



SHERQ Policy Statement

Established in 2015, **X-nam Holdings (Pty) Ltd** a South African Holding Company that is committed to an active **Safety, Health, Environmental, Risk & Quality Service Delivery Management System** aligned with all integrated **ISO** and **OSHAS Requirements** that supports all **X-nam Holdings (Pty) Ltd** subsidiary businesses eg. **X-nam** Intelligent Consultancy, **X-nam** Construction, **X-nam** Designing, **X-nam** Landscaping & Irrigation, **X-nam** Signs & Graphics and **X-nam** Photography.

The people at **X-nam Holdings (Pty) Ltd** are our business. We only employ people whose activities are underpinned by our values of discipline, integrity, safety and success. To attract, retain and motivate the best people they shall be empowered. This way **X-nam** employees perform their best when they are provided with realistic goals and a clear framework in which to operate. When they are empowered and held accountable, they step up, accepting responsibilities and delivering results "**The X-nam way**". This empowerment occurs within a corporate governance framework defined by **X-nam Holdings (Pty) Ltd**, which sets standards for ethical and financial performance; health & safety, diversity, community and environmental matters delivering a Quality Service.

- Implementing and maintaining the integrated **SHERQ Management System** as well as requirements of all Legislation pertaining to the Health & Safety of employees as well as the environment.
- Provide a Working Environment that is conducive for good Health & Safety of all employees and Contractors.
- Eliminate risks to people, equipment, materials and the environment as far as reasonably practical.
- Communicate openly on Health & Safety issues with Employees and Relevant Stakeholders.
- Ensure a Position of Responsibility towards the Local Community with regards to Physical Safety, Health and Environmental measures, as well as providing continuous Monitoring of these measures and providing Information, Education and Training in this regard.
- Ensure that Employees at all levels receive Felicitous Training and are Competent to carry out their Duties and Responsibilities.
- Provide the appropriate Personal Protective Equipment (PPE) to all Employees, Visitors & Contractors.
- Adopt a ZERO Tolerance approach to the implementation of Health & Safety standards and procedures.
- Conduct the necessary Risk Assessments to minimise and control any Occupational Hazards.
- Conduct Regulatory and SHERQ System Inspections, Audits as and when required.
- Conduct Investigation into all SHERQ Incidents/Accidents and ensure no repeats.
- Implement Corrective & Preventative Actions on all findings and close out within approved timeframes as documented.
- Revise the **X-nam Holdings (Pty) Ltd** integrated SHERQ Management System to ensure continual Sustainability and Improvement of all Operations through the regular Measurement and Analysis.
- Focus constantly on Customer Requirements, ensuring that Production is on target within the allowed Cost Parameters, Complying with Agreed Specifications and Achieving Customer Satisfaction.

X-nam Holdings (Pty) Ltd top Management undertakes to operate an Effective Integrated SHERQ Management system and to ensure that all Permanent and Part-time Employees as well as Contractors & Visitors comply with the above. Our Directors and Top Management further undertakes to provide adequate Training and Resources to all for those Objectives & Targets to be achieved.

X-nam Holdings (Pty) Ltd.

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