

C.A.T. Group 2023 H.S.S.E. Objectives

Continuous improvement, customer satisfaction and zero harm to people and the environments we work in remain as C.A.T. Group's prime HSSE objectives.

1. The Group Lost Time Incident Frequency Rate (LTIFR) target for 2022 was 0.017, this objective was successfully met. For 2023 the Group LTIFR target has been further reduced to 0.015.
2. The target for the Group Total Recordable Incident Frequency Rate (TRIFR) for 2022 was 0.13, this objective was again successfully met. For 2023 the Group TRIFR has been reduced to 0.12.
3. Near Miss reporting is an important measurable metric, Near Misses identified and rectified have been proven to reduce potential accidents in the future. The Group Near Miss Reporting Frequency rate objective for 2023 is >6.50 (using OSHA formula).
4. High Potential (HiPo) incident monitoring and senior leadership reviews of serious incidents will continue. All HiPo's will follow the companies reporting, investigation and information sharing process as communicated in the Group Incident Reporting and Investigation procedure (OHS-P205).
5. The HSSE Training of personnel shall continue to be monitored. The 1% of Group HSSE training hours vs. total man-hours shall be maintained, each Area will be monitored and displayed separately to demonstrate their training performance percentage.
6. Our continual process for further Environmental education through training remains important, the Training Hours target will continue to be set for 2023 at >1,000 hours per one million hours worked.
7. Further implementation of the Recycle/Reuse/Reduce policy of C.A.T. consumables and waste material, each Operational Area will have an establish recycling system and will collate and communicate their monthly recycling data. The recycling targets set for 2023 are >21,000 Cubic Meters of Fluid Wastes (Water, Oils, Paints), for Solids Wastes (Wood, Batteries, Tyres, Metals, Plastics, Paper) the recycling target for 2023 is set at >400,000 Kilograms.
8. Driving continues to be one of our biggest safety concerns, in 2022 our Road Traffic Accident rates increased by 18% compared to target, as a result there will be further Driver and Vehicle safety improvement programs introduced in 2023 which will aid in decreasing the number of Road Traffic Accidents in each Operating Area, the group RTA rate for 2023 will be 0.11.

There will also be a separate target for our Drivers 'At Fault' incidents, so we can measure incidents that were directly caused by our drivers' behaviours, this target frequency rate will be 0.06.

9. The Executive Manager Safety Walks process was successfully embraced in 2022, evidence of this was through the positive feedback from those who witnessed them at our worksites. The set targets listed below should be monitored for 2023 for each Leadership Member:
 - a. Project Managers – 2 per week
 - b. Operations/Senior Project Managers (responsible for multiple projects) – 2 per month
 - c. Area Managers - 1 per month
 - d. Senior Leadership Team/Group Managers – 6 per year
 - e. Group Managers (Operations) – 9 per year
 - f. Group Managers (Non-Operational) – 3 per year

Note: Each Area will formulate and monitor their own Managers Safety Walks Schedule for their Area/Teams using the above as guidance.

Every employee, starting from the Executive Management Team, shall be engaged to be a role model, and set the standards in which we work to meet these objectives.

Joseph M. Gebara



C.A.T. Group C.E.O.

16.01.2023