



INTEGRATED MANAGEMENT SYSTEM POLICY (ISO 9001: 2015; ISO 14001: 2015; and ISO 45001:2018, Clause 5.2)

Roofincs Limited commitment to quality and environment, health and safety management and the community is achieved by implementing and maintaining an integrated approach to our management systems, complying with all applicable legislations, regulations, codes of practice that apply to the industry sector and other requirements. This approach provides a framework for integration of the requirements for ISO 9001:2015; ISO 14001:2015 and ISO 45001:2018 that are certified by NEMKO AS, an accredited certification body from Norway.

MISSION STATEMENT: Producing Sustainable Building Materials that enrich communities in Africa.

VISION: To be an Accelerator for Sustainable Africa.

Our Core Values: 1. Integrity, 2. Accountability, 3. Respect, 4. sustainability, 5. Professionalism

Our Aim is to:

- Create a dedicated and self-motivated work force that adheres to the corporate core values.
- Prevention of Injury and ill health to employees and other interested parties.
- Design and provide a safe and secure work environment.
- Respect communities and protect the environment where we operate by using resources and processes that minimize impacts on the environment. Maximising recovery of process wastes in both product and packaging.
- Identify and address the needs/expectations of our customers and other interested stakeholders.
- Increase shareholder returns through efficient, economical, and effective utilization of resources.
- Achieve sustainable development through balancing the economic, environmental, social and governance programs.
- Explore new business opportunities to achieve global presence.

Strategies for achieving our aims: Continual improvement in all aspects of our business processes is critical for improving our position in the marketplace by providing more value to the customers through innovation and solutions that stand a test of time. Maintaining a safe and healthy working environment for all employees through prevention of work-related injuries and ill health is our priority. This shall be achieved by:

- **Setting corporate objectives and targets** that cascade to all other functions. These are monitored regularly to assess improvements in Quality performance, environmental performance, pollution prevention, safety performance and prevention of work-related injuries and ill health.
- **Actions to Address Risks and Opportunities:** Identify and review all business risks, environmental risks, health and safety risks, risks related to Covid-19 pandemic and opportunities to prevent the reoccurrence of such risks.
- **Legal, regulatory compliance and other requirements:** We are committed to complying with all relevant legislations, regulations and codes of practice that apply to the industry sector and other requirements.
- **Organization, Responsibility and Authority:** Each section is represented on the Environment, Health, and Safety Committee. EHS improvement teams shall carry out monitoring of significant environmental aspects and impacts as well as occupational health and safety hazards.
- **Reporting and Communication:** All health and safety issues including incidents and accidents shall be investigated by the EHS teams and communicated to the relevant workers and their Worker representatives, interested parties and to top management on monthly basis.
- **Provide adequate information, awareness, instructions, and supervision:** All managers, employees and contractors shall be trained to work safely and address significant environmental aspects, impacts as well as health and safety risks at their workstations/processes. This policy is made available to all stakeholders.
- **Measurement:** All senior managers and supervisors are responsible for conducting performance management, ensure that employees under their control receive adequate resources to support the implementation of procedures and work instructions, aimed adding value on the job and to the system.
- **Internal Audits and Management Reviews:** The IMS policy, procedures, work instructions and other supporting documentation shall be subjected to formal planned internal audits and management reviews to assess compliance and continuing suitability, adequacy, and effectiveness of the Integrated Management System.


SHEIKH ARIF
Group CEO

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