

The management of Shodo Civils understands that as a civil engineering construction company which adheres to and operates on principles of Sound Corporate Governance, our most important assets are our employees, and as such, management of Shodo Civils is committed to providing a Safe, Healthy and Risk free work environment for all our employees as well as reducing and effectively managing the impact our operations have on the environment and the communities within which we operate whilst establishing and maintaining an effective integrated SHERQ Management System and processes to ensure that we provide quality services and products to our clients.

This will be achieved through:

- The implementation and maintenance of an effective SHERQ Management System which is aligned with
- the requirements of ISO 9001:2015; ISO14001:2015; ISO 45001 and ISO 31000:2009 ensuring all our
- operational and risk management procedures and systems are continually monitored and reviewed
- through annual management reviews.
- Ensuring that our policies and processes are aligned with our Purpose, Values, Mission and Vision.
- Continually monitoring developments within the industry and ensuring our processes and systems are
- aligned with statutory and best practice requirements.
- Performing SHERQ objectives and target reviews annually and monitoring compliance.
- The establishment of an integrated environmental management process to effectively manage and
- reduce our impact on the environment throughout our operations.
- The establishment of a health program to verify the health status of our employees and to effectively
- monitor and manage their health throughout their employment with the company.
- The use of a training needs analysis program to identify training needs per occupation as well as the
- establishment of training schedules and monitoring competency.
- Developing sound communication systems throughout Shodo Civils through effective employee and
- stakeholder engagement processes.
- Annually reviewing and aligning Shodo Civils' business model to new developments, thus ensuring
- continual sustainability and improvement.

Management undertakes to operating an effective system and to ensuring that all permanent employees, limited duration contract employees and contracted companies comply with Shodo Civils' SHERQ Policy and Zero is no accident culture & mind-set thus ensuring and enabling us to provide our clients with services and products that will continually exceed their expectations, whilst at the same time protecting our employees and limiting our impact on the environment and the communities within which we operate.



Victoria Siluma
Chief Executive Officer
02 August 2024