

Occupational Health and Safety Policy Statement



At Nedbank, we consider our colleagues to be our most valuable investment and undertake to protect them, as far as reasonably possible, from threats to their health and safety arising from work or operations associated with our business.

Nedbank is committed to complying with the occupational health and safety regulations relevant to its operations. The Occupational Health and Safety Act, 85 of 1993, requires the Chief Executive to ensure the occupational health and safety (OHS) of Nedbank colleagues, contractors, visitors, and clients. This responsibility is formally delegated to management, who are tasked with ensuring that all legal obligations and legislative duties are fulfilled effectively.

In so doing, we will be able to do the following:

- Protect the health and safety of our colleagues, contractors, visitors, and clients more effectively.
- Provide a safe work environment for all colleagues.
- Conduct work and operations in a safe manner.
- Identify and eliminate OHS hazards as far as reasonably possible.
- Share information about OHS hazards with colleagues.
- Encourage colleagues to report accidents, incidents and hazards.
- Remain sensitive to the protection and preservation of the environment when dealing with third parties and clients whose activities may influence environmental matters.

In alignment with the OHS Policy, and as part of our commitment to continual improvement of the OHS management system, we undertake to do the following:

- Consider all applicable OHS-related regulatory requirements as being the minimum standard of practice.
- Consult with colleagues or their representatives to set OHS objectives and targets aimed at reducing OHS risks.
- Provide immediate and follow-up treatment of illness or injury occurring at the workplace and attend to compensation for injuries and diseases.
- Prevent illness or injury through ongoing OHS promotion, training and education. This includes ensuring that colleagues are aware of the harmful effects of physical and other hazards, understanding how to eliminate these hazards, and prevent exposure to them.
- Review the OHS Policy at regular intervals, or as changes dictate, to ensure its continued relevance.

Nedbank colleagues are directly involved in achieving these objectives. The OHS Department, together with managers and supervisors, will advise and assist colleagues to ensure all OHS concerns receive the necessary attention and are reported to senior management.

Colleagues' obligations to ensure the achievement of these objectives include the following:

- Complying with all OHS measures to prevent illness or injury.
- Taking all reasonable care for their own and others' health and safety and preventing loss of or damage to Nedbank property and the environment.
- Ensuring that protective clothing and safety equipment, where applicable, are used as directed to provide protection and guard against injury.
- Reporting all unhealthy or unsafe practices, acts, conditions and incidents to their line manager or OHS representative.

Nedbank colleagues at all levels working together as a unified team to implement this policy will ensure the healthiest and safest possible working conditions, thereby minimising the risk of injury.

Jason Quinn
Chief Executive | Nedbank