



# RAUBEX GROUP ENVIRONMENTAL POLICY

Building our future together



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## 1. Document details

Document Name	Raubex Group Environmental Policy
Policy Reference	Rx Group_6001_HSE_Policy_Environmental
Responsible Person	Group Health, Safety and Environmental 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
Environment	The surroundings or conditions in which a person, animal, or plant lives or operates
EMS	An Environmental Management System is a structured framework that helps an organisation manage its environmental responsibilities in a systematic way
Proactive	A Forward-thinking approach to identifying and resolving potential impacts before they become incidents
Impact	Environmental impact is the effect of human activities on the natural Environment

## 3. Background

### 3.1. What is this document about?

This document outlines the Environmental Policy of the Group, which serves as the foundation for the implementation and continuous improvement of the company's Environmental Management System (EMS). It establishes the organisation's commitment to environmental sustainability by adhering to legal requirements, preventing pollution, and striving for ongoing improvement in environmental performance.

The policy defines the Group's approach to managing the environmental impact of its activities, products, and services and sets clear objectives for compliance, pollution prevention, and resource efficiency.

### 3.2. Why is this document important?

This document is important because it formalises the Group's commitment to environmental responsibility and sustainability. It sets a clear framework for the implementation and improvement of the Environmental Management System (EMS), ensuring that the organisation operates in an environmentally conscious manner.

The document is crucial for the following reasons:

- **Legal Compliance:** It ensures that we adhere to all relevant environmental laws and regulations, reducing the risk of legal penalties and ensure compliance with industry standards.
- **Pollution Prevention:** By outlining strategies for pollution prevention, the policy helps minimise the company's environmental footprint and promotes the responsible use of natural resources; and
- **Corporate Accountability:** The policy holds the company accountable for its environmental impact, aligning its operations with broader corporate sustainability objectives and demonstrating commitment to ethical environmental control.

### 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.

Employees and contractors must adhere to the policy's principles, while top management is responsible for driving its implementation.

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

A breach of this policy and procedures may result in the following:

- Disciplinary action, which could lead to dismissal;
- Severe harm to our reputation;
- Legal action being taken against Raubex;
- 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 are committed to ensure sustainability, shared value creation, and to protect our environment. We are fully committed to develop, implement and maintain management systems to ensure the following:

- **Regulatory Compliance:** We strive to comply with all relevant legislation, regulations, standards, and any other obligations or requirements to which we subscribe to protect the environment within which we operate.
- **Management System Enhancement:** Through our EMS, identify and systematically manage and improve the environmental performance of our operating activities through including greenhouse gas emissions and energy management, waste management, water management, air quality, biodiversity and protected areas.
- **Continuous Improvement:** Continuously strive to improve our environmental management system through setting objectives and targets to monitor environmental performance. Strive to deliver on the aims in our sustainability strategy and sustainable practices. Our aims for progress on biodiversity, water, nature-based solutions and circularity.
- **Empowering our People:** Aim to create clear understanding of environmental impacts within our operations through adequate training and communication of the role and value of our Environmental sustainability strategies to our employees and affected parties, and by providing sufficient resources to deliver on our Environmental responsibilities and objectives.
- **Board Oversight:** Maintain board and executive-level oversight of the management of operational environmental impacts and the effectiveness of implementation of our sustainability frame.
- **Sustainable Operations:** Protection of the environment through efficient and sustainable use of natural resources by practicing the principles of pollution prevention, reduction, recovery, reuse, and recycling of waste and employing circular economy practices.
- **Proactive Impact Management:** By continuously identifying, reporting, assessing, and managing Environmental impacts through the implementation of effective critical controls to mitigate potential environmental impact interested and effected parties caused by our activities and services.
- **Stakeholder Collaboration:** We actively engage with internal and external stakeholders on all relevant Environmental matters to maintain open and transparent communication and participation.
- **Incident Management:** We are committed to reporting, investigating and learning from Environmental incidents.
- **Policy Accessibility and Review:** This policy is available to all interested and affected parties and will be reviewed annually (or whatever legislation dictates) 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"

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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	Annual review	March 2024	HSE Department	Annual review
0.4	Revised – March Annual Review – To align to Environmental Strategy	October 2024	HSE Department	Revised Policy

## 6. Contact

Pietie Walters

**Group Manager: Health, Safety and Environmental**

Tel: 012 648 9400

[Pietie.W@raubex.com](mailto:Pietie.W@raubex.com)

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10/02/2025

Date: