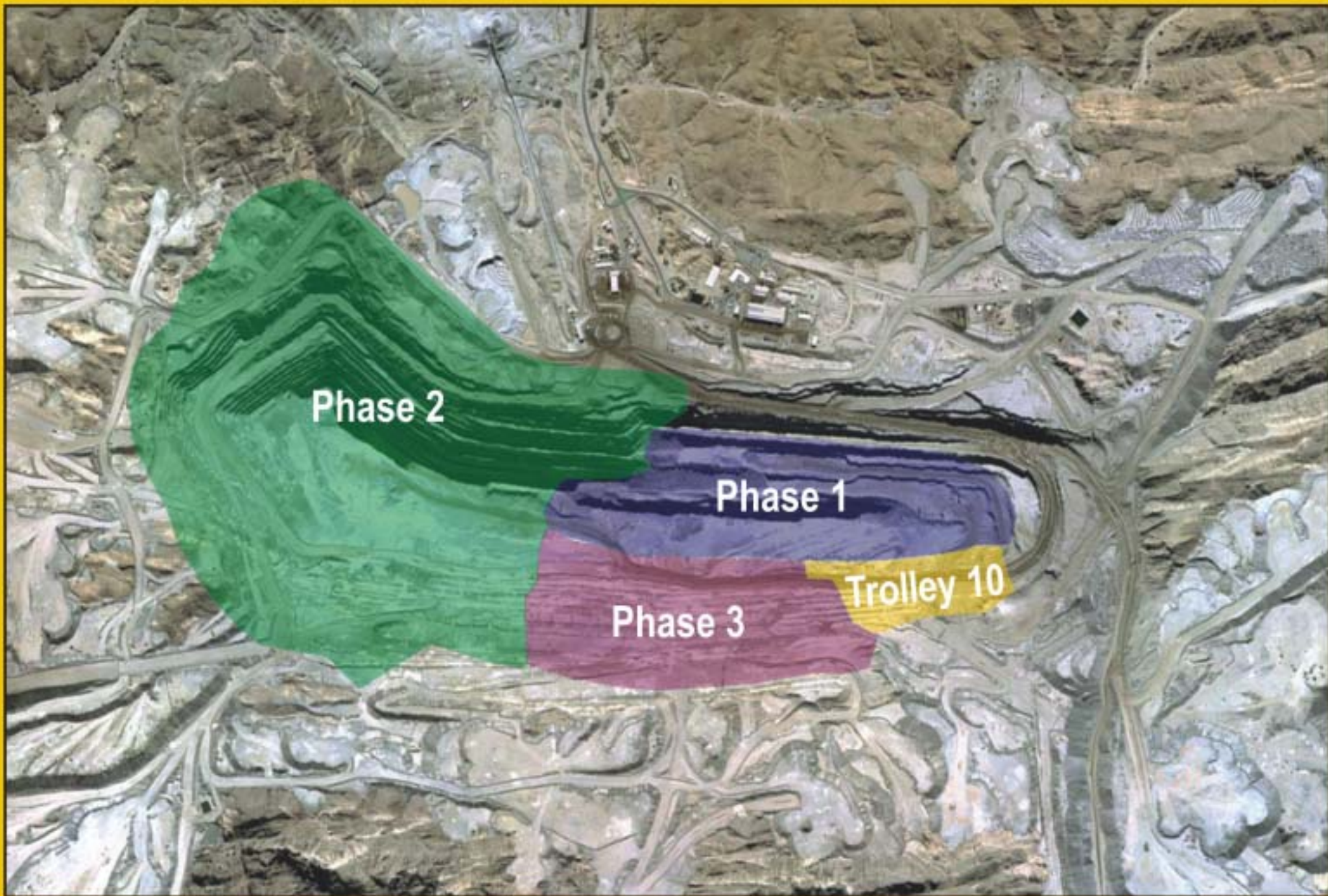




RÖSSING URANIUM LIMITED

VISION	Rössing is committed to remaining a safe, reliable, efficient and competitive producer and supplier of U3O8 to the nuclear power industry around the world. Our objective is to develop and expand our capacity to deliver value to shareholders and local stakeholders for the long term.					
CORE PURPOSE	To create the most sustainable value for all our stakeholders.					
BUSINESS RESULTS Key Performance Areas	Health & Safety	Communities & Environment	Customer Focus	Finance Strength	People Commitment	Operational Excellence
DESIRED OUTCOMES	<ul style="list-style-type: none"> Zero incidents Recognise nothing is more important than the health and safety of our people 	<ul style="list-style-type: none"> Zero non-conformances Full community support and partnership Productive stewardship of our resources Minimum waste 	<ul style="list-style-type: none"> Customers value all our standards of operation highly Preferred supplier and customer The market rates us as determined and a valued associate 	<ul style="list-style-type: none"> Producing against all odds Increasing business value to stakeholders and Namibia Opportunistic growth Always meet the plan Capital expenditure generates value 	<ul style="list-style-type: none"> Employment at Rössing a CV plus Retain and grow talent Employees act like shareholders of the business Engage, recognise and reward our employees 	<ul style="list-style-type: none"> Fully integrated and collaborative business World leading SD engagement example Fact based decision making Always meet plans Recognised as a leading practice organisation Respected for our improvement drive
KEY DRIVERS	<ul style="list-style-type: none"> Personal Observation Programme covering health, safety and the environment Employees engaged and involved 	<ul style="list-style-type: none"> Environmental standards ISO 14001 Sustainable Brands Completion of decommissioning plan Services bought locally wherever possible 	<ul style="list-style-type: none"> Understanding customer needs Supply chain value management Product stewardship 	<ul style="list-style-type: none"> Lean - optimal working capital Rigorous capital evaluation Internal and external audits Minimum working capital 	<ul style="list-style-type: none"> Skills progression programmes Succession Programme Leadership values Affirmative Action programme Performance management 	<ul style="list-style-type: none"> Clear ownership Integrated planning and systems Change management Project management
5 YEAR TARGETS	<ul style="list-style-type: none"> Zero injuries Reduction in occupational illnesses 	<ul style="list-style-type: none"> Zero non-conformances Valued by the community Sustainable Brands Procurement develops BEE businesses 	<ul style="list-style-type: none"> Customer support for further reserve exploration Zero performance defaults Portfolio of contracts with balanced risk / reward profile 	<ul style="list-style-type: none"> Satisfied stakeholders Opportunistic growth Capital expenditure NPV positive 	<ul style="list-style-type: none"> Waiting list of applicants for jobs AA plans surpassed and no longer necessary 	<ul style="list-style-type: none"> 80% variable costs Capacity growth Seen as best practice in efficiencies and controls
1 YEAR TARGET	<ul style="list-style-type: none"> 50% reduction in AIFR Health injury rates developed and reducing 	<ul style="list-style-type: none"> Awareness: 50% more non-conformances reported for rectification Full compliance with Environmental Management Programme Full compliance with Community Plan Two new businesses started in Arandis 	<ul style="list-style-type: none"> Maximise sales income Zero performance defaults Maximise opportunistic sales Develop strategic customer partnerships 	<ul style="list-style-type: none"> Survive through multiple of cost, efficiency, improvement and income initiatives 	<ul style="list-style-type: none"> Retain key staff Growing trust Development plans a reality Performance management working effectively 	<ul style="list-style-type: none"> Exceed plan tonnages Confidence in abilities Production based Costs second nature
VALUES	Passion for survival, health and safety and survival through growth of output Care about people and Namibia Fairness and honesty in everything we do Accountability and respect for others Growth for people and the business Integrity and good governance					
DESIRED BEHAVIOURS	Understanding stakeholders (balancing conflicting expectations and behaviour) Engagement Risk management Recognising the full supply chain Adaptability and improvement Teamwork and collaboration					



Phase 2

Phase 1

Phase 3

Trolley 10