



# SHEQ Policy

## Business scope

Conlog researches, innovates, designs, manufactures, sells, and provides after-sales service/support of electrical prepayment revenue management solutions which includes metering, vending, and management systems.

## Conlog commitment

We are committed to offering our customers with products and services in compliance to the highest quality standards and designed to meet their specific needs. Our business operations are conducted with utmost respect and care for all stakeholders.

We prioritize the responsible utilization of natural resources, ensuring their sustainable management for future generations. In all our interactions, we strive to demonstrate visible and active leadership with our employees, service providers, customers, and all other stakeholders. We encourage participation and consultation with employees and their representatives, fostering a collaborative and inclusive work environment.

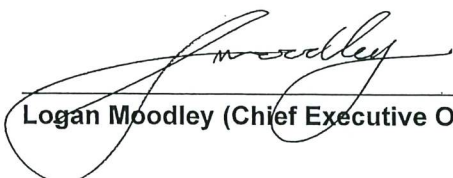
Our commitment extends to complying with all applicable compliance and governance requirements, encompassing legislative mandates, regulations, standards, laws, and by-laws. We recognize our duty to care and uphold ethical practices in all aspects of our business.

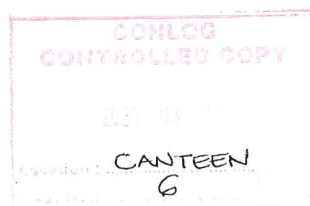
We make decisions that not only benefit us in the short term but also add sustainable value in the medium and long term. To continually enhance our performance, we establish and regularly review targets and objectives that align with our organizational goals. Through ongoing improvement initiatives, we aim to elevate our performance and uphold our commitment to delivering excellence in all aspects of our business operations.

## We will achieve these by:

- Identifying hazards and conducting regular risk assessments. We will design out high risks and where not possible implement effective controls to prevent potential causes and mitigate any consequences.
- Maintain a SHEQ management system that is certified to the ISO9001, ISO14001, and ISO45001 international standards.
- Utilizing other internationally recognized management systems where required and subjecting them to regular audits to ensure their effectiveness.
- Ensure that our product offer is certified to the required international and local functional standards.
- Establishing and periodically reviewing the SHEQ system objectives and targets.
- Identifying opportunities for improvement to enhance our SHEQ system performance.
- Developing and implementing inherently safe and environmentally friendly products, technologies, processes, and materials.
- Ensuring the attainment of our sustainability goals as per our policies and objectives.
- Responding promptly and effectively to emergencies involving our personnel, operations, and the environment.
- Maintaining an effective health and safety management structure that ensures the wellbeing of all stakeholders.
- Benchmarking the best SHEQ practices locally and internationally. We will learn from past incidents to prevent their re-occurrence.
- Cultivating a culture of continuous learning through competency-based training. We will provide the necessary resources to support our defined business objectives.
- Raising SHEQ system awareness among all employees and stakeholders. We aim to instill pride in our commitment to this policy and in Conlog's core values and principles.

This policy will be effectively communicated to all stakeholders to ensure comprehensive understanding and awareness. As a fundamental condition of engagement, we expect all employees, contractors, suppliers, customers, and visitors to affirm their commitment to uphold the principles outlined in this policy. Under the framework of this policy, every employee is empowered and encouraged to identify and report any potential hazards they encounter. It is our collective responsibility to maintain a safe, healthy, and environmentally conscious workplace. Senior leadership will conduct an annual review of this policy to assess its ongoing suitability and relevance.

  
Logan Moodley (Chief Executive Officer)



11 MARCH 2024  
Date