.3 Such responsibility includes the awareness, training, implementation and continual development of the SHEQ system throughout the business on all levels.
- 2.4 Visible and active leadership will further embed a SHEQ compliant culture.

### 3. Operational Excellence

- 3.1 The aim is to operate the Grindrod businesses sustainably in terms of relevant legislation and regulations, in line with the Business strategy, to protect the health and safety of Grindrod's stakeholders as set out above, the assets of the company, the environment and to ensure customer satisfaction.
- 3.2 As far as possible, all business units within the group should manage SHEQ in terms of ISO Integrated Management Systems.

### 4. SHEQ Risk Management

- 4.1 SHEQ is risk-based and all SHEQ-related risks need to be identified, acknowledged and appropriately mitigated.
- 4.2 Information related to divisional proactive measures implemented should be shared to promote the application of best practices across the Group.

### 5. Legal Compliance

- 5.1 Legal compliance forms the basis of a robust and sustainable SHEQ system.
- 5.2 Applicable responsible standards will be complied with in areas where such laws do not exist.

## **6. Sustainability**

- 6.1 The SHEQ system is an integral component that supports sustainable business practices.
- 6.2 This is achieved by identifying the key SHEQ risks as well as opportunities, taking into account the legal compliance framework and requirements of key stakeholders such as customers, and implementing best solutions to address such risks and opportunities. Such process should result in quality goods and services to customers; a safe work environment; more efficient and cost-effective operations, with the lowest impact on the environment as practically possible.

## **7. Reporting**

- 7.1 Key performance indicators, both at divisional and group levels, must be identified to promote meaningful review and proactive decision-making, based on value-adding measurement and reporting; which results in continual improvement.