

	<b>Occupational Health &amp; Safety Act 85 of 1993</b>		H.S.E.	Section 1.2	
	<b>OCCUPATIONAL HEALTH, SAFETY &amp; ENVIRONMENTAL POLICY</b>		Rev	02	08/04/2020
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### HSE & COVID 19 POLICY

1. **Description of company service and industry:** Swimming Academy catering for babies, toddlers, pre-schoolers and special needs clients.
2. **Policy review:** All policies are reviewed annually and/or as the need arises.
3. **Accident Prevention:** We will strive to make our workplaces free of injuries and accidents with 100% safe work practices and safe conditions throughout our operations. We are committed in preventing the spread of Covid 19.
4. **Environmental Stewardship:** We are committed to the protection of the environment and shall apply industry best practices as appropriate to minimize the generation of waste throughout our operations.
5. **Risk Assessment:** Effective management of risk is fundamental to achieving safe operations. We will systematically identify potential hazards, assess their relative significance, develop reduction measures and establish suitable controls to ensure that risks are minimised. Covid 19 risk management will be implemented at all times.
6. **Emergency Preparedness:** Being properly prepared for an emergency is of vital importance and is the responsibility of management, supervisors and employees at all levels. We will maintain emergency plans in cooperation with local authorities and emergency services groups to ensure a prompt, effective and integrated response to minimise harmful effects from any incidents.
7. **Regulatory Compliance including Covid 19:** We will comply with all applicable laws, regulations, standards and recognised codes of practice and, where any of these are inadequate, adopt and apply high standards that reflect Superswim Academy Durbanville commitment to safety, the protection of the natural environment and the health of our workforce. Superswim Academy Durbanville will enforce high standards of hygiene that reflect our commitment towards the Covid 19 pandemic, the protection and the health of our workforce and clients as well as to prevent the spread of the Covid 19 virus.
8. **Performance Measurement:** We will establish appropriate measurement criteria and performance indicators and measure our HSE performance regularly and at all stages of exploration, development and production. We will monitor our operations for compliance with applicable HSE legislative and regulatory requirements as well as for compliance with applicable standards, policies and procedures through periodic reviews and audits.
9. **Continuous Improvement:** Our management systems provide a framework for setting targets, measuring performance, managing risks, investigating incidents and reporting results. We will employ these systems and encourage and require employee involvement to achieve continual improvement in our overall HSE performance.
10. **Communication:** We will clearly communicate our HSE commitments, responsibilities and performance to our employees, our contractors and the public and we will provide information to all relevant parties on the safe use, handling, transportation, storage, recycling, reuse and disposal of our materials, products and wastes.
11. **Training:** We will ensure that employees and contractors understand their HSE responsibilities, that they have received the correct training for their jobs and are competent to perform their assignments safely, effectively and efficiently.

**Managing Director:** Leande Carstens

**Date:** June 2020

**Signature:**

