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### Our Vision – Zero harm is achievable

When extracting and processing coal at our various operations, we at **Universal Coal Energy Holdings South Africa (Pty) Ltd** (“UCEHSA”) aspire to Zero Harm to people, our host communities and the environment as much as operationally practicable.

We are committed to provide Safe and Healthy working environment for the prevention of work-related injury, ill health, pollution, depletion of natural resources and to conduct business in a socially and environmentally sound manner and we are also committed to produce the required product, which will conform to interested parties needs and expectations.

### Principles

- A zero-tolerance approach will save lives and protect the environment
- Be responsible and accountable
- Embrace the culture of learning from previous incidents
- Respect and protect the culture, beliefs and heritage of the communities in which we operate
- Simple, Non-negotiable standards and rules

### Our Policy

**Central to UCEHSA’s goal of zero harm is our commitment to develop, implement and maintain Occupational Health, Safety and Environmental Management System(s) that drive continual improvement and to ensure we:**

**U**timize Occupational Health, Safety and Environmental Management system(s), which is appropriate to the purpose, size and context of the organization. Considering ISO 45001:2018, ISO 14001:2015 requirements and input from employees obtained through participation and consultation session(s) with the emphasis on continually improving our SHE management system(s) and SHE performance.

**N**ever limit the essential resources needed to demonstrate the leadership and commitment of Management, necessary for the SHE management system to be successful and to achieve improved SHE performance.

**I**dentify, assess and prioritise the Occupational Health, Safety, Environmental risks and opportunities associated with current and planned future operations, and where necessary set appropriate objective(s), target(s) and management programme(s) to reduce or ultimately eliminate associated risks

**V**alue our partnership with the community, to ensure sustainable community development to enhance economic benefits from our operation and contribute to improving quality of life within the community;

**E**ngage regularly, openly and honestly with government, non-governmental organizations and the community, taking their views and concerns into account in our decision-making;

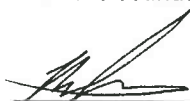
**R**esponsibly train employees to a standard where they can work in an environmentally responsible way, participate and recognise hazards relating to their task and to be able to respond and effectively manage any incident or emergency.

**S**trictly comply with applicable legislation, authorizations and other requirements. Other requirements include all needs and expectations of interested parties, such as customers, corporate, communities, suppliers, regulators, NGO’s, investors and employees.

**A**void, and where this is not possible minimise adverse impacts on the unique ecological and landscape features of the region, through conserving natural resources, reducing green house gases, reducing waste and preventing pollution to air, water and land.

**L**ead by example, Line Management is responsible and will be held accountable for the implementation of this policy and all personnel within the boundaries will contribute to the Policy through responsible safe behaviour.

Approved By:

  
Anton Weber  
CEO: Universal Coal Plc

Date

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