

SAFETY, HEALTH, ENVIRONMENT AND QUALITY (SHEQ) POLICY

1. Tractionel Group Holdings is dedicated to executing projects in reticulation, distribution/transmission substations, overhead lines, and overhead track equipment. Our commitment ensures that these projects meet our customers' requirements and align with the strategic direction of our Organisation.
2. We implement and maintain an integrated management system based on international standards for safety, health, environmental, and quality management at our head office, regional offices, and across all construction projects, excluding product design.
3. We have established defined processes for Human Capital, Payroll, Proposals, Procurement and Stores, Commercial, Finance, ICT, Project Execution, Project Controls, SHEQ, Plant and Facilities, Asset Store, and Workshop. These processes ensure optimal resource utilization through a structured approach.
4. We have identified and evaluated internal and external issues that may impact our strategic direction. These issues will be continuously monitored and reviewed for compliance, and management will implement corrective actions as necessary to enhance customer satisfaction.
5. Management will identify and assess opportunities and risks affecting the Organisation, implementing mitigation measures to eliminate or reduce undesired events.
6. We have established SHEQ objectives and targets for all processes to track compliance and demonstrate our commitment to continuous improvement.
7. Tractionel Group Holdings will comply with all relevant legal requirements, interested parties' expectations, and international management system standards. We will allocate necessary resources, annually review the system's effectiveness and suitability, and implement corrective actions to ensure continuous improvement and enhancement of our SHEQ performance.
8. Management is committed to:
 - i. Providing a safe and healthy working environment for all employees, contractors, and visitors, focusing on preventing injuries and ill health through the hierarchy of controls;
 - ii. Preventing pollution and minimizing environmental impact from our activities, products, and services;
 - iii. Delivering excellent SHEQ services with highly competent staff to meet customer needs; and
 - iv. Consulting with employees on SHEQ management system arrangements and encouraging their active participation.



Neresh Pather Pr. Eng
Group Chief Executive Officer
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