



POLICY STATEMENT

QUALITY MANAGEMENT SYSTEM

REF NO. QMS-POL-001 V1.1

SAFETY, HEALTH, ENVIRONMENTAL & QUALITY POLICY STATEMENT

WSP is a global, multidisciplinary engineering firm which contributes to major infrastructure projects that support the growth and productivity of Africa. We work closely with our clients to provide multidisciplinary services in engineering and scientific consulting within the Property, Transport, Infrastructure, Industrial, Environmental and Power sectors.

WSP's aim is to be a solution-driven advisor with outstanding expertise and to always be the first choice for clients, partners and employees in the built and natural environment, both in Africa as well as internationally. To support our policy, we use our set of values which underpin the policy and guide the development of the entire Group and its employees. In order to achieve this aim, we are committed to a policy of management that embodies the principles of Safety, Health, Sustainability, Quality and Business Excellence.

WSP regards our environment as well as the health and safety of our employees as paramount and is committed to the prevention of occupational related injuries, ill health and the prevention of pollution. Our vision for Health and Safety is to be embraced as good business practice throughout the organisation, having equal standing to the commercial and operational activities. By making Health and Safety personal, means that each of us is accountable for the wellbeing of ourselves and others who may be affected by our activities

WSP is committed to:

- Leadership teams ensuring that Health & Safety is integral to the way we work, promoting a positive Health & Safety culture by providing visible and tangible leadership, which empowers and enables our employees to work in a manner which keeps them safe from harm
- Ensuring all operations are carried out in compliance to all applicable SHEQ and other statutory legal requirements, group and industry standards and appropriate customer specifications
- Achieving Zero Harm by establishing a SHEQ culture, by keeping Health and Safety a priority in our offices, on our sites and at home
- Seeking continuous improvement of our SHEQ performance as part of good business practice
- Providing advice and guidance to our employees to assist them to identify, consider and effectively remove or reduce the risks associated with the work we do
- Providing and maintaining healthy and safe working conditions and working environments by the upkeep of equipment, process and operations as well as minimising and isolation of risks to our environment, employees, contractors, visitors and members of the public that come in contact with premises or processes under our control
- Establishing, measuring, monitoring, assessing, continually improve and report annually on business related SHEQ performances through objectives with realistic and achievable targets that are communicated to all employees
- Promoting sustainable development of all our employees through training, awareness and transparent business practices
- Ensuring an appropriate level of resources and funding is available to support our Policy, meet or, where less stringent than our standards, exceed applicable legal, regulatory and other requirements
- Encouraging a diverse workforce and providing a work environment in which everyone is treated fairly and with respect
- Communicate, promote and engage, with our workforce, our business partners, and our supply chain, regarding any matters which may affect the safety, health, sustainability, environmental, quality and business excellence in the planning, design, management, and delivery of our services, projects, and programs.

To achieve this, **WSP** shall:

- Provide adequate resources to facilitate the successful delivery of our SHEQ Policy;

SAFETY, HEALTH, ENVIRONMENTAL & QUALITY POLICY STATEMENT

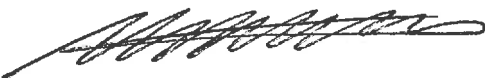
- Communicate with employees on any SHEQ matters which may affect them;
- Promote a positive SHEQ culture by providing visible and tangible leadership;
- Make SHEQ integral to everything we do, by ensuring that it is an agenda item at all leadership meetings and given equal importance to other operational items
- Promote integrity by holding our business units, project management teams and employees accountable for effective leadership and management of SHEQ;
- Understand and meet the requirements of all customers and stake holders including those internal to our operations;
- Comply with requirements of accreditation and certification bodies and continually improve management systems founded on the professional competence of our staff,
- Regularly review our performance and the performance of our partners against objectives to achieve continual performance improvement against measurable targets;
- Challenge the status quo, suggesting improvements and proposing innovative ideas which can remove risk from our activities;
- Establish robust arrangements for the management of risks that remain.
- Strive to prevent, eliminate and reduce material consumption, waste and pollution by improving operations in our offices and recycling and reusing material where possible
- Conserve natural resources and energy by minimising consumption and wastage thereof;

Our focus areas for 2021 are as follow:

Health and Safety	Reduce and remove risks associated with all our activities, with focus on driving, activities on projects, overseas working and promoting the positive mental well-being of our employees
Quality Management	Increase the level of Client Interaction and Satisfaction, improve and implement sound Project Management principles in Project Delivery thereby reducing risk and increase the quality of our Service Delivery by improving the effectiveness of our Integrated Management System
Environmental Management	Prevent and reduce our impact on the environment in all our regional office locations

By implementing this policy, we shall engage with and support our workforce, our business partners, and our supply chain in sharing responsibility in meeting our requirements, in the host communities in which we operate.

This policy is reviewed annually and was last reviewed in January 2021.



Mathieu Du Plooy
Managing Director of WSP



Paul Grota
Management Representative for SHEQ