

1 Company			
#	Requirement	Description	Standard
1.1	Company Details - (on company letter head)	Full Company details and registration number (on company letter head) with appointees contact details (mobile number, e-mail address)	Legal & Other Requirements
		Vendor Number & Contract with Vedanta/ Principal BP Scope of work to be performed on site	
1.2	Workmen's Compensation (Letter of Good Standing)	Valid with correct nature of business	Legal & Other Requirements
1.3	SHE Policy	Employees to be familiar with Vedanta's Gamsberg Mine HSE Policy (written proof to be kept)	Policy, Leadership and Responsibilities, Leadership & Commitment
1.4	Sub Contractors	Declaration of all sub contractors with Letters of Good Standing and Tax Clearance Certificates.	Policy, Leadership and Responsibilities, Leadership & Commitment
1.5	Tax Clearance Certificate	Copy of valid Tax Clearance Certificate	Legal & Other Requirements
1.6	Templates	All relevant checklists, registers, audit and inspections, PTO's, VFL's, and other relevant documentation to be used in blank format as supporting documents to the HSE efforts.	

## Gamsberg Mine Operations

 black mountain complex	<b>Safety &amp; Sustainable Development</b>	Doc #	ZI-GAM01-U0300-PLC-HS-0004
		Version #	04
Approval / Owner:	General Manager	Implementation Date:	2020/03/26
Author:	HSE Manager	Last Reviewed/Update Date:	2023/10/17
		Sanction:	General Manager, NUM Health and Safety Chairperson & Health and Safety Representative

### HEALTH SAFETY AND ENVIRONMENT POLICY

Gamsberg Mine Operations Health, Safety and Environment (HSE) policy conforms and takes guidance from the Vedanta Resources Sustainability policies. The principle of sustainable development is fundamental to our long-term success. This is underpinned by the two values of Care and Respect.

**We are committed to effective management of health, safety, and the environment as an integral part of our operation. The health and safety of our employees and any other person who may be impacted by Gamsberg mine's operations is of paramount importance and our aim is zero harm to people and minimal impact to the environment.**

Our management commitment is such that we:

- Promote a positive HSE culture through effective communication, participation and consultation with employees and contract business partners.
- Develop, implement, and maintain HSE management system aligned with our commitments and consistent with world-class standard.
- Ensure that our employees are trained, competent and responsible in all aspects of HSE
- Allocate adequate resources to effectively deal with HSE and community issues.
- Demonstrate active stewardship of our environment and its biodiversity.
- Continuously drive HSE through setting and reviewing targets using appropriate best available practice.
- Ensure the pandemic protocols are Implemented, Monitored, and enforced.

To prevent and control, we:

- Identify, assess, and prioritise the hazards and risks associated with all our activities.
- Implement regular health surveillance and risk-based monitoring of employees.
- Take prompt corrective action when accidents or incidents do occur, investigate root causes, and take remedial action.
- Actively seek to prevent recurrences and disseminate experiences learned.
- Conserve and protect environmental resources by adopting sustainable and energy-efficient technologies.
- Manage waste from our operations and adopt principles of waste avoidance, reuse, recycling, and beneficial utilisation to minimise discharge and disposal to the environment.
- Ensure tailings storage facility is managed, during its life cycle, in compliance with applicable laws and regulations and in alignment with accepted international best practices.
- Consistently assess our climate-related risk, take appropriate mitigation and adaptation measures, and communicate our climate strategy to our stakeholders.
- Avoid, reduce, and mitigate impacts to the environment and neighbouring communities and where feasible improve and enhance environmental conditions.

For our performance, we:

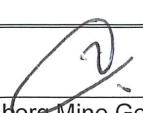
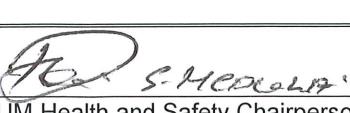
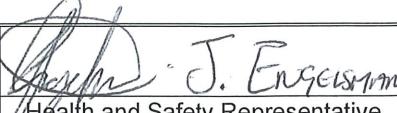
- Set appropriate objectives, targets, and performance indicators.
- Comply with applicable national, regional, and local HSE regulations and statutory obligations, in the absence of appropriate legislation, industry best practice and standards will be used.
- Adhere to all Vedanta and Zinc International policies, guidelines, and management standards.

To evaluate our effectiveness, we:

- Monitor and review our performance against our objectives, performance indicators, and applicable legal requirements.
- Ensure appropriate audits and reviews are undertaken regularly and its findings evaluated and communicated.
- Effectively address and rectify any identified non-conformances without undue delay.
- Establish a register to track the relevant associated documents to this policy

And in our stakeholder engagement, we:

- Respect people's culture and heritage by treating them with dignity and care.
- Influence our business partners and suppliers to adopt principles and practices that in alignment with our policies.
- Promote and maintain open and constructive dialogue and good working relationships with employees, local communities, regulatory agencies, business organisations and other affected and interested parties.
- Communicate with all our stakeholders on the progress and performance of HSE management.

<b>Authorisers</b>			
	Gamsberg Mine General Manager	NUM Health and Safety Chairperson	Health and Safety Representative

<b>2 People</b>				
#	Requirement	Description	Standard	#
<b>2.1</b>	Company Structure	Organogram of organisation / reporting structure (including sub-contractors) Reflect Reg appointments	Policy, Structure and Responsibilities, Leadership and Commitment	
<b>2.2</b>	Occupations	Inventory of all employees and their occupations (including sub-contractors)	Policy, Structure and Responsibilities, Leadership	
<b>2.3</b>	<b>Requirements for the Site Manager</b> <b>2.6.1 Appointee</b>	CV	Training, Awareness and Competence	
		Copy of ID	Policy, Structure and Responsibilities, Leadership and Commitment	
		Driver's License, Pit Permit, Plant Permit (where required)	Training, Awareness and Competence	
		Personal Details	Policy, Structure and Responsibilities, Leadership and Commitment	
		Valid Vedanta Medical Certificate approved by OMP	Legal and Other Requirement	
		Valid Gamsberg General Surface Induction	Training, Awareness and Competence	
		Trade Certificate & proof of verification	Training, Awareness and Competence	
		L1RA Training	Training, Awareness and Competence	
		Non-Disclosure and Search Agreement by employee	Legal and Other Requirement	
		Legal Appointment Request Form completed and Legal Appointment Letter signed.	Legal and Other Requirement	

<b>2 People</b>				
#	<b>Requirement</b>	<b>Description</b>	<b>Standard</b>	#
2.4	Requirements for the <b>Supervisor</b> <b>2.9.2 Appointee</b>	CV	Training, Awareness and Competence	
		Copy of ID	Policy, Structure and Responsibilities, Leadership and Commitment	
		Driver's License, Pit Permit, Plant Permit (where required)	Training, Awareness and Competence	
		Personal Details	Policy, Structure and Responsibilities, Leadership and Commitment	
		Valid Vedanta Medical Certificate approved by OMP	Legal and Other Requirement	
		Valid Gamsberg General Surface Induction MHSA/OHAS Legal Liability Training	Training, Awareness and Competence	
		Trade Certificate & proof of verification	Training, Awareness and Competence	
		First Aid	Training, Awareness and Competence	
		Basic Fire Fighting	Training, Awareness and Competence	
		L1RA Training	Training, Awareness and Competence	
		Non-Disclosure and Search Agreement by employee	Legal and Other Requirement	
		Legal Appointment Request Form completed and Legal Appointment Letter signed.	Legal and Other Requirement	

<b>2 People</b>				
#	<b>Requirement</b>	<b>Description</b>	<b>Standard</b>	#
2.5	Requirements for the <b>Safety Officer</b> <b>2.17.1 Appointee</b>	CV	Training, Awareness and Competence	
		Copy of ID	Policy, Structure and Responsibilities, Leadership and Commitment	
		Driver's License, Pit Permit, Plant Permit (where required)	Training, Awareness and Competence	
		Personal Details	Policy, Structure and Responsibilities, Leadership and Commitment	
		Valid Vedanta Medical Certificate approved by OMP	Legal and Other Requirement	
		Valid Gamsberg General Surface Induction MHSA/OHASA Legal Liability Training	Training, Awareness and Competence	
		Basic Fire Fighting	Training, Awareness and Competence	
		L1RA Training	Training, Awareness and Competence	
		Non-Disclosure and Search Agreement by employee	Legal and Other Requirement	
		Comsoc 1 & 2 / Samtrac / NDSMN / NEBOSH	Training, Awareness and Competence	
		Legal Appointment Request Form completed and Legal Appointment Letter signed.	Legal and Other Requirement	

<b>2 People</b>				
#	<b>Requirement</b>	<b>Description</b>	<b>Standard</b>	#
2.6	Requirements for the <b>Artisan / Technician</b> (per employee)	CV	Training, Awareness and Competence	
		Copy of ID	Policy, Structure and Responsibilities, Leadership and Commitment	
		Driver's License, Pit Permit, Plant Permit (where required)	Training, Awareness and Competence	
		Personal Details	Policy, Structure and Responsibilities, Leadership and Commitment	
		Valid Vedanta Medical Certificate approved by OMP	Legal and Other Requirement	
		Valid Gamsberg General Surface Induction Trade Certificate & proof of verification (MIE / SAQA / ID refcheck)	Training, Awareness and Competence	
		L1RA Training	Training, Awareness and Competence	
		Non-Disclosure and Search Agreement by employee	Legal and Other Requirement	

<b>2 People</b>				
#	<b>Requirement</b>	<b>Description</b>	<b>Standard</b>	#
2.8	<b>Requirements for the Health &amp; Safety Rep</b> <b>6.9 (a) Appointee</b> (if more than 20 people will be working on site - Section 25 & 28 MHSA)	CV	Training, Awareness and Competence	
		Copy of ID	Policy, Structure and Responsibilities, Leadership and Commitment	
		Driver's License, Pit Permit, Plant Permit (where required)	Training, Awareness and Competence	
		Personal Details	Policy, Structure and Responsibilities, Leadership and Commitment	
		Valid Vedanta Medical Certificate approved by OMP	Legal and Other Requirement	
		Valid Gamsberg General Surface Induction	Training, Awareness and Competence	
		L1RA Training	Training, Awareness and Competence	
		Basic Fire Fighting	Training, Awareness and Competence	
		MHSA Legal Liability Training	Training, Awareness and Competence	
		Non-Disclosure and Search Agreement by employee	Legal and Other Requirement	
		Legal Appointment Request Form completed and Legal Appointment Letter signed.	Legal and Other Requirement	

<b>2 People</b>				
#	<b>Requirement</b>	<b>Description</b>	<b>Standard</b>	#
2.90	Requirements for the Assistant / Labourer/Operators.	Copy of ID	Policy, Structure and Responsibilities, Leadership and Commitment	
		Driver's License, Pit Permit, Plant Permit, Operator certificate (where required)	Training, Awareness and Competence	
		Personal Details	Policy, Structure and Responsibilities, Leadership and Commitment	
		Valid Vedanta Medical Certificate approved by OMP	Legal and Other Requirement	
		Valid Gamsberg General Surface Induction	Training, Awareness and Competence	
		Fire awareness training (Operators only)	Training, Awareness and Competence	
		L1RA Training	Training, Awareness and Competence	
		Non-Disclosure and Search Agreement by employee	Legal and Other Requirement	

Date	2018	<b>Contractor Management System</b> <b>Employee Personal Details</b>	
Revision:	Personal details		
Project:	Gamsberg		
Page No:	1 of 2		

THESE CRITERIONS ARE REQUIRED FOR ALL CONTRACTOR EMPLOYEES PERFORMING WORK AT ANY OF THE GAMSBERG PROJECT OPERATIONS.

CONTRACTOR COMPANY: \_\_\_\_\_

DATE: \_\_\_\_\_

#### 1. PERSONAL DATA

ID Number	
Surname	
Initials	
Name	
Gender	
Marital status	
Date of birth	
TEBA Number	
Pension number	
Medical aid	
Medical aid membership number	
Private doctors name	
Existing medical conditions	

#### 2. CONTACT DETAILS

Physical address	
Work Tel	
Home Tel	
Cell number	
Email	
<b>Next of kin</b>	
<b>Physical home address</b>	

Date	2018	<b>Contractor Management System</b> <b>Employee Personal Details</b>	
Revision:	Personal details		
Project:	Gamsberg		
Page No:	2 of 2		

<b>Work Tel</b>	
<b>Home Tel</b>	
<b>Cell Number</b>	
<b>Email</b>	

### 3. WORK DETAILS

<b>Workplace</b>	
<b>Occupation</b>	
<b>OREP Category</b>	

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I .....ID..... hereby declare that the information on this form is accurate and true to the best of my knowledge.

\_\_\_\_\_ [Employee signature]

\_\_\_\_\_ [Date]

# **BLACK MOUNTAIN MINING (PTY) LTD**

## **REQUIREMENTS FOR OCCUPATIONAL MEDICALS CONDUCTED BY 3<sup>RD</sup> PARTY / OFF-SITE MEDICAL FACILITIES**

**THE MANDATORY CODE OF PRACTICE ON MINIMUM STANDARD OF FITNESS TO PERFORM WORK AT A MINE APPLIES (copies can be supplied on request)**

**The following requirements must be met in the event that occupational medicals are conducted by 3<sup>rd</sup> party / off-site medical facilities**

**Please attach the following documents for each worker:**

1. Occupational & Medical history (including treatment)
2. Medical Report (Including Weight / Urine / Sight / CVS / Respiratory / CNS / ENT / Skin / Muscular Skeleton etc.)
3. Chest X Ray report by specialist radiologist (full size = 35 cm x 43 cm)
4. Lung Function Test
5. Audiometry (audiogram with baseline)
6. ECG (patients above 50 years of age)
7. Blood Sugar Test (HGT)
8. Blood Lead - only applicable to lead risk areas
9. Full vision screening for all drivers / operators (Keystone)
10. Exit medical certificate from previous mine

**PLEASE NOTE: THE ABOVE MUST BE SIGNED OFF BY AN OCCUPATIONAL MEDICAL PRACTITIONER (DOCTOR) & NOT AN OCCUPATIONAL HEALTH NURSE**

- Certificate of fitness will be issued by Black Mountain Occupational Department only after all documents and requirements have been submitted.
- Any abnormality may be retested and any deviation from normal is going to be unfit for working on heights or working on a mine
- Drug testing may be conducted at anytime
- Alcohol testing at all times when entering BMC premises
- Please make sure that any worker with any chronic disease is taking his/her medication and have enough stock (State clinic do not have the staff or stock)
- Anybody with newly diagnosed TB is going to be unfit for work in a mine

**Certificate of fitness will be issued by Black Mountain Occupational Medical Department only after all requirements have been met and all relevant documents have been submitted.**

<b>3 Tools / Equipment / Vehicles</b>				
<b>#</b>	<b>Requirement</b>	<b>Description</b>	<b>Standard</b>	<b>#</b>
<b>3.1</b>	Tools & Equipment	Inventory of all tools / equipment Tools and equipment all inspected and approved by BMM Engineer	Operational Control	
<b>3.2</b>	Calibration Certificates (where required)	Original calibration certificates of all equipment as per the manufacturer's requirements to be filed in this section.	Operational Control	
<b>3.3</b>	List of TMM's, Registration Certificates / Permits	All LDV's, TMM's etc., shall be inspected and authorised by Engineer in writing before entering site.	Operational Control	
		Registration certificate of all vehicles	Operational Control	
<b>3.4</b>	Cranes	All legal requirements with regards to certification to be met. (ie. Hook spread certificate, Rope certificate, Load test and calibration certificate, 6 monthly and annual test certificates.)	Operational Control	
<b>3.5</b>	Pressure vessels	All relevant certificates to be attached	Operational Control	

# CBP TOOLS AND EQUIPMENT REGISTER

Contractor Company Name:	
Contract / Order N <sup>o</sup> :	
BM Engineer:	
Date:	

**A** = Acceptable **U** = Unacceptable

## BM Engineer

**CBP to keep original signed document in Red File.**

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Date

Document No:	ZI-GAM01-U0100-ISP-EN-0001	<b>HSE Management System</b>	 <b>black mountain complex</b>
Revision:	00		
Project:	Gamsberg		
Page No:	1 of 1		

## TMM INSPECTION REQUEST

### GAMSBERG

Business partner: \_\_\_\_\_

Hiring Company (If applicable): \_\_\_\_\_

Date: \_\_\_\_\_

#### TMM Description:

#	Description	Reg. No.	Inspected by BMM engineer (Signature)
1			

No.	Documents Required	Checklist
1	OEM Operators (safety) manual	Y / N
2	OEM machine specification sheet	Y / N
3	OEM certificate of fitness for use	Y / N
4	OEM risk assessment/Safety Instructions/Procedures	Y / N
5	OEM maintenance manual	Y / N
6	Machine Service Record (Latest Service)	Y / N
7	Machine Maintenance Schedule	Y / N
8	Vehicle registration & License	Y / N
9	Details of rental company (if applicable)	Y / N
10	OEM Approved Pre-Start Checklist	Y / N
11	Crane 6 monthly and 12 monthly inspection & load testing (for mobile cranes & lifting equipment)	Y / N

Note: OEM (Original equipment manufacturer) manuals may be provided on soft copy

Verified by Vedanta Safety Officer: Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

#### Approved by Chief Safety Officer

Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

#### Inspected and approved by Vedanta Engineer

Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Form to be returned to the HSE department after inspection together with all relevant documentation for capturing on Contractors Pack.

Any Document printed after 2 days of the Printed date is deemed as unauthorized  
& a printed version cannot guarantee it is the latest version.



<b>4 Work</b>				
#	<b>Requirement</b>	<b>Description</b>	<b>Standard</b>	#
<b>4.1</b>	Baseline Risk Assessment (Safety, Health & Environment)	a) Documented Functional Baseline risk assessment	Risk and Change Management	
		b) Significant risk profile ratings	Risk and Change Management	
		c) Approval by Vedanta Chief Safety Officer and Section Engineer		
		d) Proof of appointees involvement in risk assessment process	Risk and Change Management	
<b>4.2</b>	Hazardous Substances	Index of all hazardous substances to be used on the project and supporting MSDS's attached	Operational Control	

HIRA / SWP / CA Integrated Workplace Risk Assessment



## 1. Process / Activity / Task

#### 4. Client / Dept / Sect

## 7. Process Life Cycle Status

## 9. HIRA Purpose / Outcome

**GAMSBERG**

## 2. Site / Area

## 5. WRAC Custodian

NORM

## 8. Operational Condition

### 3. Risk Rating

## 6. WRAC Specialist Advisor

**10. Date and Owner Signature**

## 11. UTILISE THE STANDARD AA plc RISK MATRIX RATING (SS 0014) and SS 0071 RISK ASSESSMENT METHODOLOGIES DOCUMENTS AS REFERENCE

 <b>Gamsberg Mine Risk Matrix</b> <small>black mountain complex</small>		Hazard Effect / Consequence				
		1	2	3	4	5
(Where an event has more than one 'Loss Type', choose the 'Consequence' with the highest rating)						
Loss Type		Insignificant	Minor	Moderate	Major	Catastrophic
(Additional 'Loss Types' may exist for an event; identify & rate accordingly)						
(S/H)						
Harm to People (Safety / Health)		First aid case / Exposure to minor health risk	Medical treatment case / Exposure to major health risk	Lost time injury / Reversible impact on health	Single fatality or loss of quality of life / Irreversible impact on health	Multiple fatalities / Impact on health ultimately fatal
(EI)						
Environmental Impact		Minimal environmental harm – L1 incident	Material environmental harm – L2 incident remediable short term	Serious environmental harm – L2 incident remediable within LOM	Major environmental harm – L2 incident remediable post LOM	Extreme environmental harm – L3 incident irreversible
(BI/MD)						
Business Interruption / Material Damage & Other Consequential Losses		No disruption to operation / US\$20k to US\$100k	Brief disruption to operation / US\$100k to US\$1.0M	Partial shutdown / US\$1.0M to US\$10.0M	Partial loss of operation / US\$10M to US\$75.0M	Substantial or total loss of operation / >US\$75.0M
(L&R)						
Legal & Regulatory		Low level legal issue	Minor legal issue; non compliance and breaches of the law	Serious breach of law; investigation/report to authority, prosecution and/or moderate penalty possible	Major breach of the law; considerable prosecution and penalties	Very considerable penalties & prosecutions. Multiple law suits & jail terms
(R/S/C)						
Impact on Reputation / Social / Community		Slight impact - public awareness may exist but no public concern	Limited impact - local public concern	Considerable impact - regional public concern	National impact - national public concern	International impact - international public attention
Likelihood		Risk Rating				
<b>5</b> <b>(Almost Certain)</b> The unwanted event has occurred frequently; occurs in order of one or more times per year & is likely to reoccur within 1 year		11 (M)	16 (H)	20 (H)	23 (Ex)	25 (Ex)
<b>4</b> <b>(Likely)</b> The unwanted event has occurred infrequently; occurs in order of less than once per year & is likely to reoccur within 5 years		7 (M)	12 (M)	17 (H)	21 (Ex)	24 (Ex)
<b>3</b> <b>(Possible)</b> The unwanted event has happened in the business at some time; or could happen within 10 years		4 (L)	8 (M)	13 (H)	18 (H)	22 (Ex)
<b>2</b> <b>(Unlikely)</b> The unwanted event has happened in the business at some time; or could happen within 20 years		2 (L)	5 (L)	9 (M)	14 (H)	19 (H)
<b>1</b> <b>(Rare)</b> The unwanted event has never been known to occur in the business; or it is highly unlikely that it will occur within 20 years		1 (L)	3 (L)	6 (M)	10 (M)	15 (H)
Risk Rating	Risk Level	Guidelines for Risk Matrix				
21 to 25	(Ex) – Extreme	Eliminate, avoid, implement specific action plans/procedures to manage & monitor				
13 to 20	(H) – High	Proactively manage				
6 to 12	(M) – Medium	Actively manage				
1 to 5	(L) – Low	Monitor & manage as appropriate				