

HEALTH AND SAFETY POLICY

1. PURPOSE

BCI Minerals Limited and its wholly owned subsidiaries (**BCI or Company**) are committed to providing a safe, productive and healthy work environment for all employees, contractors and visitors.

2. POLICY STATEMENT

Health and Safety is everyone's responsibility, and we all need to look out for the physical and mental wellbeing of each other. Our objective is to ensure zero harm.

We will:

- Comply with applicable legislation and standards relating to health and safety in the workplace.
- Provide a safe workplace for our employees and contractors.
- Ensure that our health and safety objectives, targets and actions are established, reviewed and integrated into our planning and decision-making processes.
- Develop health and safety procedures and have regular meetings to discuss health and safety with our employees and contractors.
- Aim for continuous improvement in our health and safety performance via development of KPIs and the monitoring and review of our performance and systems.
- Commit adequate and appropriate resources to enable us to provide a safe system of work.
- Ensure appropriate injury and return to work management processes.
- Ensure that all employees are aware of their accountability and duty to work safely and to follow reasonable health and safety directions given by their supervisor.
- Facilitate employees' active participation in a range of initiatives that support mental health and wellbeing.
- Ensure that critical controls associated with our principal hazards are understood and processes are established to verify that the critical controls are effective.
- Ensure that our contractors implement and effectively manage their workforce in a safe and healthy manner when working on our projects and at our operations.
- Advise and train our employees and contractors as necessary to meet our health and safety objective of providing a safe place of work.
- Ensure timely and thorough reporting, investigation and review of all known hazards, injuries, illnesses and incidents and sharing of the key learnings to prevent reoccurrence.
- Review this policy annually to reflect the progress in achieving BCI's key health and safety objectives.

A handwritten signature in blue ink, appearing to read "Alwyn Vorster".

Alwyn Vorster
Managing Director
BCI Minerals Limited

DOCUMENT CONTROL

Version	Date	Description	Author	Approver
0	15/11/2017	Health and Safety Policy	M. Klvac	Board
A	25/06/2020	Health and Safety Policy	C. Louw	Board