

# Acronyms & glossary

ABET	Adult Basic Education and Training
ADR	American Depository Receipt
ACSOP	Allergy to the Complex Salts of Platinum
AIDS	Acquired Immune Deficiency Syndrome
ALOZ	Adult Learning of Zimbabwe
ART	Anti-retroviral Therapy
BBS	Behaviour-based Safety
BEE	Black Economic Empowerment
BLC	Business Linkage Centre
BMR	Base Metals Refinery
CAPCO-NW	Chief Air Pollution Control Officer - North West
CEO	Chief Executive Officer
CFC	Carbon Fluorocarbon
CSIR	Council for Scientific and Industrial Research
dB	Decibels
DEAT	Department of Environmental Affairs and Tourism, South Africa
DIFR	Disabling Injury Frequency Rate (expressed per million man hours worked)
DME	Department of Minerals and Energy, South Africa
DNR	Department of Natural Resources, Zimbabwe
DOT	Directly Observed Treatment
DTI	Department of Trade and Industry, South Africa
DWAF	Department of Water and Forestry, South Africa
EHS & C	Environmental, Health, Safety and Community
EIA	Environmental Impact Assessment
EMP	Environmental Management Plan
EMPR	Environmental Management Programme Report
EMS	Environment Management System
ETP	Effluent Treatment Plant
FIFR	Fatal Injury Frequency Rate (expressed per million man hours worked)
FOG	Fall-of-Ground
FY	Financial Year (to 30 June)
GCD	Ground Control District
GDACE	Gauteng Department of Agriculture, Conservation and Environmental Affairs
GRI	Global Reporting Initiative
HDSA	Historically Disadvantaged South Africans
HIV	Human Immuno-deficiency Virus
HOS	Home Ownership Scheme
HR	Human Resources
ICDT	Impala Community Development Trust

ICU	Intensive Care Unit
IDP	Integrated Development Plan
ILO	International Labour Organisation
IMP	Impala Medical Plan
Impala	Impala Platinum Limited, comprising the Rustenburg operations and Springs Refineries
Implats	Impala Platinum Holdings Limited
IMS	Impala Medical Services
IR	Industrial Relations
IRS	Impala Refining Services
ISO	International Organisation for Standardisation
IT	Information technology
JDF	Joint Development Forum
JSE SRI	Johannesburg Securities Exchange Sustainability Reporting Index
KAP	Knowledge, Attitude and Practices
LTIFR	Lost Time Injury Frequency Rate (expressed per million man hours worked)
MFFS	Million Fatality-Free Shifts
MIR	Minor Injury Rate
MQA	Mine Qualifications Authority
MSZ	Main Sulphide Zone
NAPCOF	North West Air Pollution Control Forum
NBI	National Business Initiative
NEC	National Employment Council
NEMA	National Environmental Management Act
NGO	Non-Governmental Organisation
NIHL	Noise-Induced Hearing Loss
NLTIFR	Non Lost Time Injury Frequency Rate (expressed per million man hours worked)
NOSA	National Occupational Safety Association
NOSCAR	National Occupational Safety Credited Awards
NQF	National Qualifications Framework
NUM	National Union of Mineworkers
NWET	North West Education Trust
ODS	Ozone Depleting Substance
OEL	Occupational Exposure Limit
PGMs	Platinum Group Metals
PMR	Precious Metals Refinery
PPA	Personal Performance Agreement
PPE	Personal Protective Equipment
PWA	People With Aids
RBA	Royal Bafokeng Administration

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RBEB	Royal Bafokeng Economic Board
RBN	Royal Bafokeng Nation
RIFR	Reportable Injury Frequency Rate (expressed per million man-hours worked)
ROD	Record of Decision
RPL	Record of Prior Learning
SAAVI	South African AIDS Vaccine Initiative
SABS	South African National Standards (also known as SANS)
SADC	Southern African Development Community
SAGA	South African Grantmaking Association
SAMPPF	South African Mining Preferential Procurement Forum
SANAS	South African National Accreditation System
SANIP	South African National Industrial Participation
SAQA	South African Qualifications Authority
SAWIMA	South African Women in Mining Association
SETA	Sector Education and Training Authority
SHE	Safety, Health and Environment
SJP	Standard Job Procedures
SLP	Social and Labour Plan
SMAT	Safety Management and Training system
SME	Small- and Medium-sized Enterprises
STI	Sexually Transmitted Infections
TB	Tuberculosis
TLV	Threshold Limit Value
UASA	United Association of South Africa
UIF	Unemployment Insurance Fund
US/USA	United States of America
VCT	Voluntary Counselling and Testing
WHO	World Health Organization
Zimplats	Zimbabwe Platinum Mines Limited