REPORTING IN LINE WITH GRI

This report has been prepared in accordance with the GRI's G4 guidelines which were launched in 2013. The company reports in line with the core format.

G4 places greater emphasis on the importance of materiality and improves the level of harmonisation with other reporting standards.

External assurance of sustainability reporting was provided by Ernst & Young Inc. Data indicators were selected for assurance on the basis of the company's assessment of the issues and indicators that are most significant to the sustainability performance of the business.

Ernst & Young Inc's sustainability assurance statement can be found on page 116 of this report.

The following table presents the GRI content index in line with the G4 guidelines, including GRI's G4 Mining and Metals Sector Supplement (MMSS). Data which has been externally assured is indicated in the GRI content index.

GENERAL STANDARD DISCLOSURES		Section heading and page number	Reporting level
Strategy and analysis			
G4-1	Provide a statement from the most senior decision-maker of the organisation (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability	Chairman's statement: 20 – 21 Chief executive's review: 22 – 23	Fully
G4-2	Provide a description of key impacts, risks and opportunities	Managing risk and opportunity: 96 – 101	Fully
Organisational profile			
G4-3	Report the name of the organisation	Scope: IFC – 1 Throughout the report	Fully
G4-4	Report the primary brands, products and services	Focus on the Northam group: 2 – 4	Fully
G4-5	Report the location of the organisation's headquarters	Administration and contact information: IBC	Fully
G4-6	Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report	Focus on the Northam group: 2 – 4	Fully
G4-7	Report the nature of ownership and legal form	Focus on the Northam group: 5	Fully
G4-8	Report the markets served (including geographic breakdown, sectors served, and the types of customers and beneficiaries)	Focus on the Northam group: 2 – 5	Fully
G4-9	Report the scale of the organisation, including: • Total number of employees • Total number of operations • Net sales (for private sector organisations) or net revenues (for public sector organisations) • Total capitalisation broken down in terms of debt and equity (for private sector organisations) • Quantity of products or services provided	Our business model: 8 – 9 Focus on delivery: 11 – 17	Fully

GENERAL STANDARD DISCLOSURES		Section heading and page number	Reporting level
G4-10	Report the composition of the workforce, including: • Total number of employees by employment contract and gender • Total number of permanent employees by employment type and gender • Total workforce by employees and supervised workers and by gender • Total workforce by region and gender • Whether a substantial portion of the organisation's work is performed by workers who are legally recognised as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors • Any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries)	Five-year sustainability review: 16 – 17 Human capital: 45 – 47	Fully
G4-11	Report the percentage of total employees covered by collective bargaining agreements	Human capital: 53 Remuneration report: 107	Fully
G4-12	Describe the organisation's supply chain	Focus on the Northam group: 4 Social capital: 62 and 67	Partially
G4-13	Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain, including: • Changes in the location of, or changes in, operations, including facility openings, closings, and expansions • Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organisations) • Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	Focus on the Northam group: 2 – 5	Fully
G4-14	Report whether and how the precautionary approach or principle is addressed by the organisation	Natural capital: 88 Managing risk and opportunity: 96 – 101	Partially
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	Scope: IFC – 1 Human capital: 54 Social capital: 61 Natural capital: 93 Corporate governance: 102	Fully

REPORTING IN LINE WITH GRI CONTINUED

GENERAL STANDARD DISCLOSURES		Section heading and page number	Reporting level
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation: • Holds a position on the governance body • Participates in projects or committees • Provides substantive funding beyond routine membership dues • Views membership as strategic	Corporate governance: 102 Natural capital: 93 The South African mining industry, including Northam, is governed by various laws, codes and guidance initiatives. These include: • MPRDA • NEMA • Employment Equity Act • National Water Act • Mining Charter • ILO • Samrec Voluntary codes Northam subscribes to include: • GRI • CDP • SRI • MOSH targets • Framework agreement on a sustainable mining industry • Framework for peace and stability in the mining industry	Fully
Identified material aspects and boundaries			
G4-17	• List all entities included in the organisation's consolidated financial statements or equivalent documents • Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report	Focus on the Northam group: 2 – 5 Approval of annual financial statements and company secretary's confirmation: 145	Fully
G4-18	• Explain the process for defining the report content and the aspect boundaries • Explain how the organisation has implemented the reporting principles for defining report content	Scope: IFC – 1	Fully
G4-19	List all the material aspects identified in the process for defining report content	Our material issues: 6	Fully
G4-20	For each material aspect, report the aspect boundary within the organisation, as follows: • Report whether the aspect is material within the organisation. • If the aspect is not material for all entities within the organisation (as described in G4-17), select one of the following two approaches and report either: • The list of entities or groups of entities included in G4-17 for which the aspect is not material, or • The list of entities or groups of entities included in G4-17 for which the aspects is material. • Report any specific limitation regarding the aspect boundary within the organisation	Our material issues: 6 Financial capital: 30 Manufactured and intellectual capital: 38 Human capital: 44 Social capital: 60 Natural capital: 68	Partially

GENERAL STANDARD DISCLOSURES		Section heading and page number	Reporting level
G4-21	For each material aspect, report the aspect boundary outside the organisation, as follows: • Report whether the aspect is material outside of the organisation • If the aspect is material outside of the organisation, identify the entities, groups of entities or elements for which the aspect is material • In addition, describe the geographical location where the aspect is material for the entities identified • Report any specific limitation regarding the aspect boundary outside the organisation	Our material issues: 6 Financial capital: 30 Manufactured and intellectual capital: 38 Human capital: 44 Social capital: 60 Natural capital: 68	Partially
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	Not applicable	–
G4-23	Report significant changes from previous reporting periods in the scope and aspect boundaries	Scope: IFC – 1	Fully
Stakeholder engagement			
G4-24	Provide a list of stakeholder groups engaged by the organisation	Social capital: 61 – 63	Fully
G4-25	Report the basis for identification and selection of stakeholders with whom to engage	Social capital: 61	Fully
G4-26	Report the organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and give an indication as to whether any of the engagement was undertaken specifically as part of the report preparation process	Social capital: 61 – 63, 65 Natural capital: 94	Fully
G4-27	• Report key topics and concerns raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting • Report the stakeholder groups that raised each of the key topics and concerns	Human capital: 52 – 54 Social capital: 61 – 63	Fully
Report profile			
G4-28	Reporting period (such as fiscal or calendar year) for information provided	Scope: IFC – 1	Fully
G4-29	Date of most recent previous report (if any)	Scope: IFC – 1	Fully
G4-30	Reporting cycle (such as annual, biennial)	Scope: IFC – 1	Fully
G4-31	Provide the contact point for questions regarding the report or its contents	Administration and contact information: IBC	Fully
G4–32	'In accordance' option: • Report the 'in accordance' option the organisation has chosen • Report the GRI content index for the chosen option • Report the reference to the external assurance report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the guidelines	Reporting in line with GRI: 122 Independent assurance report: 116 – 119	Fully

REPORTING IN LINE WITH GRI CONTINUED

GENERAL STANDARD DISCLOSURES		Section heading and page number	Reporting level
G4-33	Assurance: • Report the organisation's policy and current practice with regard to seeking external assurance for the report • If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided • Report the relationship between the organisation and the assurance providers • Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report	Scope: IFC – 1 Reporting in line with GRI: 122 Independent assurance report: 116 – 119	Fully
Governance			
G4-34	Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts	Corporate governance report: 102 – 106	Fully
G4-36	Report whether the organisation has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post-holders report directly to the highest governance body	Directorate: 18 – 19	Fully
G4-38	Report the composition of the highest governance body and its committees by: • Executive or non-executive • Independence • Tenure on the governance body • Number of each individual's other significant positions and commitments, and the nature of the commitments • Gender • Membership of under-represented social groups • Competences relating to economic, environmental and social impacts • Stakeholder representation	Directorate: 18 – 19	Fully
G4-39	Report whether the chair of the highest governance body is also an executive officer (and, if so, his or her function within the organisation's management and the reasons for this arrangement)	Directorate: 18 – 19 Corporate governance report: 102 - 106	Fully
G4-41	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum: • Cross-board membership • Cross-shareholding with suppliers and other stakeholders • Existence of controlling shareholder • Related party disclosures	Corporate governance report: 102 – 106	Fully
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	Corporate governance report: 102 – 106	Fully
G4-48	Report the highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material aspects are covered	Independent assurance report: 116 – 119	Fully

GENERAL STANDARD DISCLOSURES		Section heading and page number	Reporting level
Remuneration and incentives			
G4-51	Report the remuneration policies for the highest governance body and senior executives for the types of remuneration below: • Fixed pay and variable pay • Performance-based pay • Equity-based pay • Bonuses • Deferred or vested shares • Sign-on bonuses or recruitment • Incentive payments • Termination payments • Clawbacks • Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives	Remuneration report: 107 – 115	Fully
G4-52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organisation	Remuneration report: 107 – 115	Fully
Ethics and integrity			
G4-56	Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	Human capital: 54 – 55 Corporate governance report: 106	Fully
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines	Human capital: 54 – 55 Corporate governance report: 106	Fully
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines	Human capital: 54 – 55 Corporate governance report: 106	Fully

REPORTING IN LINE WITH GRI CONTINUED

SPECIFIC STANDARD DISCLOSURES		Section heading and page number	Reporting level	External assurance
CATEGORY: ECONOMIC				
Material aspect: economic performance				
G4-EC1	Direct economic value generated and distributed	Our business model: 8 – 9 Focus on delivery: 10 – 15 How we distribute value – 35 Human capital: 44 – 59 Housing project: 50 – 51 Social capital: 60 – 67 SLP expenditure: 64 – 66	Partially – SLP expenditure and housing project	Yes
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Natural capital: 93	Partially	No
G4-EC4	Financial assistance received from government	Not applicable	–	–
Material aspect: indirect economic impacts				
G4-EC7	Development and impact of infrastructure investments and services supported	Our business model: 8 – 9 Manufactured and Intellectual capital: 38 – 43	Partially	No
CATEGORY: ENVIRONMENTAL				
Material aspect: materials				
G4-EN1	Materials used by weight or volume	Natural capital: 89 – 90	Fully	No
G4-EN2	Percentage of materials used that are recycled input materials	Natural capital: 90	Fully	No
Material aspect: energy				
G4-EN3	Direct energy consumption	Our business model: 9 Five-year sustainability review: 16 – 17 Natural capital: 92	Fully	Yes
G4-EN4	Indirect energy consumption	Our business model: 9 Five-year sustainability review: 16 – 17 Natural capital: 92	Fully	Yes
G4-EN6	Reduction of energy consumption	Natural capital: 92	Partially	No
Material aspect: water				
G4-EN8	Total water withdrawal by source	Five-year sustainability review: 16 – 17 Natural capital: 90	Fully	No
G4-EN10	Percentage and total volume of water recycled and reused	Five-year sustainability review: 16 – 17 Natural capital: 90	Fully	Yes

SPECIFIC STANDARD DISCLOSURES		Section heading and page number	Reporting level	External assurance
Material aspect: biodiversity				
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Natural capital: 94	Fully	No
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Natural capital: 94	Fully	No
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Natural capital: 94	Fully	No
Material aspect: emissions				
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Five-year sustainability review: 16 – 17 Natural capital 93	Fully	Yes
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Five-year sustainability review: 16 – 17 Natural capital 93	Fully	Yes
G4-EN17	Other indirect greenhouse gas (GHG) Emissions (Scope 3)	Five-year sustainability review: 16 – 17 Natural capital 93	Fully	No
G4-EN20	Emissions of ozone depleting substances	Our business model: 9 Five-year sustainability review: 16 – 17 Natural capital: 93	Fully	No
Material aspect: effluents and waste				
G4-EN22	Total water discharge by quality and destination	Natural capital: 91	Fully	No
G4-EN24	Significant environmental incidents	Natural capital: 89	Fully	Yes
Material aspect: compliance				
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Natural capital: 88	Fully	Yes
Material aspect: environmental grievance mechanisms				
G4-EN34	Number of grievances about environmental impacts filed addressed and resolved through formal grievance mechanisms	Natural capital: 88	Fully	No

REPORTING IN LINE WITH GRI CONTINUED

SPECIFIC STANDARD DISCLOSURES		Section heading and page number	Reporting level	External assurance
Material aspect: employment				
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	Five-year sustainability review: 16 – 17 Human capital: 45	Partially, turnover by age group or gender is not collated and therefore not available	No
Material aspect: labour/management relations				
G4-LA4	Percentage of employees covered by collective bargaining agreements	Human capital: 53 Remuneration report: 107	Fully	Yes
MM4	Number of strikes and lock-outs exceeding one week's duration, by country	Human capital: 54	Fully	Yes
Material aspect: occupational health and safety				
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes	Human capital: 53 and 55	Partially, the figure is not reported as a percentage	No
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work related fatalities, by region and by gender	Our business model: 9 Five-year sustainability review: 16 – 17 Human capital: 56 and 59	Partially – RIIR and LTIIR	Yes
Material aspect: diversity and equal opportunity				
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Five-year sustainability review: 16 – 17 Human capital: 46 - 47	Partially, a breakdown of employees by age group is not available. A more critical measure in South Africa specifically, is the percentage of historically disadvantaged South Africans (HDSAs) in management roles and women in mining, which is reported	No

SPECIFIC STANDARD DISCLOSURES		Section heading and page number	Reporting level	External assurance
Material aspect: labour practices grievance mechanisms				
G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	Not reported	–	–
Material aspect: freedom of association and collective bargaining				
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	Human capital: 52	Partially, no violations reported	No
Material aspect: child labour				
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	Human capital: 54	Partially, no incidents occurred. Northam upholds the basic labour rights of the Fundamental Rights Convention of the ILO and in legislation, regulations and practices of South Africa. The company does not employ child labour, nor does it employ workers younger than 18 years of age as all prospective employees are screened in terms of Northam's employment policies and procedures	No

REPORTING IN LINE WITH GRI CONTINUED

SPECIFIC STANDARD DISCLOSURES		Section heading and page number	Reporting level	External assurance
Material aspect: forced or compulsory labour				
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	Human capital: 54	Partially, no incidents occurred. Northam upholds the basic labour rights of the Fundamental Rights Convention of the ILO and in legislation, regulations and practices of South Africa.	No
Material aspect: anti-corruption				
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Managing risk and opportunity: 99 Corporate governance report: 106	Fully, 100% of operations assessed for risks related to corruption and risks were identified	No
G4-SO5	Confirmed incidents of corruption and actions taken	Managing risk and opportunity: 99 Corporate governance report: 106	Fully - whistle blowers are protected in accordance with the provisions of the Protected Disclosures Act, No 26 of 2000 and these incidents cannot be disclosed	No