BLLACKBEARD GROUP OF COMPANIES

HEALTH, SAFETY & ENVIRONMENTAL (HSE) POLICY STATEMENT

Blackbeard Group (Pty) Ltd (BBG) is a multidisciplinary construction and engineering company providing civil, structural, transportation, water, energy, surveying, mechanical and technology-enabled services. We recognise that the effective management of Health, Safety and Environmental (HSE) matters is fundamental to our business success and sustainability.

We are committed to providing and maintaining a healthy and safe working environment for our employees, contractors, clients, visitors and the communities in which we operate. We further acknowledge our responsibility to protect the environment by minimising our impact across all operations including construction sites, infrastructure projects, plant operations and technology-enabled services.

Blackbeard Group (Pty) Ltd undertakes to discharge all statutory obligations and duties in accordance with applicable national and local legislation. Health, Safety and Environmental considerations are given equal priority to quality, cost, productivity and client satisfaction.

OUR COMMITMENT

To achieve our HSE objectives, Blackbeard Group (Pty) Ltd will:

Implement, maintain and continually improve an Integrated Management System (IMS) aligned with the principles of ISO 45001:2018 (Occupational Health & Safety) and ISO 14001:2015 (Environmental Management Systems).

Ensure full compliance with all applicable legal requirements, regulatory standards and client-specific HSE requirements.

Identify, assess and control risks associated with civil works, structural engineering, road construction, energy infrastructure, water and wastewater projects, surveying operations, plant and mechanical services.
Strive for an injury-free workplace through hazard identification, risk mitigation and safe work practices.

Prevent pollution and minimise environmental impact through responsible resource use, waste minimisation, recycling initiatives and effective environmental management planning.
Integrate environmental considerations into project planning, including drainage, dewatering, hydropower, renewable energy, and infrastructure development projects.
Promote sustainable construction practices across residential, industrial, transport and energy sectors.

Ensure safe management of high-risk activities including excavation, demolition, electrical installations (LV, MV & HV), substation construction, confined space entry, work at heights, lifting operations, and drone operations.

Monitor contractor, subcontractor and supplier compliance with our HSE standards and ensure alignment with our policies and procedures.
Conduct regular audits, inspections and safety assessments to ensure continuous improvement and compliance.

Provide appropriate training, supervision and resources to ensure all employees and role players are competent to perform their duties safely and responsibly.
Encourage open communication, consultation and participation of employees in HSE matters.
Investigate all incidents, near misses and environmental events to prevent recurrence.

OUR OBJECTIVES

Blackbeard Group (Pty) Ltd commits to:

Reducing workplace injuries, occupational illnesses and environmental incidents to below industry benchmarks.
Continually improving HSE performance through measurable objectives and management review processes.

Promoting a strong safety culture across all divisions including civil engineering, transportation infrastructure, water & sewage systems, power & renewable energy, surveying technologies, and mechanical plant services.

Utilising advanced technologies such as drone inspections, thermal imaging, LiDAR, 3D modelling and remote monitoring to enhance safety, reduce risk exposure and improve environmental performance.

Ensuring environmental compliance reporting and responsible project execution in all operational areas.
Building strong client relationships based on safety excellence, environmental responsibility and quality delivery.

RESPONSIBILITY & ACCOUNTABILITY

Health, Safety and Environmental management is the responsibility of all employees and contractors of Blackbeard Group (Pty) Ltd. Management is committed to providing leadership, resources and support to ensure effective implementation of this policy.

All employees are required to:

- Work safely and responsibly.
- Comply with company HSE procedures and legal requirements.
- Report unsafe conditions, incidents and environmental concerns.
- Participate in training and continuous improvement initiatives.

POLICY COMMUNICATION & REVIEW

This policy is communicated to all employees, contractors and relevant interested parties. It is displayed at company offices, project sites and operational facilities.
The policy will be reviewed annually, or when significant changes occur within the organisation or legislative environment, to ensure ongoing relevance, suitability and continual improvement.

Blackbeard Group (Pty) Ltd is committed to being a contractor of choice by setting and maintaining the highest standards of Health, Safety and Environmental excellence within the construction and engineering industry.

Approved by:

Managing Director
B. Mapela



17/01/2025
Date: