

Revision 0	Corporate Social Affairs Policy
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2.	Corporate Affairs Office - Head Office	CEO - ICDT
3.	Corporate Affairs Office - Head Office	Corporate Affairs Manager
4.	Corporate Affairs Office - Head Office	Social Affairs Manager
5.	Social Affairs Office – Spring	Social Development Manager
6.	Social Affairs Office – Rustenburg	Social Development Manager
7.	Social Affairs Office - Marula	Social Development Officer

1. Introduction

Impala Platinum Holdings Limited (Implats), as a corporate citizen, is committed to the socio-economic development (SED) of the communities in which it operates and within our labour sending areas. Through its SED programs, Implats is committed to empowering a broad range of its stakeholders, with greater emphasis on the youth, women and people living with disabilities.

Our philosophy is based on meaningful participation that will ensure a positive contribution to some of poverty alleviation, mainly skills development, enterprise development, preferential procurement and ownership.

2. Our Mission

To implement and drive socio-economic development initiatives that promote the alleviation of poverty and empowerment in the local communities in which we operate and with our labour sending areas. .

3. Goals and Objectives

The main objectives of Corporate Social Affairs are to:

- Align all social up-liftment activities with the goals and objectives of local, provincial and national governments development programmes.
- Build capacity of Non-government Organizations (NGOs) and Community Based Organizations (CBOs), dealing with community development issues.
- Enhance sustainable development through corporate social investment
- Increase self reliance and minimise welfare dependency of communities
- Assist in capacity building initiatives for local municipalities.
- Sensitise both internal and external stakeholders to corporate social affairs initiatives and projects.

4. Criteria for Selection of Initiatives

All initiatives and programmes supported by Implats through Corporate Social Affairs are selected based on the following criteria:

- Aligned to the company's strategic objectives.
- Geographical boundaries highlighted in the mission statement.
- Long term sustainable projects.
- Partnership initiated projects with other industries.
- Pre-planned budgeted projects.
- Focus on identified target group (Women, Youth and people living with disabilities).
- Beneficiaries constitute more than 75% black in accordance with the Broad Based Black Economic Empowerment Scorecard (BBBEE).

- Assist in capacity building of NGOs, CBOs and Local Municipalities.

5. Focus Areas

Initiatives embarked on by Implats through its Corporate Social Affairs department are limited exclusively to the following areas:

Education and Training

- Primary Middle and High school – Maths, Science and English.
- Post-Matric Maths and Science entrepreneurship projects.
- Capacity building and school governance.
- Learning support material and equipment.
- Infrastructure development
- Bursaries for community children that form part of CSI programs

Health

- Primary and Secondary health care
- T.B. and HIV Home Based Care (HBC).
- Trauma Units and safety shelters (E.g. Abused women and children shelters)

Welfare

- Orphanages
- Day care centres

Environmental

- Water and sanitation initiatives
- Awareness campaigns by NGOs, CBOs, Schools and Communities.
- Rehabilitation projects
- Infrastructure and Equipment
- Public participation initiatives

Safety and Security

- Business against crime initiatives
- Infrastructure
- Training and development
- Counselling initiatives

Enterprise Development

- Facilitate support to co-operatives
- Accreditation of Historically Disadvantaged South African (HDSA's) and Black Economical Empowered companies (BEE's)
- Training and development

- Business Linkage Centres
- Sport and Sport development**

(Refer to the group sport policy available from Corporate Affairs)

6. Funding Principles

All funding of projects is made available by Corporate Affairs through relevant structures. A budget is developed by Impala Community Development Trust and approved by the Board of Trustees, and funds allocated for each geographical area.

All funding request have to be submitted to the Social Affairs Manager/Officers at the different operations and are approved via the Operations Committees/Trusts/Forums

All projects must be:

- Thoroughly investigated prior to funding to ensure the meet the selection criteria.
- Projects to be funded must be accompanied by a detailed application motivated, with a business plan included..
- On completion of the project, all relevant documentation must be stored and made available for audit purposes.
- All expenditure undergoes a verification process and signed of as complete by an independent body.

7. Publicity Guidelines

All publicity of Corporate Social Affairs initiatives are carried out through the communications department at the relevant operations. The overall cost of publicising any initiatives must no be more than 10% of the overall expenditure of the project.

Publicity is carried out through:

- Local media (Print media)
- Bill boards (For project cost >R50,000)
- Corporate magazine

8. Non-fundable projects

The following are not considered for corporate social initiatives:

- Political Affiliations
- Employee forums/functions
- Religious organization (Selection based purely on merit of project initiatives).
- Line management activities

- Bursaries for employees
- Advertising