

Black Mountain Mining (Pty) Ltd



POLICY

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SECURITY POLICY

Black Mountain Mine (Pty) Ltd recognizes that security and respect for people and human rights is fundamental to the safeguarding and the integrity of company personnel and property. An effective security program is fundamental in the protection of our people, products, assets and reputation. As a business and good corporate citizen, Black Mountain Mine is committed to act in a manner consistent with the law of the country within which we are present, to be mindful of the highest applicable international standards, and to promote the observance of applicable international law enforcement principles. This policy outlines in brief the general principles and guidelines to which all BMM security activities must adhere. Every person working with or doing business with BMM is expected to conduct oneself in a manner that promotes sound security practices, safeguarding oneself, others and assets from loss.

Black Mountain Mine (Pty) Ltd strives to:

- Operate best practice approaches employing a security management system that optimizes the security strength/resources, implementing effective controls, and mitigating security risks, that meets the needs of the company and the community,
- Conduct all its operations within the confines of the laws of the land, and to treat all people with respect, dignity, and uphold their human rights,
- Promote sound security as everyone's responsibility with BMM Security Officers taking the lead responsibility for enforcing this policy,
- Be accountable to all levels for, implementing, maintaining and continuously improving and reviewing the security management system of the company,
- Establish programs that protect employees, company assets and shareholders from loss form theft, fraud and other inappropriate activity,
- Ensure that all employees and contractors take responsibility for complying with all applicable security laws and regulations, and BMM policies, rules and procedures as a condition of employment,
- Conduct security risk assessments and audits for all BMM work areas to identify, classify and manage security risks and incidents and ensure compliance on a continuous basis,
- Implement access control measures to ensure all persons accessing the mine premises are duly authorized and appropriately inducted, not under the influence of any intoxicating/harmful substance, and do not in any way become a security risk to the company and the community it operates,
- Implement systems to enhance a quick response to security and emergency incident focusing on prevention of incidents as a priority,
- Collaborate with public and private security agencies, using highly trained professionals, recognized global standard, and proven technologies that meet the company's needs,
- To maintain a high degree of professionalism, knowledge and integrity among security staff with appropriate recruiting, training, resources, and contracting procedures,
- Conduct investigation of crime in and decent and orderly manner that does not violate the human rights of any person and submit reports to BMM regarding investigation conducted.

We will measure and report progress against the policy and review performance on a periodic basis to ensure on-going management of security risks. The content and implementation of this policy will be reviewed periodically and actions taken accordingly including the sharing of good practices throughout the organization

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