



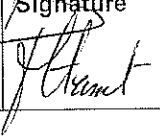
GOLD ONE

GROUP LIMITED

Reference No.	02.2020	Effective Date	March 2020
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HUMAN RESOURCES

WHISTLE-BLOWING POLICY

Compiled by	Legal Advisor	Signature		Date	
				12/03/2020	
Reviewed	Mancom	Signature		Date	
				12/03/2020	
Approved	Exco	Signature		Date	
				12/03/2020	

1. INTRODUCTION

- This Whistle-Blowing Policy applies to employees of Gold One Group Limited and all its subsidiaries' ("Gold One") and affected third parties.
- Gold One is committed to the highest standards of ethical, moral and legal business conduct.
- This policy specifically provides clarity to all Gold One employees and affected third parties that they can without fear of victimisation, subsequent discrimination or disadvantage, raise suspected breaches of ethical conduct. The policy further encourages that rather than ignoring a situation or concern, that employees and affected third parties alike use one of the below mentioned methods of communication to either confidentially or anonymously report the breach or concern. The party making the report can be assured that wherever practical, and subject to any legal constraints, investigations will proceed on a confidential basis.
- This policy also provides Gold One and a whistle-blower with all the rights and duties as defined in the Protected Disclosures Act, 2000 (Act No 26 of 2000).
- There are other existing policies and procedures in place and so this policy is not a substitute policy for issues that are governed under those particular policies and procedures. This is important in relation to employee matters where they are subject to the Code of Conduct and other current policies and procedures.

2. PURPOSE

- To encourage parties to feel confident in raising breaches and concerns.
- To provide facilities to voice breaches and concerns and to receive appropriate feedback on any action taken.
- To ensure that whistle-blowers will be protected from possible reprisals or victimisation if the disclosure was made in good faith.

3. OBJECTIVES AND SCOPE

- All concerns and breaches raised will be treated with the strictest confidence and every effort will be made, subject to any legal constraints, not to reveal the identity of the whistle-blower without their permission. Circumstances may however dictate that in time it may be necessary for their identity to become known, for example if they may be called as a witness.
- Concerns raised anonymously are not easily investigated due to the inability of the investigator to request additional information, and accordingly will need to be considered at the discretion of the below mentioned authorised individuals.
- Where an allegation is made in good faith, even where it is not able to be confirmed by an investigation or is subsequently proved untrue, no action will be taken against the whistle-blower. If however an allegation is maliciously or mischievously made for personal gain or otherwise, appropriate disciplinary or legal action may be taken against the whistle-blower.

4. REPORTING CHANNELS

- Employees are encouraged, as a first line of reporting, to raise breaches and concerns with their immediate manager or their superior. This however depends on the seriousness and sensitivity of the issues involved and who is suspected of the breach.
- If any employee believes that avenue is inappropriate, then contact can be made through one of the following channels:
 - Dedicated FreeCall Number: 0808 222 466
 - Email address: goldone@tip-offs.com
 - Deloitte Tip-offs Anonymous website: www.tip-offs.com
- Upon receipt of a complaint, a report will be prepared for communication to the following authorised individuals:

Name	Designation	Contact Number	Email Address
Boats Botes	VP: Asset Protection & Security	082 562 2721	boats.botes@gold1.co.za
Charl Ferreira	Chairperson: Social, Ethics & Transformation Committee	082 579 2598	charl@zico.co.za
Enos Barnard	Senior Group Manager: Finance	082 928 1937	enos.barnard@gold1.co.za
Rajshree Sewpersadh	Company Secretary	083 324 8525	rajshree.sewpersadh@gold1.co.za
Ziyaad Hassam	Legal Advisor	0834569878	Ziyaad.hassam@gold1.co.za

- Should one or more of the above mentioned persons be implicated in a complaint, the report will only be presented to the authorised officials who are not implicated.
- The Company Secretary retains overall responsibility for the maintenance and implementation of this policy.
- Charl Ferreira will only receive reports in respect of matters relevant to New Kleinfontein Goldmine (Pty) Ltd.

5. PROCEDURE FOR DEALING WITH COMPLAINTS

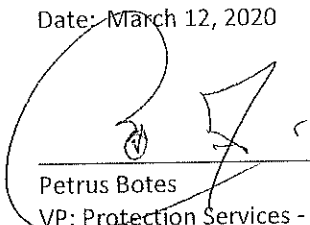
- Gold One will respond to all concerns raised in good faith. Where appropriate, matters raised may be investigated by management or through disciplinary process, and in certain circumstances, may be referred to other investigating authorities.
- In order to protect all individuals concerned, initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take. Some concerns may be resolved without the need for investigation. If however urgent action is required this may also be taken before any investigation is conducted.
- Only with the permission of the whistle-blower will contact between the whistle-blower and the investigating officers take place. This contact will depend entirely on the nature of the matters raised and particularly the adequacy of the information provided.
- Where possible and necessary, the officers involved may be required to meet with the whistle-blower in order to seek further information. Such meeting will be made with both the protection and confidentiality of the whistle-blower being paramount. Subject to any legal constraints, the whistle-blower will be kept informed of the progress and outcome of an investigation.
- Gold One will take steps to minimise any negative impact that a whistle-blower may experience as a result of raising a concern. If required to give evidence in criminal or disciplinary proceedings, Gold One will provide the necessary time, resources and ensure adequate advice is provided with regard to the proceedings.

Approved by the Executive Committee of Gold One Group Ltd.

由第一黄金执行委员会批准。



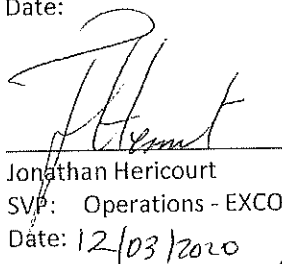
Jiyu Yuan
Chief Executive Officer – EXCO
Date: March 12, 2020



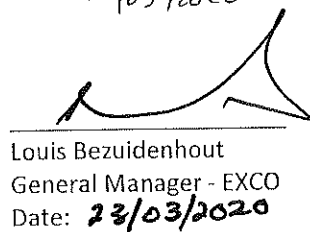
Petrus Botes
VP: Protection Services - EXCO
Date:



Zhang Yongliang
VP: Technical Services - EXCO
Date:



Jonathan Hericourt
SVP: Operations - EXCO
Date: 12/03/2020



Louis Bezuidenhout
General Manager - EXCO
Date: 23/03/2020