



HUMAN RIGHTS 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.

Statement of policy and guiding frameworks

Northam supports and respects the protection of internationally proclaimed human rights and guards against complicity in human rights abuses. We uphold the basic labour rights of the Fundamental Rights Convention of the International Labour Organisation (ILO) and principles contained within the Universal Declaration of Human Rights. We are guided also by the UN Global Compact Principles and the Voluntary Principles on Security and Human Rights.

Purpose of policy

To ensure that our practices comply with legislation and regulations of the country where we operate;

To put systems in place to identify and deal with issues of discrimination and other human rights breaches;

- To ensure the fair treatment of all employees, irrespective of origin, race or gender;
- Making a positive contribution to the development of the communities in which our activities are conducted;
- To ensure that security procedures and practices do not lend themselves to human rights abuses;
- Monitor, record and resolve any contravention/s of our policy.

Scope of policy

This policy applies to all Northam Holdings' subsidiary companies, mining operations and employees. Outsourced security companies are encouraged to apply similar human rights protection measures.

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 human rights compliance and outlines steps to be taken for abuses to be reported without fear of victimisation and intimidation.

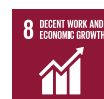
In its overarching oversight capacity, the social, ethics, human resources and transformation committee (SEHR&T) is responsible for ensuring that the company is not complicit in any human rights abuses and infringements; this includes monitoring the group's standing in terms of the 10 (ten) United Nations Global Compact principles and its performance against the South African Mining Charter.

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

SUSTAINABLE DEVELOPMENT GOALS



smart platinum mining