

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, irrespective of their physical location or specific business unit. Furthermore, it extends protection to individuals beyond direct employment who may be exposed to health and safety risks stemming from our work activities. This includes contractors, clients, and visitors. All parties are obligated to adhere to the principles and provisions outlined in this policy.

## 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 and sector best practices.

## 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.

In accordance with the Occupational Health and Safety Act of South Africa, we expect all employees within the Group to exercise reasonable care for their own health and safety, as well as the health and safety of others who may be impacted by their actions or inactions. Employees are required to adhere to all relevant health and safety policies, procedures, and standards established by SBSA. It is the duty of employees to promptly report any unsafe or unhealthy conditions to their supervisors or line management, including any work-related injuries or illnesses encountered in the workplace.

#### **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.