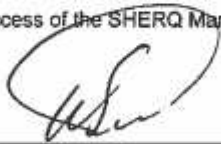


Integrated Management System Policy



- ✓ This policy shall periodically be reviewed as called for in the policy manual.
- ✓ As far as reasonably practicable, provide and maintain a working environment that is safe and without risk to the health of employees as well as persons who are not employees but who may be directly affected by the activities at the mine.
- ✓ *Ensure and promote compliance to our Golden Rules to ensure safety to all on our premises.*
- ✓ Continuously monitor its business and operational risks and to adjust where possible or to inform the Assmang Board of such risks which cannot be controlled by the operation.
- ✓ Continually improve the effectiveness of the management system through the use of the SHERQ Policy, SHERQ Objectives, SHERQ Audit Results, Analysis of data, Corrective and Preventive Actions and Management Review.
- ✓ Communicate this policy statement to internal stakeholders and to make sure that they understand the policy statement and make it available to external stakeholders on request;
- ✓ Subscribe to sustainable development, corporate social responsibility, social equity and sustainable future use of mining property.
- ✓ Ensure compliance with Legal and Other Requirements at all times;
- ✓ Prevent inappropriate / ineffective application of human resources;
- ✓ Provide a work environment, facilities, equipment, products and services that improve safety and health performance;
- ✓ Manage solid, liquid and gaseous waste responsibly;
- ✓ Rehabilitate all degraded areas in line with the approved EMPR;
- ✓ Manage the entire area under its control in terms of sound ecological practices;
- ✓ Reduce wasteful use of natural resources;
- ✓ Manage hazardous substances and dangerous goods effectively / efficiently within the parameters of the law;
- ✓ Effective management practice that maintains the integrity of systems, infrastructure, related information and availability of resources that support this policy;
- ✓ Ensures competence and awareness of personnel and availability of resources that support Human Resource Development;
- ✓ Measure the effectiveness of the SHERQ management system in terms of Safety, Health, Environmental and Quality performance and internal and external customer satisfaction;
- ✓ Consistently deliver products and services that satisfy internal and external customer requirements in a cost effective manner;
- ✓ Optimize the supply chain and outsource partners through both development and control;
- ✓ Continuously grow profit margins and to improve the efficiency and productivity of the operation;

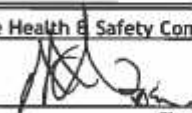

Success of the SHERQ Management System is thus a key performance area for the mine.



KD Selema
Senior General Manager
Khumani Mine

10 Nov 2016

Date

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| <u>Accepted by the Health & Safety Committee:</u> | |
|  | Chairperson Management Representatives R. Rutiri |
|  | Chairperson Employee Representatives Q. Barnard |