



DELTA CORPORATION

OCCUPATIONAL SAFETY, HEALTH, ENVIRONMENT & SUSTAINABILITY POLICY

As a leading manufacturer, distributor and marketer of high quality malt, alcoholic and non-alcoholic beverages in Zimbabwe, Delta Corporation takes occupational safety, health and environmental management as an integral part of good business practice. Accordingly we are committed to conducting our business in a way that respects the safety and health of our employees, contractors, visitors, customers, consumers and the general public as well as environmental protection throughout our business operations. Occupational safety, health and environmental management is a line management responsibility and our approach takes account of sustainability and social requirements, evolving scientific knowledge and community expectations. Every employee has a right to a safe working environment and therefore empowered to refuse to work in an unsafe work environment.

Specifically, we are committed to the following:

- ❖ Continual improvement in managing Occupational Safety, Health, Environmental and Sustainability issues, by routinely identifying, eliminating and/or controlling related risks in our business and operations;
- ❖ Complying with relevant laws, standards and other requirements we adopt to prevent environmental pollution, personal injury, ill health and other incidents;
- ❖ Developing employee and contractor safety, health and environmental competency through effective training and leadership at all levels;
- ❖ Establishing measurable objectives with quantifiable targets which are timeously reviewed to adequately manage Occupational Safety, Health, Environmental and Sustainability issues;
- ❖ Conducting or supporting research and establishing programs to conserve resources, minimize waste, improve processes and protect the environment;
- ❖ Establishing and maintaining a wellness programme that seeks to prevent the spread of diseases and maintain good health.
- ❖ Communicating this policy to all relevant stakeholders and also ensure that our employees, contractors, visitors, suppliers of goods and services understand their obligations and commit to implementation of this policy.

As Chief Executive Officer, I am committed to effective safety, health and environmental management within Delta Corporation. Delivery of this policy has my full commitment and support.

P Gowero
Chief Executive Officer
Delta Corporation Limited

Worker's Committee Chairman
Delta Beverages

Dated: October 2015

Revision 3