

Security Forces and Human Rights

POLICY



1. Purpose

The purpose of this policy is to ensure that the security services provided for DRDGOLD employees, asset protection, data theft and cybercrime have minimal adverse effect on the human rights of individuals, be they employees, contractors, suppliers and/or community members who are affected by our operations.

We recognise that our business and security practices are governed by national laws and regulations; as a minimum, however, we are guided by ethical best practice and internationally accepted standards of human rights.

2. Scope

This policy will apply to employees and contractors at every level of DRDGOLD, its subsidiaries and operations. Furthermore, DRDGOLD encourages the same respect for human rights and ethical business practices amongst its suppliers and business associates.

3. Policy Implementation

The maintenance, revision and distribution of this policy is the responsibility of the Asset Protection Manager. In order to protect the inherent human rights of its employees and the communities in which it operates, security services are required to follow, as a minimum, the following guidelines:

- All security personnel are required to comply with the law.
- Individuals and companies being considered to perform any security or asset protection services will be pre-screened for involvement in human rights compliance. All contracts with security services will record that any human rights violation will be grounds for the summary termination of the contract.
- Security services hired by DRDGOLD, or on behalf of DRDGOLD, are required to provide a compliance certificate stating that "individuals credibly implicated in human rights abuses do not provide security services under the contract". Individuals hired as employees to perform security services are required to make declarations necessary to demonstrate no previous involvement in human rights abuses.
- Security services organisations hired by DRDGOLD, or on behalf of DRDGOLD, are required to provide staff training in the prevention of human rights abuses and on the legality and ethics of their activities.
- No security services hired by DRDGOLD, or on behalf of DRDGOLD, nor any employee working for DRDGOLD in the area of security, may undertake any activity that is illegal or that infringes those human rights that enjoy protection in the Universal Declaration of Human Rights and in international humanitarian law.
- Security services may not be used in a manner that either forcibly recruits people to undertake work on their behalf or that keeps people at work against their will.
- Assurance audits, which may include confidential consultation with local stakeholders, will be undertaken from time to time to evaluate compliance with and the effectiveness of this policy. Audits will be undertaken through the Principles Assurance Programme. The outcome of audits will be reported to the DRDGOLD Audit Committee.

4. Policy Responsibility

- The Asset Protection Manager is responsible to ensure adherence to policy.
- The Managing Director, as the head of each business unit, is responsible for dissemination of the policy.

5. Context

This policy must be read in conjunction with:

- Our Purpose, Vision and Values
- Our Principles (refer to Item 6)
- Related Policies, Procedures and Guidelines established by DRDGOLD
- Code of Business Conduct and Ethics
- Applicable Domestic Laws and Regulations
- ILO Convention 29 on Forced or Compulsory Labour
- International Covenant on Civil and Political Rights

- International Covenant on Economic, Social and Cultural Rights
- The United Nations Basic Principles on the Use of Force and Firearms by Law Enforcement Officials
- The United Nations Code of Conduct for Law Enforcement Officials
- The United Nations Global Compact
- The Voluntary Principles on Security and Human Rights
- Universal Declaration

6. Proactive Principles – DRDGOLD will:

- Avoid causing, contributing or being complicit in, adverse human rights impact or abuses through our own activities or through our business relationships and enable remediation when such impacts occur;
- Commit to protect especially women, persons with disabilities, Indigenous People and other groups, linked to our operations, whose situation may render them particularly vulnerable to adverse impacts on their rights;
- Not subject any employee or contractor to modern slavery and forced or compulsory labour in our operations and in our supply chains;
- Not employ children and prevent all forms of human trafficking in our operations and in our supply chains;
- Eliminate harassment (in all forms), bullying and unfair discrimination in the workplace;
- Treat employees and contractors with respect, consistency and fair employment practices free from discrimination and abusive labour practices.

7. All employees, contractors and stakeholders:

- Can freely participate in the cultural life of their choice;
- Have freedom of conscience, religion, sexual orientation, political affiliation, thought, belief and opinion;
- Have freedom of expression (subject to considerations of confidentiality, prohibition of hate speech, incitement to cause harm and prohibition of statements by employees that may compromise the good standing of DRDGOLD);
- Can assemble peacefully (subject to authority as required under the law);
- Have freedom of association, movement, to join or to refrain from joining labour organisations of their choice and collective bargaining without discrimination or retaliation;
- Have access to decent work, and a safe and healthy work environment;
- Will be treated with respect in dealings with DRDGOLD;
- Will not be arbitrarily deprived of property or possessions;
- Will not be subjected to arbitrary arrest or detention.

8. Monitoring – DRDGOLD will:

- Provide a confidential mechanism through which employees and others associated with our activities may raise ethical concerns and which will provide protection from retaliation for those who raise concerns in good faith;
- Implement a due diligence process and conduct regular and systematic reviews to identify, prevent, mitigate and account for how the company addresses its impact on human rights, corruption and conflict risks associated with our activities.

9. Governance – DRDGOLD will:

- Comply to all legal and regulatory requirements, voluntary obligations and responsible mining principles.



DJ Pretorius
CHIEF EXECUTIVE OFFICER



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ASSET PROTECTION MANAGER