

Safety, Health, Environment and Community (SHEC) Management Policy

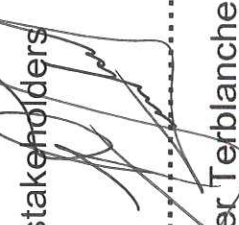
HCI Coal is a coal mining company which extracts, processes and supplies its products to local and international markets. HCI Coal endeavors to improve the quality of life of its personnel, host communities and enhance the value of the environment by preventing and/or reducing the negative impacts/risks of its products, processes and services.

HCI Coal is obliged to protect the quality of air, water, soil and human health within the boundaries of the operations for the continual benefit of its employees, surrounding communities and ecosystems. Where the risk cannot be reduced by other practicable measures, issue personal protective equipment as a last resort.

HCI Coal is committed to continuously improve its SHEC systems and performance by embedding a proactive SHEC culture in its operations in order to create a harm free environment to its employees and surrounding communities.

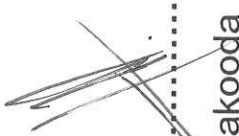
In order to fulfil this commitment, **HCI Coal** will:

- Implement the required strategies to ensure a safe and healthy workplace while optimising the consumption of raw materials, energy and all other resources to produce the products required by our customers within environmentally friendly parameters
- Monitor SHEC performance through routine inspections, assessments and audits in accordance with authorizations and accepted international standards to ensure continuous effectiveness and suitability
- Adopt best affordable technology to prevent and reduce pollution,
- Prevent SHEC related risks/impacts by maintaining the lowest incident rate through timeous implementation of corrective and preventive measures.
- Establish and maintain plans and procedures to identify the potential for, and responses to, emergency situations, for preventing and mitigating the likely safety, health, social and environmental impact that may be associated with them
- Demonstrate active stewardship of biodiversity and land and effectively rehabilitate disturbed areas in accordance with the standards set out in the EMP
- Minimise waste generation through recycling, reprocessing or reusing before ensuring safe disposal thereof
- Establish competence and awareness of employees & subcontractors regarding relevant safety, health, hygiene, social and environmental matters through training, mentoring and communication;
- Respect and protect the culture, beliefs and heritage of the communities in which we operate.
- Fulfil its commitments regards to Social and Labour Plan and maintain relations with its surrounding community
- Maintain open relations with stakeholders and communicate the requirements of this policy with employees, relevant authorities and make it available to the public and other interested parties upon request
- As a minimum requirement comply with all relevant and applicable SHEC legislation and other requirements applicable to **HCI Coal** activities
- Continuously strive to prevent injuries and ill health and maintain the lowest injury incident rate
- Review this policy every three years to ensure it remains relevant to **HCI Coal** operations and to the needs of our stakeholders

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Pieter Terblanche

Co-Chief Executive Officer

HCI Coal (Pty) Ltd

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Aadil Nakooda

Co-Chief Executive Officer

HCI Coal (Pty) Ltd

..... 11 | 2021
Date