

# Vision and values

 INTERNATIONAL  
BASE METALS LIMITED



## Our strategy

In order to achieve our mission, the Board of Directors of International Base Metals Limited (IBML) has agreed to the following strategy and goals for IBML and its operating subsidiary in Namibia, Craton Mining and Exploration (Pty) Limited:

- The five-year goal is to have one operating mine and at least one advanced exploration project.
- The 10-year goal is to be a significant mining and exploration company with its focus in Southern Africa.
- We will consider off-take agreements for the commodities we produce but would limit such off-takes to the percentage investment held.
- Joint venture (JV) arrangements will be encouraged for both exploration and mining activities.
- We will seek to retain at least a 30% interest in any Southern African JV.



## Our mission

**Our mission is to:**

- maximise stakeholder value by safely and responsibly exploring for economically viable mineral deposits;
- develop and operate mines, initially in Southern Africa;
- deliver above-average returns for our shareholders;
- provide secure and rewarding employment for our employees; and
- operate to the benefit of our host countries and our local communities.

## Our vision

To be a successful and sustainable exploration and mining company



# Our values

In conducting our business to achieve our ambitions we value:

# 1



## Health and safety

We will not compromise our health and safety and that of others. We believe that all injuries are preventable and that every employee and contractor shares the responsibility for their safety and that of their fellow workers.

# 2



## Care and respect

We are like a family. We treat people with respect, dignity and common courtesy and value our rich diversity in respect of age, gender, race and culture. As a family, we listen to each other, discuss issues and support each other when required. We take an honest, fair, ethical and transparent approach in everything we do. We contribute to sustainable development through achieving economic prosperity, respecting the environment and enhancing community benefits. Our future will also be sustainable by caring about our employees, our families, the communities in which we operate, the environment and our investors.

It is not about making popular decisions; it is about making the right decisions.

# 3



## Teamwork and accountability

We are a company but also a team. We work hard, using the skills and ideas of all while taking responsibility for our own actions. We have a joint ambition – to become a world-class mining company by working together to make sound decisions, getting things done effectively and delivering high-quality results. In spite of adversity and problems, we will persevere to find solutions and deliver on our promises. We acknowledge our mistakes and never pass blame. Along the way, we will enjoy the journey and celebrate our success.

# 4

## A forward-looking approach

We will strive to grow the company and ourselves by challenging the way things have been done in the past and working towards common goals. By actively encouraging new ways of thinking we will be able to manage risk and uncertainty and maximise control over our own destiny.

