

OCCUPATIONAL HEALTH AND SAFETY POLICY STATEMENT

Last updated 24 July 2026

Document: RVZ-OHS-POL-001 v1.0
Related manual: RVZ-OHS-MAN-001
Effective: 24 July 2026
Next review: 24 July 2027, or earlier on legal or operational change
Approved by: Chief Executive Officer (OHS section 16(1))

Our commitment

RVZ International Group (Pty) Ltd will provide and maintain, as far as is reasonably practicable, working environments and systems of work that are safe and without risk to health, and will protect employees and other persons who may be affected by its activities.

Scope

This policy applies across all RVZ divisions, workplaces, remote work, events, travel, creative production, e-commerce, labour hiring and client-site activities, and to employees, temporary and placed workers, interns, contractors, suppliers, visitors and members of the public within RVZ's control or influence.

RVZ commits to:

- comply with the Occupational Health and Safety Act 85 of 1993, applicable regulations, the Compensation for Occupational Injuries and Diseases Act 130 of 1993, relevant labour law and lawful client, venue and local requirements;
- identify hazards and assess risk before work, change, deployment, travel, events and new business activities;
- eliminate risk where reasonably practicable and otherwise apply substitution, engineering and administrative controls before relying on personal protective equipment;
- provide appropriate information, instruction, training, supervision, equipment, welfare, first aid and emergency resources;
- consult employees and health and safety representatives and support their lawful functions during working time;
- require employees, contractors and suppliers to take reasonable care, comply with lawful controls and report hazards, incidents, illness and unsafe conditions promptly;
- stop or suspend work presenting serious and imminent danger and prohibit retaliation for good-faith OHS reporting or participation;
- investigate incidents and near misses for system causes, meet statutory reporting duties and verify corrective-action effectiveness;
- prevent occupational ill health through ergonomic, physical-agent, noise, chemical, biological and psychosocial risk controls and medical surveillance where required;
- support confidential rehabilitation, reasonable accommodation and safe return to work after occupational injury or disease; and

- measure performance, audit implementation, provide resources and review this policy at least annually and after material change or a serious incident.

No commercial deadline, client instruction, production objective or event schedule takes priority over life, health or legal compliance. Everyone working for or with RVZ must cooperate to make work safe.

Approval

Approved and signed by Ryan Massey-Hicks, Chief Executive Officer, as the person charged under section 16(1) of the Occupational Health and Safety Act with ensuring the employer's duties are properly discharged, on 24 July 2026. The signed statement is displayed where employees normally report for work and is made electronically accessible to remote and placed workers.

How this policy is given effect

This statement is the top of RVZ's health and safety framework. It is implemented through the OHS Management Plan and Policy Manual (RVZ-OHS-MAN-001), which sets out the section 16(2) appointments, hazard identification and risk assessment method, incident reporting procedure, emergency arrangements, contractor and client-site controls, and the site, event and client-workplace OHS plan template used before any off-site activity.

Under section 24 of the Act, incidents in which a person dies, becomes unconscious, suffers a loss of a limb or part of a limb, or is otherwise injured or becomes ill to such a degree that they are likely to die or to suffer a permanent physical defect or to be unable for at least 14 days to work, are reported to the Department of Employment and Labour. Occupational injuries and diseases are reported under COIDA to the Compensation Fund. RVZ maintains an incident register and publishes anonymised annual safety statistics on its Documents & Reporting page.

Reporting a safety concern

Any employee, placed worker, contractor, client, supplier or member of the public may report a hazard, unsafe condition or safety incident to RVZ at any time. Employees and workers may also raise concerns through their health and safety representative. Anyone may report confidentially or anonymously through our whistleblowing channel, which is protected under the Protected Disclosures Act 26 of 2000. Section 26 of the Occupational Health and Safety Act makes it an offence to victimise an employee for a good-faith safety report, and RVZ's own policy prohibits any retaliation.

Legal references

- Occupational Health and Safety Act 85 of 1993 — in particular sections 8 (general duties of employers to their employees), 9 (general duties to persons other than employees), 13 (duty to inform), 14 (general duties of employees), 16 (chief executive officer charged with certain duties), 17–20 (health and safety representatives and committees), 24 (report to inspector regarding certain incidents) and 26 (victimisation forbidden), together with the General Administrative Regulations, General Safety Regulations, Environmental Regulations for Workplaces, Facilities Regulations and other regulations applicable to RVZ's activities.
- Compensation for Occupational Injuries and Diseases Act 130 of 1993 — registration of the employer, reporting of accidents and occupational diseases, and compensation.
- Labour Relations Act 66 of 1995 and Basic Conditions of Employment Act 75 of 1997 — working time, and protection against unfair treatment for exercising a statutory right.
- Employment Equity Act 55 of 1998 and the Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace, 2022 — psychosocial risk and harassment as a health and safety matter.
- Protected Disclosures Act 26 of 2000 — protection for safety-related disclosures.
- Mine Health and Safety Act 29 of 1996 — where placed workers are deployed to a mine.
- ISO 45001:2018 (Occupational health and safety management systems) — a voluntary framework RVZ's management plan is aligned to; RVZ does not claim certification.

This page reproduces the signed OHS Policy Statement RVZ-OHS-POL-001. The signed original, the OHS Management Plan and Policy Manual, risk assessments, appointments and the incident register are held by RVZ and made available to employees, health and safety representatives and inspectors of the Department of Employment and Labour as the Act requires. This page is not legal advice.

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It is provided for information and is not a substitute for independent legal advice.