

	SHE DOCUMENTATION		
	SAFETY, HEALTH & ENVIRONMENTAL (SHE) POLICY		Doc nr: SHE-POL-01
			Rev nr: 06
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Revision details: ISO 14001 commitment	Page 1 of 1		

INTRODUCTION

The board of Directors and the executives of Crown Food Group, including its divisions Crown National and Crown Ingredients Solutions, commits to providing safe and healthy working conditions for all employees. Crown Food Group's senior management is committed to the elimination of SHE hazards and to mitigate SHE risks. We commit to continually improving the SHE management system. The framework for setting and achieving SHE objectives will be managed via SHE and other relevant inspection/audit results and risk committee and management review meeting outputs. Crown Food Group will use ISO/IEC 14001 and ISO/IEC 45001 to manage SHE risks and ESG KPIs.

PHILOSOPHY AND VALUES

We are committed to promoting the health and well-being of all our workers whom we regard as our most valuable resource. To this end, we commit to fulfilling all the relevant occupational safety (S) and health (H) as well as environmental (E) legal requirements. This includes meeting customer related SHE requirements.

EXECUTION OF OUR COMMITMENT

Legal appointments will be formally made e.g., 16(2) and 8(2)(i) to instil and maintain the 'right' health and safety culture. We commit to general compliance to all relevant SHE related legislation.

Crown Food Group's safety culture is one where every employee is responsible for his/her health and safety. Employees bring to management's attention unsafe working conditions for rectification through appointed compliance officers across the group as well as outputs of Health, Safety and Environment Committee meeting outputs. This facilitates improvement of the existing SHE management system. Health and safety risks are proactively identified and eliminated or mitigated. This process is proactively driven by SHE managers and officers via internal SHE audits/inspections. Where risks have materialised, corrective action is taken swiftly to ensure future prevention. All employees act responsibly, and discipline is maintained toward consistently adhering to rules and regulations designed to mitigate SHE related hazards and risks.

Where SHE controls do not exist or require improvement, employees at any level, may lobby on Crown Food Group's behalf to health and safety representatives (S17s), OHS committee members (S 19(3)s) and 16(2)'s to develop and implement necessary control measures. Crown is committed to ESG ideals and has a policy in place including KPIs to help facilitate ESG compliance goals. The ESG policy will be linked with ISO/IEC 14001 and ISO/IEC 45001 certifications. We are committed to environmental protection and managing our business impacts on the environment.

Human and financial resources will be devoted toward the prevention of work-related injury and ill health. In promoting the optimum environment for the 'right' culture, a worker-centred approach will be fostered by ensuring consultation and participation of workers and representatives in the identification and management of work-related health, safety and environmental risks. This will include providing risk mitigation control measures where appropriate. This will be achieved through health, safety and environment committees as per the Occupational health and safety Act No 85 of 1993 and certification rules and guidelines.

SHE managers/officers are appointed by Crown Food Group to advance the Plan-Do-Check-Act cycle of control within the scope of the policy. They will plan and implement policies and procedures, audit compliance and facilitate corrective action including continual improvement of the ISO/IEC 45001 and ISO/IEC 14001 integrated management system. They will also provide quarterly reports to the board of directors for review during their quarterly [BOD and risk committee] meetings. SHE managers will facilitate driving the 'right' health and safety culture and will provide independent oversight, including monitoring, into Group performance to the SHE system to be benchmarked off ISO/IEC 45001 and ISO/IEC 14001 certifications. As part of the facilitating the 'right' culture, Crown proactively mitigates SHE related risks and where deviations occur, corrective action is swiftly taken to prevent re-occurrence. Crown Food Group is also committed to compliance to the Rainforest Alliance certification requirements and will facilitate compliance with other stakeholders including suppliers.

SHE OBJECTIVES

Some of Crown Food Group's SHE objectives include the prevention of using child labour and promoting sustainable development including the use of suppliers who hold similar values. Crown Food Group adopts a risk-based proactive approach to managing SHE risks. Risk assessment is central to the SHE system which will be managed under the Plan-Do-Check-Act methodology. Crown Food Group will provide resources that are essential to establish, maintain and continuously improve the SHE system. Crown Food Group will promote communication, training, and development of employees to develop awareness of SHE related procedures including consultation with our employees on matters affecting their health and safety as well as environmental hazards toward mitigation.



Chief Executive Officer: Mr John Morris

30 March 2024

Date