

Mining Charter compliance

No	Description	Compliance	Page
1.	Human resource development		
	Has the company offered every employee the opportunity to be functionally literate and numerate by the year 2005 and are employees being trained?	yes	32
	Has the company implemented career paths for HDSA employees including skills development plans	yes	32
2.	Employment equity		
	Has the company published its employment equity plan and reported on its annual progress in meeting that plan?	yes	31
	Has the company established a plan to achieve a target for HDSA participation in management of 40% within five years and is it implementing the plan?	yes	31
	Has the company identified a talent pool and is this being fast tracked?	yes	31
	Has the company established a plan to achieve the target for the participation of women in mining of 10% within five years and is it implementing the plan?	yes	31
3.	Migrant labour		
	Has the company subscribed to government and industry agreements to ensure non-discrimination against foreign migrant labour?	yes	32
4.	Mine community and rural development		
	Has the company co-operated in the formulation of integrated development plans and is the company co-operating with government in the implementation of these plans for communities where mining takes place and for major labour-sending areas? Has there been effort on the side of the company to engage the local mine community and communities in major labour-sending areas?	yes	48-56
5.	Housing and living conditions		
	For company provided housing, has the mine, in consultation with stakeholders, established measures for improving the standard of housing, including the upgrading the hostels, conversion of hostels to family units and promoted ownership options for mine employees?	yes	30
	Companies will be required to indicate what they have done to improve housing, show a plan to progress the issue of over time and whether such a plan is being implemented?	yes	30
	For company-provided nutrition, has the mine established measures for improving the nutrition of mine employees? Companies will be required to indicate what they have done to improve nutrition and show a plan to progress the issue over time and whether such a plan is being implemented	yes	

Mining Charter compliance (continued)

No	Description	Compliance	Page
6.	Procurement		
	Has the mining company given HDSA preferred supplier status?	yes	21
	Has the mining company identified current levels of procurement from HDSA companies in terms of capital goods, consumables and service?	yes	21
	Has the mining company indicated a commitment to progress of procurement from HDSA companies over a three-year to five-year time frame in terms of capital goods, consumables and service and to what extent has the commitment been implemented?	yes	21
7.	Ownership and joint ventures		
	Has the mining company achieved HDSA participation in terms of ownership for equity or attributable units of production of 15% HDSA hands within five years and 26% in 10 years?	yes	19
8.	Beneficiation		
	Has the mining company identified its current level of beneficiation?	yes	23
	Has the mining company established its baseline level of beneficiation and indicated the extent that this will have grown in order to qualify for an offset?	yes	
9.	Reporting		
	Has the company reported on annual basis its progress towards achieving its commitments in its annual report?	yes	



Impala Rustenburg