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	SHEQ POLICIES	Effective Date:	10/2020
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	SAFETY, HEALTH, ENVIRONMENTAL AND QUALITY POLICY STATEMENT	Distribution:	All Departments

Rand Instruments Africa (Pty) Ltd is a privately-owned Analyser System Integrator and Engineering Consultancy Company based in South Africa with its head office located in Springs, Gauteng.

To demonstrate our firm commitment to Safety, Health, Environment and Quality, Rand Instruments Africa established appropriate management systems that are ISO 9001, ISO 14001 and ISO 45001 compliant to minimise risk and ensure duty of care around the following five pillars of sustainability:

- SAFETY, HEALTH, ENVIRONMENT AND QUALITY MANAGEMENT** is a vital part of our day to day operations together with continual SHEQ improvement, ensuring:
 - that all employees work under safe conditions,
 - that the operating activities are safe,
 - all the important aspects impacting on our responsibility to deliver quality services are controlled
 - We will comply with the relevant national and international explosion prevention legislation governing the sites wherein we conduct our operations,
- ENVIRONMENTAL ETHICS:** Ensure that SHEQ is an integral part of our operations and that no operating condition, or urgency of service, justifies exposing anyone to negative risks arising out of Rand Instruments Africa's business, causing an incident or damage to the environment. Whilst complying with the relevant national and international environmental legislation governing the sites wherein, we conduct our operations, Rand Instruments Africa will also comply with applicable Environmental Management Plan (EMP).
- SOCIAL ISSUES & BUSINESS INTEGRITY:** License to operate sites internationally depends on maintaining the respect and trust of local stakeholders. This will be achieved through superior levels of communication. Rand Instruments Africa supports and complies with relevant national and international acknowledged human rights, statutory requirements and labour standards as we see this as one step on the road to recognition as a company of high ethical standing.
- ENERGY CONSERVATION:** Implementing energy savings practices to reduce cost, but not to compromise on the production of quality products.
- Establishing an **OCCUPATIONAL HEALTH AND SAFETY RISK MANAGEMENT PROCESS** that is proportionate and evidence informed, where resources and effort are determined by the nature and scale of Rand Instrument Africa's workplace activities.

It is our policy to apply sound SHEQ Management practices consistently and comprehensively in all its activities and at all levels within the operating group which shall promote:

- A healthy and safe environment for all employees, partners and the public, as far as is reasonably practicable;
- The prevention of injuries and diseases by complying with safety, health and environmental legislation and our operating standards;
- Training and development of employees in all aspects of SHEQ in order to meet set business objectives and targets;
- Striving to promote the wellbeing of the environment by applying proper waste management techniques and by avoiding pollution and damage to property;
- Improvement in the quality of our services as well as our deliverables while operating appropriately within the nature, scale and impact of our contracting activities; and
- Open and wide sharing of good practice, learning and solutions.
- Maintaining procedures and processes to ensure quality products are maintained at all times.
- Communicating realistic but challenging job expectations and making employees accountable for their decisions and actions result in noticeable improvements in employee tardiness, absences and organizational commitment through a well-managed Integrated Management System.
- Reducing energy consumption for heating and other activities without compromising effectiveness.

We will review our SHEQ Policy Statement annually to ensure that it remains relevant to the needs of all stakeholders and the environment.

At Rand Instruments Africa, we respect peoples' culture and heritage in any location that we operate in; and no operating condition or urgency of service can ever justify endangering the life of anyone.



Paul van Heerden
Managing Director

22 October 2020