

 GROUP SHERQ POLICY	CORPORATE	
	POLICY NUMBER ESG-POL-001- Group SHREQ Policy	REVISION NUMBER
	CORP	0
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	Page 1 of 1	June 2024

Foskor is a producer and distributor of phosphate rock, phosphate-based fertilisers, sulphuric acid, phosphoric acid, and magnetite locally and internationally. We strive to be an enabler of food security in a responsible and sustainable manner by balancing ESG (Environment, Social, Governance) aspects of our business operations, products and services.

Our SHERQ vision is to avoid our impact on people and minimise impact on the environment through full implementation of our systems and applying leading practices. We strive for Zero Harm in the workplace.

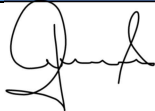
This policy is applicable to Foskor's employees, contractors, and subcontractors, directors and all applicable stakeholders. Foskor will alert all business partners, including customers, suppliers, visitors and contractors to health and safety rules applicable at Foskor sites and offices.

Foskor's SHERQ vision is aligned with our SHERQ principles, which are:

- Dedicated SHERQ leadership and management commitment
- Compliance with legal and other obligations to which we subscribe
- Effectively identifying, controlling and managing SHERQ risks
- Learning from incidents
- Shared responsibility for SHERQ matters with our business partners
- Effectively implementing change management processes

Aligned to our company values, Foskor commits to:

- Conducting business with respect and care for our people and the environment
- Managing SHERQ risks associated with the business and continuing to strive for full compliance with legal and other contractual requirements to which we subscribe
- Identify hazards, assessing risks and implementing effective controls to eliminate causes of harm and to mitigate possible consequences from our operations, products and services
- Continual improvement through implementation and maintenance of our ISO 14001, ISO 45001, and ISO 9001 management systems
- Avoiding and minimising environmental degradation and to being stewards of natural capital, while promoting sound environmental practices, sustainable use of natural resources and addressing climate change mitigation and adaptation
- Setting up, communicating, monitoring and measuring SHERQ performance objectives and targets for the business
- Building a learning culture by providing training and awareness for employees to ensure that the SHERQ objectives are achieved, by communicating root causes and lessons learnt from incidents
- Proactive, transparent, meaningful engagement with our stakeholders by adopting an inclusive stakeholder approach and report on SHERQ performance, where appropriate

ACCOUNTABLE	SIGNATURE	AUTHORISED FOR IMPLEMENTATION	SIGNATURE	CONTROL COPY NO.
COO		PRESIDENT/CEO	