

CODE OF CONDUCT AND NON-DISCLOSURE

REV 003

2026

ASPASA services multiple mining companies across South Africa and our engagements are based on our vision, mission and values. This includes ASPASA employees and Contractors.

Vision

To promote a healthy and sustainable small surface mining industry in South Africa.

Mission

- **Your voice when it matters most** : Represent the interests of the small opencast surface mining in South Africa.
- Act as a **forum** for its members
- Establish ASPASA members as small opencast surface mines **suppliers of choice based on compliance and leading practices** that its members have to adhere to.

Values

We put care, pride, and innovation into everything we do.

- **Care**

To show sincere interest in the overall wellbeing of mineworkers.

- **Pride**

We are proud of our service quality.

- **Innovation**

To supply innovative ideas and solutions for industry to grow.

Code of conduct in our own and members operations.

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| • We comply with the law | • We avoid conflicts of interest |
| • We do not offer or accept bribes | • We respect human rights |
| • We comply with the ASPASA policies and procedures | • We treat one another equally |
| • We minimize our environmental impacts | • We communicate transparently and protect the ASPASA brand |
| • We process customer information and other personal data in confidence | • We do not disclose business secrets |

This policy will be reviewed annually and revised when necessary.



Letisha van den Berg
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