

SAFETY, HEALTH AND ENVIRONMENTAL POLICY



Allied Electronics Corporation Limited (Altron) through its principal subsidiaries, Allied Technologies Limited, Bytes Technology Group (Pty) Limited and Power Technologies (Pty) Limited, is invested in the telecommunications, multi-media, information technology and power electronics industries. As a group we recognise that the long-term future of our operations depends on the sustainable use of natural resources as well as on the good health and wellbeing of relevant stakeholders.

We therefore regard safety, health and environmental (SHE) requirements as an integral part of how we do business and embrace all applicable laws, regulations and in particular the Constitution of the Republic of South Africa which states that every person has the right to an environment that is not harmful to their health or wellbeing.

As such Altron's management and employees are committed to undertaking all their activities in a highly responsible, professional and competent manner, through the provision of an environment that is conducive to the safety and health of all our employees, locally and internationally.

Accordingly, senior management within each business unit is held accountable for safety, occupational health and environmental aspects and is committed to providing the necessary financial and human resources to ensure that the following objectives are implemented, monitored and maintained:

- **Commitment:** Integrate comprehensive management systems which ensure accountability for our group companies' employees safety, health and environmental welfare;
- **Compliance:** Adhere to all applicable SHE legislation, standards, frameworks and codes of best practice relating to our operations;
- **Risk assessment:** Continually identify, evaluate and mitigate SHE risks within the group, through internal and external audits, legal reviews and employee consultation processes;
- **Environment:** Protect the environment that we operate in by participating in relevant environmental programmes aimed at addressing climate change challenges including pollution prevention, conserving natural resources and minimising waste, resulting in a more sustainable business;
- **Health and safety:** Identify workplace hazards and provide the required safety equipment, procedures and training to employees to mitigate against accidents, injuries, death and diseases, including transmissible diseases such as TB, HIV and Aids;



- **Training and awareness:** Promote awareness and a sense of responsibility among staff through effective SHE communication, training and consultation with all levels of employees, contractors and other stakeholders directly affected by our activities and processes; and
- **Continual improvement:** Periodically review the relevance and appropriateness of the above objectives to ensure continual improvement.

In complying with the objectives of this policy, we will continue to improve and manage SHE related risks and aim to prevent safety, health and environmental incidents and injuries throughout the group.



RE Venter
Altron Chief Executive

12/09/2012

Date