



**1. POLICY STATEMENT**

Unitrans is the leading provider of integrated logistics and supply chain solutions and services that enables growth across many Sub-Saharan African markets. Our successful business model incorporates the design, implementation, and ongoing supply of services that allow our customers to focus on and grow their core business.

**2. OBJECTIVES**

The purpose of this policy is to align Unitrans and their employee’s commitment to quality, environmental and risk-based approach in maintaining a workplace that prioritizes the health, safety, and well-being of our employees, contractors, visitors and as well as others who may be affected by Unitrans activities, to prevent work related injury and ill health. This policy serves as a guiding framework for setting Occupational Health and Safety, Environmental and Quality objectives for Unitrans..

**3. SCOPE**

This policy applies to all persons involved in activities, operations, and locations under the control of Unitrans. It encompasses employees, contractors, visitors, suppliers, customers, interested and affected parties and where applicable, stakeholders. This includes Unitrans Supply Chain Solutions (Pty) Ltd, Unitrans Africa (Pty) Ltd and Unitrans Passenger (Pty) Ltd as well as all of their entities, hereafter referred to as “Unitrans”.

**4. PRINCIPLES**

Unitrans’ management systems for Safety, Health, Environment, Risk, and Quality furnish the necessary systems and tools to adeptly address uncertainties and associated risks and opportunities. This enhances Unitrans’ ability to generate value while upholding the highest standards possible.

Unitrans is committed to establishing, developing, implementing and maintaining risk management systems which address diverse risks across Unitrans in order to pursue and measure their objectives. Health, Safety, Environmental and Quality Objectives are reviewed on an annual basis.

Unitrans is dedicated to complying with all applicable health, safety and environmental laws, regulations, and other applicable requirements. We will regularly review and update our practices to ensure continued compliance.

Unitrans performs regular risk assessments using the hierarchy of controls to identify potential hazards and evaluate associated risks. We address and eliminate hazards and risks where possible, by implementing appropriate measures to effectively control and manage risks, thereby reducing Occupational Health, Safety and Quality risks.

In alignment with our commitment to sustainability as outlined in the Unitrans Sustainability Pledge and focused SDGs commitments to support and enhance environmental protection and prevent pollution, we actively engage in ways to conserve increasingly scarce resources, ensuring lowering our environmental impact.

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We conduct our operations with a sense of responsibility towards both people and the environment, ensuring that our practices promote ethical conduct and environmental stewardship.

Every employee plays a fundamental role in ensuring environmental sustainability and occupational health and safety. Employees are personally responsible for their own safety, as well as the safety of others through their actions and activities. Through awareness, training and effective communication of SHERQ requirements and expectations, we actively engage our employees and, where applicable, workers' representatives in meaningful consultations and involve them in decision-making processes where appropriate. This ensures that employee perspectives and insights contribute significantly to the overarching objectives of environmental, occupational health, quality and safety.

Unitrans commits to the continual improvement of the Safety, Health, Environment and Quality management systems. This involves establishing, monitoring, and communicating measurable and appropriate objectives within the organisation at various levels of operations. Management ensures that the necessary personnel, technical, and appropriate financial resources are provided to achieve these objectives through the SHERQ Management System.

By integrating these principles in aspects of our operations, we not only safeguard the well-being of our employees, clients, and the environment but also ensure the sustainability and success of Unitrans. Through continuous improvement, compliance with relevant requirements and regulations, as well as fostering a culture of responsibility and accountability, we strive to achieve excellence in all facets of our business.

This policy is communicated internally to all employees, suppliers, and where relevant to stakeholders and interested parties upon request.

**5. RESPONSIBILITIES**

The SHERQ Department is responsible for the development and amendment of this policy.

**6. POLICY VIOLATION**

Non-compliance to this policy may result in disciplinary action being taken and possible termination of employment, if found guilty of the violation.

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