

Safety and Sustainable Development Policy	
Policy Owner	Executive Head of Safety and Sustainability Development
Policy Reference	GSD-SSD-01
Issue Number	7
Effective Date	01/09/2024
Review Date	01/08/2029
Related Procedures/Guidelines or Policies	GBS-CS-01. The Policy on Company Policies

1. INTRODUCTION



Debswana commits to mining diamonds safely, efficiently, responsibly and ultimately leave a positive legacy post mining. Zero harm is always our goal.

As a responsible mining company, Debswana believes that:

- 1.1. Debswana shall ensure that all workers are enabled and empowered to work safely and that they are not exposed to harm at the workplace;
- 1.2. Every employee has a critical role to play in ensuring that Debswana progresses daily in its journey towards Zero Harm;
- 1.3. It is important to manage existing and emerging biological, chemical, physical, psychosocial hazards and risks that can impact on workers' health, safety and the environment;
- 1.4. The highest attainable physical, mental, emotional and social wellbeing of all employees must be promoted;
- 1.5. Climate change is a global risk and should be addressed in an integrated and holistic approach to achieve the strategic objectives of protecting the natural world and ensuring a healthy environment for Debswana stakeholders;
- 1.6. The natural environment must be regarded with respect and care, undertaking to protect and minimize impact on land, air, water and biodiversity resources;
- 1.7. Conservation of resources through systems thinking innovation and improved efficiency is a must do;
- 1.8. Responsible mining should be a priority throughout assets lifecycle including responsible closure and relinquishment;
- 1.9. Positive contribution to the country as well as good relationship with the communities in which we operate must be maintained;
- 1.10. A mutually beneficial interaction and partnership with all our stakeholders is essential to our success;

2. SCOPE

This policy applies to all Debswana Diamond Company operations: Jwaneng Mine, Orapa, Letlhakane and Damtshaa Mines, Group Projects and Debswana Corporate Centre as well as management of associated

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infrastructure and the surrounding communities. This includes employees/workers, visitors, and contractors working for and on behalf of the Company.

3. OBJECTIVE

The objective of this Policy is to state the group executive commitments and long-term direction of the organisation to support, achieve the intended outcome and continually improve the Safety and Sustainable Development (S&SD) performance.

The intended outcome on achieving Safety and Sustainable Development management systems includes:

- 3.1. Enhancement and continual improvement of performance indicators
- 3.2. Fulfilment of compliance obligations, which include legal, volunteered, best practice and other requirements
- 3.3. Achievement of S&SD objectives

4. DEFINITIONS



- 4.1. Definitions in ISO 14001:2015 and ISO 45001:2018 apply.
- 4.2. Company: Debswana Diamond Company.
- 4.3. Business Partners: Contractors doing work on behalf of the company.
- 4.4. Surrounding communities (aligned with Corporate Affairs definition)

5. RESPONSIBILITIES

- 5.1. The Managing Director is responsible for ensuring that the policy is developed and maintained ensuring that adequate human, technological, infrastructure and financial resources are in place for implementation this policy
- 5.2. The Executive Head of Safety and Sustainable Development shall be responsible for updating and communicating this policy to all employees, business partners and ensure the policy is available to all interested and affected parties.
- 5.3. The General Managers, Executive Head of Corporate Services and Executive Head of Projects of each Debswana Diamond Company Operation shall be responsible for the implementation of this policy.
- 5.4. Where applicable, each operation shall nominate a management representative to ensure input into the review of this policy
- 5.5. All employees, visitors and business partners shall uphold this policy

6. 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.

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Debswana Group Executive Committee is committed to:

- 6.1. Providing a safe and healthy working conditions for the prevention of work-related injury and ill health which is appropriate to the purpose, size and context of the organization and to the specific nature of its OH&S risks and OH&S opportunities.
- 6.2. Protecting the environment by implementing the mitigation hierarchy approach and adopting strategies for biodiversity conservation to achieve net positive impact, pollution prevention, land degradation, reduction of value chain emissions and waste management.
- 6.3. Developing, implementing and maintaining a documented Occupational Health, Safety, and Environment management systems based on ISO 14001, ISO 45001, as applicable
- 6.4. Where applicable, establish, implement and continually improving management systems to enhance sustainability performance in line with the requirements of ISO 45001, ISO 14001 standards, Towards Sustainable Mining protocols, tailings management systems and other materiality requirements to ensure compliance.
- 6.5. 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, wellbeing, safety, community and the environment.
- 6.6. Implementation of accident and incident prevention management programmes which will proactively promote environment, employee's safety, health and wellbeing.
- 6.7. Eliminating and reducing hazards, aspects and impacts through risk management processes, monitoring performance for continual improvement, putting emergency preparedness systems in place and providing audit and assurance.
- 6.8. Ensuring consultation and participation of workers, and, where they exist, workers' representatives.
- 6.9. Establishing clearly defined resources, roles, responsibilities, accountabilities and authorities at all levels for the company's S&SD performance.
- 6.10. Fostering awareness, competency, shared responsibility and accountability for S&SD among all stakeholders through communication forums as well as building and promoting safety, health and the environment culture across the organization
- 6.11. Reduce the consumption of natural resources relative to production by promoting the efficient, conservation, sustainable use of water and community access to fresh water, energy, land, and implementation of biodiversity conservation programme.
- 6.12. Reduction of scope 1, scope emissions and implementation of programs to achieve carbon neutral status.
- 6.13. Building climate change resilience to physical impacts in our operations and communities for the entire life cycle of our assets including closure.
- 6.14. Fulfilling the organization's compliance obligations that include legal and other requirements as well as adopted interested party needs and expectations.
- 6.15. 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.



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- 6.16. Establish and implement mine closure framework and governance structures to deliver our closure goal of responsible closure, active rehabilitation, and relinquishment taking into consideration regenerative solutions.
- 6.17. Implementing eco-tourism programmes to achieve sustainable post closure economic activity within our mining areas of influence.
- 6.18. Investment in research and development as well as develop partnerships to enhance safety, health, wellbeing, energy, biodiversity, tailings management, waste and mine closure.
- 6.19. Providing a framework for setting risk-based objectives and performance targets that are integrated into business planning process.
- 6.20. Have in place monitoring programmes by which the impact of mine activities on Safety and Sustainable Development issues are measured, reduced, acted upon and reported.
- 6.21. Reporting safety, health and environmental risks and performance as well as providing assurance to the Debswana Board of Directors through the sustainability governance committees
- 6.22. Review this Policy at intervals not exceeding five years and or during management review meeting to ensure it remains relevant and appropriate.

7. AMENDMENT HISTORY

Issue No.	Effective Date	Date last revised	Amendment Details
1	01/01/2010	26/09/2013	Aligned to DeBeers Safety, Occupational Hygiene and Occupational Health Policies (September 2007)
2	26/09/2013	01/10/2016	Aligned to DeBeers /Anglo Management Standards and Debswana Sustainability Commitment
3	01/10/2016	01/07/2018	Consolidated Safety and Health Policy and Environment Policy; Aligned to Towards Sustainable Mining.
4	01/07/2018	31/01/19	Integrated all site Policies into one to align to Operating Model Structural requirements
5	01/07/2018	25/11/2019	Provide clarity on Towards Sustainable Mining (TSM) requirements
6	01/05/2020	22/04/2020	Revised to add: <ul style="list-style-type: none"> • Processes and programmes to manage biological, physical, chemical and psychosocial hazards • Climate change impacts reduction

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			<ul style="list-style-type: none"> Water and biodiversity conservation
7	01/06/2024	31/05/2024	Policy was due for renewal Revised to incorporate S&SD Sub Function commitments Revised as part of continually improvement

8. CONTACT



The Executive Head of Safety and Sustainable Development should be contacted for clarity on any aspect of this policy.

9. APPENDIX

Not Applicable

10. RELATED DOCUMENTS

Document no:	Document Name	Issue Date	Date of next review
ISO 14001	Environmental Management Systems	2017	Not Applicable
GBS-CS-01	The Policy on Company Policies	2018	2023
ISO 45001	Occupational Health and Safety Management Systems Requirements	2018	Not Applicable

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