

## **POLICY: HEALTH & SAFETY**

### **Contributing to sustainable development**

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Afrimat cares for the wellbeing of all staff and recognizes its workforce as a meaningful and important contributor towards its core business being the extraction our products through Drilling, Blasting, Excavating, Loading, Hauling, Crushing and Screening operations and the supply of processed materials and minerals: The group supplies a range of products ranging from Construction Materials (Aggregates, bricks, blocks, pavers and Ready-mix concrete), Industrial Minerals (lime and lime products) Bulk Commodities (iron ore, anthracite and manganese) and Future Metals & Minerals (phosphate, rare earth, vermiculite).



It is the Company's policy to use our Health and Safety Management System to do all that is reasonably practical to prevent occupational diseases, personal injury, damage to property and to protect all employees, visitors, contractors, public, interested and affected parties from foreseeable work hazards, insofar as they come into contact with the operations or are exposed to the performance within the Company. We will follow a pro-active and participative approach towards Health & Safety management both within the boundaries of our operations and the integration thereof with surrounding areas. This means that we will endeavor to pro-actively identify, assess, prioritise and mitigate potential Health & Safety risks before they manifest as accidents, incidents, ill-health or non-compliances.



We shall ensure a healthy and safe working environment to be our primary responsibility. We shall lead our Health & Safety effort by example. We furthermore believe that, in self-interest and for the collective good, every employee should participate in and contribute towards our Health & Safety effort.



We will encourage and empower staff in appropriate ways to work together as a team to fulfill this responsibility. We will ensure workforce competence and responsibility at all levels through selection, retention, education, training and awareness in all aspects of Safety and Health.

#### **We will strive to:**

- Integrate Health & Safety Management in routine management functions and processes.
- Pro-actively identify, eliminate, control, and manage all Occupational Health & Safety related risks in the workplace. Personal Protective Equipment will be issued as a last resort.
- Comply with National and our own Health & Safety standards as well as applicable legislation and where appropriate, apply international best practice.
- Inform staff of the hazards and risks associated with their work. Provide the training, equipment and support necessary for our employees to mitigate risks and perform safe, healthy and productive work.
- Monitor, review and confirm the effectiveness of management and workplace performance and continued improvement against Afrimat standards, goals, targets and applicable legislation, through a system of appropriate audits, progress reports to divisional management coupled with reports to the Board of Directors.
- Promote and maintain open and constructive dialogue and good working relationships with local communities, regulatory agencies, business and other interested and affected parties.



A copy of this policy will be made available to interested and affected parties on request.

**Policy review:** Notwithstanding the ever-changing environment in which our business functions, it may become necessary to revise our Health & Safety Policy from time to time. Policy review will be conducted every year. (Proposed changes will be circulated to management and employees for input, act as guideline for site specific policy).