



**MLILO GROUP**  
(PTY) LTD

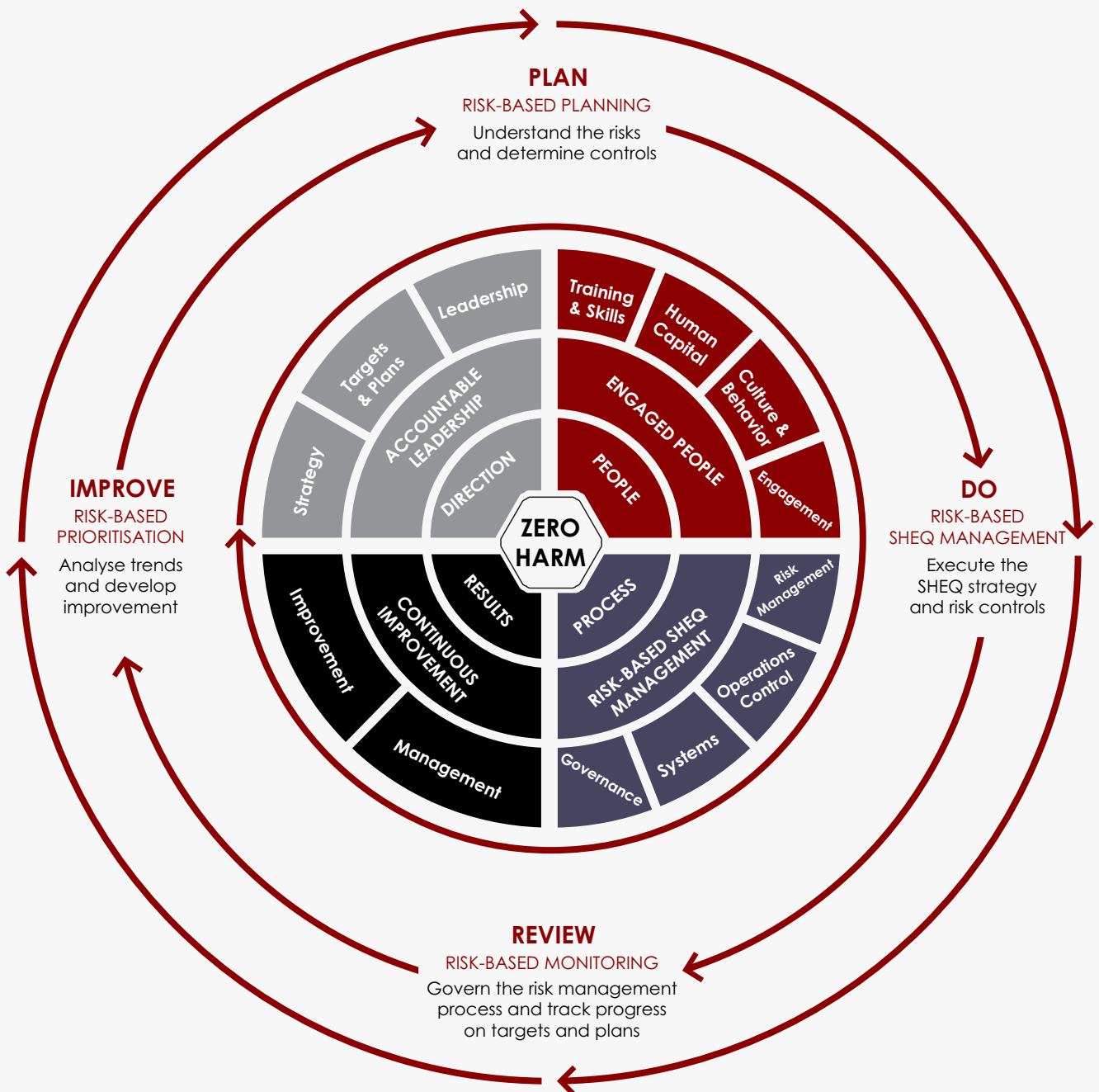


# **SHEQ**

**MANAGEMENT POLICY**

# SAFETY, HEALTH, ENVIRONMENT & QUALITY (SHEQ)

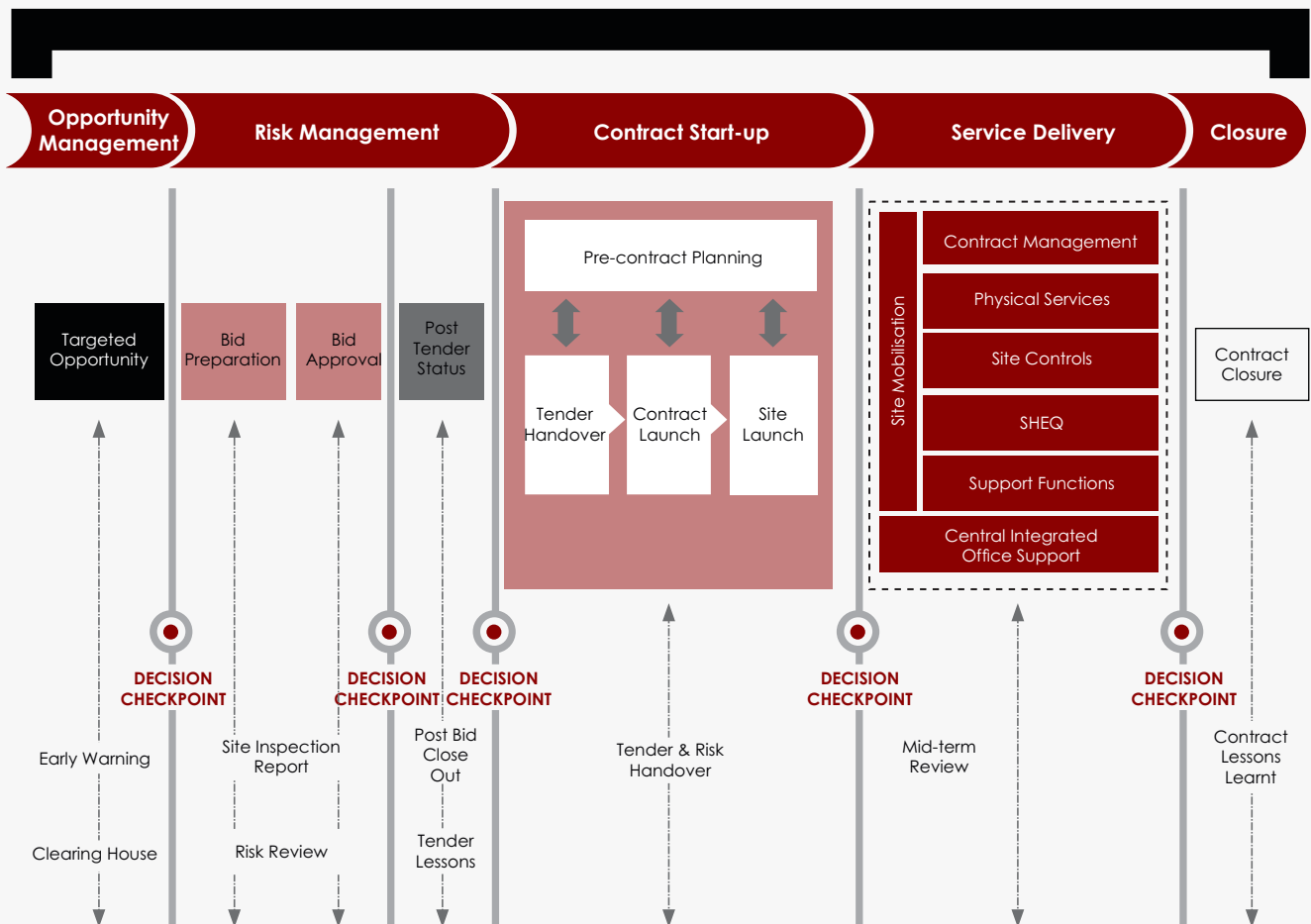
Mlilo Group's SHEQ policy clearly articulates the company's commitment to zero harm to people, communities and the environment. In line with this policy, we have implemented and continuously maintain an Integrated SHEQ management system to eliminate duplication of processes and procedures, as well as to ensure easy navigation through our various electronic documents. The standards we use include ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System) and OHSAS 18001 (Occupational Health and Safety Management System).



## Safety: -

A reputable zero harm health and safety framework developed and implemented provides guidance to our operations on delivering our health and safety commitment throughout. Our effective "Stop for Safety" programme continues to drive the desired behaviour towards personal safety. Our well documented management system outlines how to manage these risks effectively within the stages of the project management life-cycle thereby reducing risk as far as reasonably practical. Increasing and removing communication barriers remains of critical importance for achieving and maintaining "Zero Harm".

## Contract Risk Life-cycle: -



## Health: -

Milo Group has implemented a number of wellness programmes, including pre-employment medicals, risk or occupation-based routine medicals, wellness days, voluntary counselling, case management and exit medicals.

Milo Group does voluntary counselling and testing every two years.

To assure the "Zero Harm" philosophy, it is imperative that the most valued assets of our company remain healthy and are strengthened, both physically and mentally. This continues to be achieved through vigorous health and wellness programmes developed and successfully implemented for employees. Health concerns identified during the various stages of health screenings whilst in employment are closely monitored with our management provided with the necessary support to assist with the successful management.

## HIV: -

---

Mlilo Group has implemented a number of wellness programmes, including pre-employment medicals, risk or occupation-based routine medicals, wellness days, voluntary counselling, case management and exit medicals.

### OUR EMPLOYEES

- We will adhere to Mlilo Group's Policies and Procedures and apply them fairly throughout the group.
- All employees will operate within an agreed framework of authority and operating guidelines.
- We will ensure that our working practices conform to strict safety, health, environmental and quality standards.
- We will invest in the development of our employees and performance will be rewarded.
- We will act in a professional manner with each other and respect one another's religious, ethnic and cultural backgrounds.

### OUR BUSINESS PARTNERS

- We strive to maintain professional working relationships with all our associates and business partners while ensuring that we maintain and foster a culture of team work.
- We strive to ensure that all our associates and business partners not only fully understand but also adhere to our performance standards and requirements in keeping with national best practice.

### OUR SUPPLIERS

- We strive to ensure that we maintain professional working relationships with all our suppliers by ensuring that all transactions are subjects to Mlilo Group's standard terms and conditions of procurement. These are made available to all our suppliers and in turn, all suppliers are expected to ensure adherence thereto.
- Mlilo Group's confidential information in so far as it relates to Mlilo Group's business strategies remains confidential at all times.

### OUR COMMUNITIES

- We will consult with the communities where we operate on matters that may affect them.
- We will respect the values, culture and beliefs of the communities in which we operate.

## Our Environment: -

- We will respect and care for all life (people, animals and plants).
- We will educate all staff on environmental issues.
- We will protect soils, water and air from damage through our operations as best we can and we will rehabilitate what we can.
- We will control emissions from our operations and will manage waste disposal under strict constraints.

In a work environment where the achievement of an organisation's goals is dependent on the combined efforts of all its people, it is imperative that all employees abide by a code of behaviour, which is supportive of the organisation's objectives. It is therefore important that we uphold our Code of Ethics through proper behaviour in the workplace and that we apply ourselves diligently to our projects.

Mlilo Group's environmental focus is centred on improving our environmental systems as well as pro-actively searching for environmentally sensitive methods of carrying out all aspects of our business. The conservation of natural resources is one of the key drivers in our decision making process while also providing opportunities for business growth. In order to fulfil these objectives Mlilo Group is: -

- Continuously identifying and assessing environmental hazards with a view to implementing measures to mitigate or control;
- Improving systems and training programmes to increase individual awareness levels of environmental issues, responsibilities and accountabilities; and
- Identifying business opportunities within the environmental space.

To obtain the best results possible throughout Mlilo Group the Environmental Officer's focus areas such as: -

- Implementation of Mlilo Group's integrated environmental strategy;
- Roll-out of new electronic environmental system where and when necessary;
- Implementing best practice procedures and keeping up to date with current technology and trends;
- Raising awareness through Mlilo Group; and
- Implementing energy-saving and conservation programmes as well as driving our Carbon Disclosure Project and carbon footprint reduction initiatives.


Mlilo Group's three main contributors to greenhouse gas emissions are electricity, diesel consumption and employee travel and has focused programmes in place to minimise its carbon footprint.


## Quality: -

**Continuous Improvement and Customer Satisfaction:** Continuous improvement at Mlilo Group has become our way of doing business. One of the key strategies for all our business units, is to constantly improve the way in which contracts are executed. We have systems, procedures and processes in all our businesses to support our aim of total customer satisfaction and continuous improvement.


**Quality And Performance Excellence:** Quality is important to our business and we value our clients and stakeholders. We strive to provide our clients and the markets that we serve with products and services which meet and even exceed their expectations. Our goal is to achieve operational excellence in all aspects of our operations. We do this through the use of our Contract Life-Cycle (CLC) approach, our employees and a commitment to continuous improvement.



 Unit 59.2 Central Park, 12 Suikerriet Street  
Mbombela Mpumalanga 1200

 (+2782) 955 2912/ (+2781) 072 2122

 [info@mlilogroup.co.za](mailto:info@mlilogroup.co.za)

 <http://www.mlilogroup.co.za>