



FIDELITY GOLD REFINERY
(PRIVATE) LIMITED

Safety, Health, Environmental & Quality (SHEQ) Policy



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FIDELITY GOLD REFINERY
(PRIVATE) LIMITED

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SAFETY, HEALTH, ENVIRONMENTAL AND QUALITY (SHEQ) POLICY

Fidelity Gold Refinery operates a precious metal refining and smelting complex. It commits towards reaching excellence in Safety, Health, Environmental and Quality performance. We strive to minimise instances of anyone either in the form of an employee, contractor, neighbour, or member of the public to be injured or have their health adversely affected as a result of our operations or activities.

This also includes the potential pronouncements of disaster management of contagious diseases. We strive to maintain Quality standards, which meet or exceed our customers' expectations, best practice as guided by international standards, and regulatory requirements. We will comply, as a minimum, with all local legislative and regulatory requirements and sustain a programme of continual improvement to achieve no harm and reduce our environmental impacts.

It is our objective to responsibly meet the needs of all stakeholders (internally and externally) by developing and safely processing precious metal products in a socially acceptable and environmentally responsible manner. Our employees, contractors, customers, and service providers are partners in our pursuit towards SHEQ Excellence.

Our goals in relation to Safety, Health, Environmental and Quality Management are to:

- a. Continually improve our performance on Safety, Health, Environment and Quality in order to alleviate the risk of injury, occupational illness, ill-health, pandemics and environmental damage. This also includes looking at our community where our business operates and give support.



- b. Fulfil our commitment to the prevention of pollution, reduction of waste and conservation of natural resources and ensuring that our processes and products reflect highest quality standards that have been oriented within our organisation. FGR has established Environmental, Social and Governance (ESG) targets for implementation and action.

We are committed to:

- a. Ensure that all risks that could affect the attainment of this goal are identified and eliminated or reduced to an acceptable level and controlled.
- b. Ensure wellbeing and wellness of employees and contractors.
- c. Conduct our business with respect, care for people and the environment and implement uniform acceptable quality standards for our products.
- d. Demonstrate visible and active leadership with employees, service providers and care for our customers' assets whilst under our control.
- e. Responsibly utilise natural resources.
- f. Comply with agreed corporate requirements that embrace duty of care, including compliance with relevant applicable and related laws.
- g. Ensure that adequate protocols and measures are put in place and enforced in the organisation to protect our employees and contractors from all hazardous exposures including.
 - Promote dialogue with stakeholders and customers about Safety, Health, Environment and Quality.
 - Continue in improving Safety, Health, Environment and Quality management performance, in accordance with ISO 9001: 2015, and all relevant regulations and the principles of Good Governance and Risk Management.
 - Encourage employee consultation, participation, commitment and promotion of Safety, Health, Environment and Quality accountability through training and coaching for competence, resource allocation, supervision, and communication.

We shall achieve these commitments by doing the following:

- a. Establishing clear lines of accountability & ownership of SHEQ Management System.
- b. Ensuring that we collaborate with institutions and other relevant stakeholders to fight biological and any other occupational stressors.
- c. Adopting internationally recognized and audited management systems for continuous improvement opportunities that drive improved Safety, Health, Environment and Quality performance.
- d. Ensuring that all employees are trained at least once every year.



- e. Ensuring that there is a culture of learning from previous incidents and customer complaints to prevent re-occurrence.
- f. Identifying hazards, assessing risks and implementing effective controls.
- g. Identifying and addressing behavioural issues to promote a culture of SHEQ excellence.
- h. Providing safe & healthy working conditions for the prevention of work-related injuries and / or ill health.
- i. Providing all statutory and relevant SHEQ training to develop the critical SHEQ competencies required to promote a sustainable environment.
- j. Implementing, reviewing and communicating to all relevant stakeholders, our SHEQ objectives and targets.
- k. Through conducting of audits, review of objectives and monitoring of targets, we strive to improve our management systems in order to meet and exceed the requirements of ISO 9001: 2015 and all applicable legal and other related requirements to which we subscribe, and which relate to our operations and activities.
- l. Implementing and monitoring plans set out to achieve our ESG targets.

A handwritten signature in black ink, appearing to read 'A. Saburi', is written over a light blue rectangular background.

A. Saburi
Chairman – Board of Directors

25/01/2024

Date

THE END.



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