

GLOSSARY OF TERMS AND ACRONYMS

ABET	Adult Basic Education and Training, aimed at improving literacy levels and providing learners with nationally recognised qualifications	EETF	Employee Empowerment Trust Fund
AIDS	Acquired Immune Deficiency Syndrome, a disease of the immune system caused by HIV infection. HIV & AIDS pose serious challenges for the government and the industry, as South Africa is one the countries worst affected by the Pandemic	EMP	Environmental Management Plan
ART	Anti-retroviral therapy, treatment of retroviruses especially HIV, usually involving a cocktail of drugs	EMS	Environmental Management System
BEE	Black Economic Empowerment, a socio-economic policy that contributes to the economic transformation of the country and increases the number of HDSAs (historically disadvantaged South Africans) participating in the economy	ESG	Environmental, social and governance
CDM	The Clean Development Mechanism is an arrangement under the Kyoto Protocol allowing industrialised countries with a GHG reduction commitment to invest in projects that reduce emissions in developing countries as an alternative to more expensive emission reductions in their own countries	ETFs	Exchange traded funds
CDP	Carbon Disclosure Project is an independent not-for-profit organisation which acts as an intermediary between shareholders and corporations on all climate change related issues, providing primary climate change data from the world's largest corporations, to the global market place	FIIR	Fatal injury incidence rate per 200 000 man hours worked
CSI	Corporate social investment	GHG	Greenhouse gas
DMR	Department of Mineral Resources	GRI	Global Reporting Initiative is a multi-stakeholder governed institution collaborating to provide the global standards in sustainability reporting. These standards set out the principles and indicators that organisations can use to measure and report their economic, environmental, and social performance
DoL	Department of Labour, South Africa	HDP	Historically disadvantaged persons
DOT	Directly observed treatment	HDSAs	Historically disadvantaged South Africans, all persons and groups who have been previously discriminated against on the basis of race, gender and disability. Defined by the MPRDA
DSM	Demand side management	HIRA	Hazard Identification and Risk Assessment
DTI	Department of Trade and Industry	HIV	Human Immunodeficiency Virus which causes AIDS by infecting the helper T cells of the immune system. The HIV virus is transmitted through blood or bodily secretions
DWA	Department of Water Affairs, South Africa	IDP	Integrated development plans provided for by the Local Government Municipal Systems Act. (NO. 32 of 2000)
		ILO	International Labour Organisation
		IPA	International Platinum Association
		ISO	Published in 1996 by the International Organisation for 14001 Environmental Standardisation, it specifies the actual requirements for an environmental management system (EMS)
		JSE	JSE Limited, formerly known as the JSE Securities Exchange South Africa

King III	King III is the abbreviated name for the King Report on Corporate Governance for South Africa published in 2010 in South Africa	SETA	Mining Sector Education Training Authority, South Africa
KPI	Key performance indicator	SLPs	Social and labour plans aimed at promoting employment and advancement of the social and economic welfare of all South Africans whilst ensuring economic growth and socio-economic development. Stipulated in the MPRDA
LED	Local economic development		
LRA	Labour Relations Act 66 of 1995, South Africa		
LSE	London Stock Exchange	SRI	Socially responsible investment index of the JSE
LTIIIR	Lost Time Injury Incidence Rate measured per 200 000 man hours worked	STIs	Sexually transmitted infections
Mining Charter	The Broad-Based Social-Economic Empowerment Charter for the South African Mining Industry. The goal of the charter is to bring about an industry that reflects the promise of a non racial South Africa	TB	Pulmonary tuberculosis
MHSA	Mine Health and Safety Act 29 of 1996	TSF	Tailings storage facility
MPRDA	Minerals and Petroleum Resources Development Act 28 Of 2002	VCT	Voluntary counselling and testing, a programme aimed at encouraging voluntary HIV testing in order for individuals to know their status
MQA	Mining Qualifications Authority, a Sector Education Training Authority for the Mining and Minerals Sector. Its mission is to facilitate and promote human resources development in the sector	VRT	Virgin rock temperature
NGOs	Non-governmental organisations		
NIHL	Noise induced hearing loss		
NUM	National Union of Mineworkers, the largest collective bargaining agent representing workers in the mining, energy and construction industries in South Africa		
PGM	Platinum group metals, including copper, nickel, palladium, rhodium and gold		
PPE	Personal protective equipment		
OLD	Occupational lung disease		
RIIR	Reportable Injury Incidence Rate: injuries resulting in 14 or more days absence from work per 200 000 man hours worked		
ROM	Run of mine		