



Sustainability definition criteria
2020

RESPECT, CARE
AND DELIVER |



Key performance indicators criteria definitions

KPIs prepared in accordance with the GRI Guidelines	Level of assurance	Boundary	Definition
Contractor and employee fatalities	Reasonable	Implats Group	A work-related injury resulting in the death of an employee or contractor and includes any road accident where the mine is responsible for the transportation of passengers by bus, LDV, mini bus or other means and the passenger/s or drivers sustain terminal injuries.
Contractor and employee lost-time injury frequency rate (LTIFR)	Reasonable	Implats Group	<p>Number of lost time injuries per 1 000 000 hours worked.</p> <p>Lost time injury: a work-related injury resulting in the employee/contractor being unable to attend work, at his/her place of work, performing his/her assigned duties, on the next calendar day (whether a scheduled work day or not) after the day of the injury. If a suitably qualified medical professional advises that the injured person is unable to attend work on the next calendar day after the injury, regardless of the injured person's next rostered shift, a lost time injury is deemed to have occurred.</p> <p>Medical Treatment Case: defined as a one-time treatment and subsequent observation of minor injuries by a physician, occupational health practitioner or other medical professional. Such minor injuries include the application of bandages, antiseptic, ointment, irrigation of eye to remove non-embedded foreign objects or the removal of foreign objects in a wound by using tweezers. MTCs may involve minor loss of consciousness, restriction of work or motion, but never involves a loss of one or more work shifts (i.e. employee is deemed fit to return to normal duties at the start of their next scheduled shift).</p> <p>Hours worked – total number of hours worked including overtime and training during the reporting period.</p>
Total injury frequency rate (TIFR)	Reasonable	Implats Group	Total fatal injuries + Total lost-time injuries+ Total medical treatment cases for employees and contractors
New cases of noise-induced hearing loss submitted for compensation (NIHL)	Reasonable	Implats Group	New cases of loss of hearing greater than 10% PLH shift
New cases of pulmonary tuberculosis diagnosed and treated	Reasonable	Implats Group	<p>New cases of employees on TB treatment being the new cases of lung disease caused by infection with Mycobacterium Tuberculosis diagnosed.</p> <p>Cases reported are those diagnosed and on treatment.</p>
Employees on antiretroviral treatment (ARV/ART) – net enrolment at year-end	Reasonable	Implats Group	<p>Number of employees enrolled on ART/ARV during the reporting period which includes:</p> <ul style="list-style-type: none"> • Indicator includes number of cases at the beginning of the year + number of new enrolments and excludes number of default cases (all causes). • Number is net enrolment at year-end.
Employee voluntary counselling and testing programme uptake (VCT)	Reasonable	Implats Group	Total number of employees tested during the year who were tested, excluding testing specifically for diagnosis.

Key performance indicators criteria definitions

KPIs prepared in accordance with the GRI Guidelines	Level of assurance	Boundary	Definition
Total indirect carbon dioxide (CO₂) emissions	Reasonable	Implats Group (Zimplats, Rustenburg and Canada)	Emissions from electricity purchased. Conversion factor: Eskom published factor for South Africa Conversion factor from IEA (International Energy Agency) 2012 for Zimplats Ontario Public Service Guidance Document.
Total nitrogen oxide (NO_x) emissions	Reasonable	Implats Group	NO _x from electricity consumption + NO _x from operations
Energy consumption	Reasonable	Implats Group	Total energy (total energy electricity + total energy fuels) Fuels: solid fuels used for heating purposes or generating of energy during the reporting period. Liquid fuels consumed for processes and utilities during the reporting period. Includes petrol, diesel, and coal for heating, Sasol gas and IBO. Electricity: electricity consumed for processes and utilities during the reporting period. Conversion factors: IPCC, Eskom, Ontario and other sources as relevant to the operation
Total direct carbon dioxide (CO₂) emissions	Limited	Implats Group (Rustenburg, Springs and Canada)	Total emissions from operations. <ul style="list-style-type: none"> • CO₂ emissions due to petrol consumption • CO₂ emissions due to diesel consumption • CO₂ emissions due to coal consumption • CO₂ emissions due to Sasol gas consumption • CO₂ emissions due to IBO consumption Conversion factors: IPCC, Eskom, Zimplats, Canada site specific factor for coal usage consumption and other sources as relevant to the operations' conversion factors
Total sulphur dioxide (SO₂) emissions	Limited	Implats Group	SO ₂ from operations + SO ₂ from electricity consumed.
Water consumption	Reasonable	Implats Group	Total water withdrawn + water internally recycled.
Water withdrawn	Reasonable	Implats Group	Water that is withdrawn from any water source that is either withdrawn directly by the organisation or through intermediaries such as water utilities. This includes the abstraction of cooling water. Sources include: <ul style="list-style-type: none"> • Water from water service providers or municipalities • Waste water from other organisations • Water from rivers • Water from dams • Water from ground water
Total employee turnover (%)	Limited	Implats Group (Rustenburg and Marula)	Percentage employee turnover calculated by dividing total number of employees who leave the Company by the total number of employees in the Company.

Key performance indicators criteria definitions

KPIs prepared in compliance with the Amendment to the Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry	Level of assurance	Boundary	Definition
Total socio-economic development (SED) expenditure	Limited	South African operations only	Spend on community initiatives pertaining to: <ul style="list-style-type: none"> • Empowerment of community structures • Health, safety and environment • Education • Government and municipality support infrastructure • Sport development • Enterprise development • Community welfare, arts and culture
Number of employees who are classified as historically disadvantaged South Africans (HDSA) and who are employed at management positions, above the supervisor level – excluding non-executive directors	Limited	South African operations only (Rustenburg and Marula)	KPI prepared in compliance with the Amendment to the Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (BBSEEC) (2018) and related Scorecard (2018) <ul style="list-style-type: none"> • Management = D level and above • Senior management = E Level • Middle management = D Upper • Junior management = D lower
Number of people trained through Adult Education and Training (AET)	Limited	South African operations only	KPIs prepared in compliance with the Amendment to the Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (BBSEEC) (2018) and related Scorecard (2018) <p>Calculation: (Pre-existing enrolments at beginning of period + Number of new enrolments) – number of drop outs pre exam – number of successful exam completions – number of unsuccessful exam completions</p>
HDSA Procurement (>25%) (in line with the Mining Charter categories of capital goods, services and consumable goods)	Limited	South African operations only (Rustenburg)	KPIs prepared in compliance with the Amendment to the Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (BBSEEC) (2018) and related Scorecard (2018)
Local procurement	Limited	South African operations only (Rustenburg)	Tier 1 (Bafokeng Villages) Tier 2 (Local Municipality) Tier 3 (Greater Bojanala District) <p>Procurement based on:</p> <ul style="list-style-type: none"> • Impala Rustenburg: Tier 1: Mine lease area (Bafokeng Villages, Freedom Park, Seraleng and Meriting) • Tier 2: Rustenburg municipality • Tier 3: Bojanala district • Marula: Tier 1: Mine lease area (four farms); Tier 2: Greater Tubatse municipality; Tier 3: Greater Sekhukhune district • Tier 1 suppliers are defined not only by their proximity to the mining operations, but also by the nature of their shareholding, and exclude companies where local community individuals have shareholding in companies outside of the tier 1 geographic area.
Number of women employees in management positions, above the supervisor level – excluding non-executive directors	Limited	South African operations only (Rustenburg)	KPI prepared in compliance with the Amendment to the Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (BBSEEC) (2018) and related Scorecard (2018) <p>Management = D level and above</p>