



STM Riduttori South Africa Safety, Health, Environmental, Risk, and Quality (SHERQ) Policy

STM Riduttori South Africa is dedicated to excellence in Safety, Health, Environmental, Risk, and Quality (SHERQ) management. As a leader in industrial transmission manufacturing and wholesale, STM Riduttori South Africa commits to safeguarding employees, clients, and the environment while delivering quality products and services that meet client and regulatory requirements. This integrated approach is built on the following key principles:

Health, Safety, and Environmental Protection

- **Promoting Safe Practices:** STM Riduttori South Africa encourages safe and healthy working practices through comprehensive training and education, ensuring compliance with applicable laws and standards.
- **Health and Safety Compliance:** A robust Health and Safety System is maintained to meet the Occupational Health and Safety Act, 85 of 1993, along with industry standards, safety codes, and best practices.
- **Preventing Harm and Managing Hazards:** Through systematic hazard identification and control, the company seeks to prevent workplace injuries, industrial accidents, and harm to employees, the public, and the environment.
- **Uniform Safety Standards:** Consistent safety standards, policies, and procedures are applied across all STM Riduttori South Africa operations.
- **Environmental Stewardship:** STM Riduttori South Africa is committed to protecting the environment by minimizing pollution, conserving resources, and reducing negative operational impacts. Specific initiatives include sustainable resource use, climate change mitigation, and biodiversity protection.
- **Risk Control and Incident Management:** Proactive planning and management of workplace risks help prevent incidents. When incidents do occur, corrective actions are taken promptly, with a full investigation to prevent recurrence.

Quality Assurance and Client Satisfaction

- **Meeting Client and Regulatory Requirements:** STM Riduttori South Africa strives to meet or exceed all client requirements, relevant compliance obligations, and legal standards to ensure satisfaction and quality outcomes.
- **Quality and Environmental Management Systems:** An Integrated Management System (IMS) is in place to uphold environmental performance and quality standards, with the Integrated System Manager responsible for monitoring, reporting, and ensuring the effectiveness of SHERQ practices.



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- **Continual Improvement:** STM Riduttori South Africa is committed to ongoing review and improvement of SHERQ standards, processes, and policies to enhance safety, environmental responsibility, and service quality.

Implementation and Accountability

- **Regular Compliance Inspections:** Scheduled inspections ensure adherence to safety and quality protocols, identifying improvement areas and verifying compliance with internal and external requirements.
- **Environmental Objectives and Targets:** Environmental goals, outlined in the IMS Manual, guide STM Riduttori South Africa's commitment to sustainable practices and resource conservation.
- **Communication and Transparency:** Relevant SHERQ objectives are communicated internally and shared with external stakeholders, including making the Environmental Policy accessible to interested parties.

Policy Review

This SHERQ Policy is reviewed every three years to ensure it remains relevant, effective, and responsive to evolving standards and operational contexts. STM Riduttori South Africa aims for long-term improvement and excellence in all areas of safety, health, environmental stewardship, risk management, and quality.



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