



POLICY

Harmony Gold Mining Company Limited

(“Harmony”)

RADIATION PROTECTION FUNCTION STATEMENT AND OBJECTIVES POLICY

RPF 036

DOCUMENT USERS : ALL HARMONY

**PERSON RESPONSIBLE FOR
KEEPING DOCUMENT CURRENT : RADIATION MANAGER**

Revision	Prepared	Reviewed	Approved	Date	Description
V14	Radiation Manager	Radiation Manager	Group Executive Committee	June 2023	Finalised for use
V15	Radiation Manager	Chief Corporate Officer	Group Executive Committee	May 2026	Finalised for use

1. INTRODUCTION

Harmony Gold Mining Company Limited is dedicated to ensuring the safety and health of all employees, as well as protecting the environment in which it operates. In support of this commitment, the company allocates sufficient financial, material, and human resources to implement, maintain, and continuously improve its systems – including the Quality Management System (QMS), Radiation Electronic Systems (PIVOT/SharePoint), and the Risk and Safety System (Syncromine). These systems are designed to meet the expectations of all stakeholders, including employees, the communities and the National Nuclear Regulator, throughout every phase of operation.

2. SCOPE

The establishment, effective implementation and continuous improvement of the quality management system which complies with the requirements of RD-005 (Quality Management Requirements for Activities Involving Radioactive Material: Mining and Minerals Processing), statutory, regulatory and legal requirements will continue to be maintained.

The Harmony management team is committed to creating a professional environment that will ensure effective communication and understanding of the quality management programme within their respective areas of responsibility.

3. OBJECTIVES

Harmony will continue to operate in full compliance with the regulatory requirements set out in the National Nuclear Regulator Act 47 of 1999, associated regulations, and the conditions outlined in the various Certificates of Registration issued to the Company.

Harmony affirms its commitment to ensuring that nuclear fuel is not used for the construction of weaponry. The company adheres to the International Atomic Energy Agency (IAEA) Non-Proliferation Treaty, thereby supporting global efforts to prevent the uncontrolled spread of radioactive materials and reinforcing its responsibility to uphold international standards of safety and security.



Harmony maintains a rigorous chain of custody for all radioactive materials through its dedicated Radiation Protection Function. This function ensures comprehensive monitoring, documentation and compliance with regulatory requirements, safeguarding against diversion or misuse. By embedding oversight mechanisms and continuous auditing, Harmony upholds transparency and accountability in the stewardship of nuclear-related materials across its operations.

The Company continually assesses radiological hazard exposures (measured in milli Sievert) to employees and members of the public. Harmony will report and proactively manage individual exposures to ensure full compliance with prescribed dose limits, thereby safeguarding the health of all persons occupationally exposed to radiation.

Harmony applies the principle of optimisation and the as low as reasonably achievable (ALARA) approach to ensure radiation exposures are kept as low as reasonably achievable, taking into account technical, economic and social factors.

The Company will at all times, act promptly upon exposures that exceed the action levels.

Harmony responsibly manages all radioactive materials released from our operations, including the measurement and monitoring of radioactive waste tonnage generated during operational activities.

Executive leadership provides oversight and accountability for the effective governance, management and optimisation of radiation risks. The effectiveness of the radiation management system, compliance to processes and the achievement of set objectives will be monitored and reviewed regularly at the annual management review sessions.

4. APPROVAL

This policy is approved in accordance with the Board Delegation of Authority, Management Delegation of Authority and the Policy of Policies by the Group Executive Committee.

Chief Executive Officer
Harmony Gold Mining Company Limited
(On behalf of the Group Executive Committee)