

INTEGRATED MANAGEMENT SYSTEM POLICY

I, CEDRIC M HLONGWA, the MD of BAP SOUTH AFRICA, am committed to a policy of total quality and excellence in everything we do as well as the establishment and maintenance of a workplace that is safe and healthy and does not harm the environment.

With the co-operation of each individual, we are committed to maintaining and continually improving a healthy, safe, secure and environment-friendly work environment.

BAP SOUTH AFRICA product offering entails: manufacture of pallets and other wood complementary products according to customer specification.

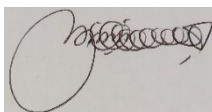
We strive to achieve this by complying with the Health, Safety and Environmental Legislation, relevant regulatory requirements and the ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 Quality, Environmental Management, Health and Safety System Requirements.

This policy is incorporated within an all-inclusive system with the following key points:

- Proactive management to protect the employee from injury and ill health, the assets and the environment of the Organisation and to eliminate potential occupational hazards and environmental degradation.
- Zero defect, zero injury and zero property damage in all our production processes.
- Commitment to pollution prevention and waste management strategies from cradle to crave.
- Entrench and inculcate a risk-based approach to all employees for all of the organisational processes.
- Effective assessment, planning, documentation and implemented processes.
- Maintaining and improving a safe workplace and pollution free environment, resultant from clear and safe working practices which will include the provision and effective use of personal protective and other equipment applicable to the requirement of the task.
- Evaluating and training all employees in their own tasks and responsibilities in achieving this policy.
- Detect, measure, control and correct any deviations from applicable quality, statutory, external and internal standards within required time scales followed by corrective and preventive actions where necessary.
- Commitment to reviews of this policy and its objectives and targets, and continual improvement of the total Management System.
- Establishment, documenting and management of Quality and SHE objectives and targets with achievable and measurable goals.

BAP SOUTH AFRICA accepts, within the bounds of reasonableness, full responsibility for the health and safety of its employees and conservation of its environment in the execution of business.

We will ensure that this policy is understood, implemented and maintained throughout the Organisation.



CEDRIC M HLONGWA
MD

02/06/2026
Date