

# OCCUPATIONAL HEALTH AND SAFETY POLICY

## Oceana Group Limited

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8001

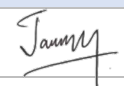




POLICY NAME	OCCUPATIONAL HEALTH AND SAFETY POLICY			POLICY NO.	RC005
EFFECTIVE DATE	3 December 2020	DATE OF LAST REVISION	June 2025	VERSION NO.	3
POLICY OWNER	EXECUTIVE: SUSTAINABILITY, RISK AND COMPLIANCE		CONTACT INFORMATION	Karendawn.Koen@oceana.co.za	
APPLIES TO					
BOARD MEMBERS	X	EXCO	X	PERMANENT EMPLOYEES	X
TEMPORARY EMPLOYEES	X	VISITORS	X	CONTRACTORS	X

### SUMMARY OF CHANGES TO CURRENT REVISION:

NO.	DESCRIPTION OF CHANGES
1	2025 Annual Policy Review has been conducted. Changes made in relation to inclusion of material health and safety commitments which relates to measures to address global health issues such as HIV/AIDS, Diabetes and, Tuberculosis as well as reference to applicable policies.

### DOCUMENT APPROVAL LIST:

NAME	POSITION	SIGNATURE	DATE
Mr J Jaga	CESGO		05 June 2025
Mr. N Brink	CEO		05 June 2025
Ms. L Sennelo	SETCOM Chairperson		05 June 2025

### INTRODUCTION

Oceana Group operates in an environment in which it is exposed to a broad range of hazards and risks which need to be managed using a structured approach. We recognize that we have a responsibility to provide and maintain, as far as it is reasonably practicable, a working environment that is safe and without risk to the health of our employees, contractors and visitors.

We recognize that effective health and safety management is an essential and integral part of our business performance and culture. As such, we are committed to complying with the requirements of the applicable country's health and safety legislative requirements and ensuring that our activities, products and services do not cause detrimental harm to the health of our employees, contractors, visitors as well as communities within which we operate.

## PURPOSE

The purpose of this policy is to ensure that health and safety management remains an essential and integral part of Oceana's business performance and culture. The policy will assist Oceana to comply with the requirements of the applicable country's health and safety legislative requirements and ensuring that all activities, products and services do not cause detrimental harm to the health of our employees, contractors, visitors as well as communities within which we operate.

## SCOPE

This Policy is applicable to all staff, activities, products and services of all land-based and sea-based facilities over which the Oceana Group has operational control.

## POLICY STATEMENT

Our approach to occupational health and safety as a group is based on our aim which seeks to minimize injuries and contracting of illnesses in the workplace, as far as is reasonably practicable.

At Oceana, we are unwavering in our commitment to combat occupational health and safety risks and are guided by the following principles:

- With the right support we proactively strive to prevent occupational illnesses.
- By fostering open communication with all employees, contractors, visitors, and stakeholders, we drive a proactive safety culture.
- The continuous assessment and monitoring of exposure and thorough investigation of occupational disease and risks.
- Complying with applicable legal and other requirements to which the organization subscribes. In the absence of relevant occupational health and safety laws the Company will apply best practice standards and procedures.
- Ensuring that workers and their representatives are consulted and encouraged to participate actively in all elements of the health and safety management system.
- The application of common, simple and non-negotiable health and safety standards throughout the group to include the implementation of measures to address global health issues such as HIV/AIDS, Diabetes and Tuberculosis.
- The implementation of an effective operational risk management system, which addresses identified threats in the workplace and the industry in which we operate.
- Commitment to following best practice including sound processing and rigorous maintenance of equipment, with the aim of reducing health and safety hazards.
- Continually improving the performance of the health and safety management system.

Oceana applies a performance standard to each of its worldwide facilities. This is reinforced by training and mandatory annual internal and external audits. Facilities have flexibility in how they achieve the standard, so that local circumstances can be considered, and costs can be controlled.

As a minimum, each regional or country-based health and safety standard is to include the following elements:

- Hazard prevention (Prevention and control measures and Emergency prevention, preparedness and response).
- Performance monitoring and measurement.
- Employee engagement, participation and representation.

- Provision of appropriate training related to occupational health and safety (Hazard and risk identification, preventative and corrective action).
- Provision of appropriate health and safety equipment and tools in order to adequately respond to health and safety related incidents.
- Safety of contractors and visitors.
- Compliance with standards appropriate to the nature of the business (industry specific).
- Investigation of work-related injuries, ill health, diseases and incidents, and their impact on safety and health performance.
- Compliance auditing requirements.
- Emergency preparedness in place and continuously tested
- Management review.
- Health and Safety Reporting.
- Preventative and corrective action.
- Commitment to continual improvement.

In support of these efforts our health and safety policy are communicated to all our stakeholders and employees at our respective sites. Everyone at Oceana Group takes responsibility of actively caring for the safety and health of themselves and others whilst maintaining the highest quality standards.

## TERMS AND DEFINITIONS

TERM	DEFINITION
Oceana	Oceana Group Limited
Oceana Group	Oceana and its subsidiary and associate companies and/or entities
Hazards	Any source of potential damage, harm or adverse effects on something or someone
Risks	The chance or probability of incurring harm if exposed to a hazard
Working environment	The surrounding conditions in which an employee operates
Occupational disease	Any disease contracted primarily as a result of an exposure to risk factors arising from work activity

## REQUIREMENTS

1. Occupational Health and Safety Act of 1993 (SA)
2. South African Maritime Safety Authority (SA)
3. Occupational Safety and Health Act of 1970 (USA)
4. Labour Act Nr 11 of 2007 (Namibia)
5. Regulation 156, 'Regulations Relating to the Health and Safety of Employees at work' (Namibia)
6. Maritime Labour Convention (MLC), 2006

## MANAGEMENT ROUTINES

The policy will be reviewed annually by the Oceana Group Social, Ethics and Transformation Committee.

## EXCEPTIONS

None
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### RELATED POLICIES AND OTHER REFERENCES

Oceana Code of Conduct for Oceana Suppliers
Oceana Code of Business Conduct & Ethics
Drug, Alcohol & Substance Abuse Policy

### ROLES AND RESPONSIBILITIES

ROLE	RESPONSIBILITY
CEO	Responsible at board level for the setting a tone for a compliance culture towards occupational health and safety and for ensuring the availability of necessary resources.
Chief ESG Officer	Responsible for monitoring compliance with the occupational health and safety policy by all business units, and implementation of management and monitoring procedures.
Social, Ethics and Transformation Committee	Responsible for overseeing the roles and responsibilities of the compliance function, specifically providing compliance oversight and ensuring that the organization is complying with all applicable laws, rules and regulations, as well as codes of conduct, policies and procedures.
Compliance Forum	Assist in the implementation of the occupational health and safety policy.
Management	Monitors compliance with controls, policies and procedures that have been designed to conduct their operations in accordance with relevant regulatory responsibilities.
Employees	Be conversant and implement relevant regulatory requirements to their day-to-day activities.

### CONTACTS

SUBJECT	CONTACT	PHONE	EMAIL
Chief ESG Officer	Jayesh Jaga	+27 21 410 1411	Jayesh.Jaga@oceana.co.za
Executive: Sustainability, Risk and Compliance	Karen-Dawn Koen	+27 21 410 1475	Karendawn.Koen@oceana.co.za

### VERSION HISTORY

VERSION	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR
1	Group Executive: Compliance and Risk	30 May 2023	2023 Annual Policy Review has been conducted. No change required to current Policy.	Karen-Dawn Koen
2	SETCOM Chairperson	September 2024	2024 Annual Policy Review has been conducted. Changes made to Policy Statement, Roles and responsibilities as well as contacts of the current Policy.	Karen-Dawn Koen

VERSION	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR
3	SETCOM Chairperson	June 2025	2025 Annual Policy Review has been conducted. Changes made in relation to material health and safety matters.	Karen-Dawn Koen

LEGAL COMMENTS

None

ADDITIONAL NOTES

None