



OCCUPATIONAL HEALTH AND SAFETY POLICY

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OCCUPATIONAL HEALTH AND SAFETY POLICY

Preamble

Against the background of the vision to discover new frontiers and opportunities that benefit society, thereby advancing our relevance and impact, the Council of the North-West University (“NWU”, “university”) adopted this policy on 12 March 2026.

1 Interpretation and application

This policy and all related documents must be interpreted and applied in a manner consistent with the -

- 1.1 Constitution of the Republic of South Africa, 1996;
- 1.2 Higher Education Act, 101 of 1997;
- 1.3 Occupational Health and Safety Act, 85 of 1993 (“the Act”), and regulations made in terms of the Act, and the
- 1.4 Statute of the North-West University.

2 Policy statement

It is the policy of the NWU to -

- 2.1 maintain and improve an operational occupational health and safety management system focused on OHS compliance, effective OHS risk management, prevention of illness and the protection against injuries, provide and maintain a working environment that is safe and without risk to the health of the employees of the NWU and the promotion of safe operations, not only for the NWU employees but also for all other individuals who may be affected by its facilities and operations;
- 2.2 demonstrate leadership, direction and commitment in occupational health and safety (OHS) aspects;
- 2.3 observe and practise the OHS procedures established for the particular environment;
- 2.4 ensure a consistent approach to the management of OHS issues across the university;
- 2.5 consult and communicate with employees, students and stakeholders on OHS matters;
- 2.6 educate the staff on OHS risk management, and occupational health and safety principles;
- 2.7 respect the right of employees, students and stakeholders to work and study in a healthy and safe environment, where hazards are adequately controlled;
- 2.8 promote the occupational health and safety of employees, students and stakeholders;
- 2.9 measure occupational health and safety performance and ensure quality control;
- 2.10 comply with statutory obligations related to OHS; and
- 2.11 ensure that the NWU identifies and develops OHS objectives and targets that support the vision, mission and values of the NWU.

3 Roles, responsibilities and accountability

- 3.1 The Vice-Chancellor must ensure that a comprehensive NWU Occupational Health and Safety Management system is developed and continuously maintained, and that its implementation and management are monitored throughout the NWU.
- 3.2 The Vice-Chancellor must, in terms of Section 16(2) of the OHS Act, assign duties and responsibilities relating to OHS to NWU top management members under their control.
- 3.3 All NWU top management members and line members have statutory responsibility and accountability for health and safety within their assigned working and operational environments. NWU members appointed as Section 16(2) appointees must implement and manage the NWU OHS system within their

assigned environments. This includes OHS appointments, OHS meetings, OHS risk management, OHS operational management, OHS incident and emergency management.

- 3.4 The three Deputy Vice-Chancellors (through the three campus Occupational Health and Safety committees) are responsible for the implementation of this policy in terms of the necessary processes, systems and procedures at campus operational level.
- 3.5 The Vice-Chancellor must, in accordance with General Machinery Regulations 2(1), assign the duties and responsibilities to (a) competent person(s) to oversee, manage and ensure compliance with machinery regulations at the NWU.
- 3.6 All directors, deputy directors, managers and supervisory staff must undertake their occupational health and safety responsibilities as per their job requirements, ensuring that the NWU occupational health and safety management system is implemented, managed and monitored within their faculties, departments or business units. This includes OHS appointments, OHS meetings, OHS risk management, OHS operational management, OHS incident and emergency management.
- 3.7 Every NWU employee must take responsibility and ownership for their own health and safety as well for the health and safety of their colleagues, students and visitors.

4 Scope of application

This policy applies to all University employees, students and service providers.

5 Specific responsibilities of management

The NWU management at all levels is responsible for providing a healthy and safe working environment at the University wherever possible, and must strive to –

- 5.1 identify potential hazards and manage and control risks in terms of workplace conditions and acts;
- 5.2 employ well-designed processes, equipment and procedures, supported by the necessary information, instructions, training and management systems, to control and to minimise any potentially hazardous conditions or risks. This is to ensure the health and safety of employees, students, contractors and visitors (hereinafter collectively referred to as 'relevant persons');
- 5.3 ensure the provision of health and safety standards in connection with the use, handling, storage and transport of articles and hazardous agents;
- 5.4 ensure that the necessary measures and standards are properly adhered to in the interest of health and safety;
- 5.5 monitor the effectiveness of health and safety provisions within the NWU, and
- 5.6 ensure the NWU's occupational health and safety management system is implemented.

The NWU is committed to functioning as a unitary, integrated, multi-campus university that enables equity, redress and globally competitive teaching and research across all three campuses. The North-West University (NWU) dream is to be an internationally recognised university in Africa, distinguished for engaged scholarship, social responsiveness and an ethic of care. The NWU recognises the impact that its business activities can have on the health and safety of its employees, students and stakeholders.

The NWU continually manages, maintains and improves a model occupational health and safety system. The system's focus is on OHS compliance, effective OHS risk management, prevention of illness and the protection against injuries, and the promotion of safe operations, not only for the NWU employees but also for all other individuals (including students, visitors, contractor employees and persons in the surrounding community) who may be affected by the NWU facilities and operations.

As the NWU, we are committed to:

- maintain and improve an operational occupational health and safety management system focused on OHS compliance, effective OHS risk management, prevention of illness and the protection against injuries, and the promotion of safe operations, not only for the NWU employees but also for all other individuals who may be affected by its facilities and operations;
- demonstrate leadership, direction and commitment in occupational health and safety (OHS) aspects;
- observe and practise the OHS procedures established for the particular environment;
- ensure a consistent approach to the management of OHS issues across the university;
- consult and communicate with employees, students and stakeholders on OHS matters;
- educate staff on OHS risk management, and occupational health and safety principles;
- respect employees', students' and stakeholders' right to work and study in a healthy and safe working environment where they feel hazards and risks are adequately controlled;
- promote the occupational health and safety of employees, students and stakeholders;
- measure occupational health and safety performance and ensure quality control;
- comply with statutory obligations related to OHS; and
- ensure that the NWU identifies and develops OHS objectives and targets that support the vision, mission and values of the NWU.

The NWU's objective is to focus on continual improvement. This is achieved by establishing an effective OHS management system that provides useful data for assessing the scope, appropriateness and effectiveness of operations. This includes regularly assessing the management of the OHS system to determine whether its goals and objectives have been met or are being met. It also involves checking whether the policies, procedures, guidelines and facilities continue to meet or exceed legislation.

VICE-CHANCELLOR

DATE

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