

SERVEST GROUP SHERQ POLICY

Servest PTY LTD is an integrated facilities management organization. We continue to build and maintain strategic partnerships with our clients, providing quality solutions that create and maintain healthy and safe workplaces with minimal risk impact to the environment.

WE ARE DRIVEN BY THE FOLLOWING SERVEST VALUES:

PASSIONATE

Colleagues are at the heart of our business, and we believe in nurturing relationships and delivering results that create mutual success. This means we act with courage in everything that we do.

REPUTABLE

We operate with integrity, transparency, trustworthiness and diligence. Our reputation for delivery is as important as our focus on sound business ethics.

ORIGINAL

Our foundation is based on sustainable growth. This means we embrace a spirit of innovation and inventiveness, creating custom made and relevant solutions that add value to our clients.

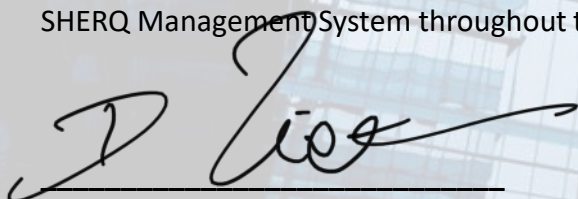
ACTIVE

We are pro-active in our planning. We respond to our customer's needs with speed, adaptability and flexibility that benefits our client's triple bottom line strategies.

OUR COMMITMENTS TO ALL OUR STAKEHOLDERS ARE:

- In driving compliance and ensuring safe operations, we will put safety first, 100% of the time and strive for zero harm to all our stakeholders.
- We will remain credible, honest, and transparent in our dealings with and fulfilling the requirements, needs and expectations of our stakeholders.
- We commit to following and implementing the Ethical Trading Initiatives (ETI) Base Code principles, as our guide to ethical trade and business conduct.
- We will empower our colleagues with abilities to sustainably deliver quality products and services to our clients and to contribute to all SHERQ objectives.
- We will conform with the requirements of the latest ISO 9001, ISO 22000, ISO 14001, and ISO 45001 standards.
- We will prevent incidents which result in injuries, ill health, reduced quality, environmental and financial impact.
- We will provide safe, healthy working conditions, identifying then eliminating hazards including biological hazards where possible and reducing the SHERQ risks in the workplace.
- We will empower our colleagues to make safe compliant responsible decisions by providing them with resources, communication, engagement, practical examples, training, equipment, and other support.
- We will engage, direct and support persons to contribute to the effective management of SHERQ requirements.
- We will ensure sustainable use of resources, protection of the environment, biodiversity, and ecosystems, including the prevention of pollution.
- We will ensure compliance with applicable legislation, regulations, and other relevant statutory requirements.
- We will strive to achieve continuous improvement of our management systems through the process of integrated pro-active business risk management, the execution of performance assessments, benchmarking, and the implementation of improvement programs.
- We will support continuous improvement by providing resources to execute these commitments, regularly reviewing policies, processes, and improvement actions for the achievement of our business objectives.
- We will ensure consultation and participation of colleagues and colleague representatives where applicable.
- We will effectively communicate the policy and system requirements to our colleagues and stakeholders.

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



DENNIS ZIETSMAN
SERVEST GROUP CEO

13 APRIL 2023

DATE