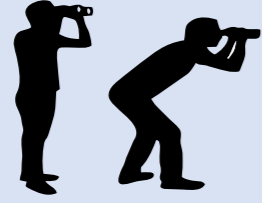






Elemental Investments Safety, Health and Environmental Quality management (SHEQ) policy

Elemental Vision 	Safety	Health and Wellness	Environment
NIL '0' Negative impact	Our vision is anchored in attaining and maintaining world-class safety standards through effective and efficient management of safety at all our operations. With active support from management and employees, we believe we can operate injury and incident free.	Our vision is centered on the belief of having a psychological safe, healthy, content and productive workforce through empathetic care provided by management. We endeavor that our staff return home in a healthy state daily.	Our vision is to identify innovative ways to eliminate and diminish harm to the environment. We are committed to restore the environment (that we may have disturbed due the nature of our work) as close as possible to its original state, to the best of our ability. The vision will be capsuled in the way that we plan, design, execute and close operations in an environmentally sustainable manner.
Elemental Principles 			
 NIL '0' Harm culture	Through commitment from both management and employees, all injuries and incidents can be prevented to create injury-free operations.	Through commitment from both management and employees, all occupational illnesses can be prevented	Through commitment from both management and employees, we are committed to minimize, mitigate and eliminate (if possible) environmental impacts emanating from our activities and services.
 Learning Culture	Through commitment from both management and employees, we shall learn from past accidents and other knowledge centers to prevent accidents repeats	Through commitment from both management and employees, we shall learn from relevant knowledge centers in order to maintain acceptable standards relating to health and wellness of our staff.	Through commitment from both management and employees, we shall learn from relevant knowledge centers to mitigate environmental impacts emanating from our operations.
 Applicable User-friendly standards	Simple, user-friendly standards will be consistently used in all Elemental operations	Simple, user-friendly standards will be applicable in maintaining health and wellness of Elemental staff.	Simple, user-friendly standards will be applicable in maintaining sustainable environmental management systems.
Policy commitment	<ul style="list-style-type: none"> ❖ Elemental management is committed in providing safety leadership. The relevant managers and supervisors are responsible for the effective implementation of the Safety, Health & Wellness and Environmental management system in order to prevent injuries, occupational sickness and environmental harm. 		
Goodnews Mzizi, Managing Member (Elemental Investments Pvt Ltd)	<ul style="list-style-type: none"> ❖ We are committed for continued improvement of our management systems. ❖ All applicable legal and other requirements will be complied to the best of our ability. ❖ Management commits to avail resources including relevant training, education, consultation and auditing. 		
Sharon W. Nyamutaira Workers Representative Elemental Investments)	<ul style="list-style-type: none"> ❖ Elemental management will ensure transparent communication with all stakeholders including employees and other business partners to foster a safe culture. ❖ Safety, Health & Wellness and Environmental performance objectives will be set and monitored to ensure continuous improvement towards our goal of nil harm. 		