



Southern Power Maintenance (SPM) provides transportation, installation, refurbishment, maintenance, and commissioning services of high voltage plants in Transmission, Distribution substations, and Generation power stations. Our know-how encompasses services in installation and maintenance of the entire HV yard and equipment such as transformers, circuit breakers, switchgear, instrument transformers, electrical busbars, power & control cables, earthing, cabling and stringing.

The management of SPM is committed to a safe and healthy working environment for everyone using the premises as a place of work or visiting on business, and the commitment is extended to our client's premises where we work. SPM is committed to operating our business in a manner that reflects the highest standards of ethics and integrity and meets or exceeds applicable health and safety laws and regulations.

Management will:

- Set occupational health and safety objectives and performance criteria for all managers and work areas.
- Annually review occupational health and safety objectives and managers' performance.
- Encourage accurate and timely reporting and recording of all incidents and injuries.
- Investigate all reported incidents and injuries to identify all contributing factors and where appropriate, formulate plans for corrective and preventive action.
- Actively encourage the early reporting of any pain or discomfort.
- Provide treatment and rehabilitation plans that ensure a safe, early and durable return to work.
- Identify all existing and new hazards and take all practicable steps to eliminate, isolate or minimise the exposure to any significant hazards.
- Ensure that all employees are made aware of the hazards in their work areas and are adequately trained so they can carry out their duties in a safe manner.
- Encourage employee consultation and participation in all occupational health and safety matters.
- Enable employees to elect health and safety representatives.
- Ensure that all contractors and subcontractors are actively managing occupational health and safety for themselves and their employees.
- Promote a system of continual improvement of the IMS and IMS performance, including annual reviews of policies and procedures.
- Meet our legal obligations as specified in the legislation, codes of practice and any relevant standards or guidelines.
- Develop, implement and maintain emergency preparedness plans.
- Prevent injury & ill health.

Every employee is expected to share in the commitment to health and safety

- Every manager, supervisor or foreperson is accountable to the employer for the health and safety of employees working under their direction.
- Each employee is expected to help maintain a safe and healthy workplace through:
 - Following all safe work procedures, rules and instructions.
 - Properly using all safety equipment and clothing provided.
 - Reporting early any pain or discomfort.
 - Taking an active role in the company's treatment and rehabilitation plan, for their "early and durable return to work".
 - Reporting all incidents, injuries, near misses and hazards to the appropriate person.

The Health and Safety Committee includes representatives from senior management and health and safety representatives. The Committee is responsible for implementing, monitoring, reviewing and planning health and safety policies, systems and practices.

CEO: Mvuyo Tyobeka

Date: 02 June 2026

References:

ISO 9001:2015	ISO 45001:2018	ISO 14001:2015
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