



**RBM MINERAL RESOURCES CC**

A MEMBER OF THE RBM GROUP · SOUTH AFRICA | UAE

## OPERATIONS

# Health and Safety Policy

Protecting everyone affected by our operations

Issued in accordance with the *Mine Health and Safety Act 29 of 1996* and the *Occupational Health and Safety Act 85 of 1993*.

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|---------------------------|----------------------------------------------------------------------------------------------------------|
| <b>Issuing entity</b>     | RBM Mineral Resources CC · Registration 2008/036156/23                                                   |
| <b>Document reference</b> | RBM-POL-009                                                                                              |
| <b>Version</b>            | 1.1                                                                                                      |
| <b>Status</b>             | Approved and in force                                                                                    |
| <b>Effective date</b>     | 19 August 2026                                                                                           |
| <b>Next review date</b>   | 19 August 2027                                                                                           |
| <b>Document owner</b>     | Operations Director, RBM Mineral Resources CC                                                            |
| <b>Approved by</b>        | Managing Member — 19 August 2026                                                                         |
| <b>Classification</b>     | Public — published on <a href="http://rbmgroup.co.za">rbmgroup.co.za</a>                                 |
| <b>Supersedes</b>         | Version 1.0 (19 August 2026)                                                                             |
| <b>Reissued</b>           | 20 August 2026 — reissued to correct the identification of the issuing entity and its approval authority |

## 1. Purpose and scope

This Policy sets out how RBM Mineral Resources CC, a member of the RBM Group (the "**Company**"), protects the health and safety of everyone affected by its operations. It is issued in accordance with the Mine Health and Safety Act 29 of 1996 at the Company's mining and processing operations, and the Occupational Health and Safety Act 85 of 1993 at its other premises.

It applies to every employee, contractor, supplier, visitor and other person at any Company workplace.

## 2. Commitment

The Company's objective is that every person goes home unharmed, every day. Production targets, cost pressures and delivery commitments never take precedence over safety. The Company provides and maintains a working environment that is, so far as is reasonably practicable, safe and without risk to health.

## 3. The right and duty to stop unsafe work

Every person at a Company workplace has the authority to stop work they reasonably believe is unsafe, and the duty to do so. Work stops until the risk is assessed and controlled. No person will suffer any detriment for exercising this right, and any attempt to discourage its exercise is a serious disciplinary offence.

## 4. How risk is managed

The Company applies a systematic approach:

- **Identify** — hazards are identified for every task, area and change through risk assessment, workplace inspection and incident analysis.
- **Assess** — risk is rated by likelihood and consequence, with particular attention to those with fatal potential.
- **Control** — controls are applied in order of effectiveness: eliminate, substitute, engineer, apply administrative controls, and only then rely on personal protective equipment.
- **Verify** — controls are inspected and tested; critical controls are verified before high-risk work begins.
- **Review** — assessments are reviewed after any incident, change of process, plant or personnel, and periodically.

## 5. Principal areas of focus

- mobile equipment, load-and-haul operations and vehicle interaction with pedestrians;
- working at height, and openings and excavations;
- isolation and lock-out before work on plant, including the chrome wash plant and processing equipment;
- guarding of moving machinery and conveyor systems;
- electrical safety;

- handling of chemicals and hazardous substances, and exposure to dust and noise;
- fire, emergency preparedness and evacuation; and
- fitness for work, including the prohibition on being under the influence of alcohol or drugs.

## 6. Responsibilities

| Role                                     | Responsibility                                                                                                                                             |
|------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Managing Member</b>                   | Approves this Policy, provides the resources required to give effect to it, and receives safety performance reporting at each scheduled review.            |
| <b>Statutory appointees</b>              | Discharge the duties attaching to their appointments under the Mine Health and Safety Act, and are given the authority and resources to do so.             |
| <b>Managers and supervisors</b>          | Ensure risk assessments are current, controls are in place before work starts, personnel are competent, and unsafe conditions are corrected without delay. |
| <b>Health and safety representatives</b> | Elected in accordance with the applicable Act, participate in inspections and investigations, and raise concerns on behalf of employees.                   |
| <b>Employees and contractors</b>         | Work to the procedure, use the equipment provided, report hazards, near misses and injuries, and stop unsafe work.                                         |

## 7. Competence and training

No person performs a task for which they are not trained, assessed as competent and, where required, formally appointed. Induction is mandatory before first entry to any site, and is repeated for contractors and visitors. Refresher training and competence reassessment are conducted at the intervals required by law or by risk.

## 8. Contractors

Contractors are selected with regard to their safety record and management system, are inducted before starting work, work to the Company's standards or their own where those are higher, and are supervised and audited as though they were employees. A contractor whose conduct places any person at risk is removed from site.

## 9. Incidents, investigation and reporting

Every injury, occupational illness, dangerous occurrence and near miss is reported immediately and recorded. Reportable incidents are notified to the Inspectorate within the statutory period. Investigation establishes root cause rather than individual blame, and produces corrective actions with owners and due dates which are tracked to closure and shared as lessons learned across the Company.

## 10. Occupational health

The Company conducts medical surveillance appropriate to the exposures at each workplace, including baseline, periodic and exit examinations where required, monitors exposure to dust, noise and hazardous substances, and maintains records for the periods the law requires.

## 11. Emergency preparedness

Each site maintains an emergency plan covering fire, injury, entrapment, spill and evacuation, with trained first aiders, tested equipment, marked routes and assembly points, and drills conducted at least annually.

## 12. Monitoring and review

Safety performance is measured on both lagging indicators, such as injuries and lost time, and leading indicators, such as hazard reports, inspections completed and corrective actions closed on time. Performance is reported to the Managing Member. This Policy is reviewed at least annually and after any serious incident.

### Approval

Approved by the Managing Member of RBM Mineral Resources CC on 19 August 2026, with effect from that date.

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| <div>Signature</div> <div></div> <div><div>R H Rayman — Managing Member</div><div>for and on behalf of RBM Mineral Resources CC</div></div> | <div>Date</div> <div><div>19 August 2026</div><div>Effective from</div></div> |
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