



Document No: HR-HR01 Human Rights Policy
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POLICY

HUMAN RIGHTS POLICY

HR-HR01

DOCUMENT USERS	:	ALL EMPLOYEES OF HARMONY AND SUBSIDIARIES
PERSON RESPONSIBLE FOR KEEPING DOCUMENT CURRENT	:	SENIOR EXECUTIVE: HUMAN CAPITAL

Revision	Prepared	Reviewed	Approved	Date	Description
1	Senior Executive: Human Capital	EXCO	Social and Ethics Committee	12 August 2022	Finalised for use
2	Chief People Officer	EXCO	Social and Ethics Committee	8 November 2024	Finalised for use

Harmony Gold Mining Company Limited (“Harmony” and/or “the Company”) recognises its corporate responsibility to respect the fundamental and universal human rights and freedoms of everyone. Harmony adopts a zero tolerance for any human rights violations committed at the workplace by our employees or stakeholders.

In this regard, Harmony is guided by the following human rights standards:

- United Nations Global Compact
- United Nations – Universal Declaration of Human Rights
- The Voluntary Principles on Security and Human Rights
- International Labour Organization’s Declaration on Fundamental Principles and Rights at Work
- UN Guiding Principles on Business and Human Rights
- International Bill of Human Rights
- Other relevant Legislation in the countries we operate in

Harmony’s commitment

We are committed to conduct our business activities based on respecting the following human and labour rights:-

- Respect employees’ rights to freely associate, organise and bargain collectively in accordance with applicable laws and regulations;
- All forms of forced and/or compulsory labour are prohibited;
- Avoid employing children and prevent all forms of human trafficking;
- Promote diversity, equity and inclusion and strive to maintain workplaces that are free from unfair discrimination or harassment based on race, sex, colour, nationality, religion, age, sexual orientation, gender, marital status, family status, HIV/AIDS status and disability.
- All forms of bullying and harassment are prohibited.
- Comply with all applicable laws relating to employment and working conditions, freedom of association, freedom of speech, collective bargaining, working hours and equal opportunities;
- Provide and maintain a safe and healthy work environment for every employee, contractor and service provider;
- Ensure that security measures are in place to protect employees and assets and to provide a secure and sustainable environment in which the business can operate;

- Maintain an independent whistle blower platform for employees, business partners and other stakeholders to report potential human rights or labour abuses, (as well as other forms of unethical conduct) without fear of victimisation or recrimination;
- Ensure that any potential human rights or labour abuses reported to the company via our whistle blower platform (or through any other channel), are investigated and appropriate remedial actions are taken to address such concern/s.
- Protection for whistle blowers is ensured wherever possible

Implementation

- All stakeholders of Harmony to be made aware of this policy.
- Provide training to all employees
- Create platforms to identify any deviations in order to take immediate appropriate actions to rectify any deviations.
- Create dialogue with all relevant stakeholders of Harmony in order to raise awareness of any deviations of human and labour rights.
- Provide platforms for access to basic health, education and housing to all its employees, if these are not provided elsewhere.
- Provide a framework that enables employees to freely exercise freedom of association.

Application

This Policy applies to all directors of Harmony, its subsidiaries, affiliates, joint ventures, employees and contractors. This policy does not substitute or supersede any applicable laws and regulations, but rather seeks to enhance the application and the protection of human and labour rights.

Review policy:

This policy shall be reviewed as and when required to factor in any changes in legal frameworks, organisational development and economic trends.

This document should be read in conjunction with, amongst others, the following Harmony policies:

- Code of Conduct;
- Behavioural Code;
- Whistle-blowing policy.

Harmony encourages all relevant parties to raise good faith concerns regarding any suspicion of/incidences of the unethical prohibited conduct highlighted in this policy document.

Persons are referred to the Harmony Honesty Hotline, which can be accessed

- South Africa: +27 (0) 800 204 256
- Papua New Guinea: +675 (0) 00 478 5280
- Australia: +61 (1) 800 940 949.

Chief People Officer

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