

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 occupational health risks at all its operational sites (Quarries, Sand mines, Workshops, Concrete Product plants and Ready Mix Concrete plants) and Admin staff that frequently visit the sites.

This policy sets out the way Afrimat meets this obligation.

2. POLICY

Afrimat does not employ its own Health Professionals (OMP's and/or OHP's), but will utilize the services of accredited external Health Professionals to perform medical surveillance as per applicable legislative requirements. The Group S.H.E. 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 that is exposed to occupational health risks at operational sites: Quarries, Sand mines, Workshops, Concrete Product plants, Ready Mix Concrete plants and Admin staff that frequently visit the sites.

• 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.

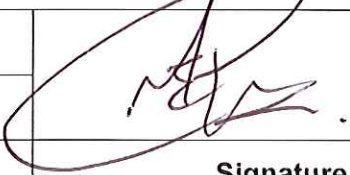
- **Follow-up Medicals:**
 - a. A Follow-up Medical will be identified during Annual and/or Entry Medicals by the Health Professionals. The Regional S.H.E. Officer, with the assistance of the Health Professionals will arrange for the Follow-up Medical to take place.
 - b. These further Follow-up Medicals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

- **Contractors:**
 - a. They must provide a letter from their Health Professionals, to ensure that they are medically fit to perform the work, required from them.

It is the responsibility of the appointed Responsible Person for each Region/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.
- 3.4 OMP = Occupational Medical Professional - Doctor.
- 3.5 OHP = Occupational Health Professional - Sister.
- 3.6 A.W.O.L = Absent without leave.

Approved by:			16/04/2012
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