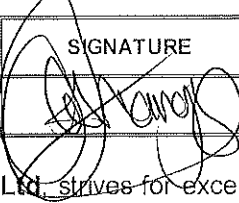


			REVISION	3
			01 06 2026	
MM POL 001	SHEQ POLICY		DOCUMENT CLASSIFICATION	CONTROLLED DISCLOSURE
APPROVED BY	TITLE	SIGNATURE	REVISION STATUS	NEXT REVIEW DATE
CONNY MAHLANGU	CEO		APPROVED	30 05 2027

Mzikampumi trading and projects (Pty) Ltd, strives for excellence in all we do and as such we ensure that we implement company activities in such a way that ensures suitability to the requirements of clients. Our service provision includes planning, scheduling and allocating resources to achieve the greatest organisational value. We supply various skills from non-skilled to skilled labour to multiple power stations. We demonstrate the ability to optimise and manage resources to maintain the business integrity through considering ethical, economic, and regulatory variables which impact the company. Our key responsibilities amongst others are getting the staff trained, providing PPE, and getting staff valid medical certificates to be allowed on the site.

Mzikampumi trading and projects is committed to the requirements of Quality Management System as outlined in the ISO 9001 Standard, this enables the organisation to ensure the following:

Risks: Ensure all risks that could affect the business are identified and mitigated to acceptable tolerance levels. Identifying, assessing and mitigating risks emanating from hazards to prevent injuries and diseases.

Protection of Information: Exercise care, respect and caution when handling client information, the company's intellectual information and Individual / personnel personal data.

Safety: To establish and maintain working environments and safe systems of work for employees by the elimination of hazards and reduction of risk.

Regulatory Requirements: Consider all Industrial, legal, regulatory and customer requirements processes that control our business practice during planning and execution of work and ensure strict adherence.

Resource management: Provide training and engage with workers, to ensure that they are knowledgeable and competent on the basis of qualifications, work experience and skills. We ensure that our employees are equipped with the necessary PPE, Tools and Equipment fit for use in order to ensure that the organization meets the highest quality standards and that the working conditions are favourable and safe.

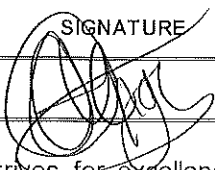
Climate Change: Climate change significantly impacts projects, affecting timeline, costs, and feasibility. Increased severity of extreme weather events such as heatwaves, storms, floods, and snow can disrupt project schedules and damage infrastructure. We proactively monitor climate change impacts on our projects. Currently, our operations are not significantly affected and we have developed disaster management plan, and remote work procedures which will be implemented in extreme circumstances to ensure business continuity.

Awareness and training: Enable employees, contractors, visitors and other interested parties to practise safety as far as reasonably possible through providing information, training, awareness and induction sessions.

Quality: We are committed to quality through ensuring performance excellence in all our services. Commit to continually assess and improve on the business management system through engagement of employees, assessing our operations for compliance to both legal and customer requirements and interacting with interested parties. We do this by:

- Ensuring that the customer requirements are understood, customer perception is measured, and any corrective actions or recommendations made are implemented
- Ensuring that critical processes are identified in order to execute work
- Ensuring that our resources are competent on the basis of education, skills, expertise, knowledge and experience

This policy has been approved by the CEO and has an annual review period.

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CONNY MAHLANGU	CEO		APPROVED	30 05 2027

Mzikampumi resources (Pty) Ltd, strives for excellence in all we do and as such we ensure that we implement company activities in such a way that ensures suitability to the requirements of clients. Our service provision includes planning, scheduling and allocating resources to achieve the greatest organizational value. We supply various skills from non-skilled to skilled labour to multiple power stations. We demonstrate the ability to optimise and manage resources to maintain the business integrity through considering ethical, economic, and regulatory variables which impact the company. Our key responsibilities amongst others are getting the staff trained, providing PPE, and getting staff valid medical certificates to be allowed on the site.

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