



Safety and Sustainable Development Policy

Extracts of Safety and Sustainable Development Policy

1. INTRODUCTION

Debswana commits to zero harm and to mine diamonds safely, efficiently and responsibly as well as leaving a positive legacy post mining. As a responsible mining company, Debswana believes that:

- 1.1. It is a priority to ensure that our people are enabled and empowered to work safely and that they are not exposed to harm in the work place;
- 1.2. It is important to manage existing and emerging biological, chemical, physical, psychosocial hazards and risks that can impact on workers' health, safety, community and the environment;
- 1.3. The highest attainable physical, mental, emotional and social wellbeing of all employees must be promoted.
- 1.4. The natural environment must be regarded with respect and care, undertaking to protect and minimise impact on land, air, water and biodiversity resources, wherever possible;
- 1.5. Conservation of resources through innovation and improved efficiency is a must do.
- 1.6. Positive contribution to the country as well as good relationship with the communities in which we operate must be maintained.
- 1.7. A mutually beneficial interaction with all our stakeholders is essential to our success;
- 1.8. Every employee has a critical role to play in ensuring that Debswana progresses daily in its journey towards Zero Harm and commitment.

2. GENERAL

Debswana aims to be recognised for its lasting contribution to the success of Botswana through world class sustainability performance in the mining industry by achieving long term business viability through financial successes, resource security, maintaining positive reputation and securing license to operate. Debswana group executive officials are committed to:

- 2.1. Developing, implementing and maintaining a documented Occupational Health, Safety, Environment and Social management systems based on ISO 14001, ISO 45001 and Social Way Framework.
- 2.2. Promoting an organisational culture that is aligned to the goal of Zero Harm.
- 2.3. Developing processes and programmes for prevention and management of biological, chemical, physical, psychosocial hazards and risks (including emerging risks) that can have an impact on workers' health, safety, community and the environment.
- 2.4. Implementation of accident and incident prevention management programmes which will proactively promote employee's health and wellness.
- 2.5. Protecting the environment including; managing waste, effluents, emissions, dust,

- environmental noise and the management of hazardous substances to prevent pollution.
- 2.6. Establish and implement tailings management system for sustainable and safe management of mineral tailings facilities in conformance with the tailings management framework of the Mining Association of Canada (MAC) and other best practices.
 - 2.7. Establish and implement systems for safety, health, biodiversity, community, energy and crisis management in line with MAC requirements.
 - 2.8. Reduce the consumption of natural resources relative to production by promoting the efficient and sustainable use of water, energy, land, and implementation of biodiversity conservation programme.
 - 2.9. Protecting the environment and enhancing the environmental performance by implementing the mitigation hierarchy approach and adopting strategies for pollution prevention, land degradation and waste management.
 - 2.10. Plan for mine closure and actively rehabilitate impacts associated with activities, products and services.
 - 2.11. Develop and implement fit for work programmes such as fatigue, alcohol, drugs management programmes in support of employee's health, safety and wellbeing.
 - 2.12. Continually improving management systems to enhance sustainability performance in line with the requirements of ISO 45001, ISO 14001 standards and the Towards Sustainable Mining protocols.
 - 2.13. Managing hazards, aspects and impacts through risk management processes, monitoring performance for continual improvement, putting emergency preparedness systems in place and providing audit and assurance to ensure compliance.
 - 2.14. Fulfilling the organisation's compliance obligations that include legal and other requirements as well as adopted interested party needs and expectations.
 - 2.15. Providing a framework for setting risk based objectives and performance targets that are integrated into business planning process.
 - 2.16. Establishing clearly defined resources, roles, responsibilities, accountabilities and authorities at all levels for the company's safety and sustainable development performance.
 - 2.17. Fostering awareness, competency, shared responsibility and accountability for ECOHS among all stakeholders through communication forums as well as building a culture of shared responsibility and accountability for safety, health and the environment across the organisation.
 - 2.18. Ensuring that comprehensive planning, implementation and costing for project, operational and closure phases is undertaken and that the financial provision for present and possible future liabilities and obligations is included in life of mine plans.
 - 2.19. Reporting safety, health and environmental risks and performance as well as providing assurance to the Debswana Board of Directors through the sustainability governance committees.
 - 2.20. Investment in research and development as well as develop partnerships to enhance safety, health, wellbeing, energy, biodiversity, tailings management, waste and zero harm.
 - 2.21. Have in place monitoring programmes by which the impact of mine activities on Safety and Sustainable Development issues are measured, reduced and acted upon.