

SERVEST GROUP SHEQ POLICY

Servest is a multi-services company, aiming to be the employer and provider of choice to deliver a professional and efficient service safely and environmentally responsibly, ensuring the highest satisfaction of all client and colleague requirements. Our Servest SHEQ Management System and Solutions aim to comply with ISO 9001, 14001 and 18001.

We are driven by the following principles:

- Simple and non-negotiable SHEQ standards.
- Safety, health, quality and care for the environment will form the basis for all business undertaking.
- The safety of our colleagues, customers, business partners and communities in which we do business comes first.

We aim for:

- High quality, safe and environmentally friendly products and services that live up to our colleagues and interested parties' expectations about our SHEQ responsibility and practices.
- Engaging in business relationships, which through our products and services, will promote the sustainable and responsible use of natural resources thereby encouraging conservation of native biodiversity and zero harm to both our colleagues and the environment.
- Employee awareness in terms of the importance of their roles and responsibilities in contributing to the success of the SHEQ Management System.
- Prevention of incidents which result in injuries, ill health, reduced quality, environmental and financial impact.

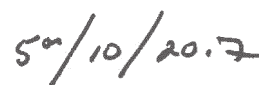
Our commitment:

- Comply with applicable up-to-date SHEQ legal, regulatory, industry and Servest Corporate Business Principles and requirements.
- Accountability and performance tracking against our SHEQ objectives.
- Promote open communication with interested parties and sharing of meaningful, accurate SHEQ knowledge about our products and services.
- Continuous improvement with regard to our policy, objectives, system and performance.
- Pro-active management of SHEQ risks throughout our business.
- Empowering our people to make safe responsible decisions by providing them with the resources, communication, engagement, practical examples, training, equipment and other support, through sustainable sourcing, to enable fulfilment of this policy.
- Conduct management reviews, inspections, internal and external independent audits to evaluate the suitability, adequacy and effectiveness of our SHEQ Management System to maintain required standard compliance.
- Effectively communicate the policy and system requirements to our colleagues and interested parties.

This policy is applicable to all Servest operations and similar high standards will be expected of all our suppliers and contractors. The management team of Servest demonstrates leadership and commitment while taking responsibility for developing, implementing, integrating and maintaining SHEQ Management System throughout the organisation. This policy will be reviewed as and when there are new developments.



Steve Wallbanks: CEO



Date