

DECLARATION:

MODERN SLAVERY STATEMENT



PREAMBLE

This statement has been published in support of the United Kingdom's 'Modern Slavery Act 2015' and outlines the measures and controls to be taken by the UMS Group and all of its subsidiaries to counter all forms of modern slavery, human trafficking and exploitation, and human rights violations in our business and supply chains.

THE IMPORTANCE TO OUR BUSINESS

The UNITED MINING SERVICES Group (UMS Group) through its services and products, forms an integral part of the mining value chain. Mining and infrastructure projects can have a significant impact on the communities where the project is undertaken, and we recognise that such infrastructure projects often take place around communities who are economically marginalised and therefore at increased risk of exploitation. We as the UMS Group of companies recognize the influence it can exert on society and environment through our projects and ability to provide work. Hence, as the UMS GROUP we take our responsibilities towards, shareholders, clients, suppliers, business partners, colleagues and employees, and the broader society very seriously. Our image and reputation as a company that conducts its business above question, is paramount to our business and work ethic. Every employee of the Group therefore has a responsibility to uphold our reputation in this regard.

OUR COMMITMENT

Our declaration to stand against all forms of modern slavery must be read in conjunction with our Code of Ethics and our policies on Employment Equity, General Employee Behaviour and Conduct and Sustainable Development. As a global business we accept that we have the responsibility, and are committed, to upholding human rights and to ensure that there is no form of slavery, servitude, forced or compulsory labour, abuse of power over vulnerable people, human trafficking or any form of exploitation referred to in the UK MSA in any part of our business or supply chain.

GENERAL BUSINESS PRINCIPLES

- i. We will operate within, and abide by, the laws of the countries where we operate, codes of industry practice and standards laid down by statutory bodies.
- ii. We will operate with integrity in all our business undertakings.
- iii. We subscribe to the principles of Human Rights. This means, we will respect the employee's right to freedom of association. Further, the Group subscribes to international statutes against

the use of any forced or compulsory labour, or exploitation of vulnerable groups in any of its project undertakings and expects all service providers and suppliers to the Group to adhere to the same.

- iv. We will provide all employees a healthy and safe work environment.
- v. Employees will work free from the threat of any actual or threatened physical, verbal, emotional or psychological abuse. No forms of harassment or unfair discrimination will be tolerated.
- vi. Employees will be fairly remunerated for their work and never under minimum national requirements.
- vii. We will abide by and uphold our Code of Ethics. Any employee who witnesses a violation of our Code of Ethics must report this promptly to the CEO or appropriate Group Executive and will be guaranteed protection from any form of retribution or victimisation.

PREVENTION MEASURES

Assessment of risk

- i. Our Company Business Principles and Code of Ethics will be applicable to all our projects, irrespective of where in the world they take place.
- ii. All Employees who work for us will be required to familiarise themselves with our Code of Ethics, business principles as well as any other supporting policies. All employees will be required to sign acknowledgement that they understand these principles as well as the consequences of non-compliance.
- iii. Our Code of Ethics, business principles and Anti-Slavery Statements will be available to all stakeholders with whom we engage during our business.
- iv. All suppliers with whom we have business relationships will be informed about our policies and business principles. We will not do business with any suppliers who do not undertake to comply with our ethical requirements.
- v. Supplier due diligence assessments will be undertaken as detailed below.

Due diligence

- i. We will not deal with or support any businesses who are believed to be involved with any forms of human rights violations or who do not support our stance on modern slavery.
- ii. We will apply stringent procurement vetting processes in selecting our suppliers.
- iii. Should a supplier be identified who does not conform to, or violates our standards, remedial action will be taken.

Training

- i. All of our employees will undergo training on our Code of Ethics, General Employee Behaviour and Conduct as well as our stance on modern slavery as a condition of employment.
- ii. All employees will be required to sign an acknowledgment that they will uphold and abide by the above.
- iii. Regular awareness and refresher programmes are conducted to increase employee knowledge and understanding of ethics, as well as the identification of slavery and workplace discrimination.

Signed by the CEO and UMS Board



D. Glover
(Chief Executive Officer: UMS Group)

Date: 26 March 2021



R. Haller
(Director on behalf of the UMS Board)

Date: 26 March 2021