



SAFETY, HEALTH, ENVIRONMENTAL, QUALITY AND SUSTAINABILITY POLICY

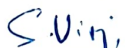
CHEMAF SA, a privately owned company based in the Democratic Republic of the Congo, is committed to mining and producing high grade copper and cobalt hydroxide concentrate of consistent Quality, in a manner which promotes Safe and Healthy conditions, responsible Environmental and Social management by systematic defining of the activities necessary to obtain our desired results.

CHEMAF has been structured around the theme:

**“ACHIEVING SUSTAINABLE MINING BY ENSURING THE HEALTH AND SAFETY OF OUR EMPLOYEES, AND
MANAGING THE ENVIRONMENTAL IMPACT OF OUR ACTIVITIES.**

**FURTHERMORE, WE ACKNOWLEDGE OUR SOCIAL RESPONSIBILITY AND THE NEED FOR SOCIO-ECONOMIC
DEVELOPMENT IN THE AREA IN WHICH WE OPERATE AND WILL INVEST IN SUSTAINABILITY INITIATIVES,
WHICH DERIVE FROM STAKEHOLDER CONSULTATION AND PARTICIPATION”**

- Y Our top priority is the health and safety of our workforce, host communities, contractors and others who may be impacted by our operations. We identify, manage, mitigate or eliminate health, safety and environmental risks in our business.
- Y This policy applies to all employees and management as well as contractors under Chemaf’ direct supervision, working for Chemaf assets directly or indirectly controlled or operated by Chemaf.
- Y All individuals that enter our sites have an obligation to work in a safe and healthy manner and to look out for one another. Our workforce must report any unsafe acts or conditions to management who will follow up and rectify.
- Y We expect our leaders to demonstrate a visible commitment to health, safety and the environment. Chemaf expect our leaders to be committed to having a competent workforce that is equipped with the right tools and level of awareness to manage the hazards and risks within their work environment.
- Y We implement health surveillance systems to support the early detection of adverse health impacts in our workforce and monitor the potential health and safety impacts of our operations on communities with the aim of minimising adverse impacts on them. We achieve this through collaboration with our local communities and government agencies to identify and implement initiatives that improve health in those communities.
- Y We promote, educate and support our workforce in making healthy lifestyle choices and recognising the importance of good mental health. We expect everyone entering our site to be fit for work, free of fatigue and not under the influence of alcohol or drugs that may impair their ability to work safely.
- Y We systematically assess our health, safety and environmental indicators for areas of continuous improvement. We also build our people’s capability to undertake high quality investigations to identify direct causes and contributing factors of incidents, implement corrective actions and share the learnings to prevent repeat incidents.
- Y We implement assurance processes through which we test the suitability, design and implementation effectiveness of our controls and alignment with the UN Sustainable Goals, International Finance Corporation (IFC) standards, Equator Principles and International Organisation of Standardization (ISO) Performance Expectations.
- Y Adequate planning and execution of projects and actions using change management to eliminate or mitigate operational risks.
- Y Compliance to SHEQ and Social Responsibility programs are implemented, monitored, audited, actioned and reviewed to measure progress and strive towards continual improvement.
- Y We are each responsible for ensuring that we meet our commitments. We expect our employees and contractors to speak openly and raise concerns about possible breaches of the Code of Conduct and this policy with their manager, supervisor or via other available reporting channels. Chemaf takes concerns seriously and handles them promptly.
- Y We respect individuals’ culture and heritage and we shall demonstrate active stewardship of land, water systems, and diversity with which we interact.

Name and Surname	Designation	Signature	Date
H&S Committee	Representative		5/4/2022
N de Lange	Managing Director		5/4/2022
S Virji	Chairman		20/4/2022