



IMPLATS GROUP PEOPLE POLICY Sexual Harassment



RESPECT, CARE
AND DELIVER

2021

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INTRODUCTION

The Implats Sexual Harassment 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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DEFINITION

Sexual harassment means any unwanted conduct of a sexual nature. The unwanted nature of sexual harassment distinguishes it from behaviour that is welcome and mutual. Such unwanted conduct becomes sexual harassment if:

- 2.1** The behaviour is persisted in, although a single incident of harassment can also constitute sexual harassment; and/or
- 2.2** The recipient has made it clear that the behaviour is considered offensive; and/or
- 2.3** The perpetrator should have known that the behaviour is regarded as unacceptable.



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OVERVIEW

This Policy reflects the Company's concern and commitment to dealing with sexual harassment in the workplace. As sexual harassment is a serious form of misconduct, it needs to be dealt with conscientiously and sensitively.

The Company is committed to creating an environment where human dignity of employees and other parties dealing with the Company is respected, and will take strict action in sexual harassment cases. Victims of sexual harassment should not fear reprisals nor be made to feel that their grievances are ignored or trivialised. Implats recognises that any form of discrimination is unlawful and is prohibited. The Company acknowledges its duty and responsibility to protect all employees from sexual harassment in the workplace.

In terms of the Constitution (Act No. 108 of 1996), sexual harassment is viewed as an infringement

upon a person's right to privacy and dignity. Section 6 (3) of Chapter II of the Employment Equity Act No. 55 of 1998 cites harassment as a form of unfair discrimination which is strictly forbidden. This Policy is guided by the Code of Good Practice on the Handling of Sexual Harassment Cases issued in terms of the Labour Relations Act No. 66 of 1995, the Amended Code of Good Practise and the Department of Labour Notice 1357 of 2005.

The Company will ensure that all managers are appropriately informed and trained to manage incidents of sexual harassment by:

- 3.1** Circulating and making this Policy available to all employees;
- 3.2** Offering educational and awareness campaigns; and
- 3.3** Providing training to managers as and when required.



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SCOPE

The Policy applies to:

- 4.1** All directors, employees, employers, managers, supervisors, job applicants, clients, suppliers, contractors and others having dealings with the Company.
- 4.2** Managers and other employees who are responsible for the implementation of this Policy. Employees and non-employees involved in sexual

harassment incidents and their representatives, are required to familiarise themselves and comply with procedural guidelines contained in the Implats Group Sexual Harassment Procedure, applicable Disciplinary Code and Procedure and applicable Grievance Procedure.

- 4.3** It is noted that anyone can be the victim of sexual harassment.

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LEGAL RIGHTS

A victim of sexual assault has the right to press separate criminal and/or civil charges against an alleged perpetrator, and the legal rights of the victim are in no way limited by this Policy.

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POLICY

It is the policy of the Company that:

- 6.1** All employees, job applicants and other persons, who have dealings with the Company, have the right to be treated with respect and dignity.
- 6.2** Sexual harassment in the workplace will not be permitted or condoned.
- 6.3** Persons who have been or are being subjected to sexual harassment in the workplace have a right to raise a grievance about it and management will take appropriate action.
- 6.4** Members of management are required to encourage victims of sexual harassment to report.
- 6.5** Information on sexual harassment and the particular content of this Policy are integral to cultural diversity interventions and induction/orientation sessions in each of the Company's operations. This includes departmental inductions where the Human Resource Department and line management should take responsibility.
- 6.6** Management are required to implement this Policy and take disciplinary action against employees who do not comply. Serious incidents of sexual harassment or continued harassment are dismissible offences.
- 6.7** Allegations of sexual harassment will be dealt with seriously, expeditiously, sensitively and confidentially.
- 6.8** Allegations of sexual harassment will be properly investigated and all steps possible be taken to protect the complainant.
- 6.9** It is a disciplinary offence to victimise or retaliate against an employee who lodges a complaint of sexual harassment.
- 6.10** Management should be wary of simply accepting bare denials on the part of the alleged perpetrators.
- 6.11** False or vindictive accusations shall be viewed in a very serious light.



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CONFIDENTIALITY

Managers must ensure that grievances about sexual harassment 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

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