

HEALTH AND SAFETY POLICY

The Ripplebrooke Group is committed to the health and safety needs of our employees and meeting the requirements of the Occupational Health and Safety Act, as applicable, in a responsible manner when recovering, refining, beneficiating and trading of precious and base metals. This will be achieved through regular and continuous improvement of our health and safety performance.

As a responsible citizen, The Ripplebrooke Group will take an active part in protecting the health and safety of its employees, which is demonstrated through:

- Therefore a Health and Safety management system has been implemented and will be maintained in accordance with the latest version of ISO 45001.
- Working in cooperation with relevant government departments, members of industry, and unions in promoting high health and safety standards in all aspects of our business
- Formal information and communication sessions, on a regular basis, with employees by means of formal safety meetings
- Using legislative requirements as a minimum standard to promote continual improvement towards health and safety compliance
- Setting of annual objectives and targets, which will be tested and reviewed regularly to ensure improvement, progress, compliance to legislation, other requirements and this policy
- Ensuring that measures are taken and implemented, to minimise the impact on the health and safety of our employees, thereby promoting sustainable development and prevention of accidents
- Promoting employee health and safety awareness through suitable training
- Involving employees to participate in the decision making in their relevant departments, regarding health and safety issues. Also discuss with Safety Reps in the SHE Committee Meetings
- No person shall be allowed to eat or drink where there are any possibility of chemical and other contamination of the food or drinks.