



SAFETY, HEALTH, ENVIRONMENTAL AND QUALITY (SHEQ) POLICY

Our Company Values: We will provide our customers with excellent service, instil a positive attitude in our employees and focus on safety, quality, and value for money with a total commitment to being environmentally aware.

As a company we are committed to provide and maintain a safe and healthy working environment for our employees, customers and visitors at our various sites.

Ensuring a safe and healthy work environment, we will develop and maintain a health and safety management system. Specifically, management will:

- i. Set health and safety objectives and performance criteria for all managers and work areas and review these objectives annually or if required.
- ii. Actively manage the accurate and timely reporting and recording of all incidents and injuries,
- iii. Investigate all reported incidents and injuries to ensure all contributing factors are identified and, where appropriate, plans are developed to take corrective action,
- iv. Identify all existing and new hazards and take all practical steps to eliminate, isolate or minimise the exposure to significant hazards,
- v. Ensure all employees and contractors are aware of the hazards in their work area and are adequately trained to enable them to perform their duties in a safe manner,
- vi. Encourage employee consultation and participation in all matters relating to Health, Safety Environment and Quality
- vii. Promote a system of continuous improvement – which includes reviewing policies and procedures.
- viii. Meet our obligations under the Safety, Health, Environment and Quality and Regulations (PER, MHI, EIA), SANS347, 329, and any relevant standards or guidelines.

Every employee is expected to share in this commitment to health and safety in the workplace by:

- i. Observing all safe work procedures, rules, and instructions.
- ii. Wearing the appropriate PPE provided by Virtual Gas Network
- iii. Ensuring all incidents, injuries and hazards are reported.

Every manager and supervisor have a responsibility for the health and safety of employees working under their supervision.

Joshua Le Roux
Chief Executive Officer

2024/02/01

Date: