

Black Mountain Mining (Pty) Ltd


	Safety & Sustainable Development COMPLIANCE	Doc #	SSD-POL-006
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Author:	Environmental Officer	Sanction:	General Manager
SOCIAL POLICY			

Black Mountain is a base metal producer that operates underground mines and a processing plant in the Bushmanland region of the Northern Cape Province of South Africa. Copper, Lead and Zinc concentrates are produced for sale to local and international markets.

The principle of sustainable development is fundamental to our long-term success. We are aware that our activities have the potential to impact on the physical, ecological and social environments. Therefore we are committed to ensuring social well-being and adding value to the communities. To this regard we promote and maintain open and constructive dialogue and good working relationships with employees, local communities, regulatory agencies, business organisations and other affected and interested parties. We respect people's culture and heritage by treating them with dignity and care and that lies at the core of our business philosophy and business operations. We strive to manage our businesses in a fair and equitable manner meeting all our social responsibilities as a direct and indirect employer and respect the human rights of all our stakeholders.

Black Mountain Mining (Pty) Ltd strives to:

- Comply with or exceed the legislative requirements in all jurisdictions in which it operates and develop systems to identify, manage, mitigate risks and adverse impacts on communities and environment. We will also strive to uphold labour and human rights aligned with national and international regulations as applicable;
- Avoid involuntary resettlement where feasible and consider displacement only when business requirements make it unavoidable. We seek to adopt and implement best possible measures to improve or at least restore quality of lives and standards of living of displaced persons in particular and communities in general;
- Demand and foster leadership, learning and growth so as to deliver value to the organisation and society in a socially responsibility manner and train people and provide resources to meet social responsibility, objectives and targets;
- Operate ethically and not transgress or contravene Vedanta's or Black Mountain's business Code of Conduct. Black Mountain Mining (Pty) Ltd employees will not engage in undue monetary or other advantage in violation of laws. Donations and contributions to political organisations will need approval from the board of directors in accordance with law as applicable.
- Respect the social, economic, cultural and human rights of communities and preserve the culture and heritage of the local communities and socially vulnerable groups and seek broad-based support for our operations;
- Consult and inform stakeholders in matters that affect them. We will regularly communicate social performance in an accurate, transparent and timely manner to stakeholders. Where possible, we will influence our suppliers, contractors and partners to conduct their activities in accordance with our own policies and Code of Conduct;
- Adopt Sustainable Development as an integral part of the business plan and put in place an appropriate institutional structure to plan and implement community development initiatives prioritizing local needs and ensuring long term sustainable benefits to communities.

Authoriser	 _____ General Manager
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