

<b>Group Policy</b> Copyright PPC Ltd.	<b>Number:</b> Policy GPSHEQ23.1 <b>Revision:</b> V23.1, effective from 8 Feb 2023 <b>Owner:</b> Aili Zeeman, Lead Safety Health and Environment <b>Approved by:</b> SETCO	 <b>PPC</b>
<b>Title: Group Occupational Health and Safety Policy</b>		

## 1. Purpose

PPC is committed to protecting the occupational health and safety of employees, contractors and visitors in the workplace, and where appropriate other stakeholders. PPC Group demonstrates this commitment through its occupational health and safety management system, which is entrenched in all organisational activities and conforms to recognised occupational health and safety as well as railway safety and security standards and legal frameworks.

## 2. Scope

This policy applies to all PPC mining and factory operations and subsidiaries over which PPC has management control. At operations where PPC does not have management control, PPC will also strive to implement this policy.

## 3. Definitions

- 3.1 Risk: the chance of something happening that will have an impact on stated objectives.
- 3.2 Occupational Health: any conditions in or from the workplace that may cause illness, disease or adverse health effects, this includes occupational medicine and occupational hygiene.
- 3.3 Occupational Safety: a workplace free from any hazard.

## 4. Policy

- 4.1 Accountability for leading occupational health and safety within PPC is considered to be with each employee and his/ her direct line manager.
- 4.2 Although legal compliance forms the foundation of the PPC health and safety management system, we will also monitor emerging issues, technological innovations and stakeholder interests in order to ensure effective and sustainable solutions to health and safety challenges.
- 4.3 To achieve best in class occupational health and safety performance, PPC is committed to:
  - 4.3.1 PPC is committed to building a proactive, high reliability health and safety culture by engaging and empowering employees, proactively identifying and managing risks, providing relevant training, ensuring equipment safety, implementing and continuously improving health and safety management systems, engaging with stakeholders, monitoring and measuring performance, investigating incidents and encouraging open communication.
  - 4.3.2 Providing the necessary resources and implementing formal systems and structures to ensure an effective occupational health and safety management system for the Group to achieve occupational health and safety objectives.
  - 4.3.3 Maintaining a specialised occupational health and safety function, with the requisite health and safety competence, at Group and site level to provide an informed view of the health and safety risks associated with the business activities of the Group.
  - 4.3.4 Continuously identifying and controlling occupational health and safety risks in order to eliminate or minimise occupational health and safety hazards in the workplace and where appropriate our neighbouring communities.
  - 4.3.5 Establishing meaningful metrics to monitor our occupational health and safety performance, and use these metrics to set goals for continual improvement.
  - 4.3.6 Conducting internal and external occupational health and safety audits to ensure compliance to PPC occupational health and safety requirements as well as legal requirement in the countries we operate.
  - 4.3.7 Reporting and investigating health and safety incidents and actively sharing any appropriate health and safety best practices and learnings.
  - 4.3.8 Providing relevant and effective health and safety training and education to all employees, contractors and suppliers.

- 4.3.9 Maintaining open and transparent relations with all our stakeholders in respect of occupational health and safety matters.
- 4.3.10 Actively involving employee representatives in the management of occupational health and safety.
- 4.3.11 Continually reviewing our occupational health and safety systems and initiatives to ensure they are fit for purpose and deliver on the PPC Group occupational health and safety strategy.

4.4 No weapons or ammunition of any kind are permitted at any PPC sites. Further guidance is provided in site specific Security/Firearm control procedures.

4.5 It is the responsibility of each employee and his/ her immediate supervisor to ensure this policy is understood and effectively communicated, and implemented throughout the Group. All employees are responsible for understanding the impacts of this policy on their day-to-day work practices and are expected to apply and support the principles stated above.

4.6 PPC sites shall develop and maintain internal procedures as per their site document management system, provided such procedures do not conflict with PPC Group policies.

## 5. Confidentiality

- 5.1 PPC's business information, such as this Policy, is a valuable company asset and shall therefore not be distributed to people outside PPC, unless such people are specifically mentioned in Section 2 (Scope) of this document.
- 5.2 As per ISO 45001:2018 (Clause 7.4), information relevant to the OH&S management system will be externally communicated as per established communication processes and taking into account legal requirements.

## 6. Compliance

Non-compliance with this Group Policy can result in disciplinary action. The immediate supervisor must take effective and appropriate disciplinary steps against any employee who omits to act in accordance with this policy.

## 7. Frequency of review and update

- 7.1 The policy owner is accountable for maintaining the correctness of the policy. Any aspects of this policy which may be unclear should be communicated through the normal management channels. Should this policy conflict with any current business practices, the policy owner should be contacted for clarity and / or guidance. Policy owners must make routine changes to an existing policy document, as and when changes in laws, standards or business requirements take effect. Group Legal & Compliance will prompt all Group Policy Owners to review and sign-off all Group Policies on an annual basis.
- 7.2 PPC acknowledges that legislation can change. The Group Policy on policies is designed to address potential future changes in occupational health and safety requirements and difference in the countries in which PPC operates.

## 8. Reference to related Group Policies

This policy shall be read together with the PPC Code of Conduct, which can be found on the PPC Policies Portal and should be considered in the context of the prevailing laws of the jurisdiction in which this Policy applies.

## 9. Approval

This policy was reviewed and approved by SETCO, in accordance with Policy Delegation of Authority at their meeting of 8 February 2023.