

Communities

Northam aims to make a positive and lasting contribution to the communities in which we operate. It is these communities that surround our operations and that are home and host to many of our employees.

Northam understands the important role our employees and host and affected communities play in this. We also understand that in South Africa, we operate in a multifaceted economic, legislative and social environment, where socio-economic issues are real.

As a responsible corporate citizen, we contribute to the socio-economic condition of both our employees and host and affected communities. We are committed to maintain open and robust engagement that focusses on the specific needs of our communities.

We seek to have transparent and mutually beneficial engagements to share, plan and communicate in a manner that expands the positive influence we can have on local and regional development.

We respect the diversity, heritage, cultures and perspectives of the communities in which we operate. We acknowledge their unique and important interests in the land, water and the environment. Our mine planning processes aim to avoid or minimise adverse impacts on these, and other affected stakeholders, including vulnerable groups.

We encourage all our employees to uphold our core values across all engagements with our communities. This includes respecting the concerns raised by our communities and to report any potential or suspected incidents with social consequences.

Always



- Be respectful, open and transparent in all engagement
- Seek advice when engaging with communities
- Investigate grievances and other incidents having social consequences

Never



- Use improper, unethical or illegal influence
- Ignore concerns and grievances raised
- Make commitments without having the proper authority