

OCCUPATIONAL HEALTH AND SAFETY POLICY

Excellerate Services is a leading multinational soft services organisation providing Security, Cleaning and Property Care and Parking Management services across a wide range of commercial, industrial, institutional, and hospitality environments. Given the diverse nature of its operations and the occupational health and safety risks associated with them, Excellerate Services recognises its responsibility to manage health and safety systematically and proactively, ensuring the protection of all stakeholders affected by its activities and forming the basis for the Company's leadership commitment to occupational health and safety in alignment with ISO 45001:2018.

Our Health
and Safety
Commitment

The Executive Committee is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health for all stakeholders affected by our operations.

In alignment with ISO 45001:2018,
this commitment is demonstrated
through the following principles:

ELIMINATION OF HAZARDS AND
REDUCTION OF OH&S RISKS

We are committed to eliminating hazards and reducing OH&S risks by implementing effective controls, utilizing the hierarchy of controls wherever practicable.

COMMUNICATION AND
AWARENESS

We will effectively communicate this policy and relevant OH&S information to all internal and external stakeholders through approved channels, ensuring they understand their responsibilities.

COMPLIANCE WITH LEGAL
AND OTHER REQUIREMENTS

We will fulfil all applicable legal requirements and other OH&S obligations, maintaining these as our minimum standards.

PROMOTION OF A
POSITIVE OHS CULTURE

We will foster a culture where all individuals feel empowered to report non-conformities, unsafe conditions, or any OH&S-related issues without fear of reprisal.

CONTINUAL IMPROVEMENT
OF THE OH&S
MANAGEMENT SYSTEM

We are dedicated to continually improving our OH&S management system by setting and reviewing specific, measurable, achievable, relevant, and time-bound (SMART) objectives and targets.

CONSULTATION AND
PARTICIPATION OF WORKERS

We will actively consult with and encourage the participation of employees through their representatives in OH&S matters, involving them in decision-making processes that impact their health and safety.

PROVISION OF RESOURCES

We will allocate necessary resources - including time, funding, equipment, personnel, and training - to implement, maintain, and enhance the OH&S management system and achieve our objectives.

This policy is implemented, maintained and regularly reviewed to ensure its continued relevance, effectiveness and alignment with Excellerate Services' strategic direction.



ADRIAAN OTTO
MANAGING DIRECTOR