



TERMS OF REFERENCE (TOR) OCCUPATIONAL SAFETY AND HEALTH (OSH) AND ETHICS AND PROFESSIONAL DEVELOPMENT (EPD) SUBCOMMITTEES

1.0 OCCUPATIONAL SAFETY AND HEALTH (OSH)

At the Chamber's Council Meeting held on 23rd September 2025, the OSH subcommittee comprising of Lotus, Shayona, Masterstone, NOCMA, Lindian was constituted. The subcommittee will choose its own Chairperson and is at liberty to meet virtually or physically.

The following TORs have been drafted for this subcommittee:

1. Oversee compliance with applicable mine health and safety regulations and best practices in respect of the health and safety of employees in order to minimise and where reasonable possible eradicate occupational accidents and diseases.
2. Monitor adherence to vigorous safety and health programs covering areas of operations, which shall include, as a minimum:
 - a. Standard operating procedures for mining and mineral processing operations;
 - b. Good housekeeping;
 - c. Health control and services;
 - d. Provisions for personnel protective equipment;
 - e. Monitoring and reporting Occupational health and safety management.
3. To monitor environmental management compliance of Chamber members of all their operations.
4. The Subcommittee shall receive copies of reports sent to Ministries, Departments and Agencies (MDA) for the purpose of reporting at Council Meetings and assisting with responses arising from workplace incidents.
5. To organize field visits for the purpose of gaining good exploration and mining practices
6. To monitor and encourage standard procedures of safe fuel storage and dispensing.

2.0 ETHICS AND PROFESSIONAL DEVELOPMENT (EPD)

At the Chamber's Council Meeting held on 23rd September 2025, the OSH subcommittee comprising of Sovereign Metals and Mining, Globe Metals and Mining, Cement Products Limited, Rukuru Mining Limited, NGX Exploration, and Lancaster Exploration Limited was constituted. The subcommittee will choose its own Chairperson and is at liberty to meet virtually or physically.

The following TORs have been drafted for this subcommittee:

1. The Subcommittee shall at all times ensure that members are complying with such policies, legislation, guidelines and standards set by the Government of Malawi
2. Oversee member compliance with Malawi legislation in respect of all of their operations within the borders of Malawi.
3. The Subcommittee shall ensure, when deemed in the interest of upholding the rule of law within the mining industry in Malawi, join forces in condemning any party outside of the Chamber who does not comply with Malawi legislation.
4. To liaise with the government, if in the opinion of the Subcommittee, any Malawi legislation affecting the mining industry and which creates an injustice or is morally unacceptable to the members of the Chamber, to resolve such issue/s. This shall be handled legally.
5. Conduct certified short-term training of employees and internship programs.
6. Publish quarterly newsletter for the Chamber
7. Encourage members to refrain from transfer pricing practices which will negatively impact on the Malawi fiscus and reputation of the Chamber members.