



Konkola Copper Mines Plc

Health & Safety Policy

At Konkola Copper Mines (KCM) Plc, we believe in sustainable development and are committed to effective management of health and safety (H&S) as an integral part of our business. The health and safety of our employees and stakeholders who may be impacted by the company's operations is of paramount importance. Our aim is zero harm to people and protection of property.

Konkola Copper Mines Plc shall strive to:

- ◆ Comply with applicable regional, national and local H&S regulations, and statutory obligations as well industry best practices. In the absence (or lack) of appropriate legislation, industry best practices and applicable international standards will be used.
- ◆ Develop, implement, and improve H&S management systems with our commitments and values, also, be consistent with world class standards.
- ◆ Set targets and objectives to avoid, reduce or mitigate H&S related impacts on people.
- ◆ Prevent injury and ill-health to employees and business partners by eliminating hazards while providing a safe and healthy workplace. We will also minimise the risks associated with occupational hazards.
- ◆ Implement regular health surveillance and risk-based exposure monitoring of employees and contractor workers.
- ◆ Incorporate appropriate H&S criteria for all business decisions including the planning, operationalisation, and closure of projects.
- ◆ Conduct regular H&S review of projects (including for mergers & acquisitions) to identify, prioritize, assess, and take effective actions for mitigating potential H&S risks.
- ◆ Drive continuous H&S improvement through setting and reviewing targets using appropriate best available practices and technology.
- ◆ Review performance against policy on a periodic basis to ensure management of water as per our objectives including the sharing of good practices throughout the organization and stakeholders.
- ◆ Ensure training for all employees which will emphasize the importance of maintaining a safe and healthy workplace.
- ◆ Promote a positive H&S culture through effective communication, participation and consultation with employees and business partners.
- ◆ Establish processes of consultation and ensure participation of workers, and their representatives (when applicable) in the decision-making process for H&S matters.
- ◆ Promote awareness of business partners, suppliers and other stakeholders on the adoption of practices in alignment with our policies, thereby fostering a collective commitment to health and safety.
- ◆ Drive positive healthcare outcomes for our employees, business partners and the local community.
- ◆ Communicate to all our stakeholders on the progress and performance of H&S management.
- ◆ Provide information and education programs on high-risk diseases including HIV/ AIDS for all KCM and contractor employees.
- ◆ Ensure prevalence of diseases such as HIV/AIDS in any of our workforce do not affect employment, employee rights, development opportunities, benefits or access to sick leaves. We also commit to elimination of stigma and discrimination associated with these diseases through non-discriminatory policies, practices and relevant awareness and outreach programs for our workforce, their families, and the community.

This policy shall be implemented across KCM. The content and robustness of implementation of this policy will be reviewed periodically and revised accordingly. We will also measure progress against this policy and review performance on a periodic basis to ensure ongoing management of Health and Safety.

Signed by:

Malcolm Mewett, COO Konkola Copper Mines.

Date: 10th January, 2025

Revision 0