

SHE POLICY STATEMENT

Megchem Holdings (Pty) Ltd. provides multi-disciplinary professional and project services across a wide range of industries and geographical regions. Regardless of where or how we operate, Megchem is committed to conducting its activities in a manner that protects the safety, health and wellbeing of people and minimises adverse impacts on the environment.

Megchem's management recognises that employees, clients, partners, contractors, and other stakeholders are essential to the long-term sustainability and success of the business. Management therefore accepts full responsibility for providing, as far as is reasonably practicable, a safe, healthy and secure working environment and for continually improving the effectiveness of the Safety, Health and Environmental (SHE) Management System.

This policy applies to all Megchem activities, whether undertaken in offices, at client sites, on projects, or through remote and hybrid working arrangements, and across all regions in which Megchem operates.

MANAGEMENT COMMITMENTS

To achieve its SHE objectives, Megchem Management commits to:

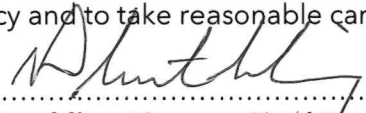
- Consulting and engaging with employees, clients, contractors, suppliers, and other interested parties on matters relating to safety, health and environmental performance.
- Establishing, implementing, and maintaining a SHE Management System aligned with recognised international standards, including ISO 45001 and ISO 14001.
- Providing appropriate resources, tools, and support to prevent injury, ill health, unsafe conditions, and environmental harm.
- Identifying, assessing, and managing risks and opportunities associated with our activities, services, and workplaces.
- Protecting the health, safety, and wellbeing of employees and all persons who may be affected by Megchem's operations.
- Preventing pollution and reducing environmental impacts by promoting efficient use of energy, water, and natural resources, minimising waste, and encouraging reuse and recycling where practicable.
- Monitoring, measuring, and reviewing Safety, Health, and Environment (SHE) performance through audits, inspections, and performance analysis to drive continual improvement.
- Complying with all applicable legal, regulatory, contractual, and other SHE requirements relevant to the countries and industries in which Megchem operates.
- Establishing, reviewing, and maintaining measurable SHE objectives and targets consistent with this policy.
- Providing appropriate Safety, Health, and Environment (SHE) training, awareness, and competency development for employees and relevant stakeholders.
- Promoting open communication, knowledge sharing, and collaboration to support good SHE practices across the organisation.
- Encouraging a positive safety culture where concerns can be raised without fear of reprisal.

COMMUNICATION AND AVAILABILITY

This SHE Policy shall be:

- Communicated to all employees as part of induction and ongoing awareness activities.
- Made available to all employees through internal systems and displayed where appropriate.
- Accessible to clients, partners, and other stakeholders upon request.

Megchem expects all employees and persons working on its behalf to understand and comply with this policy and to take reasonable care for their own safety, the safety of others, and the environment


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PL Neethling (Group - Chief Executive Office)

23/01/2026
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Date