

**OCCUPATIONAL HEALTH AND SAFETY POLICY**

Mineral Sands Resources (Pty) Ltd ("MSR") has a duty of care and is committed to providing and maintaining a safe, healthy and incident free workplace for all workers (including contractors and volunteers) as well as clients, visitors and persons who are not employees, but are directly affected by our mining activities. **Our goal is zero harm.**

MSR's Board of Directors, managers and employees are committed to implementing and maintaining management systems, standards and procedures to ensure our objectives in occupational health and safety are met. Our processes include mining, loading and hauling of mineral sands as well as separation processing and finally sales and transport.

MSR is committed to complying with the principles of the Mine Health and Safety Act 29 Of 1996, as well as all other relevant legislation and regulations.

Management will:

- Ensure that safety is seen as a core value by all employees and nothing takes precedence over the safety of employees;
- Develop, review and maintain a suitable OH&S Management System, including standards, procedures and work instructions to ensure our objectives in OH&S are met;
- Communicate this Policy to all employees and contractors, display it in work areas, and make it available to all stakeholders;
- Ensure visible and committed leadership at all levels of the business, and set clear accountability for maintaining a safety supportive culture;
- Provide OH&S training to ensure employees and contractors are aware of their OH&S roles and responsibilities;
- Ensure suitably trained, qualified and skilled personnel are engaged to undertake the applicable tasks;
- Provide appropriate safety equipment and personal protective equipment.

Workers will:

- Take reasonable care for their own and their fellow workers' health and safety;
- Follow safe work procedures, instructions and rules;
- Utilise and participate in the Company's discussions, tools and safety activities;
- Actively participate in safety training;
- Actively participate in communication, planning, review and identification of OH&S issues;
- Report health and safety hazards;
- Report all injuries and incidents, including near-misses;
- Use safety equipment and personal protective equipment as instructed.

The Company unequivocally accepts that all workers should be allowed to enter the workplace and participate in a harm-free environment and leave without injury. This goal can only be achieved through best practice policy and education and co-operative and collective engagement with all workers.



LUQMAN ACQUAH  
General Manager

21-06-2021  
Date

<b>Library Number</b>	<b>MSR-OHS-POL-0001</b>		
Release Number	7	Document Owner	General Manager
Release Date	15/06/2021	Document Approver	Chief Executive Officer

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