

HIV/AIDS POLICY

Concor's vision is to be the leading diversified infrastructure group focused on South Africa and other selected African countries.

Concor subscribes to the values of Integrity, Care, Respect, Commitment and Accountability within its business, and is committed to sustainable value creation, world class fulfilment in everything we do and to engage our business activities in a safe, healthy, environmentally sensitive and quality assured manner.

Concor is taking a proactive stance on addressing the devastating impact of HIV/AIDS and in turn on all of our employees and the communities in which we work.

Concor recognizes the seriousness of the HIV/AIDS epidemic and this policy therefore aims to balance the needs of the company, HIV infected employees and other employees. Concor is also aware of the sensitive nature of these issues, and will at all times endeavour to approach the subject accordingly.

Concor has made a commitment to:

- Provide advice on the rights of affected employees and their colleagues
- Make all employees aware on the dangers, prevention, work implications, their responsibilities and false misconceptions in relation to life threatening diseases and thereby empower employees to take responsibility for their health to avoid contracting the disease.
- Ensure there shall be no discrimination against employees with HIV/AIDS.
- Refer employees, when requested, to medical and other resources, such as counselling services and community support groups.
- Accommodate infected employees for as long as they are medically able to work within reasonable operational parameters, safety regulations and fair labour practice.
- Communicate this HIV/AIDS Policy to all employees.
- Encourage voluntary testing and confidential disclosure of HIV status, in order to provide access to appropriate support.
- Institute on-going health monitoring and wellness programmes.



Eric Wisse

Acting Chief Executive Officer

03 / 09 / 2019
Date



Care



Trust



Delivery



Agility



Teamwork

HEALTH, SAFETY AND ENVIRONMENTAL POLICY

Concor's vision is to be the leading diversified infrastructure group focused on South Africa and other selected African countries.

Concor demonstrates commitment to its core value of Care by prioritising the health, wellness and safety of our people above all else; and by impacting the environment responsibly, promoting sustainable solutions and positively contributing to broader society.

Concor's vision for Health, Safety and the Environment is: **TOGETHER TO ZERO HARM**. We aspire to achieve zero harm from the impact of our business on the health and wellbeing of all our employees, clients, business partners, the environmental and society at large.

In support of this vision, Concor has developed this Health, Safety and Environment (HSE) Policy which requires that we will:

- Maintain a performance orientated business culture that supports outcomes through leadership accountability and commitment, training and awareness, systems and behaviour alignment.
- Maintain health, safety and environmental targets, objectives and implementation plans: and measure our HSE performance using indicators to compare our results against these targets, objectives and plans.
- Maintain internationally recognised health, safety and environmental management systems at all our operations.
- Continually improve our health, safety and environmental management performance through taking accountability and responsibility in pursuit of meeting targets and objectives.
- Comply with all applicable legislation and health, safety and environmental standards, policies and procedures set by our stakeholders and our clients, whichever are the highest.
- Maintain regular, transparent and effective communication with all employees and other stakeholders affected by our operations.
- Identify assess and respond in an appropriate manner to all health, safety and environmental risks and impacts.
- Promote efficient use of resources and reduce or prevent pollution in support of the global climate agenda.
- Communicate this Policy to all our employees, suppliers, subcontractors and other interested and affected parties.
- Provide the necessary resources to enable implementation of this Policy.
- Review the relevance and appropriateness of this Policy on a periodic basis and when there is a material change to the risk profile of Concor.



Eric Wisse

Acting Chief Executive Officer

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