



SHEQ POLICY SHEQM 2

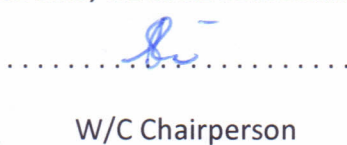
Kango Products will conduct its business of *Designing, Manufacturing and Selling of Enamelware, Aluminium ware* by incorporating sound Quality, Environmental, Safety and Health practices to our manufacturing systems. We continually improve processes, services and products to ensure that they constantly meet and exceed stakeholders' expectations, prevent pollution and provide a safe and healthy working environment. We will eliminate injuries/illnesses caused by the effect of dust, noise, heat stress, musculoskeletal disorders and chemicals to the health and well-being of our employees including eliminating risks of fire, amputations, lacerations from steel sheets. We will make every effort to conserve natural resources like electricity, water, coal and other non-renewable raw materials in our operations. We will reduce the impact of our boilers, furnaces, effluents and solid waste to the environment to achieve sustainable development, climate change mitigation and protection of biodiversity and the ecosystem.

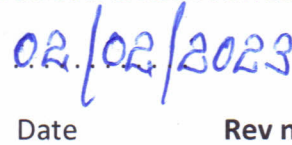
We are committed to:

1. Comply with all applicable Obligatory requirements.
2. Maintain a S.H.E.Q management system with its Objectives, Policy and Performance communicated and understood.
3. Set SHEQ objectives, monitoring and reviewing of performance at each relevant level for continual improvement.
4. Maintain active programs to reduce use of non-renewable resources, waste and taking due care to ensure that activities are safe to employees, visitors, contractors and to the environment.
5. Improve processes by replacing old machines with new ones to reduce risks, impacts and waste as we efficiently utilise resources and endeavour to keep abreast with technological advances and market developments.
6. Make our policy and S.H.E.Q performances available to interested parties on request.
7. Provide appropriate SHEQ training and resources at all levels of our work force and assigning SHEQ responsibilities and authorities
8. Address risks and opportunities and create an environment that allows workers to participate and to be consulted in matters that affects their safety and health.
9. To take reasonable measures to manage the risk arising from the COVID 19 pandemic, and implement them to protect the health and safety of workers and other relevant parties.

SOME COMPANIES JUST MAKE PRODUCTS; WE MAKE COMMITMENTS, FOR US IT IS ABOUT INTEGRITY


Managing Director


W/C Chairperson


Date

Rev no 04

Newport Street, Belmont, Bulawayo

THE SCOPE OF SAFETY HEALTH, ENVIRONMENT AND QUALITY MANAGEMENT SYSTEM

The following external, internal issues, interested parties, processes and products are covered by our SHEQ Management system:

1. External Issues

Electricity, raw materials supply chain, exports, politics, economy, competitors, currency exchange rates, market share, climate change, labour laws, use of social media, information technology, local customs, taxation on people, inflation, international treaties, corruption, legal requirement, transportation of products, natural resources

2. Internal Issues

Assets, products, new products, enamel technology, fire, brand name, knowledge and experience, staff turnover, fraud/theft, technology, product standards, cooperate and strategic objectives, process objectives, policy, vision, values, and mission, labour relations, infrastructure, salaries, management style, employee demographics, machinery, quality of raw materials, demotions, work environment, water quality, air quality, solid waste, hazardous waste, use of natural resources, floods and droughts.

3. Interested Parties, their needs and expectations

BCC, EMA, ZIMRA, RBZ, SAZ, ZINWA, ZESA, neighbours, employees, customers, shareholders, sales agents, service agents, contractors, suppliers, management, insurance companies, trade unions, head office, NEC, NSSA, hospitals, ambulance services, fire brigade and police, visitors, NGOs, ZERA, Damic security, universities and colleges, consultants, doctors, local community, competitors, banks, legal service providers, media, staffing agents, trade and professional associations.

4. Organizational Units of Kango Products and activities

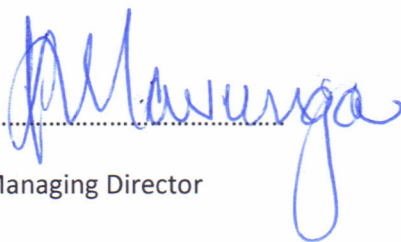
Aluminium processing, Pressing processing, Enamelling processing, Sales and Marketing, Maintenance and Tooling, Administration, Human Resources and Canteen, Purchasing and Stores, SHEQ – Clinic, Warrant services.

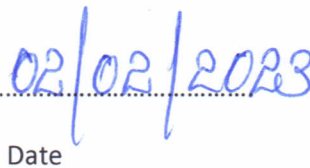
5. Products: Produced between Newport and Hanley Street, Belmont, Bulawayo

Enamel hollowware Products	Aluminium ware
<ul style="list-style-type: none">• Bellied pots• Rice plates• Soup plates• Basins• Busting spoons• Food dish• Kettles• Mugs• Fry pans• Cash bowls• Billy cans• Tea pots	<ul style="list-style-type: none">• Aluminium pots• Kettles• Fry pans• Oval roasters• Stew pans• Egoli sets• Diamond sets• Teapots

Please note that the company does not have control over external issues and external interested parties but may have an influence on them. These are included for monitoring purposes.

This scope has been made available to all who have an interest in what we do through our company website www.tregerproduct.co.zw


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Managing Director


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Date

Rev No: 03