

WA.IMSP.1.0: FOREWORD

THE INTEGRATED MANAGEMENT SYSTEM POLICY MANUAL HAS BEEN STRUCTURED TO MEET THE REQUIREMENTS OF OHSAS 18001: 2007 "OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM SPECIFICATION GUIDELINE", ISO 14001: 2004 "ENVIRONMENTAL MANAGEMENT SYSTEM STANDARD" AND ISO 9001: 2008 QUALITY MANAGEMENT SYSTEM STANDARD" WITH AN APPROACH TO DEVELOP, IMPLEMENT AND IMPROVE THE EFFECTIVENESS OF THE SAFETY, HEALTH, ENVIRONMENT AND QUALITY MANAGEMENT SYSTEMS (INTEGRATED MANAGEMENT SYSTEM), TO ENSURE THE SAFETY AND HEALTH OF ALL (EMPLOYEES AND NON-EMPLOYEES), THE PROTECTION OF THE ENVIRONMENT AND TO ENHANCE CUSTOMER SATISFACTION BY MEETING CUSTOMER REQUIREMENTS.

THE INTEGRATED MANAGEMENT SYSTEM POLICY MANUAL IS THE FIRST OF FIVE TIERS OF DOCUMENTATION FOR WACO AFRICA (PTY) LTD'S INTEGRATED MANAGEMENT SYSTEM. THE PURPOSE OF THIS DOCUMENT IS TO PROVIDE GUIDANCE AND DIRECTION REGARDING SAFETY, HEALTH, ENVIRONMENT AND QUALITY MATTERS TO ALL EMPLOYEES. THE CONTENTS OF THIS DOCUMENT MUST THEREFORE BE READ AND UNDERSTOOD BY ALL MANAGERS AND ALL LEVELS OF SUPERVISION, WHO WILL BE RESPONSIBLE FOR IMPLEMENTING THE RELEVANT OPERATIONS IN THEIR AREAS OF CONTROL.

THE ESTABLISHED INTEGRATED MANAGEMENT SYSTEM HAS THE FULL SUPPORT OF THE BOARD OF DIRECTORS OF WACO AFRICA (PTY) LTD, AND EVERY EMPLOYEE IS HEREBY DIRECTED TO:

- FOLLOW OFFICIAL INSTRUCTIONS AND DEFINED COMPANY PROCEDURES
- BE RESPONSIBLE FOR CARRYING OUT DUTIES
- SEEK GUIDANCE IF IN DOUBT ABOUT ANY ASPECTS OF THE DUTIES.

FULL AUTHORITY FOR THE DEVELOPMENT, INSTALLATION AND MONITORING OF THE IMS IS VESTED WITH THE RELEVANT OPERATION'S MANAGER APPOINTED TO THIS FUNCTION AS MANAGEMENT REPRESENTATIVE, WHO REPORTS DIRECTLY TO THE MANAGING DIRECTOR OF THE BUSINESS UNIT AND HE IN TURN TO THE CHIEF EXECUTIVE OFFICER.

THIS INTEGRATED MANAGEMENT SYSTEM POLICY MANUAL IS NOT CONFIDENTIAL, AND MAY BE USED TO PRESENT WACO AFRICA (PTY) LTD POLICIES TO ITS CUSTOMERS, AND ANY OTHER THIRD PARTY, IN ORDER TO INSTILL CONFIDENCE IN THE SAFETY, HEALTH, ENVIRONMENTAL AND QUALITY PERFORMANCE OF THE COMPANY.

WACO AFRICA MANDATORY PROCEDURES AND ALL OTHER DOCUMENTATION WHICH HAVE BEEN COMPILED FOR THE PURPOSE OF THE INTEGRATED MANAGEMENT SYSTEM IS, HOWEVER, CONSIDERED CONFIDENTIAL.

SCOPE OF CERTIFICATION FOR:-

SGB-CAPE

THE ERECTION, DISMANTLING AND REFURBISHMENT OF ACCESS AND ENTERTAINMENT SCAFFOLDING SUPPLY, FABRICATION AND APPLICATION OF THERMAL INSULATION PRODUCTS, SHEET METAL WORK AND SHEETING, CORROSION PROTECTION, REMOVAL OF ASBESTOS PRODUCTS AND ACCESS SCAFFOLD TRAINING

WA.IMSP.3.0: MANAGEMENT COMMITMENT TO SAFETY, HEALTH, ENVIRONMENT AND QUALITY

IN ACCORDANCE WITH ESTABLISHED COMPANY POLICIES AND PROCEDURES, WACO AFRICA (PTY) LIMITED IS COMMITTED TO THE FULL IMPLEMENTATION BY THE END OF 2013, ACROSS ALL BUSINESS UNITS, OF AN INTEGRATED MANAGEMENT SYSTEM, STRUCTURED TO CONFORM TO THE REQUIREMENTS OF OHSAS 18001: 2007; ISO 14001: 2004 AND ISO 9001: 2008 AND ALL OTHER APPLICABLE AND RELEVANT LEGISLATION (DIVISIONAL DOCUMENTATION AND PROCEDURES TO BE INCORPORATED INTO IMS BY END OF 2011), HOWEVER CERTIFICATION OF THE ABOVE STANDARDS IS A DIVISIONAL DECISION.

WACO AFRICA (PTY) LTD. EMBRACES FIVE SYNERGISTIC COMPANIES, NAMELY FORM-SCAFF, SGB-CAPE, WACO MANUFACTURING, SANITECH AND ABACUS SPACE SOLUTIONS. THESE COMPANIES HAVE PROUDLY SERVED THE SOUTH AFRICAN CONSTRUCTION AND ENGINEERING INDUSTRIES FOR OVER 50 YEARS.

WACO AFRICA HAS OPERATIONS THROUGHOUT THE AFRICAN SUB-CONTINENT AND ARABIA. THESE BRANCHES ARE REQUIRED TO COMPLY WITH THIS MANUAL.

THE SHEQ POLICY IS APPROPRIATE TO THE VISION AND PURPOSE OF THE ORGANIZATION AND IS COMMUNICATED AT ALL LEVELS, EMPHASIZING THE IMPORTANCE OF MANAGING HEALTH AND SAFETY RISKS, ENVIRONMENTAL IMPACTS AND MEETING CUSTOMER AS WELL AS STATUTORY AND REGULATORY REQUIREMENTS. THE SHEQ POLICY IS REVIEWED AT LEAST ANNUALLY, CONTINUOUSLY IMPROVED, IMPLEMENTED, MAINTAINED AND UNDERSTOOD THROUGHOUT THE BUSINESS.

IN FULFILMENT OF THIS POLICY, WE PROMOTE A CULTURE THAT EMBODIES THE SAFEGUARDING OF ALL EMPLOYEES, CONTRACTORS AND THE PUBLIC AGAINST INJURIES AND DISEASE, THE PROTECTION OF THE ENVIRONMENT AND

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ENSURING THAT PRODUCTS AND SERVICES ARE SUPPLIED ON TIME AND CONFORM TO CUSTOMER REQUIREMENTS.

THE MANAGEMENT REVIEW MEETINGS PROVIDE A FRAMEWORK FOR ESTABLISHING AND REVIEWING COMPANY AND SHEQ OBJECTIVES.

MANAGEMENT ENSURES THE PROVISION OF RESOURCES AND PROMOTES CONTINUOUS IMPROVEMENT OF THE EFFECTIVENESS, ADEQUACY AND SUITABILITY OF THE INTEGRATED MANAGEMENT SYSTEM.

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