# SUSTAINABILITY POLICY

*Incorporating Environmental Social and Governance (ESG)*
1 August 2025

## Introduction

This policy sets out DRDGOLD's sustainable development and governance focus areas with particular emphasis on the environment and social capital.

- We strive to minimise and, as far as possible, avoid having any negative impact on society and the physical environment;
- We believe that our stakeholders – those affected by DRDGOLD's operations – have a legitimate expectation that it will conduct itself as a responsible corporate citizen;
- We aim to optimise DRDGOLD's positive impacts on these two forms of capital – social and natural and that, in order to do that, we will develop a proper understanding of the interests of its stakeholders through consultation and the sharing of information on matters that affect them;
- We are of the view that this approach provides the most likely means of contributing to a functional, stable social environment within which to conduct business; and
- Accountability for the management of these issues rests, in the first instance, with the CEO.

## Natural Capital (Water, Land and Energy)

DRDGOLD strives to be a responsible custodian of the land under its management and to bring about a visible and felt enhancement in the condition of its operating footprint.

- We are aligned with the objectives that inform best practical **environmental practice** for each activity, and we will actively pursue those objectives;
- We recognise the impact of **climate change** on business and the environment, and the role that industry can and must play in curtailing greenhouse gas (GHG) emissions;
- We accept our responsibility to optimise our **energy usage** and ensure efficient use of natural resources; and
- Our aim is to enhance DRDGOLD's **positive environmental impact** by managing dust and effluent, minimising its burden on nature, and **rehabilitating areas** impacted by mining.

We are committed to:

- Reducing reliance on potable **water** and securing a sustainable supply of recycled water from wastewater works and acid mine drainage (AMD) treatment facilities;
- Effective **pollution control** and water management;
- Driving resilience of ecosystems to support a net gain in **biodiversity**;
- Respecting **legally protected areas** and **heritage sites**;
- Applying a comprehensive risk-based management approach to the **tailings storage facilities** under our management and control;
- Designing and **implementing closure plans** that incorporate concurrent rehabilitation and post-mining land uses in conversation with other players in the private sector, local communities and government;
- Supporting the development of **low GHG emission** technologies and practices that are appropriate to the mining industry;

- Implementing monitoring programmes based on **occupational exposures**; and
- Continuously evaluating, through a process of **monitoring and management** review, the success of the management and mitigation measures applied.

**Social and Relationship Capital** (Our Communities and Broader Society including Government and Regulators)

DRDGOLD aims to making a positive difference to the communities which surround its operations. We believe that our stakeholders, those affected by our operations, have a legitimate expectation that we will operate as a responsible corporate citizen. We are committed to:

- Respecting the **rights of neighbouring communities** and to, through the reversal of the environmental legacy of mining and bespoke CSI programmes that are aimed at self-empowerment, contribute to the establishment of self-sustainable communities;
- Respecting and valuing the fundamental **human rights** as described in the Bill of Rights of the Constitution of South Africa of our workforce, communities and other stakeholders;
- Ensuring that any **resettlement** that cannot be avoided is undertaken such that resettled parties are constructively engaged and treated fairly; and
- In our dealings with government, we will seek to develop relationships of **co-operation and mutual respect.**

**Human and Intellectual Capital** (Our employees- their development and protection)

DRDGOLD's skills development programme aims to cultivate talent through learnerships, on-the-job training, and the provision of bursaries and study assistance. DRDGOLD beholds that value that everyone has the right to a healthy and safe working environment. The health and safety of DRDGOLD's employees is a priority, both because it is their right and because it is necessary to optimise business performance.

We recognise:

- That achieving our goals in these areas requires a **collaborative approach** between managers and employees;
- The value, both to employees and to the company, of being equipped with **appropriate skills**; and
- The right of **employees** of freedom of association, to join a union of their choice, and to engage in collective bargaining on wages and conditions of employment.

**Governance**

DRDGOLD is committed to conducting business ethically and legally, premised on integrity, transparency and good faith.
We will:

- Maintain a Board composed of members that have the requisite **knowledge, skill, experience, diversity and independence** for it to discharge its governance role and responsibilities objectively and effectively;
- Set **performance targets** for the company that include financial and non-financial measures and that are aligned with our values and that contribute to responsible corporate citizenship;

- **Remunerate** employees fairly, responsibly and transparently to promote the achievement of strategic objectives and positive outcomes in the short, medium and long term;
- **Implement and maintain assurance services and functions** to enable an effective control environment that contribute to business efficacy and support the integrity of information for internal decision-making and of the organisation's external reports;
- Comply with all **legal and regulatory requirements** and voluntary undertakings and conduct our operations in accordance with responsible mining principles;
- Deploy effective **risk management** strategies, taking into consideration sustainability and governance risks and stakeholder perceptions of risks; and
- Adhere to DRDGOLD's **policies, position statements and procedures**.



Niël Pretorius
Chief Executive Officer

Date 1 August 2025