



Social Performance Policy

Harmony South East Asia (HSEA) is committed to achieving excellence in social performance management within our portfolio.

We will achieve this outcome by:

- Adhering to the applicable laws and regulations of the country in which the relevant activities of HSEA are undertaken
- Adhering to the specified international and industry standards and commitments which HSEA has voluntarily adopted
- Recognising and respecting the culture, cultural heritage, values and traditions of our host communities, including those of Indigenous People, and promoting cultural awareness across our activities and the preservation of heritage
- Conducting our activities in a manner that respects human rights and conforms to ethical standards of conduct
- Being open and transparent in describing and reporting on the impacts of our activities, and engaging with stakeholders in an accessible manner to create shared value and lasting relationships built on mutual respect and trust
- Working with host communities, government and other stakeholders to identify development priorities, and to support opportunities that will contribute to diversified post-mining economies, sustainable livelihoods and lasting social and economic wellbeing beyond the life of our mines
- Strategically focusing our socio-economic development endeavours 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
- Operating our mines, and planning and undertaking their closure, in a socially responsible manner
- Providing our host communities and stakeholders with mechanisms for seeking timely resolution to social performance grievances related to our activities

At HSEA we take seriously our commitment to conduct ourselves in a socially responsible manner.

None of us alone can achieve what we can achieve together.

Johannes van Heerden
Chief Executive Officer
Harmony SE Asia

