

MINING CHARTER COMPLIANCE

Description	Compliance	Page no
1. Human resource development		
Has the company offered every employee the opportunity to be functionally literate and numerate by the year 2009 and are employees being trained?	Yes	30
Has the company implemented career paths for HDSA employees including skills development plans?	Yes	30
Has the company developed a system through which empowerment groups can be mentored?	Yes	26, 29-30
2. Employment equity		
Has the company published its employment equity plan and reported on its annual progress in meeting that plan?	Yes	26, 29
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	29
Has the company identified a talent pool and is this being fast tracked?	Yes	29-30
Has the company established a plan to achieve the target for the participation of women in mining of 10% within five years and is it implementing the plan?	Yes	29-30
3. Migrant labour		
Has the company subscribed to government and industry agreements to ensure non-discrimination against foreign migrant labour?	Yes	28
4. Mine community and rural development		
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?	Yes	12-13, 33
5. Housing and living conditions		
For company-provided housing, has the mine, in consultation with stakeholders, established measures for improving the standard of housing, including the upgrading the hostels, conversion of hostels to family units and promoted ownership options for mine employees?	Yes	31-32
For company-provided nutrition, has the mine established measures for improving the nutrition of mine employees?	Yes	31-32
6. Procurement		
Has the mining company given HDSA preferred supplier status?	Yes	21-22, 34
Has the mining company identified current levels of procurement from HDSA companies in terms of capital goods, consumables and service?	Yes	21-22
Has the mining company indicated a commitment to progress of procurement from HDSA companies over a three-year to five-year time frame in terms of capital goods, consumables and service and to what extent has the commitment been implemented?	Yes	22, 34
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% HDSA hands within five years and 26% in 10 years?	Yes	21-22
8. Beneficiation		
Has the mining company identified its current level of beneficiation?	Yes	21-22
Has the mining company established its baseline level of beneficiation and indicated the extent that this will have grown in order to qualify for an offset?	Yes	22
9. Reporting		
Has the company reported on annual basis its progress towards achieving its commitments in its annual report	Yes	This report