



Occupational Health, Safety and Environmental (OHSE) Policy

The University of Cape Town (UCT) is committed to a policy of enabling all work activities to be carried out safely, by ensuring that all possible measures are considered to remove (or at least reduce) risks to the health, safety and welfare of students, employees, contractors, authorised visitors, and anyone else who may be affected by our operations. UCT subscribes to the safety, health and environment management standards based on the internationally recognised Occupational Health and Safety standards.

The university is committed to providing and maintaining, as far as reasonably practicable, a healthy, safe and risk-free working and learning environment and will endeavour to achieve this by meeting, and where possible exceeding all applicable occupational health, safety and environmental compliance obligations, incorporating a risk-based approach.

We protect the environment by conducting our activities in a manner that will reduce or eliminate possible environmental risks or ill health.

Responsibilities

Management

Is committed to:

- Providing a safe and healthy working environment for employees, students, visitors and contractors.
- Implementing, establishing and maintaining OHSE systems, processes and structures, for the teaching, learning, research and working environment.
- Ensuring that a rigorous risk management programme is in place.
- Ensuring that employees, students and persons other than employees involved or impacted by our operations, are safe from injury and risk to their health.
- Consulting and collaborating with employees, students, formally established and approved contractors in all matters relating to occupational health, safety and environment in the workplace through established OHSE committees.
- Continually improving our OHSE performance through effective monitoring, reviewing and revising of policies and procedures.
- Periodically setting and reviewing objectives and targets to prevent environmental pollution, and injury or ill health to anyone who may be affected by our operations.
- Establishing an emergency response capability so that emergency situations are managed effectively.

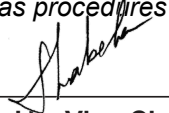
Staff, Students, Visitors and Contractors

All staff, students, visitors and contractors have an obligation to:

- Adhere to safe work practices to avoid injury to others, and themselves.
- Set measures in place to prevent damage to property, machinery, equipment and the natural environment.
- Take reasonable care of their own health and safety, and that of others.
- Wear and enforce the use of personal protective equipment and necessary protective clothing as may be required according to their risk exposure.
- Comply with governance protocols related to health and safety.
- Not misuse or render equipment or interfere with provisions made available for the purpose of health and safety.
- Report all accidents, near misses and incidents immediately, including noticeable or known hazards, to their OHSE representative, line manager or, in the case of visitors, to the Campus Protection Officer on duty.

Application of this Policy

All university community members must also take individual and collective responsibility for preventing accidents, injuries, illnesses as well as comply with OHSE procedures, standards and work practices. *Additional OHSE policies, as well as procedures and processes, must refer to the UCT OHSE policy.*



Signed by Vice-Chancellor

4 August 2025

Date

