

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 workforce solutions.

Adcorp's vision is to enable agile, focused and skilled workforces for the future. At its core it delivers white and blue-collar contingent staffing, permanent placements, training and outsourced workforce models. Aggregated these form Adcorp's workforce solutions lifecycle. Fundamental to the business is the health and safety of its people, the environment and its customers.

Global safety priorities continue to guide its decision-making and approach to SHEQ:

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

This is 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 its employees and sustaining 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.
- Periodically assessing 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

25 June 2025

Date