



Generic B-BBEE Verification Certificate

Impala Platinum Holdings Limited

Registration Number: 1957/001979/06
Address: Number 2, Fricker Road, Illovo, 2196

Level Six Contributor

Scorecard Information	Actual Score	Target Score	Analysis	Results
Ownership	11.67	25.00	Black Ownership Percentage	10.77
Management Control	9.92	19.00	Black Women Ownership Percentage	5.33%
Skills Development	11.57	20.00	Modified Flow Through Principle Applied	No
Enterprise and Supplier Development	36.82	40.00	Exclusion Principle Applied	Yes
Socio-Economic Development	5.00	5.00	51% Black Owned Designated Group Supplier	No
Total Score	74.98	109.00	Empowering Supplier	Yes
			VAT Number	4830176071 4680121797
Procurement Recognition Level	60.00%		Financial Year End	30 June 2017
Discounting Principle Applicable	No		Issue Date	11 June 2018
Recorded Procurement Recognition Level	60.00%		Expiry Date	10 June 2019
			Re-Issue Date	18 October 2018

*51% Black-owned means an entity in which black people hold at least 51% of the exercisable voting rights, black people hold at least 51% of the economic interest and has earned all the points for net value.

*30% Black women owned means an entity in which black women hold more than 30% of the exercisable voting rights, black women hold more than 30% economic interest and has earned all the points for net value.

Technical Signatory - Patience Dozwa

18 October 2018

Date

This verification certificate and the verification report are based on information provided to Empowerdex and represent an independent opinion based on the verification and analysis completed by Empowerdex. The calculation of the scores has been determined in accordance with the Department of Trade and Industry's Codes of Good Practice on Broad Based Black Economic Empowerment as Gazetted on 11 October 2013.

Empowerdex (Pty) Ltd Registration No: 2001/027963/07
Directors: C W... Jack, L Raissa..., J Brebnor



BVA 030

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C e r t i f i c a t e



Notice of Compliance

(in terms of Regulation 12(13))

Case Number **9/7/2018**

FORM BBEE 5

Date: 14/ 08/ 2018

To: Mr John Nkosi

Entity Name: **Impala Platinum Holdings Limited**

Entity Registration Number: **1957/001979/06**

1. The B-BBEE Commission is satisfied with the report submitted. However, the B-BBEE Commission has noted that the entity's B-BBEE status dropped by two levels, i.e. from level 4 to level 6 compared to previous assessment. The entity is advised to develop and implement a plan to effectively improve its Ownership, Management Control as well as Skills Development Elements.

Name and Title of person signing on behalf of the Commission:

Ms. Zodwa Ntuli, B-BBEE Commissioner

Authorised Signature:

A handwritten signature in black ink, appearing to be "Zodwa Ntuli", written over a horizontal line.

Compliance Reporting Matrix (Annexure)

SCORECARD ELEMENTS

1. OWNERSHIP AND MANAGEMENT CONTROL

Please indicate % of black shareholding and number of directors/managers by providing relevant information below:

Categories	%/ Number for each category	Race classification (indicate nr in terms of A, C & I)	Gender (indicate nr in terms of F & M)	Age (provide nr in chronolo gical order)	Location (indicate nr in each Province)	Disability (indicate nr in terms of F & M)
Black Ownership	10.77%	A = 10.77%	F = 5.33% M = 5.44%		Gauteng	N/A
Non-Exec Directors	44.44%	A = 4	F = 2 M = 2		Gauteng = 4	N/A
Exec Directors	33.33%	I = 1	F		Gauteng = 1	N/A
Senior Management	30.45%	A = 23 I = 4	F = 6; M = 17 F = 3; M = 1		Gauteng = 4 North West = 23 Limpopo = 0	N/A
Middle Management	40.36%	A = 229 C = 8 I = 28	F = 48; M = 181 F = 1; M = 7 F = 11; M = 17		Gauteng = 47 North West = 157 Limpopo = 33	N/A
Junior Management	54.47%	A = 3905 C = 31 I = 10	F = 589; M = 3316 F = 7; M = 24 F = 5; M = 5		Gauteng = 233 North West = 3246 Limpopo = 467	N/A
Dividends declared	N/A					

2. SKILLS DEVELOPMENT

Provide number of black persons trained by providing relevant information as follows:

Categories	Number for each category	Race classification (indicate nr in terms of A, C & I)	Gender (indicate nr in terms of F & M)	Age (provide nr in chronolo gical order)	Location (indicate nr in each Province)	Disability (indicate nr in terms of F & M)	Value thereof
Black employees	29 143	A = 29 087 C = 52 I = 4	F = 3 089 M = 26 054		North West = 22 881 Limpopo = 6 262	N/A	R 442 962 468
Black People on internships, apprenticeship, learnership	506	A = 457 C = 4	F = 105 M = 401		North West = 461 Limpopo = 45	N/A	R 60 426 842
Unemployed black people	705	A = 705	F = 109 M = 596		North West = 674 Limpopo = 31	N/A	R 44 195 202
Black people absorbed	56	A = 56	F = 15 M = 41		North West = 44 Limpopo = 12	N/A	R 8 886 550

3. ENTERPRISE AND SUPPLIER DEVELOPMENT

Number of enterprise and supplier development beneficiaries and value thereof by providing relevant information below:

Number of enterprise development beneficiaries (EMEs)	% of Black ownership	Number of enterprise development beneficiaries (QSEs)	% of Black ownership	Number of supplier development beneficiaries (EMEs)	% of Black ownership	Number of supplier development beneficiaries (QSEs)	% of Black ownership	Value thereof (enterprise development)	Value thereof (supplier development)
10	100%	0	0	6	100%	0	0	R 2 788 271	R 6 533 597

4. SOCIO-ECONOMIC DEVELOPMENT

Number of black participants, race classification, gender, geographical indication and value thereof by providing relevant information below:

Number of participants	Race classification (indicate nr in terms of A, C & I)	Gender (indicate nr in terms of F & M)	Geographical indication (indicate nr in each Province)	
3	A = 3	N/A	GP	
			MP	
			FS	
			LP	1
			WC	
			EC	
			NC	
			KZN	
			NW	2
Value thereof	R 9 565 139**			

**This was the amount claimed for the purposes of the BEE verification exercise that resulted in Implats achieving 100% of available points under SED. The actual spend on SED by Implats at its South African operations in Financial Year (FY) 2017 was R106 million. This SED spend (R106 million) spend is reported and third party assured in our annual sustainable development report for FY2017.