

HEALTH, SAFETY, ENVIRONMENT AND QUALITY (HSEQ) POLICY

POLICY STATEMENT

At **Papanyana Holdings**, we firmly believe that the protection of our employees, contractors, clients, visitors, business partners, surrounding communities, assets, and the environment is fundamental to our long-term success. Health, Safety, Environment, and Quality (HSEQ) are integral to every aspect of our business and form the foundation of our operational excellence.

As a diversified company operating within the **Mining, Mineral Processing, Construction, Civil Infrastructure, Plant Hire, Heavy Equipment, Logistics, and Engineering sectors**, we recognize that our activities present significant operational risks. We are therefore committed to maintaining the highest standards of occupational health, workplace safety, environmental stewardship, and quality management across all our operations.

Papanyana Holdings is committed to ensuring that every employee returns home safely every day. We believe that **all injuries, occupational illnesses, environmental incidents, equipment failures, and property damage are preventable** through effective leadership, proper planning, risk management, employee involvement, continuous improvement, and compliance with applicable legislation.

Safety is not simply a priority—it is one of our core values and an essential part of our corporate culture.

OUR HSEQ COMMITMENT

Papanyana Holdings commits itself to:

- Protecting the health, safety and wellbeing of all employees, contractors, subcontractors, clients and visitors.
- Preventing workplace injuries, occupational diseases and fatalities.
- Providing a safe and healthy work environment free from unacceptable risks.
- Complying with all applicable South African legislation, regulations, client specifications and international best practices.
- Preventing pollution and minimizing environmental impacts.
- Protecting company assets, equipment and infrastructure.
- Delivering quality products and services that consistently meet customer expectations.
- Continuously improving our Health, Safety, Environment and Quality Management Systems.



LEGISLATIVE COMPLIANCE

Papanyana Holdings is committed to complying with all applicable legal requirements including but not limited to:

- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993)
- Mine Health and Safety Act, 1996 (Act No. 29 of 1996)
- National Environmental Management Act (NEMA)
- Construction Regulations
- Compensation for Occupational Injuries and Diseases Act (COIDA)
- National Road Traffic Act
- Environmental Conservation legislation
- Relevant SANS Standards
- ISO 45001 Occupational Health & Safety Management Systems
- ISO 14001 Environmental Management Systems
- ISO 9001 Quality Management Systems

Where client standards exceed legal requirements, Papanyana Holdings will adopt the higher standard.

MINING SAFETY COMMITMENT

Mining operations involve unique hazards that require disciplined management and strict compliance.

Papanyana Holdings is committed to ensuring:

- Safe mining practices through effective planning and supervision.
- Compliance with all mine health and safety regulations.
- Regular workplace inspections.
- Geotechnical risk assessments.
- Safe blasting procedures.
- Ground stability monitoring.
- Dust suppression and air quality monitoring.
- Noise exposure management.
- Ventilation management.
- Safe handling and transportation of minerals.
- Safe stockpile management.
- Emergency escape procedures.
- Underground and surface mine safety controls.
- Hazard identification before every task.
- Continuous monitoring of high-risk activities.

No employee shall enter any mining work area without proper authorization, induction, PPE and risk assessment.

CONSTRUCTION SAFETY COMMITMENT

Construction activities involve multiple high-risk operations.

Papanyana Holdings shall ensure:

- Safe work planning before construction begins.
- Site-specific risk assessments.
- Approved Method Statements.
- Safe excavation procedures.
- Trench protection systems.
- Fall protection systems.
- Scaffolding inspections.
- Crane lifting plans.
- Rigging inspections.
- Safe concrete operations.
- Traffic management plans.
- Barricading of hazardous areas.
- Safe demolition practices.
- Safe electrical installations.
- Structural stability inspections.
- Daily toolbox talks.
- Permit-to-work systems.

Every construction site shall have competent supervision and emergency response procedures.

EQUIPMENT AND MACHINERY SAFETY

Papanyana Holdings operates heavy machinery and specialized equipment.

We are committed to:

- Ensuring all equipment is maintained according to manufacturer specifications.
- Conducting daily pre-start inspections.
- Preventive maintenance programmes.
- Operator competency assessments.
- Equipment licensing.
- Lock-Out Tag-Out (LOTO) procedures.
- Safe isolation procedures.
- Machine guarding.
- Hydraulic system inspections.
- Safe lifting equipment certification.
- Load testing.
- Tyre safety inspections.
- Brake testing.
- Fuel handling procedures.
- Safe parking procedures.
- Defect reporting systems.

Defective equipment shall never be operated.

VEHICLE AND TRANSPORT SAFETY

Our transport operations shall maintain the highest road safety standards.

Papanyana Holdings will:

- Ensure drivers possess valid licences.
- Conduct defensive driving training.
- Monitor driver fatigue.
- Enforce speed limits.
- Conduct daily vehicle inspections.
- Monitor vehicle tracking systems.
- Ensure proper load securing.
- Prevent overloading.
- Maintain fleet roadworthiness.
- Investigate all vehicle incidents.
- Promote safe journey management.

Seat belts are mandatory at all times.

OCCUPATIONAL HEALTH

Papanyana Holdings will promote employee wellbeing through:

- Medical surveillance programmes.
 - Hearing conservation programmes.
 - Respiratory protection.
 - Dust exposure monitoring.
 - Heat stress management.
 - Fatigue management.
 - Ergonomic assessments.
 - Wellness programmes.
 - Mental health awareness.
 - Occupational hygiene monitoring.
 - Substance abuse prevention.
 - HIV/AIDS awareness.
 - First Aid facilities.
 - Emergency medical response.
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ENVIRONMENTAL RESPONSIBILITY

We are committed to protecting the environment by:

- Preventing pollution.
- Conserving natural resources.
- Managing waste responsibly.
- Recycling wherever practical.
- Preventing fuel and chemical spills.
- Protecting biodiversity.
- Reducing emissions.
- Conserving water.
- Managing hazardous substances responsibly.
- Conducting environmental impact assessments.
- Rehabilitating disturbed land.
- Promoting sustainable mining practices.

Every employee shares responsibility for environmental protection.

QUALITY MANAGEMENT

Papanyana Holdings is committed to delivering excellence through:

- Customer satisfaction.
- Continuous improvement.
- Quality assurance.
- Process standardization.
- Supplier quality management.
- Compliance with specifications.
- Professional workmanship.
- Efficient project delivery.
- Continuous employee development.
- Performance monitoring.
- Innovation and technology.

RISK MANAGEMENT

Effective risk management forms the cornerstone of our HSEQ system.

We shall:

- Identify workplace hazards.
- Assess operational risks.
- Implement suitable control measures.
- Review risks regularly.
- Investigate incidents.
- Learn from near misses.
- Monitor safety performance.
- Conduct internal audits.
- Promote behavioural safety.
- Encourage employee participation.

PERSONAL PROTECTIVE EQUIPMENT (PPE)

Papanyana Holdings shall provide appropriate PPE including:

- Safety helmets
- Reflective clothing
- Safety boots
- Eye protection
- Hearing protection
- Respiratory protection
- Hand protection
- Fall arrest systems
- Face shields
- Welding PPE
- Chemical protective clothing

Employees are required to wear the correct PPE at all times.

EMPLOYEE RESPONSIBILITIES

Every employee shall:

- Work safely.
- Follow company procedures.
- Wear PPE correctly.
- Report unsafe conditions.
- Report incidents immediately.
- Participate in training.
- Stop unsafe work.
- Protect company property.
- Respect the environment.
- Support fellow employees.

Safety is everyone's responsibility.

MANAGEMENT RESPONSIBILITIES

Management shall:

- Demonstrate visible safety leadership.
 - Provide adequate resources.
 - Ensure legal compliance.
 - Conduct regular inspections.
 - Promote employee participation.
 - Investigate incidents.
 - Review HSEQ performance.
 - Reward safe behaviour.
 - Continuously improve the management system.
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EMERGENCY PREPAREDNESS

Papanyana Holdings shall maintain effective emergency response plans covering:

- Fire emergencies
- Mine emergencies
- Equipment failures
- Chemical spills
- Environmental incidents
- Medical emergencies
- Vehicle accidents
- Structural collapse
- Rescue operations
- Natural disasters

Emergency drills shall be conducted regularly.

ZERO HARM PHILOSOPHY

Papanyana Holdings embraces a **Zero Harm** philosophy. Every accident can be prevented through commitment, planning, leadership, and teamwork.

Our objectives are:

- **Zero Fatalities**
 - **Zero Lost Time Injuries (LTI)**
 - **Zero Occupational Diseases**
 - **Zero Environmental Incidents**
 - **Zero Equipment Damage**
 - **Zero Quality Defects**
 - **Zero Road Traffic Incidents**
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CONTINUOUS IMPROVEMENT

Papanyana Holdings is committed to continually improving our HSEQ Management System through:

- Leadership commitment
- Employee consultation
- Performance measurement
- Internal audits
- Management reviews
- Incident investigations
- Lessons learned
- Training and competency development
- Technological innovation
- Industry best practices



POLICY APPROVAL

This policy applies to all Papanyana Holdings employees, directors, contractors, subcontractors, consultants, visitors, and business partners operating on behalf of the Company.

Failure to comply with this policy may result in disciplinary action, removal from site, contract termination, or legal action where applicable.

This policy shall be reviewed annually or whenever significant operational or legislative changes occur.

Approved By

LJ TOLO

Group Chief Executive Officer

Papanyana Holdings

Reviewed Annually

Corporate Safety Motto

"Safe People. Safe Operations. Sustainable Growth."