

HEALTH AND SAFETY POLICY

(Established in terms of Section 8 of the Mine Health and Safety Act, Act 29 of 1996)

As Chief Executive Officer I carry the overall accountability to ensure that Health and Safety as Village Main Reef's strategic objectives provides a foundation for how our operations are run and managed. Furthermore, we all carry individual and collective responsibility to perform our duties safely whilst observing the wellbeing and safety of those around us. As part of our Health and Safety Policy, rigorous Hazard Identifications and Risk Assessments, Safe Operating Procedures, Employee Engagement and Legal Compliance to minimum health and safety standards are at the core of how we do our business.

It is the objective of this policy to protect the health and safety of employees at work, preventing fatalities, injuries, and ill-health through:

- Providing and maintaining a work environment where all identified hazards and risks are controlled and mitigated whilst informing the affected employees of these hazards, risks and measures taken to mitigate them.
- Regular Health, Safety and Environmental Surveys, findings and corrective action taken.
- Investigation, reporting communication and recording of all incidents, accidents and also measures taken to prevent these from happening again.
- Provide effective personal protective equipment.
- Engage employees and health and safety representatives regarding health and safety concerns, improvements, and mandatory requirements.
- Develop, train, and assess the competence of individuals aimed at empowering and equipping employees regarding the mitigation of risks and unsafe acts.

Village Main Reef is committed to effective management of the environment and any process that could harm neighbouring communities and any other persons not employed by the mine. It is therefore the objective of this policy to protect persons who are not employees of the mine but who may be directly affected by the activities at the mine through:

- Constantly monitoring the environment impact emanating from activities of the mine.
- Regularly surveying the immediate environment and mandatory reporting, recording and communication of the findings.
- If any complaint or enquiry is lodged with Village Main Reef, we are committed to investigate every case and after considering all the facts, provide feedback to the affected parties or persons. We will come up with and implement corrective measures where necessary.

This policy will be reviewed, and the significance thereof assessed, and communicated to all employees and all relevant parties as and when:

- Significant changes are introduced in the operation.
- When there is a serious accident.
- When there is new executive management introduced.

I, as the employer have consulted with the Health and Safety Committee and will continue to do so when this policy is next reviewed. Please see attached attendance register and minutes. This policy will be available to members of the public and interested parties on request.



X Xin
CEO

11 / Feb. 2022
Date
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