

Safety, Health, Environment, Risk and Quality (SHERQ) Policy Statement

CIMERWA Plc is committed to maintaining an Integrated Management System (IMS) and to achieve best practices in the management of risks that can impact its stakeholders which include but not limited to employees, customers, community, authorities, contractors, assets, and safety objectives and to ensure continuous improvement of its effectiveness, in accordance with the requirements of the international standards (**ISO 9001: 2015 + ISO 14001: 2015: ISO 45001: 2018**). CIMERWA Plc is committed to sustainable business and to reducing the environmental impacts of its operations and providing and maintaining a Healthy and Safe working environment for its employees, visitors, general public and all persons using the premises and plant site as a place of work. Sustainability forms part of CIMERWA Plc.'s business strategy and encourages all its stakeholders to meet similar environmental goals. Risk Management will form part of strategic, operational and line management responsibilities.

Management is committed to:

1. Ensure that our Integrated Management System provides a framework for the management and control of our activities for Safety, Health, Environment, Risk and Quality including managing risk and leveraging opportunities in accordance with best practices;
2. Establish a framework for setting and reviewing the IMS Policy and SHERQ objectives, and performance criteria for all CIMERWA Plc employees and work areas;
3. Fully identify and conform to the needs of our customers, improving customer satisfaction and exceeding their expectations and comply with local or other relevant compliance obligations;
4. Regularly reviewing the risk profile and the effectiveness of controls to ensure objectives are aligned with current requirements;
5. Incorporating a consistent approach of risk management into the culture and planning process, that supports decision-making and resource allocation;
6. A transparent approach to risk through open and meaningful communication that balances the cost of managing risk with anticipated benefit;
7. Provide extensive staff training education on quality, and environmental aspects and impacts and capacity building of the main stakeholders to identify report and act upon opportunities to minimise environmental impacts and promoting a 'do it right the first time' attitude towards quality;
8. Maintain our reputation for honesty and integrity and ensure that this is reflected throughout the organisation;
9. Provide sufficient resources and equipment to ensure that we can operate on the documented Integrated Management System;
10. Meaningful communication and consultation with employees on matters of IMS Policy and making the policy available to all employees and interested parties;
11. The effectiveness of our IMS is monitored including environmental performance by planned audits, management reviews and customer satisfaction surveys to ensure quality service delivery adhering to group and local practices;
12. Continuously improving the integrated management system to enhance quality, health and safety and environmental performance;
13. Promoting resource efficiency and cleaner production in order to mitigate the potential impacts for climate change;
14. Investigate all reported incidents and to ensure all contributing factors are identified and, where appropriate plans are formulated to take corrective actions;
15. Investigate all impacts and potential impacts to ensure all contributing factors are identified, and where required, plans are formulated to take corrective actions;
16. Identify all existing and new hazards and take all practicable steps to eliminate, isolate or minimise the exposure to any hazards deemed significant;
17. Ensure that all employees are made aware of the hazards in their work areas and are adequately trained and equipped to enable them to perform their duties in a safe manner;
18. Encourage employee consultation and participation in all manner relating to Health and Safety, Environment and Quality ;
19. Every Manager, Supervisor, or Foreperson has a responsibility for the Health and Safety of those employees working under their direction.

Employees are expected to:

1. Ensure compliance with SHERQ objectives and assist management with reaching objectives by reporting any potential issues, impacts or potential impacts to the environment, Occupational Health and Safety and Quality and communicate with management where potential improvements can be implemented in terms of quality, environment and Health and Safety;
2. Take responsible care of the environment during the daily activities and promote environmentally sustainable actions within the operation through coaching.
3. Comply with all relevant policies and procedures management has deemed necessary in respect of sustainable development, health, and safety while carrying out their activities.
4. Take responsible care of their own health and safety, and that of other employees.
5. Report all incidents and accidents that take place during their activities and report all unsafe actions and conditions that are identified in the operation;
6. Comply with all health and safety policies and procedures when performing their duties and not misuse / damage any tools / equipment that have been provided in the interest of health and safety and utilize resources and equipment effectively at all times.
7. Identify and report current risks and potential risks that could have an impact on SHERQ objectives and comply with risk management policies and procedures.
8. Build risk awareness through communication and coaching during their daily activities and make recommendations for means of improving the risk management plan.



Albert Sigei
Chief Executive Officer

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