

# BEHAVIOURAL CODE

## COD 002

**DOCUMENT USERS : ALL HARMONY DIRECTORS  
AND EMPLOYEES**

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KEEPING DOCUMENT CURRENT : GROUP COMPANY  
SECRETARY**

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HARMONY GOLD MINING COMPANY LIMITED

(Any reference to “Harmony”, “the Harmony group”, “our” or “the company” in this document, is a reference to Harmony Gold Mining Company Limited and its subsidiary companies.)

## Behavioural Code

**This is how we work around here:**

- We live our 5 values **at all times**
- Harmony's 5 values are part of **everything we do**

### **What is the Behavioural Code?**

The Behavioural Code is Harmony's summary of its 5 core values and the behaviours Harmony expects to flow from and reflect such values.

### **Why do we have a Behavioural Code?**

Harmony employs more than 30 000 people – all with different ideas about ethical and behavioural standards. The Behavioural Code is intended to help us to understand how we should be doing things at Harmony – it includes how we make decisions, how we behave, how we engage with others and how we lead people. It is thinking about the possible consequences of our conduct – and doing what is right.

### **What is the purpose of the Behavioural Code?**

Each of us has a personal responsibility to act with integrity and maintain the highest ethical standards by conducting our business with integrity, we build trust with all our stakeholders. By doing this, we create a culture in which people act as a team - working together towards common goals. Harmony is a multi-listed company. We are often in the press. Our decisions may impact thousands of people. The purpose of the Behavioural Code is to make clear what is right – so we can do what is ethical.

### **Who does the Behavioural Code apply to?**

The Behavioural Code applies to all Harmony employees and anyone (such as vendors and suppliers) Harmony does business with.

### **Does Harmony's Behavioural Code replace its Code of Ethics?**

Yes. What was previously the Code of Ethics has been renamed the 'Code of Conduct'. The Code of Conduct, and other Harmony's policies and procedures, are elaborations in specific contexts of the principles set out in the Behavioural Code, and reflect and support the Behavioural Code.

### **Is it really this simple?**

Yes. Harmony believes that living Harmony's values makes it easy for you to do what is right – to do what is ethical.

### **What are Harmony's 5 values?**

- SAFETY: No matter the circumstances, safety is our main priority;
- ACCOUNTABLE: We are all accountable for delivering on our commitments;
- ACHIEVEMENT: Achievement is core to our success;
- CONNECTED: We are all connected as one team;
- HONESTY: We uphold honesty in all our business dealings and communicate openly with stakeholders.

### **Why is it important to live according to our values?**

In today's increasingly competitive market, Harmony's values are the foundation for individual, team and company success. Only by respecting others and living the Harmony values can we achieve outstanding business results.

By conducting our business with integrity, we build trust with all our stakeholders. By doing this, we create a culture in which people act as a team - working together towards common goals. Harmony is a multi-listed company. We are often in the press. Our decisions may impact thousands of people.

Unless we behave with integrity, Harmony will not be trusted.

### **What is the definition of integrity?**

Integrity is being honest and moral. It equals doing the right thing.

### **How do we live Harmony's values?**

Before you proceed with a specific action, ask yourself the following:

- *Is the action in line with all five values (safety, accountable, achievement, connected and honesty)?*
- *Is the action legal?*
- *Is the action consistent with Harmony's Code of Conduct and other policies?*
- *Am I authorised by Harmony to do this?*
- *Am I setting a good example?*
- *Is the action the right thing to do?*
- *Would I be proud to report this action to someone I respect?*
- *Will the action further enhance Harmony's reputation as an ethical company?*
- *Am I demonstrating the highest ethical standards?*

If the answer to any of these questions is NO, do not carry out the action.

### **What if I'm not sure what is the right thing to do?**

Ask. Speak to your Head of Department or your Human Resource Leader – or contact the Ethics Department.

If you have any questions or concerns about interpreting or applying the Behavioural Code or any related Harmony standard, policy or procedure, we encourage you to discuss the situation with your Head of Department. If you are both unsure, or if you are unable to discuss the matter with your Head of Department, contact the Ethics Officer or Ethics Manager for guidance.

### **What if I want to do what is right for the company, but it may not be right for me – or the other way around?**

We call this a conflict of interest. Ask for assistance from your Head of Department or Human Resource Leader or contact the Ethics Officer or Ethics Manager for guidance.

### **What if I know that someone is not complying with our Behavioural Code?**

Please report the matter to your Head of Department and/or consult the guidelines set out in the Code of Conduct.

### **What if my boss is not complying with the Behavioural Code?**

Please contact the Harmony Honesty Hotline – where you can report anonymously or in confidence - we call it a whistle-blowing line. The different contact methods will be communicated to you on various platforms. Your identity will be protected and the information will be treated with confidentiality.

### **What if I have done something in the past that contradicts the Behavioural Code?**

Come clean and do not do it again. Throughout our company our procedures have been improved. If you've done something to contradict the Behavioural Code or the Code of Conduct, please report it to the Ethics Department.

Start doing what is right  
– apply our values.

### **Now that I've read the Behavioural Code, what must I do next?**

Live Harmony's values – it is that simple.

Also, read the Code of Conduct and make sure that you understand it and know which other company policies and procedures apply to the work you do. If you need further clarity on any matter, speak to either your Head of Department, your Human Resource Leader or the Ethics Department.

### **Where can I find the Code of Conduct and our company policies and procedures?**

It is all available on our intranet and at the Human Resources Department.