



NuBerry Fruits (PTY)Ltd

PO Box 259
Table View, 7439
Tel: (021) 556 7178
Fax: (021) 556 8133

Health and Safety Policy

Safety and accident prevention is everyone's responsibility. Each employee is expected to follow all the company rules and to perform their work in a safe manner. Each supervisor and foreman is responsible for safety, implementing NuBerry Fruits safety program and training employees in safe work procedures.

The directors has overall responsibility and authority for safety and accident prevention in the work place. NuBerry Fruits policy is to provide a safe and healthy place of employment and to abide by the regulations set forth by the OSHA.

NuBerry Fruits is sincerely interested in the safety and welfare of our employees. Accident prevention is essential in maintaining an efficient operation.

It is our policy that our safety rules shall be strictly observed at all times. Although these rules are to be considered very important, it is impossible to publish a rule that covers every circumstance. Should a rule that might cover a specific hazardous condition be omitted, that shall not be an excuse for the disregard of common sense in the safe performance of the work being carried out.

The possession or consumption of alcohol, drugs or any other controlled substance is against policy and violators are subject to immediate dismissal. NuBerry Fruits will assist an employee to find a suitable treatment facility if a problem is discussed with their supervisor.

Each employee is urged to co-operate fully with this policy. Abuse or disregard of this policy is a violation and will be treated accordingly. Remember your help in preventing accidents and injuries benefit you and your fellow employees.



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Environmental Policy

NuBerry Fruits believe that businesses are responsible for achieving good environmental practice and operating in a sustainable manner.

We are therefore committed to reducing our environmental impact and continually improving our environmental performance as an integral and fundamental part of our business strategy and operating methods.

It is our priority to encourage our customers, suppliers and all business associates to do the same. Not only is this sound commercial sense for all; it is also a matter of delivering on our duty of care towards future generations.

Our policy is to Wholly support and comply with or exceed the requirements of current environmental legislation and codes of practice.

Minimise our waste and then reuse or recycle as much of it as possible.

Minimise energy and water usage in our buildings, vehicles and processes in order to conserve supplies, and minimise our consumption of natural resources, especially where they are non-renewable.

Operate and maintain company vehicles (where appropriate) with due regard to environmental issues as far as reasonably practical and encourage the use of alternative means of transport and car sharing as appropriate.

Apply the principles of continuous improvement in respect of air, water, noise and light pollution from our premises and reduce any impacts from our operations on the environment and local community.

As far as possible purchase products and services that do the least damage to the environment and encourage others to do the same.

Assess the environmental impact of any new processes or products we intend to introduce in advance.



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Drug and Alcohol Policy

Purpose

The purpose of this policy is to:

- Show our responsibility and commitment to ensure a safe and healthy workplace for all staff.
- Ensure that the staff at NuBerry Fruits can work in an environment free of alcohol and drug use or abuse.
- Outline NuBerry Fruits expectations and requirements for creating and maintaining an alcohol and drug free work environment, and for dealing with substance abuse in the workplace.
- Provide an opportunity to staff members with a substance use problem to get well rather than provide grounds to terminate the employment.

Scope

This policy applies, at the workplace, to all staff members of NuBerry Fruits and also includes visitors and sub-contractors inside and outside of normal scheduled working hours.

- All individuals working at NuBerry Fruits are expected to report fit for duty for scheduled work and be able to perform assigned duties safely and acceptably without any limitations due to the use or after-effects of alcohol, illicit drugs, non-prescription drugs, or prescribed medications or any other substance.
- Off the job and on the job involvements with alcohol or drugs can have adverse effects upon the workplace, the integrity of our work product, the safety of other staff, the wellbeing of our staff families, and the ability to accomplish the goal of an alcohol and drug free work environment. NuBerry Fruits therefore wants to emphasise that it has zero tolerance for staff who arrive at work under the influence of alcohol or drugs, and/or whose ability to work is impaired in any way by the consumption of alcohol or drugs, or who consume alcohol or drugs on NuBerry Fruits property.
- NuBerry Fruits strictly prohibits the use, making, sale, purchase, transfer, distribution, consumption, or possession of drugs or alcohol on NuBerry Fruits property. To this end, NuBerry Fruits reserves the right to conduct searches for drugs or alcohol, including, but not limited to, searches of lockers, filing cabinets, desks, packages, etc. which are on NuBerry Fruits property or in a NuBerry Fruits facility. Any drugs or alcohol found as a result of such a search will be confiscated and the occupant or user of the object searched will be subject to disciplinary action, up to and including termination of employment.