



## **GLOSSARY OF TERMS FOR NON-FINANCIAL REPORTING**

## ***SAFETY***

### ***1.1 FATALITY INJURY INCIDENCE RATE (FIIR)***

**Definition:**

*Number of fatalities:* The number of employee and contractor deaths resulting from an injury while working for the operation and confirmed to be the case by the Department of Mineral Resources (DMR).

*Fatality Injury Incidence Rate:* The number of employee and contractor fatalities multiplied by 200,000 and divided by the total number of contractor and employee hours worked.

### ***1.2 LOST TIME INJURY INCIDENCE RATE (LTIIR)***

**Definition:**

*Lost Time Injury:* An injury resulting from working for the operation that incapacitates the injured person from performing that employee's normal duties on their next scheduled shift. This includes injuries defined as Reportable Injuries (see below).

*Lost Time Injury Incidence Rate:* The number of employee and contractor Lost Time Injuries multiplied by 200,000 and divided by the total number of contractor and employee hours worked.

### ***1.3 REPORTABLE INJURY INCIDENCE RATE (RIIR)***

**Definition:**

*Reportable Injury:* An injury resulting from working for the operation which either incapacitates the injured employee from performing that person's normal or a similar occupation for a period totalling 14 days or more, or which causes the injured person to suffer the loss of a joint, or a part of a joint, or sustain a permanent disability.

*Reportable Injury Incidence Rate:* The number of employee and contractor Reportable Injuries multiplied by 200,000 and divided by the total number of contractor and employee hours worked.

### ***1.4 TOTAL INJURY INCIDENCE RATE (TIIR)***

**Definition:**

*Dressing Cases:* An injury resulting from working for the operation that is such that the injured person is able to return to performing their normal duties on their next scheduled shift.

*Total Injury Incidence Rate:* The sum of employee and contractor Fatalities, Lost Time Injuries and Dressing Cases Injuries multiplied by 200,000 and divided by the total number of contractor and employee hours worked.

## 1.5 *SHIFTS LOST*

### **Definition:**

*Total Number of Shifts Lost due to occupational injury and sickness:* Total number of employee shifts lost as a result of occupational injury and sickness.

## 1.6 *STOPPAGES (54s)*

### **Definition:**

*Number Stoppages Directed By DMR:* The total number of stoppages resulting from a mining inspector invoking Section 54 of the Mine Health and Safety Act 1996.

*Number of Significant Stoppages:* The number of stoppages for the reporting period in which either a stoping or development section was stopped for at least a full shift.

## 1.7 *MINE INSTIGATED STOPPAGES*

### **Definition:**

*Number Stoppages Directed Internally:* The total number of stoppages directed by the mine management.

*Number of Significant Stoppages:* The number of stoppages for the reporting period in which in either a stoping or development section was stopped for at least a full shift.

## 1.8 *HEAT STROKE*

### **Definition:**

*Heat Stroke:* A heat related illness diagnosed by the occupational medical practitioner as being heat stroke.

### 2.1 NOISE INDUCED HEARING LOSS (NIHL)

**Definition:**

*Incidence of NIHL Detected on Mine and Referred for Compensation:* The number of cases of NIHL confirmed by an audiologist and referred for compensation in the reporting period.

*Number of Cases in Which Compensations Has Been Received:* The number of cases of NIHL confirmed by an audiologist and referred for compensation in the reporting period for which compensations has been paid.

*Rates Per 1000 Employees:* (i) Number of NIHL cases referred for compensation divided by the number of employees and multiplied by 1000; and (ii) Number of NIHL cases for which compensation has been received divided by the number of employees and multiplied by 1000.

### 2.2 TUBERCULOSIS (TB)

**Definition:**

*Incidence of TB Detected on Mine:* The number of employees confirmed as having TB by the occupational health practitioners, during the reporting period.

*Rate of the Above Per 1000 Employees:* Number of TB cases identified divided by the number of employees and multiplied by 1000.

### 2.3 MEDICAL SURVEILLANCE

**Definition:**

*Number of Annual Medical Surveillance Examinations Performed:* Total number of employees and contractors presenting to the Medical Centre for Entry, Periodic, Transfer and Exit Medical Examinations for the reporting period.

*Number of Entry Medical Surveillance Examinations Performed:* Number of employees and contractors presenting to the Medical Centre for Entry Medical Examinations for the reporting period.

*Number of Exit Medical Surveillance Examinations Performed:* Number of employees and contractors presenting to the Medical Centre for Exit Medical Examinations for the reporting period.

*Number of Transfer Medical Surveillance Examinations Performed:* Number of employees and contractors presenting to the Medical Centre for Entry Medical Examinations for the reporting period.

*Number of People Eligible for Medical Surveillance Examinations:* The total number of employees and contractors employed less contractors who work less than five shifts on the surface and three shifts underground.

## **2.4 VOLUNTARY COUNSELLING AND TESTING (VCT)**

### **Definition:**

*Number of VCT Encounters:* Number of employees electing to participate in the VCT programme.

## **2.5 ANTI RETROVIRAL TREATMENT (ART)**

### **Definition:**

*Number of Individuals Who Are Participating in the Wellness Programme:* The number of employees who are HIV positive and are receiving treatment under the site's Wellness programme during the reporting period.

*Number of Individuals Who Have Left the Wellness Programme:* The number of employees who were HIV positive and are receiving treatment under the site's Wellness program as at the beginning of the reporting period and who withdrew from the programme during the course of the reporting year.

*Number of People Receiving ART:* The number of employees who are HIV positive and are receiving ART under the site's Wellness programme as at the end of the reporting period.

*Number of People No Longer Receiving ART:* The number of employees who are HIV positive and have withdrawn from ART as at the end of the reporting period.

### 3.1 TOTAL WORKFORCE (INCLUDING CONTRACTORS)

**Definition:**

*Total Workforce (Including Contractors):* Total average workforce numbers (employees plus contractors) working at the site for the reporting period.

*Total Employee Workforce:* Total average employee numbers working at the site for the reporting period.

*Total Contractor Workforce:* Total average contractor numbers working at the site for the reporting period.

*Total Employee Workforce, by Contract:* Total average employee numbers working at the site for the reporting period for each employee category (i.e. CAT 02-08; CAT 09, CAT 10, CAT 11, CAT 14 and CAT 15)

*Total Employee Workforce by Region:* Total average employee numbers working at the site for the reporting period with permanent home addresses for any of the geographical regions (in South Africa: Northern Cape, Limpopo, North West, Gauteng, Mpumalanga, Kwazulu Natal, Eastern Cape, Western Cape, Free State; Country other than South Africa: Botswana, Namibia, Zimbabwe, Angola, Lesotho, Swaziland, Mozambique).

### 3.2 TURNOVER

**Definitions:**

*Total Number of Employee Turnover:* Total number of employees who leave the organisation during the reporting period either voluntarily or due to dismissal, retirement, or death in service during the reporting period.

*Total Employee Turnover Rate:* Number of employees who leave the organisation during the reporting period either voluntarily or due to dismissal, retirement, or death in service, and expressed as a percentage of the entire employee force at the mine.

*Female Employee Turnover Rate:* As above for female employees

*Male Employee Turnover Rate:* As above for male employees

*Age Group Turnover Rate:* As above for the three age groups <30, 30-50 and >50.

### 3.3 *WOMEN IN MINING*

**Definition:**

The total number of women in mining as a percentage relative to the total number of employees.

### 3.4 *COLLECTIVE BARGAINING*

**Definition:**

*Percentage of Employees Covered by Collective Bargaining Agreements:* Proportion of employees at the operation covered by collective bargaining agreements as at the end of the reporting period, expressed as a percentage of the entire workforce.

### 3.5 *TRAINING AND EDUCATION*

**Definition:**

*Average Hours of Training Per Employee (Total):* The total number of hours of training directed by the Training Centre provided to employees divided by the average number of employees working at the site for the reporting period.

*Monetary value of Training:* The total cost of training for the reporting period including operating costs and expenses.

*Number of Employees Receiving Training:* The total number of persons receiving training as overseen by the training centre during the reporting period.

### 3.6 *ADULT EDUCATION AND TRAINING (AET)*

**Definition:**

AET refers to Adult Education and Training. AET training has five levels, namely pre-AET, and AET Levels 1 to 4. A learner who completes all AET levels can then proceed to take a further six relevant subjects, and after successful completion the learner will be issued with a General Education and Training Certificate (GETC). This certificate is an equivalent qualification to schooling grade 9 and sits at level 1 in terms of the National Qualification Framework (NQF). ABET is available to all employees on a part-time, voluntary basis.

### 3.7 *HISTORICALLY DISADVANTAGED SOUTH AFRICANS (HDSAs) IN MANAGEMENT*

**Definition:**

*HDSAs in management:* The total number of HDSA employees in management, including women (from junior management to top management), expressed as a percentage of total number of employees.

### 3.8 *HDSA PROCUREMENT*

**Definition:**

Percentage of total expenditure on capital goods, consumables and services provided by suppliers with BEE equity or BEE ownership, including joint ventures, of greater than 5%.

## 4 ENVIRONMENT

### 4.1 TOTAL ENERGY USE

**Definition:**

Total energy use is the sum of all energy inputs (e.g. self-generated and purchased). Energy inputs are comprised of:

- Electricity;
- Coal;
- Petrol;
- Diesel;
- Paraffin; and
- Jet fuel for helicopter.

*Note:*

Total energy use for Northam excludes fuel consumed by contractors. This, however, is included in the Greenhouse Gas emissions calculation as Scope 3 indirect emissions

**Methods:**

Energy input values are converted from the measurement unit described for each of the energy inputs into Megajoules according to defined conversion factors.

#### 4.1.1 Electricity Purchased

**Definition:**

Electricity purchased for own use only from third-parties during the reporting period. It should exclude electricity generated by the operation itself.

#### 4.1.2 Coal

**Definition:**

Quantity of coal combusted in the drying plant (part of the smelter complex).

#### 4.1.3 Petrol

**Definition:**

Petrol consumed for processes and utilities during the reporting period, including electric power generated by the operation and on-site transportation.

#### 4.1.4 Diesel

**Definition:**

Diesel consumed for processes and utilities during the reporting period, including electric power generated by the operation and on-site transportation.



#### 4.1.5 *Paraffin*

**Definition:**

Paraffin consumed for processes and utilities during the reporting period.

#### 4.1.6 *Jet fuel for helicopter*

**Definition:**

Jet A1 fuel consumed in the Northam helicopter. Fuel use excludes fuel that is used by when the helicopter is chartered out.

#### 4.2 *ENERGY SAVED*

**Definition:**

Measure of energy use at Northam Platinum versus the energy allocation prescribed by Eskom for Northam Platinum (Energy conservation scheme). The list of energy savings projects undertaken to obtain this measure is also recorded.

#### 4.3 *WATER USE*

**Definition:**

Reporting the total volume of water withdrawn by source, contributes to an understanding of the overall scale of potential impacts and risks associated with Northam's water use.

Water use is the sum of all quantities of water inputs. It is not the water consumption defined as the net difference between water intake and outputs. In Northam's case this will involve water from:

- Municipal water supplied by Magalies Water;
- Ground water (fissure water); and
- Rainwater collected directly and stored by Northam.

##### 4.3.1 *Municipal water (potable water)*

**Definition:**

The volume of water consumed on site purchased from public authorities.

##### 4.3.2 *Ground water (fissure water)*

**Definition:**

Water abstracted/collected by the operation from ground water sources, e.g. from boreholes, underground aquifers etc., and which is used by the operation.

### 4.3.3 *Water discharge*

**Definition:**

The volume of water that is released into the environment, e.g. rivers.

### 4.3.4 *Recycled water*

**Definition:**

The amount of water that is used for a second or more time in an operation, process or activity. Recycled water must be reported separately to avoid double counting. For Northam, the five important streams of recycled water are:

- Water recycled back in the refrigeration cooling process;
- Industrial wastewater recycled through the sewage treatment facility;
- Water recycled through the evaporation dam circuit;
- Water recycled in the return water dam circuit; and
- Water recycled in the refrigeration bulk air cooler.

## 4.4 *MATERIALS USED*

**Definition:**

Material use refers to total materials used, including materials purchased from external suppliers and those obtained from internal sources. This can include:

- Raw materials (i.e., natural resources used for conversion to products or services such as ores, minerals, wood, etc.);
- Associated process materials (i.e., materials that are needed for the manufacturing process but are not part of the final product, such as lubricants for manufacturing machinery);
- Semi-manufactured goods or parts, including all forms of materials and components other than raw materials that are part of the final product; and
- Materials for packaging purposes.

The most significant materials for Northam have been defined as:

- Diesel;
- Petrol;
- Coal;
- Timber;
- Explosives;
- Chemicals (Oxygen, sulphuric acid and sulphur dioxide);
- Grease; and
- Lubricating and hydraulic oils.

## 4.5 WASTE

### 4.5.1 *General waste to landfill*

**Definition:**

The amount of general waste that is sent to a general waste landfill site. General waste excludes hazardous waste, medical waste and liquid waste water effluent.

### 4.5.2 *Hazardous Waste*

**Definition:**

Hazardous waste is waste which:

- Needs to be disposed of in a licensed hazardous waste landfill site;
- Needs to be incinerated;
- Needs to be transported to a licensed hazardous waste treatment, storage or disposal facility.

### 4.5.3 *Recycled Waste*

**Definition:**

The amount of scrap material that is recycled through the salvage yard at Northam Platinum that is not sent to a hazardous or general landfill site and.

**Measurement unit:**

Timber – Cubic metres (m<sup>3</sup>)

Steel – Tonnes (t)

Plastic – Tonnes (t)

Rubber – Tonnes (t)

## 4.6 ENVIRONMENTAL INCIDENT REPORTING

**Definition:**

Defined as per the Northam ISO14001 Environmental Management System procedure: Environmental emergency preparedness and response procedure.

## 4.7 LAND USE

### 4.7.1 *Land Under Management*

**Definition:**

Land falling under the direct management of Northam Platinum (including land covered by surface rights, or occupied by third parties), but excluding all land leased and undeveloped projects/prospects where the land does not yet fall under the direct management of Northam Platinum.

#### 4.7.2 *Land utilised for mining and related activities*

**Definition:**

Land that has been disturbed due to mining and related activities, including the shaft complex, concentrators, smelter complex, waste dump, rock dumps, tailings disposal facility and water return dams, hostels, Setaria village and sewage works.

#### 4.7.3 *Rehabilitated Land*

**Definition:**

Land that has been rehabilitated to a natural land use type or land use type that occurred prior to mining activities started. This could also include land that has been restored to an agreed (with DMR and stakeholders) post-mine closure land use i.e. recreational use, industrial use etc.

#### 4.7.4 *Land Protected*

**Definition:**

Land under management that is currently protected, including land leased and land owned.

#### 4.8 *CLOSURE AND REHABILITATION COSTS*

**Definition:**

Environmental liabilities and provisions post mine closure.

#### 4.9 *SULPHUR DIOXIDE (SO<sub>2</sub>) EMISSIONS*

**Definition:**

Airborne emissions of sulphur and its compounds formed during combustion or production processes released to the atmosphere from Northam Platinum's smelting facility.

#### 4.10 *GREENHOUSE GAS (GHG) EMISSIONS*

**Definition:**

Greenhouse gas emissions are the main cause of climate change. GHG emissions include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), CFC's, HFC's and sulphur hexafluoride (SF<sub>6</sub>).

- **Direct emissions**

Emissions from sources that are owned or controlled by Northam e.g. direct emissions related to combustion would arise from burning fuel for energy within Northam's operational boundaries.

- **Indirect emissions**

Emissions that result from the activities of Northam but are generated at sources owned or controlled by another organization. In the context of this indicator, indirect emissions refer to GHG emissions from the generation of electricity, imported and consumed by Northam.

*Scope 1 emission sources:*

- Coal
- Petrol
- Diesel
- Paraffin
- Grease
- Lubricating and hydraulic oils
- Explosives
- Jet fuel for the helicopter
- Methane emissions from waste water treatment

*Scope 2 emissions source:*

- Electricity use

The data for GHG emissions also includes the following Scope 3 emission sources:

- Transport of waste rock by the subcontractor; and
- Transport of reused and recycled material by the subcontractor responsible for waste at the salvage yard.