


# Human Rights Policy Statement

Impala Platinum Holdings Limited (Implats) is a producer of platinum and associated metals for world markets. We are committed to running our exploration, mining, processing and refining operations in a responsible manner and to upholding the human rights of our employees and communities in line with legislation and global compacts.

To achieve human rights practice within our sphere of influence in a sustainable manner we are committed to:

- Treating all of our stakeholders fairly and with dignity, irrespective of race, colour, gender, language, religion, political affiliation, national or social origin, or other status.
- Recognising and upholding the rights of employees to freedom of association and collective bargaining.
- Recognising and upholding the rights of our employees and other stakeholders before the law, including the rights of indigenous people, residing at or near our operations.
- Not engaging in child, forced and/or compulsory labour.
- Recognising the right of our employees to fair treatment and to be remunerated according to agreements made with themselves or their representative unions.
- Recognising the imperatives for change and transformation in some of the countries in which we operate.
- Ensuring that our security personnel are aware of and have been trained to uphold our human rights policy.



*David Brown*

D. H. BROWN  
Chief Executive Officer  
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