



OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENTAL POLICY

Our company is dedicated to providing a work area irrespective of its location that is free from occupational safety, health and environmental risks and/or hazards to all its employees and others who may be affected or involved with our daily tasks. We will accomplish this by adopting the following strategies:

- 1) To set standards, create systems, programs and policies in identifying, evaluating, managing and/or eliminating safety hazards, possible occupational health and environmental risks. The Safety Policy will be carried out according to guidelines established in our Safety system, procedures and/or programs.
- 2) To ensure that the Safety policy will apply to all employees of Regis Mozambique LDA regardless of position within the company whilst on our premises or a customer company site and to ensure that all will comply with the Safety System as well as the Occupational Health and safety act.
- 3) To ensure Continuous Improvement where a recurring process is in place enhancing performance and safety management systems, not necessarily in all areas simultaneously, to achieve improvements in overall safety performance consistent with the safety policy.
- 4) The authorisation and responsibility for enforcement is the responsibility of the Group CEO (16.1 appointment) and Regis Mozambique LDA Operations Manager (16.2 appointment) who has appointed a Safety representative to assist him in enforcing the company safety system and standards at any work place.
- 5) Each designated site supervisor is responsible for meeting all the requirements of our Safety System and for maintaining an effective safety, health and environment accident prevention effort within his area of responsibility.
- 6) Ensuring that all safety, health and environmental accidents and/or incidents are thoroughly investigated and reported to the Safety Representative or his designated replacement, client or relevant authorities within 48hrs.
- 7) Regis Mozambique LDA will ensure maximum employee involvement through:
 - i) Management commitment to safety, health and environmental issues.
 - ii) Job hazard analysis and/or risk assessments conducted prior to any commencement of work.
 - iii) Effective job safety training for all categories of employees.
 - iv) Weekly safety meetings to ensure a means of communication between Management and Employees concerning Safety, health and environmental issues

The designated 16.1 appointee signed this Safety policy

David S. O' Connor
Group CEO