

MASSMART'S HEALTH & SAFETY POLICY STATEMENT

Massmart has embarked on a journey towards becoming sub-Saharan Africa's most trusted retailer and our policy statement adopted is aligned to Walmart's global policy statement. The effective execution of good business practice and continuously improving upon everything we do, every day at Massmart is the first step on this journey.

1 OUR COMMITMENT

Our commitment in Health & Safety is to ensure the protection, well-being and safety of our customers, employees, contractors and the wider community by managing our people and work practices in a safe and responsible way and by providing safe facilities in which to shop and work. We do this by complying with all applicable laws and regulations and by making sure that every staff member is properly trained so that they can work in a safe manner. As Massmart employees we are in charge of the implementation and continuous improvement of Massmart's Health & Safety programmes and it is our responsibility to promote these safe practices.

This policy will empower all employees to take personal responsibility for health and safety in their area of operation. Leadership bodies will investigate the causes of all accidents and incidents, measure performance against these standards and look for ways to improve our safety performance.

2 WHAT WE DO EVERY DAY

FOLLOW the Health & Safety Management Programme that we have designed for our business.

ENSURE buildings can be successfully evacuated in the event of a fire, that all fire equipment is operational, and that no fire hazards exist.

WEAR the correct personal protective equipment for our task.

HANDLE AND STORE materials and equipment, such as hazardous chemicals, safely and according to the developed procedures.

OPERATE AND MAINTAIN equipment, vehicles and facilities safely and according to our standards.

COMMUNICATE to each other the importance of adhering to and executing Health & Safety requirements.

SUPPORT the implementation of Health & Safety programmes, checklists and training initiatives.

SEEK to prevent the occurrences of any injuries and illness to our colleagues.

3 HOW WE DO IT

TAKE ACTION and don't walk by a Health & Safety issue.

REPORT any unsafe acts, conditions, and practices to a Health & Safety Representative or Manager.

CONFIRM that steps towards corrective action have been taken.

Chief Executive Officer

AT THE CENTRE OF
EVERYTHING WE DO

GOOD BUSINESS

Ethics is working with Compliance to help you, if you have anything to report or have any questions please call us.



Ethics Reporting Line
Trust us, Tell us
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