

BUSINESS MANAGEMENT SYSTEMS POLICY



Zimbabwe Platinum Mines (Private) Limited is a member of the Implats Group and a leading Platinum Group Metals (PGMs) producer along the Great Dyke in Zimbabwe. Our vision is to be the most valued and responsible metals producer, creating a better future for our stakeholders. We are committed to supplying PGMs needed to develop, sustain and improve our world and the lives of future generations. Zimplats recognises that good Environmental, Social and Governance (ESG) and quality principles are integral components of our mining and processing operations. We play our 'A' game every day to deliver excellent results on our promises through the way we do business, care for our employees and all our stakeholders.

1. CONSISTENT WITH THIS, THE COMPANY AIMS TO:

- 1.1 Develop, implement and continuously improve on systems and procedures focused on ZERO harm on all facets of the business, be it human, material, financial or environmental.
- 1.2 Comply and adhere to all applicable laws, regulations and standards that enhance the company's practices and commitment to Environmental, Social and Governance (ESG) requirements.
- 1.3 Deliver a clean environment through prevention of all forms of pollution.

2. TO ACHIEVE OUR OBJECTIVES, THE COMPANY AND EMPLOYEES WILL:

- 2.1 Adopt a risk-based approach to integrate safety, health, environment, stakeholder affairs and quality programs. Our Business Management Systems (BMS) will incorporate the requirements and guidelines of ISO 9001, ISO 14001, ISO 45001, ISO 31000, ISO 17025, ISO 55000 and other internationally accepted standards that the company may subscribe to.
- 2.2 Through hazards identification and risk assessments (HIRA), identify, monitor and control the safety, health, environmental, security, stakeholder and other business risks and opportunities arising from Zimplats operations.
- 2.3 Ensure that the policy is communicated to all employees and is available to interested parties / stakeholders. Consultation and participation of employees in all elements of the BMS shall be encouraged.
- 2.4 Ensure that all employees are held responsible and accountable for their safety and health, as well as the upkeep of company property.
- 2.5 Ensure that employees are empowered to stop unsafe work practices or refuse to work under unsafe conditions.
- 2.6 Ensure that line managers take full responsibility for enforcing all safety standards, including sustainable development principles in their areas of operation.

CHIEF EXECUTIVE OFFICER

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WORKERS' COMMITTEE
CHAIRMAN MINING

WORKERS COMMITTEE
CHAIRMAN PROCESSING

RESPECT, CARE
AND DELIVER

