

## Corporate Policy and Objectives

Building is aligned against the needs of the individual within our pluralist world and does not happen in a vacuum. This, more than ever, renders us in a state of mutual responsibility. It is acknowledged that especially construction comes with an obligation towards nature, our social structure, and quality of life and the sustainable utilisation of natural resources. It is our common assignment to construct a world within which our children and the next generations can still feel at home.

With the slogan cementing trust building futures, we embrace our responsibility for the future and introduce it as our philosophy. In terms of this principle we deploy technical advancement, develop new products, and improve our efficiency and environmental thoughtfulness.

To support this, the management of Ohorongo Cement decided on a comprehensive and verifiable system for the assurance of quality, environmental protection, and industrial health and safety in terms of the standards ISO 9001, ISO 14001, ISO 45001, SANS 50197 / NAMS EN 197 / **BOS EN 197** and a commitment to comply with the world human rights convention as well as the International Labour Organization for children and other human rights foundations). The periodic auditing in terms of ISO 9001, ISO 14001 will be conducted through an independent certification institute.

### Health, Safety and Social Accountability

Ohorongo Cement is committed to improve working conditions and ensuring compliance with the **Namibian Labour Act (Act 11 of 2007)** and ILO Code of practice on HIV/Aids and also to provide a safe, healthy and socially acceptable workplace and conducting its business activities in a manner that protects the environment.

In order to have a safe and healthy workplace, OHORONGO Cement will document, implement and maintain a Health and Safety Management System according to the Labour Act, 1992; Regulations relating to the health and safety of employees at work and the ISO 45001: 2018 standard.

### This system will provide the processes and procedures to:

- Prevent injuries, accidents and/or incidents.
- Demonstrate the effective health and safety management of all work areas.
- Provide a healthy and safe working environment for all employees, vendors, customers, contractors, visitors, and other interested parties in accordance with relevant legal requirements.

Commit to continuous improvement and performance monitoring of the health and safety system via regular inspections and audits.

### Therefore, Ohorongo undertakes:

- To develop and institute a Hazard Identification and Risk Assessment (HIRA) procedure in accordance with legislation to eliminate, minimise and control potential risks.
- To comply with all design safety related requirements in terms of current legislation.
- To ensure personal, electrical, and mechanical safeguarding.
- To arrange necessary appointments required by legislation.

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- To conduct business in compliance to the health and safety regulations of Namibia as a minimum requirement.
- To provide adequate supervision, training, work instructions, information and awareness to employees, visitors, and contractors to ensure they have applicable knowledge of their related hazards and their obligations associated with performing any task.
- To integrate Health and Safety Management into all business processes and company strategies.
- To build and commit to an effective and efficient Health and Safety Management System that reviews objectives and targets bi-annually which will impact the Health and Safety Policy.
- To investigate all Health and Safety issues that may arise in pursuance of our business activities.
- To actively participate in open consultation and to exchange information through toolbox talks,
- Safety Meetings, Health and Safety Committees and on-going communication.

### Environmental

Ohorongo Cement is aware that activities such as mining, processing of raw materials and clinker and cement manufacturing could have possible impacts on the environment such as air pollution, abstraction of water and reduction of habitat for certain species. Our environmental impact is evaluated based on our Environmental Risk Matrix and corresponding objectives are set to reduce our impact on the environment.

Ohorongo Cement is committed to the protection of the environment, including prevention of air pollution and protection of water resources. We continuously focus on energy savings projects, control of dust emissions and reduction of our carbon footprint through the deployment of sustainable alternative energies sourced for the burning of clinker. Ohorongo Cement has put in place additional measures with the goal of protecting the environment.

Ohorongo Cement is committed to comply with all relevant regulatory and legislative requirements regarding the environment.

Ohorongo Cement is monitoring its environmental performance and is committed to continuously improve its Environmental Management System.

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### Quality

In terms of the Quality Assurance of our product, Ohorongo Cement is committed to guarantee the product quality as per the requirements of SANS 50197-1 / NAMS 197-1 / **BOS EN 197 -1**.

The production plant is organised in terms of SANS 50197-2 / NAMS 197-2 to ensure a proper manufacturing process. The standards SANS 50197-1 / NAMS 197-1 / **BOS EN 197 -1**, and SANS 50197-2 / NAMS 197-2 are applicable to all departments and locations of Ohorongo Cement and especially for the plant at Sargberg. Ohorongo Cement is monitoring its performance in terms of quality and is committed to continuously improve its Quality Management System.

Management is committed to ensure that the applicable statutory and regulatory requirements are determined, understood, and consistently met.

The corporate policy and HSEQ targets and objects of Ohorongo Cement is formulated and regularly evaluated by Management. Management shall ensure that this Corporate Policy as well as the Integrated Management System (IMS) Manual is accessible to every employee and communicated so that every employee understands both policy and manual.

Senior Management is committed to customer focus by ensuring that customer requirements are consistently met. The risks and opportunities that can affect conformity of products and services and the ability to enhance customer satisfaction are evaluated and addressed. Design and Development of products are driven to enhance customer satisfaction.

The Management expresses their commitment to the IMS Manual and all relevant documents and will ensure that the resources needed for the quality management system are available to achieve its intended results. All co-workers are obliged to actively take part in the process of constant improvement to the overall performance of the enterprise.

The Corporate HSEQ Policy is readily available to all our stakeholders.