

## HEALTH, SAFETY, ENVIRONMENT (HSE)

We care for the welfare of our employees, contractors and all relevant stakeholders and promote their Health, Safety and take care of the Environment we operate in. We continuously strive to achieve zero harm, support social responsibility and sustainability. Everyone at Namib Lead and Zinc Mining is responsible for Health, Safety and Environmental compliance and must actively contribute.

### To accomplish this,

- **Employees commit beyond respecting rules and regulations.** That everyone is personally responsible to proactively identify and report unsafe acts and conditions to ensure corrective actions are taken before an incident happens
- **Supervisors commit:** To make sure ideas for improvements are acted upon and that they will coach their teams to develop competencies. Zero tolerance will be applied to critical risks when breached. Supervisors shall look for opportunities to eliminate or reduce risk exposure and shall never let production priorities compromise HSE Compliance.
- **Managers commit:** Towards HSE management in the departments. Ensure that standards and guidelines are transformed into procedures aligned to the legal requirements.  
Provide employees and contractors with adequate training in HSE standards.
- **Senior Leaders commit:** To ensure that no business decision occurs at the expense of HSE compliance. Lead by example, verify implementation of standards and legal requirements through regular discussions with employees during regular site visits and provide feedback and necessary resources.



### WE are all committed to:

- The protection of the Environment and the Health and Safety of our employees, contractors and relevant stakeholders.
- Identify and assess hazards and manage associated risks at all levels.
- Minimise our footprint in the environment where we operate in the Dorob National Park.
- Prevent and manage pollution arising from our operations.
- Seek continual and sustained improvement in HSE performance to create a Zero Harm work environment.
- Implementing Critical controls for Critical Risks, enforcing consequence management linked to operating discipline and life-saving behaviours.
- Regularly review our performance and report progress to the relevant stakeholders.
- Communicate our commitment to this Health, Safety and Environmental policy to all interested and affected parties



**Martin Tjipita**  
**Managing Director**  
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