



Resource Generation Limited ACN 059 950 337

Health and Safety Policy

Resource Generation Limited and its South African subsidiaries operating as a coal producer in the Waterberg district, commits to doing all that is reasonably practical to create an environment that is safe and healthy for all our employees, contractors and the communities with which we interact.

The mining method used will be a shovel and truck operation in an open cast pit followed by a process of crushing, screening and washing to attain the desired end product.

Our Objective

In order to display commitment and to measure our progress per the Group Management Operating System (MOS), we have implemented the following health and safety objectives:

- To identify all hazards and assess the potential risks;
- To prevent or minimise any potential work related injuries and health impairment of our employees, contractors and our neighbours who may be affected by our operations; and
- Contribute to health awareness campaigns in the local communities.

Management Principles

All Departments within the Group are required to adhere to, and actively encourage the implementation of the following management principles:

- 1. Commitment:** Hold all senior department line managers accountable for health and safety issues within their departments. Plan for adequate health and safety resources in order to effectively execute their plans.

2. **Competence:** Ensure workforce competence and responsibility at all levels through careful selection, education, training and awareness in all health and safety matters within the organisation.
3. **Risk Assessment:** Identify, assess and prioritise all hazards and risks associated with the department's activities. Ensure that effective safe operating procedures and the relevant mandatory codes of practices are developed, authorised and implemented.
4. **Prevention and Control:** Prevent, minimise or control all the priority risks by careful design and planning of the workplace. Periodically assess and test the preparedness and repose of the Crisis Centre through actively conducting mock drills. In the event of an accident or incident, promptly investigate and incorporate action plans and measures to prevent any reoccurrence.
5. **Performance:** Set goals, targets, objectives and performance indicators for all the departmental operations. Meet all procedural requirements and implement best practises.
6. **Evaluation and Assessment:** Monitor, review and rectify the effectiveness of the health and safety management system by conducting frequent audits, evaluating performance against set objectives and goals within the departments.
7. **Stakeholder Engagement:** Maintain and promote open and constructive discussions and good working relations with all interested and effected parties. Enhance mutual understanding pertaining to **health and safety issues**.
8. **Continual Improvement:** Embrace creative innovation in managing the health and safety management system. Promote and encourage the implementation of international best practices for our operations.

Reviewed and approved by the Board: 22 November 2016