



Health and Safety Policy

Marampa Mines Limited (“MML”) is committed to ensuring the health and safety of our staff, and personnel on the mine site, plus all others affected by our business activities. MML strives to provide a safe environment for all those attending our premises. We are committed to upholding best health and safety practices and working condition standards at the mine site through the implementation of controls and interventions. While minimising health and safety risks arising from our activities with This policy outlines the provision and maintenance of a safe workplace, plant, and equipment; ensuring the safe handling and use of substances; consultations with our staff; providing appropriate information, training, and supervision of staff members; and taking steps to prevent accidents and cases of work-related ill-health.

A. WHO IS COVERED BY THIS POLICY?

This policy applies to those working at all levels and grades on the mine site, including senior managers, officers, directors, employees, consultants, contractors, trainees, home-workers, interns, part-time and fixed-term employees, casual and agency (collectively referred to as **staff** in this policy).

B. WHAT IS COVERED BY THIS POLICY?

In accordance with our health and safety duties, we are responsible for:

1. Assessing risks to health and safety and identifying interventions to prevent and mitigate them, as needed.
2. Providing and maintaining a healthy and safe work environment and a safe means of entering and leaving our premises, including during emergency situations.
3. Providing guidance, training, and supervision for all staff in safe working methods and procedures, including ensuring that all working areas and equipment being used are safe and without risk to health.
4. Ensuring that equipment on site has all necessary safety devices installed, that the equipment is properly maintained, that personal protective equipment (PPE) is provided, and that PPE use is enforced.
5. Establishing protocols for investigating all known safety accidents/incidents, when they occur, with the objective of preventing reoccurrence.
6. Regularly monitoring and reviewing on site health and safety systems, such that incremental improvements can be made as needed, and bringing any changes to the attention of all staff.
7. Ensuring compliance with all legal aspects governing the health and safety policy.

C. PERSONNEL RESPONSIBLE FOR IMPLEMENTATION OF THIS POLICY

Health and Safety department.

D. STANDARDS OF WORKPLACE BEHAVIOUR

1. All staff members are obligated to co-operate with the Health, Safety & Environmental Manager, supervisors and managers on health and safety matters and comply with all health and safety instructions given, at all times.



2. All staff are expected to take reasonable care of their own health and safety – and that of others – by observing applicable safety rules and by following requirements for the use of equipment (including PPE).
3. Any observed health and safety violation, regardless of degree of severity, including any potential risk, hazard, or malfunction of equipment, must be reported to the Health, Safety & Environmental Manager or one's line manager.
4. All staff must co-operate in investigations of any accident and/or incident that led, or had the potential to lead, to injury.
5. Failure to comply with health and safety rules and/or the instructions or requirements as set forth by this policy may constitute misconduct and considered grounds to trigger disciplinary actions, as stipulated by MML's Disciplinary Procedure. This includes the use of PPE.

E. INFORMATION AND CONSULTATION

We are committed to providing information, instruction and supervision on health and safety matters for all staff.

F. EQUIPMENT

1. All staff must use equipment in accordance with operating instructions, as directed by managers or supervisors and applicable training.
2. Any/all operating fault resulting in damage to any/all equipment, or its use must immediately be reported to the Health, Safety & Environmental Manager.
3. All staff is expected to contribute to mine site safety by reporting any observed damage to health and safety equipment.
4. No staff should attempt to repair damaged equipment unless trained and designated to do so.
5. Failure to report damaged or faulty equipment, or failure to use it as directed may result in disciplinary action under our Disciplinary Procedure.

G. ACCIDENTS AND FIRST AID

1. Any accident at the mine site resulting in personal injury should be reported to the Health, Safety & Environmental Manager so that the incident can be recorded. All staff must cooperate with any/all subsequent investigation(s).
2. A roster of trained first aiders and first aid facilities are available from the Health, Safety & Environmental Manager.
3. If you suffer an accident at work you (or someone on your behalf) must report the incident to the Health, Safety & Environmental Manager or your manager as soon as possible. All accidents should be reported, even if the resulting injury is minor. The accident will be recorded in our Accident Book, which is kept and managed by Health, Safety & Environmental Department.

H. NATIONAL HEALTH ALERTS

In the event of an epidemic or pandemic alert, issued by national and/or international health authorities, we will organize our business operations and provide guidance on steps to be taken by staff, in accordance with official guidance, to reduce the risk of infection at work as far as possible. Any questions should be referred to your line manager. All staff is required to comply with instructions issued in these circumstances. Failure to do so will be dealt with under the Disciplinary Procedure.



I. EMERGENCY EVACUATION AND FIRE PRECAUTIONS

All staff is required to be familiar with the instructions about what to do in the event of fire, which are available from Health, Safety & Environmental Department displayed at your accommodation and or duty station. Staff should also be aware of the location of fire extinguishers and ensure that you are aware of your nearest fire exit and alternative ways of leaving the building in case of an emergency.

1. Fire wardens are responsible for the effective evacuation to designated areas. In the event of a suspected fire or fire alarm, you must follow their instructions, or the emergency evacuation instruction posted at your accommodation and or duty station.
2. Regular fire drills will be held to ensure that our fire procedures are effective and to ensure you are familiar with them. These drills are important and must be taken seriously. You should notify the Health, Safety & Environmental Manager, or your manager as soon as possible if there is anything (for example, impaired mobility) that might impede your evacuation in the event of a fire.
3. If you discover a fire, you should not attempt to tackle it unless you have been trained. You should operate the nearest fire alarm and, if you have sufficient time, call the Health, Safety & Environmental Manager and report the location of the fire.
4. On hearing the fire alarm, you should remain calm and walk quickly, not run, and evacuate the building immediately, following the instructions of the fire wardens. Do not stop to collect personal possessions and do not re-enter the building until you are told that it is safe to do so.

J. RISK ASSESSMENTS, DISPLAY SCREEN EQUIPMENT (DSE) AND MANUAL HANDLING

1. General workplace risk assessments are carried out when required or as reasonably requested by members of staff or management. Managers are responsible for ensuring that any necessary risk assessments are undertaken and that recommended changes to the workplace and working practices are implemented.
2. If you use a computer for prolonged periods of time, you can request a workstation assessment by contacting the Health, Safety & Environmental Department, or your line manager.
3. Information on the regulation of manual handling can be obtained from Health, Safety & Environmental Department.