





years of Mining with purpose



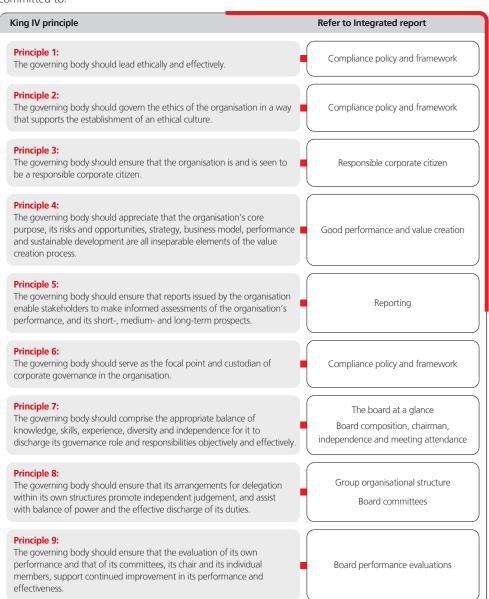
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## King IV checklist

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King IV promotes a holistic, outcomes-based approach to governance that emphasises ethical leadership, value creation, effective control and accountability to stakeholders – standards that Harmony remains committed to.



King IV principle	Refer to Integrated report
Principle 10: The governing body should ensure that the appointment of, and delegation to, management contribute to role clarity and the effective exercise of authority and responsibilities.	Appointment and delegation to management
<b>Principle 11:</b> The governing body should govern risk in a way that supports the organisation in setting and achieving its strategic objectives.	Effective control – governing structures ar processes  Effective control – functional areas
Principle 12: The governing body should govern technology and information in a way that supports the organisation setting and achieving its strategic objectives.	Technology and information governance
Principle 13: The governing body should govern compliance with applicable laws and adopted, non-binding rules, codes and standards in a way that supports the organisation being ethical and a good corporate citizen.	Compliance governance
Principle 14: The governing body should ensure that the organisation remunerates fairly, responsibly and transparently so as to promote the achievement of strategic objectives and positive outcomes in the short, medium and long term.	Remuneration governance Remuneration committee
Principle 15: The governing body should ensure that assurance services and functions enable an effective control environment, and that these support the integrity of information for internal decision making and of the organisation's external reports.	Assurance and internal audit Audit and risk committee Independent auditor's report, Financial report Assurance report, Sustainability report
Principle 16: In the execution of its governance role and responsibilities, the governing body should adopt a stakeholder-inclusive approach that balances the needs, interests and expectations of material stakeholders in the best interests of the organisation over time.	Legitimacy
<b>Principle 17:</b> The governing body of an institutional investor organisation should ensure that responsible investment is practiced by the organisation to promote the good governance and the creation of value by the companies in which it invests.	n/a