



# Safety, Health and Environmental (SHE) Management Policy

Valterra Platinum conducts its business in an ethical and responsible manner and acknowledges the potential impacts that our operations may have on the environment and the safety, health and wellbeing of our workforce. Our activities include opencast mining, trackless and conventional underground mining, concentrating, smelting and refining and their associated activities, products and services across our operations located along the Eastern and Western Platinum Limbs in South Africa and Zimbabwe. We own and are accountable for the SHE management of our activities, products and services. The safety and sustainable development (S&SD) board committee has oversight of the implementation of the SHE policy and status of SHE performance.

| OUR VISION                                                                                                                                 | Safety                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Health                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Environment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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|  <b>ZERO Harm</b>                                         | <p>Our vision is to achieve a sustained state of safe operations through the effective management of safety across all managed activities.</p> <p>We firmly believe in our ability to operate free of injuries and incidents.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p>Our vision is to enable every member of our workforce to bring their best self to work every day and return home healthy and well.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <p>Our vision is to be leaders in environmental, social and governance (ESG) practices, requiring compliance with legislation and alignment with best practice to support the long-term sustainability of the business through the effective management of resources and the reduction of impacts on the environment and communities.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| OUR PRINCIPLES                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|  <b>ZERO Mindset</b>                                      | <p>We firmly believe that all injuries and incidents are preventable. We are unwavering in our commitment to achieving and sustaining injury-free operations across all activities.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <p>We believe that occupational diseases and work-related ill health are preventable through the effective identification, assessment and control of workplace health hazards and exposures. We are committed to promoting mental health and wellbeing, and to the prevention, early detection and effective management of mental health conditions, communicable diseases and non-communicable diseases.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <p>We are committed to avoiding, minimising and mitigating impacts from our activities, products and services, while protecting the environment and preventing pollution.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|  <b>ZERO Repeats</b>                                     | <p>We are committed to forward-looking learning through a structured, scenario-based approach that focuses on proactively preventing incidents.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <p>We continuously learn from health and wellbeing data, events, trends and outcomes to prevent recurrence and achieve sustainable improvements in health promotion, prevention, treatment and rehabilitation.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <p>As a learning organisation, we are committed to proactively applying a risk-based approach to reduce or prevent environmental impacts, incidents and non-conformances, to prevent recurrence and to share lessons learned across our operations.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|  <b>ZERO Non-negotiable standards</b>                   | <p>Safety and risk standards and rules are consistently applied across Valtterra Platinum, underpinned by a culture of positive accountability.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <p>Our health standards are consistently applied and assured across Valtterra Platinum.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <p>We strive for continual improvement in environmental management through simple standards and systems that enhance performance by setting and monitoring objectives and targets.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| OUR POLICY                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|  <p><b>Craig Miller</b><br/>Chief Executive Officer</p> | <p>We are collectively accountable for our own safety and the safety of those around us. Our managers and supervisors are committed to providing effective safety leadership while recognising that safe behaviour is a shared responsibility across all levels of the organisation, underpinned by clear accountability.</p> <p>Each operation assumes full ownership of and responsibility for the effective implementation of our safety and risk management system, with the objective of preventing injuries and continuously improving safety performance. This includes compliance with all applicable legal and other requirements, the allocation of appropriate resources and the provision of training, education, consultation and assurance activities.</p> <p>We are committed to open and transparent communication with our employees, business partners, suppliers and other relevant stakeholders, fostering a strong safety and risk management culture aligned with this policy and promoting an environment of psychological safety.</p> <p>Through the establishment of progressive and relevant objectives, we continuously monitor performance to drive sustained improvement towards our goal of achieving fatality-free and injury-free operations.</p> | <p>We are all accountable for protecting our own health and wellbeing and that of others. We encourage employees and business partners to contribute to a workplace that protects and promotes health and wellbeing.</p> <p>We reduce exposure at the source through good engineering practice and technology deployment, keeping exposure as low as reasonably practicable (ALARP), and comply with all applicable legal and other requirements relating to health hazards.</p> <p>We use workplace hazard and exposure information to guide risk-based medical surveillance, fitness-for-work decisions and measures to protect the health and working capacity of our people.</p> <p>We provide integrated occupational health, health promotion, mental health and wellbeing, communicable and non-communicable disease management, rehabilitation and return-to-work services, supported by appropriate resources, technology, systems and training.</p> <p>Our emergency medical care and ambulance services support our workforce and surrounding communities during medical emergencies. We maintain preparedness for outbreaks, pandemics and other public health emergencies.</p> <p>We communicate openly and transparently about health and wellbeing, respect medical confidentiality, protect personal information and monitor performance to drive continual improvement towards zero harm.</p> | <p>We shall conserve and protect our environment from harm and degradation through the efficient use of energy and water, assessment and management of physical climate change and extreme weather risk, minimisation of waste with implementation of the waste hierarchy.</p> <p>We shall demonstrate active stewardship of land, atmosphere, water resources, biodiversity, cultural and heritage resources of our activities, products and services within our control.</p> <p>We shall comply with all applicable environmental compliance obligations.</p> <p>We will continue to raise internal and external stakeholders' awareness about environmental matters.</p> <p>We commit to open and honest communication with our employees, local communities, business partners, suppliers, investors, and other interested parties to encourage an environmentally responsible culture and sustainable development that reflects the intent of this policy.</p> <p>Managers of operations own and are responsible for the full implementation of this policy and related system requirements including:</p> <ul style="list-style-type: none"> <li>The allocation of appropriate resources to determine environmental impacts awareness, communication, consultation, and auditing to ensure compliance.</li> <li>The development, implementation and maintenance of environmental management systems.</li> <li>Effective environmental impact identification, assessment, and control, designed to achieve proactive management of our activities, products and services; and</li> <li>Consideration of life cycle stages of our products and services by prioritising closure planning and concurrent rehabilitation to ensure sustainable post-closure opportunities.</li> </ul> |