



# HUMAN RIGHTS POLICY STATEMENT

Implats Platinum Holdings Limited (Implats) is one of the world's foremost producers of platinum group metals (PGMs). Implats commits to respect and uphold human rights in our operating geographies in accordance with legislation and supports the United Nations Universal Declarations of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles, Rights to Work and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. Implats is a supporter of the United Nations Guiding Principles on Business and Human Rights, a member of the United Nations Global Compact and we align our security practices with the United Nations Voluntary Principles on Security and Human Rights.

**To achieve human rights practices in a sustainable manner, within the Group's sphere of influence, Implats remains committed to:**

- Treating all stakeholders fairly and with dignity, irrespective of race, colour, gender, sexual orientation, language, religion, political affiliation, national or social origin, or other status;
- Recognising and upholding the rights of employees to freedom of association, collective bargaining, equal remuneration for equal work;
- Recognising and upholding the rights of employees and other stakeholders before the law, including the rights of indigenous people, residing at or near Implats operations;
- Never engaging in child, forced and/or compulsory labour;
- Recognising the right of employees to fair treatment and to be remunerated according to the dictates of Implats' remuneration policy and agreements made with themselves or their representative unions;
- Recognising the imperatives for transformation in the different countries and regions of operation;
- Recognising and appropriately addressing human rights risks arising out of mining operations;
- Not partaking in and condemning and reporting to the authorities any instances of human trafficking, including the recruitment, transport, transfer, harbouring or receipt of a person by such means as threat or use of force or other forms of coercion, abduction, fraud or deception for the purpose of exploitation;
- Collaborating with recognised institutions in initiatives that seek to promote and protect human rights;
- Continuously evaluating business risks associated with its security practices, and developing the most practicable actions to uphold and align with the Implats' policy on human rights;
- Ensuring that internal and external security personnel and persons responsible for people management are aware of, and have been trained to uphold, Implats' human rights policy and compliance with Voluntary Principles on Security and Human Rights;
- Encapsulating human rights' commitments in our Code of Ethics;
- Committing to engage with our communities of interest on our human rights impacts and reporting on performance; and
- Undertaking scheduled due diligence assessments with respect to human rights;
- Complying with all applicable laws in all jurisdictions we operate that deal with internationally recognised human rights

**Anyone working for and on behalf of Implats, including employees, employee representative bodies and trade unions; suppliers, contractors and partners are expected to follow the principles contained in this policy and will assist Implats by:**

- Committing to receiving and applying the guidance and training on how to meet their human rights responsibilities; and
- Bringing forward any observed human rights concerns to our attention through our site-level feedback mechanisms.

**Nico Muller – Chief Executive Officer**

July 2021

**Human Rights concerns can be reported to the following Whistle-blower/Tip-off toll free numbers in each country of operation:**

Canada: 1 888 921 6875 ext. 510 | South Africa: 0800 005 314 | Zimbabwe: 0772 161 630