

IMPALA PLATINUM'S SCORECARD FOR THE BROAD-BASED SOCIO-ECONOMIC SOUTH AFRICA MINING INDUSTRY

Element	Description	Measure	Compliance target by 2017	Mining charter target 2017	Weighting	Achieved 2017	
1	Reporting	Has the company reported the level of compliance with the Charter for the calendar year?	Documentary proof of receipt from the department	Annually	March 2017	Y/N	Yes
2	Ownership	Minimum target for effective HDSA ownership	Meaningful economic participation	26%	26%	Y/N	Yes
			Full shareholder rights	26%	26%		Yes
3	Housing and living conditions	Conversion and upgrading of hostels to attain the occupancy rate of one person per room	Percentage reduction of occupancy rate towards 2014 target.	Occupancy rate of one person per room	Baseline	Y/N	Yes
			Conversion and upgrading of hostels into family units	Percentage conversion of hostels into family units	Family units established		Baseline
4	Procurement and Enterprise Development	Procurement spent from BEE entity	Capital goods	40%	40%	5%	5%
			Services	70%	70%	5%	5%
			Consumable goods	50%	50%	2%	2%
		Multinational suppliers contribution to the social fund	Annual spend on procurement from multinational suppliers	0.5% of procurement value	0.50%	3%	0%
5	Employment Equity	Diversification of the workplace to reflect the country's demographics to attain competitiveness	Top Management Level (Board)	40%	40%	3%	3%
			Senior Management (Exco)	40%	40%	4%	3.8%
			Middle Management	40%	40%	3%	3%
			Junior Management	40%	40%	1%	1%
			Core Skills	40%	40%	5%	5%
6	Human Resource Development	Development of requisite skills, including support for South African-based research and development initiatives intended to develop solutions in exploration, mining, processing, technology efficiency (energy and water use in mining), beneficiation as well as environmental conservation and rehabilitation	HRD expenditure as percentage of total annual payroll (excluding mandatory skills development levy)	5%	5%	25%	25%
7	Mine community development	Conduct ethnographic community consultative and collaborative processes to delineate community needs analysis	Implement approved community projects	Up-to-date project implementation	Implementation of projects will serve to enhance relationships amongst stakeholders leading to communities owing patronage to projects	15%	15%

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8 Sustainable development and growth	Improvement of the industry's environmental management	Implementation of approved EMPs	100%	Annual progress achieved against approved EMPs	12%	12%
	Improvement of the industry's mine health and safety performance	Implementation of the tripartite action plan on health and safety	100%	Annual progress achieved against commitments in the tripartite action plan on health and safety	12%	12%
	Utilisation of South African-based research facilities for analysis of samples across the mining value chain	Percentage of samples in South African facilities	100%		5%	5%
9 Beneficiation	Contribution of a mining company towards beneficiation (this measure is effective from 2012)	Additional production volume contributory to local value addition beyond the base-line	Section 26 of the MPRDA (percentage above baseline)	The beneficiation strategy and its modalities of implementation outline the beneficiation requirements per commodity extracted in South Africa	-	-
Total score					100%	96.8%

Y/N applies to pillars that are ringfenced and where compliance is non-negotiable.

Legend

	0-25% (Gross non-compliance)
	25-50% (Non-compliance)
	50-75% (Marginal to acceptable performance)
	75-100% (Excellent performance)