







Our contribution to the United Nations SDGs





Our activities and initiatives contribute towards the United Nations Sustainable Development Goals (SDGs). We have identified 14 SDGs to which we have direct social and environmental impact. These SDGs underpin our goal to create long-term value and inform our short to medium-term strategy. The Group's contributions to the goals are disclosed in various sections of this report.

	<p>No poverty</p>	<p>We contribute to poverty alleviation by:</p> <ul style="list-style-type: none"> Providing direct and enabling downstream, indirect employment opportunities Preferential procurement, which focuses on supporting and sourcing goods and services from mine community businesses Providing infrastructure in host communities Paying taxes and royalties to the state Offering skills training, school support, entrepreneurship initiatives and social welfare programmes that improve economic outcomes, employment prospects and general health. 	<p>Further reading on pages 54 to 66</p>
	<p>Zero hunger</p>	<p>We contribute to zero hunger by:</p> <ul style="list-style-type: none"> Providing employment opportunities and ensuring employees earn a fair wage, significantly above the minimum wage Supporting local communities to access water for irrigation, seeds for subsistence farming, and training in agriculture and animal husbandry Working with social partners and governments to deliver food programmes and disaster relief efforts Preserving land, water and grazing resources necessary for agriculture, ensuring long-term food security. 	<p>Further reading on pages 54 to 66</p>
	<p>Good health and wellbeing</p>	<p>We play a crucial role in contributing to good health and wellbeing by:</p> <ul style="list-style-type: none"> Providing medical, including established HIV and TB programmes, services to our employees and communities Building clinics and hospitals in our communities Undertaking community wellness initiatives to improve community access to health and welfare services, potable water and food security programmes We also provide gender-based violence support, policing and emergency services support to our communities. 	<p>Further reading on pages 52 to 66</p>

	<p>Quality education</p>	<p>We contribute to quality education by:</p> <ul style="list-style-type: none"> Offering bursaries, learnerships, internships, mentorships and skills development programmes Training our employees and contractors Infrastructure development initiatives (building and renovating schools and allied facilities) to ensure students have access to safe and conducive learning environments By offering training workshops, resources and incentives for teachers to improve their skills and stay motivated. 	<p>Further reading on pages 60 and 61</p>
	<p>Gender equality</p>	<p>We promote gender equality by:</p> <ul style="list-style-type: none"> Gender mainstreaming, diversity, management development and succession planning Participating in industry initiatives such as women-in-mining forums Setting targets for female representation in the Group Promoting gender safety with zero tolerance for harassment, bullying and victimisation Offering a fair pay policy to promote equality. 	<p>Further reading on pages 37 and 38</p>
	<p>Clean water and sanitation</p>	<p>We have implemented various measures to ensure access to clean water and proper sanitation for employees and local communities by:</p> <ul style="list-style-type: none"> Implementing water management systems to minimise freshwater withdrawals Investing in technologies and infrastructure to recycle and reuse water, reducing our overall water footprint Assisting community access to water Promoting safe hygiene and sanitation practices. 	<p>Further reading on pages 56 to 59 and pages 70 to 72</p>
	<p>Clean and affordable energy</p>	<p>We promote clean and affordable energy solutions in our operations by:</p> <ul style="list-style-type: none"> Procuring and investing in solar PV and other renewable energy sources to reduce reliance on fossil fuel-based energy sources and lower our greenhouse gas (GHG) emissions Implementing energy efficiency programmes to reduce GHG emissions Partnering with local organisations to implement sustainable energy projects, where appropriate Participating in industry forums to improve energy utilisation and advocate for clean energy policies. 	<p>Further reading on page 73 and climate change report</p>

Our contribution to the United Nations SDGs continued



	<p>Decent work and economic growth</p>	<p>We promote decent work and economic growth by:</p> <ul style="list-style-type: none"> ◦ Creating employment opportunities ◦ Providing a fair wage, substantially above the minimum wage of our operating jurisdiction ◦ Paying taxes and royalties to the state ◦ Promoting enterprise and supplier development (ESD) ◦ Promoting skills development ◦ Providing our employees with opportunities to build wealth through our home ownership and employee share ownership schemes. 	<p>Further reading on pages 32 to 40</p>
	<p>Industry, innovation and infrastructure</p>	<p>We enhance industry, innovation and infrastructure by:</p> <ul style="list-style-type: none"> ◦ Continuously investing in research and development to improve mining techniques, increase efficiencies, and reduce the environmental impact of operations ◦ Partnering with industry peers, government and academic institutions to develop technologies that use our metals to create a better future ◦ Implementing sustainable practices to minimise our environmental footprint, such as water and energy conservation, reclamation of mined areas, biodiversity programmes and responsible waste management. 	<p>Further reading on pages 68 to 81</p>
	<p>Sustainable cities</p>	<p>We promote the goal of sustainable cities through:</p> <ul style="list-style-type: none"> ◦ Environmental protection initiatives that reduce our environmental impacts, such as adopting renewable energy sources, energy and water efficiency programmes, circular economy initiatives and biodiversity programmes ◦ Active community engagement that promotes social and economic wellbeing ◦ Providing integrated housing for our employees and communities, which incorporates energy-saving and environmentally friendly solutions. 	<p>Further reading on pages 41 to 42</p>

	<p>Responsible consumption and production</p>	<p>We promote sustainable consumption and production through:</p> <ul style="list-style-type: none"> ◦ Responsible management and efficient use of natural resources ◦ Reducing our environmental footprint with responsible and sustainable consumption ◦ Investing in technology and innovation ◦ Protecting biodiversity ◦ Adopting circular economy thinking ◦ Reducing waste generation through prevention, reduction, recycling and reuse. 	<p>Further reading on pages 68 to 81</p>
	<p>Climate action</p>	<p>We take specific measures to reduce our impact on the environment and combat climate change by:</p> <ul style="list-style-type: none"> ◦ Implementing sustainable mining practices ◦ Reducing GHG emissions ◦ Adopting renewable energy sources ◦ Minimising water and waste pollution ◦ Knowledge-sharing on climate risks and mitigations with stakeholders ◦ Investing in the restoration and conservation of ecosystems. 	<p>Further reading on pages 54 to 62 and climate change report</p>
	<p>Peace, justice and strong institutions</p>	<p>We promote peace, justice and strong institutions by:</p> <ul style="list-style-type: none"> ◦ Upholding and sharing our code of ethics with stakeholders ◦ Increasing transparency of our business practices ◦ Respecting human rights and the laws in our operating jurisdictions ◦ Supporting and collaborating with industry partners, local governments, civil society organisations and other stakeholders to improve regulation of the mining industry. 	<p>Further reading on pages 25 to 30</p>
	<p>Partnerships for the goals</p>	<p>We promote partnerships for the goals by:</p> <ul style="list-style-type: none"> ◦ Partnering with local and international organisations to advocate for policy and to enhance governance, transparency and accountability in the mining sector ◦ Investing in capacity-building initiatives to strengthen local institutions and promote responsible mining practices. 	<p>Further reading on pages 27 to 30</p>

Support for the UNGC principles

The United Nations Global Compact (UNGC) is a voluntary global initiative that addresses issues related to human rights, labour, the environment and corruption through a commitment to 10 principles. The principles are derived from authoritative sources of international law, such as the Universal Declaration of Human Rights, the core declarations of the International Labour Organisation, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption. Implats became a signatory to the UNGC in July 2008. The following table provides a brief overview of how the Group has implemented the 10 principles.

Human rights 		
<p>Principle 1 Businesses should support and respect the protection of international human rights within their sphere of influence.</p>	<p>Implats' human rights policy commits us to fully comply with applicable legislation in the regions in which we operate and implement the UNGC human rights principles. In addition, our harassment, bullying and victimisation policy ensures every individual, including those who have dealings with Implats, is treated with dignity and respect.</p> <p>Employees are trained on human rights at induction and all contractors are expected to abide by our human rights policy and the laws of the countries in which we operate. Independently managed channels are available to anonymously report any unfair practices and human rights violations, including incidents of harassment, bullying and victimisation.</p> <p>The Group's responsible sourcing policy ensures our PGM concentrate suppliers do not infringe on human rights at their operations. We have conducted gap analyses of our security practices against the Voluntary Principles on Security and Human Rights as part of an effort to ensure alignment.</p>	Further reading on pages 27 to 30
<p>Principle 2 Businesses should make sure their corporations are not complicit in human rights abuses.</p>	<p>We strive to uphold this principle through our Group-wide human rights policy and code of ethics, which are compatible with the applicable legislation in our operating jurisdictions.</p>	Further reading on pages 27 to 30
Labour 		
<p>Principle 3 Businesses should uphold freedom of association and the effective recognition of the right to collective bargaining.</p>	<p>We recognise our employees' right to collective bargaining and freedom of association, in line with relevant local labour legislation, and we foster open, honest and effective relations between management, employees and elected union representatives.</p> <p>We monitor our operations' labour relations, with monthly labour relations reports submitted to Exco and escalated to the board, when and if necessary.</p>	Further reading on pages 39 and 40
<p>Principle 4 Businesses should uphold the elimination of all forms of forced and compulsory labour.</p>	<p>All our labour is sourced from the open labour market and all employees are provided with contracts in accordance with local labour legislation. They are free to resign at any time, in accordance with legal processes.</p>	Further reading on pages 27 to 30
<p>Principle 5 Businesses should uphold the effective abolition of child labour.</p>	<p>Implats does not make use of child labour at any of its operations and has not detected any significant risks pertaining to the use of child labour.</p> <p>We monitor and ensure compliance with the labour legislation in the countries in which we operate.</p>	Further reading on pages 27 to 30
<p>Principle 6 Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>	<p>We strive to eliminate discrimination in all forms and promote employment equity, diversity and inclusion.</p> <p>Our human resource policies related to diversity, equity and inclusion, fair pay, gender equality and harassment are available on our website</p>	Further reading on pages 27 to 40

Environment 		
<p>Principle 7 Businesses should support a precautionary approach to environmental challenges.</p>	<p>Our environmental policy commits the Group to running our exploration, mining, processing and refining operations in an environmentally responsible and sustainable way, ensuring the wellbeing of our stakeholders.</p> <p>We integrate environmental management into all aspects of the business, with the aim of achieving a sustainable and world-class environmental performance. This contribution is enhanced by the role PGMs play in transitioning to a greener economy.</p>	Further reading on pages 68 to 81
<p>Principle 8 Businesses should undertake initiatives to promote greater environmental responsibility.</p>	<p>Initiatives aimed at promoting environmental responsibility include programmes relating to:</p> <ul style="list-style-type: none"> Optimising energy usage Promoting sustainable water use Reducing our atmospheric emissions Responding to climate change risks and opportunities Ensuring effective land management (including rehabilitation) and promoting biodiversity. Adopting renewable energy Minimising waste streams and managing tailings facilities Reducing environmental impacts. 	Further reading on pages 68 to 81
<p>Principle 9 Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Implats has invested in targeted fuel cell development in South Africa in collaboration with government and academic institutions to promote local technology development and develop local skills and fuel cell manufacturing and deployment.</p> <p>The Group has a decarbonisation and energy strategy in place, the current focus of which is incorporating renewable energy into our energy mix. Our inaugural climate change report highlighting risks and opportunities related to climate change was published in this reporting period.</p>	Further reading on pages 68 to 81
Anti-corruption 		
<p>Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>Implats has zero tolerance towards bribery, fraud and corruption and requires employees, business partners, suppliers, contractors and associates to adhere to the Implats code of ethics and fraud policy.</p> <p>The Group ethics policy outlines conflicts of interest, donations, gifts, and the protection of the Company's information, intellectual property and patent rights, and is clear on the disciplinary action (including dismissal or prosecution) that will be taken in the event of any contravention.</p> <p>An independently managed, toll-free whistleblowing hotline is in place to facilitate the confidential reporting of suspected fraud, corruption and related misconduct.</p>	Further reading on pages 27 and 28