

SUSTAINABLE DEVELOPMENT REPORT

2020



RZM MUROWA

RZM Murowa is a sustainable business and ensures committment and alignment to global Sustainable Development Goals (SDGs)



VISION

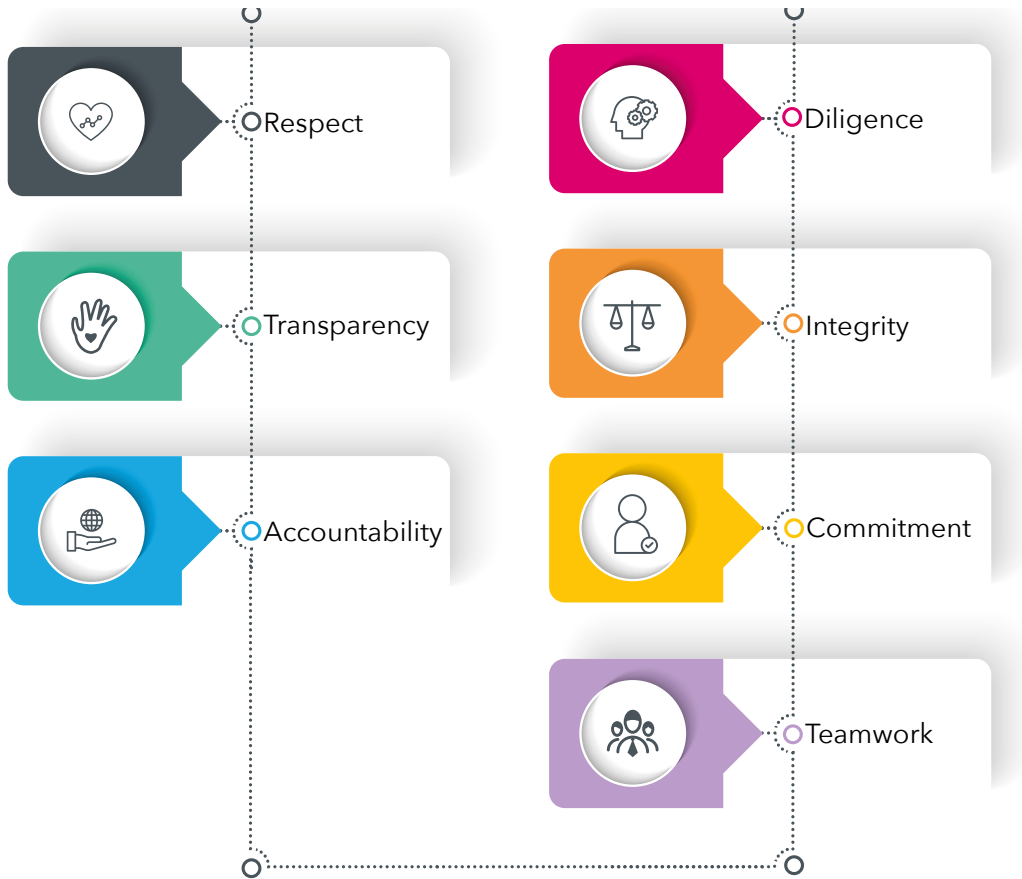
We are a proudly Zimbabwean company that aims to become a large diversified regional company delivering sustainable shareholder wealth from natural resources.

MISSION

To achieve success through:

- Optimization of existing business.
- Exploration of opportunities.
- Implementation of world-class operating standards.
- A culture of success.
- Recognition of our employees and communities.
- High standards of HSE management.

VALUES



VISION, MISSION AND VALUES

RZM Murowa, a company domiciled in Zimbabwe, presents the Sustainable Development Report for the year ended 31 December 2020. The report presents information about how the company continues to make significant impacts on society, the environment and the national economy.

Report Boundary and Scope

The report covers information for RZM Murowa operations located in South Western Zimbabwe close to the town of Zvishavane. In this report unless otherwise noted, references to "our", "we", "us", "the Company", "RZM Murowa", "Murowa" refers to RZM Murowa Private Limited.

Reporting Frameworks

This report has been prepared in alignment with the following reporting guidelines:

- Companies and Other Business Entities Act (24:31)
- The Natural Diamond Council (NDC)
- Kimberly Process Certification (KPC)
- The Global Reporting Initiative (GRI) Standards.
- National Code of Corporate Governance in Zimbabwe (ZIMCODE).

Report Declaration

The Board takes responsibility to confirm that the report has been prepared in accordance with the GRI Standards 'Core' Option.

Data and Assurance

The information and data supporting environmental and social performance indicators in this report were verified by the Internal Auditors. The financial statement which provided economic performance data was externally assured by Ernst and Young Chartered Accountants. The Institute for Sustainability Africa (IN\$AF), a third party, verified the report for compliance with GRI Standards. A GRI Content Index is available on page 52.

Reinstatements

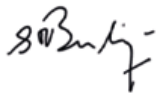
The company did not make any reinstatements of information published in the previous reports.

Forward-looking statements.

This report takes into account forward-looking statements that look to our plans and targets towards sustainability. All statements other than those of historical fact are deemed as forward looking statements. Readers are cautioned not to put undue reliance on forward looking statements.

Feedback on the Report

We welcome your feedback and any suggestions on this Report you may have. Please contact: islam.chipango@murowadiamonds.com.



Saleem Beebejaun
Chairman



// Project Crown Jewel was awarded National Project Status by the Government of Zimbabwe. //

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ONLINE: You can find this report online at: <https://murowadiamonds.com/>



1 Fatality
recorded



WE ACHIEVED
A 4 % INCREASE
In full time
employees



WE WERE
CERTIFIED TO
ISO 45001:2018



WE ACHIEVED
A 14 %
DECREASE
in energy
consumption



WE ACHIEVED
A 6 % DECREASE
in fresh water
consumption at
our process plant



47 % OF ALL
OUR GOODS
Procured Locally



Mined Material
107 % of plan



Processed
Materials
99 % of plan



Diamond
Recovery
99% of plan



// RZM Murowa proved beyond measure that it has a team that is resilient and adaptable... //

I have the pleasure of presenting our 2020 Sustainable Development Report. Our report is being published at a time when our industry is still recovering from the impacts of the COVID-19 pandemic.

Throughout 2020, we focused on protecting the health and safety of our 850 employees, with equipment, extensive health and safety advice, and remodelling our business for continuity. The mining industry was exempted from restrictive lockdown measures in recognition of the importance played by the sector in the Zimbabwean economy. This enabled us to carry on with our operations throughout the year.

On the safety front, 2020 was a dark year for RZM Murowa. We experienced our first fatality in the history of the operation. A young female heavy mobile operator was tragically killed when a rock mass detached from an open cast pit wall and crashed her in the machinery she was operating. This is something we as a business never want to go through again and strict measures have been put in place to ensure we avoid this in the future.

Our efforts to ensure we self-regulate our sustainability performance were not put on hold but continued throughout the year. We were certified to ISO45001 in 2020, a testimony to our commitment to managing our health, safety and environment better. We continued to be adaptive and implement strategies to reduce water and electricity usage, emissions and progressively switch to renewable energy sources. To this end, we were granted a solar energy licence by the Zimbabwe Energy Regulation Authority which will see us commission a 15MW solar farm in 2021.

The RZM Murowa Board continued to provide governance oversight for the business during the year, with most meetings being held virtually. Messrs. Bhekinkosi Nkomo and Ms. Ethel Kuuya resigned from our Board to pursue personal interests. I would like to thank them for their contribution and commitment to RZM Murowa.

We continued to be a major source of employment, especially in our communities at a time when most companies were laying off and downsizing. Our employee numbers increased to 850. These job opportunities helped improve the standard of living in our communities.

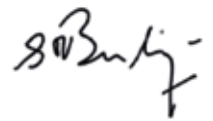
We scaled up on online initiatives and remodelled our work arrangements at our mine site. Most of our operational targets were re-based at the onset of the COVID-19 pandemic. We recovered 553,044 carats, a decrease from our 2019 production. Markets were closed for the greater part of 2020 and rebounded in the third quarter which enabled us to contribute to the community and national development by paying salaries, taxes and royalties.

Tremendous work to grow and extend the life of our mine was progressed during the year. This included three exploration work streams, desktop work for our Underground Project and "Project Crown Jewel (PCJ)" Greenfields expansion project. PCJ which was supposed to be commissioned in early 2021 was delayed and commissioning is now expected in early 2022. The project was granted National Project Status by the Government of Zimbabwe in the testimony of the significance it will have not only for us at RZM Murowa but the nation of Zimbabwe as a whole.

The COVID-19 pandemic sent tremors to our local community health institutions and subsequently community livelihoods. RZM Murowa played a part in ensuring our communities and greater stakeholders where kept safe. This included donating important PPE and equipment. The business renovated a local COVID-19 Isolation Centre in Zvishavane District.

Relations with the majority of our stakeholders remained cordial in 2020. However, at our Sese exploration site in the Chivi District of Masvingo Province, there was growing dissent from some sections of the community signalling that we need to do more to obtain stakeholder buy-in and support for the project. More collaborative engagement forums have been planned for 2021 to ensure we get buy-in from all interested parties in the area

2020 was a difficult year but RZM Murowa proved beyond measure that it has a team that is resilient and adaptable and unquestionable stakeholder's support. Enjoy the report!

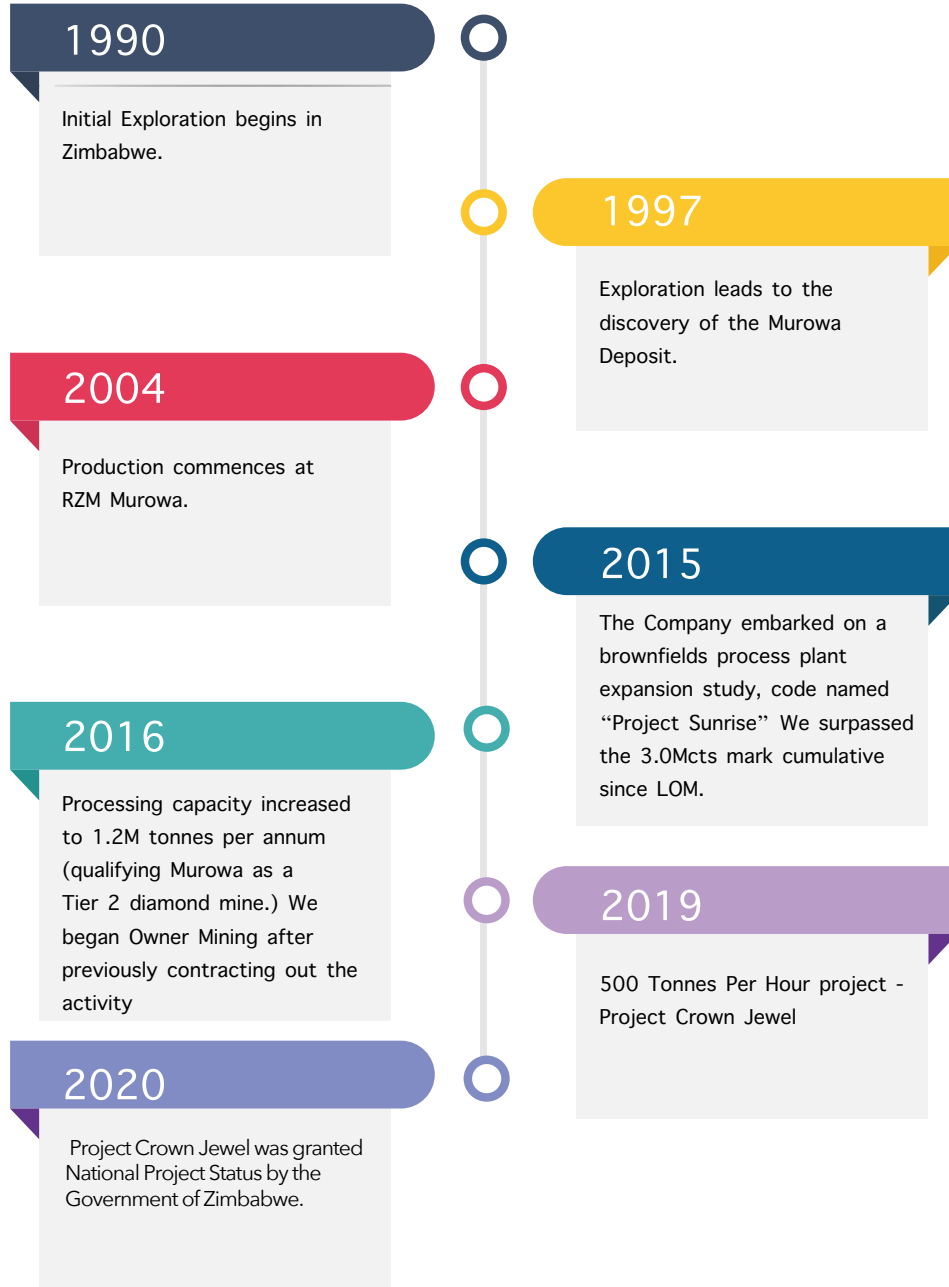


S. Beebejaun
Board Chairperson
Date: 30 Aug. 2021



The story of RZM Murowa began in the early 1990s when Rio Tinto conducted an exploration program in Zimbabwe focusing solely on diamonds. In 1997, this exploration came to fruition with the discovery of three diamond-bearing kimberlite pipes in the Murowa area.

To date, RZM Murowa prides itself in being one of the leading producers of diamonds in the country. Since beginning production in 2004 the RZM Murowa current name-plate capacity is approximately 1.2 million carats per annum of predominantly white, gem-quality diamonds.



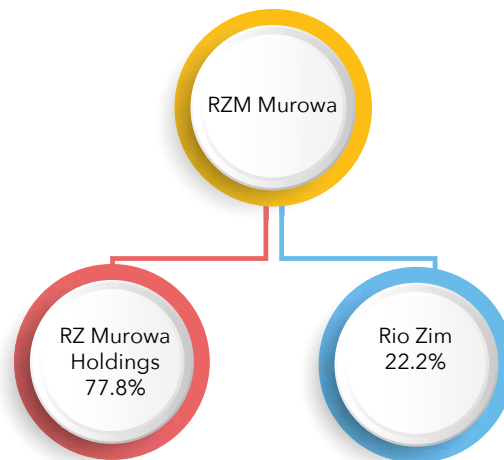
RZM MUROWA AT A GLANCE

RZM Murowa is one of the leading private limited diamond mines in Zimbabwe, operating a 24-hour open-pit mine situated in Ward 18 of Runde Rural District Council in the Zvishavane District of Zimbabwe. Our operations are sorely based in Zimbabwe with the Headquarters located at Newlands in Harare.

We produce predominantly gem-quality diamonds and reasonable quantities of large 'special' stones. Diamonds are special gemstones used as decorative items such as jewellery. Special stones are rough diamonds that hold a higher value and are greater than 10.8 carats.

**RZM Murowa Structure**

RZM Murowa is owned in majority by RZM Murowa Holdings (77.8%) with Independent mining operator RioZim owning 22.2% of the company.



Our Mining Value Chain

We unearth and process white gem diamonds to meet the rising demand for this precious stone by consumers worldwide. The final diamonds we sell come out of an extensive production process. Our mining operations are conducted in a way that generates long term value for our shareholders while striving to make a sustainable and enduring positive impact on communities, employees and other stakeholders. The process below illustrates our diamond production flow:



Our Markets



Sorting, Sales and Marketing

The COVID-19 pandemic had a huge impact on markets across the globe with diamond markets virtually closed for the greater part of the first half of 2020 into the third quarter of 2020. Trade was affected by travel restrictions, intermittent freezing of imports and restrictions in conducting business following underlying health and safety guidelines in different countries and regions.

Faced with a quest to satisfy both local and international customers by ensuring the availability of products for the sustainability of their businesses, the sorting teams both in Harare, Zimbabwe and Antwerp, Belgium stepped up their commitment and proved their resilience in the test of the COVID-19 pandemic in servicing valued customers. The sorting and marketing teams capitalized and paddled on existing strong relationships with various stakeholders and ensured the product was readily available for customers whenever the market presented a small window of opportunity.

Undeterred by challenges posed by the COVID-19 pandemic, throughout 2020, the sorting and marketing teams endeavoured operating beyond just compliance to stipulated regulations but worked with agility ensuring a lasting positive impact throughout sorting, sales and marketing operations and building mutually beneficial relationships with valued stakeholders.

With over two decades of existence in the international market and over a decade of presence in the local market since its emergence, RZM Murowa continues to pride itself in a product that has a huge economic and social impact on the communities it operates, its employees, the nation at large and the market it serves globally. As such, informed with the impact the product has on the livelihoods of people from mine to market, sustainability on every part of the value chain was a core ethic throughout 2020, navigating through peculiar challenges posed by the COVID-19 pandemic and setting a base for continuity into the future.



**We value
engagement
with all our
stakeholders.**

BUSINESS MEMBERSHIPS, CERTIFICATIONS AND AWARDS,

Memberships**International Memberships****Local Memberships**

RESPONSIBLE
JEWELLERY
COUNCIL

NATURAL
DIAMOND
COUNCIL

RAPNET
THE DIAMOND MARKET

**Certifications**

Environmental Management System: (ISO) 14001 of 2015: 2008

Occupational Health and Safety: (ISO) 45001 of 2018:2019

Awards and Recognition

Certificate of appreciation received from National Social Security Authority (NSSA) for adherence to legal statutes.



**Our product
creates value
for many of our
stakeholders.**

2020 BOARD OF DIRECTORS



Saleem Rashid Beebeejaun
Chairman

AMP Harvard (USA),
Licence - ès Sciences Economiques
(France)
Other commitments:
Non-executive director Warwick Private
Bank Ltd,
Pembani Remgro Infrastructure Fund,
MAREF fund
Appointed: 2015



Manit Shah
Chief Executive Officer

Master's in Finance and attended LMBS
and the London School of Economics.
Chartered Accounts in India (ICAI) and the
ISACA in the USA.
Manit is also an alumnus of the Harvard
Business School
Appointed: 2019.



Mustafa Sachak
Non-Executive Director

BSc Chemical Engineering UCL (U.K),
BSc Electrical Engineering Florida Atlantic
University (USA)
Other commitments: CEO Masawara
Insurance (TA Holdings).
Appointed: 2015



Rajgopal Swami
Non-Executive Director

B (Com) Honours St. Xavier's College,
University of Calcutta,
Associate Member of the Institute of
Chartered Accountants of India in 1985,
an Associate Member of the Institute of
Company Secretaries of India 1992, CPA
from the American Institute of Certified
Public Accountants in 2004.
Appointed: 2020



Gopal Krishna Jain
Non-Executive Director

B.A. in Economics from Hansraj College
(India), M.A Jurisprudence Oxford University
(U.K)
Other commitments:
Member of the Bar Council of Delhi and the
Supreme Court Bar Association.
Appointed: 2018

Senior Management



Masimba Nyamhunga
General Manager



Brian Ward
Group Security Manager



Islam Chipango
Vice President HR and
Administration



Olivia Dzawo
Senior Manager Projects



Tafadzwa Gova
Finance Manager

Sustainability Team

Tafadzwa Chifashu
Sandra Gudza
Prince Chikate
Tichaona Chinhoro
Evans Makopa
Gibson Chirimba
Phinias Mamvura
Tsigirai Chiripa
Precious Muzanenhano
Mollyn Dengende
Blessing Mapfumo
Kudakwashe Mhuruyengwe
Gilbert Guvaza
Bornwell Gakanje
Fredreck Mpesi
Munyaradzi Mungaraza
Tsitsi Taruvinga
Patience Ndhlovu
George Waeni
Mcdonald Nhambure

Human Resources
Human Resources
Finance
Operations - Process
Operations - Process
Security
Security
Site Services
Site Services
Sales and Marketing
Engineering
HSEQ
HSEQ
Procurement
Warehouse
Communities
Communities
Technical Services
Mining
HME Maintenance

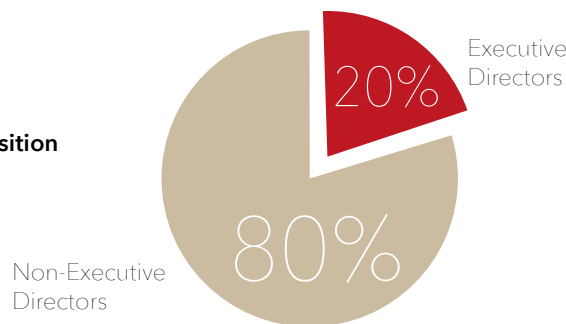
Corporate Governance

At RZM Murowa, we recognise that maintaining robust and disciplined corporate governance processes is critical to sustaining great performance across our organisation. RZM Murowa's activities are conducted in accordance with the laws and regulations of Zimbabwe. In addition, RZM Murowa's corporate governance framework guides the way that we work and is essential to achieving our business strategies and enabling our organisation to adapt, respond, innovate and drive sustainable business practices. The Company subscribes to the National Code of Corporate Governance Zimbabwe (ZIMCODE).

Board Structure

As of 31 December 2020, the Board comprised of five members who executed their functions in line with the Companies and Other Business Entities Act [Chapter 24:31] and the Company's Articles of Association. The current Board comprises one (1) Executive Director and four (4) Non-Executive Directors. During the year, we bade farewell to Mr Bhekinkosi Nkomo and Ms Ethel Kuuya who resigned from our Board. Mr Manit Shah took up the position of Group Chief Executive Officer (CEO) and took over the day to day running of the business and worked with senior management across the company.

Board Composition



Board Nominations

The Company has an established nomination and election process for Board members. The Remuneration and Nomination Committee is responsible for considering the nominated candidates and selecting the preferred nominees. The names of the selected candidates are then forwarded to the Board for confirmation in terms of the Board's Terms of Reference subject to approval by the Company's shareholders in terms of the Company's Articles of Association.

Board Responsibility

The Board is responsible and accountable for providing the Company with effective corporate governance, direction and control. The directors have to exercise leadership, entrepreneurship, integrity and judgment based on transparency, fairness, accountability and responsibility. All directors subscribe to the directors' duties as outlined in the Companies and Other Business Entities Act and the Company's Articles of Association, duties for which they are jointly and severally answerable. All directors carry full fiduciary responsibility and owe a duty of care and skill to the Company. The Board is responsible for adopting a corporate strategy, major plans of action, and major policies, as well as monitoring the operation's performance. This includes identifying risks that impact the Company's sustainability and monitoring risk management and internal controls, compliance management, corporate governance, business plans, key performance indicators, non-financial criteria and annual budgets. Furthermore, the Board shoulders the responsibility for fostering and managing successful and productive stakeholder relationships.

The Board is committed to our corporate values and:

- Recognizes that compliance with legal requirements is not always enough;
- Integrates our sustainable development strategy into business planning and reporting processes;
- Publicly reports our activities and performance;
- Is accountable for the process of risk management, internal audits and controls including external verification in our business processes, and ensures a disciplined and integrated approach to the economic, social and environmental aspects of our activities;
- Maintains best-practice systems;
- Performs audits of processes, functions, systems and resolving identified weaknesses;
- Ensures that the business interacts with local communities in a manner that respects traditional cultures and laws; and
- Ensures the training of all employees in our business code of ethics and acceptable practices.

Board meetings

The Board meets at least once per quarter with additional extraordinary meetings convened as and when needed for matters of urgency and importance. In the period under review, there were a total of four (4) Board meetings, which were held virtually.

Board Remuneration

Board members are paid a retainer and sitting fees both at Committee and Board level. The Remuneration and Nomination Committee sets the fees payable annually which are then forwarded to the Board for approval.

Ethics and Conflict of Interest

Ethics are of paramount importance to the Board. The Board is, therefore, guided and aligns all its practices with the National Code of Corporate Governance (ZIMCODE) and the Companies and Other Business Entities Act. Conflict of Interest is dealt with in terms of the provisions of the Companies and Business Entities Act with Directors required to declare all their interest on the Directors' Interest Declaration Register.

Board Committees

The RZM Murowa Board is assisted in its duties by two standing committees, which are independent of the Board and senior management, these are:

1. Audit and Risk Committee
2. Remuneration and Nomination Committee.

Director	Main Board	Audit and Risk	Remunerations and Nominations
S. R. Beebeejaun	4/4	-	-
M. M Shah	4/4	-	-
B. Nkomo	2/2	2/2	2/2
M T Sachak	4/4	4/4	3/3
G.K. Jain	0/4	0/4	-
R Swami	2/2	2/2	1/1
E. Kuuya	1/1	-	1/1

Sustainable Development issues for RZM Murowa are dealt with by the RioZim Group Sustainability Committee. The Group has a mandate over RioZim and its Associates. The Sustainability Committee meets alongside the RioZim main Board. As with the main Board, meetings were held virtually in 2020. The committee's mandate is to guide and monitor sustainability efforts and annual targets. The committee has biannual meetings (with meetings in the first and third quarters). Some of the key issues discussed included the safe and responsible operation of the Group, environmental protection and greenhouse gas emissions, major incidents that impact safety, environmental performance and community investments.

The HSE Steering Committee

A Health, Safety and Environment (HSE) Steering Committee exists at RZM Murowa to monitor, evaluate and enhance the organisation's HSE performance, thereby ensuring continual improvement. The Committee is comprised of senior leadership and cross-functional experts who oversee all sustainability matters related to occupational health, safety and environmental management. The committee chaired by the General Manager met quarterly in 2020 to review sustainability performance against set targets. Issues discussed included evaluation of compliance, energy efficiency, process water efficiency, effluent discharge, noise results analysis, as well as internal and external feedback.

Risk Management

At RZM Murowa, we focus on risk management than risk avoidance. We believe our success hinges on our ability to anticipate and manage risks as well as take advantage of opportunities emanating from our operations and business relationships. Businesses today face multifaceted risks that range from COVID-19 and climate change. This makes risk management a critical pillar of businesses.

Overall Business Approach to Risk Management

We continue to adopt a multi-layered approach to risk management, whose aim is to build a sustainable risk management culture. This approach applies from the highest level of the organisation, dealing with critical risks that threaten the entire business to small-scale, easily remedied risks that can be dealt with at a departmental level as part of daily operations. Top management is responsible for consolidating and categorising the top organisational and departmental risks for scrutiny and adoption by the Board Audit and Risk Committee. The Board not only evaluates the submissions but ensures that there are sound risk management strategies in place before the adoption of the Business risk profile.

Key risks for RZM Murowa fall into three categories: Operational, Financial and Environmental risks. Significant operational and environmental risks include COVID-19 exposure, vehicles and driving, use of explosives, pit wall failure, electricity usage, fire outbreak, pollution and environmental contamination. Comprehensive controls are put in place to reduce the business' exposure to such risks to As Low As Reasonably Practicable (ALARP) following the Hierarchy of Controls (Elimination, Substitution, Engineering, Administrative, Personal Protective Equipment).

Sustainability Strategy

RZM Murowa launched its reviewed five-year sustainability strategy in 2020. The Strategy outlines RZM Murowa's initiatives toward contributing to the global sustainability of society as well as its sustainable growth as a company. However, the effects of COVID-19 made it difficult to carry out a number of planned activities.

RZM Murowa (Private Limited)				
SUSTAINABLE DEVELOPMENT STRATEGY 2020- 2025				
 MISSION		VISION		
To achieve success through world class operating standards and good governance.		To be a world-class diamond mining operation, pre-eminent in Zimbabwe.		
Desired Outcomes	Key Drivers	One Year Target 2020	Five Year Targets	
 HEALTH <ul style="list-style-type: none"> All employees and contractors certified fit for work (pre-employment and periodical medicals) All aware of HIV/AIDS issues and personal status All aware of chronic disease issues (eg Hypertension, Diabetes, Asthma, Epilepsy etc.) and management Workplace stressors (dust, noise, light intensity, vibration, ergonomics) within occupational exposure limits Prevention of occupational illnesses. 	<ul style="list-style-type: none"> Wellness programme Local and international laws RZM Murowa health performance standards and best practices ISO 45001:2018 implementation and maintenance Sustainable Development Goals (SDGs). 	<ul style="list-style-type: none"> ISO45001:2018 certification Clinic operationalization and primary health care access by the community 80% HIV/AIDS personal status knowledge. 	<ul style="list-style-type: none"> ISO45001:2018 certification retention Zero occupational illnesses 90% HIV/AIDS personal status knowledge No loss of life due to chronic disease issues No absenteeism due to lack of fitness for work. 	
 SAFETY <ul style="list-style-type: none"> Safe production - everyone goes home safe and healthy everyday Injury free workplace (zero LT and MTC) Achieve interdependent safety culture through leadership commitment and worker participation Embracing systems and technology for proactive management of critical risks Prevention of property damage, process safety and serious potential incidents (SPIs). 	<ul style="list-style-type: none"> ISO45001:2018 implementation and maintenance Local and international laws RZM Murowa safety performance standards and best practices Hazard identification, risk profiling and effective controls HSE consideration in workplace and equipment design. 	<ul style="list-style-type: none"> ISO45001:2018 certification 25% reduction in AIFR 25% reduction in LTFR 25% reduction in SPIs. 	<ul style="list-style-type: none"> ISO45001:2018 certification retention Zero AIFR Zero LTFR Recognition and Rewards No disruption of production due to catastrophic safety incidents Increase in productivity 90% reduction of safety incidents related costs Zero legal non-compliance penalties. 	
 HUMAN CAPITAL <ul style="list-style-type: none"> Engaged employees Talent and skills retention Low employee turnover Local people empowerment. A highly performance driven workforce Increased number of women in the business High employee morale- individuals seen as change agents. 	<ul style="list-style-type: none"> Employee engagement survey and feedback Policy reviews Staff development opportunities Promotional prospects Local recruitment Total reward management Talent management review. 	<ul style="list-style-type: none"> 5% employee turnover Ability to retain, motivate and develop key talents Empowering local community through Local Employment Policy and capacity building. 	<ul style="list-style-type: none"> To have highly motivated workforce Employee turnover below 5% Ability to attract and retain talented employees. 	
 ENVIRONMENTAL STEWARDSHIP <ul style="list-style-type: none"> All employees and contractors aware of their responsibility to protect the environment and prevention of pollution Prevention of environmental incidents Mitigation and adaptability to impacts of climate change and global warming Embrace technology for renewable energy sources and procurement of green products and services Sustain biodiversity in the mine lease area and influence the surrounding community to do the same. 	<ul style="list-style-type: none"> ISO 14001:2015 implementation and maintenance Local and international laws RZM Murowa environmental performance standards and best practices Meeting EIA requirements Mine Closure Plan and rehabilitation where possible Procurement process. 	<ul style="list-style-type: none"> ISO 14001:2015 certification retention 3% renewable energy use – passive solar geyser and village solar lighting 2% freshwater consumption reduction Operationalize biogas project. 	<ul style="list-style-type: none"> ISO 14001:2015 certification retention Zero environmental incidents Meet water and energy saving targets Carbon footprint accounting 10% renewable energy use Zero legal non-compliance penalties. 	
 STAKEHOLDER RELATIONSHIPS <ul style="list-style-type: none"> RZM Murowa corporate culture reflective of values All stakeholders understand the "RZM Murowa Way" Brand RZM Murowa is recognized nationally RZM Murowa seen as a development partner of choice Development programmes that are relevant, pragmatic and align to the Sustainable Development Goals (SDGs). 	<ul style="list-style-type: none"> Sustainable Development Model Sustainable Development Goals(SDGs) Closure plan The "RZM Murowa Way". 	<ul style="list-style-type: none"> C&ER strategy Complete Stakeholder mapping Implement Communication plan Execute Community development programme plan. 	<ul style="list-style-type: none"> Improved food security in all communities Economically empower communities to be self-reliant Enhanced livelihoods. 	
 ECONOMIC DEVELOPMENT <ul style="list-style-type: none"> Value creation Technology driven efficient systems Continual improvement. 	<ul style="list-style-type: none"> Process efficiency Decision support medium to long term. 	<ul style="list-style-type: none"> Return on investment Measurable growth Decision support on growth options. 	<ul style="list-style-type: none"> Return on investment Expansion support Sustainable growth options. 	



Sustainable Development Reporting

Our approach to reporting on our contributions to Sustainable Development Goals (SDGs) is based on matching our sustainability performance with relevant SDGs. This approach allows us to identify how our action on each sustainability performance indicator contributes to the relevant SDGs. The rest of this report will feature relevant SDGs and the actions from sustainability performance.

Stakeholder Engagement

Employees, communities, government, customers, suppliers, investors, organizations and other entities that can affect or be affected by our activities and products remain our key stakeholders. Ensuring we keep an open and transparent dialogue with our stakeholders is vital to understand their interests and expectations. Most of the physical engagements were curtailed during the year opting for virtual and online in line with COVID-19 control measures.

Stakeholder Group	Material Issues	Action/ Responses	Engagement Method	Engagement Frequency
Employees	Erosion of salaries	Regular Salary Reviews and forex based allowance	Staff announcements	Adhoc
	COVID -19 Prevention	Change in commute arrangements	Online portal Individual communication	
		Stringent COVID -19 Preventive Measures	Online portal HSEQ briefings	
Communities	COVID -19 Interventions	Awareness programmes Donation of preventive material	Traditional leader engagement	Adhoc
	Reduction in community investments	High impact programmes	Liaison committees	
	Employment creation	Provision of employment opportunities and compliance to local employment policy		
Government and Regulators	Compliance with laws and regulations	Rectification of deviations	Face to face meetings	Adhoc
	Forex retention	Still under consideration	Lobbying through the Chamber of Mines	
Suppliers	Payment Issues Erosion of local currency payments	Payment terms	Individual engagement	Adhoc

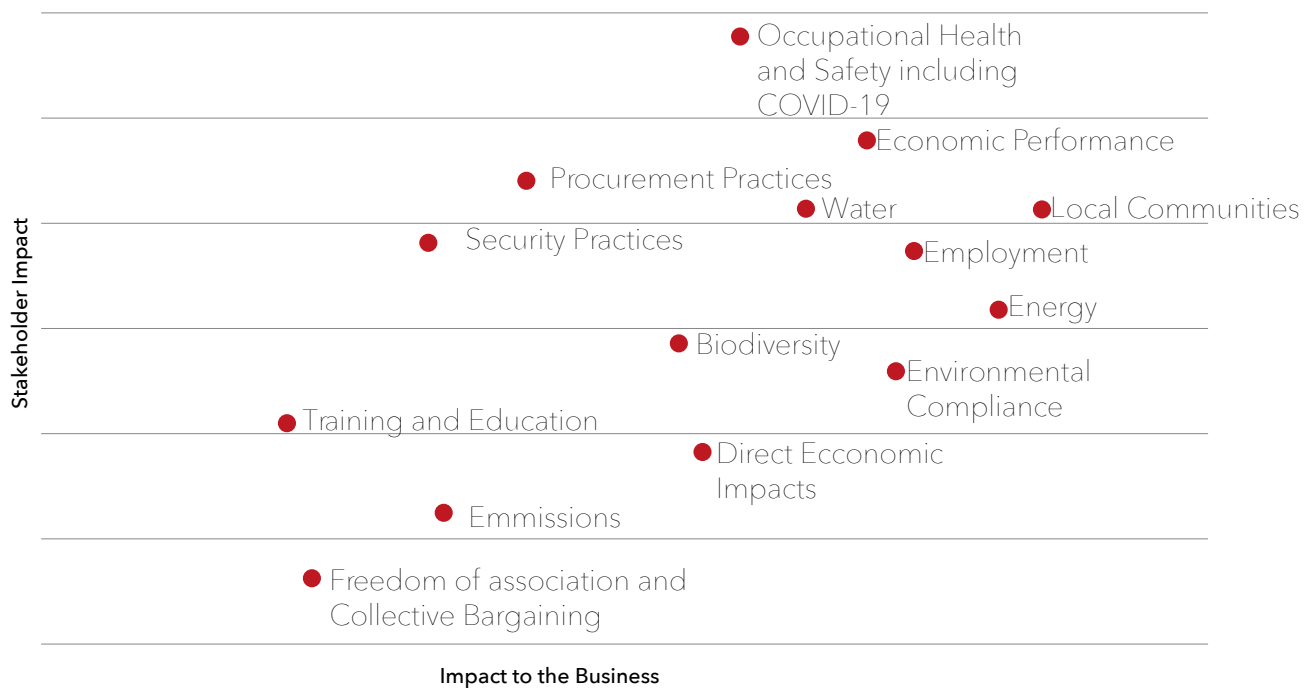


Materiality

We conduct our materiality analysis each year to identify issues critical to our stakeholders and the business as part of our sustainable development reporting. We rely on departmental interactions with stakeholders and the feedback they get. Material issues are those that are of significant interest to our stakeholders at both the national and international levels. Material issues address an array of issues that cut across the economy, the environment and society in general.

On an annual basis, our Sustainability Champions conduct a materiality exercise starting at the departmental level. Issues identified are further assessed for the relevant GRI Indicators they match to identify the specific topic for reporting. Identified material topics are presented for approval by senior management for disclosure through this report. Given the challenges created by COVID-19, we did not manage to conduct a materiality assessment in 2020. As such, the materiality analysis presented below is reflective of issues identified in 2020:

Materiality Matrix



Reporting Practice

This report details the steps we took in integrating people, planet and profit into our sustainable development reporting. In this report, we disclose our non-financial performance across significant social, economic and environmental impact areas. This illustrates our contribution to the goal of sustainable development.

Report Boundary

The reports cover our operation at the RZM Murowa diamond Mine in Zvishavane, our exploration site at Sese and other administrative activities at our office in Harare.

Performance Indicators Data

The report used qualitative, quantitative data and information to explain how the company performed on topics considered important to our stakeholders. This information was extracted from company records, policies and respective persons in charge of the sustainability key result areas.

Report Period

The reporting period spans over 12 months from 1 January to 31 December 2020. There were no changes to the reporting period. The previous 2019 report was published in 2020.

Declaration

RZM Murowa management declares that this report was prepared in accordance with the Global Reporting Initiative Standards - 'Core' option.

Reinstatement

The company did not make any reinstatement of any data published in the prior report.

Assurance

Non-financial information was reviewed by the Institute for Sustainability Africa (INSAF) as subject matter experts for compliance with GRI Standards performance indicators information requirements. Our Internal auditors validated the accuracy and completeness of the information but were not externally assured. A GRI Content Index is contained on page 52.

Caring For The Environment - Environmental Stewardship

Caring for the planet is an obligation for any responsible business. RZM Murowa's environmental performance is driven by our sustainable development strategy which holds us accountable and sets stringent targets to ensure any negative impacts from our operation are reduced. The Company is committed to managing all environmental aspects related to its operations in a planned, controlled, monitored, recorded and auditable manner. We have been certified to the ISO 14001:2015 international Environmental Management System (EMS) standard since 2007, which guides the development and implementation of a robust management system. Our Management System is modelled on a risk-based preventive approach, which began with conducting an Environmental Impact Assessment (EIA) prior to any mining activity. The exercise identified significant aspects and impacts and an Environmental Management Plan was developed which outlines management controls for all the significant aspects and impacts. To avoid inadvertently causing harm or downstream effects that may be difficult to foresee, the Precautionary Principle is applied to the management of environmental aspects whose associated impacts may not be readily determined due to a lack of scientific evidence.

All impacts are managed using the hierarchy of controls - elimination, substitution, engineering, administrative controls and personal protective equipment (PPE). Some of the specific measures used in the management of environmental aspects include greenhouse gas accounting, employment of energy-saving initiatives, green procurement (used to assess a potential supplier's approach to health, safety and the environment), conducting Hazard Identification and Risk Assessments (HIRA), raising awareness on environmental issues, limits on water withdrawal through water agreements with regulatory authorities, regular testing of effluent and drinking water and waste management - including waste segregation and recycling.



Water Leadership - 2020

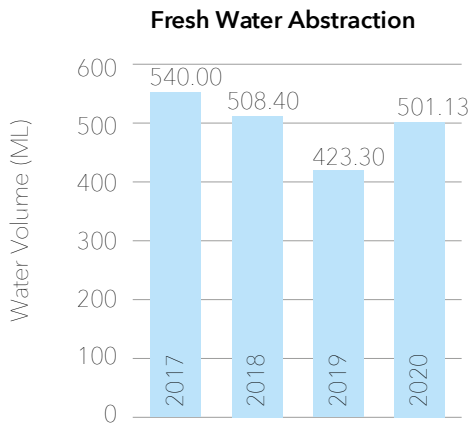
Management approach

Water is a critical resource in our business. As such, we acknowledge that water related problems are not only technical but also linked to social, economic and political issues and we, therefore, seek to provide sustainable solutions. Thus, Integrated Water Resources Management (IWRM) which includes management of storm water, fresh water and wastewater is required to minimize negative impacts (quality and quantity) on the shared water resource with communities while meeting desired processing targets.

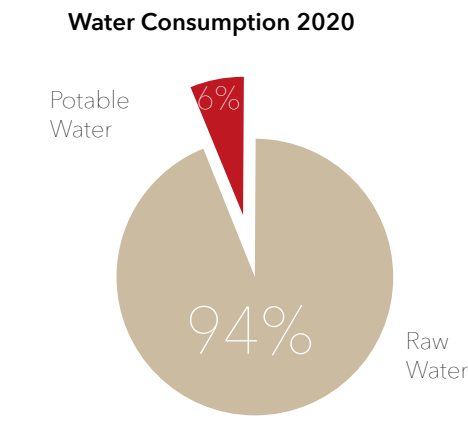
The mine being in a water stressed area and having a high demand for water for diamond extraction, the Company has made reducing fresh water abstraction (from Ngezi and Runde rivers) one of its key performance indicators (KPI's). Thus, the focus is on the reuse and recycling of water from the tailings dam and pit dewatering. Annual fresh water consumption targets are set based on a combination of tonnes of ore expected to be processed, actual averages previously obtained, expected efficiencies in the planning period and the organisation's goals with regards to water usage. Water used within the mine site is contained within a closed loop system which prevents the discharge of excess water into the surrounding natural water sources.

Water Consumption

The Runde and Ngezi rivers remain the main water sources for the mine. When the water levels in the Ngezi River dwindle during the dry period, water is discharged from Palawani Dam located approximately 200 kilometres upstream and then pumped to the mine site via a 14-kilometre pipeline. Currently, the business may access up to 800 mega litres from Ngezi and is allowed to store up to 3,500 mega litres of water in the Runde weir. The business is currently withdrawing approximately 9.84% of the maximum volume allowed. A total of 501 mega litres were withdrawn from both Ngezi and Runde rivers, and 31.4 mega litres were treated to produce potable water. The business embarked on a bulk water supply project which is supposed to supply the new 500tph plant with process water. The water line will discharge 320m³/hr of raw water resulting in a total of approximately 2,200 mega litres per annum. Construction and commissioning of the pipeline is expected in the last quarter of 2021.

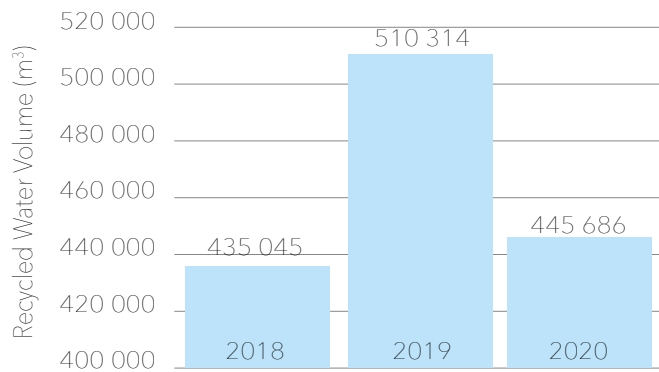


Volumes of Fresh Water Abstracted From Raw Water Sources



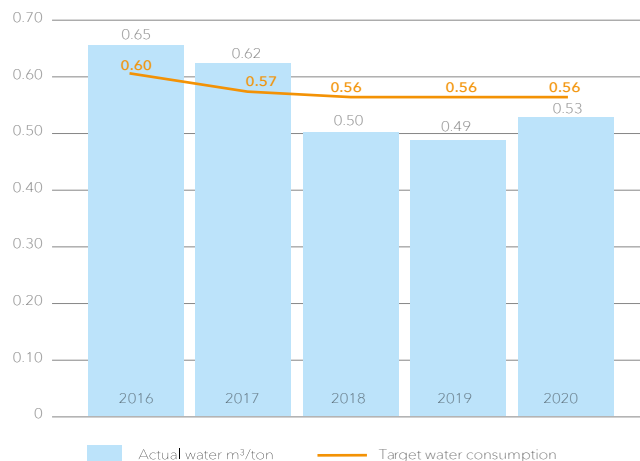
Fresh Water Consumption Summary - 2020

Recycled Water Volume



Recycled Water Volumes 2018 - 2020

RZM Murowa Fresh water Consumption m³/ton



Fresh Water Efficiency 2016 - 2020

Operational Water usage analysis

Water is a major input in our operation which uses it in the various processes that culminate in diamond liberation. Freshwater consumed per tonne of ore processed closed at 0.52m³ of water/tonne of ore processed against a target of 0.56m³ of water/tonne of ore processed in 2020. There was a 6% increase in water consumption from 2019 to 2020. The increase in demand was premised on the full commissioning of the wet flush crusher albeit the upsurge in demand was offset by upgrading the recycle pump capacity and the re-design of process water pipe networks to ensure enhanced water recycling.



Energy and Emissions

Moving towards an energy-efficient business remains a key RZM Murowa business priority. Diamond liberation and processing methods are highly energy-intensive processes, with the major energy sources being electricity and diesel fuel. Energy consumption remains as one of the business’ top four environmental aspects as it directly corresponds to Greenhouse gas (GHG) emissions. The business continues to implement energy consumption reduction activities including employee awareness, in a bid to reduce GHG emissions.

Management Approach

RZM Murowa sets annual Specific, Measurable, Achievable, Realistic, and Timely (SMART) objectives and targets for energy efficiency and GHG emissions in a bid to reduce GHG emissions. These targets are tracked and reviewed at specified intervals throughout the year. Deviation from the set targets prompts investigation to identify the root cause in which corrective action is then implemented. The business has also embarked on a solar farm project, estimated to produce 15 Megawatts, reducing generator usage and GHG emissions as well as feeding back the excess power into the national grid. Other projects include the construction of an 83m³ biogas plant set to reduce kitchen energy demand as well as reducing waste sent to the landfill.

Energy

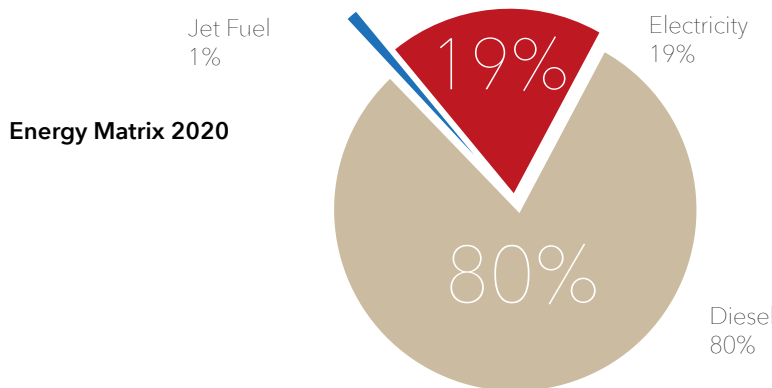
Energy is central to all the processes at RZM Murowa and therefore requires strict management to ensure that it is used efficiently

Energy consumption within the organisation

Energy Source	Classification	2019		2020	
		Consumption	Energy Value(GJ)	Consumption	Energy Value(GJ)
Diesel (Itrs)	Non-renewable	5,222,866.00	199,513.48	4,440,443.00	169,624.92
Jet Fuel (Itrs)	Non-renewable	101,497.00	3,785.84	46,590.00	1,737.81
Electricity (kwh)	Non-renewable	12,005,401.00	43,219.44	11,012,700.00	39,645.72
Total (GJ)			246,518.76		211,008.45

The total energy consumption for 2020 was 14% less than that of 2019 due to the decrease in jet fuel and diesel usage. Jet fuel usage decreased by 54% because of the COVID-19 lockdown that resulted in the grounding of aeroplanes. Total diesel consumption decreased by 15% owing to 33kV line maintenance which improved the availability of power from the national grid thereby reducing the usage of diesel generators.

Solar lights were installed at various points of the mine site and the Project Crown Jewel construction site as the Company leans towards green energy.



Energy Intensity

The average energy intensity for 2020 was 11.67kWh/t and this is below a set target of 12kWh/t. The energy intensity was below the set target because of a 10.2% increase in DMS plant feed processed.

Power Factor and Load Factor

	2018	2019	2020
Load Factor	0.72	0.63	0.65
Power factor	0.92	0.91	0.87

Note: Load factor defines how efficiently electrical power is being utilized by the load. It is a rational number between -1 and 1.

The load factor increased due to adhering to plant start-up procedures as well as switching off idling equipment. The power factor reduced marginally due to the addition of inductive loads during plant upgrades which was above the set target of 0.85.

Reduction of Energy Consumption

Energy consumption reduction initiatives that will be implemented comprise of the following:

- Procurement of energy efficient motors (IE3) for new installations and replacements
- Constructing new plant and IE3 electric motors to ensure energy is efficiently used
- Use of alternative energy sources
- Resumption of the biogas and solar farm projects in 2021 which were halted due to COVID-19 restrictions
- Continuing with solar lights installation and construction of the new 500TPH plant. This will contribute to the reduction in purchased energy and leaning towards green energy and
- Sustaining the energy consumption reduction initiatives done in the previous years.

The initiatives implemented have reduced the energy consumption from non-renewable sources by 15% as part of Sustainable Development Goal 7 of increasing the share of renewable energy in the energy mix. Installation of LED lights, IE3 Electric Motors and solar lights have contributed less than 1% reduction in energy consumption due to the prioritisation of installing energy efficient equipment at the new 500TPH plant.

Definitions

DMS - Dense Medium Separation

FCP - Fixed Crushing Plant

Sustainable Development Goal 7 calls for affordable, reliable, sustainable and modern energy for all by 2030 through the following activities:

- Increasing share of renewable energy in the global energy mix;
- The doubling global rate of energy efficiency;
- Ensuring universal access to affordable, reliable and modern energy services

RZM Murowa is in the process of constructing a 15MW solar plant as well as an 83m³ biogas plant. This will greatly improve renewable energy contribution to the energy matrix. In line with the use of energy efficient equipment under SDG 7 activities, the construction of the new Project Crown Jewel 500Tonne Per Hour plant prioritises energy efficient LED lights, solar lights, soft starters and energy efficient electric motors.

During the year the Company obtained a solar licence from the Zimbabwe Energy Regulatory Authority (ZERA) licenced to operate a 15 Megawatts solar farm. This development will help us to further reduce our CO₂ emissions and move towards our goal of increasing our uptake of cleaner energy.

Evaluation of energy management approach effectiveness

The power factor has always been above the set target of 0.85 by ensuring that the power factor correction unit is always on when restoring power after the occurrence of power cuts. The decrease in the power factor through the above target is only attributed to the addition of inductive loads due to the construction of Project Crown Jewel - 500tph. The adoption of plant start up procedure has also been effective in improving the load factor by 2% thereby improving capacity utilisation. Monthly tracking of energy intensity has also ensured that the set target of 12kWh/ton is met and any deviation above the target is quickly resolved. This has resulted in the energy intensity for 2020 is 2.75% below target. The solar plant, biogas project and commitment to using energy efficient equipment for the new plant will contribute to the achievement of the SDG7 - 2030 goal.

Greenhouse Gas Emissions

The diamond liberation process remains a high energy process with major energy sources in use being electricity and diesel fuel. The business has a variety of Greenhouse Gas (GHG) emitting inputs and outputs, which are classified as direct and indirect emitters. Direct emitters are as a result of combustion that takes place within RZM Murowa's operations, whereas indirect emitters are as a result of combustion that is not part of but is influenced by the RZM Murowa's operations.

Management Approach

To fulfil our commitment to protecting the environment, the business has set specific, measurable energy efficiency and GHG emissions targets annually based on historical data, expected process output and the organisation's specific goals. Failure to meet set targets acts as a trigger for an investigation into the root cause(s) and prompts senior management to come up with corrective actions to ensure that the goals are met.

Our Performance

Carbon Dioxide (CO₂) gas contribution to the total GHG emissions decreased by 12.3% in 2020 as a result of reduced jet fuel consumption (54%), explosives consumption (32%), diesel consumption (13%) and electricity consumption (8%).

	Units	2018	2019	2020
GHG Emissions	tCO ₂	22,037.44	21,963.46	19,555

The reduction in total GHG emission was as a result of the following:

- Amid the COVID-19 pandemic, the business shifted to 21 days at work/21 days at home shift to minimize employee movement which in turn reduced the number of flights per month and jet fuel consumption.
- Reduction in total material mined, thus resulting in reduced explosives and diesel consumption.

The business aims to further reduce its CO₂ emissions through future projects such as the construction of a solar farm project to reduce electricity demand and indirect GHG emissions. Various other initiatives towards this end continue to be implemented within the organisation, such as:

- Use of energy efficient lights.
- Use of energy efficient equipment.
- Use of renewable energy.
- Air emissions monitoring and tracking.
- Fuel usage optimisation.

Waste Management

At RZM Murowa waste generation is one of the top 5 critical environmental aspects for the business, thus waste management is vital in ensuring the proper handling of waste from its generation to its ultimate disposal. Waste generated mainly falls into the following categories:

Mineral Waste

- Waste rock
- Tailings

Non-Mineral Waste

- Bio-hazardous
- Biodegradable
- Hazardous
- Plastic and Rubber
- Scrap Metal
- Paper

To ensure minimum impact to the receiving environment waste generated is initially segregated at source into the above categories and then disposed of accordingly. Key stakeholders such as recycling companies also play a significant role in our waste management system as they utilize waste groups such as plastic, rubber, oils, scrap metal, and paper as raw materials in their processes.

Management Approach

RZM Murowa has adopted a cradle to grave approach to successfully manage the various forms of waste generated throughout the life of the mine and associated environmental aspects. This begins with the procurement process, during which potential suppliers, contractors and service providers are assessed to ascertain whether their products and services are in line with RZM Murowa's operating philosophy. Before any substances are brought to the mine site, HSEQ personnel assess whether the substance's environmental impacts can be safely managed and ensure measures are put in place to eliminate or mitigate any potential adverse impacts. RZM Murowa's waste management policy focuses on minimising waste generation and maximising re-use and recycling according to the waste management hierarchy.

Implementation of targeted training and induction procedures ensures that all employees, contractors and visitors understand the need to be a part of waste management activities and the benefit of such activities to themselves, the local community and the organisation itself. Employees, members of the local community, waste recyclers and other interested parties stand to benefit from the opportunity to purchase and sell the organisation's waste products.

Performance

Disposal Method	Waste types	2018	2019	2020
Incineration (hazardous waste)	Textile and Leather; Automotive waste; Clinical waste; Used personal protective equipment; Sanitary wear	2,440kg	4,53	2,923
Recycling	Used Oil	33,490 litres	83,500 litres	75,800 litres
	Old Batteries; Glass Paper; Plastic waste; Tins and cans; Rubber Waste	15,804kg	13,613kg	12,802.2kg
Landfill	Kitchen Waste; Wood Waste	20,988kg	20,954	16,667
On-site storage	Mine Waste Dumps	1,405,887m ³	502,479m ³	415,101m ³
	Tailings	95,984	59,676	70,966

Evaluation of Waste Management Processes

As of 2020 the business has not had any waste-related environmental incidents and continues to implement its waste management system effectively. The business has embarked on an 83m³ Biogas plant project, which is expected to have the following advantages:

- Production of biogas for use in the main kitchen.
- Reduce biodegradable waste sent to the landfill by more than 75% by the 2nd quarter of 2021.
- Recycling of effluent for irrigation of lawns around the village.



Construction of Biogas Plant at RZM Murowa



Environmental compliance

RZM Murowa remains committed to ensuring environmental protection and compliance with all applicable legal, regulatory and other environmental requirements, including the organisation’s procedures, policies and voluntary codes such as ISO14001:2015. The business remains an affiliate of the Chamber of Mines and is a member of the Business Council for Sustainable Development Zimbabwe.

The major legal statutes that bind the organisation include:

- i) SI 109 - Mine Management and Safety Regulations.
- ii) Environmental Management Act.
- iii) COVID-19 regulations.
- iv) Radiation Protection Act.
- v) National Social Security Authority (NSSA) Act.
- vi) Water Act.

Legal and regulatory requirements take precedence over other requirements, except in cases where non-regulatory requirements are more stringent. The business is subject to legal compliance audits and inspections from its relevant legal authorities and government agencies and also carries out its internal legal audits to ensure environmental compliance.

Our Performance

The year was no ordinary, with the majority of legal bodies closed due to the COVID-19 pandemic. However, the business still managed to comply with all legal and other requirements. Legal audits and inspections were facilitated remotely. On-site inspections were only conducted once all visiting parties had complied with both the national and the organisation’s internal COVID-19 regulations.

The business successfully maintained certification for both the ISO14001:2015 and ISO45001:2018 standards and embarked on ISO9001:2015 certification journey to be certified by 2021.

The organisation did not receive any fines, sanctions, breaches and/or penalties from the regulatory authorities during the reporting period and still strives to remain compliant with relevant applicable legal and other requirements. The business was also awarded a certificate of recognition by the National Social Security Authority for outstanding NSSA legal compliance.

We are regulated by the following legal bodies:

National Social Security Authority



Radiation Protection Authority of Zimbabwe



Environmental Management Agency



Zimbabwe National Water Authority



Biodiversity

Through the Net Positive Impact strategy, RZM Murowa continues to ensure that its actions have positive effects on biodiversity features outweighing the inevitable negative effects of the physical disturbances and impacts associated with mining and mineral processing. The business continues to identify and protect its endangered plants and animal species such as the Blue Quail bird, Pangolin, Aardwolf, Python sabae, Flame lily, Orchids and Aloes that are resident within its mining lease.

Management Approach

The business continues to implement the following to ensure continued protection of biodiversity:

- Controlled land clearance
- Biodiversity protection awareness
- Prohibition of hunting
- Rehabilitation projects
- Control of significant impacts of mining activities.
- Continual engagement with wildlife authorities.

Our Performance

The organisation embarked on a 500TPH plant expansion journey code named (Project Crown Jewel). The business has continually conformed to its set standards for biodiversity conservation through the successful identification and relocation of over 300 aloes from the project site area. Land clearance activities were well monitored, with the resulting removed top soil being stockpiled at our designated top soil banks for future rehabilitation.

Aloe Tauri



Aloe Cryptopoda

**Occupational Health and Safety**

In support of the third Sustainable Development Goal: "Ensure healthy lives and promote well-being for all at all ages", RZM Murowa ensures proper management of Occupational Health and Safety (OHS). This is crucial for the prevention of diseases and/or injuries that may emanate from working conditions, lifestyle choices and lack of adequate information. In turn, it boosts worker motivation and productivity, while also preventing financial losses and property

damage resulting from incidents.

OHS management is carried out through the implementation and maintenance of an OHS Management System (OHS MS), which conforms to the requirements of ISO45001:2018. The OHS MS is integrated with the Environmental Management System (EMS) which conforms to ISO14001:2015 standard requirements. The EMS has been certified since 2008. The OHS MS was certified in May of 2020 after stage 1 and 2 audits were carried out by Det Norske Veritas® (DNV®). This certification was successfully retained during a November 2020 joint surveillance audit.

The OHS MS is managed by highly skilled OHS personnel and follows the principles of risk-based thinking and the process approach. All employees are also provided with an opportunity to suggest and implement improvements. This entails incorporating Hazard Identification and Risk Assessment (HIRA) into everyday business operations such as procurement, implementation of changes, training, as well as for ore extraction and processing. More attention is always concentrated on the most critical risks within the business, identified routinely through annual baseline surveys, management of change and task specific HIRA. Controls for all risks identified are implemented according to the Hierarchy of Controls. Routine workplace inspections, as well as internal and external audits, are carried out for continual improvement, with critical risks being monitored quarterly using Critical Control Monitoring Plans (CCMPs). Failure to manage OHS can create irreparable injury, fixed asset losses, financial and production loss.

COVID-19 Measures

The year was marked by the COVID-19 pandemic, which forced businesses around the world to adapt to survive and to safeguard their employees. RZM Murowa tackled this global challenge by implementing control measures to protect employees, contractors and visitors without ever closing for business. The measures included the development of a COVID-19 Policy, which had to be adhered to by all personnel at all RZM Murowa sites. Controls stipulated in the policy include mandatory temperature screening at all entry points into the business, use of foot baths and hand sanitiser, the introduction of strategically placed non-touch sanitising stations, social distancing, working from home, procurement of prophylactic and treatment medication, sanitising of work stations, isolation of exposed individuals or suspected cases, correct wearing of masks, spraying of rooms and vehicles with hydrogen peroxide, accommodation village decongestion and carrying out of awareness training. In addition, work shifts were rearranged into a 21 day cycle to minimise contact between employees working in different rosters. All visitors and suspected cases underwent testing and all positive cases were immediately removed from the mine site for treatment.

RZM Murowa COVID-19 statistics for the year 2020 are summarised in the table below:

Description	Positive	Negative	Total	Deaths
RDT tests	20	499	519	0
PCR tests	21	66	87	0
Grand total	41	565	606	0

All employees who tested positive received treatment and recovered. Unfortunately, after receiving treatment and testing negative for COVID-19, one of our employees lost his life due to complications arising from uncontrolled diabetes, which he had been battling with. Moving forward in 2021, the organisation will continue to implement all the controls established in 2020 to safeguard all employees, visitors and contractors at our business units.

Occupational Health Services (OHS)

Ensuring the continued health of employees, contractors and visitors is a critical component of the OHS Management System. This includes carrying out pre-employment medical examinations for all new employees and long-term contractors, as well as periodic examinations for existing employees and contractors, then exit examinations on termination of employment. These examinations are a tool used to check for any indicators of diminishing health as a result of exposure to occupational stressors or diseases. All visitors to the site have an opportunity to complete a visitor's voluntary declaration form so that they can be assessed for any underlying conditions enabling a quick turnaround in case of an emergency while on site.

In 2020, the business continued with the construction of a Medical Centre, although progress was hampered by challenges resulting from COVID-19. We recruited additional health personnel and acquired state of the art medical equipment including a digital x-ray machine for medical surveillance and disease diagnosis. This acquisition of medical equipment will save the business costs from outsourcing medical services and result in a quick turnaround of medical results for continued compliance, thus minimising time losses to production. The Medical Centre is expected to be fully operational by Q2 2021.

Occupational Hygiene Surveys

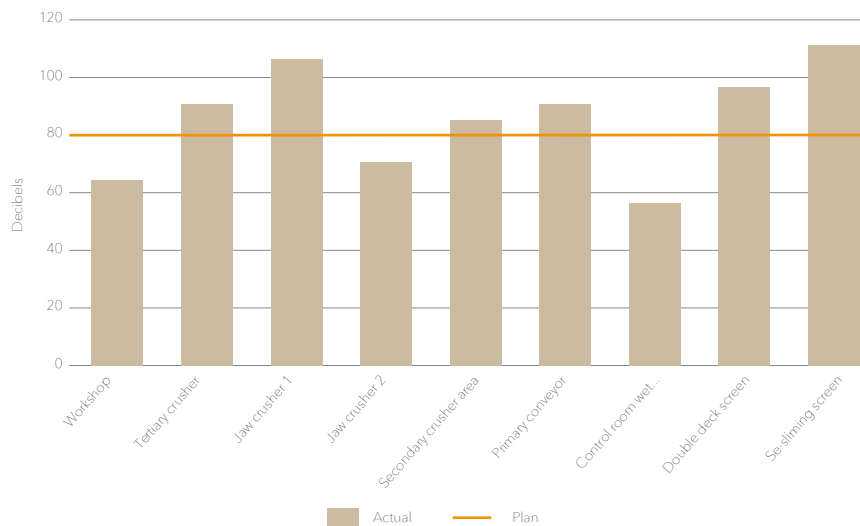
Occupational hygiene surveys are routinely performed to monitor and measure employee and contractor exposure to stressors that can negatively impact their health, causing occupational illnesses or injuries. Any signs of occupational health exposures are referred to the onsite medical facility for diagnosis and control of further progression. In the period under review, measuring and monitoring that involved contact devices/equipment was suspended to prevent the risk of spreading COVID-19.

Static dust measuring and monitoring: This was not carried out because the required equipment which had been sent to South Africa for servicing and calibration could not be returned promptly. This was a result of restricted movement and border closures due to COVID-19. However, preventive measures such as wearing dust masks, dust suppression and awareness were instituted.

Radiation Safety: RZM Murowa recognises the potentially detrimental effects of radiation exposure to its employees, visitors and contractors. For this reason, we implement best practices for radiation protection and the elimination of exposure. During previous monitoring and measurement, RZM Murowa radiation sources were found not to be a threat to the workforce. However, in compliance with the Radiation Protection Act of Zimbabwe, monitoring and measurement continue. The radiation measurements for the period under review were far below the Occupational Exposure Limit (OEL) and therefore compliant with legal statutes.

Noise monitoring: By design, process plants and heavy mobile equipment produce a certain level of noise when in operation. In mitigation, RZM Murowa mapped out all high noise areas and signposted information to alert personnel to wear appropriate hearing protection devices (ear plugs/ear muffs) in those areas according to the attenuation factor required for effective noise exposure reduction. In addition, scheduled maintenance of both fixed and mobile plants minimises noise to As Low As Reasonably Practicable (ALARP). During the period under review, only static noise measurements were carried out, while personal noise measuring and monitoring were suspended due to the risk of COVID-19 exposure. The graph below shows static noise monitoring for the Crushing and Screening Plant (one of the noisiest work areas) for the period under review.

Crushing and screening plant employment



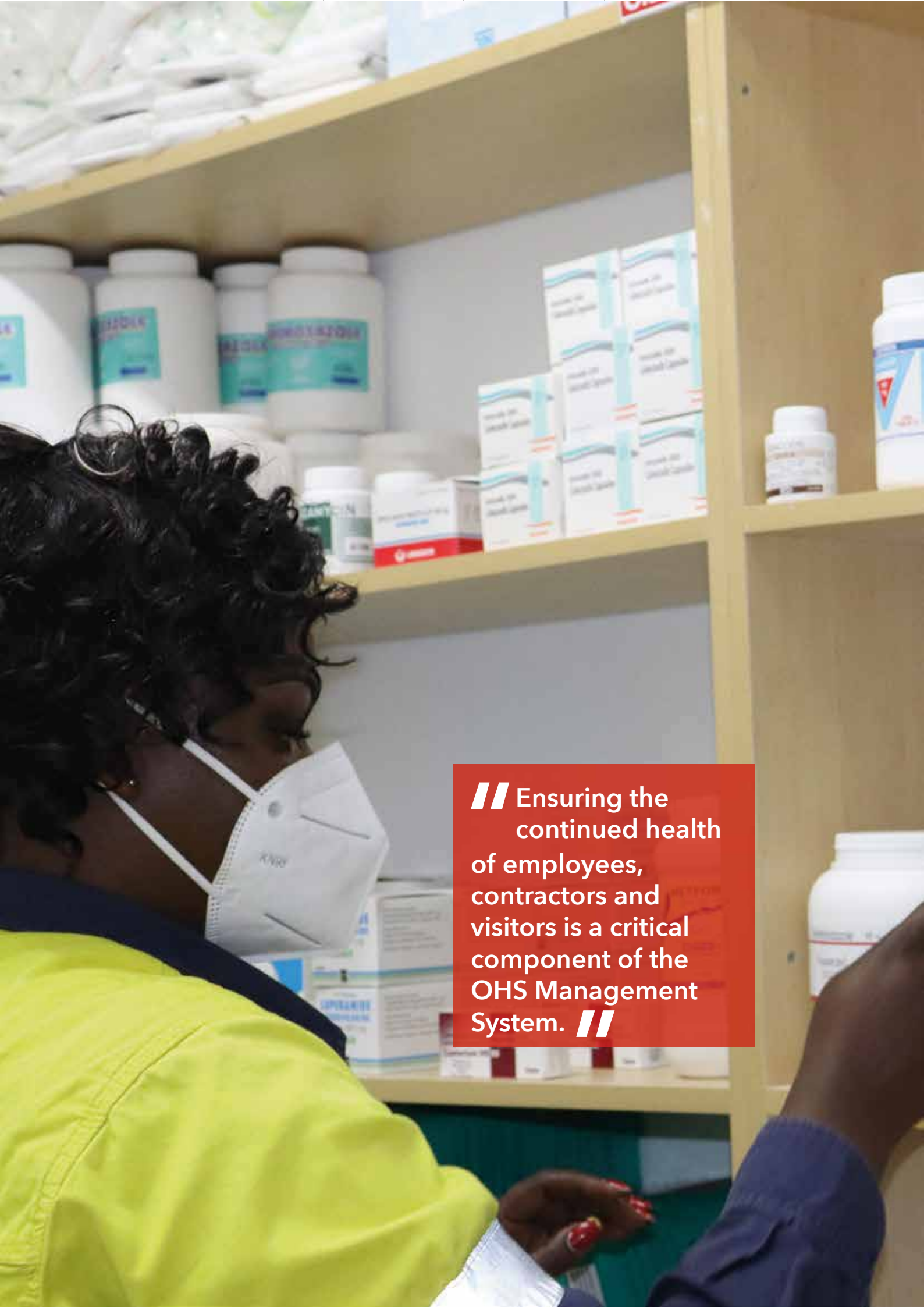
Evaluation of systems and methods for managing occupational exposure limits

RZM Murowa manages occupational exposure limits through compliance with national statutes/regulations and the adoption of international methods. These standards stipulate requirements for monitoring as well as equipment quality, purpose and calibration, among others. The standards, therefore, speak to the following:

- Identifying occupational stressors through risk assessment;
- Conducting planned occupational hygiene surveys at stipulated intervals;
- Training and awareness of employees and contractors - taking special consideration of results above threshold limits and subsequent corrective action;
- Application of control measures according to the Hierarchy of Controls to reduce risk to ALARP.

Wellness Programme

Employee Wellness is recognised by RZM Murowa as a fundamental pillar of fitness for work for its employees and contractors. Accordingly, 2020 saw us coming up with a few initiatives to promote wellness and wellbeing of our employees throughout the year - scaled down to minimise exposure to COVID-19. Much effort was channelled towards nutrition/diet and online awareness. Examples of wellness activities carried out to minimise contact included Zumba® fitness classes, volleyball and fun runs.



// Ensuring the continued health of employees, contractors and visitors is a critical component of the OHS Management System. //

Training on occupational health and safety

Training is a key element in boosting the knowledge and skills of our human capital - which is a vital resource of RZM Murowa. In 2020, the following key training programmes were administered:

- COVID-19 awareness training for imparting knowledge to employees and contractors to reduce the risk of exposure to the pandemic and promote business continuity.
- Quality Management System ISO9001:2015 Standard development and implementation training for leaders and implementation team members. The training was aimed at building an Integrated Business Management System (IBMS) to standardise work processes/practices, enhance quality, manage business risk, achieve the bottom line and have sustained business performance.
- Occupational health and safety refresher training was conducted virtually to update knowledge and skills on new trends and management of health and safety risks.
- Internal Fire-fighting training for employees and contractors to upscale fire-fighting skills.
- Basic First Aid training for the workforce although it was suspended after the COVID-19 outbreak.
- Workload exercises were conducted for the Mine Rescue Team to enhance emergency preparedness and response skills.

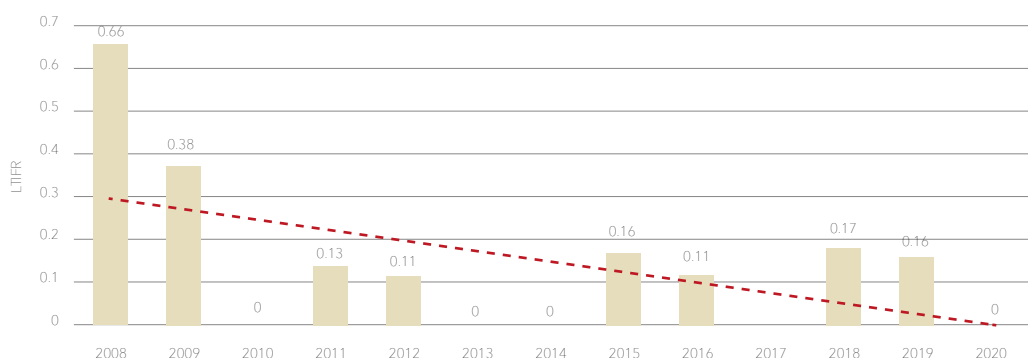
Managing Work-related Injuries

In 2020, the business recorded a fatality in an opencast pit where a mass of rock fell on an articulated dump truck and fatally injured the operator. Extensive investigations were carried out by both internal and external parties. Robust corrective actions emanating from those findings have since been implemented, including barring down, cab reinforcement of vehicles entering the pits, the introduction of more extensive pit inspections, quarterly CCMP monitoring and increased involvement of employees in identifying pit hazards. RZM Murowa remains resolute about maintaining a safe work environment for all stakeholders who interact with the company. Below is our performance during the year which covers both direct employees and contractors:

Category	2017	2018	2019	2020
Fatality	0	0	0	1
Lost Time Injury (LTI)	0	2	2	0
Medical Treatment Case (MTC)/ high consequence work related injuries	0	1	2	1
First Aid Case (FAC)	1	4	11	6
Recordable Work related injuries	0	3	4	1
LTIFR	0.00	0.17	0.16	0.00
Recordable Work related injuries rate/ AIFR	0	0.26	0.33	0.09

The injury statistics for all employees and contractors for FY2020 had one fatality and one medical treatment case (MTC). The All Injury Frequency Rate (AIFR) based on the MTC was 0.09, reduced from the 0.33 attained in 2019 when we incurred 2 MTCs and 2 LTIs. Investigations of the injury incidents were conducted and the major opportunities for improvement were identified related to strata control and tools for monitoring small scale movements. Despite the fatal injury, the business remained resilient and focused on mitigating risk by implementing appropriate controls to meet set objectives and targets.

LTIFR trend 2008 - 2020





“ Several women get down and dirty in our operations and continue to break the glass ceiling as Heavy Mobile Equipment Operators, Plant Operators and many other technical jobs which were historically a preserve of men. ”

Our Employees

2020 was a game changer in the way employees executed their duties and delivered results. It was the resilience of our employees that enabled us to achieve our targets during the year. Total employment increased against the backdrop of COVID-19 induced widespread loss of employment. For the business to achieve its strategic objectives, we needed to ensure all departments were adequately staffed.

There was growing anxiety over job security and being adaptive to a new work set up at our mine where for COVID-19 preventative measures. We ensured we provided information and support to ensure our employees were able to go about their daily activities which contributed to the immense - counselling in place and leader support for employees who were working from home and were not accustomed to the new work set up.

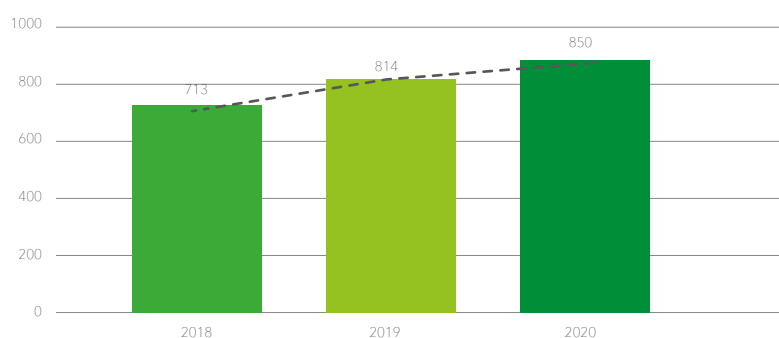
	2018			2019			2020		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Permanent Employees	170	133	37	176	140	36	179	142	37
Fixed Term Employees	304	271	33	387	345	42	396	358	38
GTs/ Apprentices/ Internships	26	19	7	36	24	12	45	31	14
Direct Employment	500	423	77	599	509	90	620	531	89
Indirect (Contractors)	213	168	45	215	168	47	230	183	47
Full Time Employment	713	591	122	814	677	137	850	714	136

Employment

Direct Employment: Employed directly by RZM Murowa

Indirect Contractors: Employed by companies contracted by RZM Murowa

Full time employment



RZM Murowa remained a major employment creator in a country that faced high unemployment. In 2020 our Full Time Employment (FTE) increased by 4.42%. This meant more Zimbabwean families were better placed to meet their domestic and financial obligations

Recruitment by Gender (FTE)

	Unit	2018	2019	2020
Male	Head Count	591	677	714
Female	Head Count	122	137	136

Recruitment by Age (Direct Employment)

	Unit	2019	2020
Under 35 years	Head Count	232	231
35-50 years	Head Count	316	326
Over 50 years	Head Count	51	63

Full-time employment increased by 14.17 and 4.42 in 2019 and 2020 respectively. This was encouraging especially in 2020 in the context of Covid 19 induced job losses.

Sustaining employment

RZM Murowa was not spared from the effects of COVID-19. Closed markets for a prolonged period meant a real possibility of job losses. However, the business continued to be a major employment creator in Zimbabwe and varying initiatives were implemented to sustain employment during the difficult times.

Virtual working

Some jobs were assessed and staff were allowed to work virtually where appropriate. Naturally, the mining industry has some jobs which cannot be done virtually. However, mitigation measures were taken to protect employees against contracting COVID-19 during work time (these have been highlighted under the health section of this report). To reduce an increase in mental health and stress issues, leaders and peer educators would constantly check in with employees and boost morale and confidence.

Diversity and Equal Opportunity

RZM Murowa values the provision of equal employment opportunity regardless of one's gender, colour, sexual orientation, creed and race. Our diverse backgrounds positively impact our organisation. Over the years deliberate efforts have been put in place to encourage diversity in our work to promote a multiplicity of ideas.

Management Approach

At the recruitment stage, every applicant has an equal opportunity to be selected for interviews. RZM Murowa is guided by the Zimbabwean Labour Act Chapter 28:01 (Section 5) which provides for the protection of employees or prospective employees against discrimination on the grounds of race, tribe, political affiliation, colour, gender, creed and HIV/AIDS status amongst other issues. Equity is integral to the fair treatment of all employees. The organisation pays similar remuneration to employees performing similar tasks regardless of their gender and promotions are based on merit.

Women in Mining

Of our 179 permanent employees, 21% were female, representing a 0.55% increase from 2019. There is much more RZM Murowa can do to encourage more women to work in an industry that remains predominantly male-dominated. Some of our efforts over the years have included well thought out job advertisements that encouraged individuals across the spectrum to apply for positions in the business.

	Unit	2019	2020
The proportion of female employees	%	20.45	21

Women at the frontline

Exciting career opportunities exist for women across the whole diamond mining value chain. Several women get down and dirty in our operations and continue to break the glass ceiling as Heavy Mobile Equipment Operators, Plant Operators and many other technical jobs which were historically a preserve of men.



Freedom of Association and Collective Bargaining

We value the freedom of association and the right of our employees to collective bargaining. Our employees can affiliate to Trade Unions of their choice and we facilitate payment of affiliation fees. We are a member of the Chamber of Mines, a confederation of mining companies that negotiate with Trade Unions. By the end of December 2020, 87,5% of the workforce were under a collective bargaining agreement.

Management Approach

RZM Murowa is guided by the Zimbabwean Labour Act Chapter 28:01 (Section 4) on employees' entitlement to membership of Trade Unions and the formation of Workers Committees. The business deducts and remit Trade Union subscriptions for member employees and our employees subscribes to the Associated Mine Workers Union of Zimbabwe (AMWUZ). A Workers Committee represents the interests of employees. The outcome of a Works Council negotiation agreement is binding.

Employee Relations

We are committed to building healthy employer/employee relations. Over the years we have invested in ensuring we have mutually beneficial relations with all our employees who have the freedom to express themselves via the numerous platforms availed to them across the business. Though physical meetings were curtailed in 2020, an online portal was developed to provide a platform for important information sharing.

Turnover

Our labour turnover increased during the year to 6.44% from 3.15%. The majority of employees were leaving for new opportunities. This increase stimulated the conversation on the need to attract and retain talent.

Turnover by Gender (%)

	2019	2020
Female	7.7 %	18.5%
Male	92.3%	81.5%

Management Approach

Registered Trade Unions are allowed to address employees and their members at the mine premises.

Employment Engagement

Employee engagement mechanisms in place include employee engagement surveys, works council meetings, quarterly General Manager's Briefing, Manager Once Removed discussions and Line Management updates.

Training And Development

The advent of COVID-19 derailed the training path RZM Murowa was on, and this gave rise to the need for a new approach to Training and Development. Further consultation and an investigation on how businesses internationally were coping birthed an online training solution named RZM Murowa E-learning. Operating under the hashtag 'Let'sTakeltOnline', the E-learning hub hosts an interactive learning platform for leadership courses such as the Team Leader Acceleration Series and Principles of Coaching.

Vehicles and driving remain a top business risk, and Dover testing remained a key priority for Heavy Mobile Equipment(HME) Operations. Whilst COVID-19 restrictions meant slim shifts on the ground, the department changed focus to multi-skilling operators to ensure the provision of the required skill sets for production to continue smoothly. Trained operators will thereafter undergo assessment and certification with Barzem, a reputable mining equipment service provider.

In an endeavour to ensure a robust talent pipeline and employee development, the business recruited eight Graduate Trainees in key fields notably Mining, Engineering, Metallurgy and Procurement. This team of vibrant young men and a single woman will be intensively trained over 24 months with periodic assessments, culminating in appointments to substantive positions within the business.

Supporting Graduate Trainees

Eight graduate trainees that had been recruited in 2018 completed 24 months of training during the year and were promoted to permanent employment. A breakdown of these appointments was as follows:



“Vehicles and driving remain a top business risk, ”

No.	Discipline	Number
1	Health, Safety and Environment	2
2	Metallurgy	1
3	Mining	1
4	Civil Engineering	1
5	Electrical Engineering	1
6	Survey	1
7	Geology	1
	TOTAL	8

Further, eight graduate trainees were recruited in 2020 and are currently undergoing an intensive 24 month training program.

Providing Fertile Training Ground

Kudzai Dzvene

Kudzai Bernadette Dzvene is a Procurement Graduate Trainee at RZM Murowa. Born 22 February 1996, Kudzai was educated in her home town of Chitungwiza close to the capital city, Harare. She graduated from the Chinhoyi University of Technology with an Honours of Science Bachelor's degree in Supply Chain Management in October 2019. Ever the goal getter, Kudzai began her professional journey whilst still on attachment and attained a Diploma in Procurement and Supply from CIPS in 2018.

Kudzai had this to say of her opportunity to train and grow in the RZM Murowa family.

"I feel so honoured being part of RZM Murowa considering that the mining industry has received a bad record in attracting, retaining and maintaining professional women. Given my experience so far, no day is the same at RZM Murowa, and I am constantly on my toes. I enjoy the varied tasks I am challenged to take on and the mix of personalities and ideas. A strong sense of humour carries the day here. Being exposed to the mining industry has shown me that one needs to have the determination and open mindedness to make their mark and that exactly is my goal".

In her spare time, Kudzai is a versatile and creative personality who enjoys baking and cooking.

Brian Samanyanga

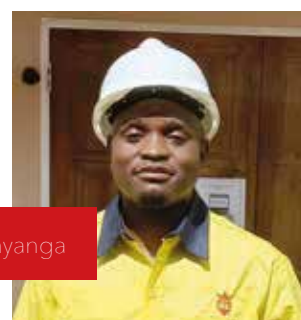
Mining has always been in Brian's blood. Growing up in the iron and steel town of Redcliff, Brian blazed an impressive educational path, acing 19 out of 20 points at Advanced Level in the Sciences field. He bagged his degree in Mining Engineering at the University of Zimbabwe in 2018 and joined RZM Murowa as a Mining Graduate Trainee in October 2019.

"I am a goal oriented young man of 25, who has his mind set on not only being an expert in terms of extracting value from the ground but also enable the delivery of smart solutions, ideas and services to the organization through financial management. I believe in transparency, employing the highest level of integrity, professional competency and strong work ethics in assuming all tasks and responsibilities without any biases or shortfalls. I aspire to understand the lifeblood of every organization which is finance or how money works, as my eyes are set on leading one in the future. When all has been said and done, to me failure is not an option and if it can be idealized then it can be brought to reality."

At RZM Murowa, we believe in attracting and grooming such young talent, and with Brian's focus and zeal, the value to the business is immeasurable.



Kudzai Dzvene



Brian Samanyanga

Total Training Hours

	2019	2020
Total training hours	17,514.50	2,636.4
Average training hours per employee	21.5	4.01

Training Hours by Gender Split

Training hours were not previously calculated by gender split in preceding years and in an endeavour to attain a finer quality of reporting these have been provided for the year 2020. Below is the split of training hours:-

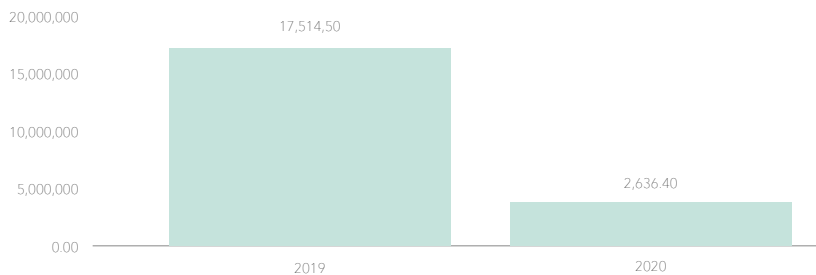
	2019	2020
Total hours	17,514.5	2,636.4
Total male training hours	14,685.5	2,539.3
Total female training hours	3054	97.15
Percentage male training hours	82.54	96
Percentage female training hours	17.46	4
Average male training hours	27.7	4.68
Average female training hours	34.7	1.06

Training hours by Employee Category - 2020

	2020
Total training hours - Management	0
Total training hours - non managerial employees	2,636.4
Total training hours	2,636.4

Training hours by Department - 2020

Department	2020
Mining	1,756
Operations	342,45
Security	48,4
Administration	365, 3
Technical Services	123,45
TOTAL	2, 636.4

Total training hours

Security And Human Rights

The safety and security of our employees at our operation is a key priority. We work in a high risk and sensitive industry that has been under the spotlight regarding human rights. RZM Murowa pays close attention to the treatment and rights of all our stakeholders. We prohibit the physical abuse and harassment of employees and other stakeholders as well as the threat to either.

Management Approach

We seek to manage security according to our values, risk profiles and business requirements. This involves reviewing our alignment with the Voluntary Principles on Security and Human Rights annually and completing improvement plans to address any gaps. There were no significant security-related incidences with possible human rights implications recorded in FY2020.

Hundred percent of the company's security staff and eighty percent of contract security staff received in-house training on the Voluntary Principles on Security and Human Rights. Providing effective training in human rights ensures security personnel understand when to use force appropriately while maintaining respect for human rights.

In line with our goal of no harm to people, we carefully assess the security threats and risks to our operations. We work with the government and partners to safeguard our assets and provide a secure working environment for our employees and contractors.

During the year under review, the following were introduced:-

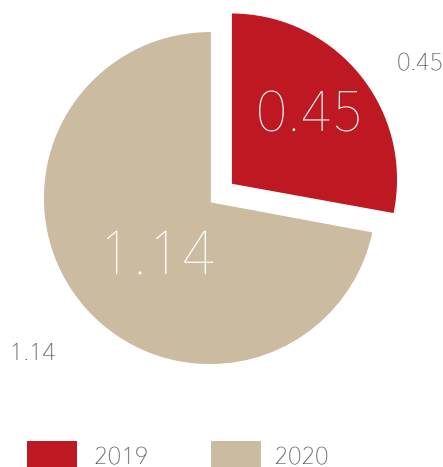
- Self-searches which relied on the honesty and integrity of individuals
- There was limited movement of employees and contractors who would stay within the mine leased area for longer periods.
- Increased technical surveillance which managed to detect suspicious activities within the highest risk areas of the mine.

Social Responsibility And Impacts

2020 was a litmus test for the six communities impacted by the mine's operation. RZM Murowa consistently worked to develop resilient communities by providing support where practicably possible and opening up employment opportunities which in turn provided socio-economic relief for many families.

At RZM Murowa we are 'More than Diamonds'. We are strongly convicted by the fact that all our interested parties should gain value from our operations whilst we manage our negative impacts. Sustainability issues are more than just lip service. During the year, we limited contact with community members as a COVID- 19 preventive measure. Our focus was on the provision of employment opportunities, health funding and supporting community based small-to-medium enterprises.

Community Investments (USD million)





Educational Support

In 2020, most schools in Zimbabwe were closed for the greater part of the year due to the COVID-19 pandemic. Despite this our Educational Assistance Programme continued to benefit learners from underprivileged backgrounds. The Company donated infrared thermometers for use at school examinations centres as a means of protecting examination students from the deadly COVID-19 virus.

Work on the construction of an Early Childhood Development Centre at Chivare Primary School in Chivi, Masvingo Province continued. Due to delays caused by the pandemic, a handover will be done in the second half of 2021.

Local Employment

Providing employment opportunities for community members proved to be an important safety net in 2020. A number of families welcomed the fact that one of their members could be employed by the mine during the pandemic period enabling them to cope with the stresses and shocks caused by the pandemic.

114 people were recruited from the local community under the local recruitment programme. 2021 will see increased local recruitment opportunities with the ramping up of Project Crown Jewel a Greenfields expansion project being undertaken by the mine.

Vocational Training

Our commitment to training and upskilling community members remained unwavering and our investments paid off in 2020. The inaugural class of students for hot works and garment making undertook examinations with the Zvishavane Vocational Training Centre. Hot Works candidates attained a 100% pass rate while Garment Making students achieved a 60% pass rate. A number of the students were provided with on the job training opportunities at our mine in 2021. This is as the mine executes Project Crown Jewel exposing the students to multifaceted and dynamic learning opportunities which will catapult their careers in the future.



Food Security

RZM Murowa continued with the supplementary 'Wet Feeding Program' which saw us expand the programme to two schools within our exploration footprint at Sese in the Chivi District. To date over 3,000 learners in the Midlands and Masvingo Provinces have benefited from RZM Murowa's provision of 'mahewu' a locally produced nutrition drink which has been scientifically proven to boost mental capabilities.

- The Company offered logistical support to the Zvishavane District Drought Relief Taskforce involved in the distribution of food relief to close to 20,000 people.



Health

RZM Murowa operations are in the middle of a rural community and this location presents many challenges in terms of accessing health facilities. Over the years we have provided health infrastructure, drugs and a visiting doctor. In 2020 we prioritized the provision of COVID -19 protection and awareness.

Supporting Our Community During Trying Times

RZM Murowa community partnerships have been in existence since we began operating in 2004. In 2020, RZM Murowa put in place wide-ranging activities to ensure our employees and communities were protected from the Coronavirus. We made a USD 40,000 donation of Personal, Protective, Equipment and major sundries to the Zvishavane District Covid-19 Taskforce. In addition to this donation, we undertook to renovate and refurbish Lundi Rural Hospital which was designated as an Isolation Centre for the Zvishavane District.

RZM Murowa was able to refurbish two isolation wards (male and female) including building brand new toilets; renovating staff quarters and painting all the infrastructure. Mattresses and bed linen were also donated to the hospital. The Lundi Rural Hospital project was carried out in record time with some RZM Murowa employees going beyond their call of duty.

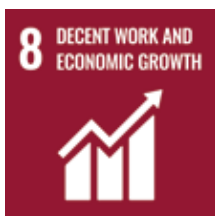
Other 2020 COVID - 19 community initiatives included:

- At the local community level, the mine ensured that all the five clinics within the mine's footprint were equipped with basic screening materials and PPE. Several informative posters were also distributed to the clinics
- RZM Murowa sponsored a 21 day radio program on a local radio station Ya FM. This targeted small scale miners and the community at large to provide education and awareness on COVID- 19
- We encouraged employees to share Covid-19 information with their families.





“Five vocational training students were provided with on the job training opportunities at our mine in 2021. ”



Economic Contributions

Economic Value Generated And Distributed

Establishing sound business models is essential for businesses to achieve meaningful economic growth which enables them to positively impact local, national and international economies. In 2020, RZM Murowa demonstrated great resilience and agility despite the challenges experienced during the global shutdown.

Our operation continued with the primary activities of mining and processing throughout the lockdown period and ramped up operations as lockdown restrictions became more relaxed in the last quarter of 2020.

The business delivered strong results were underpinned by a strong and adaptive operating philosophy that put cost management at the forefront. The impact of COVID-19 on the business was largely offset by a strong market rebound in the last quarter of 2020 helping the much needed revenue generation this period. This enabled the company to generate the much needed foreign currency.

Despite the gloomy outlook of 2020, the business was still able to meet all its obligations which included the payment of taxes, duties, royalties, employee costs, local procurement and supporting communities hedge against the impacts of COVID- 19.

Indicator USD	Units	2019	2020
	US\$	Million	Million
Value Generated			
Revenue	US\$	77,39	73,45
Total Value Generated	US\$	30.30	22.10
Economic Value Distributed			
Employee wages	US\$	10.82	9.83
Operating Costs	US\$	30.97	34.02
Payments to Government	US\$	15.54	12.63
Community Investments	US\$	0.45	1.14
Total Value Distributed	US\$	57.78	57.20

Payments to Government

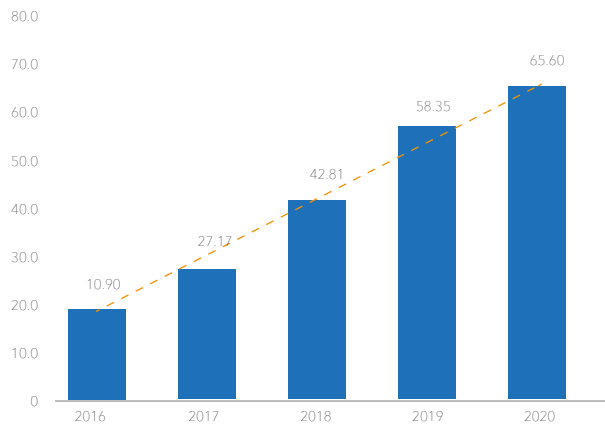
Despite being a medium scale mining operation, RZM Murowa plays a major role in the economy of Zimbabwe. Not only are we a critical foreign currency earner, but we also contribute substantial tax revenues to the country. Our payments to the government in their various forms including tax and royalties play a significant part in providing basic services and improving the economy of Zimbabwe. Tax payments are a key area of interest for our business and stakeholders the world over.

Engagement Approach to Tax Authorities

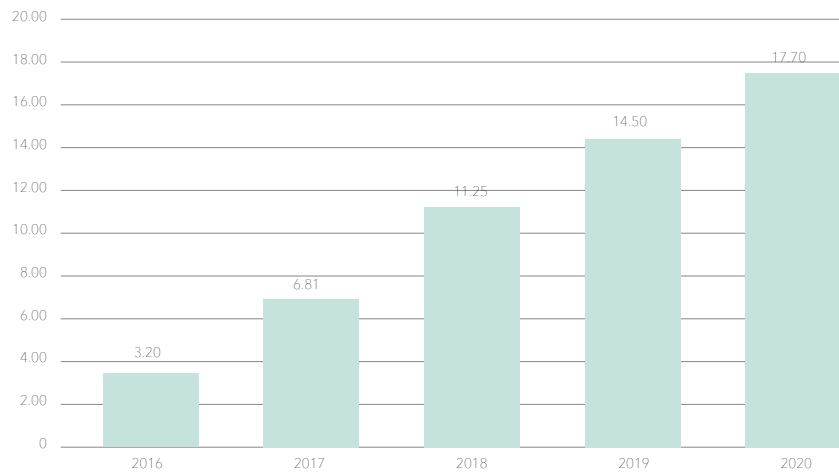
At RZM Murowa we execute a transparent tax planning process which is managed by a dedicated tax professional who is also the relationship manager for our tax authority the Zimbabwe Revenue Authority (ZIMRA). All our payments to the government are fully disclosed and key stakeholders have access to our entire value chain which encourages greater accountability. The business practices good transparency in our dealings with key stakeholders particularly the government of Zimbabwe, where our engagements with all the key stakeholders, Minerals Marketing Corporation of Zimbabwe(MMCZ), ZIMRA and the Ministry of Mines and Mining Development have access to every stage of our value chain. In 2020 our contribution to the government in taxes accumulated to USD17.70m and royalties stood at USD65.6m.

Royalties

Cumulative Royalties (USD million)



Taxes paid (USD million)



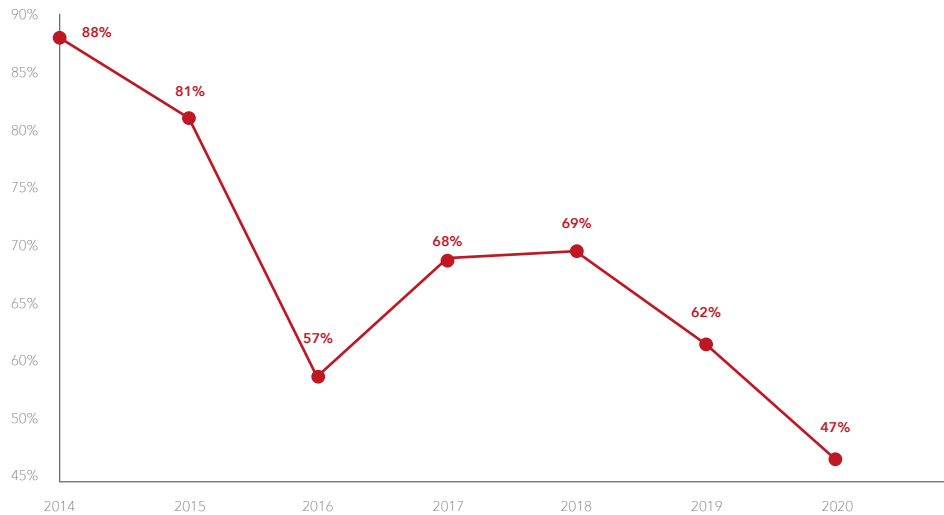
Supply Chain

Managing our procurement practices

2020 was a difficult year for supply chains across the globe due to COVID-19 disruptions. In Zimbabwe, the disruptions were characterised by national lockdowns and limited people movement as measures to curb the spread of the pandemic. However, despite the COVID-19 pandemic RZM Murowa continued to operate and to support our local suppliers and contractors, albeit with constraints in capacity on the local front. In 2020, RZM Murowa spent US\$77, 68 million on procurement and 47% of goods and services were procured through local suppliers. This injection of capital to local suppliers demonstrate our commitment to contributing towards economic development in Zimbabwe.

The decrease in local procurement over the last three years has been attributed to the incapacitation of the local manufacturing industry with the majority of commodities being imported for the capitalization of the business through the acquisition of HMEs (Heavy Mobile Equipment) for mining, exploration, and production drilling equipment. RZM Murowa however does not influence resuscitating the local manufacturing industry but can only continue to support the local procurement through the community and local agents.

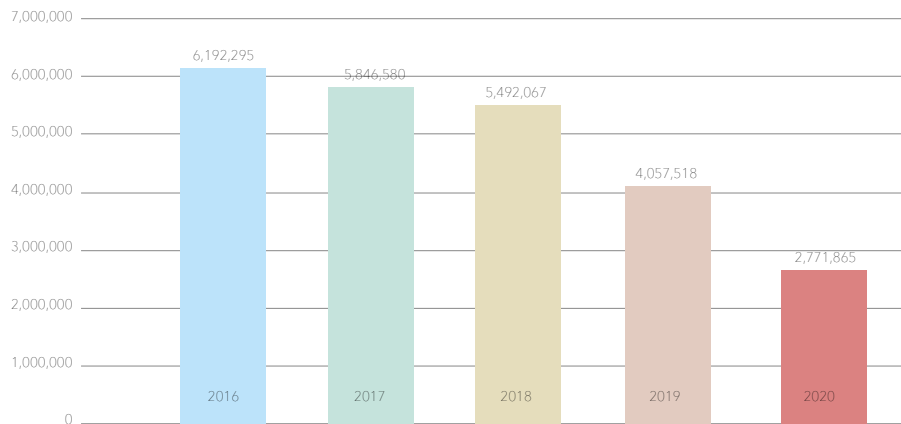
Local procurement % of total spend



Production

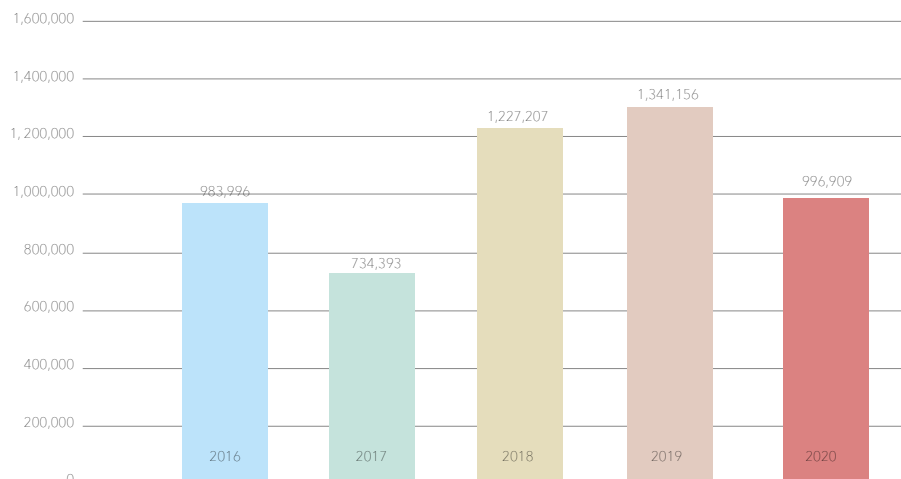
The production value chain starts from the mining function whose output (mined ore) becomes an input to the processing function to eventually recover diamonds. The Total Material Mined (TMM) which is a combination of ore and waste mined was 107% of plan, an indicator that despite the outbreak of Covid-19, production was not hampered in a big way. This being the case, mining operations were able to feed into the whole value chain without any disruptions.

TMM (tonnes)



The downward trend of the TMM has been a direct result of the need to mine lesser volumes of waste as the open pit operations go deeper. However, we continue to drive brownfield and greenfield exploration programmes that are key to ensuring that the business continues to operate into the foreseeable future.

Ore mined



Ore production output for 2020 was lower than in recent previous years due to flooding of the pits as a result of the increased amount of rainfall in the year, opportunity, however, was taken to deploy mining equipment to do earthworks at Project Crown Jewel.

Growth Projects Updates

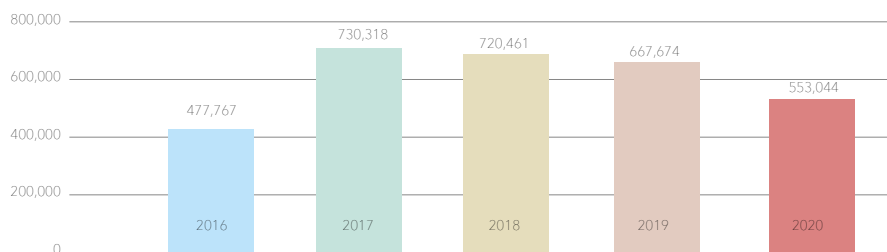
Shavahuru Exploration - Masvingo Province Zimbabwe

- Job creation (Shavahuru)
 - Drilling crews recruited from the local community.
 - The geophysics team recruited and trained to equip with life skills.
- Complying with environmental regulations and best practices in drilling.
 - Use of tarpaulin
 - Use of environmentally friendly chemicals
 - Minimum to no clearance of vegetation
 - Site rehabilitation after drilling and trenching

Sese Exploration - Masvingo Province Zimbabwe

- Micro Diamond Analysis results from South Africa were received, geological and block modelling done
- Exploration delineation drilling ongoing

Annual Diamond Production



Shavahuru Exploration update

- Environmental Impact Assessment ongoing
- Magnetic surveys 90% complete

Murowa Exploration update

- Mid deep drilling for resource delineation, possible pit expansion and underground feasibility study done, samples sent for processing
- Sterilisation drilling for Project Crown Jewel site done and completed
- Delineation drilling ongoing
- Magnetic surveys and historical magnetic data ongoing

Underground Project - Current

- Desktop and pre-feasibility studies done
- Mine planning, geotechnical studies, hydrogeology studies and resource modelling are ongoing.

Our diamond production contributes significantly to RZM Murowa's economic prosperity and its downstream impacts. The gemstones journey across rivers and oceans to both local and international markets and in the process creating shared value for a wide spectrum of stakeholders. Diamond production was on the increase in 2016 and 2017 due to Project Sunrise Phase 2 and 3 which increased Dense Medium Separation (DMS) capacity to 1.4M tonnes per annum. Project Sunrise was an expansion project that increased processing and diamond capabilities. Subsequent years saw RZM Murowa struggle with the number of diamonds recovered per tonne of ore.

ANNEXURES					
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GRI Content Index					
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			Part Omitted	Reason	Explanation
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102-14 Statement from senior decision-maker					
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	102-16 Values, principles, standards, and norms of behaviour	3			
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	102-47 List of material topics	24			
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			Part Omitted	Reason	Explanation
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	103-2 The management approach and its components				
	103-3 Evaluation of the management approach				

GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported				
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	103-3 Evaluation of the management approach	50			
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	103-2 The management approach and its components				
	103-3 Evaluation of the management approach				
	412-2 Employee training on human rights policies or procedures				

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