

Harmony is a global, sustainable gold mining and exploration company with a copper footprint in the Wafi-Golpu and Eva Copper projects and a significant operator of gold tailings retreatment facilities. Harmony's organization of work entails the conventional mining of gold bearing ore in deep hard rock mining in South Africa and open pit mining in South Africa, Papua New Guinea and Australia applying trackless mining. Ore is transported to the various treatment facilities with TMM, conveyor belt and piping systems.

The Group Chief Operating Officer drafted this Policy that must be implemented at operational level where employees will participate in the implementation. The policy deals with the Occupational Health and Safety of employees whilst at work including persons who are not employees as well as neighboring communities who may be affected by the activities of the Mine.

The Executives for Health and Safety are charged with the overall management of Occupational Health and Safety, reporting to the CEO and Committee of Board of Directors. The Board requires company-wide compliance with this Policy and is monitored by regular audit reports to the Board sub-committees.

To achieve the objectives set for Occupational Health and Safety Harmony will:

- Provide all necessary resources to enable compliance with this Policy;
- Proactively design, construct, and resource the operations and place the management of Occupational Health and Safety as a prime responsibility for the Executive, Management, Line and Supervisory levels;
- The Policy will be reviewed by the Board and Senior Management in consultation with the relevant stakeholders every two years or when significant changes to Occupational Health and Safety warrants such revision to ensure its continued relevance, suitability, adequacy and effectiveness;
- Manage high risk safety and health exposures through focused strategies with risk management as the bedrock support to this multifaceted and cooperative approach;
- Management commits themselves to prevent ill health and injury and reduce Occupational Health and Safety risks by promoting initiatives to continuously reduce the risks associated with the business activities and objectives.
- Comply with all requirements of applicable legislation, codes of practice, standards and in the absence of appropriate legislation, best practice will be recommended;
- Harmony Gold Mine strives to continuously reduce the significant occupational health and safety risks associated with the mine's activities.
- During the implementation of the Risk Management System hazards and associated risks will be identified, procedures and learning guides drafted giving employees the insight to perform their tasks safely;
- Establish competence and awareness of all its employees through effective training, mentoring and communication regarding relevant Occupational Health and Safety matters;
- The Policy will be documented, implemented, maintained and displayed at conspicuous places where employees work, travel or receive training. This policy will be made available to relevant stakeholders, interested parties and contractors as may be required;
- Harmony underpins the social responsibility and our vision that safety and the well-being of our people is our primary focus as embedded in our culture. Harmony strives to provide a workplace that is healthy and safe and every employee is responsible to perform their tasks taking care of their own health and safety as well as that of their co-workers;
- Our communities and other stakeholders will be protected from Health and Safety risks including their human rights;
- All accidents and incidents as defined in the Risk Management System will be reported and investigated.
- Harmony, invests in meaningful socio-economic development that optimises our impact for the greater good. Our philosophy is to foster relationships of trust with our employees, suppliers, host communities and governments to create shared value that endures beyond our presence in their lives.

This policy is not a stand-alone document and must be read with and take cognisance of other relevant policies such as i.e., HIV Policy, Substance Abuse Policy, Hazardous Chemicals Policy, Environmental and Quality Policies etc. In addition, a Procedure is drafted to give more information with regards to the implementation of the Occupational Health and Safety Policy.

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**Peter Steenkamp**  
Chief Executive Officer

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**Beyers Nel**  
Group Chief Operating Officer

DATE: \_\_\_\_\_

Stakeholder representative: \_\_\_\_\_(Name) \_\_\_\_\_(Signature)