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	REVISION NUMBER	04	EFFECTIVE DATE	01 August 2024
HEALTH AND SAFETY POLICY				

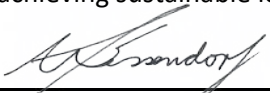
At TOSAS (Pty) Ltd, a leading manufacturer and supplier of Bituminous Products and services across Africa, we recognise that the Safety, Health and Wellbeing of our people is a Core Value and the foundation for every decision and action within our organisation. We believe that no aspect of our operations is more important than protecting the physical, psychological and social wellbeing of our employees, contractors, visitors and affected parties.

TOSAS is committed to developing, implementing and maintaining an effective Health and Safety Management System aligned with the Raubex Group 5-Year HSE Strategy, applicable legal requirements and recognised industry best practices.

To fulfil this commitment, we will:

- **Zero Harm Culture:** Promote a culture where safety and well-being are a precondition for all activities and where every employee is empowered to be a Safety Leader and to intervene when work is unsafe.
- **Proactive Hazard and Risk Management:** Continuously identify, report, assess and manage hazards, Priority Unwanted Events (PUEs) and associated risks through the implementation of effective critical controls to prevent injury, ill health, environmental harm and loss arising from our activities and services.
- **Regulatory Compliance:** Comply with all applicable health and safety legislation, regulations, standards, codes of practice and other obligations to which TOSAS and the Raubex Group subscribe.
- **Objectives and Continuous Improvement:** Establish measurable health and safety objectives, monitor performance, implement Safety Improvement Plans and continually improve the effectiveness of our Health and Safety Management System and operational performance.
- **Empowering Our People:** Provide clear communication, consultation, training, supervision and sufficient resources to ensure that employees and contractors are competent and able to perform their work safely and responsibly.
- **Employee Wellbeing:** Promote the highest attainable level of occupational health, physical wellbeing, psychological wellbeing and social wellbeing for all our people.
- **Stakeholder Participation:** Actively engage and consult with employees, contractors, clients, suppliers and other affected stakeholders on relevant health and safety matters to maintain open communication and meaningful participation.
- **Incident Management and Learning:** Prioritise the prevention of incidents and, when incidents occur, ensure they are reported, investigated and analysed to determine root causes and to implement effective corrective and preventive actions and verify the effectiveness of controls.
- **Personal Protective Equipment:** Provide, maintain and enforce the use of suitable personal protective equipment where risks cannot be eliminated through higher-order controls.
- **Life-Saving Rules:** Promote, communicate and enforce the Raubex Group and TOSAS Life-Saving Rules at all operational levels to strengthen critical risk awareness and safe behaviour.
- **Management System Enhancement:** Continuously improve our health and safety management system through effective implementation of the Raubex Group HSE Strategy, critical control management, assurance processes and performance monitoring.
- **Policy Accessibility, Communication and Review:** Ensure that this policy is communicated, understood and accessible to all employees and interested parties, displayed across TOSAS operations, and reviewed at least annually or when significant operational, legal or organisational changes occur.

Through effective leadership, visible commitment and the active involvement of every employee, TOSAS is dedicated to achieving sustainable long-term improvement and ensuring that everyone returns home without harm.


Werner Tessendorf
Managing Director

01 August 2026
Date