



FirstRand

GROUP OCCUPATIONAL HEALTH AND SAFETY POLICY STATEMENT

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1 CONTEXT

FirstRand Limited (FirstRand or the group) is a portfolio of integrated financial services businesses operating in South Africa, certain markets in sub-Saharan Africa and the UK. The group values its people and their well-being and is committed to providing a safe and healthy workplace for all employees, contractors, customers and visitors.

The group aims to protect the health, safety and well-being of all employees and the public on any of the group's premises, and occupational health and safety (OHS) is of paramount importance.

This policy statement was developed to ensure compliance with the requirements of section 7 of the Occupational Health and Safety Act 85 of 1993, which states:

"1. The chief inspector may direct–

- a. any employer in writing; and*
 - b. any category of employers by notice in the Gazette, to prepare a written policy concerning the protection of the health and safety of his employees at work, including a description of his organisation and the arrangements for carrying out and reviewing that policy.*
- 2. Any direction under subsection (1) shall be accompanied by guidelines concerning the contents of the policy concerned.*
 - 3. An employer shall prominently display a copy of the policy referred to in subsection (1), signed by the chief executive officer, in the workplace where his employees normally report for service."*

This policy statement, in addition to the above, enacts FirstRand's commitment and subscription to the Banking Association South Africa's principles on managing environmental and social risk, and it forms part of the group's regulatory risk management framework.

Any person who contravenes or fails to comply with the provisions of the OHS Act 85 of 1993 and any related amendments or regulations shall be guilty of an offence and liable, on conviction, to a fine not exceeding R100 000, or to imprisonment for a period not exceeding two years, or to both such fine and such imprisonment.

2 SCOPE

This policy statement is applicable to all group employees, visitors and any contractors conducting work on behalf of the group, on group premises. It applies to all workplaces under management or control of the group.

3 GUIDING PRINCIPLES FOR GROUP OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

All group employees have both the right and the opposing responsibility to:

- work in a safe manner;
- take all reasonable care for their own health and safety; and
- consider the health and safety of other people who may be affected by their actions.

FirstRand strives for injury-free workplaces and operates to ensure legal compliance with all OHS requirements. It will take all reasonable and practical steps to improve and manage safety conditions of all stakeholders.

The FirstRand group is committed to:

- complying with all applicable health and safety legal requirements pertinent to the business as well as to apply internationally recognised practices in all operations;
- developing a culture and an organisational consciousness of health and safety within the group;
- ensuring that every employee in the organisation is provided with appropriate health and safety training;
- encouraging active participation, consultation with and cooperation between all employees, contractors and visitors in promoting and developing measures to consistently improve health and safety at work;
- engaging proactively and positively with relevant authorities regarding the effective management of health and safety in the group;
- implementing relevant risk management systems suitable to the group's risk exposure, as well as monitor, promote and continually improve health and safety performance;
- maintaining relevant policies, procedures, systems, information, training and organisational structures to support and communicate effective health and safety practices throughout the group; and
- actively respond to, investigate and monitor all reported incidents up to resolution.

The responsibility for ensuring that all group employees, visitors and contractors are aware of and compliant with the requirements of this policy statement and supporting legislation rests with both line management and the executives in the group's various operating businesses.

4 CONCLUSION

This policy has been reviewed and approved by:

- the FirstRand business conduct forum;
- the FirstRand leadership and management team (LMT) framework committee; and
- the FirstRand compliance and conduct risk committee;

and was noted at the FirstRand social, ethics and transformation committee.