**4.2 Understanding the Needs and Expectations of Workers and other Interested Parties**

Interested Parties is defined in ISO 45001 as “a person or organisation that can affect, be affected by, or perceive itself to be affected by a decision or activity”. Below are examples and not limited to:

Diagram

Description automatically generated

Employees

* Provide a safe working environment ***(LEGAL)***
* Hazard awareness
* Personal Protective Equipment ***(LEGAL)***
* Job security
* Fair, just and consistent treatment of employees
* Provision of appropriate housing and living conditions
* Shared culture and attitudes

Mine Safety Department

* Compliant equipment and reporting ***(LEGAL)***
* Reduced dust ***(LEGAL)***
* Appointments of staff ***(LEGAL)***
* Compliance to Mining Regulations to ensure all personnel are appropriately trained and certified
* Operation as per road and traffic standards / regulations

Trade Unions

* Fatigue management ***(LEGAL)***
* Compliance to Labour Legislation and HSE Legislation ***(LEGAL)***
* Representation and cooperation
* Competitive remuneration
* Provision of a work environment which does not adversely affect health and safety
* Provision of appropriate housing and living conditions

Safety Committees

* Opportunity for 2-way communication
* Remediation of unsafe conditions / systems

Clients

* Compliancy to their standards
* Reduced incidents

Visitors

* Escorts – Access, provision of security
* Awareness of mining / exploration regulations

Suppliers

* Provide consumables that are environmentally friendly
* Provide MSDS, SWL and service plans

Communities

* Noise
* Livestock (sumps)
* Routes and access – roads and paths
* Rehabilitation and effective management of waste – chemicals used
* Safety of community – barricade and signage
* Employment of fit, able and capable personnel from the local catchment area

Associations and Professional Bodies

* Registration of all required personnel
* Trained and competent personnel fulfilling the assigned roles

Emergency Services

* Systematic, planned and appropriate response
* Appropriate resourcing and training ***(LEGAL)***
* Appropriate procedures in place to minimise high risk