

The Chrome Dinner



Chrome Dinner Awards Nomination

Category: Outstanding Safety Performance

Nominee: Karo Platinum (Private) Limited

Executive Summary

Karo Platinum (Private) Limited (Karo) is nominated for the Outstanding Safety Performance Award in recognition of its exceptional commitment to health and safety excellence and the strong safety culture it has established since construction commenced in December 2022.

In a complex mining construction environment, Karo has maintained an exemplary safety record through committed leadership, proactive risk management, robust governance and continuous engagement with employees and contractors. Its performance demonstrates that safety is treated not merely as a compliance requirement, but as a core organisational value embedded across the business.

These results reflect a sustained commitment to creating a safe and healthy workplace and position Karo as a leading example of safety excellence within the PGM and broader mining industry.

The project context below provides important background to the scale, complexity and strategic significance of Karo's safety achievement.

Project Overview

The Karo Project is a flagship platinum group metals development on Zimbabwe's Great Dyke in Mashonaland West Province, approximately 80 km south-west of Harare and 35 km south-east of Chegutu. As a large-scale, open-pit operation, it forms an important part of Tharisa's regional growth and diversification strategy.

Karo is held through Karo Mining Holdings, with Tharisa maintaining a controlling interest and the Government of Zimbabwe participating at project level. The project is positioned as a tier-one, scalable and low-cost PGM asset that supports Zimbabwe's mining sector through investment, employment creation, skills development, local procurement and broader socio-economic benefits.

Construction commenced in December 2022, and the project continues to advance through phased development. Current activities include open-pit preparation, concentrator and infrastructure works, water and power supply development, and contractor mobilisation. Once operational, Karo is expected to become a significant contributor to platinum group metals production in Zimbabwe and Southern Africa.

Karo's development is guided by responsible mining principles, including legal compliance, environmental and social management, stakeholder engagement and alignment with recognised international standards. Within this high-risk construction and mining development context, the project's strong safety performance is particularly noteworthy and provides a clear foundation for this nomination.

The following evidence demonstrates how Karo has translated this project context into measurable safety outcomes through leadership commitment, contractor alignment, system discipline and active

workforce participation.

Exceptional Safety Performance Results

Since construction commenced in December 2022, Karo has achieved the following outstanding safety performance indicators:

- **Zero Fatalities**
- **One Lost Time Injury (LTI) (20/09/2023)**
- **Six Medical Treatment Cases (MTCs)**
- **1 036 LTI-Free Days** (as at 23 July 2026)
- **3 438 352 LTI-Free Hours** (as at 23 July 2026)
- **4 360 735 Fatality-Free Hours** (as at 23 July 2026)

These statistics are particularly noteworthy given the high-risk nature of mining construction, which involves multiple contractors, heavy equipment, extensive earthworks, civil construction and infrastructure development.

Achieving more than one thousand LTI-free days demonstrates sustained operational discipline, workforce engagement and a deeply embedded culture of hazard identification and risk management.

Award-Winning Occupational Health and Safety Leadership

Karo's commitment to safety has been independently recognised through several prestigious health and safety awards, including:

- **Occupational Health and Safety Leadership Award (2025)** awarded by the ESG Network Zimbabwe during the Zimbabwe National ESG & Sustainability Awards.
- **Silver Sectoral Award for Occupational Health and Safety** presented by the National Social Security Authority (NSSA).
- **Silver Provincial Award for Occupational Health and Safety** presented by the National Social Security Authority (NSSA).

These accolades provide external validation of Karo's leadership in occupational health and safety management and its commitment to protecting employees, contractors and stakeholders.

Robust ISO 45001-Based Health and Safety Management System

A cornerstone of Karo's success has been the development and implementation of a comprehensive Health and Safety Management System aligned with the requirements of **ISO 45001:2018**.

The system was consolidated into the company's **Health and Safety Specifications Manual, Revision 4**, issued in March 2025. This integrated manual establishes clear health and safety expectations and requirements for both Karo Platinum employees and contractors.

Importantly, the specification manual was distributed to all onboarded contractors and incorporated into tender documentation issued to prospective service providers and contractors. This proactive approach ensured that safety expectations were embedded from the outset of every contractual relationship, promoting consistency and accountability across all project activities.

Innovative Safety Initiatives and Workforce Engagement

In April 2025, Karo partnered with its contractors to develop and implement a comprehensive Construction Safety Management Plan, further strengthening site-wide safety performance.

The plan introduced several innovative and highly effective initiatives, including:

- Daily Safe Site Declarations.
- Rotational weekly Visible Felt Leadership (VFL) activities conducted by multidisciplinary teams.
- In-shift management-led refocus and re-engagement sessions.
- Reward and recognition programmes for individuals and teams demonstrating exemplary safety behaviour.

- Monthly mass toolbox talks involving all employees and contractors.
- Monthly health and safety awareness themes.
- Planned and unplanned task observations.
- Systematic sharing of lessons learned from incidents and near misses.
- Analysis of leading indicators to identify weekly focus areas and proactive interventions.

These initiatives reinforced personal accountability, strengthened workforce participation, improved hazard awareness and fostered a shared commitment to achieving zero harm.

Measurable Improvements and Positive Outcomes

The implementation of Karo's integrated safety management approach has delivered significant and measurable results, including:

- Enhanced compliance with statutory and other applicable health and safety requirements.
- Improved contractor safety performance and accountability.
- Increased workforce engagement in safety programmes.
- Reduced incident frequency and associated incident rates.
- Improved identification and management of workplace risks.
- Increased health and safety training compliance.
- Strengthened leadership visibility and workforce trust.

The company's focus on leading indicators and proactive intervention has helped prevent incidents before they occur, demonstrating a mature and progressive safety culture.

Industry Recognition and Benchmark Performance

Karo's safety excellence has been further demonstrated through its performance in the National Social Security Authority's annual occupational health and safety assessments.

As a direct result of its comprehensive safety initiatives and sustained commitment to continuous improvement, Karo Platinum achieved:

- **Second Place Provincial Ranking** in NSSA Health and Safety Assessments.
- **Second Place Sectoral Ranking** in NSSA Health and Safety Assessments.

These achievements highlight Karo's standing as one of the leading occupational health and safety performers within Zimbabwe's mining sector.

Conclusion

Karo has established a benchmark for safety excellence through strong leadership, robust systems, workforce engagement, contractor integration and continuous improvement. Its achievement of more than 1 036 LTI-free days, zero fatalities, multiple safety awards and industry-leading health and safety practices demonstrates a sustained commitment to protecting its people.

Karo's proactive approach to safety management demonstrates that outstanding operational performance can be achieved while maintaining the highest standards of occupational health and safety. For its exceptional achievements and contribution to advancing safety excellence in the mining industry, Karo is a deserving recipient of the Chrome Dinner Award for Outstanding Safety Performance.

KARO'S EXCEPTIONAL SAFETY PERFORMANCE

Chrome Dinner Awards Nomination | Outstanding Safety Performance

ZERO FATALITIES • 1 036 LTI-FREE DAYS • 3 438 352 LTI-FREE HOURS

4 360 735

FATALITY-FREE HOURS

ONLY 1

LOST TIME INJURY SINCE CONSTRUCTION
COMMENCED

6

MEDICAL TREATMENT CASES

Karo Platinum proves that safety excellence in high-risk mining construction is achievable through visible leadership, disciplined systems, contractor alignment and active workforce engagement.

AWARD-WINNING SAFETY LEADERSHIP

- Occupational Health and Safety Leadership Award (2025)
- Silver Sectoral Award for Occupational Health and Safety
- Silver Provincial Award for Occupational Health and Safety
- Second Place Provincial and Sectoral NSSA Ranking

SAFETY CULTURE

LEADERSHIP COMMITMENT

RISK-BASED THINKING

CONTRACTOR ACCOUNTABILITY

ZERO-HARM MINDSET

WHAT SETS KARO APART

Safety at Karo is not only a performance result — it is a leadership commitment, a workforce value and a daily operating discipline.

AWARDS & RECOGNITION

Double **Silver** Award

2025 NSSA Safety & Health at Work (SHAW) Awards Dinner

SECTORIAL • Silver Award

PROVINCIAL • Silver Award


Karo Platinum received a double silver award — Sectorial and Provincial — at the 2025 NSSA Safety and Health at Work (SHAW) Awards Dinner, held in Victoria Falls on 22 October 2025. This recognition followed two rounds of audits conducted by NSSA inspectors earlier in the year.