



IMPLATS GROUP PEOPLE POLICY

Diversity



RESPECT, CARE
AND DELIVER |

2021

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INTRODUCTION

The Implats Diversity Policy is aligned with:

- 1.1 Our vision “to be the world’s best PGM producer, sustainably delivering superior value to all our stakeholders”;
- 1.2 Our corporate values to “respect, care and deliver”
- 1.3 Our sustainable development policy to:
 - institute policies that entrench and uphold fundamental human rights; and
 - maintain and develop effective relations with our employees and employee representative bodies.

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OVERVIEW

This Policy reflects the Company’s intention and commitment to seeking and retaining a diverse workforce and creating an environment that fosters an appreciation of diversity and inclusion. Having a sound, fair and equitable diversity policy will benefit individual employees, the Company, local communities, regulators and third party contractors.

The Company believes in treating all people with respect, care and dignity. Implats strives to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the Company, regardless of their differences. Implats recognises that the membership and transformation of its boards and workforce should reflect the diversity of its communities and countries

in which it operates. The Company condemns any form of victimisation, discrimination and/or harassment against any party due to their beliefs, religious orientation, gender, ethnicity, political views, socioeconomic background and sexual orientation.

The Company will ensure that all managers are appropriately educated on diversity by:

- 2.1 Circulating and making this Policy available to all employees;
- 2.2 Offering educational and awareness campaigns; and
- 2.3 Providing training to managers as and when required.



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DEFINITION

Diversity refers to more than race or ethnicity. A diverse workplace is composed of employees with varying characteristics including, but not limited to, religious and political beliefs, gender, ethnicity, education, socio-economic background, sexual orientation and geographic location.

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SCOPE

- 4.1** This Policy applies to all directors, employees, employers, managers, supervisors, job applicants, clients, suppliers, contractors and others having dealings with the Company.
- 4.2** It is the responsibility of all directors, officers and employees to comply with this Policy and report violations. Employees can report violations to their manager, HR manager or submit a complaint as provided for by the Company Disciplinary Code.
- 4.3** This Policy should be read together with the Company's Gender Mainstreaming, Sexual Harassment, and the Group Disciplinary policies.



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POLICY

The Company:

- 5.1** is committed to equal employment opportunity and does not unfairly discriminate in the terms, conditions, or privileges of employment on account of race, gender, sex, pregnancy, marital status, ethnic or social origin, sexual orientation, age, disability, religion, conscience, belief, culture, language or birth in any of its processes, which include but are not limited to, recruitment, learning and development, remuneration practices, and promotional and career advancement decisions.
- 5.2** promotes gender equality and the advancement of women in the business by providing both males and females access to equal opportunities and outcomes, including equal remuneration for work of equal and comparable value.
- 5.3** endeavours to remove barriers to the full and equal participation of women in the workforce and provides full and genuine access to all occupations, including to leadership roles, for women and men.
- 5.4** places considerable importance on the needs of people with disabilities. Under the terms of this Policy management is required to
 - make reasonable adjustments to maintain the services of an employee who becomes disabled
 - include people with disabilities in training and development programmes
 - give full and proper consideration to people with disabilities who apply for jobs, having regard to making reasonable adjustments for their particular aptitudes and abilities to allow them to be able to do the job.
- 5.5** will not tolerate any discrimination, harassment or victimisation of third parties which includes but is not limited to contractors/service providers/their directors/ officers and employees.



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CONFIDENTIALITY

Managers must ensure that any complaints or grievances against any form of discrimination, victimisation or harassment, as described in this Policy, are investigated and handled in a manner that ensures that the identities of the persons involved are kept confidential. Where disciplinary enquiries are held, all parties concerned must ensure confidentiality in the disciplinary enquiry.

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REVIEW

This policy document will be reviewed as and when necessary.

CONTACT DETAILS

For further information visit Implats' corporate website:

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Revised June 2021

