

BUSINESS MANAGEMENT SYSTEMS POLICY



Zimbabwe Platinum Mines (Private) Limited produces platinum group metals for world markets through world-class mining and processing operations. We recognise that good corporate governance, the management of safety, health, the environment and quality are integral components of our mining and processing operations.

1. CONSISTENT WITH THIS, THE COMPANY AIMS TO:

- 1.1 Provide and maintain a culture in which all forms of loss, whether they are human, material, financial or environmental, are eliminated or kept at a minimum.
- 1.2 Comply with all applicable laws, regulations and standards that reflect the company's commitment to safety, health, environment, stakeholder engagement, quality and good corporate governance requirements.
- 1.3 Establish programs to conserve resources, minimise waste, personal injury, ill health, emissions, prevent pollution and improve processes, thereby protecting the health and safety of people, the environment, as well as the business interest.

2. TO ACHIEVE THESE OBJECTIVES, THE COMPANY AND EMPLOYEES WILL:

- 2.1 Adopt a process approach and risk based thinking philosophy as a business management technique to integrate safety, health, environment, community affairs, quality and other business management systems. Our Business Management Systems (BMS) will incorporate the requirements and guidelines of ISO 9001, ISO 14001, ISO 45001, ISO 31000, ISO 17025 and other internationally accepted standards that the company may subscribe to.
- 2.2 Through risk assessments, identify, monitor and control the safety, health, environmental, security, community and business risks and opportunities arising from Zimplats operations.
- 2.3 Ensure that all our employees, communities and interested parties/stake holders are informed and trained on their responsibilities in relation to this policy.
- 2.4 Ensure that all employees are responsible and accountable for their safety and health, as well as the upkeep of company property, partnership with the community and the environment, by conducting regular audits of the BMS and community liaison meetings.
- 2.5 Be empowered to stop unsafe work practices or to refuse to work under unsafe conditions.
- 2.6 Ensure that line managers take full responsibility for enforcing all safety standards, including sustainable development principles, in their areas of operation.
- 2.7 Be responsible for working towards the continual improvement of the business performance and community relations, by making Zimplats an organisation in which any form of loss can be minimised or eliminated.

CHIEF EXECUTIVE OFFICER

Revision 15: 02/07/2018

WORKERS' COMMITTEE CHAIRMAN
MINING

WORKERS COMMITTEE CHAIRMAN
PROCESSING