

GROUP POLICY STATEMENT

OCCUPATIONAL HEALTH AND SAFETY

Our vision for Occupational Health and Safety is aligned to our principal value, “Ensuring we go home every day unhurt”. The intended outcomes of applying this policy are to ensure the fulfilment of our compliance obligations, the appropriate control of health and safety related risks and opportunities, and the continual performance improvements.

At Andrada Mining we are committed to:

- Managing our operations in compliance with applicable legal requirements and other best practice requirements to which we subscribe;
- Treating our people with dignity, care, and respect whilst providing a workplace that is conducive to the health (i.e., mental and physical health), safety, and wellbeing (including working hours, living conditions, etc.) of our workforce;
- Eliminating fatal and serious injuries in our workforce whilst aiming to maintain a lost-time injury frequency rate (LTIFR) below the industry standard;
- Using the hierarchy of control measures to conduct ongoing identification, assessment, and control of occupational health and safety risks of all our facilities, operations, activities, products, equipment, and services;
- Continually assessing and improving our occupational health and safety management systems and performance through the provision of appropriate leadership, systems, engineering controls, resources, training, support, personal protective equipment, and internal standards and protocols;
- Creating a caring and trusting culture where the Board of Directors, senior managers, supervisors lead by example, and everyone is confident to speak about health and safety matters;
- Ensuring that our employees and contractors have the appropriate training and resources to conduct work-related tasks in a safe manner;
- Ensuring an open, transparent, positive, and constructive approach to health and safety related interactions with all stakeholders;
- Demonstrating responsible corporate citizenship, stewardship, social responsibility, and sustainability;
- Requiring all our contractors to comply with applicable legal requirements, as well as Andrada Mining’s policies, standards, procedures, and rules;
- Setting appropriate objectives and monitoring progress in line with our commitment to this policy to ensure continual improvement of our health and safety performance;
- Communicating this policy and making this policy available to all employees, contractors, and other stakeholders so that they are aware of their individual health and safety obligations; and
- Reviewing this policy at appropriate intervals to remain current.

Everyone working at Andrada Mining’s operations plays an active role in achieving these commitments by:

- Practicing their right to a safe working environment by withdrawing from and reporting situations that are unhealthy or dangerous to themselves or their colleagues;
- Taking personal ownership of their roles in occupational health and safety management programmes; and
- Complying with documented policies, standards, and procedures.



Anthony Viljoen
Chief Executive Officer

17/02/2023

Date