

MINING CHARTER TARGETS ACHIEVEMENT AND PROGRESS - SAR

Transformation Outcomes	Performance Measure	Status as at 31 December 2014			
Ownership	26% HDSA Participation	20.8% ARM; 4.5% ESOP; 1.5% Izingwe (26.8%)			
Housing and living conditions	Employees able to exercise a variety of accommodation options	Conversion of residences to single rooms – 100% completed			
		Family units - 100% completed			
		Home ownership scheme - agreed to with Organised Labour			
		Nutrition- In line with the Chamber of Mines Research Organisation criteria and Harris Benedict equation			
Procurement and Enterprise Development	Targets to be met by 2014: Capital goods (40%), services (70%) and consumable goods(50%)	Capital goods 53%	Services 73%	Consumable goods 67%	0.5% of total capital spend
		2014 Compliance Target 40%	2014 Compliance target 70%	2014 Compliance target 50%	
Employment Equity	40% Representation of HDSA's in all management levels by 2014	AGA Board			55.6%
		Top management			42.9%
		Senior management			40.0%
		Middle management			49.3%
		Junior management			57.4%
		Core skills			52.6%
Human Resources Development	HDSA Human Resources Development Spend to 5% of total of annual payroll by 2014	6.59%			
Mine Community Development	Maximum impact projects that address community needs	WW and VR SLP projects were approved by DMR in Q3 and Q4 2013, respectively. Section 102 applications submitted in December 2013 were tentatively approved by NW DMR for VR in August 2014 and approved by The Minister for WW in September 2014.			
Sustainable Development and growth	Implementation of EMPs Tripartite action plan on H&S % of samples in SA	The DMR approved the revised VR & WW Environmental Management Programme (EMP) in 2012. Formal environmental performance assessments were conducted & submitted to the DMR in 2014.	Annual H&S Targets 95.8% as at 31/12/2014 – reported annually	All AGA samples done in RSA	

2014 targets achieved
 Previous Annual (2013) targets achieved
 Awaiting DMR to give clarity and to establish the Social Development Fund
 2014 targets not achieved