

Black Mountain Mining

BMM-HSE-SAF-FRM-0021 BMM Site Induction

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1. WELCOME TO BLACK MOUNTAIN MINE

This induction is presented to you as part of our continuous effort to reduce injuries and to maintain a healthy and safe environment for our employees and visitors.
All people working or visiting the mine, even for one day, are required to complete the on-site induction at the section they are visiting.

We believe in zero harm. This means we want you to go home in exactly the same condition in which you arrived.

This on-site induction aims to inform you of our site HSE requirements, the risks you will be exposed to and create a general awareness of the area in which you will work.

We are a risk-based operation and as such take all necessary steps to ensure that you are properly briefed on the hazards to which you may be exposed whilst on site, the risk which it entails, and the controls (measures) in place to safely manage it.

This on-site induction is valid for a period of **six months** for visitors and **1 year** for employees.

INFORMATION ABOUT YOU	
Date	
Name	
Company Number	
ID Number	
Visitor / Employee / CBP	
Company	
Department	
Host / Supervisor	
Area of Work / Exposure	

OUR VALUES



Safety

Our first focus is ensuring that all our people and our stakeholders get home safe and well, every day. "Zero Harm" is the goal we aim for.

Trust

We actively foster a culture of mutual trust in our interactions with our stakeholders and encourage open dialogue to ensure mutual respect.



Care

As we continue to grow, we are committed to creating sustainable futures for our people and communities in a zero-harm environment.

Respect

We are consistent in our application of human rights principles. In our engagement with all stakeholders, we apply the principle of free, prior, and informed consent, which allows all interested and affected parties to voice opinions and concerns.





Excellence

Our primary focus is to deliver value of the highest standard to our stakeholders. We are motivated to improve costs and quality of production at each operation by upholding a best practice culture.

Innovation

We embrace an environment conducive to innovation with zero harm as the defining factor. Optimal use of natural resources improves efficiency and by-product recovery.



Entrepreneurship

Our people are our most important assets. We actively encourage their development and support them in pursuing their goals.

Integrity

We are committed to ethical and transparent engagement with all our stakeholders. With our sights set on accountability, we maintain the highest standards of professionalism and compliance with local and international policies and procedures.



OUR LIFE SAVING RULES

BLACK MOUNTAIN'S SAFETY LIFE SAVING RULES

The well-being and safety of our employees is very dear to us. As business, one of our fundamental values is zero harm. BMM's Safety Life Saving Rules empower all our employees, Contractors, and Business Partners to act in a safe and responsible manner. The rules will be strictly adhered to by all on site and non-compliance will not be tolerated.



LIFE SAVING RULE 1: FUNDAMENTALS OF A SAFE WORKING ENVIRONMENT

- I will be fit for work, unaffected by fatigue, drugs, or alcohol.
- I will only perform work when it is safe to do so- No Pre work assessment – No-work.
- I will always take a safe position and withdraw from any dangerous situation.

LIFE SAVING RULE 2: GROUND CONTROL

- I will never enter any underground working that is not examined and declared safe.
- I will never work in an area with unsupported ground or insufficient support.
- I will never enter any blast hole or any barricaded area.

LIFE SAVING RULE 3: CONFINED SPACES (SURFACE AND UNDERGROUND)

- I will never enter a confined space unless authorised and have a permit to do so.
- I will always ensure there is a standby person when entering a confined space.

LIFE SAVING RULE 4: WORKING AT HEIGHTS

- I will always use fall protection safety equipment when working at heights.
- I will always maintain a 3-point contact when climbing any ladder or a staircase.

LIFE SAVING RULE 5: ENERGY AND MACHINERY ISOLATION (LOCK-OUT)

- I will ensure all energy sources are isolated and that stored energy is released before performing any work.
- I will always use lock-out, tagged out, and test before performing any work
- I will never tamper with any electrical circuit/installation unless I am authorised to do so.

LIFE SAVING RULE 6: MOBILE EQUIPMENT AND VEHICLES

- I will ensure that I am trained, licensed, and authorised to operate any machinery.
- I will obey all the traffic management rules.

LIFE SAVING RULE 7: LIFTING EQUIPMENT

- I will only use lifting equipment that has been examined by a competent person and has a certificate of compliance.
- I will always ensure that load of the weight fits the lifting equipment.

15 November 2023



2. GENERAL SITE REQUIREMENTS

RISK MANAGEMENT

No job may be done without the completion of the pre-start risk assessment, also known as the SMART start.

A SMART start helps the team to identify the immediate, observable hazards and risks and implement measures to manage those hazards and risk.

A SMART START is conducted by every member of the team, as a whole, and not just by one individual and signed off by the entire team.

We all view risks differently, and the more eyes that looks at the same situation, the more hazards and risks can be identified.

Specific booklets are available and can be obtained from your supervisor / host.

All activities which, according to the Baseline Risk Assessment has a high and medium risk, must have an Issue Based Risk Assessment.

These risk assessments must be available in the site safety file and on SharePoint.

All people who are required to conduct these activities, must be fully conversant with the contents of the risk assessment and procedure and PTOs conducted on them.

Your supervisor / host will be able to identify whether an activity requires an Issue Based Risk Assessment, provide you with that risk assessment and coach you on the content.

PERMITS

According to the Mine Health and Safety Act, a Permit to Work (PTW) is a formal, written, safe system of work to control potentially hazardous activities.

The permit details the work undertaken and the necessary precautions to be taken.

PTW ensure that the area or equipment is made safe for a hazardous work to take place.

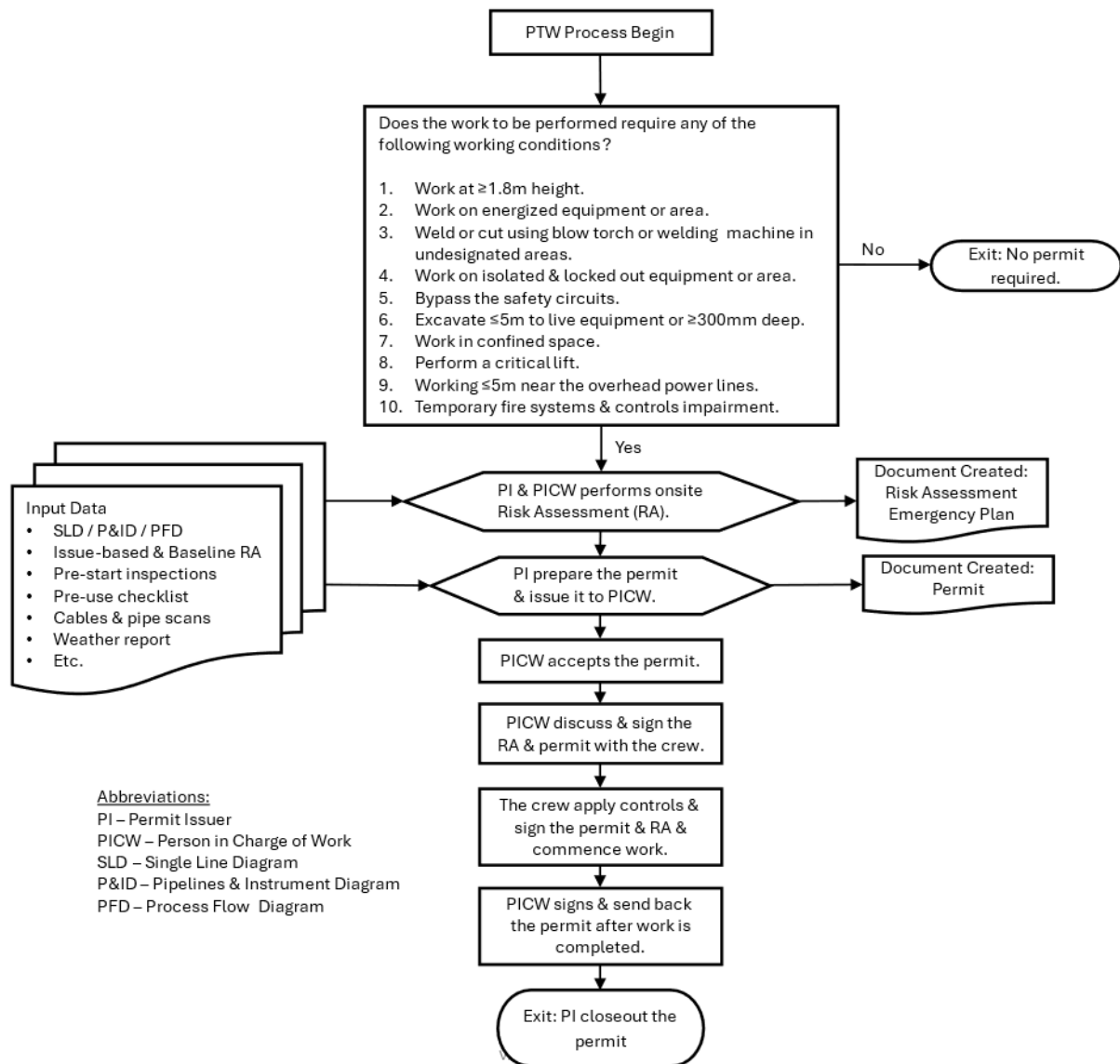
As such, the 2.9.2 appointee is responsible for making the area safe and issue the permit (unless specified) to the Person in Charge of Work (PICW).

The 2.9.2. appointee will also communicate with the relevant stakeholders before work can commence.

A PICW must ensure that the permit is always at site of work & the PPE used has been assessed using pre-use inspection.

Note: The permit is only valid for 1 shift, no permit must be issued for multiple shifts.

Below is a process of PTW system.



The following requirements must be met before and during the following hazardous work:

Permits	When to use the permit?	Permit Requirements
Working at height	Working at ≥ 1.8 m height.	- Valid harness with completed pre-use inspection checklist. Must be replaced every 5 years. - Valid working at heights certificate. Must be renewed every 2 years.
Live Work	When working on energised equipment or area.	- Use arc flash PPE for electrical work. - Use acid resistant PPE chemical related work. - Use heat resistant PPE for working with hot area. - Wear tight PPE when working around rotating machines.
Hot Work	Welding or cutting with blow torch or welding machine in undesignated area.	- Use heat resistant PPE. - Always have fire extinguisher ready. - Use heat shield to protect the surroundings.
Confined Space	Working inside a confined space	- Gas Detecting Instrument with gas levels recorded every 30 minutes. - Must have sufficient air inlets to the area. - Standby person must stand outside at entrance & manage access. - Breaks must be taken every 1.5 hours.
Bypass Safety Controls	Bypassing of safety controls.	- Permit must be issued by 2.13.3.1 Engineer for the site. - LOTO must be conducted where applicable. - Bypass must only be applied for testing purpose. - Use appropriate PPE corresponding to energy source.
Excavation	Excavating at the depth of ≥ 300 mm.	- Cables & pipes must be scanned. - Soil compatibility test must be done. - No excavation may take place near live overhead power line. - Excavation can only be done during the day or where there is sufficient illumination.
Cranes & Lifting	When performing complex lift.	- Soil compatibility test must be conducted. - Wind speed readings must not be ≥ 35km/h. - Lifting Coordinator must direct the spotter & operator. 1 Lifting Coordinator per crane multiple operations. - Avoid contact with surrounding structures.
Lockout Tagout (LOTO)	Working on isolated & locked equipment.	- Isolation Officer (IO) will deenergise, isolate, lockout, tagout, try-out, & confirm zero-energy state on energy sources. - Isolation lock keys will be positioned inside the lockbox & personal locks of people involved applied on the lockbox. - IO to be the first to apply the key & last to remove the key. - IO will de-isolate once work is done & safe to do so.
Working Near Overhead Power Lines	Working ≤ 5 m near the overhead power lines.	- Perform LOTO using LOTO permit process. - Spotter to direct operator from contacting the line. - This work can only take place during the day.
Fire Impairment	Work that requires the fire system protection to be disengaged.	- Be a SAQCC accredited to work on the system. - Fire Marshal to Issue the permit. - Perform LOTO using LOTO permit process, if applicable.

Your host / supervisor is required to take you through the following elements important to the physical site you will work in / visit.

Initial at each of the following elements if it was explained to you and you are conversant with the requirements.

Site Requirements	Covered	
	Yes	No
Site Familiarization Walkthrough of site to understand layout and meet relevant people.		
Emergency Escape Routes and Assembly Point		
Ablution / Change House Facilities		
High Risk and No-Entry Areas		
Parking Areas		
Smoking Areas		

3. ENVIRONMENTAL REQUIREMENTS

Your host / supervisor is required to take you through the following environmental requirements you need to adhere to.

WASTE DISPOSAL REQUIREMENTS

	Yellow skips General waste such as packaging, food waste, tissues and paper towels, Milk box/carton, Juice box	Domestic landfill site
	Blue skips Steel and recyclable material such as conveyor, scrap metal, cables, fan-belts, Conveyor belts	Salvage yard
	White skip Organic material such as wood, leaves and grass cuttings	Garden landfill site
	Green skip Large hazardous items such as oil containers, filters Labeled drums Small hazardous waste such as rags, grease, hydraulic hose, spray cans.	Salvage yard
	Building rubble needs to be such as bricks, cement and concrete is taken to the foot of the rock waste dump	Rock waste dump

SITE SPECIFIC HANDLING AND DISPOSAL OF WASTE

Waste type

(List waste types to which person will be exposed)

Input	Work	Output	Final
New equipment	Remove and replace	Broken equipment	Blue skip
New PPE	Site Visit	Used PPE	Yellow skip

How to separate waste

1. Never mix oil or chemical contaminated waste with normal waste
2. If it can be recycled and will not leak it can generally go in a blue skip
3. If it's smaller than a hard hat it needs to go in a bin not a skip
4. Do not use red bins for waste storage
5. Do not mix grease and other oil types
6. Never store waste or equipment next to a skip
7. PPE contaminated with concentrate or chemicals need to be disposed of in a hazardous waste bin
8. Only put your general waste in a bin with a cover
9. Do not through waste out the window of a vehicle

Natural Environment

1. No Pets/animals in conservation area or past the boom gate
2. No snares, traps, hunting or harming animals
3. Snake handlers' numbers available on toolbox talk
4. No removal, harvesting or destruction of plants on the mining property
5. Take only pictures, leave only footprints

Reporting Spills and Environmental Incidents

1. All spills and incidents to be reported to the supervisor / host immediately.
2. Take immediate action to prevent the spread of the spillage.
3. Report the incident to control room (9999 / 054 983 9999).

Environmental Controls

1. Do not store chemicals or oils directly on the ground.
2. Do not exceed bund wall capacity.
3. Ensure compatible storage of chemicals.
4. Upright and chained storage of gas cylinders.
5. No driving off demarcated roads.
6. No fires allowed outside of designated areas.
7. No refueling or oil top ups to be done without spill prevention measures in place.
8. No entry to water containment facilities without authorization.

9. Do not flush chemicals down drains and stormwater drains.

Natural Resources

1. Report all water leakages immediately.
2. Close taps and put off lights when leaving an area.

Initial at each of the following elements if it was explained to you and you are conversant with the requirements.

Environmental Requirements	Covered	
	Yes	No
Waste Disposal Requirements		
Location of temporary waste storage site		
Reporting Spills and Environmental Incidents		
Environmental Controls		
Natural Resources		

4. HEALTH AND HYGIENE REQUIREMENTS

Your host / supervisor is required to take you through the following health and hygiene requirements you need to adhere to.

Fire and Hot Work Management

At Black Mountain Mining, the emphasis remains one of prevention embodied in the design of structures and ventilation systems in order to prevent the occurrence of fires and to limit the impact of such occurrences. In line with the mine's risk assessment approach, the implementation of the hierarchy of controls are followed during the design of processes, equipment and machinery

All fire hazards must be identified and dealt with so that they are effectively eliminated or otherwise controls established to minimize the risk to Occupational, Environment, Safety, & Health (OESH) to the lowest level reasonably practicable.

A Hot work permit systems is implemented for hot work in any other area of the mine where non-routine hot work must be done.

PPE Requirements

PPE (Personal Protective Equipment) must be issued to you free of charge and will depend on the work you do and the risks you are exposed to.

Workplaces will indicate the required PPE to wear in that area, through a white and blue sign. It is important that you understand which PPE must be worn for which activity and in which area, the limitations of the PPE, how to store the PPE, how to clean the PPE and how to dispose of the PPE.

Your host / supervisor will tell you more about this.

Personal Hygiene

LEAD is DANGEROUS

1. Lead is a cumulative toxicant that affects **multiple body systems**.
2. Lead in the body is distributed to the **brain, liver, kidney and bones**.
3. It is stored in the teeth and bones, where it accumulates over time.
4. Human exposure is usually assessed through the measurement of lead in blood.
5. Lead in bone is released into blood during pregnancy and becomes a source of exposure to the developing fetus.
6. There is no level of exposure to lead that is known to be without harmful effects.
7. Lead exposure is preventable.

Sources and routes of exposure

People can become exposed to lead through occupational and environmental sources.

This mainly results from:

Inhalation of lead particles

Ingestion of lead-contaminated dust, water (from leaded pipes), and food

How can I protect MY health?

- Wear your dust mask
- Apply and maintain the controls
- **Report if controls are ineffective, out of order or not being used.**
- Do not eat, drink or smoke with dirty hands
- Wash your hands, face and under your fingernails
- Do not use compressed air to blow particles of silica & lead from any surface
- Wear the dust monitoring equipment for entire shift
- Report for medical surveillance
- Good housekeeping and personal hygiene

No PPE is allowed to exit the mine unless it is decontaminated.

Changehouse facilities are available on the mine.

Smoking do's and don't

Designated smoking areas are in place on the mine. Do smoke at designated areas only and dispose your cigarette butt in the bins provided. Do not smoke at any other area that is not designated. Smoking underground, in buildings and company vehicles is prohibited.



Thermal Stress Management

a) Health effects associated with exposure to thermal stress

i) Heat stress:

- Heat rash
- Heat syncope (fainting)
- Heat exhaustion
- Heat stroke

Management

- o Cool water is available at designated drinking water stations (e.g. at Refuge Bays) to all employees. They are encouraged to drink water at regular intervals (e.g. ± 250 ml every 15 minutes) and not only when they are thirsty (utilizing water bottles when they access working areas)

ii) Cold stress:

- Frostbite
- Hypothermia

Management

The appropriate clothing, for example jackets, thermal clothing, gloves, etc will be provided according to the outcome of the assessments.

Initial at each of the following elements if it was explained to you and you are conversant with the requirements.

Health and Hygiene Requirements	Covered	
	Yes	No
Fire and Hot Work Management		
PPE Requirements		
Personal Hygiene		
Smoking do's and don't		
Thermal Stress Management		

5. EMERGENCY PREPAREDNESS AND RESPONSE REQUIREMENTS

Your host / supervisor is required to take you through the following emergency response requirements you need to adhere to.

Recognition of different alarms in the workplace

Not all alarms mean there is an emergency.

Some alarms may indicate a startup of a belt, or the cage moving.

Not all alarms sound the same.

Some may be a whistle, some an airhorn, some a bell.

The different types of alarms for this section with their meaning and sound are:

Alarm Name	Sound	When	Response

How to report an incident

At Black Mountain Mine, we report all incidents immediately.

Although legislation provides for incidents to be reported before the end of the shift, all people on the premises are required to immediately report any incident, regardless of the size and type.

All safety, health and environmental incidents must be immediately reported to the supervisor / host and the emergency control room on (9999 / 054 983 9999).

Right to refuse dangerous work and leave a dangerous area

You always have the right to refuse dangerous work and leave a dangerous area.

No one can force you to do any work which you feel is unsafe.

When you find yourself in a situation where the work or the work area may be dangerous and pose an immediate risk to you, withdraw to a safe space and immediately report it to your safety representative and supervisor / host.

The safety representative is trained on the steps to follow to remediate the situation, in conjunction with yourself and the supervisor.

Location of first aid, firefighting equipment and spill kits

Part of responding to an incident may be to extinguish a fire, apply first aid or a spill kit.

Your supervisor / host will identify the location of this equipment for you.

Declaration of medical conditions, illness and use of medication

It is very important for you to declare all medical conditions, current illnesses and the use of medication firstly to the OMP when you do your medical and then to your supervisor.

Certain medical conditions, illnesses and medication can affect your ability to work safely.

Something as simple as drinking cough medication which can make you drowsy can affect your ability to work on heights or operate TMM.

When you declare, the OMP and supervisor / host can ensure that work assigned to you is safe for you to do.

Snake Handling

You may come across snakes and other animals when working at Black Mountain Mine.

Never attempt to catch a snake, or any animal, by yourself.

Report snakes to competent snake handlers, whose numbers are displayed on noticeboards and the Toolbox Talk.

Initial at each of the following elements if it was explained to you and you are conversant with the requirements.

Emergency Preparedness and Response Requirements	Covered	
	Yes	No
Recognition of different alarms in the workplace		
How to report an incident		
Right to refuse dangerous work and leave a dangerous area		
Location of first aid and firefighting equipment and spill kits		
Declaration of medical conditions, illness and use of medication		
Snake handling		

6. CONCLUSION

There is no work you can do here that is worth your life or your health.

Always prioritize yourself first. Don't take risks, never underestimate dangerous situations or be overconfident in the controls or your abilities.

YOU ARE THE NUMBER ONE CONTROL TO YOUR OWN HEALTH AND SAFETY.

YOU ARE RESPONSIBLE FOR YOUR OWN HEALTH AND SAFETY.

Full Name: _____

Signature: _____

7. REVIEW AND APPROVAL

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Catharina Kotze (Head of HSE | BMM) TimeStamp: 2025/06/05 2:51:50 PM ||

This document was approved (in sequence) by the individuals above using electronic approval in our Document Control System.

Final approval status: **Approved**

Approvals were done electronically.