

SUSTAINABILITY DATA TABLES

2016



We do it better

SAFETY

Operation	SHEQ certification	LTIFR					Awards/Achievements in F2016
		F2016	F2015	F2014	F2013	F2012	
Ferrous Division							
Beeshoek Mine	ISO 9001, ISO 14001, OHSAS 18001	0.07	0.07	–	0.07	–	Completed 3.2 million fatality free shifts. Also completed 14 000 fatality free production shifts over 13 years.
Black Rock Mine	ISO 9001, ISO 14001, OHSAS 18001 certification in progress	0.35	0.35	0.44	0.33	0.19	Completed 4.7 million fatality free shifts.
Cato Ridge Works	ISO 9001, ISO 14001, OHSAS 18001	0.17	0.38	0.12	0.10	0.52	Completed 2.0 million fatality free shifts.
Dwarsrivier Mine	ISO 9001, ISO 14001, OHSAS 18001	0.17	0.18	0.45	0.87	0.76	Completed 3.4 million fatality free shifts.
Khumani Mine	Integrated certification of ISO 9001, ISO 14001 and OHSAS 18001. Also SANS 16001 certified	0.17	0.29	0.10	0.22	0.11	Completed 800 000 fatality free shifts.
Machadodorp Works	ISO 9001, ISO 14001, OHSAS 18001	0.55	–	0.32	–	0.16	Completed 1 million fatality free shifts.
Platinum Division							
Modikwa Mine	ISO 14001	0.64	0.73	0.87	1.16	0.81	Achieved 2.7 million fatality free shifts.
Nkomati Mine	ISO 9001, ISO 14001, OHSAS 18001	0.09	0.23	0.03	0.11	0.25	Completed 5.2 million fatality free shifts. Recognised at the Mine Safe Conference with four awards: <ul style="list-style-type: none"> > 1st prize for environmental performance; > 2nd prize for safety improvement; > 3rd prize for Best in Class safety improvement; and > 2nd prize for year on year safety improvement (contractors' category).
Two Rivers Mine	OHSAS 18001. Aligning SHEQ systems with ISO 14001. Training Centre is ISO 9001 certified	0.41	0.24	0.28	0.33	0.29	Completed 3.2 million fatality free shifts.
Copper Division							
Lubambe Mine	Aligning SHEQ systems with ISO 14001 and OHSAS 18001. Training Centre is ISO 9001 certified	0.21	0.21	0.19	0.16	0.22	Completed 3.3 million fatality free shifts. Remains fatality free since the start of the project in October 2010.

SAFETY continued

SAFETY PERFORMANCE BY REGION

	F2016					
	Fatalities	Reportable Injuries	Lost Time Injuries	Fatality Frequency Rate	Reportable Injury Frequency Rate	Lost Time Injury Frequency Rate
KwaZulu Natal (Cato Ridge Works)	–	1	1	–	0.17	0.17
Mpumalanga (Dwarsrivier, Modikwa, Two Rivers and Nkomati Mines and Machadodorp Works)	–	40	61	–	0.26	0.40
Northern Cape (Beeshoek, Black Rock and Khumani Mines)	–	16	19	–	0.19	0.23
Zambia (Lubambe Mine)	–	3	5	–	0.13	0.21
ARM total	–	60	86	–	0.23	0.32

	F2015					
	Fatalities	Reportable Injuries	Lost Time Injuries	Fatality Frequency Rate	Reportable Injury Frequency Rate	Lost Time Injury Frequency Rate
KwaZulu Natal (Cato Ridge Works)	–	3	3	–	0.38	0.38
Mpumalanga (Dwarsrivier, Modikwa, Two Rivers and Nkomati Mines and Machadodorp Works)	–	48	69	–	0.29	0.42
Northern Cape (Beeshoek, Black Rock and Khumani Mines)	2	22	25	0.02	0.25	0.28
Zambia (Lubambe Mine)	–	5	6	–	0.17	0.21
ARM total	2	78	103	0.01	0.27	0.36

SECTION 54 AND SECTION 55 NOTICES

	Section 54 Notices					Shifts/days lost				
	F2016	F2015	F2014	F2013	F2012	F2016	F2015	F2014	F2013	F2012
Ferrous division										
Beeshoek Mine	–	–	–	1	1	–	–	–	6	–
Khumani Mine	–	3	2	2	3	–	11	–	–	–
Black Rock Mine	1	–	–	2	3	–	–	–	2	–
Dwarsrivier Mine	5	3	3	2	3	11	12	18	7	7
Platinum division										
Nkomati Mine	4	2	–	–	–	14	5	–	–	–
Two Rivers Mine	7	1	–	–	3	17	6	–	–	17
Modikwa Mine	16	20	15	11	6	35	62	57	15	–
ARM total	33	29	20	18	19	77	96	75	30	24

	Section 55 Notices					Shifts/days lost				
	F2016	F2015	F2014	F2013	F2012	F2016	F2015	F2014	F2013	F2012
Ferrous division										
Beeshoek Mine	–	–	2	–	1	–	–	–	–	13
Khumani Mine	–	–	1	2	3	–	–	1	–	–
Black Rock Mine	–	–	1	3	6	–	–	–	–	–
Dwarsrivier Mine	1	2	6	5	2	–	–	–	–	–
Platinum division										
Nkomati Mine	1	1	1	–	1	–	–	–	–	–
Two Rivers Mine	1	–	–	–	3	–	–	–	–	–
Modikwa Mine	–	–	8	–	–	–	–	–	–	–
ARM total	3	3	19	10	16	0	0	1	0	13

OCCUPATIONAL HEALTH AND WELLNESS

CHRONIC CONDITIONS

	F2016			
	Newly diagnosed	Existing	Total of employees with condition	Percentage of total workforce affected
Hypertension	103	1 645	1 748	8.1%
Diabetes Type 1	2	26	28	0.1%
Diabetes Type 2	20	427	447	2.1%
Epilepsy	–	14	14	0.1%
Upper Respiratory Tract Infections (URTI) (including repeats)	Varies seasonally	9 297	9 297	43.2%

AUDIOMETRIC EXAMINATIONS

	F2016	F2015	F2014	F2013	F2012
Number of tests performed	29 715	42 627	42 871	44 163	40 710
Number of tests referred	93	144	197	81	113
Percentage of total (referred/performed)	0.31	0.34	0.46	0.18	0.28
Number of tests submitted for compensation	20	30	54	56	45
Percentage of total (comp. submit./performed)	0.07	0.07	0.13	0.13	0.11
Number of cases compensated	15	12	20	12	
Percentage of total (compensated/referred)	16.13	8.33	10.15	14.81	

NOISE INDUCED HEARING LOSS

	F2016	
	Number of employees	Percentage of total workforce
Shifts in PLH (percentage loss of hearing)		
PLH >5% to <10%	507	2.3%
PLH >10%	280	1.3%

NOISE INDUCED HEARING LOSS PER OPERATION

Operation	F2016		F2015		F2014		F2013	
	Referred	Submitted for compensation	Referred	Submitted for compensation	Referred	Submitted for compensation	Referred	Submitted for compensation
Beeshoek Mine	23	3	51	13	28	–	1	–
Khumani Mine	3	1	17	1	6	1	12	3
Black Rock Mine	9	–	5	2	53	11	10	6
Dwarsrivier Mine	2	–	4	–	4	1	2	1
Cato Ridge Works	–	–	2	–	16	–	5	–
Machadodorp Works	–	–	–	–	1	–	15	4
Nkomati Mine	5	1	5	2	13	3	15	11
Two Rivers Mine	–	–	2	–	3	1	6	1
Modikwa Mine	51	15	58	12	73	37	15	30
ARM total	93	20	144	30	197	54	81	56

ENVIRONMENT

CARBON FOOTPRINT (tCO₂e): SCOPE 1 & 2 ON AN ATTRIBUTABLE BASIS

	F2016	F2015	F2014	F2013	F2012
Beeshoek Mine	37 211	42 934	36 614	42 528	26 375
Khumani Mine	146 394	132 638	129 918	132 840	126 656
Blackrock Mine	61 773	72 419	55 107	56 064	69 692
Dwarsrivier Mine	32 221	28 891	26 979	26 544	25 097
Cato Ridge Works	335 633	420 536	443 379	417 863	538 080
Machadodorp Works	2 611	116 271	132 951	153 990	623 954
Nkomati Mine	213 557	202 826	197 117	202 575	191 577
Two Rivers Mine	126 467	114 399	112 846	103 090	100 027
Modikwa Mine	116 756	107 398	86 905	102 695	103 885
Lubambe Mine	4 955	7 409	6 625	5 581	4 459
Corporate office	168	410	217	410	403
ARM total	1 077 746	1 246 131	1 228 656	1 244 180	1 810 205
Ferrous division	615 843	813 691	824 948	829 829	1 409 854
Platinum division	456 780	424 622	396 868	408 360	395 489
Copper division	4 954	7 409	6 625	5 581	4 459
Corporate office	167	410	217	410	403
ARM total	1 077 744	1 246 132	1 228 656	1 244 180	1 810 205

ELECTRICITY (MWH) – 100% BASIS

	F2016	F2015	F2014	F2013	F2012
Beeshoek Mine	35 627	38 396	38 970	40 559	33 166
Khumani Mine	200 131	186 112	175 213	165 930	158 562
Blackrock Mine	108 039	105 739	102 881	99 016	114 955
Dwarsrivier Mine	58 122	56 218	50 872	51 653	49 185
Cato Ridge Works	473 292	608 273	639 712	608 353	743 054
Machadodorp Works	12 171	169 480	207 973	233 680	1 014 567
Nkomati Mine	350 847	353 249	348 612	338 938	309 533
Two Rivers Mine	213 076	209 616	202 558	188 859	181 854
Modikwa Mine	265 561	261 567	259 140	244 637	247 608
Lubambe Mine	103 776	113 801	118 962	73 510	13 190
Corporate office	160	Not material	Not material	364	360
ARM total	1 820 802	2 102 451	2 144 894	2 045 499	2 866 033
Ferrous division	887 382	1 164 218	1 215 622	1 199 190	2 113 488
Platinum division	829 484	824 432	810 310	772 435	738 995
Copper division	103 776	113 801	118 962	73 510	13 190
Corporate office	160	Not material	Not material	364	360 313
ARM total	1 820 802	2 102 451	2 144 894	2 045 499	2 866 033

ENVIRONMENT continued

DIESEL CONSUMPTION (000 LITRES) – 100% BASIS

	F2016	F2015	F2014	F2013	F2012
Beeshoek Mine	13 584	17 562	12 619	14 976	7 549
Khumani Mine	32 575	32 474	34 050	40 389	37 838
Blackrock Mine	5 153	5 271	4 529	4 289	4 355
Dwarsrivier Mine	1 950	1 763	1 490	1 629	1 402
Cato Ridge Works	404	530	515	559	492
Machadodorp Works	596	787	804	844	1 273
Nkomati Mine	24 436	26 311	24 382	31 219	33 449
Two Rivers Mine	4 180	3 876	4 739	3 536	3 851
Modikwa Mine	4 744	4 688	5 136	6 442	6 152
Lubambe Mine	4 347	6 550	3 749	4 905	–
Corporate office	2	Not material	Not material	Not material	Not material
ARM total	91 974	99 812	92 013	108 788	96 360
Ferrous division	54 264	58 387	54 007	62 686	52 909
Platinum division	33 361	34 875	34 257	41 197	43 451
Copper division	4 347	6 550	3 749	4 905	–
Corporate office	2	Not material	Not material	Not material	Not material
ARM total	91 974	99 812	92 013	108 788	96 360

WATER ABSTRACTED (m³) – 100% BASIS

	F2016	F2015	F2014	F2013	F2012
Beeshoek Mine	5 023 349	5 237 869	6 608 293	7 964 901	6 190 014
Khumani Mine	4 634 128	3 647 534	3 440 654	4 041 671	3 772 149
Blackrock Mine	1 129 808	877 478	916 126	1 015 952	862 842
Dwarsrivier Mine	449 792	639 268	290 175	133 912	129 990
Cato Ridge Works	242 051	322 400	394 247	376 054	395 083
Machadodorp Works	34 599	105 799	52 261	192 954	142 928
Nkomati Mine	3 108 637	3 577 751	3 396 863	2 924 876	2 643 966
Two Rivers Mine	2 443 191	1 407 380	1 323 625	1 102 135	1 648 073
Modikwa Mine	1 147 115	1 342 261	1 887 795	1 941 339	2 206 903
Lubambe Mine	853 630	1 176 366	1 098 425	857 580	–
ARM total	19 066 300	18 334 106	19 408 464	20 551 374	17 991 948
Ferrous division	11 513 727	10 830 348	11 701 756	13 725 444	11 493 006
Platinum division	6 698 943	6 327 392	6 608 283	5 968 350	6 498 942
Copper division	853 630	1 176 366	1 098 425	857 580	–
ARM total	19 066 300	18 334 106	19 408 464	20 551 374	17 991 948

WORKFORCE BREAKDOWN

AS AT 30 JUNE 2016

BREAKDOWN BY GENDER AND CONTRACT TYPE

	Male	Female	Total
Permanent employees	10 589	1 889	12 478
Temporary employees	59	31	90
Total full time employees (South Africa only)	10 648	1 920	12 568

BREAKDOWN BY OPERATION

	Total
Beeshoek Mine (Northern Cape)	674
Khumani Mine (Northern Cape)	1 671
Black Rock Mine (Northern Cape)	1 844
Cato Ridge Works (KwaZulu Natal)	308
Dwarsrivier Mine (Mpumalanga)	1 133
Machadodorp Works (Mpumalanga)	78
Modikwa Mine (Mpumalanga)	3 727
Two Rivers Mine (Mpumalanga)	2 410
Nkomati Mine (Mpumalanga)	519
ARM Corporate office (Gauteng)	204
Total full time employees (South Africa only)	12 568

BREAKDOWN BY REGION

	Total
Northern Cape	4 189
KwaZulu Natal	308
Mpumalanga	7 867
Gauteng	204
Total full time employees (South Africa only)	12 568

BREAKDOWN BY AGE GROUP

	Male	Female	Total
< 30 years old	1 159	378	1 537
30 – 50 years old	7 508	1 718	9 226
> 50 years old	1 676	129	1 805
Total full time employees (South Africa only)	10 343	2 225	12 568
Total contractors (South Africa only)	7 578	1 311	8 889
Lubambe Mine (Zambia)			
Total full time employees			1 225
Total contractors			430
Total expatriates			16
Total Lubambe Mine employees			1 671
Total Workforce			
Total full time employees			13 793
Total expatriates			16
Total contractors			9 319
Total ARM workforce			23 128

WORKFORCE BREAKDOWN continued

NEW HIRES

	Number of new hires			Rate of new hires (%)		
	Male	Female	Total	Male	Female	Total
Breakdown by age group						
< 30 years old	188	93	281	16.2	24.6	18.3
30 – 50 years old	352	116	468	4.7	6.8	5.1
> 50 years old	61	8	69	3.6	6.2	3.8
Breakdown by region						
Northern Cape			302			7.2
KwaZulu Natal			0			0.0
Mpumalanga			494			6.3
Gauteng			22			10.8
Total new hires (South Africa only)	601	217	818	5.8	9.8	6.5

EMPLOYEE TURNOVER

	Turnover numbers			Turnover rate (%)		
	Male	Female	Total	Male	Female	Total
Breakdown by age group						
< 30 years old	175	74	249	15.1	19.6	16.2
30 – 50 years old	890	191	1 081	11.9	11.1	11.7
> 50 years old	533	20	553	31.8	15.5	30.6
Breakdown by region						
Northern Cape			689			16.4
KwaZulu Natal			170			55.2
Mpumalanga			1 001			12.7
Gauteng			23			11.3
Total new hires (South Africa only)	1598	285	1883	15.5	12.8	15.0

ABSENTEEISM

	Absentee shifts			Absentee rate (per hours scheduled) (%)		
	Male	Female	Total	Male	Female	Total
Breakdown by region						
Northern Cape	44 594	9 644	54 238	0.065	0.082	0.067
KwaZulu Natal			4 188			0.006
Mpumalanga			3 207			0.393
Gauteng			46 843			0.528
			–			–
Total absenteeism (South Africa only)			54 238			0.067

TRAINING HOURS BY CATEGORY AND GENDER (PERMANENT STAFF)

	Total training hours			Average training hours		
	Male	Female	Total	Male	Female	Total
Top Management	120	98	218	8.6	49.0	13.6
Senior Management	1 351	308	1 659	14.8	22.0	15.8
Professionally qualified and experienced specialists and mid-management	12 793	2 270	15 063	39.1	27.0	36.6
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	132 232	15 904	148 136	53.1	41.7	51.6
Semi-skilled and discretionary decision making personnel	262 594	26 419	289 014	44.1	34.0	43.0
Unskilled and defined decision making personnel	94 684	30 536	125 220	55.1	48.3	53.3
ARM Total	503 774	75 535	579 310	47.6	40.0	46.4

WORKFORCE BREAKDOWN continued

WORKFORCE BY RACE AND GENDER

Organisational Level	Males					Total
	African	Coloured	Indian	White	Foreign	
Top Management	3	0	1	10	0	14
Senior Management	32	4	2	52	1	91
Professionally qualified and experienced specialists and mid-management	123	19	9	167	9	327
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	1 275	282	27	854	51	2 489
Semi-skilled and discretionary decision making personnel	5 219	264	3	130	335	5 951
Unskilled and defined decision making personnel	1 541	36	0	8	132	1 717
Total permanent male employees	8 193	605	42	1 221	528	10 589
Temporary Employees	49	1	0	9	0	59
Total male workforce (South Africa only)	8 242	606	42	1 230	528	10 648

Organisational Level	Females					Total
	African	Coloured	Indian	White	Foreign	
Top Management	2	0	0	0	0	2
Senior Management	4	0	0	9	1	14
Professionally qualified and experienced specialists and mid-management	47	6	3	27	1	84
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	236	38	5	99	3	381
Semi-skilled and discretionary decision making personnel	601	76	3	93	3	776
Unskilled and defined decision making personnel	612	15	0	5	0	632
Total permanent female employees	1 502	135	11	233	8	1 889
Temporary Employees	28	0	0	3	0	31
Total female workforce (South Africa only)	1 530	135	11	236	8	1 920

Organisational Level	Grand Total
Top Management	16
Senior Management	105
Professionally qualified and experienced specialists and mid-management	411
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	2 870
Semi-skilled and discretionary decision making personnel	6 727
Unskilled and defined decision making personnel	2 349
Total permanent full time employees	12 478
Temporary Employees	90
Total full time employees (South Africa only)	12 568