

## 1. OUR AMBITION

Seriti is a South African resources group with an ambition to empower and create growth for all our stakeholders.

## 2. OUR VALUES

Seriti is underpinned by **6 core values**. Safety & Health and Environmental Care are embedded into our organizational values.

- **S** - Safety & Health without Compromise
- **E** - Environmental Care
- **R** - Respect for all
- **I** - Integrity in all that is done
- **T** - Transformation to the benefit of all stakeholder
- **I** - Implement what we promise

Seriti owns and operates both open-cast and underground coal mines situated in the Highveld coalfields. The mines are contracted to supply Eskom's power stations with coal. As a responsible corporate citizen, we have Occupational Health & Safety and Environmental Management systems at all our operations, and these have been developed in accordance to the requirements of ISO14001:2015 and ISO 45001:2018.

## 3. OUR INTENT

We acknowledge that creating the culture we desire and maintaining effective systems requires not only the commitment of top leadership but leadership at all levels and the total involvement of empowered teams and caring individuals. In order to successfully implement our organizational strategy, we intend to develop, implement and maintain simple non-negotiable standards for the following;

### 3.1. SAFETY

- 3.1.1. Pursue **Zero Harm** through proactive risk management and improved use of leading indicators.
- 3.1.2. Believe every incident, injury and/or illness is preventable and learn from incidents to prevent recurrence
- 3.1.3. Provide safe and healthy work conditions and prevent injury by living our values, applying the **6 Essentials** and upholding the **Eyethu Rules**.

### 3.2. HEALTH

- 3.2.1. Ensure a healthy and productive workforce through the effective management and monitoring of occupational health risks and employee health status.
- 3.2.2. Learn from **monitoring occupational exposures** and medical surveillance to prevent the occurrence of occupational disease.
- 3.2.3. Pursue initiatives to reduce occupational health exposure from project design phase/equipment selection
- 3.2.4. Promote and motivate for **wellness** and lifestyle change and the management of chronic diseases.

### 3.3. ENVIRONMENT

- 3.3.1. Protect the environment and prevent pollution through sustainable resource use, including the efficient use of energy

and water, minimizing waste and setting suitable environmental objectives

- 3.3.2. Create environmental awareness amongst employees, contractors, customers and identified suppliers to enhance overall performance
- 3.3.3. Continue to be a responsible corporate citizen, participating in relevant forums and agencies involved with the stewardship of natural resources.

## 4. OUR COMMITMENT

We commit to adhere to the following principles and to actively encourage implementation by business partners


- 4.1. **Accountability:** Hold management accountable for safety, occupational health and environmental performance. Allocate adequate financial & human resources to ensure that these issues are dealt with in a manner that reflects their strategic importance.
- 4.2. **Compliance:** Fulfil all legal and other compliance obligations we subscribe to.
- 4.3. **Competence:** Ensure workforce competence and role clarity at all levels through selection, training and development in all aspects of safety, health and environment
- 4.4. **Risk Assessment:** On an ongoing basis, identify, assess, prioritize and manage the hazards and risks associated with all our activities and address opportunities for improving both the systems and performance.
- 4.5. **Prevention & Control:** Eliminate, avoid, minimize or mitigate hazards, aspects and priority unwanted events and impacts through effective controls, including planning, design, and workplace procedures, and emergency response plans. Learn from incidents and prevent recurrence.
- 4.6. **Performance & Evaluation:** Set simple non-negotiable standards, objectives and improvement plans for those activities with significant actual or potential impacts. Monitor, measure and analyse the effectiveness of management systems against set standards.
- 4.7. **Stakeholder Engagement:** Promote and maintain open constructive dialogue and good working relationships with our employees, local contractors, suppliers, investors, business partners and other interested parties to increase knowledge and enhance mutual understanding in matters of common interest.
- 4.8. **Continual Improvement:** Foster creativity and innovation in the management and enhancement of performance of both systems and outcomes.

This policy will be reviewed bi-annually or when the need arises to reflect our ongoing commitment to and evolving understanding of the principles of Sustainable Human Development and Zero Harm.


This policy is communicated to all employees and contractors on a regular basis and will be made available to the public and interested parties upon request.



Mike Teke  
Chief Executive Officer



Kevin Steyn  
Chief Operating Officer



Douglas Gain  
Chief Financial Officer



Ranganai Chinamatira  
Chief Technical Officer



Thabo Masike  
Chief People Officer



Pule Parys  
Organised Labour