



POLICY

STAKEHOLDER ENGAGEMENT

SEP001

DOCUMENT USERS : **STAKEHOLDER RELATIONS
DEPARTMENT**

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STAKEHOLDER RELATIONS**

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1. Purpose

The purpose of this policy is to govern identification and engagement with company stakeholders

2. Application

The policy applies to all Harmony Group operating units. However, due to variations in country context, protocol, culture, resources, practicalities, etc., appropriate Standard Operating Procedures and annual Stakeholder Engagement Plans shall be prepared at a local level.

3. Interpretation, Definitions and Abbreviations

The following words and expressions bear the following meanings, unless the context indicates otherwise:

- 3.1 **“AA 1000 Stakeholder Engagement Standard”** – A global standard that set a benchmark for good-quality stakeholder engagement; and a framework to design, implement, communicate and assess quality stakeholder engagement programmes
- 3.2 **“Employees”** – individuals who are employed by Harmony
- 3.3 **“Engagement”** – A proactive and constructive dialogue with stakeholders with a purpose of assisting stakeholders to understand our business and activities; and in return understand how our business impacts them, so that the company can improve overall performance
- 3.4 **“ESG”** – Environmental, Social, and Corporate Governance
- 3.5 **“EXCO”** – Harmony Group Executive Committee
- 3.6 **“Harmony”** – Harmony Gold Mining Company Limited and its subsidiaries
- 3.7 **“Host Communities”** – Communities residing adjacent to the mine within a metropolitan or local municipality area

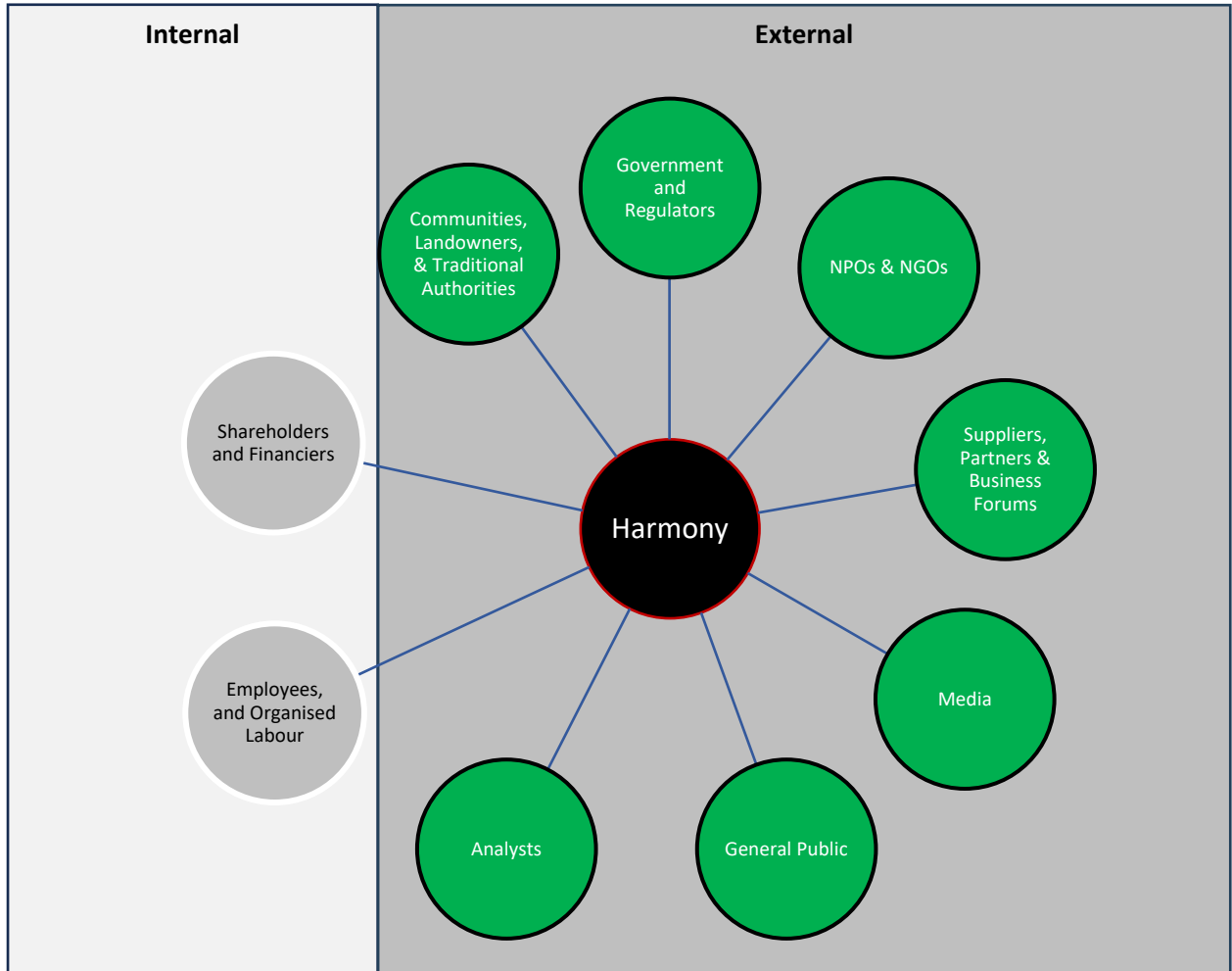
- 3.8 “Landowners”** – individuals, or groups of individuals or entities who own land or are the lawful occupants of land subject to mining tenements held by Harmony or one of its subsidiary companies
- 3.9 “NGO”** – Non-Government Organisation
- 3.10 “NPO”** – *Non-Profit Organisation*
- 3.11 “Operating Unit”** – A shaft, surface operation, project, or a metallurgical processing plant
- 3.12 “Project”** – expansion or development of a mine
- 3.13 “Shareholder”** – any person, company or entity that owns shares in Harmony and is entitled to exercise a voting right in relation to Harmony
- 3.14 “Stakeholders”** – individuals, groups of individuals, communities, all spheres of government, and organisations that are interested in and/or are affected by or can affect operations of Harmony, including State Owned Entities.
- 3.15 “Suppliers”** – Persons or Organisations that supply goods and services to Harmony

4. Introduction

Harmony is a gold and copper mining & exploration company, which conducts its exploration, mining and production activities in South Africa, Papua New Guinea, and Australia. The company recognizes that the impact of its mining and exploration activities extends beyond internal stakeholders to external stakeholders, who have different viewpoints, interests, and expectations.

Stakeholders of significance have been identified and mapped as illustrated in **Figure 1** below and include Shareholders and Financiers; Employees and Organised Labour; Government and Regulators; Communities, Landowners and Traditional Authorities; Suppliers, Partners and Business Forums; NPOs and NGOs; Analysts; Media; and the General Public.

Figure 1 – Harmony Group Stakeholder Map





5. Policy

The following principles shall apply to the policy, which will inform regional or operation-specific standard operating procedures, to ensure effective stakeholder engagement:

- 5.1 Apply applicable laws and regulations on definition, identification, and engagement with stakeholders, in jurisdictions where such laws and regulations exist
- 5.2 Identify stakeholders and manage their interests and expectations in accordance with best practice principles defined by AA1000 Stakeholder Engagement Standard
- 5.3 Define and implement strategies to proactively engage with identified stakeholders in an open, honest and transparent manner
- 5.4 Compile and implement annual stakeholder engagement plans; and periodically report on progress on implementation thereof
- 5.5 Where beneficial, establish and maintain sustainable, quality, and co-operative partnerships with relevant stakeholders
- 5.6 Recognise, respect and actively encourage the full spectrum of stakeholder contributions which may include, but not limited to expertise, indigenous knowledge, social networks, and opportunities to innovate and collaborate
- 5.7 Facilitate active and equitable participation of relevant stakeholders in matters and activities of the company that have an impact on the stakeholders
- 5.8 Engage all stakeholders with dignity and respect; and uphold ethical standards
- 5.9 Establish and maintain a mechanism for receiving, managing, escalating, and reporting on stakeholder issues, including grievances
- 5.10 The company is completely apolitical and it shall not engage political parties directly



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5.11 The company supports good governance wherever it has a presence

This policy affirms our commitment to the company's values, strategic pillars with specific reference to responsible stewardship, and application of ESG framework and practices

Executive Director

Harmony Gold Mining Company Limited

Chief Executive Officer (On behalf of the Social and Ethics Committee)

Harmony Gold Mining Company Limited