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Your Reference:
Document No. SD-NNR2022-LET-0027
Enquiries: N Kunene
Date: 14 December 2022

Attention Mr. T Pather

Dear Sir,

SHEQ-INS-0100 Rev 11 NECSA SAFETY HEALTH AND ENVIRONMENT POLICY

Please find attached SHEQ-INS-0100 Rev 11 Necsa Safety Health and Environment Policy for your information.

This document is issued to the NNR as part of Process based Licensing.

All correspondence to be addressed to the Senior Manager: Licensing and Safety Analysis

Yours sincerely

Ms. Noxolo Kunene

SENIOR MANAGER: LICENSING AND SAFETY ANALYSIS

Copies: SD Document Custodian Records, L&SA Records

👉 **Directors** Ms A Chowan, Dr G J Davids, Mr M J Maboja, Ms B M Makgopa, Ms S K N Masango, Ms P E Monale, Ms L Noge-Tungamirai, Amb N N Ntshinga, Mr L J Shayi, Mr M van Schalkwyk, Mr D R Nicholls (Chairman), Mr L Tyabashe (GCEO)





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DOCUMENT NO.	SHEQ-INS-0100
REVISION NO.	11.0
TITLE	NECSA SAFETY HEALTH AND ENVIRONMENTAL POLICY

	NAME	SIGNATURE & DATE
PREPARED	MM Mackay Manager: Corporate Quality	
CHECKED	RMT Kekana General Manager: Group Compliance	
SUPPORTED	QM Boyede Group Executive: Strategy and Business Enablement	
RECOMMENDED	L Tyabashe GCEO	
APPROVED	DR Nicholls Chairperson of the Board	
DISTRIBUTION	Policy is available on SharePoint and DocMan	



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TITLE	NECSA SAFETY HEALTH AND ENVIRONMENTAL POLICY		

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TITLE	NECSA SAFETY HEALTH AND ENVIRONMENTAL POLICY		

1 PURPOSE AND SCOPE

This document is to establish a Safety, Health and Environmental (SHE) Policy within an integrated management system which applies to the Necsa Group of organisations including subsidiaries NTP and Pelchem, workers, tenants, and visitors on Necsa sites and facilities.

Note: Departments do not need an individual SHE Policy unless required for Certification purposes. In such a case their Occupational Health and Safety (OHS) and/or Environmental Policy shall address the requirements of the specific international standard.

2 REFERENCES

This document refers to or shall be implemented with the following:

- ISO 14001:2015 Environmental management systems – requirements with guidance for use
- ISO 26000:2010 Guidance on Social Responsibility
- ISO 45001:2018 Occupational health and safety management systems – requirements with guidance for use
- NNR RD-0034 Rev 0 Quality and safety management requirements for nuclear installations

3 DEFINITIONS & ABBREVIATIONS

Term	Meaning
Aspect ~ Impact	Elements of an organisation's activities or products or services that interacts or can interact with the environment ~ Change to the environment whether adverse or beneficial, wholly or partially resulting from an organisation's environmental aspects.
Compliance obligations	Legal requirements that an organisation has to comply with and other requirements that an organisation has to or chooses to comply with.
Continual improvement	Recurring activity to enhance performance.
Environmental risk	Risk is expressed in terms of a combination of the consequences of an event (including changes in circumstances) and the associated "likelihood" of occurrence.
GCEO	Group Chief Executive Officer
Hazard ~ Risk	A source with the potential to cause injury and ill health ~ Effect of uncertainty.
Incident	An occurrence (event) arising out of, or in the course of, work that could or does result in injury and ill health. (Other terms used may include; accident, near-miss or nonconformity).
Injury and ill health	Adverse effect on the physical, mental or cognitive condition of a person.



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TITLE	NECSA SAFETY HEALTH AND ENVIRONMENTAL POLICY		

Term	Meaning
Integrated Management System (IMS)	A single coherent management system in which all the components and parts of an organisation are integrated to enable the organisation's objectives to be achieved.
Interested Party	A person or organisation that can affect, be affected by, or perceive itself to be affected by a decision or activity. E.g. customers, communities, suppliers, regulators, non-governmental organisations, investors and employees.
ISO	International Organization for Standardization
NNR	National Nuclear Regulator
Occupational Health and Safety performance	Performance related to the effectiveness of the prevention of injury and ill health to workers and the provision of safe and healthy workplaces.
Occupational Health and Safety risk	Combination of the likelihood of occurrence of a work-related hazardous event(s) or exposure(s) and the severity of injury and ill health that can be caused by the event(s) or exposure(s).
OHS	Occupational Health and Safety
OHSAS	Occupational Health and Safety Assessment Series
Policy	Intentions and direction of an organisation as formally expressed by its top management.
Prevention of pollution	Use of processes, practices, techniques, materials, products, services or energy to avoid, reduce or control (separately or in combination) the creation, emission or discharge of any type of pollutant or waste, in order to reduce adverse environmental impacts. <u>Note:</u> Prevention of pollution can include source reduction or elimination; process, product or service changes; efficient use of resources; material and energy substitution; reuse; recovery; recycling; reclamation; or treatment.
Risks and Opportunities	Potential adverse effects (threats) and potential beneficial effects (opportunities).
Safety Culture	The assembly of characteristics and attitudes in organisations and individuals which establishes that, as an overriding priority, protection and safety issues receive the attention warranted by their significance.
SHE	Safety, Health and Environment
SHEQ	Safety, Health, Environment and Quality



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TITLE **NECSA SAFETY HEALTH AND ENVIRONMENTAL POLICY**

Term	Meaning
Top management	Person or group of people who directs and controls an organisation at the highest level. <u>Note:</u> Top management has the power to delegate authority and provide resources within the organisation.
Worker	A person performing work or work-related activities that are under the control of the organisation. (This may include arrangements like: paid or unpaid, such as regularly or temporarily; intermittently or seasonally, casually or on a part-time basis. It can include top management, managerial or non-managerial persons, employees, suppliers, contractors, individuals or agency workers, etc.)

4 RESPONSIBILITIES

- (a) Top Management has an oversight role and shall provide resources for policy development, implementation and its maintenance. Top Management shall appoint a member of the organisation's management (Group Executive / Management Representative) who has;
 - i. the organisational independence and authority to manage safety (nuclear, chemical and conventional), health and environmental issues, and
 - ii. unrestricted access to top management.
- (b) Strategy and Business Enablement (or as delegated by the GCEO) and Group Compliance shall be responsible for preparing and maintaining Necsa's SHE Policy.
- (c) Line Management shall be responsible for implementing the Necsa SHE Policy. Or where required for Certification purposes; Line Management shall be responsible for establishing, implementing and maintaining these policies in their organisational unit according to the specific international standard.
- (d) SHE Officers / Specialists shall assist Management with SHE related tasks and activities where needed.
- (e) Workers, tenants and visitors shall adhere to this policy.



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5 REVISION HISTORY

Records shall be kept for at least 1 year after the retention period has lapsed. Electronic files are kept permanently.

Rev. No.	Date Approved	Nature of Revision	Prepared By
4	2003-11-04	Policy updated to include Behaviour Based Safety	AC van der Bijl
5	2005-11-16	Document reviewed for CEO's (RM Adam) approval	AC van der Bijl
6	2006-08-11	Scheduled revision	AC van der Bijl
7	2008-08-27	Document reviewed to address: NNR comment (AB4204) products and services, pollution prevention, implementation, maintenance and process based included; and to comply with quality requirements for documents	AC van der Bijl
8	2010-07-31	Scheduled revision and alignment with international standards	MM Mackay
9	2013-05-13	Document reviewed to comply with ISO requirements and inclusion of the policy number on the Exhibit	C Williams
10	2017-12-12	Document reviewed to emphasize Necsa's commitment on putting safety first over production and other Group operations	PR Mogafe
11	See title page	New template, reworded the purpose and scope, replaced OHSAS 18001 with ISO 45001, added a reference, definitions and responsibilities, alignment with ISO 14001 and ISO 45001 requirements, and reworded the policy statement.	MM Mackay

STATEMENT OF INTENT



NECSA SAFETY HEALTH AND ENVIRONMENTAL POLICY

SHEQ-INS-0100 Rev 11.0



Necsa established, implemented and maintains a process-based management system in fulfilling its mandate regarding nuclear science and technology.

1. Necsa is committed to provide a safe environment and healthy working conditions to its employees, visitors and the public that is appropriate to its purpose, size, context, risks and opportunities; including the nature, scale and environmental impacts of its activities, products and services.
2. Safety, Health and Environmental objectives are established at all levels and functions with resources made available to achieve these goals and targets.
3. Necsa is committed to fulfil legal- and other requirements including its compliance obligations.
4. Necsa is committed to prevention of work-related injury and ill health, eliminating hazards and aspects, reducing risks and impacts; protection of the environment, prevention of pollution, and minimising exposure to radiation.
5. Necsa is committed to continual improvement of the management system to enhance occupational health & safety and environmental performance to ensure sustainable development.
6. Necsa will comply with and/or conform to national and international standards including but not limited to ISO 14001, ISO 45001, RD 0034, and international best practice, as applicable.
7. Necsa is committed to establish and implement processes for consultation and participation of workers, and where they exist, workers' representatives regarding the occupational health & safety management system.
8. Management by utilising Enhancement Programmes and the Behavioural Based Safety (BBS) process will provide leadership and guidance to create and foster a positive Safety Culture.
9. Necsa is committed to ensure that safety (nuclear, chemical and conventional) is not compromised by production, operations or any other priorities.
10. Management will ensure this Policy is available and maintained as documented information; communicated, understood and applied by personnel; available to relevant interested parties, as appropriate; reviewed at planned intervals and when significant changes occur.

L Tyabashe

Necsa: GCEO

DATE: