

Health, Safety, Environment & Quality Policy

At Manganese Metal Company (MMC), our purpose goes beyond metal production; it's about creating strength in every dimension. As a leading producer of Electrolytic Manganese Metal, we serve a global clientele with an unwavering commitment to quality, safety, and sustainability.

Our commitments are:

- **Safety & Well-being:** We prioritise the safety and health of our employees, contractors, and visitors. Through rigorous risk assessments, we aim to minimise hazards, prevent injuries, and ensure a wholesome work environment.
- **Environment & Sustainability:** Our operations are guided by respect for our planet. We strive for minimal environmental impact through efficient resource utilisation, pollution prevention, and waste reduction. Our initiatives include exploring alternative waste management solutions, enhancing water-use efficiency, preserving biodiversity, and integrating renewable energy sources – all aimed at reducing our carbon footprint.
- **Quality & Excellence:** We set and measure performance objectives by integrating HSEQ into our core business strategies. This ensures the highest standards in health and safety, customer satisfaction, and environmental stewardship through continuous improvement.
- **Compliance & Integrity:** We adhere to all relevant legislations, international standards, and voluntary commitments. Our operations are anchored in respect, integrity, and care.
- **Collaboration & Transparency:** We believe in shared responsibility. We actively engage with stakeholders, fostering a culture of open dialogue and unrestricted reporting. We work towards a safer, greener, and more productive environment.
- **Resource Allocation:** To realise our HSEQ goals, we are committed to providing the necessary resources, ensuring that our vision translates into tangible actions.

Our leadership team is dedicated to ensuring this policy's communication, understanding, implementation, and maintenance across all of MMC's operations and partnerships.

This policy will undergo a comprehensive review annually to remain relevant, robust, and reflective of our evolving commitments and the world's changing dynamics.



Mr. Louis Nel
Chief Executive Officer (16.1)



Mr. Albert Brugman
Chief Financial Officer



Mr. Teheli Morabe
Chief Operations Officer (16.2)



Ms. Renel Mentz
Chief People Officer



Mr. Bradley Rottcher
Chief Information Officer

Mr. Morne Ruiters
Chief Marketing Officer

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