HUMAN RIGHTS POLICY

1 August 2025

Background

DRDGOLD is committed to upholding and promoting internationally recognised human rights across all aspects of its operations. The company has adopted and is actively implementing policies, practices, and systems that align with the following frameworks:

- The **United Nations Global Compact Principles**
- The **United Nations Universal Declaration of Human Rights**
- The **United Nations Guiding Principles on Business and Human Rights**
- The **Voluntary Principles on Security and Human Rights**
- The **Bill of Rights** as enshrined in the Constitution of South Africa

DRDGOLD will strive to ensure that the rights and freedoms articulated in these frameworks are respected, protected, and fulfilled throughout the organisation.

Commitment

DRDGOLD undertakes to:

- **Prevent and avoid contributing to adverse human rights impacts or abuses** through its activities or business relationships, and to enable appropriate remediation where such impacts occur.
- **Implement protective measures for vulnerable groups**—including women, minorities, and persons with disabilities—who may be at greater risk of harm due to discrimination, exploitation, or marginalisation, in line with the socio-political context of its jurisdiction.
- **Prohibit all forms of modern slavery**, including forced or compulsory labour, within its operations and supply chains.
- **Prohibit child labour and prevent human trafficking** in all aspects of its operations and supply chains.
- **Eliminate all forms of harassment, bullying, and discrimination** in the workplace, fostering a culture of dignity and respect.
- **Treat all employees and contractors with fairness and consistency**, ensuring employment practices are free from discrimination and abusive labour conditions.

DRDGOLD recognises the right of its of employees, contractor employees:

DRDGOLD affirms the following rights and freedoms:

- The **right to freely participate in the cultural life** of one's choice.
- The **freedom of conscience, religion, sexual orientation, political affiliation, thought, belief, and opinion**.
- The **freedom of expression**, subject to:
  - Protection of confidentiality;
  - Prohibition of hate speech and incitement to cause harm; and
  - Restrictions on statements that may unlawfully compromise the company or infringe on the rights of others.
- The **right to lawful and peaceful assembly**, subject to:
  - Notification procedures;
  - Agreed picketing rules; and

- Authorisations required under applicable law.
- The **freedom of association**, including the right to join or refrain from joining labour organisations and to participate in collective bargaining without discrimination or retaliation.
- The **right to access decent work** and a **safe and healthy working environment**.
- The **right not to be arbitrarily deprived of property or possessions**.
- The **right not to be subjected to arbitrary or unlawful arrest or detention**.

Monitoring

DRDGOLD undertakes to:

- **Provide a safe and confidential mechanism** for employees and other stakeholders to raise human rights concerns. This mechanism will ensure protection from retaliation for individuals who report concerns in good faith.
- **Conduct periodic reviews** to identify, prevent, mitigate, and account for how the company addresses:
  - Human rights impacts;
  - Corruption risks; and
  - Conflict-related risks associated with its activities.

Governance

DRDGOLD will**:**

- **Comply fully** with all legal and regulatory requirements, voluntary undertakings, and responsible mining principles applicable to its operations.
- **Provide oversight to the Board of Directors** regarding the company's performance in relation to this policy, associated procedures, and practices, to confirm and maintain the company's good standing.
- **Implement a structured process** to determine the necessary measures for compliance with the Human Rights Policy. This process includes:
  - **Assessment of actual and potential human rights impacts** arising from DRDGOLD's activities, with clear strategies for addressing these impacts.
  - **Coverage of adverse human rights impacts** that DRDGOLD may cause or contribute to, either directly through its operations or indirectly through its business relationships.
  - **Triggering of assessments** whenever there is a material change in operations that may affect the company's human rights risk profile—such as the construction of large infrastructure or expansion of operational scope.



Niël Pretorius
Chief Executive Officer

Date 1 August 2025