



INCLUSIVE PROCUREMENT, ENTERPRISE, AND SUPPLIER DEVELOPMENT POLICY

NORTHAM
PLATINUM HOLDINGS LIMITED

01 March 2022

Introduction to Northam

Northam Platinum Holdings Limited (Northam, Northam Holdings) is listed on the main board of the JSE in the platinum sector. The company wholly owns and operates mining operations and metallurgical facilities located on the western limb of the Bushveld Complex and mining operations on the eastern limb in South Africa. In the USA the company has a 100 % interest in a platinum group metal recovery and recycling business. Northam Holdings is an independent, integrated platinum group metals producer.

Inclusiveness, transparency, and development are key to our strategic objective of continued value creation for all our stakeholders. Hence inclusive procurement, enterprise and supplier development play a crucial role in our endeavour to create value for our stakeholders.

Northam Platinum Holdings' approach to procurement is based on the principles of inclusiveness and transformation. Through continuous identification of procurement opportunities, we promote inclusivity at various levels of the South African economic landscape, with a primary focus on local host community-based enterprises, to transform and diversify our supplier base.

Purpose of policy

The purpose of this policy is to capture the group's approach to the promotion of local enterprise amongst the communities which are affected by our operations (host, affected and impacted communities); and to facilitate access for local suppliers and enterprises to the procurement and development opportunities created by the group's operations and businesses.

At the same time the policy serves to diversify, de-risk and transform our supplier base by periodic monitoring using KPIs.

In terms of this approach, we are committed to:

- Identifying procurement opportunities with which to grow local businesses and attract new entrants through collaboration across various departments and functions.
- Identifying, sharing and promoting opportunities fairly and transparently within our local and host communities. The group's ESD portal is the primary platform for broadcasting these opportunities. Suppliers who are registered on the ESD portal are made aware of these opportunities whenever they become available via email.

- Supporting sub-contracting and joint venture participation in various operational requirements.
- Developing micro suppliers in collaboration with existing major suppliers.
- Collaborating with government and other developmental institutions in developing enterprises that offer goods and services that are relevant to our operations.
- Facilitating ESD programmes through our appointed ESD agencies.
- An enabling environment for eligible business enterprises (HDSA owned EMEs, QSEs and new entrants) to thrive, thus facilitating seamless inclusivity, transformation, and diversification of our supplier base.

Scope of policy

This policy applies to all Northam Holdings' divisions, subsidiary companies, mining operations and its employees. The function of inclusive procurement, enterprise, and supplier development is centralised within the Group Services Division.

Compliance and oversight

The company's code of ethics and conduct, which is regularly reviewed, updated, and communicated to employees, contractors and other stakeholders, sets the standard for compliance and outlines steps to be taken for abuses to be reported without fear of victimisation and intimidation.

In its overarching oversight capacity, the social, ethics, human resources, and transformation committee (SEHR&T) is responsible for ensuring that the company's procurement practices are protected from abuses and infringements; and for monitoring the group's performance in this area in terms of the South African Mining Charter requirements.

Policy approval and review

This policy was approved by the executive committee on 1 March 2022 and will be reviewed from time to time to take account of business and other developments.

United Nations Sustainable Development Goals

