

# Health, Safety, Environment & Quality Policy

Manganese Metal Company (MMC) is a unique and dynamic company, committed to Creating Strength by converting Manganese ore into pure Manganese Metal (beneficiation); which is turned into high quality specialised products, to be used in the rechargeable battery, steel, aluminium and other industries which is supplied to a global market.

Mr. Louis Nel  
**Chief Executive Officer (16.1)**



Our commitment is to conduct our business with respect and care for the environment and without compromising the health and safety of our People, whether employees, contractors, customers, suppliers and visitors to MMC.

Mr. Albert Brugman  
**Chief Financial Officer**



To realise our commitment, we undertake to:

- Integrate HSEQ into the business strategies and process by setting objectives; taking actions and provide adequate resources to ensure the intended outcomes are achieved.
- Satisfy applicable Legislation, International Standards and other requirements.
- Measure performance of our objectives and outcomes to ensure the safety of our employees, customer satisfaction and environmental protection in order to achieve sustainable and continual improvement of the Business.
- Proactively engage and consult with internal and external stakeholders in sharing the responsibility for a safe working environment, the efficient and responsible utilisation of natural resources, while applying best practicable means in ensuring customer satisfaction and environment protection and pollution prevention.
- Identify and assess risks, opportunities and impacts associated with our process; in order to effectively eliminate and/or minimize exposure or impacts.
- Strive towards a Zero-Harm culture to reduce work related incidents, investigate nonconformances, implement corrective actions and share lessons learned.

Mr. Teheli Morabe  
**Chief Operations Officer (16.2)**



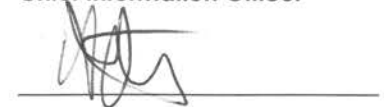
Ms. Madelein Todd  
**Chief Marketing Officer**



Ms. Renet Mentz  
**Chief People Officer**



Mr. Bradley Rottcher  
**Chief Information Officer**



In implementing this policy the management team shall ensure that it is communicated, understood, implemented and maintained by all persons working for and on behalf of MMC.

DATE: 14/01/2020