



OCCUPATIONAL SAFETY AND HEALTH POLICY

Mabiza Resources Limited ("Mabiza") believes in a culture and management system that gives priority to safety and health values by encouraging behaviours and implementing processes that safeguard the safety and health of everyone. Mabiza will therefore undertake the development of enterprise-wide safety and health programs and procedures to ensure that all employees, contractors, customers and the communities affected by our operations are adequately protected.

To promote safety and health at the workplace, Mabiza shall achieve this through:

- Undertaking periodical enterprise-wide risk assessments to identify, assess and manage hazards during operations;
- Safety and health education which focuses on prevention of accidents on and off the job;
- Training and equipping personnel to ensure an accident free and healthy workplace;
- Promotion and enforcement of accountability measures by holding anyone responsible for any unsafe act that has potential to endanger life and property damage;
- Provision of an on-site first aid clinic/medical facility to deal with emergency situations;
- Identification and elimination of health risks in the workplace and environment;
- Taking proactive role in intervention programs in diseases such as HIV/AIDS and Malaria;
- Provision of health services in the local Munali Community aimed at improving employee productivity.

With the above interventions, we believe that:

- All incidents and injuries are preventable;
- No business activity should come before safety and health;
- Accountability for safety and health rests with each individual;
- Individuals must identify, assess and manage hazards;
- Every stakeholder must demonstrate active stewardship in occupational health and safety matters.

At Mabiza, we endeavour to be compliant with all legal obligations which are the foundation for our safety and health standards. Our safety and health policies will adhere to Zambian Mining Regulations and international best practices. We will proactively collaborate with key stakeholders to ensure the highest levels of compliance.

Mabiza monitors all safety and health matters during its operations. The company endeavours to benchmark with best practices and works continuously to engage key stakeholders in all its intentions and activities to ensure an incident free environment.

Signed

Andre Labuschagne

General Manager
Mabiza Resources Limited

Revision No	2021.03.05
Date Approved	2021.03.05