

Manganese Metal Company is committed to create sustainable growth and profitability by being the First Choice in Pure Manganese.

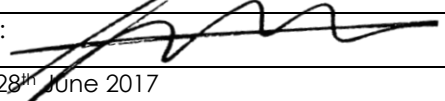
In producing Electrolytic Manganese Metal and related products, we aspire to move beyond regulatory compliance through an active process of identifying, managing and reducing Occupational Health and Safety Risks.

We will develop, implement and maintain management systems for sustainable development that drive continual improvement and ensure that we:

- Provide all employees with such equipment, information, instruction training and supervision as is necessary to implement the policy and achieve the stated objectives;
- Recognise and accept our duty to protect the health and safety of all visitors to the company, including contractors and temporary workers, as well as any members of the public who might be affected by our operations;
- Meet, and where applicable, exceed applicable legal and other government requirements;
- Ensure that the requirements of the National Railway Safety Regulator Act, 2002 (Act No. 16 of 2002) the regulations and SANS 3000-1:2005 are implemented and maintained accordingly;
- Provide the best advice for the safe and responsible use of all our products;
- Utilise the best possible resources that are obtainable to meet all our Health and Safety targets;
- Identify and access all risks relating to the production of electrolytic manganese, to effectively eliminate, mitigate or control the exposure to employees, our community, our contractors, visitors and shareholders;
- Follow through on the “Stop for Safety” concept that entitles each employee the right to stop any unsafe condition or act.

In implementing this policy, we will engage with our employees, contractors, suppliers, customers, business partners and host communities in providing a safe and healthy working environment.

We will be successful when we achieve our targets and reduce Occupational Health and Safety risk to industry acceptable levels as per OHSAct 85 of 1993.

<p>Chief Executive Officer (16.1) Manganese Metal Company (Pty) Ltd</p>	<p>Signature: </p> <p>Date: 28th June 2017</p>
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