



Health & Safety Policy

At Kenmare, our actions are informed by our guiding principles: we care, we grow, we excel. The health and safety of our employees and our host communities are Kenmare's top priorities. As a company, we are committed to managing safety risks and maximising opportunities to enhance employee well-being.

To this end, Kenmare will:

- Adopt the zero-harm principles. We do not compromise on health and safety and we ensure that all employees take responsibility for their own health and safety and that of their fellow employees. We take care of each other.
- Provide recognition for positive health and safety performance and behaviour and consequences for unsafe behaviour.
- Comply with any and all applicable legislative requirements as well as relevant international best practice, including the IFC Performance Standards 2012, in a manner appropriate to our operations.
- Establish and maintain a well-defined health and safety management system.
- Develop and implement a comprehensive health and safety monitoring programme and use the data to identify and mitigate associated risks, promoting continuous improvement with respect to health and safety performance.
- Provide the resources and training to our people to fulfil the commitment given in this policy and to achieve continuous improvement.
- Identify, assess and effectively manage health and safety risks (including stress, harassment or violence), to employees, third-party service providers, and local communities.
- Ensure that emergency preparedness plans and procedures are developed and maintained, as well as made widely available for training purposes.

- Establish a team of appropriately trained, qualified and experienced employees at the Moma Mine to implement, ensure conformance to and continuously improve the Health and Safety Policy.
- Include Lost Time Injury Frequency Rate (LTIFR) and All Injuries (AI) in our Key Performance Indicators and target continuous improvement. We will also disclose operational fatalities in a timely manner.
- Conduct an external safety audit at least every three years. Currently the NOSA Five Star System Health and Safety Audit is conducted annually at the Moma Mine.
- Communicate openly with employees, government, local communities and all other stakeholders regarding this policy and on all matters pertaining to health and safety within the sphere of influence of Kenmare's mining operation.
- Promote understanding and participation of local communities in health and safety issues through education, information and regular community consultation and communication.

Kenmare will ensure that all employees, as well as visitors to the site, understand and adhere to this Health and Safety Policy when at the Moma Mine or other operations.

Kenmare's Health and Safety Policy is proactively communicated to new employees during their induction, and refresher training is provided to existing employees on a regular basis.

Kenmare will also provide third-party service providers (including contractors and suppliers) with this Policy and we will ask them to adhere to it. We will implement systems to manage supply chain risks and execute reasonable efforts to avoid using suppliers and contractors who bear obvious risks in terms of health and safety.

The Sustainability Committee, and more widely the Board of Directors, has responsibility for overseeing company-wide compliance to the Health & Safety Policy. Management responsibility lies with members of the executive committee and site leadership.

Effective date: 3 December 2019

Document revision control

Version number	Page number	Change effected	Date of issue
1	All pages	First version	3 December 2019