



Human Rights Policy Statement

Implats is a platinum group metals company that conducts exploration, development, mining, processing and metals refining in a responsible manner. Implats commits to uphold the human rights of employees and communities at all its operations in line with legislation and supports the United Nations Universal Declarations of Human Rights, the United Nations Voluntary Principles on Security and Human Rights as well as the principles of the United Nations Global Compact.

To achieve human rights practices in a sustainable manner, within the Group's sphere of influence, Implats remains committed to:

- Treating all 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;
- Recognising and upholding the rights of employees and other stakeholders before the law, including the rights of indigenous people, residing at or near Implats operations;
- Never engaging in child, forced and/or compulsory labour;
- Recognising the right of employees to fair treatment and to be remunerated according to the dictates of Implats' remuneration policy and agreements made with themselves or their representative unions;
- Recognising the imperatives for transformation in the different countries and regions of operation;
- Continuously evaluating business risks associated with its security practices, and developing the most practicable actions to uphold and align with the Implats' policy on human rights;
- Collaborating with recognised institutions in initiatives that seek to promote and protect human rights;
- Ensuring that security and persons responsible for people management are aware of, and have been trained to uphold, Implats' human rights policy; and
- Ensuring that contractors and suppliers are aware of Implats' policies and standards as outlined in this policy statement, and will reconsider its dealing with these parties should the same level of commitment not be demonstrated.

Terence Goodlace
Chief Executive Officer

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