

INTEGRATED MANAGEMENT SYSTEM POLICY

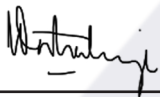
Glenrise Investments aims to be the brand of choice in offering diverse products and services in Zimbabwe and beyond. We offer services in Engineering, Mining and Mining Support, Civil and General Works, Procurement and Resourcing, Construction, and Hospitality. Our vision is to deliver sustainable growth through innovation, service excellence and care. We therefore uphold to create safe, secure and healthy working conditions for all who work with and for us. Sustainable growth will be achieved by reducing negative impacts to the environment and ensuring zero harm to our people and stakeholders whilst providing quality products and services.

Consistent with this, the company is committed to;

- Comply with all applicable local and international standards, legislation, and other commitments;
- Ensure the application of an integrated process and risk-based approach to Safety, Health, Quality, and Environmental Management in the delivery of our products and services;
- Enhance customer satisfaction by delivering high-quality service in a timely, accurate, and reliable manner; The setting of IMS Objectives and measuring our performance (KPIs) for continual improvement;
- Managing all processes and operations to prevent injury, illness, and customer dissatisfaction, arising from Glenrise's diverse operations.
- Protecting the environment through sustainable use of resources and prevention of pollution.
- Continually improve our Integrated Management System and actively manage risks in our business in consultation with, and participation of our employees to enhance performance.
- Ensure that the IMS policy is available and communicated to employees and other interested parties

The above commitments will be met by;

- Implementing formal Safety, Occupational Health, Quality, and Environmental Management objectives and programs based on ISO 14001:2015, ISO 9001:2015, ISO 45001:2018, and applicable legislation;
- Providing adequate resources and facilities to implement the requirements of IMS;
- Addressing the needs and expectations of employees, clients, and stakeholders through regular, open, and honest communication.
- Ensuring responsibility for the implementation and maintenance of the Integrated Management System programs to management and employees;
- Ensuring that line management takes responsibility for enforcing set Safety, Health, Environment, and Quality standards in their respective areas.
- Guaranteeing proactive engagement and participation of interested parties on matters relating to Safety, Health, Quality, and Environment;
- Empowering employees to implement the Stop Work Authority on unsafe practices or conditions without threat or reprisal;
- Periodically review this IMS Policy in keeping with changing global standards and requirements for continual improvement.



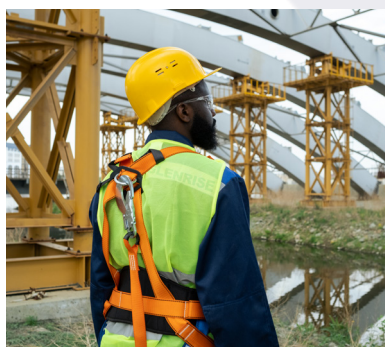
Board Chairperson



Managing Director



Worker's Committee Chairperson



NHEVEDZANO YENZIRA YEMASHANDIRO

(INTEGRATED MANAGEMENT SYSTEM)

Glenrise Investments ine donzvo rekuve kambani inosarudzwa mukupa zvigadzirwa nemabasa akasiyana-siyana munyika yeZimbabwe nekumwe kwese. Isu tinobatsira mukugadzirwa kwemichina inoshandiswa mumakambani, kusanganisa nezvigadzirwa zvesimbi, (Engineering Services), kucherwa kwemigodhi yezvicherwa zvakakosha, nekupa rubatsiro pakuchera nekucherwa kwezvicherwa (Mining and Mining support). Tinoitawozve zvishandwa zvekuvandudza ivhu pakuvakwa kwezvimiro, nemabasa emaoko akasiyana siyana (Civil and General works), mabasa ekuvakwa kwezvimiro zvinoshandiswa neveruzhinji (Construction), kuwanikwa nekutengwa kwezvinoshandiswa mumabasa (Procurement and Resourcing), uye kugamuchira nekupa vaenzi nzvimbo dzekugara nekutandara (Hospitality). Chiono chedu ndechekuunza kukura kwakasimba kwekambani yedu nevatinoshanda navo kuburikidza nehunyanzvi hwedu hwekufunga nekuita zvinhu zvitsva, kunaka kwemaitiro edu ebasa nehanya dzatinadzo patinoita basa redu. Naizvozvo tinosimudzira kugadzira nharaunda yekushandira yakachengeteka uye ine hutano kune vese vanoshanda nesu uye vanotishandira. Kukura kwakasimba uku kuchabudirira mushure mekunge taderedza kukanganiswa kwenharaunda yedu uye kuona kuti hapana chero umwe anotishandira uye achabatana nesu achakuvadzwa. Izvi tichaita tichiona kuti zvigadzirwa nebasa zvatinenge tichipa ndezvemhando yepamusoro.

Maererano neizvi, kambani yakazvipira:

- Kutevedzera mitemo, zvisungo nezvipimo zvese zvemuno munyika nepasi rose;
- Kuona kuti mukushanda kwedu tichashandisa nzira yemashandiro (IMS) ine hurongwa hweku dzivirira njodzi/ inotarisa njodzi maererano nekuchengetedzeka, hutano, mhando yepamusoro-soro yebasa, nemabatiro enharaunda mukupa kwezvigadzirwa nebasa redu;
- Kuronga nekushandisa zvinangwa zvenzira yemashandiro iyi (IMS), uye kuyera mashandiro edu (KPIs) kuti tirambe tichivandudza;
- Kuwedzera kugutsikana kwevatengi vedu kuburikidza nekupa basa remhando yepamusoro-soro rinoitwa nenguva, rakaringana uye rinovimbika;
- Kugadzirisa maitiro nemashandiro ese akasiyana-siyana mukushanda kweGlenrise kuti adzivirire njodzi, hurwere uye kusagutsikana kwevatengi.
- Kuchengetedza nharaunda kuburikidza nekushandiswa kwezviwanikwa kune hungwaru uye kudzivirira kusvibiswa kwenharaunda.
- Kuramba tichivandudza nzira yedu yemashandiro (IMS) uye kuramba tichishingaira kusaita kana kuderedza njodzi mukambani yedu, mushure mekunge tabvunzana nekutora chikamu kubva kune vashandi vedu kuti tivandudze mashandiro edu.
- Kuona kuti nhevedzano yenzira yemashandiro edu (IMS Policy) iripo uye inoziviswa kuvashandi vese nekunevamwe vanofanira kuiziva

Zvisungo zviri pamusoro zvichazadzikiswa:

- Nekutevedzera zvinangwa nezvirongwa zvakaririrana nechengeto, hutano hwepabasa mhando, nemabatiro enharaunda ari pamutemo zvichienderana neISO 14001:2015, ISO 9001:2015, ISO 45001:2018, uye mitemo inotungamira mabasa edu; Nekupa zviwanikwa nezvekushandisa zvakanakwana zvinodiwa kuti nzira yemashandiro edu (IMS) ibudirire;
- Nekugadzirisa zvinodiwa uye zvinotarisirwa nevashandi, vatengi nevachibatana navo kuburikidza nekukurukirana nguva dzose, zviri pachena uye zvine kuvimbika mukati.
- Nekuona kuti tapa basa rekuchengetedza zvirongwa zvenzira yemashandiro edu (IMS) kune vanezvigarro zvepamusoro uye kuvashandi;
- Nekuona kuti kuti vanezvigarro zvepamusoro zvekuona nezvevashandi vanoita basa nemazvo maererano nemipimo yakaiswa inoona nezvechengetedzo, hutano, nharaunda nemhando yebasa munzvimbo dzavo dzavanoshandira;
- Nekuvimbisa kunzwa nekutora chikamu kune vakafanira vese pazvinhu zvine chekuita nekuchengetedzeka, nehutano, mhando yebasa uye kuchengetedza nharaunda;
- Nekupa vashandi simba rekuita chiremerera chekumisa basa (Stop Work Authority) pane maitiro kana mamiriro ebasa akaipa, pasina kuvhundutsira kana kutsiva;
- Nekuongorora nguva nenguva mutemo wenhevedzano yenzira yemashandiro edu (IMS Policy), chinangwa chiri chekufambirana neshanduko dzemipimo netarisiro, kuti kambani irambe ichivandudzika



Board Chairperson



Managing Director



Worker's Committee Chairperson



INQUBOMGOMO YOHLELO LOKUPHATHA OLUDIDIYELWE (INTEGRATED MANAGEMENT SYSTEM)

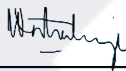
IGlenrise Investments ihlose ukuba wuphawu olukhethwayo ekuhlinzekeni ngemikhiqizo namasevisi ahlukahlukene Zimbabwe nangale kwayo. Sinikezela ngezinsizakalo kwezobunjiniyela (Engineering), ezezimayini nezezimayini, ezomphakathi kanye imisebenzi Ejwayelekile (Mining and Mining Support), ukuthengwa nezinsiza, ukwakha, kanye lokungenisa izihambi. Umbono wethu ukuletha ukukhula okusimeme ngokusungula izinto ezintsha, ukusebenza kahle nokunakekela. Ngakho-ke sisekela ukudala izimo zokusebenza eziphephile, ezivikelekile nezinempilo zabo bonke abasebenza nathi futhi abasisibenzelayo. Ukukhula okuzinzile kuzokwenza kungazuzwa ngokunciphisa imithelela engemihle emvelweni kanye lokuqinisekisa ukuthi akukho monakalo owenziwe kubantu bethu nakubantu bethu ngenkathi sihlizeka ngemikhiqizo namasevisi asezingeni eliphezulu.

NGOKUVULMELANA NALOKHU, INKAMPANI IZIBOPHEZELE:

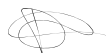
- Ukuthobela zonke izimiso zasekhaya nezamazwe ngamazwe ezisebenzayo, imithetho, nezinye izibopho;
- Ukuqinisekisa ukusetshenziswa kwenqubo edidiyelwe nendlela esekelwe ebungozini kwezokuPhepha, Impilo, Ikhwalithi, kanye lokuphathwa kwemvelo ekuletheni imikhiqizo yethu kanye nezinsiza;
- Thuthukisa ukwaneliseka kwamakhasimende ngokuletha isevisi yekhwalithi ephezulu ngesikhathi, esinembil nesithembekile
- Indlela; ukusethwa kwezinjongo ze-IMS lokulinganisa ukusebenza kwethu (KPIs) ngokuqhubekayo ngcono;
- Ukuphatha zonke izinqubo nemisebenzi ukuvimbela ukulimala, ukugula, lokunganeliseki kwamakhasimende, okuvela emisebenzini eyahlukene kaGlenrise.
- Ukuvikela imvelo ngokusebenzisa izinsiza ngendlela eqhubekayo kanye lokuvimbela ukungcoliswa kwemvelo.
- Ngokuqhubekayo sithuthukisa uhlelo iwethu lokuphatha oludidiyelwe futhi silawule ubungozi ebhizinisini lethu ngokubonisana, lokubamba iqhaza kwabasebenzi bethu ukuthuthukisa ukusebenza kahle.
- Qinisekisa ukuthi inqubomgomo ye-IMS iyatholakala futhi idluliselwe kubasebenzi nabanye abanentshisekelo amaqemb

Lezi zibopho ezingenhla zizohlangatshezwana nazo:

- Ukusebenzisa ukuphepha okusemthethweni, impilo yasemsebenzini, ikhwalithi, lokuphathwa kwendawo izinjongo nezinhlelo ezisuselwe ku-ISO 14001:2015, ISO 9001:2015, ISO 45001:2018, futhi ziyasebenza umthetho;
- Ukuhlinzeka ngezinsiza ezanele kanye nezinsiza zokuqalisa izidingo ze-IMS;
- Ukubhekana nezidingo lokulindelwe ngabasebenzi, amaklayenti, nababambiqhaza ngokujwayelekile, ukuxhumana okuvulekile, lokwethembeka.
- Ukuqinisekisa ukubophezeleka kokuqaliswa lokugcinwa kokugcinwa kokuphathwa okudidiyelwe izinhlelo zesistimu kubaphathi nakubasebenzi;
- Ukuqinisekisa ukuthi abaphathi bomugqa banesibopho sokuphoqelela ukuphepha, Impilo, Imvelo, kanye namazinga ekhwalithi ezindaweni zawo.
- Ukuqinisekisa ukuxoxisana okusebenzayo lokubamba iqhaza kwabathintekayo ezindabeni eziphathelene ukuphepha, impilo, ikhwalithi, kanye nendawo ezungezile
- Ukunikeza amandla abasebenzi ukuthi basebenzise isiphathimandla sokumisa umsebenzi emikhubeni engaphephile loma izimo ngaphandle kokusongela loma ukuziphindiselela;
- Buyekeza le nqubomgomo ye-IMS ngezikhathi ezithile ukuze ihambisane lokushintsha kwamazinga nezidingo zomhlaba jikelele ukuze kuthuthukiswe njalo



Board Chairperson



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