



2026/03/23: ENVIRONMENTAL MANAGEMENT POLICY

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Reviewed By: Dean Jacobs
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1. Purpose

To identify environmental risks and impacts associated with the Company's activities, and to implement reasonable and practical measures to minimise negative environmental impacts caused by operations.

The Company is committed to:

- Promoting environmental awareness among employees, customers, pharmacies, and patients
- Encouraging responsible environmental behaviour
- Complying with all applicable South African environmental legislation and standards
- Continuously improving environmental performance

2. Legal and Regulatory Framework

This policy is aligned with, but not limited to, the following:

- National Environmental Management Act
- National Environmental Management Waste Act
- Occupational Health and Safety Act
- National Water Act
- SANS 10234
- Extended Producer Responsibility (EPR) Regulations

3. Key Environmental Initiatives

3.1 Energy Consumption

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- An inspection was conducted on 18 April 2023 by a SANAS-accredited body, Remote Metering Solutions (Pty) Ltd.
- An Energy Performance Certificate (EPC) was issued on 16 May 2023 and is valid until 15 May 2028.
- The Company will:
 - Monitor energy usage monthly
 - Implement energy-saving initiatives (e.g., LED lighting, equipment efficiency, generator management)
 - Reduce carbon emissions in line with best practices

3.2 Water Consumption

- Implement water conservation measures, including:
 - Use of greywater where safe and compliant with regulations
 - Rainwater harvesting and storage
 - Reuse of water where feasible (e.g., cleaning processes)
- Ensure compliance with the National Water Act

3.3 Suppliers

- Suppliers are required to:
 - Provide their Environmental Sustainability Strategy where applicable
 - Comply with EPR Regulations
 - Demonstrate responsible waste and packaging practices
- Supplier compliance will be reviewed periodically

3.4 Waste Management and Recycling

3.4.1 General Waste and Recycling

- Recycling initiatives include plastic, cardboard, and paper waste
- A registered recycling service provider (e.g., Merafong Reclaim) collects recyclable materials regularly
- Waste segregation is implemented using clearly marked bins
- Records of recycled materials must be maintained monthly

3.4.2 Paper Management

- Employees must:
 - Maintain one designated shredding box at their workstation
 - Ensure regular shredding of confidential and waste documents
- Documents must be retained for **5 years** and then securely destroyed
- Annual shredding:
 - Coordinated by the Department Manager and Maintenance Manager

- Conducted by an approved service provider
 - A **Destruction Certificate** must be obtained and filed
- The Company supports a transition toward a **paperless environment**

3.4.3 Hazardous and Healthcare Risk Waste

- Hazardous waste must be managed in accordance with:
 - National Environmental Management Waste Act
 - SANS 10234
- Requirements:
 - Safety Data Sheets (SDS) must be available
 - Waste must be stored in approved healthcare risk waste containers
 - Waste must only be handled by licensed waste disposal contractors
 - Records of waste disposal must be kept for **a minimum of 5 years**
- Expired stock and sharps:
 - Must be stored in **locked expiry rooms**
 - Must be tracked (e.g., batch numbers for sharps bins)
 - Must be collected by licensed service providers (e.g., Clix Waste Management)
 - A **Safe Disposal Certificate** must be obtained after collection
- Patients:
 - Provided with sharps containers
 - Must return full containers for safe disposal

3.4.4 Pallets

- Pallets received from suppliers:
 - May be returned if required
 - May be reused internally if safe and compliant
- Excess pallets:
 - May be responsibly reused or donated
 - Must not be disposed of in a manner that causes environmental harm

3.4.5 Municipal Waste

- Waste bins are positioned at designated locations on site
- Waste is collected by the Private Contractor
- The Company ensures:
 - Proper waste segregation
 - No hazardous waste is disposed of in municipal bins

4. Responsibilities

The following roles are responsible for implementation and compliance:

- **Maintenance Manager**
 - Waste coordination
 - Contractor liaison
 - Facility compliance
- **Health and Safety Officer**
 - Monitoring compliance with OHSA and environmental requirements
 - Maintaining records and audits
- **Executive Management**
 - Policy oversight
 - Resource allocation
 - Strategic environmental objectives

5. Monitoring and Continuous Improvement

- Environmental performance will be:
 - Monitored regularly
 - Reviewed annually
 - Improved through corrective actions and updated initiatives

Risk Manager Signature: 	Date: 2/4/2026
Safety Officer / Instructor Signature: 	Date: 2/04/2026