

## EXECUTIVE SUMMARY

All employees who form part of TYRIS Construction (Pty) Ltd are important.

Every worker has the right to a safe and healthy working place, and the right to return home everyday, healthy and without injury.

TYRIS Construction (Pty) Ltd strives to maintain a safe and healthy workplace.

Every employee is responsible for carrying out his work in a safe and healthy manner for himself and for his fellow workers.

Authorised by:

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**POLICY:  
SAFETY, HEALTH &  
ENVIRONMENTAL**

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## **1. Introduction**

TYRIS Construction is involved in a diverse range of individual contracts in the construction industry. The contracts consist of Civils works, Residential and Commercial construction and Special Projects (e.g. Eskom substation construction etc.). Each project team is responsible for the day to day running of their individual project and SHE affairs.

## **2. Scope**

The scope of the SHE (Safety, Health & Environmental) management protocols cover all operational aspects and activities that have the potential to affect, positively or negatively, the health and safety of stakeholders, the environment, or community.

The SHE management system applies to all TYRIS Construction's projects and operations. The various operations undertaken, determines the complexity of individual elements within the SHE programme.

## **3. Responsibilities - SHE MANAGEMENT STRUCTURES**

TYRIS Construction is managed by a board of directors and thereafter every individual Contract Manager is responsible to include all safety, health and environmental management issues pertaining to their particular project. A designated SHE team is responsible for the implementation of the SHE principals and procedures. The SHE team members are assigned to specific projects, and monthly feedback is given to the board of directors and project managers.

## **4. SHE TEAM**

Each designated SHE team representative is responsible to ensure the implementation and management of the SHE management system within the individual company structures. Specific duties include the following:

- Co ordinate the implementation of the SHE Management system for the responsible project.
- Conduct assessments and audits to ensure compliance with statutory and company requirements.
- Attend safety committee meetings with the TYRIS Construction team and sub contractors.
- Contribute to the updating of the SHE Manual and to ensure the circulation of any amendments and additions.
- Identifying relevant aspects, both negative and positive impacts with regard to relevant SHE elements.
- Identify and establish minimum performance standards in relation to stated objectives.

## 5. COMPANY OBJECTIVES

To fulfil the objectives and principals, the TYRIS Construction is committed to actively participate and promote an effective programme to minimise risks to the health and safety of all employees and any negative impact on the natural environment.

The company is committed to adopting policies, which will endorse continued improvement of systems, processes and products. The management team is committed to ensuring that systems, processes and products are reviewed continually to ensure that risks are contained at tolerable levels and clients are supplied with products that are within health, safety and environmental requirements.

We aim to ensure compliance towards all Health, Safety and Environmental requirements as set out by the various applicable legislations and client specifications.

Minimum measurable objectives in line with corporate, national and internationally established performance criteria are:

### SHE in general:

- Identifying relevant legislation and working towards complying fully with the requirements regarding Safety, Health and Environmental issues.
- Compliance with the TYRIS Construction SHE management system.
- Implementing systems to continuously identify and assess occupational hazards and environmental impacts with the view to implementing measures to mitigate or control these elements.
- Encouraging employees to actively participate in achieving the safety, health and environmental control measures.
- Establishing ongoing communication and training programmes to increase individual awareness levels towards safety, health and environmental issues, responsibilities and accountabilities.
- Training programmes to increase individual awareness levels of safety, health and environmental issues, responsibilities and accountabilities.
- Scheduled monthly audits.
- Ensuring that sub contractors and service providers conform to accepted SHE standards in line with the principles of the TYRIS Construction SHE management system.
- Obtaining an OHSAS 18001 and ISO 14001 certification.
- Creating a positive attitude towards the implementation and adherence of the SHE system.

#### Health and Safety:

- Achieving and maintaining a Disabling Injury Frequency Rate of 1 or less.
- Establishing comprehensive hazard identification and risk assessments programmes on all projects.
- Adequate training for the Health and Safety Representatives and assistant team members on each project.
- Comprehensive HIV/AIDS awareness programme implementation on all projects.

#### Environmental:

- Considering all aspects and ensuring associated environmental impacts both negative and positive are addressed by developing an appropriate EMP (Environmental Management Plan).
- Promoting responsible actions to exercise care in conserving the natural environment.
- Where unavoidable disturbances are made rehabilitation undertaken to ecological standards specified by landowners and legislation as a minimum.
- TYRIS Construction shall continually assess operations and process to ensure that they do not have a detrimental affect on the natural environment and infringe the law of nuisance and neighbours.

#### Management Review:

- The Health and Safety Committee is responsible for the maintaining, amending, distributing and communication of the above policy.
- Revisions of the policy will only be published subject to approval from the TYRIS Construction Executives.
- It can be expected that this policy will be amended from time to time to accommodate improvements and suggestions.
- The policy was reviewed at March 2010. The next management review date is scheduled for September 2010.