



# OCCUPATIONAL SAFETY, HEALTH AND ENVIRONMENT POLICY

**Khayah Cement** is a manufacturer and supplier of essential construction products, services and solutions required to build more habitable and sustainable cities. We believe that we are responsible for conducting our business consistent with sustainable development principles, developing Sustainable Building Solutions in Zimbabwe to create value for our Interested Parties. We are committed to creating a healthy and safe environment for all Interested Parties (employees, contractors, communities, suppliers and customers) built on a true safety culture as well as to environmental sustainability. Safety, Health and Environment is our core value and we will continually improve the safety, health, and well-being of everyone working for the organisation as well as for the environment. To achieve this we commit to:

## Comply With Relevant Policy Framework

Comply with applicable Occupational Safety, Health and Environmental legislation, Khayah Safety, Health and Environment Policy and Standards, other applicable requirements and subscribe to leading industry initiatives and best practices.

## Regular Assessments

Assess the Occupational Safety & Health risks and Environmental aspects within all our operations, and seek to either eliminate them or control them, so as to achieve our ultimate goal of zero occupational injuries, illnesses and pollution reduction.

## Objective Setting and Implementation

Set objectives and targets and implement programs, based on this policy, that address our significant Occupational Safety and Health risks and Environmental Impacts particularly those associated with dust, waste, machinery/equipment and people behaviour to ensure continual improvement.

## Continual Investigations

Investigate all Occupational Safety, Health and Environmental incidents that have or could have resulted in serious personal injury, ill health and/or accidental loss or pollution and take action to prevent recurrence of such incidents for the benefit of current and future generations.

## Training And Assigning Responsibilities

Assign Occupational Safety, Health and Environmental responsibilities, provide appropriate training and resources at all levels.

## Filtrating The Value Chain With High Standards

Work with our suppliers, contract operators, contractors and customers to achieve Occupational Safety, Health and Environmental improvements throughout Khayah Cement.

## Communicate The Policy

Make this SHE Policy available to the public and communicate openly with stakeholders on our Occupational Safety, Health and Environmental hazards, aspects, risks, impacts and aspirations.

## Lead In Developing Standards

Respond to developing issues, knowledge and public concerns and work with stakeholders to promote effective Occupational Safety, Health and Environmental standards, increase knowledge and disseminate best practice.

## Periodic Review

Review the SHE Management System at defined intervals and implement changes as necessary for continual Safety, Health and Environmental performance improvement.

**Innocent Chikwata**  
Chief Executive Officer  
Issued March 2026

**Ladonia Mavezere**  
Workers Representative  
Issued March 2026