

2007

ANNUAL REPORT

Compliance with the Mining Charter Scorecard

Notes	Description	Page	Website*
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?	104	✓
	Has the company implemented career paths for HDSA employees including skills development plans?	105	✓
	Has the company developed systems through which empowerment groups can be mentored?	105	✓
2.	Employment equity Has the company published its employment equity plan and reported on its annual progress in meeting that plan?	104	✓
	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?	104	✓
	Has the company identified a talent pool and is this being fast tracked?	105	✓
	Has the company established a plan to achieve the target for the participation of women in mining of 10% within the five years and is it implementing the plan?	105	✓
3.	Migrant labour Has the company subscribed to government and industry agreements to ensure non-discrimination against foreign migrant labour?		✓
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?	113 to 120	✓
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 of hostels, conversion of hostels to family units and promoted home ownership options for mine employees? Companies will be required to indicate what they have done to improve housing, show a plan to progress the issue over time and whether such a plan is being implemented?		✓
	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?		✓
6.	Procurement Has the mining company given HDSAs preferred supplier status?	102	✓
	Has the mining company identified current levels of procurement from HDSA companies in terms of capital goods, consumables and services?	102	✓
	Has the mining company indicated a commitment to progress of procurement from HDSA companies over a three to five year time frame in terms of capital goods, consumables and services and to what extent has the commitment been implemented?		✓
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 % in HDSA hands within five years and 26% in 10 years?	101	✓
8.	Beneficiation Has the mining company identified its current level of beneficiation?	102	✓
	Has the mining company established its base line level of beneficiation and indicated the extent that this will have to be grown in order to qualify for an offset?		✓
9.	Reporting Has the company reported on an annual basis its progress towards achieving its commitments in its annual report?		✓

* Further information available on the website.