



JOINT MODERN SLAVERY STATEMENT FOR THE PERIOD 1 JULY 2022 TO 30 JUNE 2023

1. INTRODUCTION

Harmony Gold (Australia) Pty Limited (**HGA**) recognises that freedom from slavery is a fundamental human right and issues this statement to set out its commitment to take steps to identify and address the risks of modern slavery in HGA's (and its subsidiaries) operations and supply chains.

Modern Slavery Act

In November 2018, the Australian Parliament passed the Commonwealth *Modern Slavery Act 2018* (the **Act**). Modern slavery is against the law and involves situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom¹. The Act defines modern slavery as including eight types of serious exploitation:

- trafficking in persons;
- slavery;
- servitude;
- forced marriage;
- forced labour;
- debt bondage;
- deceptive recruiting for labour or services; and
- the worst forms of child labour (meaning situations where children are subjected to slavery or similar practices or engaged in hazardous work).

Modern slavery is only used to describe serious exploitation. It does not include practices like substandard working conditions or underpayment of workers. However, these practices are also illegal and harmful and may be present in some situations of modern slavery. These practices may also escalate into modern slavery if not addressed.

The Act requires all "reporting entities" to prepare and submit to the Minister for Home Affairs a Modern Slavery Statement (as that term is defined in the Act). This statement was prepared to satisfy the mandatory reporting criteria set out in the Act for the period 1 July 2022 to 30 June 2023.

2. GROUP STRUCTURE

About HGA and the Harmony Gold Group

For purposes of this Modern Slavery statement, the principal reporting entity is Harmony Gold (Australia) Pty Limited (A.C.N. 091 439 333) (**HGA**), whose business address is Level 2, 189 Coronation Drive, Milton, Queensland, 4064.

HGA is a wholly-owned subsidiary of Harmony Gold Mining Company Limited (South African Registration number 1950/038232/06) (**HGMC**), which is a world-class gold mining and exploration

¹ The information in this section is drawn from *Commonwealth Modern Slavery Act 2018 - Guidance for Reporting Entities*, page 8.



company incorporated in South Africa and having a primary listing on the Johannesburg stock exchange and an American depository receipt program listed on the New York Stock Exchange². In South Africa, HGMC and its South African-registered subsidiaries operate nine underground mining operations located within the Witwatersrand Basin, an open-pit mine in the Kraaipan Greenstone Belt and several surface treatment operations.

HGA is the ultimate Australian-registered parent company for the Harmony group of companies operating in Australia and Papua New Guinea (**HSEA Group**). A list of the companies forming the HSEA Group is set out in Appendix 1.

Reporting Entities

For purposes of this joint statement, HGMC and its South African-registered subsidiaries do not conduct operations in Australia and are not reporting entities under the Act.

The four Australian companies listed in the table below are reporting entities pursuant to section 5(1)(a) of the Act on the basis their consolidated revenue exceeds the threshold under the Act.

All the other members of the HSEA Group, including the four Papua New Guinean companies listed below, are reporting entities pursuant to section 5(1)(d) of the Act on the basis they have volunteered to comply with the requirements of the Act and are therefore reporting entities.

HSEA GROUP MEMBER	OPERATIONS AND SUPPLY CHAINS
Australia	
Harmony Gold (Australia) Pty Limited (A.C.N. 091 439 333), of Level 2, 189 Coronation Drive, Milton, Queensland 4064	Equity-holding only. No employees, no operations and no supply chains.
Abelle Limited (ACN 087 480 902), of Level 2, 189 Coronation Drive, Milton, Queensland 4064	Equity-holding only. No employees, no operations and no supply chains.
Aurora Gold Ltd (ACN 006 658 850), of Level 2, 189 Coronation Drive, Milton, Queensland 4064	Equity-holding only. No employees, no operations and no supply chains.
Harmony Gold (PNG Services) Pty Limited (A.C.N. 083 828 853) of Level 2, 189 Coronation Drive, Milton, Queensland 4064	Approximately 70 employees. Provides regional head office corporate services to HSEA group. Office lease for Brisbane regional head office. Supply chains for corporate office products and services.
Papua New Guinea	
Morobe Consolidated Goldfields Limited (PNG company number 1-12047) with its registered office at Level 11, MRDC Haus, cnr Champion	Owner and operator of Hidden Valley open-pit gold and silver mine in Morobe Province, PNG. Over 1450 employees. Mining operations.

² Further information on the Harmony Gold Group is available at www.harmony.co.za.



Parade and Musgrave Street, Port Moresby, National Capital District, Papua New Guinea	
Wafi Mining Limited (PNG company number 1-11452) with its registered office at Level 11, MRDC Haus, cnr Champion Parade and Musgrave Street, Port Moresby, National Capital District, Papua New Guinea	50% participant in Wafi-Golpu Joint Venture, and owner of 50% interest in Wafi-Golpu advanced exploration project in Morobe Province, PNG. Application for proposed copper-gold mine to be developed presently being permitted ³ .
Morobe Exploration Limited (PNG company number 1-63559) with its registered office at Level 11, MRDC Haus, cnr Champion Parade and Musgrave Street, Port Moresby, National Capital District, Papua New Guinea	Exploration activities
Harmony Gold (PNG) Exploration Limited (PNG company number 1-56828) with its registered office at Level 11, MRDC Haus, cnr Champion Parade and Musgrave Street, Port Moresby, National Capital District, Papua New Guinea	Exploration activities

Supply Chains

The provision of goods and services to the HSEA Group is sourced locally, nationally and internationally.

In Australia, supplies are principally made to Harmony Gold (PNG Services) Pty Limited and, for the Eva Copper Project near Cloncurry, Queensland, Eva Copper Mine Pty Limited.

In Papua New Guinea, supplies are principally made to Morobe Consolidated Goldfields Limited's operations at the Hidden Valley mine. There are over 600 active transacted suppliers with annual expenditure of over PGK 900 million per annum (approximately A\$360M). Goods predominantly arrive in the port city of Lae in Papua New Guinea by ship and are transported to the mine site and other locations, such as exploration camps, by road transport.

3. RISKS OF MODERN SLAVERY

Each year, the HSEA Group procures goods and services from suppliers locally and abroad as required. The following elements of the supply chain and site operations have been identified as posing a modern slavery risk:

- Transport and logistics (from supplier to site)
- Maintenance services (including local land owner companies)

³ A services company, owned equally by subsidiaries of Newcrest Mining Ltd and HGA, operates the Wafi-Golpu Joint Venture including engagement of the joint venture's employees and leasing of the joint venture's office space. The services company has a range of policies and procedures in place including in relation to employment, community engagement, and grievance mechanisms. The HSEA Group provides support for the joint venture's procurement process and aims to engage further with Newcrest to share knowledge in relation to identifying and managing modern slavery risks.



- Construction services
- Bulk commodities (including grinding media, lime and reagents)
- General support services (catering and site cleaning).

Where any member of the HSEA Group becomes aware of a potential breach or modern slavery risk, it will work with the relevant party (supplier; service-provider) to endeavour to remedy the breach.

4. ACTIONS BY HGA AND ITS OPERATING SUBSIDIARIES TO ELIMINATE MODERN SLAVERY

Our Values

HGA actively implements and promotes the Values of the Harmony Gold Group to inform the behaviours, leadership attributes and decision-making of all Harmony South East Asia employees, which are:

- No matter the circumstances, safety is our non-negotiable intrinsic value
- We are all accountable for delivering on our commitments
- Achievement is core to our success
- We are all connected as one team
- We uphold honesty in all our business dealings and communicate openly with stakeholders

The HSEA Group is committed to upholding Harmony's Values and to protect its reputation. This statement represents our commitment to act with integrity and to do what is right.

Our Policies

Harmony Gold Mining Company Limited (**HGMC**) has adopted:

- a Human Rights Policy that expresses Harmony's commitment to respect the fundamental and universal human rights and freedoms of everyone; and
- a Code of Conduct that commits to conducting Harmony Group activities in line with the UN Guiding Principles on Business and Human Rights.

This includes being guided by the legislation of the countries in which Harmony operates, such as the *Modern Slavery Act of Australia*.

This means that anyone working for or on behalf of any HSEA Group company or providing goods or services to it, must abide by this approach. HSEA Group companies will only work with contractors and suppliers with the same ethical approach and standards that the HSEA Group applies to its own activities to ensure the same level of protection is afforded to employees of its contractors and suppliers in its supply chain.

HGA expects all contractors and suppliers in the HSEA Group supply chains to conduct their operations in an ethical manner, and to act in compliance with the law. HGA (and its subsidiaries) does not and will not knowingly work with those who use child labour, forced labour, discrimination or harassment, and requires all contractors and suppliers to prohibit slave labour, child labour and to prevent practices that contribute to human trafficking.

HGA is committed to ensuring that modern slavery is not taking place in the HSEA Group supply chains and is taking steps to:



- work with contractors and suppliers who commit to working in an ethical and lawful manner;
- request modern slavery statements and acknowledgments from all contractors, suppliers and tenderers for future contracts;
- ensure that all new contracts incorporate prohibitions on modern slavery and, where practical, amend current contracts to strengthen such terms;
- where possible, use recognised accredited contractors and suppliers;
- audit suppliers and supply chains (wherever possible) to ensure compliance with HGA's operating guidelines and modern slavery statement;
- provide training for employees on the prevention of modern slavery; and
- conduct due diligence during supplier on-boarding on WorldCheck.

Modern slavery has no place in the operations and supply chains of the HSEA Group, which works closely with its ultimate parent corporation, Harmony Gold Mining Company Limited, to monitor and ensure that the risk of modern slavery is properly addressed.

Procurement Process and Supplier Investigation

The HSEA Group continues to implement procurement processes to meet the commitments described above.

As part of its procurement process, the HSEA Group normally requires that contractors and suppliers accept Harmony's template contracts. These include standard terms requiring the counterparty to comply with recognised international human rights laws and standards and local laws including modern slavery legislation. Where the HSEA Group accepts the supplier's terms and conditions, it requires that those terms include comparable undertakings and, if not, that the contract is amended to incorporate such terms.

The HSEA Group is taking steps to require suppliers and contractors to provide their human rights policies and intends to create a register of complying suppliers, with such suppliers to be preferred for future contracts.

At its Hidden Valley mine in Papua New Guinea, Morobe Consolidated Goldfields Limited requires its community affairs team to regularly check that employees of local suppliers to the mine are being properly paid by the suppliers.

Ensuring employees are of legal age

The Hidden Valley mine is committed to hiring employees from the local landowner communities. However, due to gaps in the official records of dates of birth, there is the potential risk of employing youths who are below the minimum working age under the labour laws of Papua New Guinea.

The mine's community affairs team undertakes demographic surveys approximately every five years, which includes collecting data on birth dates. The most recent demographic survey was undertaken in March and April of 2023. The data collected from these surveys is used to screen the eligibility of potential employees and assists in ensuring that all employees hired from our local communities meet the minimum age requirements.



Ethics Oversight and Whistleblower Processes

HGMC has established a Social & Ethics Committee (as a statutory committee under the *Companies Act 2008* of South Africa) and a Management Ethics Committee to assist HGMC's CEO in reporting to the Board on ethics matters. An Ethics Officer is tasked with investigating any allegations of unethical conduct.

To facilitate the reporting of unethical conduct, the Harmony Group has a Whistle Blowing Policy which puts in place a mechanism for shareholders, employees, service providers, contractors and members of the public to report practices at any Harmony Group workplace that are in conflict with any law, regulation or legal obligation or HGMC's ethical codes or governance policies. This includes conduct that is inconsistent with recognised international human rights laws and standards and local laws in the countries in which the Harmony Group operates, including as outlined in the *United Nations Guiding Principles on Business and Human Rights* and under modern slavery legislation.

The HSEA Group has representation on the Social & Ethics Committee and HGA has put in place whistleblower hotlines and/or drop-boxes at its various HSEA Group operations in Australia and Papua New Guinea.

5. ASSESSMENT OF EFFECTIVENESS

The HSEA Group continues to develop and implement the processes described above to ensure that they are effective in eradicating any risk of modern slavery in its operations and supply chain.

While no incidents of modern slavery have been identified, the processes will be regularly reviewed to monitor and improve their effectiveness.



6. CONCLUSION

Statement from Executive Operating Officer: Harmony South East Asia Operations

HGA is pleased to present the HSEA Group's modern slavery statement for 2022-23, which demonstrates our commitment to sustainable development of resources and to improving the lives of people in Australia and South East Asia.

Tackling modern slavery is an important issue which requires ongoing focus and awareness of our broader supply chain activities. We have made positive steps to better understanding our supply chain and key risk areas.

The statement is directed by, and approved at, the most senior level of Harmony's South East Asian operations and sets out HGA's expectations of its personnel, business partners and other parties linked to the HSEA Group's operations and supply chain. The board of directors of HGA approved this modern slavery statement on 17 November 2023 on behalf of HGA and each of its reporting entities.

It is therefore a publicly available document and communicated internally and externally. It sends a clear signal to internal and external stakeholders that Harmony is striving to embed human rights into its operational policies and procedures and to better understand the human rights impacts and modern slavery risks of the business. It also signals HGA's commitment to respecting human rights by allocating management time and resources to eradicate any risk of modern slavery having a place in the HSEA Group's operations and supply chain.

Signed for and on behalf of Harmony Gold (Australia) Pty Limited and each of its reporting entities

Jaco Boshoff
Executive Operating Officer
Harmony South East Asia Operations

Aubrey Testa
Director
Harmony Gold (Australia) Pty Limited



Appendix 1 - HSEA Group Companies

Company	Jurisdiction of Incorporation	ACN/PNG company number
Harmony Gold (Australia) Pty Limited*	Australia	091 439 333
Harmony Gold (PNG Services) Pty Limited*	Australia	083 828 853
Abelle Limited*	Australia	087 480 902
Aurora Gold Limited*	Australia	006 568 850
Aurora Gold Australia Pty Limited	Australia	006 751 382
Aurora Gold (W.A.) Pty Limited	Australia	009 215 089
Carr Boyd Minerals Pty Limited	Australia	008 716 836
Australian Ores & Minerals Pty Limited	Australia	009 222 940
Aurora Gold Finance Pty Limited	Australia	008 602 784
Aurora Gold (Wafi) Pty Ltd	Australia	100 237 741
New Hampton Goldfields Limited	Australia	009 193 999
Harmony Gold Securities Pty Limited	Australia	099 119 909
Harmony Gold W.A. Pty Limited	Australia	099 119 918
Harmony Gold Operations Limited	Australia	005 482 842
Harmony Minerals (Australia) Pty Ltd	Australia	622 566 910
Harmony Eva Copper Services Pty Ltd	Australia	090 468 018
Harmony Eva Copper (Cloncurry) Pty Ltd	Australia	623 541 079
Eva Copper Mine Pty Ltd	Australia	625 712 138
Roseby Copper Pty Ltd	Australia	067 584 409
Roseby Copper (South) Pty Ltd	Australia	148 092 291
Morobe Consolidated Goldfields Limited	Papua New Guinea	1-12047
Morobe Exploration Limited	Papua New Guinea	1-63559
Harmony Gold (PNG) Exploration Limited	Papua New Guinea	1-56826
Wafi Mining Limited	Papua New Guinea	1-11452

* Reporting entities pursuant to section 5(1)(a) of the *Modern Slavery Act*. All other entities have volunteered to comply with the requirements of the Act and are therefore reporting entities pursuant to section 5(1)(d) of the Act.