



## **Harmony Socio-Economic transformation policy**

Investing in the future of communities beyond the life of our mines is an integral part of our businesses and core to preserving our social license to operate. Creating shared value has been, and remains an integral part of Harmony's corporate culture, underpinning our branding and reputational capital as a responsible corporate citizen and valued partner amongst communities where we operate.

### **Our Commitments:**

We work with communities, regulators, government and other stakeholders to help create trust and unlocking mutual benefits. We will comply with applicable statutory and regulatory obligations and other requirements and encouraging compliance from those with whom we do business.

We focus on projects that impact our communities positively whilst leaving lasting legacies. Our approach to rehabilitation and restoration of mining impacted land with alternate use gives effect to leaving enduring economic value.

We will use our investment responsibly as a catalyst for supporting government in building diversified post-mining economies in our host communities.

To fully leverage our efforts, we have strategically focused our endeavors to align to national imperatives of job creation and poverty alleviation with our key focus being on supporting critical infrastructure development, human settlements, development of alternative industries, education and community skills capacitation and local procurement.

Through our community skills development initiatives we will ensure we impart transferable skills to beneficiaries promoting sustainable livelihoods beyond mining.

We will support government-led economic diversification efforts in host countries through local procurement and enterprise development initiatives.

Where we can, we will continue to support and facilitate beneficiation through the downstream jewellery manufacturing initiative which we maintain will endure well beyond the life of existing mines.

Through our Revenue Share Schemes or Broad-based ownership scheme via the community trust and employee trusts we afford communities access to the country's mineral resource.

Harmony will at all times adhere to the laws and regulations of the country in which it is operating.

We will continue to monitor, measure and report on the impact of our investment to our stakeholders especially our host governments and host communities.

*This policy re-affirms our commitment to being responsible, relevant and resilient partners where we operate*

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**Peter W Steenkamp**  
**CEO: Harmony Gold Mining Company Limited**