

BLUE SHIRT BAKERY (PTY) LTD OCCUPATIONAL HEALTH AND SAFETY (OHS) POLICY**1. Purpose:**

The purpose of this policy is to establish and communicate Blue Shirt Bakery's commitment to protect the health, safety and well-being of all employees, contractors, visitors and other stakeholders affected by our operations. It also ensures compliance with South African legislative requirements, including the Occupational Health and Safety Act 85 of 1993 (OHSA) and its regulations - and with customer requirements (i.e.) of SEDEX/SMETA (specifically the Health & Safety pillar).

2. Scope:

The provisions of this policy are applicable to all Blue Shirt Bakery employees, contractors, visitors and other stakeholders. Blue Shirt Bakery (BSB) top management is committed to providing a safe workplace and practices during the manufacture, packing and all other operations relevant to our flatbread's food products. All activities (i.e.) production, storage, transport, packaging, cleaning, maintenance and administrative functions, all plant, machinery, equipment, substances and materials used in our food manufacturing processes shall be included.

3. Policy Statement:

Blue Shirt Bakery top management is unequivocally committed to ensuring a safe, healthy, and secure working environment for all employees, contractors, visitors, and other stakeholders (*suppliers, neighbours, community around our facility etc.*) involved in our operations. We recognize our legal and moral responsibilities to prevent work-related injuries and ill health, and to continually improve our occupational health and safety performance in accordance with local legislation, international standards, and SEDEX/SMETA requirements.

To fulfill this commitment, BSB shall:

- Comply with legislative requirements of the Occupational Health and Safety Act 85 of 1993, and other applicable legislation, standards, customer requirements, certification body requirements, and codes of practice within the context of our organisation.
- Establish, implement, maintain, and continually improve a documented occupational health and safety management system.
- Ensure that risk assessments are done, controls implemented, monitored, and maintained.
- Provide and maintain as far as reasonably practicable a safe and healthy working environment and culture for all identified interested parties.
- Identify and eliminate or minimise to an acceptable level hazards associated with our premises, processes, equipment, substances, storage, transport, and other workplace activities.
- Ensure that safe working systems, machines, plant, substances and controls are provided and maintained.
- Ensure that all employees, contractors and visitors are aware of their responsibilities for health and safety, and are provided with adequate training, supervision and information.
- Ensure all matters regarding occupational health and safety are effectively communicated to all interested parties.
- Ensure that health & safety management arrangements are integrated into our business operations and reviewed regularly for continuous improvement.
- Ensure emergency preparedness (fire, chemical spill, equipment failure, evacuation) is in place, tested and maintained.
- Be exemplary, and enforce a positive health and safety culture across the board

GENERAL MANAGER'S SIGNATURE.....

DATE SIGNED 20 NOV 2025

QUALITY ASSURANCE MANAGER'S SIGNATURE.....

DATE SIGNED 20 NOV 2025

4. Roles & Responsibilities

5.1 Top Management

- Provide leadership, resources and commitment to implement and maintain this policy.
- Ensure that health & safety is included in business planning, budgeting and performance measurement.
- Ensure that health & safety responsibilities are assigned, communicated and understood.
- Review health & safety performance and policy regularly and implement improvement actions.

5.2 Quality Assurance Manager & Occupational Health & Safety Appointee

- Ensure that the Occupational Health and Safety Management system is implemented, maintained and continually improved
- Ensure that training is planned and executed timely

5.3 Line Management / Supervisors

- Ensure that risk assessments are undertaken for their areas of responsibility.
- Implement safe working procedures, ensure staff and contractors comply with them.
- Report, investigate and take corrective actions for incidents, near-misses, hazards.
- Ensure all plant, machinery & PPE under their control is properly maintained and safe to use.

5.4 Employees, Contractors & Visitors

- Comply with all health & safety rules, procedures and instructions.
- Use provided safety equipment, PPE and controls correctly.
- Report hazards, near-misses and incidents promptly.
- Take care of their own health & safety and that of others affected by their acts or omissions.

5. Performance evaluation

Performance against this policy shall be measured through set objectives, internal audits, management reviews, and other relevant metrics (i.e.) incident / accident trending, lost time injuries and fatalities

6. Review and Revision

This policy is reviewed annually during management review or more frequently if needed. Revisions are made to ensure its continued suitability and effectiveness.

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