

BLACKMAGiC GROUP

SAFETY, HEALTH, ENVIRONMENTAL AND QUALITY (SHEQ) POLICY STATEMENT

BMG uses innovative and transformative approaches to deliver service excellence to its clients and the wider community. We partner with our customers in warehousing, transportation, short and long-haul services and energy storage. Our vision is to be a leading player as a 4th party logistics provider in the bulk supply chain from the mines to the ports. To achieve this, we follow a management philosophy that prioritises safety first, health, sustainability, integrity, pioneering, quality and business excellence. BMG is committed to the prevention of work-related injuries, illnesses and contamination and prioritises the health and safety of its employees and the environment.

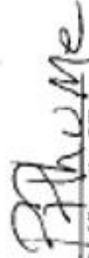
BMG is committed to:

- Our leadership teams place great emphasis on health and safety and create a healthy culture through visible and practical leadership that enables employees to work safely.
- They ensure compliance with SHEQ, regulatory requirements, industry standards and consumer demands.
- To achieve Zero Harm, we will prioritise health and safety at all times, whether at work, in the workplace or at home, by creating a SHEQ culture.
- Our aim is to continuously improve our SHEQ performance as part of our business philosophy.
- Guiding and supporting employees to identify, assess and mitigate employment risks.
- Maintaining our fleet, procedures and operations to ensure the safety of our employees, contractors, visitors and the public.
- Setting and publishing annual SHEQ performance targets with achievable benchmarks for all employees.
- Promote long-term employment success through education, advocacy and open communication.
- Ensure sufficient resources to support our policies and exceed legal, regulatory and other requirements.
- Promote a diverse and inclusive workplace by treating all employees equally and with respect.
- Planning, developing, managing and executing services and projects with safety, health, sustainability, environment, quality and business excellence in collaboration with our employees, partners and supply chain.

To achieve this, BMG shall:

- Providing sufficient resources for the implementation of our SHEQ policy.
- Informing employees about SHEQ issues that may affect them.
- Promote a healthy SHEQ culture with visible leadership
- Make SHEQ a priority at all management meetings and treat it on an equal footing with other operational issues.
- We hold our business units, management teams and employees accountable for the leadership and management of SHEQ to promote honesty.
- Understand and meet all customer and stakeholder needs, including internal needs.
- Comply with certification standards and improve management systems based on the expertise of our employees
- Regularly assess our performance and that of our partners against quantifiable targets
- Challenge the established status quo and offer new alternatives to mitigate risk
- Establish sound risk management plans.
- Improving office processes, recycling and reusing materials to reduce material consumption, waste and pollution.
- Avoiding waste of natural resources and energy.

We will work with our employees, business partners and supply chain to fulfil our commitments in our host communities by following this policy. The Executive Team will review this policy annually.



Paul Phumo – Chief Executive Officer

Date: 01 November 2024