

Eskom's Safety, Health, Environment and Quality (SHEQ) Policy Poster (32-727) Rev 10



Eskom will integrate safety, health, environmental, and quality requirements into its operations through the Plan-Do-Check-Act (PDCA) improvement cycle. This approach will ensure decisions consider economic development, environmental duty of care, social equity, continuous improvement, and key stakeholder needs.

Eskom's commitment to safety, health, environment and quality management is achieved through: Fulfilling compliance and conformity to legal and other requirements to which Eskom subscribes and sets to meet the intent of this policy.

- 1) Establishing and maintaining management systems in accordance with, but not limited to, ISO 9001, ISO 14001, and ISO 45001 requirements.
- 2) Setting SHEQ objectives to achieve intended outcomes and tracking performance to drive continual improvement.
- 3) Taking overall responsibility and driving accountability for ensuring safe and healthy workplaces and operations, preventing work-related injuries and ill-health through the provision of safe practices, environments, and activities.
- 4) Consultation and participation of workers and/or worker representatives on SHEQ-related management systems matters.
- 5) Engaging interested parties and stakeholders by promoting open communication that is purpose-driven in line with SHEQ requirements.
- 6) Conducting SHEQ training and awareness to ensure employees understand SHEQ expectations.
- 7) Minimising environmental impact by adopting environmentally friendly technologies, preserving resources, and meeting environmental targets.
- 8) Proactively managing Eskom's environmental footprint, reducing pollution and environmental degradation, pursuing low-carbon initiatives, prioritising energy conservation, water, and demand management with Eskom stakeholders.
- 9) Ensuring the Eskom vision of 'sustainable power for a better future' is realised through, among others, the ongoing determination of the environmental, social and governance (ESG) risks it faces, and opportunities presented, guided by governance and tracked through KPIs.
- 10) Addressing climate change, with a combined focus of:
 - i) reducing greenhouse gas (GHG) emissions, while ensuring grid stability, affordability, and financial sustainability within an envelope that maintains operational, financial and societal sustainability.
 - ii) protecting and securing Eskom's assets and operations from the adverse impacts of climate change to promote resilience.
- 11) Addressing needs and expectations of employees, customers, and stakeholders using digital innovation, effective communication, and leadership engagement.
- 12) Eskom's approach to quality is underpinned by the principles of continuous improvement and the optimisation of processes to enhance value.
- 13) Ensuring the opportunity for SHEQ management systems improvement by applying risk and resilience based frameworks, capabilities and methodologies.
- 14) Eskom's contractors and suppliers must implement management systems that conform to ISO and other applicable standards.
- 15) Supporting the establishment and functioning of safety, health, environment and quality committees.
- 16) To contribute to effective management of SHEQ requirements, Eskom and its partners are committed to developing skills and competencies across the organisation.
- 17) Ensuring that adequate structures and resources are available for SHEQ management.
- 18) Ensuring the management of SHEQ during the procurement and supply chain processes for all externally sourced goods, products, and services.
- 19) Ensuring continual improvement in SHEQ systems to enhance Eskom's business performance.

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GROUP CHIEF EXECUTIVE

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