

OUR SUSTAINABILITY STRATEGY

VISION STATEMENT: Superior value creation for all our stakeholders through the responsible mining of our mineral resources

STRATEGIC THEMES

ENVIRONMENTAL

Promoting natural resources and improving life – sustainable use through increased environmental consciousness and continual improvement, minimising environmental impacts with a measured transition to a low carbon future.

Objectives

- Maintain environmental licence to operate
- Effect continuous improvement
- Responsible use of environmental resources
- Drive environmental consciousness through awareness, stewardship and communication on environmental issues

SOCIAL

COMMUNITIES

Aspire to create value by unlocking the potential of communities affected by our operations through socio-economic development, institutional capacity building and creating local benefit that enables sustainable livelihoods and positive legacy beyond mining.

Objectives

- Support communities to deliver local socio-economic benefits through economic empowerment and delivery on the mining charter and SLP commitments
- Strengthen institutional capacity and unlock and mobilise partnerships and resources to resolve collective challenges
- Deliver on programmes that retain sustainable benefits and the social impacts that are well understood by all stakeholders
- Create shared value beyond compliance
- Facilitate integrated spatial development by improving the living conditions and surrounding amenities for our workers

STAKEHOLDER ENGAGEMENT

Our stakeholders will be heard through transparent engagements and incorporating the knowledge gained into our business.

Objectives

- Foster proactive and meaningful engagements with stakeholders on all matters that could potentially affect them
- Constructively engage stakeholders based on principles of inclusion, transparency and mutual respect (Good Neighbor Agreement)
- Support engagement processes with effective measured mechanisms for seeking resolution of grievances
- Engage from the principle of free, prior and informed consent
- Stakeholder engagement on ESG management and performance

SAFETY AND HEALTH

Aiming to improve the holistic wellbeing of our workforce through the pursuit of risk based monitoring of safety and health factors and improvement in safety and health performance.

Objectives

- Minimise work-related injuries and diseases through real risk reduction
- Provide health services that enhance quality of life of all employees
- Reduce exposure to occupational hygiene related risks such as dust, diesel particulate matter, radiation, noise, platinum salts and others
- Eradicate epidemics such as TB and HIV and other communicable diseases
- Improve holistic wellbeing of employees and the surrounding community
- Provide world-class emergency response services
- ISO 45001 occupational health and safety management standard certification

GOVERNANCE

Respecting human rights of stakeholders and doing our business with integrity and from an ethical foundation by adherence to good governance principles and legal compliance.

Objectives

- Implement practices that prevent unethical behaviour
- Promote an understanding of human rights and its interlinkage with socio-economic rights, gender equality, security practices and decent working conditions
- Establish effective processes to identify and evaluate compliance to all applicable legal requirements in host countries
- Assess environmental, health, safety and social risks, its impacts and implement adequate controls to minimise or mitigate these risks
- Publicly disclose our performance against sustainable development as guided by responsible mining principles

HEADLINE METRICS

ENVIRONMENTAL

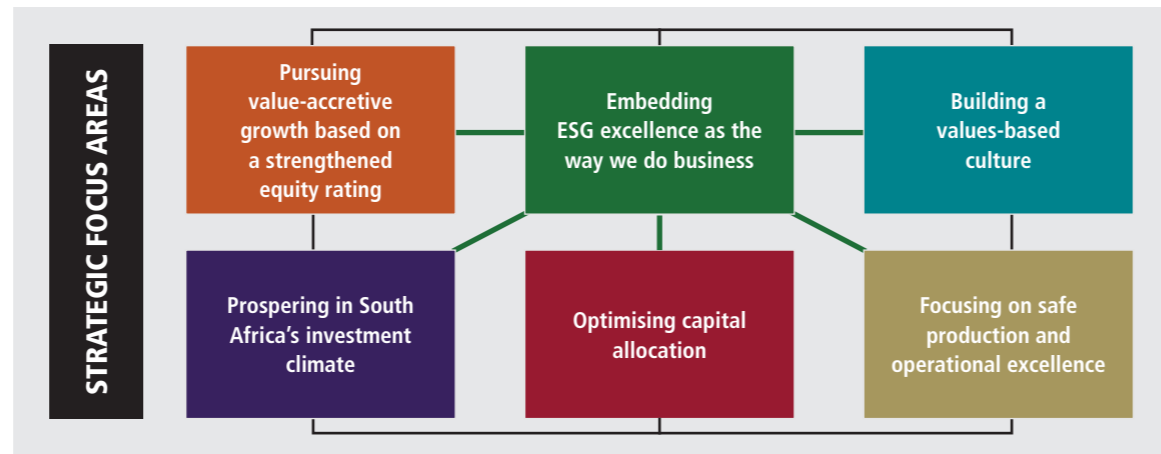
- An absolute reduction in electricity consumption
- Electricity intensity reduction
- Access to clean energy
- Alternative energy consumption
- Reduction of greenhouse gas (GHG) scope 1 & 2 emissions
- GHG intensity reduction
- Carbon credits
- Reduction of SO₂ emissions
- Reduction of purchased potable water
- Water intensity reduction
- No unplanned water discharges
- Reduction in waste to landfill
- Closure cost and concurrent rehabilitation progress
- Tailings management
- Biodiversity improvement
- Air and water quality

SOCIAL

Communities	Stakeholder engagement	Safety and health
Socio-economic impacts (e.g procurement spend, employee indebtedness)	Perception index	Safety <ul style="list-style-type: none"> • Zero harm Strategy • Real risk reduction (underground fires, conveyors, rail bound equipment, falls of ground, winches and rigging, trackless equipment, etc.) • Leading and lagging indicators • Lessons learnt from fatalities and high-potential incidents • Stop repeat incidents Occupational hygiene <ul style="list-style-type: none"> • Mine Health and Safety Council milestones • Ionising radiation, dust, noise, diesel particulate matter, platinum salts etc. exposure Health <ul style="list-style-type: none"> • Health strategy • Occupational fitness • HIV and TB indicators • Substance abuse • Wellness and wellbeing indicators • Fatigue • Community health Emergency response <ul style="list-style-type: none"> • Safety and health communication
Mining Charter and SLP deliverables	Grievance mechanism	
Employment equity	Land use rights	
Social impact assessment	Good Neighbor Agreement	

GOVERNANCE

- Transparent disclosure on royalties and taxes
- Alignment to international responsible mining principles
- Labour rights
- Human rights (including security)
- Sustainable development risk management
- Public disclosure on ESG performance
- Policy and risk-based procedure alignment



SPECIAL FOCUS AREAS

- Equality
 - Tailings management
 - Climate change
 - Rock mass management
 - Bow-tie risk management process
 - ESG corporate memory creation
 - High potential incident and fatal reviews
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GUIDED BY:

