

Health, Safety, Environment & Quality Policy February 2018

Manganese Metal Company (MMC) is a unique and dynamic company, committed to creating strength through the stable production of quality Electrolytic Manganese Metal and related products. MMC is committed to operate its business in full compliance with relevant national legislation and international standards including other relevant requirements to which the Company subscribes, including HSEQ requirements. MMC is also committed to creating strength in the lives of its employees, the local community and our valued customers and suppliers.

In implementing this policy, the management team shall ensure that it is communicated, understood, implemented and maintained throughout the business. This will be achieved through an integrated management system that is sustainable and demonstrates continual improvement throughout the company.

To realise our commitment, we undertake to:

- Set objectives and achieve targets in line with the MMC Business Strategy (inclusive of HSEQ objectives);
- Develop, implement and maintain an integrated management system that improves processes, products and services to satisfy our business commitment;
- Operate in a safe working environment and manage potential risks effectively as well as a zero harm culture of health and safety, by so doing minimise injuries, illnesses and avoid any harm to the surrounding environment;
- Engage with all our internal and external stakeholders in sharing the responsibility for the efficient and responsible utilisation of natural resources and use of best practicable means in ensuring environmental protection and pollution prevention;
- Identify and assess all risks relating to the production of Electrolytic Manganese Metal, in order to effectively eliminate, mitigate and/or manage the exposure to employees, the community, and other stakeholders;
- Provide all employees with equipment, information, instruction training and supervision as is necessary to implement the policy and achieve the set objectives;
- Regularly review performance in line with our business strategy and objectives, to ensure customer satisfaction, and environmental protection;
- Conduct our business in a competent, fair, impartial, and efficient manner, by demonstrating the highest level of integrity in order to uphold both personal and corporate reputation.

We will be successful when we achieve a premium quality product while ensuring we reduce Occupational Health, Safety and Environmental risk to levels beyond industry acceptable norms and legislative requirements.



Louis Nel
Chief Executive Officer
(16.1)



Shirley Moshikidi Mnisi
Chief Compliance Officer
(16.2)



Albert Brugman
Chief Financial Officer



Madelein Todd
Chief Marketing Officer