



**Barloworld**  
*Leading brands*

## Barloworld Health and Safety Policy

**Policy #** GH&S      **Effective Date** 19 November 2021      **Email** [Safety@barloworld.com](mailto:Safety@barloworld.com)

**Version** V 1.0

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## PREAMBLE

Barloworld is an industrial processing, distribution and service company which distributes leading international brands. In our Original Equipment Manufacturers (OEM) businesses we provide integrated sales, rental, fleet management and product support through offering flexible, value adding, and innovative business solutions to our customers backed by leading global brands.

One of Barloworld's core competencies is its ability to leverage systems and best practices across its chosen business segments. As an organisation we are committed to sustainable development, which remains a corporate priority.

Our approach to employee wellness, health and safety is aligned with our Worldwide Code of Conduct, the Barloworld Risk Management Philosophy and with our commitment to being a responsible corporate.

Further, our approach to health and safety includes technology and digital solutions that support and enhance a safe and healthy work environment.

## PURPOSE

Barloworld strives for a Zero Harm workplace and culture across all its operations.

Occupational health and safety considerations form an integral part of daily business activities including risk management, strategic planning, capital expenditure, investments and operating procedures.

The objective of this policy is to outline the minimum expectations and commitments across Barloworld to minimise health and safety related risks across all operations and facilities.

## SCOPE

All employees and operations within Barloworld are expected to uphold the principles contained within this policy. Barloworld is concerned with the health, safety and wellness of all its employees, across all its facilities and therefore this policy extends, where appropriate, to all workers on its sites, including its employees, contractors, service providers and visitors and the surrounding communities in which it operates.

## REGULATORY BACKGROUND

Across the various jurisdictions where Barloworld operates, safety regulations are in place that serve to govern and regulate occupational health and safety practices within the workplace.

At a minimum, we expect all Barloworld operations to comply with the relevant local legislative framework and regulations.

## POLICY STATEMENT

P1.	Commitment
	<ul style="list-style-type: none"><li>• Barloworld strives for Zero-harm in the workplace</li><li>• Barloworld appreciates its role in addressing employee health and safety and top management is committed to:<ul style="list-style-type: none"><li>○ Hold our leaders accountable for the health and safety of all our employees in countries where we operate.</li><li>○ To actively promote employee health and safety (including employee wellness and workplace ergonomics) as an integral part of our purpose and values.</li><li>○ Avail resources to promote workplace health and safety in order prevent incidents.</li><li>○ Provide appropriate personal protective equipment and training on proper use.</li><li>○ Provide appropriate training and awareness on safe use and handling of machines, equipment, hazardous materials and chemicals as well as safe use of products.</li><li>○ Conducting work environment risk assessments and inspections</li></ul></li></ul>

	<ul style="list-style-type: none"> <li>○ Comply with all relevant regulatory requirements for reasonable continuous improvement of health and safety performance in those areas where we are below expected compliance levels.</li> <li>○ Consider health and safety issues, the resultant risks, as well as the effective management thereof, as a key corporate priority and as a key driver to sustainable development and business growth.</li> <li>○ Ensure health and safety considerations will form an integral part of daily business, including management planning, capital expenditure, operating procedures.</li> <li>○ Educate, train and motivate employees to conduct their activities in a safe and responsible manner.</li> <li>○ Consult with and involve workers on matters relating to health, safety and wellbeing.</li> <li>○ To promote the adoption of the principles of this policy with entities acting on our behalf, encouraging and, where appropriate, requiring improvements in their practices to align with those of Barloworld, and to encourage the wider adoption of these principles by contractors and suppliers.</li> <li>○ Develop and maintain, where potential hazards exist, emergency, including fire, response and preparedness plans (including pandemic management).</li> <li>○ Measure health and safety performance and conduct regular audits in line with legal and other requirements.</li> <li>○ Report non-compliance issues in assessment reports (including Internal / External Audit) and remedial steps taken, in monthly management reports and relevant governance meetings.</li> <li>○ To investigate health and safety incidents and non-conformances to identify root causes and related trends, with a view of implementing remedial and preventive actions to reduce, or where practical to eliminate, the likelihood of reoccurrence and/or reduce the impact.</li> <li>○ Adhere to maximum hours worked as per relevant industry guidelines and local legislation in support of eliminating excessive work hours.</li> </ul> <ul style="list-style-type: none"> <li>● This policy will be reviewed biennially or where there are significant changes in the business as measured by our risk management process.</li> <li>● All operations within the Barloworld Group are expected to uphold the principles contained within this policy.</li> </ul>
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**RELATED POLICIES**

All operations within the Barloworld Group are expected to uphold the principles contained within this policy that is to be read in conjunction with the policies as detailed below:

Policy name	Purpose
Barloworld Worldwide Code of Conduct	To set out the Barloworld Values expected to be upheld by all Barloworld employees
Barloworld Risk management philosophy	Outlines the risk management philosophy including risk treatment responses within Barloworld.

**COMMUNICATION**

This policy should be communicated to all Barloworld employees, across all its operations and regions.

**ROLES AND RESPONSIBILITIES**

Occupational health and safety is an integral part of management in the company and is recognised as one of the material corporate priorities.

As such, the Chief Executive Officer and Board of Directors in each division are the champions responsible and accountable for the health and safety of our employees.

Divisional executive management have the responsibility to ensure compliance with this policy and at their discretion to define the processes, procedures and other mechanisms by which the policy is implemented.

Implemented processes are to ensure that the Chief Executive Officer and Board of Directors are fully informed about pertinent employee health and safety matters.

## RAISING CONCERNS AND SEEKING GUIDANCE

If any person is seeking advice on aspects within this policy, they are encouraged to email [Safety@barloworld.com](mailto:Safety@barloworld.com)

If any person becomes aware of a circumstance or action that violates or appears to violate this policy, they are encouraged to contact their manager or alternatively the Barloworld Ethics Line at [www.tip-offs.com](http://www.tip-offs.com).

The Barloworld Ethics Line is an independent and confidential system for reporting allegations of unethical behaviour, illegal actions, or actions that violate the Barloworld Worldwide Code of Conduct.

The Barloworld Global Whistleblowing Policy applies to the use of the Barloworld Ethics Line and it contains the contact details pertaining to each company, division, or business unit.

Barloworld is committed to ensuring that no employee suffers any occupational detriment as a result of reporting a genuine concern in good faith.

## BREACH OF POLICY

Barloworld has established clear reporting structures in all divisions that culminate in compliance with relevant legislation and adherence to this policy. Material non-compliance will be reported to the respective divisional executive committee, other relevant governance structure/s and thereafter to the group Social, Ethics and Transformation Committee, a sub-committee to the Board of Directors.

It is the responsibility of Chief Executive Officer and Board of Directors in each division to comply with this policy and failure to do so by any employee could amount to disciplinary action and a material breach of the contract of employment.

## DEVIATIONS FROM POLICY

It is the responsibility of divisional executive management to ensure that this policy is adopted and approved by an appropriate divisional executive committee.

Any deviations to this Barloworld group policy that amend the meaning or raise the minimum standard of the group policy requirements must be tabled, approved and recorded at an appropriate divisional executive meeting, and thereafter tabled, approved and recorded at the Group Social, Ethics and Transformation Committee.

Language translations of Barloworld policies must be conducted or checked by a professional language translator to avoid translation errors that may change the meaning of the policy requirements.

## DEFINITIONS

D1.	Barloworld
	<p><b>Barloworld:</b> Barloworld Limited and its subsidiaries, divisions, and business units in all countries in which it does business, or any individual subsidiary in its own capacity.</p> <p>It does not include joint ventures, other than those where Barloworld exercises management control, nor does it include investments where Barloworld owns less than 50%.</p> <p><b>Workplace:</b> Any authorised location or site including an Employee's home / primary residence, a Customer site, or a Barloworld premises from where an Employee is permitted to execute their employment duties and business activities for the Company.</p>

## APPROVAL AND OWNERSHIP

Owner	Title	Date
Quinton McGeer	Chief Executive: Equipment Eurasia	26 July 2021
Recommended By		Date
Barloworld Group Executive Committee		26 July 2021
Approved by		Date
Group Social, Ethics and Transformation		21 September 2021

## REVISION HISTORY

Version	Revision Date	Description	Next review Date
V1.0	21 September 2021	Approved by Group Social, Ethics and Transformation Committee	September 2023
V1.1	19 November 2021	Approved by the Barloworld Limited Board of Directors	September 2023
V1.2			