



mentis
AFRICA

OCCUPATIONAL HEALTH & SAFETY POLICY

Andrew Mentis (PTY) Ltd t/a as Mentis Africa, Manufacturer of Mentis Grating, Mentex and other products, recognizes that it has an impact on the health & safety of its employees and the environment. It is the policy of the company to ensure and promote the health and safety of all its employees and contractors on site.

The company is committed to complying with all relevant legislation applicable to its business in occupational health care, safety and environmental management. It is committed to working in accordance with the ISO 45001 Occupational Health & Safety International Management System.

This includes a commitment to:

- Identify, assess and manage health, safety & environmental hazards & risks, associated with our operations, with the aim of minimizing the hazards & reducing the risks.
- Set specific objectives and targets for managing & promoting health & safety as well as for the environment.
- Monitor and report on health and safety matters and statistics in the safety committee & Top management reports.
- Fulfill all legal requirements in terms of the OHS act and municipal / Metro bi-laws, & ensure that no employee is victimized, bullied or harassed for refusing to do anything which he/she is prohibited from doing in terms of the OHS act.
- Investigate and report on all occupational diseases, minor and lost time injuries, near misses & serious accidents and formulate appropriate preventive action where applicable.
- Ensure that employees at all levels receive appropriate training and are competent to carry out their duties and responsibilities, as well as made aware of their health & safety responsibilities.
- Make this policy available to interested parties by displaying it publicly in key areas.
- Continually improve the occupational health & safety management system in accordance with the company's continuous improvement process.
- Consult with workers and workers' representatives on the requirements of the occupational health & safety management system.

MANAGEMENT AUTHORISATION AND APPROVAL

It is a directive from Executive Management that all employees understand, be committed to, and work towards the objectives of this 'Occupational Health & Safety Policy' and its supporting documents.

This OHS Policy as well as the objectives is reviewed annually as part of the OHSMS management review activities.



Ian Cillie
Managing Director

Date: 04/11/2025.