

## Quality, Safety, Health and Environmental (QSHE) Policy

SPENCON is a construction company involved in Building, Civil, Mechanical, Electro-mechanical Engineering construction activities in Africa. We are committed to meeting customer requirements, through timely execution of contracts to agreed levels of quality and cost. Spencon in the course of its business is committed to pursue sound and responsible practices to ensure the Quality, Safety and Health of all its employees, contractors, suppliers and other stakeholders and the protection of the environment.

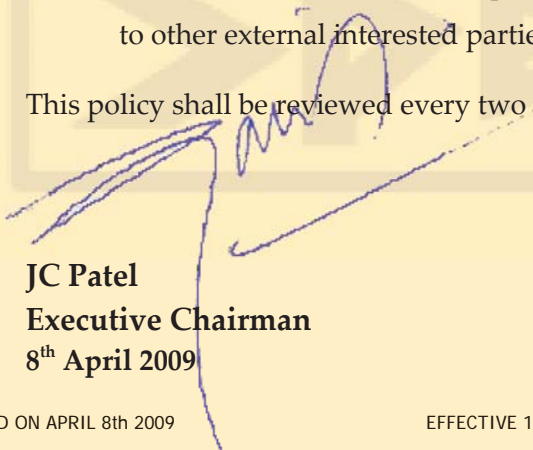
### Administration & Ownership:

This policy is owned by the Executive Chairman, its implementation and administration is the direct responsibility of all Directors, Senior Management, Managers, Supervisors and team leaders and shall communicate and implement its Key Principles.

To achieve these, we will:-

- Identify, document and implement integrated management system based on (ISO 9001, 14001, and OHSAS-18001) to guarantee fulfilment of customer requirements and contract obligations.
- Establish objectives, targets and integrated management programmes to meet strategic priorities, QSHE requirements and continually improve performance.
- Conform to all legal, regulatory and other requirements that apply to our scope of practice in relation to substance abuse, Quality, Safety, Occupational Health and Environmental protection.
- Train, educate, inform, empower and encourage staff, stakeholders to embrace and accept the concept QSHE, practice pro-active and best practices, to enable the corporate attainment of higher productivity, efficiency, safety, health and environmental performance.
- Prevent Environmental pollution, Occupational accidents in our operations, and where a failure occurs, we will investigate and take appropriate remedial measures to ensure continual improvement.
- Require each employee to take PERSONAL responsibility for Health (including HIV/Aids) and Safety at workplace and encourage customers, visitors, contractors and suppliers to adhere to set safety, health procedures and environmental practices.
- Communicate and make this policy available to employees, contractors, subcontractors, and avail it to other external interested parties on a need basis.

This policy shall be reviewed every two years or revised as and when necessary.



**JC Patel**  
**Executive Chairman**  
**8<sup>th</sup> April 2009**