


Black Mountain Mining (Pty) Ltd

	HEALTH SAFETY AND ENVIRONMENTAL	Doc #	BMM-HSE-GEN-POL-0001
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Approval / Owner:	General Manager	Sanction:	General Manager & NUM Health and Safety Chairperson
Author:	HSE Manager	HEALTH SAFETY AND ENVIRONMENTAL POLICY	

The Black Mountain Mine (Pty) Ltd Health, Safety and Environmental (HSE) policy conforms and takes guidance from the Vedanta Resources Sustainability policies. The principle of sustainable development is fundamental to our long-term success. This is underpinned by the two values of Care and Respect. We are aware that our activities have the potential to impact on the physical and ecological environments.

We are committed to effective management of Health, Safety and the Environment as an integral part of our operation. The health and Safety of our employees and any other person who may be impacted by Black Mountain Mine's operations is of paramount importance and our aim is zero harm to people and minimal impact to the environment.

Our management commitment is such that we:

- Promote a positive HSE culture through effective communication, participation and consultation with employees and contract business partners.
- Develop, implement, and maintain HSE management system aligned with our commitments and consistent with world-class standard.
- Ensure that our employees are trained, competent and responsible in all aspects of HSE
- Allocate adequate resources to effectively deal with HSE and community issues.
- Demonstrate active stewardship of our environment and its biodiversity.
- Continuously drive HSE through setting and reviewing targets using appropriate best available practice.
- Ensure the COVID-19 protocols are implemented, monitored, and enforced.

To prevent and control, we:

- Identify, assess, and prioritise the hazards and risks associated with all our activities.
- Implement regular health surveillance and risk-based monitoring of employees.
- Take prompt corrective action when accidents or incidents do occur, investigate root causes and take remedial action.
- Actively seek to prevent recurrences and disseminate experiences learned.
- Conserve and protect environmental resources by adopting sustainable and energy-efficient technologies.
- Manage waste from our operations and adopt principles of waste avoidance, reuse, recycling and beneficial utilisation to minimise discharge and disposal to the environment.
- Ensure tailings storage facility is managed, during its life cycle, in compliance with applicable laws and regulations and in alignment with accepted international best practices.
- Consistently assess our climate-related risk, take appropriate mitigation and adaptation measures and communicate our climate strategy to our stakeholders.
- Avoid, reduce and mitigate impacts to the environment and neighbouring communities and where feasible improve and enhance environmental conditions.

For our performance, we:



- Set appropriate objectives, targets, and performance indicators.
- Comply with applicable national, regional, and local HSE regulations and statutory obligations, in the absence of appropriate legislation, industry best practice and standards will be used.
- Adhere to all Vedanta and Zinc International policies, guidelines, and management standards.

To evaluate our effectiveness, we:

- Monitor and review our performance against our objectives, performance indicators, and applicable legal requirements.
- Ensure appropriate audits and reviews are undertaken regularly and its findings evaluated and communicated.
- Effectively address and rectify any identified non-conformances without undue delay.
- Establish a register to track the relevant associated documents to this policy

And in our stakeholder engagement, we:

- Respect people's culture and heritage by treating them with dignity and care.
- Influence our business partners and suppliers to adopt principles and practices that is in alignment with our policies.
- 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.
- Communicate with all our stakeholders on the progress and performance of HSE management.

Authorisers	 Date: 10 Sep'24 Black Mountain Mine General Manager	 Date: 12 Sep'24 NUM Health and Safety Chairperson
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