



Occupational Health & Safety Policy

Purpose

As a company, CT LAB (PTY) LTD understands the need to control occupational health and safety risks associated with our work, and to that end we have adopted an ISO 45001 Occupational Health and Safety Management System (OH&S MS) as a tool towards implementing a formal system for managing the associated risks. We follow the Plan Do Check Act (PDCA) model across all key, support and management processes to ensure we provide safe and healthy working conditions for the prevention of work-related injuries and physical and mental ill health. We are also following health and safety protocol in terms of the South African Act 85 of 1993. We are fully registered and in Good Standing with the department of Labour with registration number 990000023340.

Definitions

- Employee – any person who is employed by CT LAB (PTY) LTD in a part-time or full-time capacity and in accordance with the labor laws of South Africa.
- Agent – an owner, director, stakeholder, contractor or other third-party that is in the position to act on behalf of CT LAB (PTY) LTD.

Procedure

CT LAB Commits to

1. Eliminate hazards and reduce OH&S risks
2. Fulfil all legal requirements and other requirements as applicable to the company
3. Consult with workers to have them participate in the activities that ensure a safe working environment
4. Continually improve the OH&S management systems in order to improve the company's overall occupational health and safety performance

Objectives relating to occupational health and safety performance will be set and reviewed annually by the Occupational Health & Safety Committee. The company will review all its activities and operations in order to identify and evaluate health and safety risks and opportunities, and subsequently undertake actions to address them. We also ensure staff are trained and educated on potential emergency situations that could occur in the work place.

CT LAB currently performs the following preventative measures:

In the manufacturing space

- Regular checks of equipment and tools are carried out to ensure that is in a good working order
- Protective clothing and gear is provided to all staff as required

In the sub-station space

- SHE Plan is compiled per installation
- Induction and Safety talks are attended when entering substations
- Toolbox checks are conducted on each visit
- Toolbox registers are completed

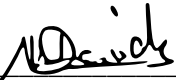
- Risk assessments are done to minimise risk of accidents
- Mandatory agreements are signed
- Emergency Preparedness Plan/Procedure and Accident / Incident Reporting Procedure (including contact numbers) are completed

All staff and subcontractors share in the responsibility and are supported by key staff that promote best practice, improvement and monitor performance. This will provide ongoing focus, create a sense of ownership and a constantly relevant strategy towards improving our health and safety performance. This policy will be applied for effective control over the organisation's outsourced processes and contractors to ensure its OH&S performance.

This policy is made available to all our customers and relevant interested parties on request. Our employees are made aware of our commitment towards occupational health and safety, and similarly the contents of this policy. Performance of the OH&S MS will be reported to management at least once a year by the appointed Office Health and Safety Representative. CT LAB's management is responsible for both reviewing this policy annually and for reviewing our health and safety performance on a continual basis to ensure it improves over time.

Authorisation

The employee/agent named below decrees that this policy is effective from the signed date. Furthermore, the employee/agent agrees to abide by and enforce the procedures outlined in this policy for the duration of their professional relationship with CT LAB (PTY) LTD.



Chief Operations Officer

14 June 2024

Date