

**ZIMBABWE PLATINUM MINES
HRAD039
HUMAN RIGHTS POLICY**

1. Zimplats is committed to exploring, mining and processing operations in a responsible manner and to upholding the human rights of employees and stakeholders in line with legislation and the United Nations Guiding Principles on Business and Human Rights.
2. To achieve human rights practice within the company's sphere of influence in a sustainable manner, Zimplats is committed to:
 - Recognising, upholding and respecting the human rights of our employees as established in the ILO's Declaration on Fundamental Principles and Rights at Work including:
 - Non-discrimination
 - Prohibition of child and enforced labor
 - Freedom of association
 - The right to engage in collective bargaining
 - Right to fair treatment and to be remunerated according to the dictates of Zimplats remuneration policy and agreements made with employees or their representative unions.
 - Treating all stakeholders fairly and with dignity, irrespective of race, colour, gender, language, religion, political affiliation, national or social origin, or other status.
 - Ensuring that contractors and suppliers are aware of Zimplats' policies and standards as outlined in this Policy Statement, and that Management reserves the right to reconsider its dealing with these parties should the same level of commitment not be demonstrated.
 - Recognising the imperatives for corporate social responsibility in the communities of our operations. This includes respecting the cultures, customs and values of the people within the communities in which we operate and to seek to have open dialogue with stakeholders and participate in community engagement activities.
 - Ensuring that internal security personnel and persons responsible for people management are aware of, and have been trained to uphold the Zimplats' human rights policy.

3. POLICY REVIEW

This policy may be varied, amended or substituted at the discretion of management.

4. INTERPRETATION

In all matters of interpretation of this Policy, the decision of the CHIEF EXECUTIVE OFFICER shall be final and binding.


Alex Mhembe
Chief Executive Officer
1 August 2013