



2026/03/03: Health and Safety Policy Statement SPAR Health

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Reviewed By: Dean Jacobs

Review Date: 2026/03/03

SPAR Health is committed to ensuring, so far as is reasonably practicable, a safe and healthy working environment for all employees, contractors, customers, and visitors, in accordance with the Occupational Health and Safety Act, 1993 (Act No. 85 of 1993), its regulations, and all other applicable health and safety legislation in South Africa.

We recognise our moral and legal duty to prevent injury and ill health, and to continuously improve our occupational health and safety performance.

Policy Objectives

Our general health and safety policy is to:

- **Comply with all applicable OHS legislation, regulations, codes of practice, and standards** relevant to our operations.
- **Identify, assess, and manage health and safety risks** arising from our activities, facilities, and equipment.
- **Provide and maintain safe work environments, plant, and equipment** to prevent incidents, injuries, and occupational diseases.
- **Ensure safe use, storage, and handling of hazardous substances** and pharmaceutical products, in line with safety data sheets and applicable regulations.
- **Eliminate hazards and implement controls** to reduce health and safety risks to as low as reasonably practicable (ALARP).
- **Consult and communicate** with employees on health and safety matters and encourage their participation in continuous improvement.
- **Provide appropriate health and safety training, supervision, and information** to ensure employees are competent to carry out their duties safely.
- **Protect the health and safety of customers, contractors, and visitors** by ensuring that the premises are free from foreseeable hazards.

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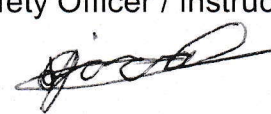
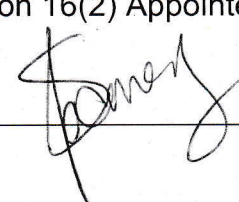
- **Report, investigate, and learn from incidents, accidents, and near misses** to prevent recurrence and improve safety measures.
- **Promote a culture of shared responsibility** where every individual takes ownership of health and safety.
- **Monitor, audit, review, and revise this policy and related systems regularly** to ensure relevance and continuous improvement.

Responsibilities

- **Management** is responsible for implementing this policy, ensuring that health and safety objectives are met, and that resources are allocated effectively.
- **Supervisors** are responsible for ensuring work is carried out safely and that team members follow all safety protocols.
- **Employees** are required to comply with safety procedures, report hazards or incidents, and participate in health and safety initiatives.
- **Contractors and visitors** are expected to follow site-specific safety requirements and cooperate with safety instructions.

Review

This policy will be reviewed annually or whenever there are significant changes to the organisation, operations, or applicable legislation, to ensure its ongoing relevance and effectiveness.

Risk Manager Signature: 	Date: 5/3/2026
Safety Officer / Instructor Signature: 	Date: 06/03/2026
Section 16(2) Appointee Signature: 	Date: 6/3/2026