



**HOMELAND MINING  
& ENERGY SA (Pty) LTD.**

## **EMERGENCY PREPAREDNESS POLICY**

**All employees and contractors involved at Homeland Mining & Energy SA commit themselves to ensure that no catastrophe should at any time threaten the lives of fellow workers when at work or on company property**

**However if an emergency incident should occur, then the all employees will be prepared for such an event in the following manner:**

1. Via a strategy that will eliminate confusion through the efficient management of emergency incidents
2. Via a programme of preparedness to eliminate loss of life during water inundation, fire, explosion, gassing or major collapse incidents
3. Via a programme to prepare all employees to suitable care for accident victims until professional medical help is available
4. Via a campaign to provide all employees with the necessary emergency equipment and the training in its use
5. Via a programme to provide support rescue services and equipment for the safe removal of employees trapped underground

---

**Manager**

01 September 2008

---

**Health & Safety Committee**



**HOMELAND MINING  
& ENERGY SA (Pty) LTD.**

## **SAFETY, HEALTH & ENVIRONMENTAL POLICY**

**The Management of Homeland Mining and Energy SA (Pty) Ltd believes it is the right of every employee and effected parties to work in a safe and healthy environment whilst in the employment of the company**

**The company is committed in achieving excellence in all business activities including SHE Management. In its endeavours to achieve this, every operation in the company shall:**

- Comply with all the relevant laws and regulations pertaining to Safety, Health and the Environment;
- Inform employees and affected parties of the risks and hazards associated with their work;
- Train employees and affected parties to a standard where they can recognize any risk or hazard relating to their work;
- Monitor the safety, health and environmental effects of it's activities on employees and affected parties and on the environment, and review performance regularly;
- Communicate openly with the employees and promote initiatives to continuously reduce the safety, health and environmental risks associated with Homeland Mining & Energy SA's activities;
- Ensure that all employees are committed to meeting the safety, health and environmental management requirements related to the company's activities and are competent to do so in their areas of responsibilities
- Minimize the impact of operations on the environment management systems based on internationally recognized standards
- Promote sustainable development in surrounding communities

---

**Manager**

---

01 September 2008 **Health & Safety Committee**



**HOMELAND MINING  
& ENERGY SA (Pty) LTD.**

## **PERSONAL PROTECTIVE EQUIPMENT POLICY**

**Homeland Mining & Energy SA (Pty) Ltd, his employees and all affected parties comply with the Mine Health and Safety Act, Act 26.(1) – (3).**

We have an obligation to ensure that all our employees, contractors and visitors are properly protected. By ensuring each person is offered the opportunity to access, use and understand the use of Personal Protective Equipment (PPE), Homeland mining and Energy SA (Pty) Ltd will be able to protect our greatest asset, *our employees*.

PPE is required to be worn in specified work areas, or while performing specific job duties. PPE includes footwear, eyewear, gloves, hard hats, hearing protection, and clothing, and any such safety equipment dictated by a supervisor.

PPE is not a substitute for good engineering, administrative controls, or good work practices, but should be used in conjunction with these controls to ensure the safety and health of all employees.

The Employer will provide all employees with the appropriate PPE, in accordance with the procedure, to safely accomplish each task assigned.

The Employer require employees to wear their PPE prescribed by all applicable Risk Assessments, Standards, Procedures, Rules, Safety signs, good practices, etc.

The Employer requires employees to take care and maintain their PPE.

The Employer will ensure that all PPE issued to an employee is controlled through a register which will be signed by the employee upon receipt of the PPE.

The Employee will comply with the relevant PPE procedure.

The Employee will immediately report to their supervisor if their PPE is lost, damaged, or needs replacing for any reason.

If an Employee's PPE has been lost, stolen or maliciously damaged, the PPE will be replaced at the employee's expense.

**“Your best piece of Personal Protective Equipment is YOU!”**

\_\_\_\_\_  
Manager

\_\_\_\_\_  
Health & Safety Committee

01 September 2008



**HOMELAND MINING  
& ENERGY SA (Pty) LTD.**

# COMMUNITY POLICY

**At Homeland Mining and Energy SA (Pty) Ltd, we are committed to sustainable development. Community responsibilities are integral to the way we do business.**

## **Vision**

**Our Vision is to have an open and honest interaction with the communities we directly affect during our operations and to contribute to these communities.**

## **Policy**

**We are committed to being responsible and will implement appropriate and effective communication strategies to promote positive and long-term relationships with our communities.**

**We will effectively manage all of our operations and will adopt a consistent approach towards community relations.**

**In order to achieve our Vision we will:**

- Identify, assess and manage risks to the environment and communities
- Support the fundamental human rights of the communities in which we operate
- Respect the traditional rights of indigenous people
- Advise on the responsible use of our products
- Care for the environment and value cultural heritage
- Consider the needs of our communities during the planning, operational and decommissioning stages of each operation
- Working with communities to contribute to social infrastructure needs through the development and use of appropriate skills and technologies
- Build open and honest relationships with the communities in which we operate
- Provide information on our operations in a timely fashion and actively seek feedback
- Ensure interaction with our communities is undertaken primarily by site personnel
- Record and monitor community concerns and respond to them in a proactive, timely and professional manner
- Support the community with regards to their needs
- Support community initiatives that are aligned to our business principles
- Encourage community awareness of and support for our operations; and
- Promote a responsible approach to community sustainability post mine-closure

---

**Manager**

01 September 2008

---

**Health & Safety Committee**



**HOMELAND MINING  
& ENERGY SA (Pty) LTD.**

# ALCOHOL & DRUG POLICY

**Homeland Mining & Energy SA (Pty) Ltd** is committed to providing a safe, healthy and productive workplace.

**Our Management** understands that alcohol and drug use can affect the ability to perform tasks safely and productively. It recognises that alcohol/drug-related issues can affect anyone at work, and is committed to addressing these issues in a way that is supportive and fair to everyone.

This policy applies to everyone employed at Homeland Mining & Energy SA and all affected companies .

The aim of this policy are to:

- minimize any alcohol/drug-related risks to the organization and to individuals
- link action on alcohol/drug issues with other occupational health and safety initiatives
- provide access to information on the impacts of alcohol/drugs to health and safety
- provide support for those with alcohol/drug-related problems to seek assistance
- maintain confidentiality regarding alcohol/drug-related problems of staff members subject to the provisions of the law.

**Our Management** will oversee the implementation of this policy.

Managers and supervisors will ensure that all staff is fit for duty. Those who appear to be intoxicated or impaired by alcohol or drugs will be approached by designated managers and supervisors according to the relevant procedures. Should an alcohol/drug-related problem continue, disciplinary action may be taken according to the Disciplinary Code. Managers and supervisors are also responsible for ensuring no use of alcohol/drug is allowed at work-related functions and events on mine premises.

All staff members are expected to carry out their duties safely and to refrain from any conduct that could adversely affect their performance and/or place at risk the health and safety of themselves or others in the workplace. In particular, staff members must not:

- report for work or remain at work while under the influence of alcohol or any substance that adversely affects their performance
- drive a vehicle on work-related business if his/her blood alcohol concentration (BAC) level exceeds the legal BAC limit for driving a vehicle, or have taken any drugs.

Staff experiencing alcohol/drug-related problems are encouraged to discuss the issue with their supervisor or other designated person.

---

**Manager**

01 September 2008

---

**Health & Safety Committee**



**HOMELAND MINING  
& ENERGY SA (Pty) LTD.**

# SMOKING POLICY

**Homeland Mining & Energy SA (Pty) Ltd complies with Section 2(1) of the Tobacco Products Control Amendment Act which states that the smoking of tobacco products in any public place is prohibited.**

## **POLICY**

Smoking of any tobacco product is prohibited inside Company's offices, workshops, toilets, changehouses, cabs of mobile machinery and company supplied transport. Tobacco products include, but are not limited to cigarettes, cigars and pipe tobacco.

Designated smoking areas, in adherence to Clause 3 of the Tobacco Products Control Amendment Act, as may be provided, must provide suitable facilities for the disposal of used tobacco products and smoking areas must be sufficiently ventilated at all times.

Management is responsible for enforcing the smoking policy.

Disregard of the smoking policy by employees will be handled in terms of the Company's disciplinary Code, which may include counselling, and discipline of an incremental nature.

In the event of any conflict, the interests of the non-smoker to prevail.

## **Benefits of a Smoke-Free Policy**

A smoke-free policy has advantages for smoking and non-smoking employees, including: -

- Improved work environment: A healthier, cleaner, safer and more pleasant working environment is created.
- Better health: Non-smokers are no longer exposed to the harmful effects of second-hand smoking. It also provides an opportunity for smokers to cut down or quit smoking.
- Improved morale: Working relationships are improved as there is a reduction or removal of tension between smokers and non-smokers.
- Increased health awareness: Awareness of the health risks of smoking is raised.
- Possible assistance to quit: Many organisations offer assistance to smokers who wish to quit or incentives to kick the habit.

## **REMEMBER!!**

The issue is smoking, not smokers and non-smokers. Whether people smoke or not is a personal matter, it is where they smoke that is the issue.

The basis for a smoke-free policy is the protection of employees and the responsibility of employers to provide a healthy and safe work-place under the Tobacco Products Control Act (Act no. 12 of 1999).

\_\_\_\_\_  
**Manager**

\_\_\_\_\_  
01 September 2008 **Health & Safety Committee**