

# COMPLIANCE WITH THE MINING CHARTER SCORECARD

No	Description	Compliance	Page
<b>1. Human resource development</b>			
	Has the company offered every employee the opportunity to be functionally literate and numerate by the year 2005 and are employees being trained?	Yes	P8 to 9
	Has the company implemented career paths for HDSA employees, including skills developments plans?	Yes	P7 to 10
	Has the company developed systems through which empowerment groups can be mentored?	Yes	P7 to 10
<b>2. Employment equity</b>			
	Has the company published its employment equity plan and reported on its annual progress in meeting that plan?	Yes	P7
	Has the company established a plan to achieve a target for HDSA participation in management of 40% within five years and is it implementing the plan?	Yes	P7
	Has the company identified a talent pool and is this being fast tracked?	Yes	P7
	Has the company established a plan to achieve the target for the participation of women in mining of 10% within the five years and is it implementing the plan?	Yes	P7
<b>3. Migrant labour</b>			
	Has the company subscribed to government and industry agreements to ensure non-discrimination against foreign migrant labour?	Yes	
<b>4. Mine community and rural development</b>			
	Has the company co-operated in the formulation of integrated development plans and is the company co-operating with government in the implementation of these plans for communities where mining takes place and for major labour-sending areas? Has there been effort on the side of the company to engage the local mine community and communities in major labour-sending areas?	Yes	P15 to 17
<b>5. Housing and living conditions</b>			
	For company provided housing, has the mine, in consultation with stakeholders, established measures for improving the standard of housing, including the upgrading of hostels, conversion of hostels to family units and promoted home ownership options for mine employees?	Yes	P10, P15 to 17
	Companies will be required to indicate what they have done to improve housing, show a plan to progress the issue over time and whether such a plan is being implemented.	Yes	P10, P15 to 17
	For company-provided nutrition, has the mine established measures for improving the nutrition of mine employees? Companies will be required to indicate what they have done to improve nutrition and show a plan to progress the issue over time and whether such a plan is being implemented.	Yes	

No	Description	Compliance	Page
6. Procurement			
	Has the mining company given HDSAs preferred supplier status?	Yes	P4
	Has the mining company identified current levels of procurement from HDSA companies in terms of capital goods, consumables and services?	Yes	
	Has the mining company indicated a commitment to progress of procurement from HDSA companies over a three- to five-year time frame in terms of capital goods, consumables and services, and to what extent has the commitment been implemented?	Yes to some extent	
7. Ownership and joint ventures			
	Has the mining company achieved HDSA participation in terms of ownership for equity or attributable units of production of 15% in HDSA hands within five years and 26% in 10 years?	Yes	P4
8. Beneficiation			
	Has the mining company identified its current level of beneficiation?	Yes	
	Has the mining company established its baseline level of beneficiation and indicated the extent that this will have to be grown in order to qualify for an offset?	No	
9. Reporting			
	Has the company reported on an annual basis its progress towards achieving its commitments in its annual report?	Yes	