

# Eskom's Safety, Health, Environment and Quality (SHEQ) Policy Poster (32-727) Rev 10



Eskom will integrate safety, health, environmental, and quality requirements into its operations through the Plan-Do-Check-Act (PDCA) improvement cycle. This approach will ensure decisions consider economic development, environmental duty of care, social equity, continuous improvement, and key stakeholder needs.

**Eskom's commitment to safety, health, environment and quality management is achieved through:** Fulfilling compliance and conformity to legal and other requirements to which Eskom subscribes and sets to meet the intent of this policy.

- 1) Establishing and maintaining management systems in accordance with, but not limited to, ISO 9001, ISO 14001, and ISO 45001 requirements.
- 2) Setting SHEQ objectives to achieve intended outcomes and tracking performance to drive continual improvement.
- 3) Taking overall responsibility and driving accountability for ensuring safe and healthy workplaces and operations, preventing work-related injuries and ill-health through the provision of safe practices, environments, and activities.
- 4) Consultation and participation of workers and/or worker representatives on SHEQ-related management systems matters.
- 5) Engaging interested parties and stakeholders by promoting open communication that is purpose-driven in line with SHEQ requirements.
- 6) Conducting SHEQ training and awareness to ensure employees understand SHEQ expectations.
- 7) Minimising environmental impact by adopting environmentally friendly technologies, preserving resources, and meeting environmental targets.
- 8) Proactively managing Eskom's environmental footprint, reducing pollution and environmental degradation, pursuing low-carbon initiatives, prioritising energy conservation, water, and demand management with Eskom stakeholders.
- 9) Ensuring the Eskom vision of 'sustainable power for a better future' is realised through, among others, the ongoing determination of the environmental, social and governance (ESG) risks it faces, and opportunities presented, guided by governance and tracked through KPIs.
- 10) Addressing climate change, with a combined focus of:
  - i) reducing greenhouse gas (GHG) emissions, while ensuring grid stability, affordability, and financial sustainability within an envelope that maintains operational, financial and societal sustainability.
  - ii) protecting and securing Eskom's assets and operations from the adverse impacts of climate change to promote resilience.
- 11) Addressing needs and expectations of employees, customers, and stakeholders using digital innovation, effective communication, and leadership engagement.
- 12) Eskom's approach to quality is underpinned by the principles of continuous improvement and the optimisation of processes to enhance value.
- 13) Ensuring the opportunity for SHEQ management systems improvement by applying risk and resilience based frameworks, capabilities and methodologies.
- 14) Eskom's contractors and suppliers must implement management systems that conform to ISO and other applicable standards.
- 15) Supporting the establishment and functioning of safety, health, environment and quality committees.
- 16) To contribute to effective management of SHEQ requirements, Eskom and its partners are committed to developing skills and competencies across the organisation.
- 17) Ensuring that adequate structures and resources are available for SHEQ management.
- 18) Ensuring the management of SHEQ during the procurement and supply chain processes for all externally sourced goods, products, and services.
- 19) Ensuring continual improvement in SHEQ systems to enhance Eskom's business performance.

**Dan Marokane** 14 April 2026

**GROUP CHIEF EXECUTIVE**

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