



EDUCATION AND TRAINING



INTRODUCTION

At Harmony we believe that strong relationships with local communities are essential for the success and sustainability of our operations. Our community engagement structure is built on transparency, inclusivity and open communication.

We strongly believe in involving community representatives in decision-making processes. This often takes place in community forums. Here, we engage on the progress made in fulfilling our Social and Labour Plan (SLP) commitments. These include, among other things, community education, skills development, local employment, local procurement and enterprise development. Over the past three years, 71% of people recruited into our operations have been local community members.

We seek to go beyond compliance through our Corporate Social Investment program and other initiatives. We seek to ensure that our work aligns with the needs and aspirations of the local residents as far as possible.

COMMUNITY DEVELOPMENT SPEND

Harmony has consistently invested in community development initiatives. Our commitment to social responsibility is reflected in our substantial community development spend, contributing to the improvement of education, healthcare, infrastructure, and overall quality of life for the communities surrounding our mining operations.

Over the past five years we have made significant investments in our South African host communities spending a total of over R349 million. This includes the following:

- 1.** Agriculture (total R82 million) including the Wedela and Rietvallei agriculture projects, the Broad-based livelihoods programmes, and the potted trees in Carletonville initiative this financial year.
- 2.** A portion of our investment in SMMEs and youth spending (total R129 million) went towards Virginia Sports Academy providing 20 jobs, and impacting 62 family members, as well as 50 students of local Matjhabeng and Masilonyana municipalities.
- 3.** A significant investment in infrastructure projects (total R125 million), including wastewater treatment plants in Witpan, Carletonville and Stilfontein and a workshop for disabled people in Itireleng.
- 4.** Equipping primary schools with virtual reality classrooms and secondary and high schools in our host communities with virtual learning classrooms, as well as an investing in Science, technology, engineering and math (STEM) courses (total R13 million) as part of Mponeng's SLP.

HONOURING OUR SLP COMMITMENTS

Harmony is unwavering in our commitment to honouring our Social and Labour Plans (SLPs)

These plans are not just documents, they are a testament to our pledge to create lasting positive impacts in the communities we serve. We actively engage with local stakeholders through local government and community forums to ensure that our operations align with the goals outlined in our SLPs, fostering economic growth, skills development and social upliftment.

In 2023 alone, here are a few SLP projects that we have successfully accomplished, marking tangible progress towards a sustainable and inclusive future:



We have awarded bursaries to 108 students (52 female and 56 male), primarily from our host communities and labour-sending areas, at institutions of higher learning in South Africa (total cost R13 million)



We provided funding of R3 million to schools in the 2022 academic year with a similar amount expected for the 2023 year (2020 and 2021: R5 million)



Our graduate development programme sponsored 14 students in core disciplines (10 mining; 4 ore reserve management)



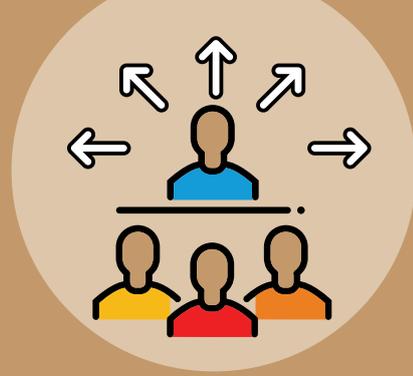
We have enrolled 451 candidates in our leadership development programme which has gained traction and continues to improve organisational efficiency and innovation



Study assistance programme (R5 million total investment) in which employees could complete various diploma and degree courses as part of our talent development programme



Portable skills training for 489 people, current and retrenched employees and their dependants through our social plan programme, enabling people to remain economically active beyond mining



EQUIPPING THE YOUTH WITH OPPORTUNITIES

Harmony recognises the vital role that youth play in shaping the future. Our commitment to youth training and development is reflected in our substantial investments aimed at providing educational and vocational opportunities.

Through collaboration with government and other organisations, we identify youth in our host communities who could benefit from bursaries, work experience, internships, cadetships, and learnerships.

To show our commitment, we started an initiative in the Free State as a partnership between Harmony, Matjhabeng municipality (which successfully expanded to North West and Gauteng), and the Unemployment Youth Forum of South Africa, to help prepare and equip the youth in our host communities for the working world as well as income-generating opportunities.

Through this initiative, over the past five years, we have provided cadetship opportunities in core mining skills training to 747 youths. We have absorbed 87.0% of them into permanent positions at our operations. This initiative is supported by MQA grants.

In addition, we support educational initiatives, to help prepare youth in high school for sustainable employment. In partnership with the Department of Education, we facilitate maths and science support for learners in grades 10 to 12 as our aspiration to address the country's dire shortage of STEM skills.

Moreover, qualified learners are granted bursaries to support their full-time tertiary education, enabling them to pursue careers in both core and non-core mining fields, as dictated by our business needs.

Our internship programme offers workplace exposure during vacations and further development opportunities after graduation. We have also established partnerships with other companies to create additional skills development and employment opportunities for youth including:

- The Trust Blu Foundation
- Executing socio-economic development initiatives on behalf of the Blue Label Telecoms subsidiary
- A joint partnership with iTalk2u, in which we have in collaboration invested almost R15 million to establish a pilot facility for 120 youth in Welkom. Furthermore, training graduates will receive equipment to work at home using the iTalk2u platform and generate their own income.

Harmony's goal is to uplift youth by breaking the barriers that force communities into poverty and associated problems.

connect with us

