

SAFETY, HEALTH, ENVIRONMENT, QUALITY AND COMMUNITY DEVELOPMENT (SHEQC) POLICY

Pan African Resources is committed to protecting the environment and preventing pollution, while taking care of the health and safety of those who work at or visit our sites in a manner that is respectful of international standards and local laws. We are committed to the well-being of the communities in which we operate and minimising the environmental impact of our operations.



Our guiding principles are:

- Identify all SHEQC hazards and risks that may have a negative impact on achieving the above goals
- Fully comply with all relevant legislation and regulations
- Employ, retain and develop the right people and keep them safe and healthy
- Develop SHEQC management systems to ensure the implementation and maintenance of processes and other controls in pursuit of our ultimate goal of zero harm
- Encourage employees to adopt and embrace a lifestyle that is healthy, safe and conscious of the importance of the environment
- Insist that suppliers and contractors provide us with quality products and services in support of our goals and objectives and conduct business in an ethical manner
- Maintain our social licence to operate by understanding the needs of our communities through dedicated and regular engagement, improve their living standards and assist them to become self-sustainable
- Reduce our environmental footprint by:
 - improving energy efficiency and natural resource consumption
 - improving the use and recycling of materials
 - protecting and maintaining natural biodiversity while reducing greenhouse gas emissions



In support of this we will:

- Provide our leaders with the means to continually improve our SHEQC performance while holding them accountable for the outcomes
- Facilitate that all employees understand their SHEQC responsibilities and accountabilities, and demonstrate their commitment visibly through their actions in the quest for a zero-harm working environment
- Treat legal requirements as minimum standards and, in the absence thereof, apply best practice
- Ensure compliance with adopted SHEQC standards and management systems by means of regular monitoring, audits and performance reviews to ensure continuous improvement
- Work to minimise the adverse environmental effects of our business operations through the application of innovative strategy and technology, coupled with a Group-wide commitment to environmental stewardship and a culture of compliance with applicable environmental laws and regulations
- Aim to achieve the highest quality of waste management standards, avoid the release of substances that are damaging to the environment and encourage recycling
- Consistently assess our climate-related risk, manage our emissions and invest in clean, renewable energy sources
- Strive to ensure that our tailings storage facilities are designed, constructed, operated and rehabilitated in compliance with applicable legislation and regulations and in alignment with accepted global practice
- Encourage and promote proactive employee and stakeholder involvement and buy-in through education, training, communication and regular meetings
- Provide assistance to host communities and implement initiatives and support programmes that uplift these communities and ensure their sustainability