

## Occupational Safety, Health, Environment, Risk & Quality Policy

Through a strategy of continual improvement and teamwork, Adcorp, is dedicated to establishing the highest industry standard for staffing services.

Adcorp's vision is to enable agile, focused and skilled workforces for the future. At the core of our workforce solutions, we deliver white and blue collar contingent, permanent staffing as well as outsourced workforce solutions all forming part of our workforce solutions lifecycle. Fundamental to our business is the health and safety of our people, the environment and our customers where we operate.

Our global safety priorities continue to guide our decision-making and approach to SHEQ through:

1. Strengthening our commitment to safe production in order to prevent injury and disease.
2. Improving our incident reporting and internal investigation process.
3. Anticipation of our customers' needs and delivery of excellent customer experience.
4. To ensure that we comply with the relevant legal and regulatory requirements.
5. Protection of the environment from harm and pollution through the best practical environmental options available.

This will be achieved by implementing a sustainable integrated Safety, Health, Environmental, Risk and Quality (SHERQ) management system.

### Adcorp is committed to:

- Promoting the health and wellbeing of our employees and sustain their ability to perform over the long-term.
- Identifying, assessing and managing the risks of its processes and systems that have an impact on its people, communities, its services and its assets with the intent of unlocking opportunities and managing informed risk.
- The prevention of injuries, diseases and pollution by complying with applicable safety, health and environmental legislation and standards.
- Improvement in the quality of our services as well as our deliverables while operating appropriately within the nature, scale and impact of our activities.
- The production, monitoring and review of SHERQ objectives and targets for SHERQ performance.
- Taking cognisance of the views of interested and affected parties, both internal and external with the intent of improving systems, processes and quality of service.
- Making employees and others working for or on behalf of the company aware of this SHERQ policy statement.
- Adherence to COVID-19 health and safety regulations as gazetted (Refer to Adcorp COVID-19 Policy).
- Periodically assess the suitability and effectiveness of the SHERQ management system and its policies through management reviews and internal compliance evaluation; and
- Providing reasonable training and development of employees in all aspects of SHERQ to meet set business objectives and targets.

This policy will be made available to relevant interested parties upon request and reviewed annually or when significant changes in law and the business are made.



Chief Executive Officer

27 May 2024

Date