



*(REGISTRATION NUMBER CC/2013 05181)*

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# HEALTH, SAFETY, ENVIRONMENT AND COMMUNITIES POLICY

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Approved by: \_\_\_\_\_

CJ Mouton (Director for ASST CC)

Date: 5 September 2024

## 1. VISION

Our vision is to be a preferred services and technology provider to our clients. To create sustainable quality and reliable services from our professional shareholder, suppliers, collaborators and associates, we are committed to conduct our business in a safe, environmentally responsible manner respectful of the laws and customs of the countries we work in.

## 2. HEALTH and SAFETY

- 2.1. As a team we promote a safe working environment, identify and eliminate unsafe conditions and acts from the workplace.
- 2.2. We train our people and ensure that they OUR are competent and committed to apply our health and safety standards.
- 2.3. We promote good health and well-being of all within the organization.

## 3. ENVIRONMENT

- 3.1. We plan and perform our operations to minimise the impact on the environment by effectively preventing pollution and mitigating harmful risks to the environment.
- 3.2. We minimise our environmental footprint through reuse and recycling materials to minimise waste.

## 4. OUR PEOPLE AND COMMUNITIES

- 4.1. We promote and value diversity and equality within the organization, ensuring a workplace free from discrimination based on HIV or TB status, gender or race.
- 4.2. We pursue to deliver the highest level of work quality and practice.
- 4.3. We build long term partnerships with communities, our business partners and stakeholders to create sustainable improvements in health, safety, the environment and the community.
- 4.4. We are committed to our core values of fairness, integrity and respect for others.

Document Number:	ASST_DMS001_Health Safety & Environment and Communities Policy	Version:	1	Date Reviewed:	18/06/2019	Page 2 of 4
Electronic File & Path:	<a href="#">ASST_DMS001_HSEC_Policy_v1.pdf</a>					

## Who need to comply with this policy?

- Directors, all suppliers, associates, staff and sub-contractors.
- All of the abovementioned people / organisations shall adhere to all procedures, regulations and legislation relevant to our product lines and services.
- This policy will be applied to all places of work, offshore, in transit, domestically and international.

## 5. GOAL

Our belief is that we can and should always improve on our efforts to create a safe and healthy workplace which will ultimately help to prevent injuries and illness as well as environmental and community incidents.

## 6. RESPONSIBILITIES

### 6.1. Directors

- Committed to the health and safety of all staff, sub-contractors and visitors.
- Ensure fair trade agreements are in place for suppliers from other countries
- Provide a safe and healthy work environment free from harassment
- Developing and reviewing HSE policies, procedures, and standards
- Implementing the HSEC policy
- Encourage staff and subcontractors to challenge unsafe or hazardous work practices and to adopt safe and healthy work practices

### 6.2. All contractors, associates and staff

- Take responsibility for health and safety.
- Follow, review and developing Safe Operating Procedures for the projects
- Keeping to and exceeding the safety and health requirements of the client
- Developing a project specific Safety Management Plan
- Ensuring minimum impact on the environment
- Integrating with local communities, respecting their heritage, values and customs in a manner that will reflect positive on the values of the company
- Wear safety equipment and personal protective equipment
- Staff should not undertake activities they consider unsafe and to stop others from performing activities considered unsafe

Document Number:	ASST_DMS001_Health Safety & Environment and Communities Policy	Version:	1	Date Reviewed:	18/06/2019	Page 3 of 4
Electronic File & Path:	<a href="#">ASST_DMS001_HSEC_Policy_v1.pdf</a>					

# 1. POLICY AND PROCEDURE ACKNOWLEDGEMENT AND ACCEPTANCE FORM

I hereby acknowledge that I have been made aware of ASST's Health, Safety and Environment Policy. I further acknowledge that I understand and agree to adhere to the Health, Safety and Environment Policy.

Name: \_\_\_\_\_

Name: \_\_\_\_\_

Name: \_\_\_\_\_

Name: \_\_\_\_\_

Name: \_\_\_\_\_

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Date

Document Number:	ASST_DMS001_Health Safety & Environment and Communities Policy	Version:	1	Date Reviewed:	18/06/2019	Page 4 of 4
Electronic File & Path:	<a href="#">ASST_DMS001_HSEC_Policy_v1.pdf</a>					