

Position statement:

Indigenous people, host communities and mining¹

1. Recognition statements

Good relationships are based on mutual respect, trust and meaningful engagement. Mining can have impacts that are good or bad for communities and indigenous people. Creating value for communities through socio-economic development can contribute to improving the livelihoods of local communities and ensure that we partner with them on their development needs through inclusive planning and decision making to ensure that they can reap long-term rewards beyond the life of our operations.

Indigenous people are:

- self-identifying as indigenous (such as the Khoi san in South Africa or Native American people)
- linked to specific territories
- using distinct language, culture, beliefs and socio-economic systems
- from non-dominant sectors of society
- owners of land in which we operate and
- maintaining ancestral environments and distinctive identities

Community development is:

- investment in social and labour plans and Mining Charter commitments
- investment in corporate social investment programmes which are over and above the regulatory requirements
- institutional capacity building programmes

2. ESG strategy

Aspire to create value by unlocking the potential of communities affected by our operations through socio-economic development, institutional capacity building and creating local benefit that enables sustainable livelihoods and positive legacy beyond mining.

Social Priority: Collaborate with indigenous and host communities on the delivery of socio-economic development programmes that create community benefits and ensure that they are impactful and sustainable.

3. Intent

3.1 Governance

- Identify and design controls to comply with all relevant legislation pertaining to community development and Indigenous people.
- Create a framework for management of history, heritage and legacy issues affecting indigenous and local communities.

¹ Human Rights Policy Statement, Stakeholder Engagement Policy Statement, ICMM Principle 3, 6 and 9 with the supporting performance expectations Indigenous Peoples and Mining Position Statement from the ICMM World Gold Council, United Nations Declaration on the Rights of Indigenous People- Article 10 on Free, Informed and Prior Consent, United Nations Business and Human Rights Guiding Principles- Free, Informed and Prior Consent, Sustainable Development Goals- Principle of Leaving No One Behind, Africa Mining Vision Compact between business and Government.



- Build internal capacity and awareness building on national, regional and international legal frameworks on Indigenous Peoples' Rights and human rights guidelines.
- Respect the individual and collective rights of Indigenous people and traditional authorities by following engagement requirements as identified in consultation with communities, Indigenous people and traditional authorities.
- Ensure that social impact assessments are embedded within local context and due consideration given to the impacted communities and indigenous people.
- Capacity development within the company to understand the impact of the future of mining operations and social and economic impact on communities and Indigenous peoples.
- Build local social and cultural knowledge and emotional intelligence within the company and learn from experiences of conflict and failure in Indigenous people engagement.
- Maintain a process for identifying social risks for indigenous and local communities.
- Create avenues for grievances raised by indigenous and local communities.

3.2 Performance monitoring and evaluation

- Create a social compact with indigenous and host communities.
- Create a social baseline on the social, economic and environmental characteristics of environments in which indigenous and host communities' habit.
- Assess the effectiveness of processes and the value of outcomes by determining the degree to which outputs and outcomes are met, such as goal attainment scaling.
- Utilising management tools such as the UN Business and Human Rights 'Protect, Respect and Remedy' Framework and principles to monitor processes and outcomes of community programmes and interactions.
- Developing a clear and actionable Sustainable Development Goals Sector Roadmap for the adopted goals to annually assess progress against the targets and indicators.

3.3 Collaboration, engagement and reporting

- Obtain Free Prior and Informed Consent from Indigenous people and traditional authorities.
- Respect for cultures and customs of communities in areas where land is owned or was traditionally owned by Indigenous people and traditional authorities.
- Adopt and apply engagement and consultation processes that ensure meaningful participation of Indigenous People and traditional tribal authorities in decision making throughout the life cycle of the business that is consistent with Indigenous People traditional decision-making processes and protocols and are based on meaningful negotiations.
- Engagements will follow culturally appropriate ways with special attention to the interests and rights of Indigenous people, in the context of the broader community engagement.

3.4 Scope

It is applicable company wide, across all business units and managed activities (including joint ventures and other partnerships).

/s/ Neal Froneman

Chief Executive Officer

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COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY