



# EMPLOYEE VALUE PROPOSITION







## OUR EVP IMPACT STATEMENT

Mining with Purpose:  
Together we can achieve  
excellence



**WE VALUE HEALTH  
AND WELL-BEING**

**WE LEAD  
WITH VISION**

**WE PUT  
SAFETY FIRST**

**WE CHAMPION CORPORATE  
RESPONSIBILITY**

**WE PROVIDE OPPORTUNITIES  
FOR GROWTH**

**WE RECOGNISE  
AND REWARD**

**OUR VALUES DRIVE  
OUR CULTURE**







## WE LEAD WITH VISION

At Harmony, we believe that leading with vision means living by our values and inspiring others to do the same to contribute to our collective success. Visionary leadership means fostering an environment where everyone's voice is heard and respected, ensuring our people are engaged and empowered to bring their real, best selves to work each day. Our people are the heart of Harmony, and it is only through their potential that the organisation keeps reaching new heights.

We believe that to lead with vision means to lead by example, so we always keep our values of Safety, Accountable, Achievement, Connected, and Honesty top of mind. We set high standards at Harmony and accountability stretches across the board. We encourage and inspire, and we lead with vision to ensure we keep growing together.



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## WE PUT SAFETY FIRST

No matter the circumstance, we put safety first. We are extremely proud of our safety culture, which is rooted in collaboration, innovation, care, and how we live our values.

Through our continuous investment in world-class operational infrastructure, safety initiatives, and risk management processes, we promote a zero-harm culture where our people can bring their best.

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## WE CHAMPION CORPORATE RESPONSIBILITY

Our responsibility towards Environmental, Social, and Governance (ESG) principles is visible in our industry-leading waste management and mine rehabilitation efforts, which have been lauded across the industry. Our sustainable development framework ensures that we mine with purpose, creating economic stability for those in our care.

As custodians in our host communities that we serve, we are dedicated to sustainable practices that ensure positive impact and upliftment.

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## WE PROVIDE OPPORTUNITIES FOR GROWTH

At Harmony, we prioritise development, both personal and professional, by encouraging a culture of continuous learning. Through initiatives such as training, study assistance, career development plans and other advancement opportunities, we provide the resources needed for all to thrive.

We cultivate a culture of curiosity, innovation, and achievement that appeals to new employees eager to explore fresh opportunities, while inspiring seasoned professionals to build their careers over decades within the organisation. By engaging in unique projects and assignments, our people are empowered to broaden their skills and expertise to make meaningful contributions in a forward-thinking organisation.



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## OUR VALUES DRIVE OUR CULTURE

We are guided by our values of Safety, Accountable, Achievement, Connected, and Honesty – it is what ties us together, allowing us to work in an inclusive, high-performance environment.

Trust and respect are the cornerstones of our culture – it means a working environment where everyone's contribution is valued. These elements are central to how we embrace diversity – we care for people's livelihoods, their personal safety, and work-life balance. We care for our people.







## WE RECOGNISE AND REWARD

We recognise that market-related compensation is essential for employee engagement and job satisfaction. Our remuneration and benefits support both the well-being and financial security of our people, encouraging all to contribute their best to Harmony's ongoing success. Through our remuneration and benefits, we continue to attract and retain the talent needed to remain industry leaders.

Our incentive plans recognise and reward the hard work of our teams, inspiring dedication to organisational growth. By acknowledging the contributions of our people, we have created a supportive culture where everyone is valued for who they are.





## WE VALUE HEALTH AND WELL-BEING

To be in good health means being strong in both body and mind. Without an overall sense of wellness, we cannot perform at our peak. At Harmony, we care about the health and well-being of our people, and we understand the importance of having support in times of need. That's why we provide our people with the support to address physical or occupational health or mental well-being concerns that might be impacting them. We truly care about everyone thriving together in Harmony.





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