

Type:	<i>Policy Summary</i>
Name:	<i>Occupational Health and Safety Policy</i>
Key search terms:	<i>Occupational, Health, Safety, Environmental</i>

1 Policy Statement

This policy applies to all employees of the group domiciled in South Africa (excluding Liberty Holdings Limited) regardless of location or business unit, as well as to persons other than employees who must be protected against hazards to health and safety arising out of or in connection with the activities of persons at work and our business activities. These persons include contractors, clients and visitors. The principles and provisions of this policy must be upheld.

2 Policy Scope

The purpose of this policy is to set out Standard Bank Group's (SBG) position on Occupational Health and Safety requirements that are designed to comply with applicable statutory and regulatory obligations across Standard Bank South Africa (SBSA), with the purpose of:

- establishing a framework within which the principles of Occupational Health and Safety (OHS) are managed;
- formalising the group's internal OHS compliance standards, structures and OHS management framework;
- promoting compliance with the OHS act and regulations; and
- promoting compliance with national and, where appropriate, international standards.

3 Purpose of the Policy

We expect all employees in the Group to take reasonable care for their health and safety and that of other persons who may be affected by their acts or omissions. Employees must comply with all applicable health and safety policies, procedures and standards of SBSA. It

is the responsibility of the employees to report any unsafe or unhealthy conditions as soon as possible to their supervisors or line management including any work-related injuries sustained or diseases contracted in the working environment.

4 Roles and Responsibilities

The Group Safety, Health and Environmental Risk Management (Group SHE Risk Management) is responsible for communicating the responsibilities of the employer and the employee in terms of the Occupational Health and Safety Act 85 of 1993 and related laws and regulations. It assists business units in conducting hazard identification and risk assessments relating to OHS and monitors the level of emergency preparedness relating to OHS, for example, emergency evacuation exercises.