

SAFETY, HEALTH, ENVIRONMENT AND QUALITY (SHEQ) POLICY



Rand Refinery situated at Refinery Road, Industries West, Germiston is an integrated precious metal refining and smelting complex and commits towards reaching excellence in Safety, Health, Environmental and Quality performance. It is unacceptable for anyone (employee, contractor, neighbour or member of the public) to be injured or have their health adversely affected as a result of our operations or activities. This also includes the potential pronouncements of disaster management of contagious diseases. 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 and related requirements and sustain a programme of continual improvement to achieve no harm and reduce our environmental impacts. It is our objective to responsibly meet the needs of all stakeholders (internally and externally) by developing and safety 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 on Safety, Health, Environment and Quality in order to minimise the risk of injury, occupational illness, ill-health, pandemics and environmental damage. This also includes looking at our local community where business operates and give support. The business pledges its commitment to the prevention of pollution, reduction of waste 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:

- Conduct our business with respect, care for people and environment and implement uniform acceptable quality standards for our products.
- Demonstrate visible and active leadership with employees, service providers and care for our customers' assets whilst under our control.
- Responsibly utilise natural resources.
- Comply with agreed corporate requirements that embrace duty of care, including compliance with relevant applicable and related laws.
- Support the local community where the plant operates – where practicable.
- Ensure that adequate protocols and measures are put in place and enforced in the organisation to protect our employees and essential contractors from a pandemic.
- Promote dialogue with stakeholders and customers about Safety, Health, Environmental, Quality and Radiation through regular performance reviews.
- Continue in improving Safety, Health, Environment and Quality management performance, in accordance with ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, National Nuclear Regulator Act 47 of 1989 and all relevant acts, regulations and the principles of Good Governance and Risk Management.
- Encourage employee consultation, participation, commitment and promotion of Safety, Health, Environment and Quality accountability through training and coaching for competence, resource allocation, supervision and communication.

We shall achieve these commitments by:

- Establishing clear lines of accountability & ownership of SHEQ Management System.
- Ensuring that we collaborate with Institutions and relevant stakeholders to fight a pandemic together, with the organisation.
- Adopting internationally recognized and audited management systems for continuous improvement opportunities that drive Improved Safety, Health, Environment and Quality performance.
- Ensuring that there is a culture of learning from previous incidents and customer complaints to prevent re-occurrences.
- Identifying hazards, assessing risks and implementing effective controls.
- Identifying and addressing behavioural issues to promote a culture of SHEQ excellence.
- Providing 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.
- Implementing, reviewing and communicating to all relevant stakeholders, our SHEQ objectives and targets.
- Conducting medical surveillance for all employees and contractors working on site.
- Enhancing our communication and involvement of key stakeholder groups and the general public to assure participation and open honest communication of our activities.
- Through conducting of 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 related requirements to which we subscribe and which relate to our operations and activities.



Praveen Bajinath
Chief Executive



Unathi Sihlahla
General Manager: Human Resources



Dean Subramanian
Chief Financial Officer



Terance Nkosi
Executive Head: SHEQ and Technical Assurance



Peter Bouwer
General Manager: Refinery and Fabrication



Collin Naicker
General Manager: Smelter and Engineering Services