

The criteria

Indicator	Boundary	Definition
Contractor and employee fatalities	Implats Group	A work-related injury resulting in the death of an employee or contractor
Contractor and employee lost-time injury frequency rate (LTIFR)	Implats Group	The LTIFR is the number of lost-time injuries per 1 000 000 hours worked. A lost-time injury is 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
Total injury frequency rate (TIFR)	Implats Group	The TIFR is a rate per 1 000 000 hours of employee and contractor fatal injuries, lost-time injuries and medical treatment cases
New cases of noise-induced hearing loss submitted for compensation (NIHL)	Implats Group	New cases of hearing loss greater than 10% that have been diagnosed and are submitted to the compensating body within the reporting period
New cases of pulmonary tuberculosis diagnosed and treated	Implats Group	New cases of employees on TB treatment being the new cases of lung disease caused by infection with mycobacterium tuberculosis diagnosed. Cases reported are those diagnosed and on treatment
Employees on antiretroviral treatment (ARV/ART) – net enrolment at year-end	Implats Group	The total number of employees who are receiving HIV or AIDS-related monitoring or treatment through company facilities which includes the number of cases at the beginning of the year and number of new enrolments and excludes number of default cases (all causes). Number reported is the net enrolment at year-end
Employee voluntary counselling and testing programme uptake (VCT)	Implats Group	Total number of tests done on employees for HIV, excluding diagnostic testing
Energy consumption	Implats Group	Total energy use is calculated from total electricity purchased and energy from fuels
Water withdrawn	Implats Group	Water that is withdrawn from any water source that is either withdrawn directly by the organisation or through intermediaries such as water utilities.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
Water consumption	Implats Group	Total water consumption is calculated from the total water withdrawn and includes water internally recycled
Total indirect carbon dioxide (CO ₂) emissions	Implats Group	CO ₂ emissions from electricity purchased
Total nitrogen oxide (NO _x) emissions	Implats Group	Total NO _x emissions calculated from electricity purchased
Total direct carbon dioxide (CO ₂) emissions	Implats Group	Total CO ₂ emissions from fuels consumed including petrol, diesel, coal, Sasol gas and IBO
Total sulphur dioxide (SO ₂) emissions	Implats Group	Total SO ₂ emissions calculated from operational processes and electricity purchased
Number of employees who are classified as historically disadvantaged South Africans (HDSA) and who are employed in management positions	South African operations only	Indicator prepared in compliance with the Amendment to the Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (BBSEEC) (2010) and related Scorecard (2010) and includes employees in management positions above supervisory level and excludes non-executive directors

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Number of women employees in management positions	South African operations only	Indicator prepared in compliance with the Amendment to the Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (BBSEEC) (2010) and related Scorecard (2010) and includes women in management positions above supervisory level and excludes non-executive directors
Number of people trained through Adult Basic Education (AET)	South African operations only	Indicator prepared in compliance with the Amendment to the Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (BBSEEC) (2010) and related Scorecard (2010) and includes total new and existing employee enrolments
HDSA procurement	South African operations only	Total HDSA procurement prepared in compliance with the Amendment to the Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (BBSEEC) (2010) and related Scorecard (2010) (>25% in line with the Mining Charter categories of capital goods, services and consumable goods) and reported in South African Rand
Local procurement	South African operations only	<p>Local procurement is defined as procurement from Tier 1, Tier 2 and Tier 3 suppliers and is reported in South African Rand. Procurement is based on:</p> <p>Impala Rustenburg:</p> <ul style="list-style-type: none"> > Tier 1: Mine lease area (Bafokeng Villages, Freedom Park, Seraleng and Meriting) > Tier 2: Rustenburg municipality > Tier 3: Bojanala district <p>Marula:</p> <ul style="list-style-type: none"> > Tier 1: Mine lease area (four farms) > Tier 2: Greater Tubatse municipality > Tier 3: Greater Sekhukhune district <p>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.</p>
Total socio-economic development (SED) expenditure	South African operations only	Total expenditure in South African Rand on community initiatives pertaining to empowerment of community structures, health, safety and environment, education, government and municipality support infrastructure, sport development, enterprise development and community welfare, arts and culture
Total employee turnover (%)	Implats Group	Percentage employee turnover calculated by dividing total number of employees who leave the company by the total number of employees in the company