

POLICY

STAKEHOLDER ENGAGEMENT

SEP001

DOCUMENT USERS : **STAKEHOLDER RELATIONS DEPARTMENT**

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1. Purpose

The purpose of this policy is to provide directives to govern engagement with identified stakeholders.

2. Application

The policy applies to all Harmony Group operating units. However, due to variations in country context, protocol, culture, resources, practicalities, etc. Standard Operating Procedures (SOP) and annual Stakeholder Engagement Plans may differ from country to country. Therefore, these SOPs and Stakeholder Engagement Plans shall be prepared at a local level.

3. Interpretation, Definitions and Abbreviations

The following words and expressions bear the following meanings, unless the context indicates otherwise:

- 3.1 **“AA 1000 Stakeholder Engagement Standard”** – A global standard that set a benchmark for good-quality stakeholder engagement; and a framework to design, implement, communicate and assess quality stakeholder engagement programmes.
- 3.2 **“Harmony”** – Harmony Gold Mining Company Limited and its subsidiaries.
- 3.3 **“Operating Unit”** – shaft, surface operation, or a metallurgical processing plant.
- 3.4 **“Stakeholders”** – individuals, groups of individuals, communities, all the three spheres of government institutions, and organisations that are interested in and/or are affected by or can affect operations of Harmony, including State Owned Entities.
- 3.5 **“Employees”** – individuals who are employed by Harmony.
- 3.6 **“Shareholders”** – any person, company or entity that owns shares in Harmony and who are entitled to exercise a voting right in relation to Harmony.
- 3.7 **“Suppliers”** – Persons or Organisations that supply goods and services to Harmony.
- 3.8 **“NGO”** – Non-Government Organisation.
- 3.9 **“Host Communities”** – Communities residing adjacent to the mine within a metropolitan or local municipality area.
- 3.10 **“Host Municipalities”** – municipalities within which Harmony Operating Unit operates.

- 3.11 “Major Labour Sending Area”** – A district municipality from which 5% or more of the mine’s workforce is sourced from.
- 3.12 “Landowners”** – individuals, or groups of individuals or entities who own land or are the lawful occupants of land subject to mining tenements held by Harmony or one of its subsidiary companies.
- 3.13 “Engagement”** – A proactive and constructive dialogue with the stakeholders with a purpose of making the stakeholders to understand our business and activities; and in return understand how our business impacts them, so that the company can improve overall performance.
- 3.14 “ESG”** – Environmental, Social, and Corporate Governance.
- 3.15 “EXCO”** – Harmony Group Executive Committee.

4. Introduction

Harmony is a gold mining and exploration company, which conducts its exploration, mining and production activities in South Africa and Papua New Guinea.

The company recognizes that the impact from its footprint extends far beyond internal stakeholders to external stakeholders, who have different viewpoints and expectations related to Harmony’s business activities.

A company group wide stakeholder map was compiled from which the following stakeholders were identified; and allocated to be the responsibility of the Stakeholder Relations function.

4.1 For Operations in South Africa:

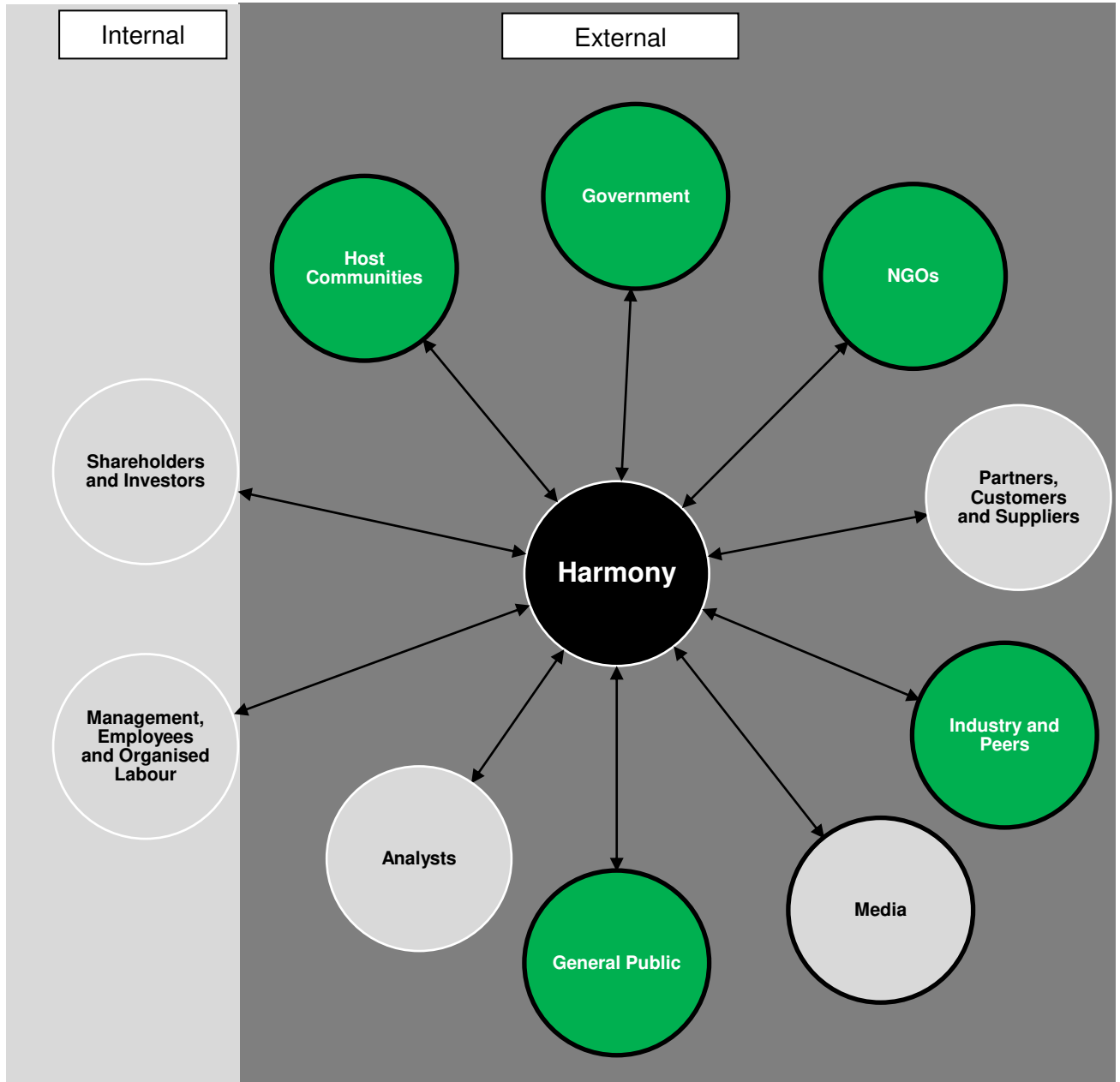
- 4.1.1 National Government;
- 4.1.2 Provincial Government;
- 4.1.3 Local Government (Host Municipalities);
- 4.1.4 Traditional Authority;
- 4.1.5 Host Communities;
- 4.1.6 Non-Government Organizations;
- 4.1.7 Government of Lesotho (Major Labour Sending Area); and
- 4.1.8 Industry and Peers.

4.2 For Operations in Papua New Guinea:

- 4.2.1 National Government;
- 4.2.2 Provincial Government;
- 4.2.3 Local Level Government;
- 4.2.4 Land Owners;
- 4.2.5 Host Communities;
- 4.2.6 Non-Government Organizations; and
- 4.2.7 Industry and Peers.

The Harmony Group stakeholder map in **figure 1** below shows identified stakeholders categorised by type/nature and proximity to the company. Stakeholder groups highlighted in **green** are those managed by the Stakeholder Relations department. Others are managed by relevant departments within Harmony.

Figure 1 – Harmony Group Stakeholder Map





5. Policy

The following policy directives shall be applied to ensure effective and timely engagement with relevant stakeholders.

- 5.1 Identify stakeholders and manage their interests and expectations in accordance with best practice principles defined by AA1000 Stakeholder Engagement Standard.
- 5.2 Define and implement strategies to proactively manage identified stakeholders.
- 5.3 Compile and implement an annual stakeholder engagement plan; and periodically report on progress on implementation of this plan.
- 5.4 Establish and maintain sustainable, quality and co-operative partnerships with relevant stakeholders.
- 5.5 Facilitate active participation of relevant stakeholders in matters and activities of the mine that have an impact on the stakeholders.
- 5.6 Establish and follow correct protocol of engagements and engage all stakeholders with dignity and respect.
- 5.7 Establish and maintain a mechanism for receiving, managing, and reporting stakeholder grievances in accordance with AA1000 Stakeholder Engagement Standard.
- 5.8 Harmony is completely apolitical and it shall not engage political parties directly.

This policy affirms our commitment to responsible stewardship as a strategic pillar; and application of ESG framework and practices.



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6. Approval

Name and Title	Signature	Date
Mashego Mashego – Executive Director		
Peter Steenkamp – Chief Executive Officer <i>(On behalf of Social & Ethics Committee)</i>		