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	Department name	QA	Document type	POLICY
	Document name	SHERQ POLICY	Page	Page 1 of 1

Our vision statement embodies our values of “Do no Harm: To our people, to our world.” As an integral part of our Safety, Health, Environmental Risk, and Quality (SHERQ) Management System, Renergen and Tetra4 4 is committed to:

Security Policy	Health and Safety Policy	Environmental Policy	Risk Policy	Quality Policy
<ul style="list-style-type: none"> Prevent all loss and damage to equipment. Implement and maintain a Security Management System aligned with ISO 18788. Hold line management accountable for accomplishing Security goals. Demonstrate appropriate Security behaviors. Clearly define Security expectations, roles and responsibilities. Provide the resources required by measuring, reviewing and continuously improving the Security program. We will Consult, listen to and respond openly to our employees, customers, neighbours, public interest groups and other interested and/or affected parties. Have Program plans which include measurable Security targets, which all employees will abide by. Protect our staff, environment, material assets, information, reputation, and business processes against risk of loss or damage. Continually and comprehensively identify and assess internal and external risks and implement necessary protective measures. 	<ul style="list-style-type: none"> Ensure no one is injured or made unwell through work-related activities under our control. Health and Safety are core to our company culture and override all other considerations. Implement and maintain a Health and Safety Management System that complies with applicable legislation of the Republic of South Africa. Implement and maintain a Health and Safety Management System that complies with ISO45001:2018 – Occupational health and safety management systems. Give authority to the Chairman of the Health, Safety and Environmental (HSE) Committee to set objectives and targets for promoting health, safety, and environmental protection; and to review these objectives and targets on a regular basis with a goal of continual improvement. Comply with applicable legislation, relevant international standards, codes of practice, and requirements concerning occupational health and safety. Support our employees by providing training and development of HSE knowledge and skills. Promote the benefits of a healthy lifestyle amongst our employees. Report accidents, incidents and near misses and investigate fully to identify lessons learned and prevent similar events from occurring. 	<ul style="list-style-type: none"> Protect the environment and prevent pollution in the diverse environments we operate in. Appropriately allocate resources, training, education, consultation, and auditing to ensure environmental compliance and best practice. Implement and maintain an Environmental Management System aligned with ISO 14001: 2004 – Environmental management systems. Comply with National and local legislation, international best practice, and environmental standards. Conduct all activities in an environmentally sound, and sustainable manner. Identifying and establishing viable controls to eliminate, reduce or mitigate environmental risk. Apply the mitigation hierarchy of Avoiding, Minimizing, Mitigating, and, where required, thereby offsetting environmental impacts arising from our activities, products, and services. Implement preventive measures based on learning from impacts, incident findings, and non-conformities raised. 	<ul style="list-style-type: none"> Embed Risk Management in every aspect of our business, including entities under our control. Manage operational and strategic risk through robust Risk Management Systems that are aligned with international best practice and the application of such legislation and regulations. Particular emphasis is placed on but not limited to: <ul style="list-style-type: none"> Companies act (Act71 of 2008); Listing requirements of the JSE Limited. Listing requirements of the Australian Securities Exchange (ASX). The King IV report on governance for South Africa. Internationally recognised Risk Management Standards (ISO 31000:2018). Apply a systematic, structured, consistent approach to manage risk. Continually evaluate risks to enable the business to proactively mitigate foreseen risks. Update and monitor risks monthly through the Risk Management System (CURA) to ensure that all business risks are centrally loaded into the enterprise database. Continually review changes in applicable legislation and best practice and apply relevant changes where applicable. Anticipate and respond to changes in the external and internal business environment, enabling RENERGEN to take informed decisions to mitigate and manage changes. 	<ul style="list-style-type: none"> Define clearly, implement and maintain a Quality Management System (QMS) aligned with the requirements of ISO 9001: 2015 Quality Management Systems. Ensure all employees understand and implement this Policy and are fully aware of our commitment to the Quality Policy and Quality Objectives. Continually review, measure, monitor and improve our quality management system and best construction practices to ensure compliance, sustainability and effectiveness. Provide products and services that satisfy our customer and stakeholder needs, meet specified quality requirements and are in accordance with contractual and legislative commitments. Identify and attain an expected degree of customer and Stakeholder satisfaction. Comply with national and international requirements, standards or specifications that is required for our activities and products. Align the QMS with the company purpose and strategic direction. Ensure the effective provision of adequate resources to meet the performance requirements of our Quality Management System. Commit to the early identification and understanding of the level and type of future improvements required to ensure continued growth and sustainability. Seek feedback from our clients and consultants as to the level of product and service quality delivered.

Compliance with this Policy and applicable laws is the responsibility of every employee. This policy is approved by:


CEO – Stefano Marani
 August 2022

 Always treating our colleagues and stakeholders with RESPECT	 Identifying colleagues who need SUPPORT and encouraging colleagues to ask for SUPPORT	 Fostering TRUST in each other	 Following a DISCIPLINED execution strategy, ensuring success is replicable and repeated	 Holding ourselves and each other ACCOUNTABLE
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Renergen and Tetra4 are committed to ensuring the implementation and management of Safety, Health, Environmental, Risk, Quality and Security when conducting business and executing operational duties. The scope of this policy applies to all employees of Renergen and Tetra4 and include visitors to head office and any plant or construction site.