OCCUPATIONAL HEALTH & SAFETY POLICY

Walvis Bay Salt Holdings (Pty) Ltd (WBSH) is committed to the protection and promotion of the human health, safety and welfare of its employees, contractors and visitors. Our objective is to achieve and maintain zero workplace injuries and occupational illnesses as we believe that all injuries and occupational illnesses are preventable. We further believe that health and safety considerations are integral to and compatible with all other management function in the organization and that effective health and safety management will enhance rather than adversely affect production or costs.

This Policy is reviewed annually to ensure that it remains current and meets or exceeds the industry standards and requirements for Occupational Health and Safety.

This Policy will provide the overarching framework to achieve these commitments and aspirations.

ACHIEVING OCCUPATIONAL HEALTH AND SAFETY GOALS AND OBJECTIVES

The Company's Health and Safety goals and objectives are achieved by:

1. Directly instructing all employees to no task is so important or urgent that they shall perform it in an unsafe manner or create or accept and unsafe condition to compete the task;
2. Ensure that management holds employees and contractors accountable for their safety and health performance;
3. Make working safely a condition of employment;
4. Ensure that all employees, contractors and visitors use proper personal protective clothing and the correct equipment for the task;
5. Recognize and reward exceptional safe behaviour by employees and contractors;
6. Identifying, quantifying and mitigating risk to and acceptable level;
7. Providing the necessary procedures and instructions to facilitate the safe completion of work tasks;
8. Providing the necessary training, infrastructure and skill to employees to safely complete tasks;
9. Investigate the causes of accidents and incidents and develop effective preventative and remedial actions;
10. Maintaining equipment, building and plant to a high standard;
11. Meeting and exceeding the minimum industry and regulatory health and safety standards;
12. Monitoring employee health by conducting assessments by and approved authority on a regular basis;
13. Actively engage employees to participate and contribute to the Health and Safety program;
14. Performing internal and external safety audits and implementing effective controls to reduce or remove and findings that indicate conditions that may negatively affect the health and safety of employees;
15. Prepare for and maintain capability to effectively respond to emergencies and crises;
16. Monitor, assess and audit our operations to ensure continuous improvement of our occupational health and safety performance.

Approved by: Date:

_____ 06 May 2026

Managing Director