



FerroGlobe

Silicon Smelters

SHEQ POLICY

Rev: 01

Ferro Globe is an international company that is involved in the production of Ferroalloys and Silica fume.

“WE AIM TO PROTECT ALL INTERESTED PARTIES & THEIR RELATED EXPECTATIONS, OURSELVES, CUSTOMERS, THE ENVIRONMENT AND OUR COMPANY IMAGE BY ACHIEVING OUR PRODUCTION TARGETS OF THE HIGHEST QUALITY, IN THE SAFEST, HEALTHIEST AND THE MOST ENVIRONMENTALLY FRIENDLY MANNER”.

FURTHER TO THIS, WE THRIVE TO MEET AND BEYOND THE REQUIREMENTS OF ISO 9001, ISO 14001 AND OHSAS 18001

The General Manager, the SHEQ Committee and the management team are committed to achieving SHEQ Objectives and targets, customer satisfaction, prevention of injuries and ill health, protection of the environment, including prevention of pollution and comply with all legal and all other requirements and standards.

- This will be achieved by involving all levels of the workforce in reducing risks through the enrollment of our Integrated Management System, through communication via briefings and in relevant structures in establishing and reviewing relevant quality, environmental, health and safety objectives and targets. Establishment of Standard Practice Instructions, SHEQ Procedures, training on all related activities, follow-up systems, and continuous improvement actions and Benchmarking against National and International standards will ensure sustainability of our efforts as well as conducting regular internal and external audits.
- Continuous improvements of our products and our customers' satisfaction are first priority objectives for the plant including maximum income, a management based on continuous improvement and a workplace being competent, motivated and working safely.
- We will support directives and actions identified by government authorities and other relevant agencies, and channel these where possible into a framework for Integrated Management Systems (IMS).
- Silicon Smelters Polokwane acknowledges that prevention, identification and management of HIV/TB and related illnesses that are critical and therefore have an HIV&TB policy that maintain a monitoring system and provides employees with education programmes. We will also ensure that no discrimination takes place against any employee with HIV/TB and any other illness so that employees are treated with due respect.

A rigorous and robust Risk-Based Approach will be implemented to support this Integrated Management System Policy.

The policy will be communicated to all persons under the control of Silicon Smelters Polokwane and it will be made available to all interested parties and the public on request.

Compliance to this policy is regarded as a term of employment. All employed at Silicon Smelters Polokwane are expected to demonstrate their full commitment to this policy.

This policy will be reviewed annually.

General Manager

Date: 03/04/2019

PP Hlyapelo

Executive Manager SHEQ

Date: / /

Workers Representative

Date: 12/04/19

Silicon Smelters (Pty) Ltd.

Registration nr: 1998/019036/07.

Registered address: Joubertsrust 310 JS, Voortrekker Road, PO Box 214, eMalahleni (Witbank) 1035, South Africa. Tel (0)13 690 8200, Fax (0)13 690 1108.

Polokwane Smelter address: Beyersnek Road, Farm Weltevreden 746 LS, Polokwane. PO Box 657, Polokwane 0700. Tel +27 (0)15 290 3000.

Directors: Mr. P. Larrea Paguaga* (Chairman), Mr. C.M. Bester (CEO), Mr. J.C Sanchez Recio*, Mr. M. Guerrero Aulló*. * Spanish.