

African Underground Mining Services (AUMS) proudly supports, promotes and respects the protection of fundamental Human Rights and freedoms defined within the United Nations Universal Declaration of Human Rights, and other international humanitarian laws, covenants and conventions, and embraces the protection of workers' rights and the prohibitions contained within the International Labour Organisation's Core Conventions.

AUMS is committed to ensuring that its relationships and dealings with employees; contractors and their employees; suppliers; clients; governments; business partners; communities; agencies, and any other individual or entity, are conducted in a manner which develops partnerships underpinned by a strong social, cultural and civil ethics and mutual respect for the protection of human rights, freedoms and equality.

AUMS will not tolerate any form of Human Rights abuse, restriction of freedom, discriminatory practices or unethical behaviour and will to this effect use the framework of 'Protect, Respect and Remedy' to resolve human rights issues or sever relationships that fall within the Company's 'sphere of influence' and/or control where necessary.

The intent of this policy is to convey the Company's commitment to Ethics and Human Rights and to ensure the integration of responsible humanitarian practices throughout the entire business. To ensure this can be accomplished, links to relevant conventions and covenants are available to all Employees via the AUMS intranet.



**Blair Sessions**  
**Chief Operating Officer**  
**May 2018**