

# DE BEERS GROUP

## SAFETY, HEALTH AND ENVIRONMENTAL POLICY

### OUR VISION

At De Beers Group, our purpose is to Make Life Brilliant as we strive to realise our ambition to be the Pioneer of a New Diamond World. We are guided by the implementation of our Building Forever Sustainability Framework, the Beyond Zero approach, our values and our purpose-led culture. We recognise that a diamond's value originates with consumer demand – the starting point for the entire industry value chain. We believe that by working with our partners to integrate Safety, Health, Environmental (SHE), and Risk Management throughout our business, we will create a positive legacy that endures well beyond the recovery of our last diamond.

### OUR POLICY

- Our Policy emanates from our values of Put Safety First, Be Passionate, Pull Together, Build Trust, Show We Care and Shape the Future.
- We recognise that all our employees, contractors and business partners are responsible for safety, health, wellbeing and environmental stewardship.
- We shall consult, engage and collaborate transparently to promote participation with all stakeholders, including employees, contractors, business partners and other interested parties to build constructive engagements, respect people's culture and heritage, and enhance and promote continual improvement in SHE performance.
- We are the strongest link by responding proactively to SHE risks, threats, emergencies and opportunities.
- We commit to a high-performance and purpose-led culture, in which everyone demonstrates strong leadership to ensure SHE priorities are central and integrated into our activities, performance targets and objectives. By doing so, we work together to maintain a safe workplace and a healthy environment and to build and maintain thriving communities everywhere we operate.
- We demonstrate SHE behaviours by choosing to be involved, be mindful, follow the rules, by choosing to lead, speak up and be ready to respond to risk.
- We want to leave a positive legacy in terms of the environment. Therefore, we rigorously adhere to the mitigation hierarchy to eliminate, avoid, minimise, mitigate and restore impacts across the value chain, from design to closure.
- We commit to comply with all mandatory requirements, fully understand and monitor SHE compliance obligations, and uphold best practices everywhere we operate.
- We maintain a working environment where operational risk management and all SHE controls are effectively integrated into the Operating Model as a way of work.
- We build capacity by allocating appropriate resources, providing training and education, and driving awareness through our learning and sharing culture.
- We leverage our leadership position to avail the human, technological, infrastructure and financial resources to give effect to this policy.
- We innovate and embed technological advancements, systems and digitisation to increase confidence in our SHE management, monitoring and reporting.
- We commit to pursuing a sustainable culture, across the diamond value chain, of health and wellbeing, in which fatalities and hazards are eliminated. Safety, occupational health and environmental risks are reduced, and our natural world and climate are protected for future generations.



**Al Cook**  
**CEO, De Beers Group**  
21 July 2023



**Burger Greeff**  
**Executive Head of Technical**  
21 July 2023

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THIS POLICY REPLACES ALL PREVIOUS VERSIONS OF THE SAFETY, HEALTH AND ENVIRONMENT POLICIES