



Cullinan Diamond Mine



Finsch Diamond Mine

# HEALTH & SAFETY POLICY STATEMENT



PetraDiamonds

## CORE VALUES

- Do no harm
- Make a difference
- Do it right
- Take control
- Do it better

Petra Diamonds Limited considers the health and safety of all employees, contractors and stakeholders as our most valued asset. We are committed to safeguarding the health, safety and hygiene of those who work at or visit our operations in a manner that is respectful to legislation, customs and cultures..

## PRINCIPLES

- ☐ Sustained healthy and productive life for all employees, stakeholders and impacted communities;
- ☐ Ensuring a healthy working environment;
- ☐ Sustaining safe operations;
- ☐ Continually improving and maintaining internationally recognised Health and Safety management systems.

## COMMITMENT

We provide safe and healthy working conditions aimed at preventing work-related injuries and ill health in a sustainable environment that is appropriate to Petra Diamonds Ltd as a world class diamond mining producer, through the effective management of strategic risks, health, safety and environmental risks, other risks and opportunities. Our commitment comprises the following elements:

### Commitment 1 - Compliance

Comply with applicable legislation, industry best practice, mandatory codes of practice and company standards and policies.

### Commitment 2 — Setting Objectives & Key Performance Indicators

Plan, establish, manage and improve health and safety compliance, assurance and performance through objectives and KPI's aligned with national regulatory requirements, and industry best practice.

### Commitment 3 – Stakeholder Engagement

Maintain and improve transparent dialogue with all stakeholders and communities in which we operate.

### Commitment 4 – Risk Management

Maintain and improve appropriate risk-based controls through the operational risk management process to eliminate hazards and mitigate occupational health and safety risks.

### Commitment 5 – Health and Safety

Ensure that occupational health and safety practices are implemented and maintained across all levels of management.

### Commitment 6 – Continual Improvement

Continually improve the occupational health and safety management system, risk-based policies, programmes and performance evaluation systems to measure compliance against the adopted standards and indicators. Monitor developments and changes to anticipate new challenges relating to occupational health and safety management in the diamond extractive industry.

### Commitment 7 – Management of Change

Apply sound change management principles during planning and design of new or modified facilities, processes or any other mining projects and related activities.

### Commitment 8 – Performance Evaluation

Conduct internal reviews, inspections and 3rd party audits to evaluate levels of compliance and drive continuous improvement within the OHS Management System.

### Commitment 9 – Emergency Preparedness

Ensure that health and safety risk-based emergency preparedness controls and plans are effective, reviewed periodically, implemented and exercised regularly with employees.

### Commitment 10 – Roles, Responsibility and Authority

Increase awareness of the shared responsibility and accountability for occupational health and safety amongst all employees and other stakeholders through communication, training and development.

### Commitment 11 – Sustainability

Commit to maintain reasonable measures focused on sustained and productive life for employees, non- employees and communities in which we operate.

  
**Vivek Gadodia**

  
**Juan Kemp**

**CO-CHIEF EXECUTIVE OFFICERS  
PETRA DIAMONDS LIMITED**