



**SAFETY HEALTH AND ENVIRONMENTAL MANAGEMENT SYSTEM**  
(Doc No. SHE/APP- 003.02)

Effective Date: 1 February 2025  
Revision No. 0  
Date Reviewed: -  
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**Objectives and Targets**

No.	Objectives	Responsibility	Objective Date	Targets	Responsibility	Target Date	Status
<b>Period under Review</b>							
1	Keep Disabling Frequency Rate (DIFR) at 0. Zero defect!	All personnel		Health and Safety Awareness training. Workers participation in Health and Safety Drives.			
2	Achieve DMR Milestone for “no new” noise induced hearing loss cases reported	Supervisors		Toolbox talks Induction training P.P.E. Medical surveillance to monitor results			
3	Achieve DME Silicosis milestones for “no new silicosis cases reported in the mining industry”	Supervisors Occupational Hygienist		Change current water sprays with mist sprays to affect improved dust allaying and to conserve water			

No.	Objectives	Responsibility	Objective Date	Targets	Responsibility	Target Date	Status
<b>Period under Review</b>							
Date Reviewed:		1/02/2025					



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5	Identify training requirements for all personnel			Management must use the "Training Needs" matrix designed for the Occupational Health and Safety Management System to identify training required for all staff			
6	Train workers in the training modules required as determined from the Training Needs Analysis			Arrange training with trainer			



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**Targets Reviewed**

No.	Targets	Responsibility	Target Date	Status (Completed) (Not Completed)	Revised Target Date
<b>Date Reviewed:</b>					
1	Health and Safety Awareness training	All personnel			
2	Encourage workers involvement in safety initiatives Toolbox talks Induction training P.P.E.	Manager/Health and Safety Reps  Supervisors			
3	Medical surveillance to monitor results				
4	Change current water sprays with mist sprays	Maintenance artisan. Manager to oversee			
5	Address the non compliances identified during the previous audit	Manager and Supervisors			
6	Management must use the "Training Needs" matrix designed for the Occupational Health and Safety Management System to identify	Manager and EEC			



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training required for all staff					
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Action List to Achieve Targets				Updated:	Next Review Date:		
No.	Target	Responsibility	Action Required	Actioned by Date:	Status	Next Action by Date	Status
1	Health and Safety Awareness training	All personnel	Arrange annual induction training				
2	Encourage workers involvement in safety initiatives Toolbox talks	Supervisors	Weekly safety toolbox talks				
3	Induction training P.P.E. Medical surveillance to monitor results	Supervisors Occupational Hygienist	Make use of Procedures, Risk Assessments and Policies to improve on the job training				
4	Change current water sprays with mist sprays	Maintenance Artisan	Purchase sprays				
5	Address the non compliances identified during the previous audit	Manager and EEC	Discuss non-conformances and design action list to address				



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			outstanding issues						
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**Action List to Achieve Targets**

No.	Target	Responsibility	Action Required	Actioned by Date:	Status	Next Review Date:	
						Next Action by Date	Status
6	Management must use the "Training Needs" matrix designed for the Occupational Health and Safety Management System to identify training required for all staff	Manager	Identify needs and plot on the matrix		Completed. Possible changes to previous identified training required.		
7	Arrange training with trainer	Manager	Arrange with trainer to conduct the training		Training 50% complete.		