



From: Paul Coe
To: All Employees, Partners, and Stakeholders of BCM
Subject: Executive Support Letter for IMS Certification Initiative

As the CEO of BCM International Ltd & Affiliates (“BCM”), I am proud to announce our steadfast commitment to implementing and maintaining ISO 9001: Quality Management Systems and ISO 45001: Occupational Health and Safety Management Systems. This strategic initiative underscores our dedication to quality, safety, and operational performance excellence across all our operations.

Also, as part of our strategic initiatives, management with stakeholders have established tailored Mission and Vision Statement and Core Values of the Organization.

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 while 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.

Commitment to Quality – ISO 9001



ISO 9001 sets the global standard for quality management, emphasizing customer satisfaction, process efficiency, and continuous improvement. By adhering to this standard, we aim to enhance our ability to consistently deliver products and services that meet and exceed our clients' unique expectations.

Key aspects of our ISO 9001 commitment include:

- **Customer Focus:** Delivering exceptional mining solutions tailored to our clients' and customer's needs.
- **Leadership:** Ensuring our leaders fully foster a quality and continuous improvement culture.
- **Engagement of People:** Recognizing that our people are our greatest asset and investing in their development and well-being.
- **Process Approach:** Streamlining our processes to optimise resources and increase productivity to achieve predictable results.
- **Continuous Improvement:** Continuously seeking ways to improve our operations and deliver superior value to our customers.
- **Evidence-Based Decision Making:** Making informed decisions based on accurate and relevant data.
- **Relationship Management:** Building and maintaining strong, mutually beneficial relationships with our suppliers, partners, and stakeholders.

Commitment to Health and Safety – ISO 45001

ISO 45001 is the international occupational health and safety management standard, focused on preventing work-related injuries and illnesses and promoting safe and healthy workplaces. Our adoption of ISO 45001 reinforces our commitment to providing a safe and healthy working environment for all employees and stakeholders.

Key aspects of our ISO 45001 commitment include:

- **Hazard Identification and Risk Management:** Proactively identifying and mitigating risks to ensure a safe working environment.
- **Legal and Regulatory Compliance:** Adhering to all relevant health and safety laws, regulations, and standards.
- **Employee Participation:** Encouraging active participation and consultation of workers in health and safety matters.
- **Training and Competence:** Providing comprehensive training ensures all employees have the necessary skills and knowledge to perform their roles safely.
- **Continuous Improvement:** Regularly reviewing and improving our health and safety performance through audits, feedback, and best practices.



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Our Collective Responsibility

The successful implementation of ISO 9001 and ISO 45001 requires the commitment and active participation of every member of our organization. I urge all employees, partners, and stakeholders to embrace these standards and work collaboratively towards achieving our quality and safety objectives.

Our Quality and Safety Management Systems are not just about compliance, they are about embedding a culture of excellence, safety, and continuous improvement in everything we do. Doing so enhances our operational performance and reinforces our reputation as a responsible and reliable industry leader.

Thank you for your unwavering support and dedication to this significant initiative. Together, we will achieve new heights of excellence and ensure a safe, productive, and sustainable future for BCM.

Sincerely,

A handwritten signature in black ink, appearing to be 'P. Coe', written over a horizontal line.

Paul Coe
Chief Executive Officer
BCM International Ltd & Affiliates