SCOTT-SAFE

OCCUPATIONAL HEALTH AND SAFETY SPECIALISTS Est 1992

INSPECTION AUTHORITY
In accordance with the Provisions of the Occupational Health and Safety Act No.85 of 1993

REGISTERED CONSULTANTS
In respect of the Compensation for Occupational Injuries and Diseases Act No.130 of 1993

COMPLIANCE AGENTS
Implementation, maintenance and interaction

Phone: (011) 675-1280
Website: www.scottsafe.co.za
e-mail: compliance@scottsafe.co.za

Postnet Suite 593
Private Bag X09
WELTEVREDENPARK, 1715
Regional Offices – Cape Town / Durban

MEANINGFUL SAFETY IN A DEMOCRATIC SOUTH AFRICA

BUSINESS PORTFOLIO

Section 1

Occupational Health and Safety Act No 85 of 1993

Compensation for Occupational Injuries and Diseases Act No 130 of 1993

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Amended: October 2026

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MEANINGFUL SAFETY IN A DEMOCRATIC SOUTH AFRICA

SECTION 1
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MEANINGFUL SAFETY IN A DEMOCRATIC SOUTH AFRICA

PRESS RELEASE

Company Portfolio Summary

Scott-Safe (Pty) Ltd is a **National Occupational Health and Safety Compliance Agency** headed up by Rodney Hugh Scott who has over 40 years' experience in the industry. He is a Graduate with the Institute of Fire Engineers (U.K), holds a National Diploma in Safety Management (Nadsam), A Diploma in Occupational Health, Business Management and Facilities Management. He holds many Occupational Safety short course certificates too numerous to list.

Established on 1 June 1992 Scott-Safe have become the leaders in the OHS compliance industry. Their national infrastructure operates out of their Head Office in Johannesburg and they have regional offices in Cape Town, Port Elizabeth and Durban.

The Company is supported by a team of 25 people:

1 Chief Empowerment Officer
2 Support Partners
1 Chief Operations Officer
1 Chief Financial Officer
1 Support Administrator
1 Legal Advisor
1 Industrial Relations Advisor
1 ISO Internal Auditor
7 Compliance Agents
1 Construction Work Manager / Agent
2 Construction Work Safety Officers
1 Legal Compliance Management Presenter
2 First Response Instructors
1 Comply Online Support Services Specialist
1 IT Specialist
1 Compensation Administrator

Scott-Safe (Pty) Ltd operates as an Inspection Authority by definition and in accordance with the requirements of the **Occupational Health and Safety Act No 85 of 1993.** All agents are registered with the South African Institute of Occupational Safety and Health (SAIOSH).

Services include:

- Occupational Health and Safety Legal Compliance **Audits and Inspections**
- Issue of Legal Compliance Certificates of findings as an **Inspection Authority**
- **Implementation** of the unique Scott-Safe **'Legal Compliance Benchmark System'**
- On-site outsourced Legal Compliance **Maintenance Services**
- Supply of **'Contractor Health and Safety Plan'** with Implementation
- **Compensation** administration
- Reportable Accident **Investigations**
- **Risk Assessments**
- Prescribed Educational Training through their **Occupational Safety Training Academy (OSTA)**
- Online Legal Compliance Systems using the **'Comply-Online' internet based program**
- **Emergency Response Planning, Evacuation Simulations** and **Drills**

Over the years the company has developed an extensive client base of over 2000 clients.

Scott-Safe (Pty) Ltd is the only Occupational Health and Safety compliance agency that is **ISO 9001:2015** certified and registered as a **Proudly South African firm**. All applicable educational training courses are accredited with the **Department of Labour.**

Saiosh ISO 9001 CERTIFIED SCOTT-SAFE INSPECTION AUTHORITY SACPCMP B-BBEE Level 4

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Curriculum Vitae

RODNEY HUGH SCOTT

Rodney Scott, previously General Manager of the National Occupational Safety Association (NOSA) and Director of Risk Consultant Services (Pty) Ltd (RCS), formed **SCOTT-SAFE**, as an independent company specialising in providing Occupational Health and Safety services to the Mining, Manufacturing and Commercial Industry as well as to the informal business and private sector.

Rodney is well qualified to head a company such as Scott Safe. After matriculating from Milner High School he started his career in 1977 with the Sandton Fire Department where he spent three years learning the basics of fire fighting techniques, emergency medical care and rescue. He then served time with fire brigades in the United Kingdom before returning to join the Bedfordview Emergency Services as an Officer. On retiring from the municipal fire services in 1982, Rodney had risen to a senior position with the Roodepoort Fire Department during which time he was twice elected 'Fireman of the Year'.

In 1983 he joined NOSA's Johannesburg Region as a safety advisor and Education Officer. A year later he was appointed Safety Officer of Sabax Ltd and assisted them in implementing one of the finest accident prevention programs in South Africa. For his efforts he was twice awarded NOSA's 'Safety Man of the Year' trophy. After a successful career as Sabax's Loss Control Manager, his marketing experience began.

He joined Amtronix (Pty) Ltd in 1987, then one of South Africa's largest marketers of hearing health care products, as a sales manager in the Industrial Division and worked to eventually become the company's Managing Director. During this time, Rodney was twice presented NOSA's prestigious 'Safety Personality of the Year' award and introduced a unique recognition system into the industry for the employment of people with disabilities.

His wealth of knowledge in respect of Occupational Health and Safety as well as that of a safety products marketer served as an excellent recommendation for his appointment in 1990 as NOSA's General Manager Marketing.

Rodney's expertise and professionalism led to the development of a highly successful marketing department within NOSA, eventually privatising to become RCS. During this time, he travelled extensively throughout the world, evaluating international safety products and services and was one of the first South Africans to be invited to attend Russia's first open Occupational Health and Safety conference. As a result of NOSA's withdrawal from RCS (due to NOSA being a Section 21 company), he deregistered RCS to become **SCOTT-SAFE** Marketing, an independent product marketing orientated business.

After much perseverance he refocused and changed **SCOTT-SAFE** Marketing to **SCOTT-SAFE,** Occupational Health and Safety Specialists. Now directly involved in meaningful safety, his main goal is to successfully supply professional consultancy services in Occupational Health and Safety and Compensation as well as offer practical solutions to promote the prevention of occupational incidents throughout Southern Africa.

As a highly experienced consultant and qualified Inspection Authority he is unique by way of continually seeking new challenges, generating constructive ideas and always keeping ahead of the conformists with the ability to instil self-motivation against all odds. He adopts a no nonsense practical approach focusing on developing the relationship between management and non-management in a sincere democratic manner. His priority is to ensure that companies set a foundation for meaningful safety by complying with the minimum legal requirements. He is also proclaimed to be a powerful and exciting presenter on the subjects of Occupational Health and Safety.

Rodney developed **SCOTT-SAFE** as an essential service provider to become an acquired member of the Bidvest Group operating as a division of QMS Consulting (Pty) Ltd. After three years, he re-acquired the Company from Bidvest and is now the leading compliance agency with a national infrastructure. One of his greatest achievements to date is the recent development of an online occupational health and safety compliance system, called **COMPLY-ONLIN*e*™**. Patented and trademarked this product is destined to change the compliance status in the commercial industry extensively. He is certainly renowned to be one of South Africa's most experienced and leading businessmen in the Occupational Health and Safety Industry.

Quite frankly, you're safer with him…

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Implementation, maintenance and interaction

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MEANINGFUL SAFETY IN A DEMOCRATIC SOUTH AFRICA

LETTER OF INTRODUCTION

Welcome to the essential services of **Scott-Safe (Pty) Ltd,** compliance agents for both the Occupational Health and Safety Act No 85 of 1993 and the Compensation for Occupational Injuries and Diseases Act No 130 of 1993 (as amended) respectively.

Complying with the requirements of both these Acts has been, and still is, a neglected area of business management in the small manufacturing, commercial and retail industry. The fundamental changes made to this legislation have increased the awareness and need for compliance dramatically.

NATIONAL COMPLIANCE INITITATIVE

Our function as **'Compliance Agents'** is to ensure that the legal requirements are properly implemented and maintained on an outsourced basis to become an integral part of the business operation thereby reducing the risk of both criminal and civil liability exposure as well as preventing the possibility of unnecessary costs and work stoppages due to accidents. The consequences of non-compliance and associated cost of a single accident could be the difference between the company's success or failure.

The financial benefits of compliance are intangible, as we reduce probability, except for returns derived from proper administration of compensation assessments and claims.

We adopt a no-nonsense approach to administering these critical legal obligations on your behalf.
We take you from where you are to where you need to be…and then keep you there.

As one of the only Occupational Health and Safety **ISO 9001:2015 Quality Assured Firms** in South Africa, who understand business priorities, we are the kind of people you want to do business with.

Risk is an integral part of business – As is minimising it!

BE CLEVER – CHOOSE TO COMPLY

Kind regards

RODNEY HUGH SCOTT
CHIEF EXECUTIVE OFFICER / OWNER

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SCOTT-SAFE

OCCUPATIONAL HEALTH AND SAFETY SPECIALISTS Est 1992

PROFILE

SCOTT-SAFE (Pty) Ltd was established on 1 June 1992, as a sole proprietary and marketing orientated company which changed focus in 1994 to specialise and provide safety consultancy services to the Commercial and small to medium size Manufacturing Industries.

On the 1 January 1999, Scott-Safe was acquired and incorporated into the Bidvest Group as a division of QMS Consulting (Pty) Ltd.

The business was then acquired to become financially independent on 1 of August 2001.

PHILOSOPHY

As consultants we act in the interest of both the employer and the employee. This is carried out through a holistic business approach ensuring that health and safety becomes an integral part of the client's organisational structure and business priorities.

- ✓ We treat our clients as though they are our full time employers
- ✓ We use good judgement in all situations
- ✓ We ensure open communication at all times with the intent of developing a sound client relationship
- ✓ We maintain high standards of business ethics (Honesty, Loyalty and Reliability)
- ✓ We are committed to encouraging and creating greater health and safety awareness as a total living standard

FOCUS

Our main focus is directed at compliance with the minimum legal requirements of both the Occupational Health and Safety and Compensation for Occupational Injuries and Diseases Acts.
This is done in the most economical way possible, making safety not only meaningful but also viable and affordable to our client.

- *Cost effective compliance implementation services for both the Occupational Health and Safety and Compensation for Occupational Injuries and Diseases Acts (as amended)*
- *Prescribed information accommodating constitutional and fundamental rights of employees*
- *Competency based educational training for the employer and employees in line with National Qualifications Framework guidelines*
- *Outsourced consultancy services for the control of critical equipment and high-risk employee activities, thereby maintaining compliance on an ongoing basis*
- *"Reportable Accident "interaction and investigation*

Our services are provided nationally out of Johannesburg with Compliance Agents operating from Durban, East London, Port Elizabeth, Bloemfontein and Cape Town

PROUDLY SOUTH AFRICAN · Saiosh · ISO 9001 2015 CERTIFIED · SCOTT-SAFE INSPECTION AUTHORITY · SACPCMP · B-BBEE Level 4

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MEANINGFUL SAFETY IN A DEMOCRATIC SOUTH AFRICA

VISION

To develop a self-sustainable business providing a meaningful and profitable Occupational Health and Safety Legal Compliance Service to employers Nationwide….we serve with passion.

MISSION

- To promote and implement our 'unique benchmark' Compliance System as a foundation for businesses to achieve a reasonable level of compliance through on site and online services
- To assist in reducing Criminal, Civil, Insurance and Vicarious liability risk
- To inform, educate and train people on their line function responsibility
- To ensure Companies are prepared for emergency situations threatening property and or lives
- To create a general awareness of personal responsibility and incident prevention
- To develop Legal Benchmarks for selected workplaces and industries

VALUES

- **Honest -** we adopt a no-nonsense direct approach to business. If we make a mistake, we admit to it, correct it and then move forward.
- **Loyal -** our people maintain a high standard of ethics and are fully committed to serve their clients.
- **Reliable -** we thrive on being available and responding promptly when called upon. We do what we say we will do.
- **Proud -** we honour our trade and pay particular attention to detail ensuring we make a positive difference daily. Personal Responsibility In Delivering Excellence (PRIDE).
- **Diligent** – We pay attention to detail ensuring High Quality Professional Service.

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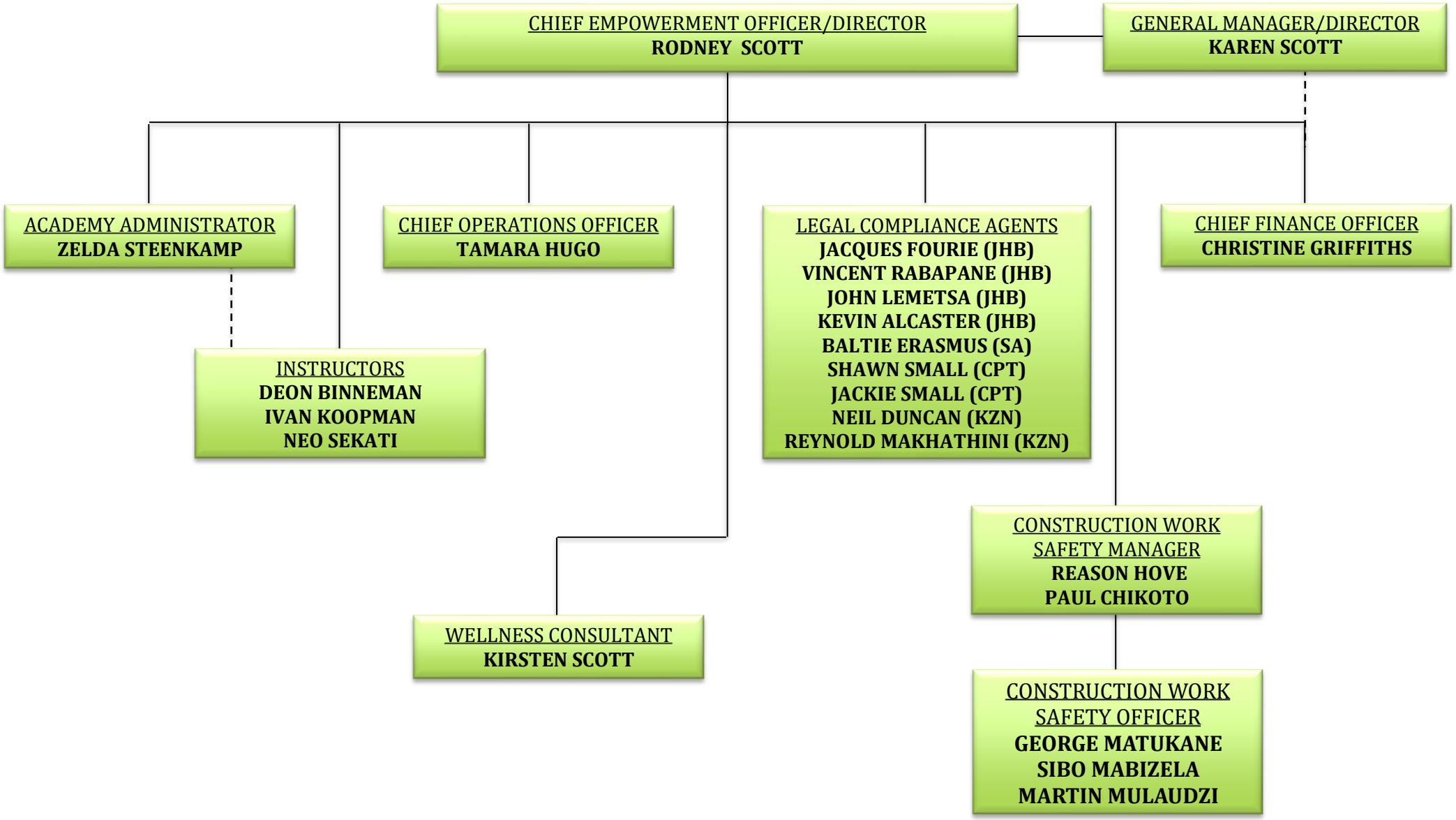
ORGANOGRAM


CHIEF EMPOWERMENT OFFICER/DIRECTOR
RODNEY SCOTT
GENERAL MANAGER/DIRECTOR
KAREN SCOTT
ACADEMY ADMINISTRATOR
ZELDA STEENKAMP
CHIEF OPERATIONS OFFICER
TAMARA HUGO
LEGAL COMPLIANCE AGENTS
JACQUES FOURIE (JHB)
VINCENT RABAPANE (JHB)
JOHN LEMETSA (JHB)
KEVIN ALCASTER (JHB)
BALTIE ERASMUS (SA)
SHAWN SMALL (CPT)
JACKIE SMALL (CPT)
NEIL DUNCAN (KZN)
REYNOLD MAKHATHINI (KZN)
CHIEF FINANCE OFFICER
CHRISTINE GRIFFITHS
INSTRUCTORS
DEON BINNEMAN
IVAN KOOPMAN
NEO SEKATI
CONSTRUCTION WORK SAFETY MANAGER
REASON HOVE
PAUL CHIKOTO
WELLNESS CONSULTANT
KIRSTEN SCOTT
CONSTRUCTION WORK SAFETY OFFICER
GEORGE MATUKANE
SIBO MABIZELA
MARTIN MULAUDZI

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MEANINGFUL SAFETY IN A DEMOCRATIC SOUTH AFRICA

COMPANY DETAILS

"Preferred providers of cost effective, meaningful occupational safety compliance services designed to reduce both criminal and civil liability risk potential, leading to a more productive business environment."

Business Status	(Pty) Ltd
Registration #	2022/871518/07
Physical Address (Head Office)	Unit D3 Cascades Office Park
	Weiling Street
	Little Falls
	Roodepoort
	1724
Postal Address	Postnet Suite 593
	Private Bag X09
	Weltevreden Park
	1715
Registration Numbers	
Value Added Tax (VAT)	4230314942
Pay As you Earn (PAYE)	7920825298
Unemployment Insurance Fund (UIF)	2648515/5
Workmen's Compensation Fund (WCA)	0996-345-2210
Regional Services Council (RSC)	81140518
QCTO	SDP120725174828
Department of Employment & Labour (DoEL)	CI 948/3/12/1
Proudly South African	TIG/SIA/105122072
Central Supplier Database	MAAA0502833
Bank Details	
Bank	Standard
Branch	Northcliff
Branch Code	00630522
Account Number	003315517

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PROTECTION OF PERSONAL INFORMATION ACT 4 OF 2013 (POPI ACT)

POLICY AND PROTOCOL

The aim of the POPI Act is to promote the protection of personal information processed by public and private bodies.

We undertake to ensure that there are adequate security measures in place for the processing and storage of personal information.

The processing and storage of personal information is necessary for the pursuit of legal interests of the client. This is an essential activity in our business for communication purposes and the issue of legal documentation.

Personal information is provided by the employer representatives and individuals in the form of contact detail and identification numbers.

All personal information provided is protected from loss, misuse or unauthorised access. There is no sharing of this personal information.
All personal information is kept for a three year period as required by law after which the personal information is cleared and deleted.

SECURITY

- Protection against cyber-crime Secure Socket Layer (SSL) certificate on all storage platforms.

DISASTER RECOVERY

- Routine daily and weekly back up on cloud and external hard drive, all password protected.
- All staff and agents have been informed on the requirements of the Act each person signs a confidentiality agreement.
- Laptops are all secured with password protection.
- Data subject requests must made in writing and verified as authentic before submission.
- All personal information is kept for three years, as prescribed, after which the client data is deleted upon notification.

Accountability Information Officer	:	Rodney Hugh Scott
Accountability Information Officer Assistant	:	Tamara Hugo

SCOTT-SAFE

OCCUPATIONAL HEALTH AND SAFETY SPECIALISTS Est 1992

CODE OF PROFESSIONAL CONDUCT

MEETING THE CLIENT'S REQUIREMENTS

- The Company shall regard the client's requirements and interests as paramount at all times.
- The Company will only accept work that it is qualified to perform and in which the client can be served effectively; the Company will not make any misleading claims and will provide references from other clients if requested.
- The Company shall agree formally with the client the scope, nature and deliverables of the services to be provided. Any subsequent revisions will be subject to prior discussion and agreement with the client.
- The Company will hold all information concerning the affairs of the clients in the strictest confidence and will not disclose proprietary information obtained during the course of assignments.
- The Company will make certain that advice, solutions and recommendations are based on thorough, impartial consideration and analysis of all available and pertinent facts and relevant experience and are realistic, practicable and clearly understood by the client.

INTEGRITY, INDEPENDENCE, OBJECTIVITY

- The Company shall avoid any action or situation inconsistent with its professional obligations or which in any way might be seen to impair its integrity. In formulating advice and recommendations, the Company will be guided solely by its objective view of the client's best interests.
- The Company will disclose at the earliest opportunity any special relationships, circumstances or business interests which might influence or impair, or could be seen by the client or others to influence or impair its judgment or objectivity on a particular assignment.
- The Company shall not serve a client under circumstances which are inconsistent with its professional obligations or which in any way might be seen to impair its integrity; wherever a conflict or potential conflict of interest arises, the Company shall, as the circumstances require, either withdraw from the assignment, remove the source of conflict or disclose and obtain the agreement of the parties concerned to the performance or continuance of the agreement.
- The Company will advise the client of any significant reservations it may have about the client's expectation of benefits from an engagement.
- The Company will not indicate any short-term benefits at the expense of the long-term welfare of the client without advising the client of the implications.

RESPONSIBILITY TO THE PROFESSION

- The Company's conduct shall at all times endeavor to enhance the standing and public recognition of the profession.
- The Company will ensure that the knowledge and skills offered to clients are kept up to date.
- The Company shall have respect for the professional obligations and qualifications of all others with whom it works.

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OCCUPATIONAL HEALTH AND SAFETY

POLICY STATEMENT

Management undertake to provide for, as far as is reasonably practicable, the health and safety of its employees and the protection of all persons other than employees against hazards associated with the organisation's activities.

Our priority is to support communication systems, ensure that everyone is made conversant with the hazards attached to all work performed, understand the precautionary measures required with respect to the hazards and are provided with the necessary information, education, training and supervision to maintain a safe workplace.

We will remain proactive by anticipating, recognising, evaluating and controlling all unhygienic and unsafe situations that could result in incidents or disruption of work. We will promote positive mental, physical and social well-being within the organisation.

This can only be achieved through joint consultation and mutual participation.

RODNEY HUGH SCOTT
CHIEF EXECUTIVE OFFICER / DIRECTOR

04 May 2026
DATE

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employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

Occupational Health and Safety Accord

As partners promoting prevention of incidents and occupational diseases, we declare that:

Together in partnership, we will strive to realise the following ideals:

- a healthy and safe working environment
- the development of best practises in occupational health and safety
- mitigate and eliminate incidents, occupational diseases and facilities in the workplace

As occupational health and safety is a fundamental right, we embrace the principles enshrined in the ILO Convention 155 and ILO Convention 187

We commit ourselves to:

- uphold the occupational health and safety principles as enshrined in the Bill of Rights
- proactively prevent injuries and diseases
- integrate occupational health and safety into all business processes and strategies
- promote occupational health and safety awareness
- participate in the development of occupational health and safety legislation that improves workers health, safety, productivity and supports business continuity
- improve the tripartite relationship to the benefit of all in our country
- abide by the requirements of occupational health and safety legislation
- train workers and managers on health and safety working practices
- build and maintain an effective and efficient occupational health and safety institutional framework

We commit ourselves to constructively work together, in the realization of occupational health and safety as a fundamental right for all workers.

DEL	CF	FEM	RMA
COSATU	FEDUSA	NACTU	SAFTU
BUSA	BBC		

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OCCUPATIONAL HEALTH AND SAFETY

QUALITY POLICY

BUSINESS SCOPE

National Occupational Health and Safety Legal Compliance Agency and Legislative Educational Training

OUR QUALITY POLICY

Management and all personnel of **Scott Safe** are committed to our objectives and to maintain a quality management system that meets the requirements of ISO 9001 : 2015

The Quality Policy and Objectives are reviewed annually for continuing stability at Management Review Meetings

All Personnel will be trained in the contents of this Quality Policy and all quality management system documentation, which affects their area of responsibility

1. Attain the highest quality in the provision of the Occupational Health and Safety Compliance Services
2. Provide a service that consistently meets customer requirements
3. Produce an effective profit while maintaining client satisfaction and value
4. Provide the right climate to attract and retain people of high calibre
5. Continually improve our quality management system

In support of the above specific functional and service objectives are defined and measured

RODNEY HUGH SCOTT
CHIEF EXECUTIVE OFFICER / DIRECTOR

04 May 2026
DATE

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LEGAL COMPLIANCE SERVICES

IN ACCORDANCE WITH THE PROVISIONS OF THE OCCUPATIONAL HEALTH AND SAFETY ACT NO, 85 OF 1993

OCCUPATIONAL HEALTH AND SAFETY ACT, NO 85 OF 1993

1. Legal Compliance Audits
2. Executive and Management Presentations (Consequences of Non-Compliance)
3. 'Right–to-Know' Employee Awareness Presentations (Duties and responsibilities)
4. Risk Assessments
5. Compliance Implementation, Maintenance and Department Labour Interaction
6. Compensation Fund Claims Administration

COMPLY ONLNE

Online compliance solution for multi-site use.

1. Induction and E-Learning
2. Self Assessments
3. Workplace Inspections
4. Incident Recording and Reporting
5. Legal Document Library

EMERGENCY RESPONSE PLANNING

1. Evaluation of Existing Emergency Response Plans
2. Site Specific Emergency Response Plans
3. Desktop Exercises
4. Evacuation Drills

GENERAL LEGISTRATIVE TRAINING

1. Fall Risk Workshop
2. Ergonomics Workshop
3. Risk Assessment Workshops
4. Hazardous Chemical Agents Awareness
5. Incident Reporting, Recording and Investigation Workshops

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PRESCRIBED EDUCATIONAL TRAINING

IN ACCORDANCE WITH THE PROVISIONS OF THE OCCUPATIONAL HEALTH AND SAFETY ACT NO, 85 OF 1993

OCCUPATIONAL HEALTH AND SAFETY WORKSHOP

As prescribed in terms of Section 8

Generic syllabus incorporating the requirements of both the Occupational Health and Safety Act No, 85 of 1993 and Compensation for Occupational Injuries and Diseases Act No, 130 of 1993, customised to accommodate either middle management, supervisors and/or Health and Safety Representatives.
Outcome-based with group exercises and practical site inspections.

FIRST AID

As prescribed in terms of General Safety Regulation 3

Persons appointed as First Aiders are educated and trained to meet the requirements of SAQA Unit Standard No 119567 as Level 1 First Aiders and issued with a Certificate of Competency as prescribed.

Certificates are issued to all successful candidates passing the competency-based theoretical and practical evaluation.

FIRE FIGHTING FOR FIRST RESPONDERS / EVACUATION WARDENS

Essential Training

Persons appointed as Fire Fighting First Responders are informed of the theory of fire and shown the effective use of fire fighting equipment.

Persons appointed as Evacuation Wardens are briefed on their responsibility and the new international best practise called "Sweeping". They work through the Company Emergency Response Plan and carry out a practical walk-through of the premises.

ALL PROGRAMS CAN BE PRESENTED INDIVIDUALLY ONSITE OR ONLINE

REFRESHER COURSES AVAILABLE

SCOTT-SAFE
OCCUPATIONAL HEALTH AND SAFETY SPECIALISTS Est 1992

www.scottsafe.co.za | 011 675 1280 | training@scottsafe.co.za

You're Safer With Us!

SCOTT-SAFE

OCCUPATIONAL HEALTH AND SAFETY SPECIALISTS Est 1992

INSPECTION AUTHORITY
In accordance with the Provisions of the Occupational Health and Safety Act No.85 of 1993

REGISTERED CONSULTANTS
In respect of the Compensation for Occupational Injuries and Diseases Act No.130 of 1993

COMPLIANCE AGENTS
Implementation, maintenance and interaction

Phone: (011) 675-1280
Website: www.scottsafe.co.za
e-mail: compliance@scottsafe.co.za

Scott-Safe (Pty) Ltd
Reg #: 2022/871518/07

Postnet Suite 593
Private Bag X09
WELTEVREDENPARK, 1715
Regional Offices – Cape Town / Durban

MEANINGFUL SAFETY IN A DEMOCRATIC SOUTH AFRICA

BUSINESS PORTFOLIO

Section 2

Occupational Health and Safety Act No 85 of 1993

Compensation for Occupational Injuries and Diseases Act No 130 of 1993

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Amended: October 2026

You're Safer With Us!

January 2024

SCOTT-SAFE
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MEANINGFUL SAFETY IN A DEMOCRATIC SOUTH AFRICA

SECTION 2
PORTFOLIO INDEX

1. Compensation Fund Letter of Good Standing
2. B-BBEE Documentation
3. Professional Indemnity & Public Liability Insurance
4. Proof of Bank Details
5. Business Registration Certificate
6. VAT Registration Certificate
7. Tax Clearance Certificate
8. SAIOSH Corporate Membership Certificate
9. QCTO Accreditation
10. Approved First Aid Organisation CI Certificate
11. Proudly South African Membership Certificate
12. Fire Protection Association of South Africa Membership Certificate

2025036472

labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

CALL CENTER NO: 0860 105 350

CF REG NO : 990000134541
REG NO :
ISSUE DATE : 2026-05-06
CERTIFICATE NO : 2025036472

SCOTT SAFE
Cascades Office Park Unit D3
Little Falls
3 Wasbank Avenue
Roodepoort
1715

A LETTER OF GOOD STANDING

COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT 130 of 1993 (AS AMENDED).

With reference to sections 80, 82, 86 and 89 of Compensation for Occupational Injuries and Diseases Act 130 of 1993 (As amended), I hereby certify that:
SCOTT SAFE
has complied with the requirement of the above Act and is at present in good standing with the Compensation Fund.

Nature of business :CONSULTANCY SERVICE

Expiry date :2027-04-30

IMPORTANT NOTICE:

Any fraudulently obtained Letter of Good Standing shall constitute a criminal offence.

The Compensation Commissioner shall institute criminal proceedings against any perpetrators who unlawfully alter or deface this letter with intend to defraud or misrepresent facts contained therein.

PLEASE, use the Below link (Website Address) to check if the Letter of Good Standing is valid:
https://cfonline.labour.gov.za/VerifyLOGS

Yours faithfully

COMPENSATION COMMISSIONER

Compensation Fund
WORKING FOR YOU

W.As. 48

SWORN AFFIDAVIT – B-BBEE EXEMPTED MICRO ENTERPRISE - GENERAL

I, the undersigned,

Full name & Surname	RODNEY HUGH SCOTT
Identity number	580717 5074 080

Hereby declare under oath as follows:

1. The contents of this statement are to the best of my knowledge a true reflection of the facts.
2. I am a ☐ Member ☑ Director ☐ Owner **(Select one)** of the following enterprise and am duly authorised to act on its behalf:

Enterprise Name:	SCOTT-SAFE (PTY) LTD
Trading Name *(If applicable)*	
Registration Number:	2022/871518/07
Vat Number *(If applicable)*	4230314942
Enterprise physical address	D3 CASCADES OFFICE PARL WEILING STREET LITTLE FALLS ROODEPOORT
Type of entity (CC, (Pty) Ltd. Sole Proprietor, etc.)	(PTY) LTD
Nature of Business	OCCUPATIONAL HEALT AND SAFETY LEGAL COMPLIANCE AUDITING SERVICES OCCUPATIONAL HEALTH AND SAFETY LEGISLATIVE TRAINING
Definition of "Black People"	As per the Broad-Based Black Economic Empowerment Act 53 of 2003 as Amended by Act No 46 of 2013 "Black People" is a generic term which means Africans, Coloureds and Indians – (a) who are citizens of the Republic of South Africa by birth or descent; or (b) who became citizens of the Republic of South Africa by naturalisation- i. before 27 April 1994; or ii. on or after 27 April 1994 and who would have been entitled to acquire citizenship by naturalization prior to that date;"
Definition of "Black Designated Groups"	"Black Designated Groups mean: (a) unemployed black people not attending and not required by law to attend an educational institution and not awaiting admission to an educational institution; (b) Black people who are youth as defined in the National Youth Commission Act of 1996. (c) Black people who are persons with disabilities as defined in the Code of Good Practice on employment of people with disabilities issued under the Employment Equity Act; (d) Black people living in rural and underdeveloped areas; (e) Black military veterans who qualifies to be called a military veteran in terms of the Military Veterans Act 18 of 2011."

3. I hereby declare under Oath that:

- The Enterprise is _____0_____**% Black Owned** using the flow-through principle as per Amended Code Series 100 of the Amended Codes of Good Practice issued under section 9 (1) of B-BBEE Act No 53 of 2003 as Amended by Act No 46 of 2013,

- The Enterprise is _____0_____**% Black Female Owned** as per Amended Code Series 100 of the Amended Codes of Good Practice issued under section 9 (1) of B-BBEE Act No 53 of 2003 as Amended by Act No 46 of 2013,

- The Enterprise is _____0_____**% Black Designated Group Owned** as per Amended Code Series 100 of the Amended Codes of Good Practice issued under section 9 (1) of B-BBEE Act No 53 of 2003 as Amended by Act No 46 of 2013,

- **Black Designated Group Owned % Breakdown** as per the definition stated above:

    - Black Youth % = _____0_____%
    - Black Disabled % =_____0_____%
    - Black Unemployed % =_____0_____%
    - Black People living in Rural areas _____0_____%
    - Black Military Veterans % =_____0_____%

- Based on the ☐ Audited Financial Statements ☑ Financial Statements and other information available on the latest financial year-end of _____28/02/2026_____ **(DD/MM/YYYY),** the annual Total Revenue was R10,000,000.00 (Ten Million Rands) or less.
- Please Confirm on the below table the B-BBEE Level Contributor, **by ticking the applicable box.**

100% Black Owned	**Level One** (135% B-BBEE procurement recognition level)	
At least 51% Black Owned	**Level Two** (125% B-BBEE procurement recognition level)	
Less than 51% Black Owned	**Level Four** (100% B-BBEE procurement recognition level)	✓

4. I know and understand the contents of this affidavit and I have no objection to take the prescribed oath and consider the oath binding on my conscience and on the Owners of the Enterprise which I represent in this matter.

5. The affidavit will be valid for a period of 12 months from the date signed by commissioner.

Deponent Signature: _____

Date: 01 OCTOBER 2026

_____

Commissioner of Oaths

Signature & Stamp

Date: 01 OCTOBER 2026

PETER JOHAN BOTHA
COMMISSIONER OF OATHS
SAIT Member No 12143337
Ex officio - MTP(SA)
Commissioner of Oaths (RSA)
Block C3 Cascades Office Park
Wasbank Avenue, Little Falls 1724

Broad-Based Black Economic Empowerment
Exempted Micro-Enterprise - Sworn Affidavit

Trading Name Scott- Safe Pty Ltd

Vat Number 4230314942

Tel: (011) 675-1280 Email: compliance@scottsafe.co.za Web: www.scottsafe.co.za

B-BBEE Status: Level 4 Contributor
0% Black-Owned 0% Black Women-Owned
Procurement Recognition Level: 100%
Empowering Supplier: Yes

I, the undersigned, **Rodney Hugh Scott** do hereby declare under oath, as follows:

1. I am the duly authorised representative person of ***Scott-Safe Pty Ltd*** have the necessary authority to depose to this affidavit.
2. All facts contained herein fall within my personal knowledge and are both true and correct.
3. The entity has an annual turnover of less than R10 Million or is a start-up entity in its first year of trading and as such qualifies as an exempted micro-enterprise in terms of Statement 000 of Government Gazette 36928.
4. As an exempted micro-enterprise the entity is an empowering supplier in terms of Statement 400 of Government Gazette 36928.
5. The entity has 0% black ownership and 0% black female ownership, resulting in the entity having a Level 4 B-BBEE status and a 100% procurement recognition level.
6. I am a South African Citizen by birth.

Thus done and signed on 01 October 2026 in Roodepoort, Johannesburg,

_____
DEPONENT

I DECLARE THAT THE DEPONENT ACKNOWLEDGED TO ME THAT HE / SHE KNOWS AND UNDERSTANDS THE CONTENT OF THIS SWORN AFFIDAVIT, THAT HE / SHE HAS NO OBJECTION AGAINST TAKING THE PRESCRIBED OATH AND CONSIDERS IT TO BE BINDING ON HIS / HER CONSCIENCE.

THUS DONE AND SWORN BEFORE ME AT Little Falls, Roodepoort ON 01 October 2026.

_____
Commissioner of Oaths *Ex Officio*
Name and Signature

PETER JOHAN BOTHA
COMMISSIONER OF OATHS
SAIT Member No 12143337
Ex officio - MTP(SA)
Commissioner of Oaths (RSA)
Block C3 Cascades Office Park
Wasbank Avenue, Little Falls 1724

This sworn affidavit is based on information provided by the client. This sworn affidavit does not constitute a B-BBEE certificate, but is constituted in terms of the provisions of Statement 000 of the revised B-BBEE Codes of Good Practice, gazetted on 11 October 2013 in Government Gazette No 36928. This sworn affidavit has been compiled in good faith and Compliance Hub will not accept any responsibility for any omission, nor will they be held liable for any loss or damage that may arise as a result of reliance on the sworn affidavit or the information related thereto.

F·P·M
Short Term
Insurance Brokers

relationships • solutions

T 011 778 9300 • F 011 880 8360 • E info@fpm.co.za
Jameson House . 2 Jameson Avenue . Melrose Estate . 2196
PO Box 2062 . Houghton . 2041
fpm.co.za

14 August 2026

PUBLIC LIABILITY INSURANCE COVER CONFIRMATION LETTER

Company Name:	SCOTT SAFE (PTY) LTD
VAT No:	4500133279
Company Reg No:	2022/871518/07
Insurer:	Lombard Broker Partners
Insurer Policy no:	FPMLOMCM/0002
Broker Policy no:	1938-COMMER-0000090
Insurance Period:	1st August 2026 to 31 July 2027, renewable annually
Address:	Unit D3 Cascades Office Park, 766 Weiling St Little Falls Roodepoort, 1724

This letter serves to confirm that Scott Safe has Public Liability insurance cover and cover details are as follows:

Insured:	Scott Safe (Pty) Ltd
Cover:	Public Liability with Top Up cover (General & Tenants including Work Away)
Basis of Cover:	Claims Made
Retroactive Date:	01 July 2018
Limit of Indemnity:	R2 500 000 each & every event
Legal Defence Costs:	R250 000 each & every event & in the annual aggregate
Wrongful Arrest & Defamation:	R50 000 each & every event & R100 000 in the annual aggregate
Top Up Limit of Indemnity	R17 500 000
Premium Payment:	Monthly

Trust above is in order and please do not hesitate to contact us with any queries.

Yours truly,

Jackie Martin
Commercial Underwriter
Tel: 011 778 9300 (extension: 9340)
Email: jackie@fpm.co.za

FPM SHORT TERM INSURANCE BROKERS

This letter and attachments (if any) are confidential. Do not keep, copy, or distribute it if you are not the intended recipient.
Please destroy it and notify us on info@fpm.co.za.

FPM Short Term Insurance Brokers (Pty) Ltd
Directors: Brian Lazarus, Charmaine Beyer, Rodney Caruana, Vaughan Hansen, Wayne Visser
Reg No: 1993/004625/07 Authorised Financial Services Provider **FSP No**: 8961

WIDESURE
INSURANCE BROKERS
Authorised FSP: Licence #12381
102 Woodlands Circle
Pecanwood Estate
Hartbeespoort
0216
Postnet Suite 102
Private Bag X0003
Ifafi
0260
E: andre@widesure.co.za | C: +27 82 712 1624 | T: +27 12 751 9433

24 December 2025

To whom it may concern:

We as the leaders in providing specialist insurance for the Occupational Health & Safety industry proudly herewith confirm that **Scott-Safe (Pty) Ltd** has the following cover in place:

- Professional Indemnity to the limit of R10 000 000.00
- Public Liability to the limit of R10 000 000.00
- Directors and Officers Liability limit to R2 500 000.00

This cover has been placed through RSUM.

Certificate number: PI387295
Renewal Date: 22/01/2027

The policy is active.

Please note that we as a Company are operating extensively in Occupational Health & Safety industry. We only place our business with reputable and well-established underwriters as to provide our client with the ease at heart that they are properly covered.

In the event where more information is needed, please do not hesitate to contact myself.

Kind regards,

Andre Opperman

Standard Bank

STANDARD BANK

PD:GP SOUTH

2026-08-07

01-81-05

Date 07 August 2026

To Whom It May Concern

Re: Confirmation of Bank account

This letter serves to confirm that the below mentioned customer holds the below Standard Bank account.

Legal entity name	SCOTT-SAFE (PTY) LTD
Name of accountholder	SCOTT-SAFE
Registration/Identity/Passport number	2022/871518/07
Account number	003315517
Account type	BUSINESS CURRENT ACCOUNT
Branch	CRESTA
Branch code	007254
Branch code (electronic payments)	051001
SWIFT address	SBZA ZA JJ
Date account opened	15 August 2001

This letter or your reliance on same does not give rise to any obligations or liability on the part of the Bank and/or its officials.

We trust the above meets with your requirements.

Yours sincerely

Disclaimer
Whilst care has been taken in compiling this letter, Standard Bank makes no representations or warrant (expressed or implied) about the accuracy, or completeness of the information contained herein for any purpose.
Standard Bank, its employees or agents accept no liability to any part for any loss, damage or costs however arising, whether directly or indirectly arising from any action or decision taken as a result of any person relying on or otherwise using this document or arising from any omission from it.

Certificate issued by the Commissioner of Companies & Intellectual Property Commission on Thursday, November 23, 2023 at 13:55

Disclosure Certificate: Companies and Close Corporations

Registration Number: **2022 / 871518 / 07**
Enterprise Name: **SCOTT-SAFE**

Companies and Intellectual Property Commission
a member of the dti group

ENTERPRISE INFORMATION

Registration Number	**2022 / 871518 / 07**
Enterprise Name	**SCOTT-SAFE (PTY) LTD**
Registration Date	**08/12/2022**
Business Start Date	**08/12/2022**
Enterprise Type	**Private Company**
Enterprise Status	**In Business**
Compliance Notice Status	**NONE**
Financial Year End	**February**
TAX Number	**9843372187**

Addresses

POSTAL ADDRESS

859 WITWATERSRAND
STRUBENSVALLEY
JOHANNESBURG
GAUTENG
1724

ADDRESS OF REGISTERED OFFICE

859 WITWATERSRAND
STRUBENSVALLEY
JOHANNESBURG
GAUTENG
1724

ACTIVE MEMBERS / DIRECTORS

Surname and First Names	Type	ID Number / Date of Birth	Contrib. (R)	Interest (%)	Appoint. Date	Address
SCOTT, RODNEY HUGH	Director	5807175074080	0.00	0.00	08/12/2022	Postal: 859 WITWATERSRAND, STRUBENSVALLEY, JOHANNESBURG, GAUTENG, Residential: 859 WITWATERSRAND, STRUBENSVALLEY,
SCOTT, KAREN ISABELLA	Director	6204190113086	0.00	0.00	08/12/2022	Postal: 859 WITWATERSRAND, STRUBENSVALLEY, JOHANNESBURG, GAUTENG, Residential: 859 WITWATERSRAND, STRUBENSVALLEY,

AUDITOR DETAILS

Auditor Name	Type	Status	Appointment Date	Resignation Date	Email Address

Profession Number:

CHANGE SUMMARY

08/12/2022 Name Change on 08/12/2022.
K2022871518 (SOUTH AFRICA)

Physical Address
the dti Campus - Block F
77 Meintjies Street
Sunnyside 0001

Postal Address: Companies
P O Box 429
Pretoria
0001

Docex: 256
Web: www.cipc.co.za
Contact Centre: 086 100 2472 (CIPC)
Contact Centre (International): +27 12 394 9573

VALUE ADDED TAX

Notice of Registration

SCOTT-SAFE
859 WITWATERSRAND
STRUBENSVALLEY
JOHANNESBURG
GAUTENG
1724

Contact Detail

SARS
Alberton
1528

0800 00 7277
Website: www.sars.gov.za

Details

Taxpayer Reference No: 4230314942

Always quote this reference number when contacting SARS

Date: 2023-09-04

Dear Taxpayer

NOTICE OF REGISTRATION

The South African Revenue Service (SARS) confirms registration of the following taxpayer:

Registered name: SCOTT-SAFE (PTY) LTD
Trading name: SCOTT-SAFE
Taxpayer registration number: 2022/871518/07
Taxpayer reference number: 4230314942
Date of Registration: 2023-09-04

Your tax obligation

The taxpayer has been registered for Value-Added Tax with effect from 2023-09-04 and a 2 month(s) tax period with the following category has been allocated:

Periods of two months ending on the last day of February, April, June, August, October and December.

The taxpayer must use the Invoice basis to account for the tax payable.

Payments in respect of VAT must be made under cover of a VAT 201 return to SARS by the 25th of the month after the end of the tax period. eFilers have until the last business day of the month to make payment. If payment is not paid in full by the due date, a ten percent penalty and interest at the prescribed rate is levied.

Where the payment date falls on a weekend or public holiday, the due date is the last preceding business day.

Kindly notify SARS of any change to your registered particulars within 21 business days of such change.

Should you have any queries please call the SARS Contact Centre on 0800 00 7277. Remember to have your taxpayer reference number at hand when you call to enable us to assist you promptly.

Sincerely

ISSUED ON BEHALF OF THE COMMISSIONER OF THE SOUTH AFRICAN REVENUE SERVICE

South African Revenue Service

TAX COMPLIANCE STATUS

PIN Issued

SCOTT-SAFE (PTY) LTD
859 WITWATERSRAND
STRUBENSVALLEY
JOHANNESBURG
GAUTENG
1724

Enquiries should be addressed to SARS:

Contact Details

SARS
Alberton
1528

Contact Centre Tel: 0800 00 7277
SARS website: www.sars.gov.za

Details

Taxpayer Reference Number: 9843372187

Always quote this reference number when contacting SARS

Issue Date: 2025/12/05

Dear Taxpayer

TAX COMPLIANCE STATUS PIN ISSUED

The South African Revenue Service (SARS) has issued your tax compliance status (TCS) PIN as indicated below:

TCS Details:	
Taxpayer Name	Scott-Safe (Pty) Ltd
Trading Name	SCOTT-SAFE (PTY) LTD
Taxpayer Reference Number(s)	IT - 9843372187 Vat - 4230314942 PAYE - 7920825298
Purpose of Request	Good Standing
Request Reference Number	0051013861GS0512251532370
PIN	ED8665B2EJ
PIN Expiry Date	05/12/2026

You may authorise a third party to view your TCS by providing them the PIN. The PIN only allows the third party access to your TCS. All your other tax information remains secure.

Your TCS displayed is based on your compliance as at the date and time the PIN is used.

You may cancel this PIN at any time before the expiry date reflected above. Once cancelled, a third party will not be able to verify your TCS.

SARS reserves the right to cancel the TCS application and associated PIN in the event that it was issued in error or provided on the basis of fraud, misrepresentation or non-disclosure of material facts.

More details regarding our channels, office hours, services, tailored information regarding tax as well as a comprehensive FAQ repository are available on the SARS website: www.sars.gov.za.

We value your support and contribution to our country's economy and prosperity. We strive to ensure that you clearly understand what is expected from you, as well as what your rights as a taxpayer are.

Sincerely

ISSUED ON BEHALF OF THE COMMISSIONER FOR THE SOUTH AFRICAN REVENUE SERVICE

Saiosh

South African Institute of Occupational Safety and Health

This is to certify that

Scott-Safe

has been registered as a

Corporate Member

of the

South African Institute of Occupational Safety and Health

Membership:	VALID
Valid until:	01-03-2027
Membership Number:	55704091
Certificate Number:	55704091-11064

Mobile: N/A
Email address: operations.scottsafe@gmail.com

POWERED BY PRIVYSEAL®

SAQA

The South African Institute of Occupational Safety and Health (Saiosh) is recognised by the South African Qualifications Authority (SAQA) as the Professional Body to register Occupational Health and Safety Practitioners in South Africa in terms of the NQF Act, Act 67 of 2008.

Saiosh has confirmed the above information for digital certification and sharing by PrivySeal Limited at 10:56 AM (Africa/Johannesburg) on 11 Feb 2026

Quality Council for Trades & Occupations
www.qcto.org.za
256 Glyn Street, Hatfield, Pretoria, 0083
Private Bag X278, Pretoria, 0001
+27 12 003 1800
Enquiries: Pule.C@qcto.org.za
Tel: 012 003 1843 / 5626 / 0103

Accreditation Number: 07-QCTO/SDP120725174828

Head of Institution
Organisation Unique ID: 2022/871518/07-1
Accreditation Unique ID: SDP120725174828
SCOTT-SAFE (PTY) LTD
Contact Number: 011-6751280/ 0833771007
Unit D3 Cascades Office Park , Weiling Street, Little Falls
Rooderpoort
Gauteng
1715

E-mail: rodney@scottsafe.co.za compliance@scottsafe.co.za

Dear Sir/Madam Rodney Scott,

Accreditation of SCOTT-SAFE (PTY) LTD Trading as SCOTT-SAFE (PTY) LTD as a Skills Development Provider (SDP)

The subject above refers:

The Quality Council for Trades and Occupations (QCTO) has set policies to accredit Skills Development Providers (SDPs). This ensures that education and training in occupations and trades offered in the country are credible and valid. This is in accordance with the Skills Development Act (SDA), (Act No 97 of 1998) Chapter 6C as well as the Continuing Education and Training Act 16 of 2006.

The QCTO, after receiving your application, conducted a site inspection of the above institution premises, and we hereby Accredit **SCOTT-SAFE (PTY) LTD** to offer the following qualifications/programmes at the above accredited physical address for a period of 5 Years starting from 2025-07-12T00:00Z to the 2030-07-11T22:00Z:, or until the expiry of the qualification or de-accreditation whichever comes first.

Qualification / Programme Title	NQF Level	ID or OFO Code	Minimum Credits
Occupational Skills Programme: Basic Emergency First Aid Responder	NQF Level 02	SP-230801	02
Occupational Skills Programme: Intermediate Emergency First Aid Responder	NQF Level 03	SP-230802	05
Occupational Skills Programme: Advanced Emergency First Aid Responder	NQF Level 04	SP-230803	06

Yours sincerely

Mr Emmanuel R Mbuwe
Chief Director: OQA
Date: 2025-07-12T00:00Z
Accreditation Number: 07-QCTO/SDP120725174828

"Whilst all reasonable steps are taken to ensure the accuracy, completeness and integrity of the information contained herein, the Quality Council for Trades and Occupations accepts no liability or responsibility whatsoever if the information is, for whatsoever reason, incorrect. Nothing will limit any of our liabilities in any way that is not permitted under applicable law, or exclude any of our liabilities that may not be excluded under the applicable law. The Quality Council for Trades and Occupations reserves its right to amend any incorrect information" **Accreditation Number: 07-QCTO/SDP120725174828**

employment & labour

Department:
Employment and Labour
REPUBLIC OF SOUTH AFRICA

APPROVED FIRST AID ORGANISATION

Registered in accordance with the provisions of the Occupational Health and Safety Act, Act 85 of 1993, as amended and the General Safety Regulation.

This is to certify that:

SCOTT-SAFE (PTY)LTD

has been approved by the Department of Employment and Labour as an Approved First Aid Organisation in terms of Regulation 3(4), of the General Safety Regulation to issue certificates of competency in first aid to persons who have successfully completed the course.

CONDITIONS OF REGISTRATION:

- The FAO must at all time comply with the requirements of the Occupational Health and Safety Act, Act 85 of 1993, as amended.
- This registration certificate is not transferable.
- This registration will lapse if there is a name change of the FAO or change in ownership.

CHIEF INSPECTOR

Valid from: 10 December 2025
Expires: 11 July 2030
Certificate Number: **CI 948/3/12/1**

DEPARTMENT OF EMPLOYMENT & LABOUR

CERTIFICATE OF MEMBERSHIP

THIS IS TO CERTIFY THAT

Scott-Safe

has satisfied the criteria for membership
and has therefore been accredited as a

Member

of Proudly South African, entitled to identify the organisation's qualifying products and services as Proudly South African

Member since

2002/07/12 To *2027/01/19*

Member

Membership category

C00892

Membership number

Chief Executive Officer

26/01/2026

Date

This is to certify that

Scott-Safe

is a Corporate Member of the

Fire Protection Association of Southern Africa

105 Springbok Road, Bartlett, Boksburg

An Association established to improve fire prevention and protection practices through the exchange of information and ideas and the dissemination of knowledge thus gained with the overall objective of reducing wastage of lives and property through the effects of fire.

Chief Executive Officer

Membership Validity: January 2026 until December 2026

Account Number: 700/608