

| | |
|-------------------------------------|---|
| POLICY NO: MCM/SHE/POL/001 | FIRST ISSUE DATE: JULY 2007 |
| REVIEW PERIOD: 2 YEARS | REVISION NO: 18 |
| EFFECTIVE DATE: JANUARY 2020 | DISTRIBUTION LIST: All EMPLOYEES, CONTRACTORS & OTHERS |

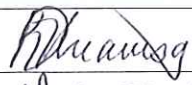
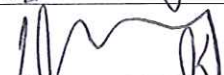
Safety, Health & Environmental Policy

Morupule Coal Mine (MCM), is a mining business operation that maintains its sustainability through responsible safety, health, environmental & social management practices/standards. MCM actively upholds care for the safety, health, environment (SHE), wellness and overall value proposition of its people, host communities and all its varied stakeholders in all its business processes, ranging from geological exploration, construction, coal mining, coal processing, and coal marketing & sales. The scope of this policy is as per the defined scope of the SHE Management System.

We shall abide by the following principles in recognition of our responsibilities towards SHE practices: Uphold our vision of Zero Harm and the principles of a Zero Mindset, No Repeats and Simple Non- Negotiable Standards. In the quest to achieve the above policy intent, we commit to;

- Proactively consider Safety, Health, Environmental and Social issues in our planning and decision making processes.
- Continually identify and effectively manage Safety, Health, Environmental and Social risks and impacts.
- Provide adequate resources and take necessary measures to prevent safety, health, environment and social incidents within and outside the workplace so as to ensure a safe and healthy working conditions for prevention of work related injuries, ill health, environmental & social impacts.
- Comply with all applicable SHE legislations, international obligations, standards and other requirements which we subscribe to, as well as take additional measures considered necessary to go beyond compliance.
- Periodically set and review objectives and targets at relevant functions and levels and integrate them with other business objectives to continually improve our SHE performance.
- Protect the environment through sustainable use of resources via reuse, reduce and recycle principle, prevention of pollution to the environment, protection of biodiversity and implement measures to mitigate climate change.
- Empower our people through communication, coaching and training to ensure competence in SHE management.
- Provide enabling environment for consultation and participation of workers, workers' representatives & other internal and external stakeholders in order to continually improve SHE and social performance.
- Report, investigate and learn from incidents by determining underlying causes and implementing corrective action and evaluating the effectiveness of controls implemented to ensure prevention of incidents.
- Strive for continual improvement of performance of our safety, health, environment and social management systems.
- Review this policy at appropriate intervals and revise it where necessary, keeping it relevant to the challenges which may arise from time to time.

Leaders at all levels and functions shall be held accountable for SHE and Social performance within own areas of influence and shall assume full ownership of this policy. This policy shall be integrated with other business policies. All MCM employees and contractors shall actively participate in SHE issues in our pursuit of ZERO HARM. This policy will be made available and communicated to all employees, contractors engaged in MCM work, and any other interested and affected parties.

| | NAME | TITLE | SIGNATURE | DATE |
|-------------------|------------------------|------------------------|--|------------|
| ORIGINATOR | G. Ntshiamisang | SHE Manager |  | 31/1/2020 |
| APPROVAL | D.S. Kgoboko | General Manager |  | 31-01-2020 |