



# FirstRand

## HEALTH AND SAFETY POLICY

1 August 2024

## HEALTH AND SAFETY POLICY

The group recognises its accountability to all its stakeholders under the legal and regulatory, corporate citizenship and transparency requirements applicable to its business and is committed to high standards of integrity, corporate responsibility, sustainability, and fair dealing in the conduct of its business. The group recognises that H & S risks and opportunities are a key element that will impact the long-term sustainability of the group as a leading financial institution. The group OHS policy statement expresses the group's commitment to the implementation, on-going maintenance, and the improvement of overall H & S operational performance throughout the group.

The FirstRand OHS policy statement is available on the FirstRand intranet and is subject to annual review. The FirstRand OHS policy statement is available to interested and affected parties on request.

The group's divisions / segments may draft their own OHS policy statement that is aligned to the FirstRand policy statement. These must be sent to the group H & S programme manager for review prior to finalisation and adoption by the segments. Where no division / segment policy statement is set, the group policy statement will apply to that segment. The policies must be displayed in the workplace where employees report for work.

The FirstRand Limited Group values its people and their wellbeing and is committed to providing a safe and healthy workplace for all employees, contractors, customers, and visitors.

On this basis, group aims to protect the health, safety and wellbeing of all employees and the public on any of the group's premises, with occupational health and safety (OHS) being a subject of paramount importance to the FirstRand Limited Group.

This policy statement was developed to comply with the requirements of section 7 of the OHS 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 Limited Group's commitment and subscription to the Banking Association South Africa's principles on managing environmental and social risk, and it exists under the auspices of FirstRand'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.

## SCOPE

The Occupational Health and Safety policy statement is applicable to all FirstRand Limited Group (excluding offshore operations) employees, visitors and vendors conducting work on behalf of the group, on group premises and applies to all workplaces under management or control of the group both locally and internationally.

The policy supports the FirstRand value of being accountable as supported by the principles of “caring for the business” and “respecting others” as outlined in the FirstRand group code of ethics.

## GUIDING PRINCIPLES FOR OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

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

FirstRand is committed to:

- complying with all applicable health and safety legal requirements, codes of practice and guidelines 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, vendors 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 suitable to the group’s risk exposure, as well as monitor, promote and continuously 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.

Responsibility for ensuring that all group employees, visitors, and vendors 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.

Approval date: 1 August 2024



---

**Mary Vilakazi**

CEO: FirstRand Limited Group