

1. PURPOSE

In accordance with Legislation (OHSA and MHSA) and in accordance with the Afrimat S.H.E. System, Afrimat is obliged to ensure that medical surveillance is performed on all operational staff that are exposed to risk at all its operational sites (Quarries, Sand mines, Workshops, Concrete Manufactured Product plants and Ready Mix Concrete plants). Other categories of staff such as administrative staff may be included as and when the need arises.

This policy sets out the way Afrimat meets this obligation.

2. POLICY

Afrimat does not employ its own Health Professionals, but will utilize the services of accredited external Health Professionals to perform medical surveillance as per applicable legislative requirements. The Group SHE Manager and appointed Regional S.H.E. Officers shall assume responsibility for appointing and managing the service levels of accredited external Health Professionals.

In terms of examination frequency the following minimum standards shall apply:

• Entry Medicals:

- a. To be performed on all staff before entering Afrimat's service in order to establish whether the individual is fit to perform the specific work and to establish a medical baseline.
- b. No salary payment for new employees will be made, until the employee has undergone an Entry Medical.

• Annual Medicals:

- a. To be performed on all staff at operational sites (Quarries, Sand mines, Workshops, Concrete Manufacturing Product plants and Ready Mix Concrete plants) and other categories of staff such as Administrative staff may be included as and when the need arises.

• Exit Medicals:

- a. To be performed on all employees leaving Afrimat's service in order to establish an exit reference.
- b. No salary or final payment for employees leaving Afrimat's service will be processed, until the employee has undergone an Exit Medical.
- c. If an employee leaves the service of Afrimat without resigning (A.W.O.L), an Exit Medical must be arranged and the date, time and venue must be conveyed to the employee by the following means: Telephonically, by telegram and/or a visit at the employee's home address. If this employee does not show up for the Exit Medical, the last Annual Medical will be used as an Exit Medical.
- d. In the event that Afrimat ends the service of an employee, this employee must undergo an Exit Medical before leaving our services.
- e. In the case where a dismissal is of immediate effect, this employee must still be sent for an Exit Medical. Arrangements (date, time and venue) for this Exit Medical must be conveyed to the employee by the following means: Telephonically, by telegram and/or a visit at the employee's home address. If this employee does not show up for the Exit Medical, the last Annual Medical will be used as an Exit Medical.

• **Follow-up Medicals:**

- a. A Follow-up Medical will be identified during Annual and/or Entry Medicals by the Health Professionals. The Regional S.H.E. Officer, with the assistance of the Health Professionals will arrange for the Follow-up Medical to take place.
- b. These further Follow-up Medicals must be done to assess if the employee is fit to commence work and/or to continue work.

It is the responsibility of the appointed Responsible Person for each department to ensure that medical examinations are done in accordance with the above requirements. The group S.H.E. Manager and Regional S.H.E. Officers, shall assist where necessary.

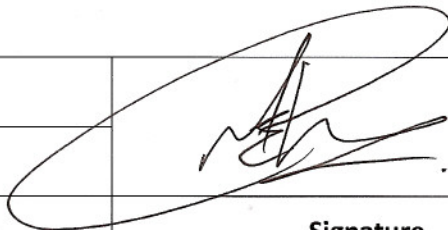
3. **DEFINITIONS**

- 3.1 S.H.E. = Safety, Health and Environment.
- 3.2 OHSA = Occupational Health and Safety Act.
- 3.3 MHSA = Mine Health and Safety Act.

Approved by:

Name: M.E. Coleman

Position: Group SHE Manager



Signature

12/11/2009

Date