

## **SUSTAINABLE DEVELOPMENT POLICY**

Northam is an independent, integrated platinum group metal producer. The company wholly owns and operates the Zondereinde platinum mine and metallurgical complex on the western limb of the Bushveld Complex, the Booyendal platinum mine on the eastern limb of the Bushveld Complex and the Eland platinum mine on the south-eastern limit of the western limb of the Bushveld Complex.

We acknowledge that our activities may have a greater or lesser impact on the broad range of stakeholders who have a vested interest in our business, such as employees and communities around our operations, shareholders, business partners, suppliers, customers, and various structures of government and that stakeholders are entitled to receive information and are to be consulted on developments which may affect them.

Our mining and metallurgical activities are focused on exploiting and processing a finite natural resource constrained by social and economic demands. We are conscious of the increasing pressures that our activities bring to bear on our business, and in response, and in order to safeguard our good corporate citizenship status, we pledge to act ethically and responsibly, and to ensure that aspects of sustainability are duly considered in all business decisions within the framework of the laws of the land.

**We undertake to uphold the following principles to:**

- Implement and maintain sound systems of corporate governance, taking cognisance of recognised global governance guidelines;
- Ensure that ethical business practices and decisions are upheld, and to maintain an appropriate whistle-blowing system to counter any transgressions;
- Take appropriate responsibility for a safe working environment, and to strive for continual improvement in our health and safety performance;
- Recognise and uphold the rights of employees and community members, and to guard against any discriminatory practices;
- Safeguard natural resources, to minimise resource usage and waste, to protect biodiversity and optimise the usage of the land within our custodianship, and to seek continual improvement in our environmental performance.
- Contribute to the social and economic upliftment of local communities through positive engagement and contributions in support of sustainable projects and programmes.

This policy was reviewed and approved by the Executive Committee on 27 March 2018 and will be reviewed from time to time to take account of business and other developments.