



# RAUBEX GROUP HEALTH AND SAFETY POLICY

Building our future together



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## 1. Document details

Document Name	Raubex Group Health and Safety Policy
Policy Reference	Raubex Group_6000_HSE_Policy_Health&Safety
Responsible Person	Group Health and Safety Manager
Current version approved by	Chief Executive Officer
Date of last review	March 2025
Date of next review	March 2026

## 2. Definitions

Group	Raubex Group Limited including its subsidiaries.
HSE	Is an acronym for Health, Safety, and Environment
LTI	Lost Time Injury
“I am a Safety Leader”	An initiative that empowers every employee to take responsibility for safety and lead by example in all safety matters.
Core Values	Are fundamental beliefs, guiding principles, or deeply held ideals that shape an organisation's culture, decision-making, and overall identity. They define what an organization stands for and influence how it operates, interacts with stakeholders, and achieves its goals.
Hazard	Potential source of harm
Risk	Risk is a situation involving exposure to danger.
Proactive	A Forward-thinking approach to identifying and resolving potential hazards before they become incidents

## 3. Background

### 3.1. What is this document about?

This document outlines the Group's Health and Safety Policy, ensuring that safety is a Core Value and is a foundation for every decision and action within the organisation. Its purpose is to formalise Raubex Group's commitment to health and safety and integrate it into the organisation's HSE Management System.

This policy aims to ensure the effective support and implementation of the "The Raubex Group HSE Strategy" at all levels, ensuring a sustainable HSE culture, and complying with all legal requirements.

### 3.2. Why is this document important?

The Health and Safety policy is essential for:

- Demonstrating management's commitment to safety as a **Core Value**.
- Ensuring compliance with Health and Safety regulations, and industry standards to protect our employees, our clients, our sub-contractors and affected parties.
- Preventing work-related injuries and promoting a healthy and safe working environment.
- Supporting the achievement of "**Raubex's 5-Year HSE Strategy**" objectives, such as zero fatalities and zero LTI's.
- Communicating the importance of conforming to the Health and Safety Management System.

### 3.3. Who must comply with this policy and procedures?

This policy applies to all our employees, our clients, our sub-contractors and affected parties.

It is the responsibility of every individual to comply with the policy and actively contribute to a healthy and safe working environment.

### 3.4. Why is it important to comply with this policy and procedures?

Failure to comply with this policy can result in:

- **Safety Risks:** Injuries or fatalities, which contradict the company's goal of zero LTIs and fatalities.
- **Disciplinary Actions:** Including possible termination of employment or contracts
- **Legal action:** Could be taken against Raubex, and severe costs being incurred due to penalties being implemented
- **Operational Delays:** Stemming from unsafe work practices and subsequent accidents or incidents.
- **Severe costs** being incurred due to penalties being implemented.

### 3.5. Who must be consulted if you have any questions?

For any questions regarding this policy, employees should contact the Health, Safety, and Environment (HSE) Department.

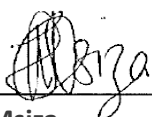
## 4. Our Policy

The Group consists of subsidiary companies that are involved in road building, asphalt manufacturing, quarry mining, underground mining, diversified civil construction, resurfacing road construction, earthmoving, renewable energy and infrastructure development, telecommunications and special projects, fibre optic development modifying and emulsifying of bitumen & supply and materials handling.

At Raubex Group we strive for a maturity level of excellence through the effective implementation of our Health and Safety Strategy. We actively care for the health and safety of our people, and we are fully committed to develop, implement and maintain management systems to ensure the following:

- **Zero Harm Culture:** The safety and wellness of Our People is a Core Value and is a foundation to everything we do. We set the environment to create a culture that ensures all stakeholders are Safety Leaders.
- **Proactive Hazard Management:** By continuously identifying, reporting, assessing, and managing Health and Safety hazards, and risks through the implementation of effective critical controls to mitigate potential dangers and prevention of injury and ill health of our employees and affected parties caused by our activities and services.
- **Regulatory Compliance:** We strive to comply with all relevant legislation, regulations, standards, and any other obligations or requirements to which we subscribe.
- **Continuous Improvement:** We establish, implement and monitor Health and Safety objectives, and safety improvement plans, with the aim to continually improve our Health and Safety system and performance.
- **Empowering our People:** We believe in equipping our employees with the right knowledge and skills through clear communication, comprehensive training and providing sufficient resources to ensure competence in our Health and Safety practices.
- **Employee Wellness:** Commitment to promoting the highest attainable physical, mental, emotional, and social wellbeing of our people. (Rx Group\_3013\_HR\_Policy\_Employee Wellness)
- **Stakeholder Collaboration:** We actively engage with internal and external stakeholders on all relevant Health and Safety matters to maintain open and transparent communication and participation.
- **Incident Management:** We prioritise proactive measures to prevent incidents rather than reactive responses. We are also committed to reporting, investigating and learning from incidents, by determining the causes and implementing corrective and preventive actions to ensure the effectiveness of controls and repeat incidents.
- **Management System Enhancement:** We strive to continuously improve our health and safety management system through the effective implementation of our 5-year Health and Safety Strategy.
- **Policy Accessibility and Review:** This policy is available to all interested and affected parties and will be reviewed annually to ensure that it remains relevant to Raubex operations and to the needs of our stakeholders.
- **Display and Communication:** We ensure that this policy is prominently displayed and communicated across all Raubex Group operations to ensure awareness and adherence by all employees. Please refer to "Annexure A – One pager".

Through the effective leadership and commitment to our Health and Safety Strategy, we are dedicated to achieving sustainable, long-term improvement, ensuring that every employee actively contributes to a safer and healthier workplace.

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

**Felicia Msiza**  
**Chief Executive Officer**



## 5. Version control

Version	Status	Date	Author	Change description
0.1	Version before major review	October 2018	HSE Department	Revised Policy
0.2	New revised	August 2020	HSE Department	Policy revised and approved
0.3	Updated version	August 2023	HSE Department	Updated version
0.4	Annual Review – to align with HSE Strategy	October 2024	HSE Department	Policy Revised and Approved

## 6. Contact

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Felicia Msiza  
Chief Executive Officer

10/02/2025

Date: