

# Occupational Health and Safety Policy Statement



Nedbank considers its employees to be its most valuable asset and undertakes to safeguard them, as far as possible, against any threat to their health and safety arising from any work or operations associated with its business.

Legislation places a legal onus for occupational health and safety matters in respect of the bank's employees on the Chief Executive of Nedbank. This onus, in turn, is formally assigned to management, who have been mandated to ensure that these legal duties and legislative responsibilities are fully discharged.

Nedbank is committed to complying with the Occupational Health and Safety Act and Regulations applicable to its operations, as well as to incorporating best practice where appropriate.

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## **In so doing, Nedbank will be able to:**

- protect the health and safety of Nedbank staff and clients more effectively;
- provide safe workplaces for all employees;
- conduct work and operations in a safe manner;
- provide information to staff relating to occupational health and safety hazards;
- identify and correct, as far as reasonably possible, any occupational health and safety hazards;
- encourage staff to report accidents/incidents and hazards; and
- remain sensitive to the protection and preservation of the environment when dealing with third parties and clients whose activities may influence environmental matters.

## **In accordance with this policy, and as part of the continuous improvement of the programme, Nedbank undertakes to:**

- consider all occupational health and safety legislation as being the minimum standard of precautionary practice;
- encourage immediate and followup treatment of illness or injury occurring at the workplace and attend to compensation for injuries and diseases; and
- prevent illness or injury through occupational health and safety training and education as an ongoing process, which includes making employees conversant with the harmful effects of physical and other hazards, as well as how to prevent exposure to those hazards.

## **All employees are directly involved in the achievement of these objectives. They will be advised and assisted by managers and supervisors as well as the Occupational Health and Safety Department in ensuring that all concerns relating to occupational health and safety are given the required attention and brought to the notice of senior management. Employees' obligations to ensure the achievement of these objectives include:**

- complying with all occupational health and safety measures in the prevention of illness or injury;
- taking all reasonable care for their own health and safety, the health and safety of others and the prevention of loss of or damage to Nedbank property and the environment;
- ensuring that protective clothing and safety equipment, where applicable, are used as directed to provide protection and to guard against injury; and
- reporting all unhealthy or unsafe practices, acts, conditions and incidents to their departmental supervisor or departmental health and safety representative.

The cooperation of employees at all levels, as a committed team, in carrying out the policy will ensure the healthiest and safest possible working conditions, thereby minimizing injury.

**Mike Brown**  
CEO | Nedbank