

	<p style="text-align: center;">MANAGEMENT SYSTEM (Doc No. 5.3.1.5)</p>	<p>Effective Date: 15 May 2021 Revision No. ISO 45001 Date Reviewed: - Page: 1 of 5</p>
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Sir

Daniel Makashane

In recognition of, and in accordance with the provisions of Schedule 4 to the Mine Health and Safety Act no. 29 of 1996

APPOINTMENT AS ASSISTANT TO THE MANAGER OF FOREMAN IN TERMS OF SECTION 7(4) AND REGULATION 2.9.2 OF THE MINE HEALTH AND SAFETY ACT, 29 OF 1996

In terms of Section 7(4) of the Mine Health and Safety Act, 29 of 1996, and the powers vested in me to appoint persons, you are hereby appointed as the Foreman to assist me in the discharge of my duties and functions in terms of the mining legislation and to be responsible for all delegated duties and functions within your area of responsibility.

You are hereby referred to the addendum attached to this appointment insofar as it describes your area of responsibility. You are to ensure that you are familiar with the area of responsibility, and understand and agree with the boundaries of your area of responsibility.

Your appointment will be with effect from the date of your signed acceptance until this appointment is cancelled or superseded by a new appointment.

Section 7(4) of the Mine Health and Safety Act, 29 of 1996 allows for the manager to assign to you functions and provisions under the Act and Regulations entrusted to the manager. You will be held responsible for compliance with the assigned duties in your area of responsibility. You are hereby referred to the addendum attached to this appointment insofar as it describes the functions and provisions assigned to you.

You are to report to me without undue delay any situation in conflict with the Act and with which you cannot properly deal.

In terms of Regulation 2.9.2, in force in terms of Schedule 4 of the Mine Health and Safety Act, 29 of 1996 you must take all reasonable measures to ensure the Safety and Health of employees within your area of responsibility and keep proper discipline.

Your attention is specifically directed to the Regulations as set out in the addendum attached to this appointment.

You must take reasonable measures to ensure that the functions entrusted to you are complied with in accordance with the provisions of the Act, and you are to report to me without delay any situation in conflict with the Act and with which you cannot properly deal.

Instructions and procedures are from time to time issued by the employer and / or the manager and it will be your responsibility to ensure the implementation and adherence to these instructions and procedures in your area of responsibility.

You are hereby authorised and obliged to take all reasonable measures to comply with legislative requirements. It will be your responsibility to report any shortcomings in relation to the implementation of applicable legislation which you are unable to rectify, immediately in writing to the appointed manager.

You are to maintain a good working knowledge of the provisions of the mining legislation and all amendments thereto, as well as of other legislation which may impact on the activities at the mine, and your health and safety responsibilities as described above.

Please confirm your acceptance of this appointment and understanding of the duties involved, in writing, by signing the acknowledgement below.



Francois Meider Smith
Mine Manager 3(1) (a) appointee

The above appointment and responsibilities are understood and accepted.

I acknowledge and accept the above appointment and declare that I am familiar with the duties, functions and responsibilities imposed on me by legislation and this appointment and undertake to ensure the implementation and adherence to these duties, functions and responsibilities.

Name: DANIEL

I.D. 744126 57 59087

SIGNED: 

DATE: 28/09/2023

ANNEXURE “A”

ADDENDUM TO THE APPOINTMENT

This addendum is an integral part of your appointment.

SECTION A: *GEOGRAPHICAL AREA OF RESPONSIBILITY*

Your geographic area of responsibility is:

Dorning Crushers (Portershoek Quarry)

SECTION B: *FUNCTIONAL RESPONSIBILITY*

Within your geographic area of responsibility, your attention is drawn to, but not limited to, the following specific legal duties, functions and activities. You will be held accountable/responsible for compliance with:

1. *Legal reference: Mine Health and Safety Act, 29 of 1996 (Section; 7(4))*

The following duties/functions are assigned to you:

In terms of Section 7(4) of the Mine Health and Safety Act, 29 of 1996 you are responsible for compliance with the following functions and provisions which are entrusted to the employer and or manager by the Act:

- Sections 5, 6, 10 and 11;
- You must also ensure compliance with Chapter 3 of the Mine Health and Safety Act and the implementation of the collective agreement as contemplated in Section 26 and 33 of the Act.
- You are further tasked with ensuring compliance with the requirements in terms of any mandatory and voluntary codes of practice applicable within your area of responsibility in terms of Section 9

2. *Legal reference: Minerals Act, 50 of 1991 (Regulations; 2.9.2) – in force in terms of Schedule 4 of the Mine Health and Safety Act, 29 of 1996.*

The following duties/functions are assigned to you:

- Your attention is specifically directed to the following Regulations:
(Add reference to those Regulations that are applicable, dependant on exact function, including electrical, machinery etc.)

3. *Legal reference: Mine Health and Safety Act, 29 of 1996 Regulations*

The following duties/functions are imposed on/assigned to you:

- (Add reference to those Regulations that are applicable, dependant on exact responsibilities, e.g. including electrical, machinery etc)

SECTION C: *AUTHORITY*

You are given the authority to ensure proper discipline and compliance with the legal provisions and requirements.

- You are to familiarise yourself with the group and internal disciplinary codes and procedures and to apply them when required;
- You are to bring to my attention the need for any additional authority required by you to ensure compliance with the legal provisions/requirements;
- You are to bring to my attention the need of any means needed to ensure compliance with the legal provisions/requirements;
- You are required to bring any queries, difficulties or any issue that cannot be properly resolved by yourself to my attention;

SECTION D: *SAFETY, HEALTH, ENVIRONMENTAL AND QUALITY MANAGEMENT SYSTEM (“SHEQ MANAGEMENT SYSTEM”) REQUIREMENTS*

In addition to your statutory responsibilities, you are required to comply with the SHEQ Management System within your area of responsibility.

You are to make yourself familiar with all mine Standards, Procedures, Codes of Practice, Mandatory Codes of Practice and Policies as they relate to the Safety, Health, Environmental and Quality Management Systems, and ensure compliance, within your scope of authority, therewith.

Should you be unable to comply, you will immediately bring this to my attention.

These responsibilities are consistent with, and supplementary to your legal duties.

GENERAL

Your attention is drawn to the fact that amendments occur from time to time both to the applicable legislation and the Regulations. It is your responsibility to ensure that you are up to date and, where appropriate, and advise management on relevant changes to the legislation and Regulations insofar as it impacts on your area of responsibility. You should note that your rights and powers are only in respect of the designated working area for which you have been appointed.

By attaching your signature at the bottom of this addendum you confirm that you have read and understand the requirements and accept the responsibilities set out in the contents.

Signed *SBM Makoflan*

Date *28/09/2023*

Mr. *DANIEL MAKASUANTE*