



OCUPATIONAL HEALTH, SAFETY AND ENVIRONMENT (HSE) POLICY

Tongaat Hulett is a leading agricultural and agro-processing business, with integrated components of land management and property development. Established in 1852, it is one of the largest sugar producers in Africa and a large processor of maize in Southern Africa. The company has sugar mills, sugar refineries and starch mills that produce a range of sugar and starch products for the regional and international markets. At the peak of its agricultural season, Tongaat Hulett employs over 30 000 employees at several operations in the Southern Africa Development Community.

At Tongaat Hulett, we strongly believe in providing a safe and healthy working environment for our employees, contractors and people doing business with us whilst at the same time protecting the environment from harm arising out of our operational activities. HSE is a component of sustainable development and a critical prerequisite to the improvement of our sustainable business practices.

At every operation and in all countries, that we operate, we are committed to;

- ❖ **Develop, implement and improve HSE management systems and practices that exceed local legal requirements and conform with other requirements, to:**
 - identify, assess, eliminate and/or control environmental aspects and Safety and Health hazards to employees, contractors and any other affected parties;
 - ensure a safe and healthy work environment to prevent injury and ill-health to workers and other parties exposed to HSE risks arising from our operational activities, facilities, products and services;
 - protect the environment and prevent environmental pollution throughout the business operation's value chain;
 - apply the hierarchy of HSE risk controls that give priority to engineering and manufacturing solutions ahead of administrative and behavioural controls, with personal protective equipment being used as the last line of defence;
 - demonstrate visible leadership in promoting an organizational culture of Zero Harm
 - and set HSE objectives and targets, regularly review them and communicate these to our internal and external stakeholders.

- ❖ **Promote and maintain an open and transparent relationship with all interested parties including workers, local communities, regulatory authorities, business and farmer organizations, to achieve the following:**

- To be the most trusted partner in all that we do.
- Protection of employees' right of refusal to work in unsafe conditions.
- Increase our knowledge and mutual understanding of HSE matters of concern.

❖ **Seek opportunities to share successes and challenges and demonstrating that we succeed through our people and teamwork by:**

- enabling effective worker consultation and participation on HSE matters;
- communicating the HSE policy, compliance obligations and performance internally and making this information accessible to interested external parties and
- sharing responsibilities to meet requirements of this policy.

This HSE Policy is binding on all Tongaat Hulett operations, employees, contractors, agents, suppliers and service providers doing business with us. It will be periodically reviewed to reflect the company's commitment to continual improvement of the HSE management system and other Sustainability practices.



Gavin Hudson
Chief Executive Officer
27 August 2019