

Occupational Safety, Health, Environmental and Quality (SHEQ) Policy

Picko (Pty) Ltd is a specialist in agglomeration technology and environmental reclamation, operating water separation plants, metal recovery facilities, and briquetting plants. Our core purpose is to reclaim industrial waste and transform it into recyclable, reusable products that contribute to a sustainable circular economy.

Our mission is to be a trusted provider of high-quality, innovative environmental solutions in the industrial and mining sectors while upholding our responsibility to health, safety, environmental stewardship, quality excellence, and sustainable business practices.

SHEQ Objectives

Zero Harm Aspiration

Strive for zero harm by proactively managing risks and protecting the health, safety, and well-being of our employees, contractors, visitors, and communities.

Risk Management

Continuously identify, assess, and control hazards, risks, and opportunities to prevent injuries, illnesses, environmental incidents, property damage, and operational disruptions.

Training and Competence

Invest in ongoing training, awareness, and competency development to empower our workforce with the knowledge, skills, and responsibility to uphold SHEQ values and requirements.

Occupational Health and Wellness

Foster a workplace culture that supports the physical and mental well-being of employees through health programmes, wellness initiatives, and occupational health management.

Worker Consultation and Participation

Promote meaningful consultation and participation of employees and worker representatives in hazard identification, risk assessments, incident investigations, and continual improvement initiatives.

Environmental Protection and Sustainability

Protect the environment through pollution prevention, responsible resource management, waste minimisation, recycling, biodiversity protection where applicable, and continual improvement of environmental performance by:

- Reducing waste, emissions, and resource consumption;
- Promoting reuse, recycling, and responsible waste management;
- Embedding sustainable practices into our core operations.

Climate Responsibility

Support efforts to mitigate climate change by improving energy efficiency, reducing our carbon footprint, and exploring low-carbon technologies across our operations.



Fire Prevention and Protection

Maintain a comprehensive fire prevention and protection programme through fire risk assessments, emergency preparedness, maintenance of fire protection equipment and systems, employee training, inspections, and emergency drills to safeguard people, property, and the environment.

Protection of Company Assets

Protect company assets, including equipment, infrastructure, information, materials, vehicles, and intellectual property, through responsible use, maintenance, security measures, and risk-based controls to support safe, efficient, and sustainable operations.

Compliance Obligations

Fulfil all applicable legal, regulatory, customer, and other compliance obligations relevant to our SHEQ activities, products, and services.

Customer Focus

Deliver products and services that consistently meet or exceed customer requirements and expectations.

Innovation

Embrace innovation to advance our technologies, processes, and services in line with evolving SHEQ standards and industry best practices.

Continuous Improvement

Maintain and continually improve the effectiveness of our integrated SHEQ Management System through performance monitoring, audits, management reviews, corrective actions, and the achievement of measurable objectives.

SHEQ Commitments

Leadership and Accountability

Top management is committed to providing leadership, accountability, resources, and strategic direction necessary to achieve our SHEQ objectives and improve performance.

Employee Engagement

All employees, contractors, and visitors are expected to actively support and comply with SHEQ requirements and are empowered to stop work that presents an unacceptable risk.

Communication and Awareness

Ensure this policy is communicated, understood, implemented, maintained, and made available to all interested parties as appropriate.

Performance Monitoring

Establish measurable SHEQ objectives and monitor performance through inspections, audits, reviews, incident investigations, and key performance indicators.



Emergency Preparedness and Response

Maintain effective emergency preparedness and response processes to manage potential incidents, emergencies, and environmental events.

Policy Review

Review this policy periodically to ensure its continued suitability, adequacy, effectiveness, and alignment with organisational strategy, risks, opportunities, and stakeholder expectations.

Conclusion

At **Picko (Pty) Ltd**, we are committed to SHEQ excellence and continual improvement. We will safeguard people, protect the environment, preserve company assets, deliver quality products and services, and uphold the trust placed in us by our customers, employees, contractors, communities, and other interested parties. This policy forms an integral part of our business philosophy and shall be upheld by everyone working for or on behalf of **Picko (Pty) Ltd**.

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