

Key sustainable development performance indicators

On a social level

LTIIIR
improvement
1.02
compared to
(F2008: 2.30)

- Four fatal accidents occurred at the Zondereinde mine in F2009, two as a result of fall of ground accidents.
- Other safety indicators improved. The lost time injury incidence rate (LTIIIR) was 1.02 per 200 000 man hours. (F2008: 2.30), and the reportable injury incidence rate (RIIR) was 0.63 per 200 000 man hours (F2008: 1.01).
- New VCT campaign launched on 2 September.
- Employment of 8 462 people, including contractors.
- HDSAs make up 24% of management.

On an environmental level

- Recognised by the JSE as a leading reporter in the 2008 Carbon Disclosure Project.
- Good progress with ISO14001. implementation – compliance audit scheduled for F2010.
- Water consumption levels well-maintained – 89% of all water used is recycled.
- Energy optimisation initiatives continue to deliver results
- Average daily SO₂ emissions well below permitted levels.

Recognised as
leading reporter
in 2008 CDP

On an economic level

- Significant value-added during the year, despite the global financial crisis, and both negativity and volatility in the PGMs markets.
- R733 million paid to employees (including salaries and wages, contributions to retirement fund benefits, contributions to health-care funds), 36% of the total value distributed during the year (F2008: R630 million: 19%).
- Taxes paid to government at a local and national level of R484 million (F2008: R966 million).
- Support for suppliers of capital and consumer goods and services of R1 374 million (F2008: R1 006 million).
- Corporate social investment of R10 million (F2008: R5 million).
- Dividends of R802 million (F2008: R1 010 million) paid to shareholders.

Corporate social
investment of
R10 million

On a social level

Safety, health and employee well-being

In F2009, 117 new cases of TB were identified (F2008: 120), and 75 employees and four contractors participated in the DOTS programme.

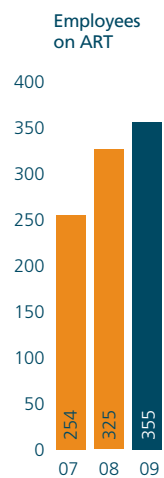
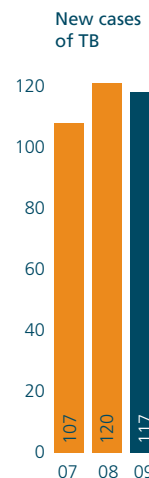
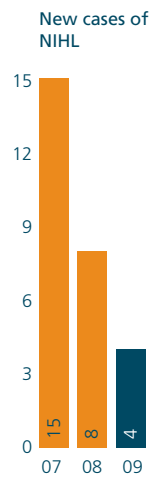
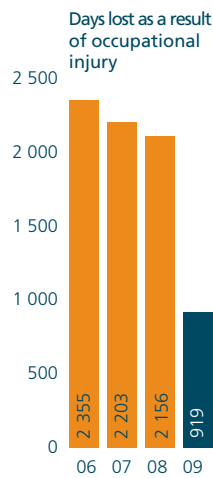
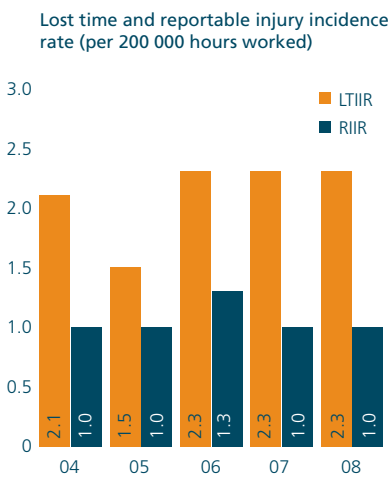
At the end of F2009, 388 people had received voluntary counselling and testing as part of the wellness programme.

Employment and human rights

Local job creation a priority

At the end of June 2009, Northam employed 8 462 people (6 405 employees and 2 057 contractors). Some 24% of employees at Zondereinde were drawn from Limpopo Province.

The turnover level at Zondereinde was 11%.



Commitment to human rights compliance

Around 87% of the workforce is represented by a recognised union or through a collective bargaining agreement.

Employment equity

At the end of 2009, 24% of management positions were filled by HDSAs and 5% by women. Women made up 4% of the workforce.

Training and development

Training expenditure amounted to R44 million (F2008: R38 million) during the year.

On an economic level

Significant value-added during the year, despite the global financial crisis, and both negativity and volatility in the PGMs markets.

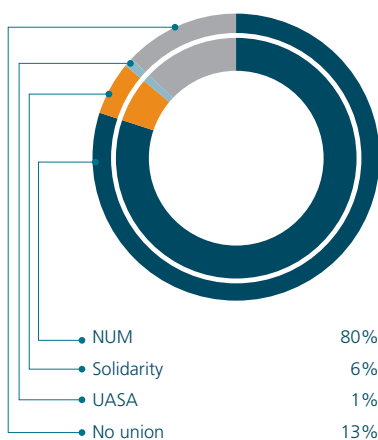
Black economic empowerment

To create more direct BEE exposure and accountability, Mvela Resources has announced the dissolution of that company in F2010 with its interests being devolved to shareholders. As a result, Northam's direct and see-through BEE shareholding is expected to be 27%.

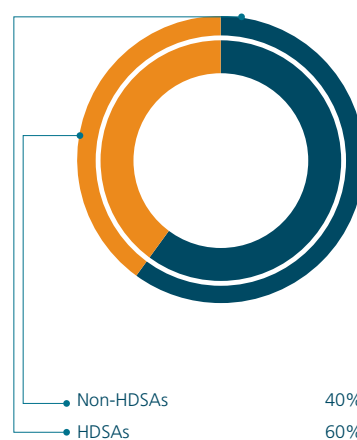
In a significant move to ensure that employees participate in the fortunes of the company and actively take empowerment into the workplace, Northam established the Toro Employee Empowerment Trust. During the year the company contributed R45 million to the Fund – R30 million as in initial contribution and R15 million in respect of the share of Northam's profits for the year.

In F2009, Northam's total procurement expenditure with suppliers with a BEE/HDSA status of greater than 25%, was R514 million (37%) (F2008: 33%).

Unionisation (%)



HDSAs at board level



Value distributed in F2009 (%)

