

SAFETY, HEALTH, ENVIRONMENT AND QUALITY (SHEQ) POLICY



Rand Refinery situated at Refinery Road, Germiston is an integrated precious metal refining and smelting complex. We are committed to achieving excellence in **Safety, Health, Environmental, and Quality** performance. We believe that 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' expectations, international standards, and regulatory requirements. We will comply, with all permits and legislative and related requirements and sustain a program 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 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 of **SHEQ Excellence**.

Our goal is to:

Continually improve our performance on Safety, Health, Environment, and Quality to alleviate the risk of injury, occupational illness, ill-health, pandemics, and environmental damage. This also includes looking at the community where the business operates and giving support. The business pledges its commitment to the prevention of pollution, reduction of waste, and conservation of natural resources and ensuring that our processes and products reflect the highest quality standards that have been oriented within our organisation. To strengthen our commitment, we have developed Environmental, Social, and Governance (ESG) and Wellness targets for implementation and action.

We are committed to:

- Ensure that all risks that could affect the attainment of this goal are identified and eliminated, or, if not practicable, reduced to an acceptable level and controlled.
- Ensure the well-being and wellness of employees and contractors.
- Conduct our business with respect, care for people and the environment, and implement uniform acceptable quality standards for our products.
- Demonstrate visible and active leadership with employees, and 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 contractors from all hazardous exposures including.
- Promote dialogue with stakeholders and customers about Safety, Health, Environmental, Quality, and Radiation through regular performance reviews and Wellness initiatives.
- Continue improving Safety, Health, Environment, and Quality management performance, per ISO 9001: 2015, ISO 14001: 2015, ISO 45001: 2018, National Nuclear Regulator Act 47 of 1999; 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 the SHEQ Management System.
- Ensuring that we collaborate with institutions and other relevant stakeholders to fight biological and any other occupational stressors.
- Adopting internationally recognised and audited management systems for continuous improvement opportunities that drive better improved Safety, Health, Environment, and Quality performance.
- Ensuring that there is a culture of learning from previous incidents and customer complaints to prevent re-occurrence.
- 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 a 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 ensure participation and open honest communication of our activities.
- Through conducting audits, reviews, objectives, and monitoring of targets, we strive to improve our management systems 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.
- Implementing and monitoring plans set out to achieve our ESG targets.
- Formulating the Wellness Strategy that is annually reviewed.
- Annually review this Policy, communicate it, and publish it.


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