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Subject:	EHS Policy (Environment, Health and Safety) (HRP0010)
Compiled by:	Kaygrant Technical Services
Authorised by:	Directors of E.P.X Courier Services
Implemented:	1 September 2021
Amended dates:	



ENVIRONMENT, HEALT AND SAFETY

(HRP0010)

EPX Courier Services is committed to operating in a way that cares for the Environment and the Health and Safety of our employees. We realize that the environmental and the health and safety of our employees are among our most important sustainability focus areas. Our ongoing commitment to the Environment, Health and Safety is embedded in our business practices and reflects our belief that our long-term success will be measured by a continued focus on good service delivery for our customers, while incorporating Environmental, Health and Safety (EHS) best practices in the lives of our employees and the communities where we live and work.

To achieve our EHS goals, we are committed to integrating sound EHS practices into our everyday activities in the following ways:

1. OUR EMPLOYEES

- 1.1 Work to prevent accidents and injuries by ensuring safe work conditions and behaviors.
- 1.2 Minimize our environmental footprint in our own operations and during our logistics operations; implementing sound pollution prevention programs targeted at waste, energy and fuel

conservation; increasing the reuse and recycling of materials; and reducing greenhouse gas emissions and other environmentally harmful emissions where possible.

1.3 Establish and implement enterprise-wide logistics, maintenance of vehicles and EHS standards that are robust, sound, and protective of the environment, and human health.

1.4 Establish EHS incident, crisis and hazard management and response plans. In the event of an EHS incident, we will take appropriate corrective actions to prevent recurrence at the specific location, as well as across the enterprise.

1.5 Provide training to employees to support compliance with this policy as well as our EHS standards, programs and management practices.

2. OUR CUSTOMERS

Collaborate with our customers to develop and provide services that help meet or exceed their EHS objectives.

3. OUR BUSINESS PARTNERS AND CONTRACTORS

3.1 Expect our business partners and contractors to uphold their commitment to comply with our EHS policies and practices.

3.2 Collaborate with our suppliers to improve their EHS programs and performance and achieve mutual value from sound EHS practices.

4. OUR BUSINESS

4.1 Incorporate EHS and sustainability considerations into our decision-making processes.

4.2 Implement and validate our EHS management systems to ensure they are in alignment with legal requirements.

5. REGULATORY AUTHORITIES

5.1 Comply with or exceed requirements of national regulations and standards in connection with EHS. In all cases, whether or not applicable laws and regulations exist, we will apply sound EHS management practices.

5.2 Conduct regular internal audits to verify compliance with EHS regulatory requirements.

6. ROLES AND RESPONSIBILITIES

Our EHS systems are driven and led by appointed managers at each branch. These leaders are responsible for understanding this policy, governing compliance to it and reviewing the company's EHS performance in their area of responsibility on a regular basis.

Executive level managers and directors are responsible and held accountable for designing this policy, allocating adequate resources and program implementation.

Site level managers and supervisors are responsible for EHS performance in their areas of responsibility and are expected to demonstrate behavior that is consistent with a culture of best practice EHS performance.

Roles and responsibilities for EHS are clearly defined, as necessary, within job descriptions and profiles. These roles and responsibilities will be adequately assessed, controlled and monitored and our employees will be clearly involved in matters that affect any of the EHS aspects.

Additionally, our employees are responsible for integrating sound EHS practices into their own everyday activities. Negligence in any of the above roles or responsibilities is managed the same way that negligence in any other business practice would be.

7. GOALS AND TARGETS

In order to establish legal compliance with EHS regulations locally, we measure ourselves against agreed critical EHS compliance checks and balances. We strive to continually improve year on year against the set criteria in these checks and balances. To ensure consistent improvement in our EHS performance, we use external and objective EHS business partners, as well as our customers' feedback, to measure consistent improvement on our systems and EHS statistics.

Through the commitment to ensure the EHS sustainability, and overall well-being of our employees and customers, EPX Courier Services reaffirms its corporate sustainability commitments toward business excellence and being a truly responsible South African business.

This policy will be reviewed annually and updated as needed.