

Environment, Social and Governance (ESG)

POLICY





DRDGOLD believes that the wellbeing of society and the preservation and enhancement of the physical environment is necessary for business to survive and prosper.

We believe that our stakeholders – those affected by our operations – have a legitimate expectation that we will operate as a responsible corporate citizen. As such, we always strive to minimise and, as far as possible, eliminate any negative impacts on society and the physical environment. At the same time we aim to optimise our positive impacts on these two forms of capital – social and natural. We also work on the basis that we have a duty to consult with our stakeholders and provide information on matters that affect them.

We believe this approach optimises the possibilities of a reasonable return on investment for our shareholders, who are among our key stakeholders. Accountability for the management of these issues rests, in the first instance, with the CEO.

Our ESG focus areas, which support and are sustained by our financial, intellectual and manufactured capital, therefore include:

NATURAL CAPITAL: WATER, LAND AND ENERGY

DRDGOLD shall endorse and actively pursue best practical environmental practice for each activity that may potentially negatively affect the environment and concerned communities and shall continuously evaluate, through a process of monitoring and management review, the success of the management and mitigation measures applied.

DRDGOLD recognises the impact of climate change on the business and our environment, and the role that industry can and must play in curtailing greenhouse gas (GHG) emissions. Given South Africa's reliance on fossil fuel-based energy, energy usage is a fundamental driver of harmful emissions.

We accept our responsibility to optimise our energy usage and ensure efficient use of natural resources.

Our aim is to contain our environmental impact by managing dust and effluent, minimising our burden on nature, and rehabilitating areas impacted by mining,

We are committed to reducing reliance on potable water and securing a sustainable supply of recycled water from sewage works and AMD treatment facilities.

We support the development of low GHG emission technologies and practices that are appropriate to our industry; and we measure progress and report results.

We are committed to effective pollution control and water management; and we will be responsible custodians of the land we manage.

SOCIAL AND RELATIONSHIP CAPITAL: OUR COMMUNITIES AND BROADER SOCIETY, INCLUDING GOVERNMENT AND REGULATORS

DRDGOLD is committed to making a positive difference to the communities which surround our operations; first by respecting the rights of residents and second, by making a contribution to enhancing their quality of life through our corporate social investment activities and build self-sustainable communities.

In our dealings with government, we will seek to develop relationships of co-operation and mutual respect.

HUMAN CAPITAL AND INTELLECTUAL CAPITAL: OUR EMPLOYEES – THEIR DEVELOPMENT AND PROTECTION

We believe that everyone has the right to a healthy and safe working environment. Our employees' safety and health is a priority, both because it is their right and because it is necessary to optimise business performance. While health and safety are essentially management responsibilities, we recognise that achieving our goals in these areas requires a co-operative approach between managers and employees.

While recognising management's right and responsibility to manage, the company respects employees' right to join the union of their choice and to engage in collective bargaining on wages and conditions of employment.

We recognise the value, both to employees and to the company, of being equipped with appropriate skills. Our comprehensive skills development programme aims to cultivate talent through learnerships, on-the-job training, and the provision of bursaries and study assistance.

GOVERNANCE

We are committed to conducting business ethically and legally, committed to integrity and good conduct as the foundation.

Niël Pretorius
CHIEF EXECUTIVE OFFICER
 December 2021