

Safety, Health, Environment and Quality (SHEQ) Policy

Rand Refinery situated at 1 Refinery road, Germiston is an integrated precious metals refining and smelting complex and commits towards reaching excellence in Safety, Health, Environmental and Quality performance.

It is unacceptable for anyone (employee, contractor or neighbour) to be injured or have their health affected as a consequence of our operations.

We strive to maintain quality standards, which meet or exceed our customers', international standards and regulatory requirements. We will comply, as a minimum, with all permits and legislative requirements and sustain a programme of continual improvement to achieve no harm and reduce our environmental impact.

It is our objective to responsibly meet the needs of all stakeholders by developing and safely manufacturing precious metal products in a socially acceptable and environmentally responsible manner. Our employees, contractors, customers and service providers are partners in our pursuit towards SHEQ Excellence.

OUR GOAL IS TO:

Continually improve our performance and Safety, Health, Environment and Quality in order to minimise the risk of injury, occupational illness, ill-health and environmental damage. The business pledges its commitment to the prevention of pollution, reduction of wastes and conservation of natural resources and also ensuring that our processes and products reflect highest quality standards that have been oriented within our organisation.

WE ARE COMMITTED TO:

- Conducting our business with respect, care for people, and the environment and implementing uniform acceptable quality standards for our products.
- Demonstrating visible and active leadership with employees, service providers and caring for our customers assets whilst under our control.
- Responsible utilization of natural resources.

- Complying with agreed corporate requirements that embrace the duty of care, including compliance with relevant applicable laws.
- Promoting dialogue with stakeholders and customers about Safety, Health, Environmental, Quality and Radiation through regular performance reviews.
- Continually improving Safety, Health, Environment and Quality management performance, accordance with ISO 9001, ISO 14001, ISO 45001, National Nuclear Regulator Act 47 of 1999; and all relevant acts, regulations and the principles of good governance and risk management.
- Encouraging participation, commitment and promotion of Safety, Health, Environment and Quality accountability through campaigns, training and coaching for competence, resource allocation, supervision and communication.

WE SHALL ACHIEVE THESE COMMITMENTS BY:

- Establishing clear line accountability and ownership of SHEQ Management System.
- Adopting internationally recognized and audited management systems for continuous improvement opportunities that drive improved Safety, Health, Environment and Quality performance.
- Ensure that there is culture of learning from previous incidents and customer complaints to prevent re-occurrence.
- Identifying hazards, assessing risks and implementing effective controls.
- Identifying and addressing behavioral issues to promote a culture of SHEQ excellence.
- Provide safe & healthy working conditions for the prevention of work related injuries and / or ill health.
- Providing all statutory and relevant SHEQ training to develop the critical SHEQ competencies required to promote sustainable environment.
- SHEQ objectives and targets shall be implemented, reviewed and communicated to all relevant stakeholders.
- Conducting medical surveillance for all employees and contractors working on site.

- Enhancing our communication and involvement of the key stakeholders groups and the general public to assure participation and open honest communication of our activities.
- Through audits, reviews, objectives and monitoring of targets, we strive to improve our management systems in order to meet and exceed the requirements of ISO 45001, ISO 9001, ISO 14001, Rand Refinery SHEQ Standards and all applicable legal and other requirements to which we subscribe and which relate to our activities.



Praveen Rajinath
Chief Executive



Collin Naicker
General Manager:
Smelter & Engineering
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Executive Head: SHEQ &
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Date

15 MARCH 2019



RAND REFINERY