



Safety, Health, Environmental, Risk and Quality (SHERQ) Policy

We, the Executive Management of John Thompson give our full support and commitment to effectively manage our Occupational Health & Safety, Environmental, Risk and Quality Management Systems in accordance with, ISO 45001, ISO 14001, ISO 9001, ISO 3834 (where applicable) and the MRG Risk Control Standards, in line with the context of our organisation.

Our Business Units are located in Cape Town, Durban and Johannesburg with branches and satellite offices on different sites as required.

The scope of our products and services are -:

- design, development, retrofit, manufacture, supply, repair, refurbish, service, installation and commissioning of boilers, vessels and air pollution control equipment and systems, both on- and off-site.
- manufacture of specialist fabrications and maintenance, service and repair of boiler ancillaries.
- boiler-house management and operations.
- foundry operations and management.

Through applying risk-based thinking and the process approach the Executive Management commits to -:

- The production of reliable world-class quality products and services that meet customers' requirements, in working environments that are safe, healthy and environmentally friendly.
- Ensuring that customer and other relevant interested parties' requirements are determined, understood, communicated and consistently met.
- Ensuring that applicable statutory, regulatory and other requirements are identified, understood, communicated and consistently complied with.
- Continuously commit and strive to protect the environment, prevent pollution and the loss of property, as well as any other specific commitments that are identified through the context of this organisation.
- Identify, manage and mitigate risks and aspects to minimize adverse impacts to the quality of service, quality of product, health & safety of employees, visitors, contractors, property, the members of the public affected by our activities, as well as the natural environment.
- Implement plans and the most suitable methods to eliminate risks, aspects and exposures as far as is practicable.
- Implement processes for consultation and participation of workers and worker representatives.
- Recognise responsibility for employee safety, prevention of injury and ill health.
- Monitor, audit and review our systems, processes, procedures, training and resources to ensure their continuous improvement, suitability and effectiveness.
- Promote a positive SHERQ Management Culture and Values.
- Continually improve the effectiveness of the SHERQ management system.
- Ensure that this policy is communicated, understood and applied at all levels of the organisation.
- This policy is available at www.johnthompson.co.za

A handwritten signature in black ink, appearing to read 'J-P. Andre', written over a horizontal line.

J-P. Andre
Divisional Chief Executive Officer