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Introduction

Phepha Fire (Pty) Ltd aims at providing a world class fire and security management technology solutions combined with excellence in customer satisfaction forming strategic partners, primarily in Africa and the rest of the World.

We strive to achieve our goals using the processes and work procedures that are safe to our employees, stakeholders, the general public and the environment.

Scope

Phepha Fire (Pty) Ltd wants to show employees, stakeholders and the public, that we continuously operate with the greatest respect for safety and health as well as environmental consideration. We maintain controlled and documented systems and procedures which ascertain that we observe laws and regulations applications to our operations, and in accordance with our commitment to Safety, Health and Environment.

Objective

Our goal is to operate without injuries, illnesses or incidents, because we believe that any and all injuries, as well as safety and environmental incidents, can be prevented. We further support actions aimed at increasing employee safety outside working hours.

Environmental protection

We ensure environmental consideration in full accordance with relevant applicable environmental laws. We prioritize actions aimed at preventing harmful emissions, which represent the biggest threat to health, safety and the environment. (See attached Environmental Policy)

Respect for natural resources

We strive to efficiently and economically utilize oil, natural gas, water, and other natural resources.

Continuous improvement

We continuously evaluate and improve our conduct and our environmental impact. We shall consider SHE aspects at early stages of process development, and conduct analyses and studies to eliminate potential concerns.

Emergency

We must be prepared for emergency situations, and offer our expertise to aid society in leveraging its readiness for such situations.

Communication

We support a legible dialogue around work procedures, products we manage, and around any consequences our activities may have on safety, health and environment. We will establish good relations with authorities, opinions leaders, corporations, and organisations to demonstrate responsibility in the areas of safety, health and environment.

Management responsibility

Management must have knowledge of relevant issues regarding safety, health and environment, and further ensure that a policy is available and complied with, and provide a foundation for setting objectives and targets. It is management's responsibility to inform, educate and motivate their staff to understand and comply with this policy and applicable laws.

Employee and contractor responsibility

Each employee and contractor must comply with this and related policies, laws, and regulations. Such compliance is a requirement for employment or contracts.

Compliance with policy

This policy is made available to all employees, contractors, and to the public. RTG shall use its resources in order to live up to this policy and thereby promote our business.

APPROVAL OF THE SHE POLICY

NAME	SIGNATURE	DATE	CAPACITY
Jabulani Ndlovu		12 May 2025	Director