



# Delta Beverages

## Occupational Safety Health and Environmental Policy

As the leading manufacturer and distributor of beer and carbonated soft drinks in Zimbabwe, Southerton Plant takes occupational safety health and environmental management as an integral part of good business practice. Accordingly, we aspire to achieve and sustain a high standard of occupational safety and environmental protection throughout our Business operations. Our approach to the occupational Safety, Health and environmental management takes into account sustainability and social requirements, evolving scientific knowledge and community expectations.

Specifically, we are committed to:

- Continual improvement in managing Occupational Safety, Health and Environment, by routinely identifying, eliminating and/or controlling risks in our business and operations through a hierarchy of control.
- Complying with relevant laws, regulations, industrial codes of practice, ISO 14001 and ISO 45001 and other requirements such as NOSA and EOSH, that we may adopt to prevent environmental pollution, injuries, incidents and industrial diseases.
- Training our employees and contractors on our Occupational Safety, Health and Environmental management systems to achieve a high standard of performance in these areas.
- Employee (and, as applicable, their representatives) participation and consultation as future developments relating to the SHE Management system may necessitate changes.
- Protect the environment through resource management, pollution prevention - work without waste, environmental stewardship, sustainable resource use, water stewardship, climate protection and change mitigation, ESG, adaptation, ISO 50001:2018 implementation and conservation of biodiversity.
- Establishing measurable management objectives and targets which are timeously reviewed to adequately manage Occupational Safety, Health and our interaction with the Environment.
- Ensuring that our employees are not victimized at work due to the Safety, Health, and Environment (SHE) issues they may raise or be affected by.
- Conducting or supporting research and establishing programs to protect the environment, conserve resources, minimize waste, improve processes, eliminate personal injury and ill-health.

We are committed to communicating and making this Policy available to the public, all relevant stakeholders and ensure that our employees, contractors, visitors, customers, suppliers of goods and services and other interested parties are informed of and understand their obligations and responsibilities to this policy.

Worker's Committee Chairperson

Management Liaison Committee Chairperson

Plant Manager

General Manager

Revision No.5

Date: February 2026