

We are a Copper, Vermiculite and Magnetite producer from underground and surface operations in an open natural system bordering the Kruger National park nature conservation area. We are committed to producing and supplying our products to local and global markets in an efficient, safe, healthy and environmentally responsible manner.



Our goal

We respect the standard of conduct defined in The Palabora Way. We will uphold our standards and continually improve our performance to achieve our goal of zero harm to our employees and surrounding communities. We will strive to create and maintain a work environment where every employee returns to his or her family at the end of shift unharmed.



Our commitment

We will:

- Provide a safe, healthy and environmentally responsible workplace for our employees, contractors and visitors and minimise our impact on the neighbouring communities and surroundings.
- Continually improve our operations to comply with all relevant legal and other requirements.
- Use our resources responsibly and efficiently, in particular energy, water and land.
- Manage our mineral and non-mineral wastes responsibly to ensure the lowest possible impact to the environment and health of employees and communities.
- Protect identified cultural heritage sites.
- Develop and implement sustainable solutions that contribute to global expectations.
- Regularly meet and communicate with employees, contractors and communities in terms of SHEQ performance and publicly report to all stakeholders our performance annually.
- Prevent security threats, process losses and product quality impacts.
- Provide the means necessary to sustain the requirements of this policy.



Our responsibility

- Each employee has a responsibility to prevent harm to himself, fellow employees, damage to assets and detrimental impacts to the environment and intervene when others are not.
- Each leader is accountable for their actions and that of their teams and to communicate our requirements and expectations to all employees, contractors, visitors and other stakeholders to involve them in its implementation.
- No task will be undertaken without a clear understanding of the best method to mitigate the risk of injury, occupational health, damage to assets and environmental harm.
- We continually strive to improve our SHEQ performance by establishing measurable objectives and targets, and by performing regular audits on our SHEQ systems to improve our performance against this policy.



Our systems

Safety, health, environment and quality considerations are fully integrated into our business through hazard identification and risk assessments. Our work processes and training programmes are designed so they:

- Encourage effective employee participation and promotion;
- Protect the safety and health of our employees, contractors and visitors;
- Prevent or mitigate pollution;
- Build from a foundation of compliance with applicable legislation, corporate policies and business expectations; and
- Ensure open and transparent reporting of incidents.

J Han
Chief Executive Officer
7 May 2015
Revision 4.1

Custodian:	Chief Executive Officer	Revision number:	4 1
Approved	ExCo	Effective date:	11 May 2015
Doc number:	MS1 2-POL-001	Next revision date:	18 Mar 2016
Last revision date:	18 Mar 2015	Date printed:	2015/05/07