

INTEGRATED MANAGEMENT SYSTEM (IMS) POLICY STATEMENT

BCM Group (“BCM”) is committed to implementing a structured Integrated Management System (IMS) to ensure the quality of its services tailored to their unique customer needs and ensures all work activities are carried out safely with all possible measures taken to remove, or at least reduce risks to the health, safety and welfare of workers, contractors, visitors, and anyone else who may be affected by our operations.

BCM has defined the overall policies regarding the implementation of its integrated management systems appropriate to the purpose of the organization and includes:

- A framework for setting the management system(s) objectives.
- A commitment to satisfying applicable requirements.
- A commitment to continuous improvement of the IMS.
- A commitment to consultation and participation of workers, and, where they exist workers representative.
- A commitment to eliminating hazards where possible and reasonably practical, and reducing risks within the workplace.
- Fulfilling all applicable legal and other relevant requirements.
- Providing safe and healthy working conditions for the prevention of work-related injury and ill health.

BCM views the implementation of the IMS, as part of its strategic initiatives for which management with other stakeholders have established new Vision and Mission Statement and Core Values for the Organization as follows:

Vision

“To become a leading provider of sustainable solutions in the global mining industry, maximizing value for our clients and all stakeholders.”

Mission

“Our mission is to deliver exceptional mining solutions tailored to the unique needs of our clients. We strive to empower communities and drive economic growth in our regions whilst upholding the highest standards of safety and environmental responsibility.”

Core Values

- **SAFETY EXCELLENCE:** Prioritizing health and safety in all operations.
- **ENVIRONMENTAL STEWARDSHIP:** Committing to sustainable environmental practices
- **INTEGRITY AND PROFESSIONALISM:** Maintaining the highest standards of honesty and ethical behaviour.
- **INNOVATION:** Adopting new technologies and ideas for continuous improvement.
- **COMMUNITY ENGAGEMENT:** Contributing to the well-being of operational communities
- **COLLABORATION:** Building partnerships for shared goals and mutual benefits.
- **OPERATIONAL EXCELLENCE:** Streamlined processes to optimise resources and increase productivity.

The new Vision, Mission and Core Values statements will serve as the guiding principles in the implementation of the Integrated Management Systems.

BCM has specifically defined policy statements for its Management Systems, which includes:

QUALITY MANAGEMENT SYSTEM (QMS) POLICY STATEMENT (ISO 9001)

BCM is committed to consistently provide quality goods and services to its customers, abide by legal, regulatory, and contractual requirements, timely delivery to customers request and continually improving the QMS.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM (OHSMS) POLICY STATEMENT (ISO 45001)

BCM is committed to consistently ensuring all work activities are carried out safely, and with all possible measures taken to remove, or at least reduce, risks to the health, safety and welfare of workers, contractors, visitors, and anyone else who may be affected by our operations and the continual improvement of the OHSMS.

In line with our new Vision, Mission and Core Values, the purpose of these policies is to ensure that BCM acknowledges using the ISO 9001 and ISO 45001 (together referred as the IMS) as the guidance and structure for its business activities. The requirements and structure of the IMS will aid us in achieving our new strategic goals.

BCM is also committed to:

- Complying with applicable legal, regulatory, and other requirements and ensuring that identified critical business functions are always available.
- Improve business processes.
- Ensure customer satisfaction.
- Provide and maintain a safe working environment through recognizing, assessing, controlling, and evaluating hazards at workplace periodically
- Provide a commitment to consult and co-operate with workers in all matters relating to health and safety in the workplace
- Provide information, instruction, training, and supervision that is reasonably necessary to ensure that each worker is safe from injury and risk to health
- Developing, implementing, and maintaining the IMS.
- Provision of appropriate resources to establish and develop the IMS.
- Ensuring that all the employees involved in the IMS are competent based on appropriate education, training, skills, and experience.
- Conducting a systematic review of performance regularly to ensure that the IMS objectives are met.
- Implement continual improvement initiatives, including risk assessment and risk treatment strategies
- Proactively identify, assess, and eliminate hazards and reduce OH&S risks through effective control measures and continuously review our risk management processes to minimize the potential for accidents and health issues within our operations.
- Consultation and participation of workers, including their representatives, where applicable.

The Integrated Management System (IMS) objectives include the following:

- Digitize at least 75% of manual business processes within 3 years.
- Improve skill capability annually by 95% for all staff through QMS awareness and other training, enabling consistent and excellent delivery of services.
- Complete all projects within the agreed timelines and budgets, minimum acceptable target is 90%.
- Achieve a minimum customer satisfaction score of 90% in post-project surveys.
- Ensure 100% employees are aware of the health and safety practices of the organization by the end of the year.

- Maintain at least 100% compliance with all the applicable HSE Legal / Regulatory requirements within the year.
- Ensure zero loss of life at the workplace.
- Ensure LTI frequency rate is maximum 0.7 per million man-hours
- Ensure employees are trained in emergency response readiness annually.

The IMS policies and related documents shall be reviewed annually or when significant changes occur to ensure the suitability, adequacy, and effectiveness of the IMS.

The IMS Manager is designated as the corporate management liaison responsible for the Integrated Management System program. Other Management System Manager(s) has been duly assigned for the responsibilities of respective management systems.

These policies apply to all staff and other interested parties responsible for business operations, protection of their health and safety, and the provision of services from executive management at all levels of the organization.

Policy statement endorsed by:

Paul Coe

CEO BCM Group