HEALTH AND SAFETY POLICY

1 August 2025

Health and Safety Policy Statement

DRDGOLD is committed to conducting its operations in a manner that prioritises the health and safety of all employees. The company affirms that employee wellbeing—both physical and emotional—shall never be compromised and must remain a foremost consideration in all activities.

DRDGOLD recognises the fundamental right of every employee to work in a safe and healthy environment.

Health and Safety is a core organisational objective, and DRDGOLD fully supports the mining industry's vision of **Zero Harm**. The company is dedicated to continuous improvement, striving to surpass previous performance benchmarks and achieve key milestones on the path to eliminating injuries and occupational diseases.

This commitment extends to the communities in which DRDGOLD operates. The company acknowledges a duty of care to prevent reasonably foreseeable harm and applies the same high standard of safety to community interactions and impacts.

DRDGOLD Occupational Health and Safety Commitments

DRDGOLD undertakes to:

- **Actively implement and promote health and safety programmes** aligned with DRDGOLD's values, encompassing both physical and emotional wellbeing at all levels of the organisation.
- **Adopt an Integrated Occupational Health and Safety System** embedded within the company's overall management structure. This system is subject to periodic review, includes clearly assigned responsibilities, and incorporates a health and safety risk assessment process aimed at eliminating, reducing, or controlling risks.
- **Allocate adequate and appropriate human, financial, and technical resources** to effectively implement and institutionalise the Occupational Health and Safety System.
- **Promote awareness and encourage behaviour that prevents occupational accidents, diseases, and other work-related health impacts**, through legal compliance, a "total compliance" approach, and a commitment to the principle of "no repeat" incidents.
- **Instil a culture of safety and health at all levels** through consultation, training, and awareness, ensuring that all employees—including contractors—understand their roles and responsibilities to:
    - Take personal ownership of health and safety and contribute to a safe and healthy workplace;
    - Support the achievement of Occupational Health and Safety objectives; and
    - Exercise their duty to withdraw from and report any unhealthy or unsafe situations.



Niël Pretorius
Chief Executive Officer

Date 1 August 2025

Reference	Doc Type	Doc Title	Date	Rev Date	Rev	Page
Health and Safety	Policy	Health and Safety Policy	August 2025	August 2028	1	1 of 1