



Appendix



Implats has followed the guidance provided by principles and criteria provided in the GRI's G4 guidelines.

A brief review of our application of the GRI reporting principles is provided. A detailed response to each of the GRI reporting criteria (with hyperlinks to the corresponding sections of the report) is provided on our website, along with our Communication on Progress in terms of the UN Global Compact.

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PEOPLE

South Africa

Occupational levels

Rustenburg	Male				Female				Foreign nationals		Total		Total
	A	C	I	W	A	C	I	W	Male	Female	Male	Female	
Top management	1	0	0	0	0	0	0	0	0	0	1	0	1
Senior management	15	0	3	45	5	0	0	2	2	0	65	7	72
Professionally qualified and experienced specialists and mid-management	138	8	12	236	32	0	4	46	11	0	405	82	487
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2 704	24	1	693	433	6	3	78	301	2	3 723	522	4 245
Semi-skilled and discretionary decision making	7 838	10	1	108	772	2	0	10	1 826	5	9 783	789	10 572
Unskilled and defined decision making	12 836	17	0	14	1 597	4	0	0	1 935	24	14 802	1 625	16 427
Total permanent	23 532	59	17	1 096	2 839	12	7	136	4 075	31	28 779	3 025	31 804
Non-permanent employees	29	3	0	5	9	2	0	1	0	0	37	12	49
Grand total	23 561	62	17	1 101	2 848	14	7	137	4 075	31	28 816	3 037	31 853

Marula	Male				Female				Foreign nationals		Total		Total
	A	C	I	W	A	C	I	W	Male	Female	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior management	4	0	0	2	0	0	0	0	1	0	7	0	7
Professionally qualified and experienced specialists and mid-management	23	0	0	18	7	0	0	3	4	0	45	10	55
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	347	2	0	40	46	0	1	9	87	0	476	56	532
Semi-skilled and discretionary decision making	1 087	0	0	0	88	0	0	0	45	0	1 132	88	1 220
Unskilled and defined decision making	1 216	0	0	2	343	0	0	0	19	1	1 237	344	1 581
Total permanent	2 677	2	0	62	484	0	1	12	156	1	2 897	498	3 395
Non-permanent employees	10	0	0	0	5	0	0	0	0	0	10	5	15
Grand total	2 687	2	0	62	489	0	1	12	156	1	2 907	503	3 410

Refineries	Male				Female				Foreign nationals		Total		Total
	A	C	I	W	A	C	I	W	Male	Female	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior management	1	0	1	3	1	0	0	1	3	0	8	2	10
Professionally qualified and experienced specialists and mid-management	14	0	5	30	11	1	4	9	7	1	56	26	82
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	156	2	4	100	36	1	1	18	3	0	265	56	321
Semi-skilled and discretionary decision making	393	1	3	23	88	0	0	15	6	0	426	103	529
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0	0	0
Total permanent	564	3	13	156	136	2	5	43	19	1	755	187	942
Non-permanent employees	0	0	0	1	2	0	0	1	0	0	1	3	4
Grand total	564	3	13	157	138	2	5	44	19	1	756	190	946

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Head Office	Male				Female				Foreign nationals		Total		Total
	A	C	I	W	A	C	I	W	Male	Female	Male	Female	
Top management	0	0	0	2	0	0	0	1	0	0	2	1	3
Senior management	5	0	0	10	1	0	2	3	1	0	16	6	22
Professionally qualified and experienced specialists and mid-management	2	0	0	6	4	0	1	7	0	0	8	12	20
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	3	0	0	3	0	0	0	6	6
Semi-skilled and discretionary decision making	0	0	0	1	2	0	0	4	0	0	1	6	7
Unskilled and defined decision making	0	0	0	0	2	0	0	0	0	0	0	2	2
Total permanent	7	0	0	19	12	0	3	18	1	0	27	33	60
Non-permanent employees	0	0	0	0	1	0	0	0	0	0	0	1	1
Grand total	7	0	0	19	13	0	3	18	1	0	27	34	61

Combined (South Africa)	Male				Female				Foreign nationals		Total		Total
	A	C	I	W	A	C	I	W	Male	Female	Male	Female	
Top management	1	0	0	2	0	0	0	1	0	0	3	1	4
Senior management	25	0	4	60	7	0	2	6	7	0	96	15	111
Professionally qualified and experienced specialists and mid-management	177	8	17	290	54	1	9	65	22	1	514	130	644
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	3 207	28	5	833	518	7	5	108	391	2	4 464	640	5 104
Semi-skilled and discretionary decision making	9 318	11	4	132	950	2	0	29	1 877	5	11 342	986	12 328
Unskilled and defined decision making	14 052	17	0	16	1 942	4	0	0	1 954	25	16 039	1 971	18 010
Total permanent	26 780	64	30	1 333	3 471	14	16	209	4 251	33	32 458	3 743	36 201
Non-permanent employees	39	3	0	6	17	2	0	2	0	0	48	21	69
Grand total	26 819	67	30	1 339	3 488	16	16	211	4 251	33	32 506	3 764	36 270

Zimbabwe

Mimosa	Females		Males	Total
F – Top management	0		2	2
E – Senior management	1		5	6
D – Professionally qualified and experienced specialist	6		29	35
C – Skilled technical and academically qualified	7		116	123
B – Semi-skilled and discretionary decision making	7		338	345
A – Unskilled and defined decision making	5		259	264
Grand total	26		749	775

Zimplats	Attributable to Implats		Total
	Females	Males	
F – Top management	0	4	4
E – Senior management	1	18	19
D – Professionally qualified and experienced specialist	31	208	239
C – Skilled technical and academically qualified	52	753	805
B – Semi-skilled and discretionary decision making	88	1 464	1 552
A – Unskilled and defined decision making	43	606	649
Non-permanent employees	2	55	57
Grand total	215	3 053	3 325

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In-service	2014	2013	2012	2011	2010
Impala Rustenburg own employees	31 804	32 226	31 865	31 779	30 791
Contractor employees	11 201	12 624	14 436	13 462	13 457
Impala Springs own employees	942	991	1 021	1 053	1 004
Contractor employees	679	899	1 138	282	260
Marula own employees	3 395	3 165	2 965	3 272	3 241
Contractor employees	909	853	743	937	727
Zimplats own employees	3 325	2 929	2 791	2 757	2 418
Contractor employees	2 749	2 775	6 412	2 610	1 262
Mimosa own employees	711	776	786	784	788
Contractor employees	64	65	100	115	113
Corporate own employees	61	64	89	77	75
Contractor employees	0	0	0	0	0
Total own	40 238	40 151	39 517	39 722	38 317
Total contractors	15 602	17 216	22 829	17 406	15 819
Group total	55 783	57 367	62 346	57 127	54 136

Labour sending areas

South Africa		Impala 2014	Marula 2014
Eastern Cape	Number	5 070	146
Free State	Number	805	29
Gauteng	Number	846	22
KwaZulu-Natal	Number	621	10
Mpumalanga	Number	231	203
North West	Number	18 374	44
Northern Cape	Number	1 256	3
Limpopo	Number	475	2 781
Western Cape	Number	19	–
Total	Number	27 697	3 237
Foreigners	Number	4 107	158
Grand total	Number	31 804	3 395

Zimbabwe		Zimplats 2014
Bulawayo province	Number	30
Foreigner	Number	6
Harare province	Number	83
Manicaland province	Number	334
Mashonaland Central province	Number	324
Mashonaland East province	Number	265
Mashonaland West province	Number	1 194
Masvingo province	Number	489
Matabeleland North province	Number	34
Matabeleland South province	Number	51
Midlands province	Number	458
Other areas	Number	57
Grand total	Number	3 325

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Attributable to Implats

Province		Mimosa 2014
Byo Prov	Number	53
Foreigner	Number	0
Harare	Number	45
Manicaland	Number	50
Mashonaland Central	Number	40
Mash East	Number	25
Mash West	Number	30
Masvingo	Number	100
Matabeland North	Number	42
Matabeleland South	Number	37
Midlands	Number	353
Grand total	Number	775

	Unit	2014	2013	2012	2011	2010
Turnover						
Impala Rustenburg	Percentage	4.4	6.0	10.1	8.4	6.1
Impala Springs	Percentage	4.5	7.5	5.3	5.4	6.7
Marula	Percentage	5.6	4.2	11.0	21.7	4.8
Zimplats	Percentage	3.6	3.9	4.2	4.4	5.3
Mimosa	Percentage	9.0	3.5	4.2	3.4	6.2
Corporate	Percentage	10	9.4	7.7	11.3	18.7
Group	Percentage	4.5	5.7	10.0	8.3	6.0
Women turnover						
Impala Rustenburg	Percentage	0.2	4	0.3	0.4	0.2
Impala Springs	Percentage	1.4	2	1.7	0.7	2.0
Marula	Percentage	0.3	5	0.7	0.9	0.3
Zimplats	Percentage	0.2	6	6	0	5.2
Mimosa	Percentage	5.0	4	0	0.4	0
Corporate	Percentage	1.6	50	2.2	5.2	12.0
Group	Percentage	0.6	5	0.8	0.4	0.6
Unionised workforce						
Impala Rustenburg	Percentage	78	73	58	73	73
Impala Springs	Percentage	71	70	70	62	84
Marula	Percentage	87	75	65	70	65
Zimplats	Percentage	40	46	52	37	27
Mimosa	Percentage	25	24	24	25	26

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MALE TO FEMALE PAY RATIO

		Female	Male
Impala Rustenburg	Top management	–	1
	Senior management	0.81	1
	Professionally qualified and experienced specialists and mid-management	0.84	1
	Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0.89	1
	Semi-skilled and discretionary decision making	1.07	1
	Unskilled and defined decision making	0.99	1
Total		1.04	1
Impala Springs	Top management	0.73	1
	Senior management	0.76	1
	Professionally qualified and experienced specialists and mid-management	0.79	1
	Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0.87	1
	Semi-skilled and discretionary decision making	1.08	1
Total		1.01	1
Marula	Senior management	0.00	1
	Professionally qualified and experienced specialists and mid-management	0.77	1
	Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0.86	1
	Semi-skilled and discretionary decision making	1.01	1
	Unskilled and defined decision making	0.98	1
Total		0.84	1
Grand total		1.05	1

SAFETY

	Unit	2014	2013	2012	2011	2010
Fatalities						
Impala Rustenburg	Number	3	9	11	6	15
Impala Springs	Number	0	0	0	0	0
Marula	Number	0	0	1	0	0
Zimplats	Number	1	0	0	0	0
Mimosa	Number	0	0	0	1	0
Group total	Number	4	9	12	7	15
Reportable injuries						
Impala Rustenburg	Number	209	358	360	370	340
Impala Springs	Number	1	2	1	2	0
Marula	Number	33	36	60	50	45
Zimplats	Number	6	12	4	8	8
Mimosa	Number	1	0	2	0	0
Afplats and head office	Number	2	13	3	0	0
Group total	Number	252	421	430	431	393
Medical treatment cases						
Impala Rustenburg	Number	341	454	441	589	752
Impala Springs	Number	75	78	82	131	93
Marula	Number	86	90	131	178	148
Zimplats	Number	27	19	33	19	23
Mimosa	Number	10	17	26	47	25
Afplats and head office	Number	6	44	11	0	0
Group total	Number	545	702	724	964	1041
Lost-time injuries						
Impala Rustenburg	Number	311	503	573	555	484
Impala Springs	Number	1	2	1	3	0
Marula	Number	47	45	88	91	69
Zimplats	Number	6	12	4	8	8
Mimosa	Number	3	2	11	2	3
Afplats and head office	Number	1	15	4	0	0
Group total	Number	369	579	681	659	564

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	Unit	2014	2013	2012	2011	2010
Restricted work cases						
Impala Rustenburg	Number	77	135	59	86	158
Impala Springs	Number	1	0	1	1	1
Marula	Number	121	71	58	69	86
Zimplats	Number	5	7	6	9	11
Mimosa	Number	1	3	6	8	4
Afplats and head office	Number	0	0	0	0	0
Group total	Number	205	216	130	173	260
Employee hours worked						
Impala Rustenburg	Hours	57 954 414	98 131 748	95 598 107	97 628 130	90 482 090
Impala Springs	Hours	3 913 170	4 746 833	4 453 614	5 015 400	4 564 200
Marula	Hours	8 885 363	8 303 702	7 678 134	9 897 064	7 345 896
Zimplats	Hours	14 646 272	17 257 526	19 361 847	10 627 319	11 629 661
Mimosa	Hours	7 803 469	7 762 842	9 250 991	9 996 092	8 560 183
Afplats and head office	Hours	854 084	1 395 686	831 411	141 443	89 776
Group total	Hours	94 056 773	137 598 336	137 174 104	133 305 270	122 685 903
FIFR						
Impala Rustenburg	Pmmhw	0.052	0.091	0.115	0.061	0.166
Impala Springs	Pmmhw	0.000	0.000	0.000	0.000	0.000
Marula	Pmmhw	0.000	0.000	0.130	0.000	0.000
Zimplats	Pmmhw	0.068	0.000	0.000	0.000	0.000
Mimosa	Pmmhw	0.000	0.000	0.000	0.100	0.000
Group	Pmmhw	0.043	0.065	0.087	0.053	0.122
LTIFR						
Impala Rustenburg	Pmmhw	5.37	5.13	5.99	5.68	5.35
Impala Springs	Pmmhw	0.26	0.42	0.22	0.60	0.00
Marula	Pmmhw	5.29	5.42	11.46	9.19	9.39
Zimplats	Pmmhw	0.41	0.70	0.21	0.75	0.69
Mimosa	Pmmhw	0.38	0.26	1.19	0.20	0.35
Group	Pmmhw	3.92	4.21	4.96	4.94	4.61
TIFR						
Impala Rustenburg	Pmmhw	12.58	11.13	11.22	12.60	15.41
Impala Springs	Pmmhw	19.68	16.85	18.86	26.92	20.60
Marula	Pmmhw	28.59	24.81	36.08	34.15	41.25
Zimplats	Pmmhw	2.59	2.20	2.22	3.39	3.61
Mimosa	Pmmhw	1.79	2.83	4.65	5.70	3.74
Group	Pmmhw	11.9	10.91	11.19	13.47	15.21
MTCFR						
Impala Rustenburg	Pmmhw	5.88	4.63	4.61	6.03	8.32
Impala Springs	Pmmhw	19.17	16.43	18.41	26.12	20.38
Marula	Pmmhw	9.68	10.84	17.06	17.99	20.15
Zimplats	Pmmhw	1.84	1.10	1.70	1.79	1.98
Mimosa	Pmmhw	1.28	2.19	2.59	4.15	2.92
Group	Pmmhw	5.79	5.11	5.28	7.10	8.49
Total injuries						
Impala Rustenburg	Number	729	1 092	1 073	1 230	1 394
Impala Springs	Number	77	80	84	135	94
Marula	Number	254	206	277	338	303
Zimplats	Number	38	38	43	36	42
Mimosa	Number	14	22	43	57	32
Afplats	Number	7	63	15	0	1
Group total	Number	1 119	1 501	1 535	1 796	1 866

*Afplats figures include growth and exploration.

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HEALTH	Unit	2014	2013	2012	2011	2010
VCT interventions						
Impala Rustenburg	Number	7 626	10 316	7 792	12 647	6 236
Impala Springs	Number	10	9	14	19	24
Marula	Number	566	540	292	275	130
Zimplats	Number	1 563	714	1 424	889	204
Mimosa	Number	321	203	298	242	243
Group	Number	10 086	11 782	9 820	14 072	6 837
Employees on ART						
Impala Rustenburg	Number	3 822	3 639	3 222	2 488	1 709
Impala Springs	Number	27	28	26	19	14
Marula	Number	138	101	65	51	29
Zimplats	Number	137	120	114	92	63
Mimosa	Number	152	151	139	123	90
Group	Number	4 276	4 039	3 566	2 773	1 905
Pulmonary TB cases						
Impala Rustenburg	Number	213	311	352	318	352
Impala Springs	Number	1	1	0	0	0
Marula	Number	41	15	21	19	25
Zimplats	Number	7	1	6	5	11
Mimosa	Number	6	6	10	8	11
Group	Number	268	334	389	350	399
NIHL						
Impala Rustenburg	Number	16	36	53	52	92
Impala Springs	Number	0	0	0	0	0
Marula	Number	14	12	10	4	14
Zimplats	Number	6	2	0	0	0
Mimosa	Number	0	0	0	1	1
Group	Number	36	50	63	57	107

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SKILLS DEVELOPMENT	Unit	2014	2013	2012	2011	2010
Expenditure						
Impala Rustenburg	(R million)	280	387	313	312	233
Impala Springs	(R million)	14	16	21	21	20
Marula	(R million)	37	24	19	24	19
SA operations total (6% of wage bill)	(R million)	331	428	353	357	272
Employee literacy (ABET III and above)						
Impala Rustenburg	Percentage	82	80	74	57	55
Impala Springs	Percentage	94	94	93	92	90
Marula	Percentage	91	90	92	88	88
Zimplats	Percentage	99	99	99	99	99
Mimosa	Percentage	99	99	99	96	96
Average Group literacy	Percentage	93	92	86	86	85
ABET training employees						
Impala Rustenburg	Number	686	794	900	804	851
Impala Springs	Number	0	5	7	13	58
Marula	Number	21	6	0	25	32
SA operations total	Number	707	805	907	842	941
Total number of employees trained (including ABET)						
Impala Rustenburg	Number	20 338	29 299	23 477	24 178	24 751
Impala Springs	Number	963	1 053	1 091	1 127	1 039
Marula	Number	2 660	1 874	1 117	1 421	1 210
SA operations total	Number	23 961	32 226	25 685	26 726	27 000
Value of ABET training						
Impala Rustenburg	(R000)	8 577	12 769	10 220	11 157	10 002
Impala Springs	(R000)	0	486	578	1 600	4 161
Marula	(R000)	19	2	0	1 260	1 012
SA operations total	(R000)	8 596	13 257	10 798	14 017	15 175
Hours of ABET training						
Impala Rustenburg	Hours	69 672	148 728	134 842	190 525	165 840
Impala Springs	Hours	0	11 064	13 433	15 136	27 808
Marula	Hours	20 160	4 032	0	14 450	24 422
SA operations total	Hours	89 832	163 824	148 257	220 111	218 070

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ENVIRONMENT

	Unit	2014	2013	2012	2011	2010
Key production figures						
Ore milled (excluding Mimosa)	(tonnes)	13 916	17 209	16 626	20 974	20 309
Tailings disposed on tailing dam	(000 tonnes)	16 004	20 770	20 619	23 163	21 809
Dump slag treated	(000 tonnes)	90	172	175	250	179
Furnace and converter slag generated and treated	(000 tonnes)	382	783	772	880	844
Total slag treated	(000 tonnes)	472	955	947	1 130	1 023
Platinum produced	(000 oz)		1 581	1 448	1 836	1 741
Group material consumption						
Diesel	(000 litres)	21 776	25 247	27 875	26 000	23 466
Petrol	(000 litres)	830	1 137	1 237	1 666	1 250
Coal	(tonnes)	127 883	158 732	161 563	170 000	159 240
Industrial burning oil	(000 litres)	1 264	1 730	2 660	2 453	2 034
	Unit	2014	2013	2012	2011	2010
Key production figures – Energy						
Impala Rustenburg	(GJ000)	7 945	11 453	11 360	12 220	11 295
Impala Springs	(GJ000)	2 549	2 727	2 688	2 695	2 530
Marula	(GJ000)	792	729	713	694	674
Zimplats	(GJ000)	2 390	1 940	2 100	1 865	1 826
Mimosa	(GJ000)	719	725	701	747	688
Group total	(GJ000)	14 395	17 574	17 542	18 222	17 013
Key production figures – Water (Mℓ)						
Total water withdrawn	(Mℓ)					
Impala Rustenburg	(Mℓ)	10 353	14 514	15 961	18 115	17 482
Impala Springs	(Mℓ)	758	838	792	769	715
Marula	(Mℓ)	1 690	1 969	1 989	1 817	1 494
Zimplats	(Mℓ)	6 389	5 775	4 408	4 007	4 729
Mimosa	(Mℓ)	2 175	2 344	2 214	2 337	2 659
Group total	(Mℓ)	21 365	25 440	25 274	27 045	27 079
Total water consumed*						
Impala Rustenburg	(Mℓ)	16 247	24 735	26 012	28 044	22 859
Impala Springs	(Mℓ)	1 255	1 244	1 251	1 244	1 125
Marula	(Mℓ)	3 573	3 544	3 585	3 355	2 841
Zimplats	(Mℓ)	10 386	7 852	6 003	5 528	6 172
Mimosa	(Mℓ)	3 314	3 336	3 263	3 697	4 063
Group total	(Mℓ)	34 775	40 711	40 114	41 868	37 060
Total water recycled						
Impala Rustenburg	(Mℓ)	5 894	10 220	10 051	9 928	5 376
Impala Springs	(Mℓ)	497	406	459	474	411
Marula	(Mℓ)	1 883	1 574	1 596	1 541	1 347
Zimplats	(Mℓ)	3 997	2 078	1 595	1 521	1 443
Mimosa	(Mℓ)	1 138	993	1 139	1 359	1 404
Group total	(Mℓ)	13 409	15 271	14 840	14 823	9 981

* Total water consumed = total water withdrawn and total water recycled.

Key production figures – Emissions	Unit	2014	2013	2012	2011	2010
Total direct CO₂						
Impala Rustenburg	(tonnes)	114 432	182 406	193 317	208 463	186 199
Impala Springs	(tonnes)	141 372	158 553	154 077	166 267	149 707
Marula	(tonnes)	7 102	6 331	6 450	7 157	6 959
Zimplats	(tonnes)	51 257	43 864	53 697	41 190	42 371
Mimosa	(tonnes)	9 834	9 815	10 362	12 528	9 673
Group total	(tonnes)	323 997	400 969	417 902	435 605	394 909
Total indirect CO₂						
Impala Rustenburg	(tonnes)	1 928 823	2 534 307	2 444 347	2 725 366	2 532 798
Impala Springs	(tonnes)	159 445	149 223	147 166	155 388	150 433
Marula	(tonnes)	206 412	175 914	170 958	168 970	163 747
Zimplats*	(tonnes)	312 357	366 492	249 345	222 955	228 114
Mimosa*	(tonnes)	107 120	106 506	101 391	189 113	100 477
Group total	(tonnes)	2 714 157	3 332 442	3 113 207	3 461 792	3 175 569
Total direct SO₂						
Impala Rustenburg	(tonnes)	3 729	5 832	4 736	6 319	3 638
Impala Springs	(tonnes)	1 006	687	256	462	
Marula	(tonnes)	0	0	0	0	0
Zimplats	(tonnes)	26 000	12 017	13 470	12 100	12 449
Mimosa	(tonnes)	0	0	0	0	0
Group total	(tonnes)	30 735	18 536	18 462	18 881	16 926

* Indirect CO₂ restated for FY2013, 2012, 2011, 2010 due to change in conversion factor in FY2014.

Key production figures – Land management		2014	2013	2012	2011	2010
Disturbed areas rehabilitated						
Impala Rustenburg	(ha)	39.7	18.4	23.4	40.2	56
Impala Springs	(ha)	0	0	0	0	0
Marula	(ha)	3.0	3.3	0	0	61
Zimplats	(ha)	3.2	2.5	0	0	0
Mimosa	(ha)	0.7	4	0	0	0
Group total	(ha)	46.6	28.2	23.4	40.2	117
Rehabilitation liabilities/current costs*						
Impala Rustenburg	(R000)	729	761	712	708	768
Impala Springs	(R000)	67	63	60	0	0
Marula	(R000)	102	94	82	70	80
Zimplats	(R000)	285	247	216	164	166
Mimosa	(R000)	0	98	77	63	67
Afplats	(R000)	16				
Group total	(R000)	1 199	1 263	1 147	1 004	1 081
Rehabilitation provisions						
Impala Rustenburg	(R000)	436	523	520	455	432
Impala Springs	(R000)	34	37	38	0	0
Marula	(R000)	52	54	57	41	35
Zimplats	(R000)	145	154	117	99	111
Mimosa	(R000)	0	47	52	40	42
Afplats	(R000)	8				
Group total	(R000)	675	815	784	636	620

* In line with financial accounting principles and not DMR requirements.

OUR PERFORMANCE DATA

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Key production figures – Land leased and managed

	Implats interest	Mining right (ha)	Prospecting right (ha)
South Africa			
Impala	100%	29 773	
Impala RBR JV	49%		3 789
Afplats	74%	4 602	1 065
Imbasa	60%		1 673
Inkosi	49%		2 584
Marula	73%	5 494	223
Two Rivers	45%	2 140	
Tamboti	100%		8 535

	Implats interest	Mining leases (ha)
Zimbabwe		
Zimplats	87%	48 535
Mimosa	50%	6 591

Area in ha.

	Unit	Total Group 2014	Total Group 2013	Total Group 2012
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Key production figures – Waste management

Non-mineral/non-hazardous waste

Reused	tonnes	1 014	1 405	7 051
Recycled	tonnes	7 582	15 026	11 864
Recovered	tonnes	0	0	0
Treatment	tonnes	0	0	0
Disposal	tonnes	3 001	5 324	8 044
On-site storage	tonnes	0	0	0

Non-mineral/hazardous waste

Reused	tonnes	3.0	3.5	0
Recycled	tonnes	23 960	27 991	40 756
Recovered	tonnes	0	0	0
Treatment	tonnes	3 294	6 433	7 703
Disposal	tonnes	8 251	9 194	11 413
On-site storage	tonnes	9.5	12	28

Mineral waste	Unit	2014	2013	2012	2011	2010
Accumulated tailings	(000 tonnes)	16 004	20 770	20 619	22 878	21 809
Accumulated waste rock (on surface)	(000 tonnes)	778	1 484	1 323	1 388	1 202

Implats has followed the guidance provided by principles and criteria provided in the GRI's G4 guidelines. A brief review of our application of the GRI reporting principles is provided below. A detailed response to each of the GRI reporting criteria (with hyperlinks to the corresponding sections of the report) is provided on our website, along with our Communication on Progress in terms of the UN Global Compact.

Principles relating to the quality of this report

- **Materiality:** As outlined on pages 29 to 35 the issues covered in this report have been guided by a combination of feedback from stakeholders, the identification of material issues by the sustainable development forum, and matters identified through the Group's risk management process.
- **Stakeholder inclusiveness:** The views and concerns of stakeholders have been considered in this report.
- **Sustainability context:** The content of the report is informed by the nature of our products and markets, and with consideration to the social, economic and environmental context in which we operate. See for example page 13 where we provide a detailed review of our contribution to addressing national developmental priorities of South Africa.
- **Completeness:** The Group's revised approach to sustainability management have been disclosed under management approach page 38 as well as key sections of the report.
- **Balance:** The Group has endeavoured to report in a balanced manner, reflecting both achievements and challenges during the year.
- **Comparability:** In almost all performance areas, comparisons with 2013 have been made. Where possible and where the information is available, data has been provided over a period of five years.
- **Accuracy:** Implats believes data has been provided in a format that is broadly acceptable and comparable against industry norms. Where necessary definitions have been provided and where there are differences with industry norms, indicated.
- **Timeliness:** This sustainable development report is published annually, combining financial and non-financial performance.
- **Clarity:** The Group has adopted a reporting style that is concise, but comprehensive enough to be understandable to the lay person.
- **Reliability:** In 2009, Implats implemented a sustainability toolkit to collate and verify data, and to ensure greater accuracy and reliability. Certain performance indicators have been verified by the external assurance provider.

Principles relating to the boundaries of this report

- This report includes operations that are wholly owned or managed by the Group, as well as Mimosa mine, in which Implats has a 50% interest. The Two Rivers operation, in which the Group has a 45% interest and does not directly manage, is not directly covered.
- **Mass balance:** Mass balance accounting is used to calculate all sulphur emissions at our smelters. In this case, sulphur mass balance is a systematic manner in which the mass of inputs containing sulphur with the mass of outputs containing sulphur as products, waste, change in material stocks and emissions.
- **Particulate matter:** Particulate matter is tiny pieces of solid or liquid matter released to the atmosphere. At Implats, particulate matter refers to the mass of particulates measured at ambient monitoring stations. Particulate matter smaller than 2.5 microns (μm) in size is called PM_{2.5} and particulate matter bigger than 2.5 microns (μm) and smaller than 10 microns (μm) in size is called PM₁₀.
- **Isokinetic sampling:** Isokinetic sampling is a sampling method which is used for monitoring pollution from the stacks. The samples are taken in a duct or stack. The sampling collects particles at a rate where the velocity and the direction of the gas entering the sampling nozzle is the same as that of the gas in the duct or stack and elsewhere in the stream. The results are therefore more accurate and reliable.

INDEPENDENT ASSURANCE STATEMENT

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To the board and stakeholders of Impala Platinum Limited

Integrated Reporting & Assurance Services (IRAS) was commissioned by Impala Platinum Limited (hereafter, 'Implats') to provide independent third party assurance (ITPA) over the information contained within this Sustainable Development Report (hereafter, 'the SDR'), covering the 12-month period from 1 July 2013 to 30 June 2014. The assurance team comprised primarily of Michael H Rea, our Lead Certified Sustainability Assurance Practitioner (CSAP), with more than 15 years' experience in environmental and social performance measurement and assurance in over 75 assurance engagements in 17 countries, Jordan Pruner (Associate CSAP), our team of junior associates, and additional technical support from Petrus Gildenhuys (Gilden Assurance), Dr Markus Reichardt: both of whom have more than 10 years' experience in sustainability reporting and assurance.

ACCOUNTABILITY AA1000AS (REVISED, 2008)

To the best of our ability, this assurance engagement has been managed in accordance with AccountAbility's AA1000AS (2008) assurance standard, where the format of the engagement was structured to meet the AA1000AS Type II (Moderate) requirements.

INDEPENDENCE

IRAS was not responsible for the preparation of any part of this report and has not undertaken any other engagements for Implats that would compromise our ability to afford ITPA over this year's report. Responsibility for producing this report belonged to Implats and its sustainability reporting advisers (Incite). Thus IRAS is, and remains, an independent assurer over the content and processes pertaining to this report.

Although this statement is directed at key Implats stakeholders, as the users of the report, IRAS' ultimate responsibility in performing its assurance activities is to the management of Implats in accordance with the terms of reference agreed with them.

ASSURANCE OBJECTIVES

The assurance process was designed to provide stakeholders of Implats with an independent 'moderate level assurance' opinion on whether the report meets the following objectives:

- ➊ Adherence to AccountAbility's AA1000AS (2008) principles of **Inclusivity**, **Materiality** and **Responsiveness**
- ➋ Alignment with the Global Reporting Initiative (GRI) G4 guidelines, with the objective of establishing whether or not the report has met the core level of reporting requirements
- ➌ Reasonable adherence to local and international expectations for effective reporting, including guidance provided through the King Code of Corporate Governance (King III) and the International Integrated Reporting Committee (IIRC) recommendations for integrated reporting
- ➍ Accuracy, consistency, completeness and reliability of reported data, relative to a sample set of selected sustainability indicators, as tested at selected sites
- ➎ Completeness and reasonability of selected sustainability indicators contained within the report, relative to the 122 data points reviewed for IRAS's Sustainability Data Transparency Index (SDTI).

In meeting the Type II assurance objectives, IRAS undertook a review of selected sustainability performance indicators at the following operational sites: Rustenburg Operations, Zimplats (Mine and Smelter), Springs Refinery and Mimosa. A desktop review of Mimosa's safety data was also conducted while at Zimplats' operations.

Scope of work performed

AA1000AS (2008) COMPLIANCE

The process used in arriving at this assurance statement is based on AccountAbility's AA1000AS (2008) guidance, as well as other best practices in assurance. Our approach to assurance included the following:

- ➊ A review of sustainability measurement and reporting procedures at Implats' head offices and Rustenburg Operations to determine the context and content of sustainability management by the company
- ➋ A review of Implats' information collation and reporting procedures to define the content of the report by looking at the materiality of issues included in the report, stakeholder engagement responses to issues identified, determination of sustainability context and

INDEPENDENT ASSURANCE STATEMENT

coverage of material issues, ultimately leading to adherence to the AA1000AS principles of **Inclusivity**, **Materiality** and **Responsiveness**

- A review of data collection, collation and reporting procedures at selected sites (as stated above), with specific reference to the following selected sustainability performance indicators:

Indicator		Quantity	Page(s)
1. PHW	Person Hours Worked: The number of hours worked – calculated or counted via clock-in systems – for all employees and contractors	94 056 773	101
2. LTIFR	Lost Time Injury Frequency Rate: The calculated number of employee and/or contractor injuries on duty resulting in an ability to return to work the next calendar day per 1 000 000 PHW	3.92	5, 55, 101
3. Fatals	Fatal Injuries: The number of employee and/or contractor injuries on duty resulting in death	4	4, 53, 100
4. TIFR	Total Injury Frequency Rate: The calculated number of employee and/or contractor injuries on duty resulting in either an ability to return to work the next calendar day, the need to obtain medical treatment beyond basic first aid, or fatalities, per 1 000 000 PHW	11.90	5, 55, 101
5. NIHL	Noise Induced Hearing Loss: The number of new cases of hearing loss greater than a loss of hearing (or 'PLH shift') greater than 10%, deemed to have been the result of employment activities and submitted for consideration for compensation	36	58, 102
6. TB	Tuberculosis: The number of new cases of Tuberculosis, regardless of whether or not the case is deemed "occupation-related"	268	58, 102
7. VCT	Voluntary Counselling & Testing: The number of tests conducted of employees and contractors for HIV/Aids as a result of counselling provided by medical personnel or external specialists	10 086	58, 102
8. ART	Antiretroviral Treatments: The number of employees who are enrolled in ART programmes at year-end, net of any enrolments that were terminated – for all reasons – during the year	4 276	58, 102
9. Electricity	Total direct and indirect electricity consumption – from all sources – for primary purposes (i.e., mining and processing activities)	2 780 000 MWh	91
10. Petrol	Total direct and indirect petrol consumption, inclusive of vehicles, generators and other equipment (i.e., for all uses)	830 000 Litres	104
11. Diesel	Total direct and indirect diesel consumption, inclusive of vehicles, generators and other equipment (i.e., for all uses)	21 776 000 Litres	104
12. Coal	Total direct and indirect coal consumption, for all purposes	127 883 Tonnes	104
13. Total energy consumed	Total direct and indirect energy consumed from all sources	14 395 000 GJ	91, 104
14. Water	Total direct and indirect water consumption – from all sources – for primary purposes (i.e., mining and processing activities)	34 775 Mℓ	88, 89, 104
15. Indirect CO ₂	Total indirect Carbon Dioxide emissions	2 714 157 Tonnes	91, 105
16. Indirect NO _x	Total indirect Nitrogen Oxide(s) emissions	12 107 Tonnes	92
17. Indirect SO _x	Total indirect Sulphur Oxide(s) emissions	24 665 Tonnes	92

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Indicator		Quantity	Page(s)
18. Direct CO₂	Total direct Carbon Dioxide emissions	323 997 Tonnes	91, 105
19. Direct SO_x	Total direct Sulphur Oxide(s) emissions, at Rustenburg Operations, Zimplats and Springs Refinery	30 735 Tonnes	92, 105
20. Procurement	Presence and application of systems and controls for measuring and managing procurement from 'historically disadvantaged South Africans', as per the Employment Equity Act of South Africa, inclusive of rand value and percentage of total spend	R2 015 000	82
21. SED spend	Total rand value of expenditures on socio-economic development (SED) projects, inclusive of expenditures against Social & Labour Plan commitments	R71 million	74
22. HDSA in management	The number of persons deemed 'Historically Disadvantaged South Africans', as per the Employment Equity Act of South Africa, working in management positions, above the supervisor level – excluding non-executive directors	378	66
23. Females in management	The number of women working in management positions, above the supervisor level – excluding non-executive directors – in South Africa	146	66

- ➔ Reviews of drafts of the report for significant errors, anomalies and/or insupportable assertions
- ➔ A series of interviews with the individual responsible for collating and writing various parts of the report in order to ensure selected claims were reported and substantiated.

Due to the scope and nature of this AA1000AS (Type II, Moderate) assurance engagement, the site visits were undertaken to test the authenticity of data at the primary source of collection and collation, and the report – inclusive of the sustainability information contained within both the SDR and IAR – has been assessed at the point of data aggregation for accuracy of reporting.

GRI COMPLIANCE

In determining the GRI G3 'application level' of the report, we performed the following exercises:

- ➔ A review of the process used to define the content of the report by looking at materiality of issues included in the report, stakeholder engagement response to stakeholder issues identified, determination of sustainability context and coverage of material issues.
- ➔ A review of the approach of management to addressing topics discussed in the report.
- ➔ Reviews of the report to confirm that the requisite number of Implats has met the GRI's G4 'Core' application level requirements, inclusive of the need for reasonable discourses on materiality and disclosures on management approach to data measurement, monitoring and reporting.

Findings

Overall, it was determined during the assurance process that, in general, the company's sustainability reporting processes are comprehensive, and it was noted that:

- ➔ Implats has developed comprehensive systems for data collection, collation and reporting, at both the operation and Group level, and appear to be in a constant state of continuous improvement through the development and implementation of enhanced sustainability data policies, procedures, systems and controls. While the ongoing reliance on multiple Excel spreadsheets to collect, collate and report data continues to create opportunities for simple data transcription errors – affecting the accuracy and/or reliability of some data at some collection points at the sites – procedures appear to be improving to address these potential problems.
- ➔ Aside from the following exceptions, the tested site-specific data was found to be reasonably accurate and/or reliable, although process improvements at some sites may still be required with respect to the implementation of internal control procedures for data accuracy and reliability. Exceptions:
 - The way in which Medical Treatment Cases (MTCs) are recorded differs among the sites, with one of the five tested sites recording MTCs inclusive of First Aid Cases (FACs), and the others excluding FACs from the total number of MTCs. This results in non-comparable data throughout the Group, and a tendency towards over-reporting the total number of MTCs, thus making TIFR data non-comparable to peer companies.

INDEPENDENT ASSURANCE STATEMENT

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- Implats' applied definition for Lost Time Injuries (LTIs) is exclusive of Restricted Work Cases (RWCs), which is inconsistent with standard local and international practice within the Metals & Mining Sector, thereby resulting in data that is not comparable to peer injury frequency rates (i.e., LTIFR).
 - Voluntary Counselling and Testing (VCT) rates for HIV/Aids – based on current data collation systems and controls – must be deemed not comparable beyond the limits of historical comparisons of Implats' prior year data, due to instances of multiple counting of tests conducted, rather than the number of persons tested.
 - Due to changes in the way in which the sulphur content within concentrate is assessed at Zimplats, there has been a significant increase in total SO₂ emissions at that site. As such, current data should be deemed 'improved', yet not wholly comparable to prior year data.
- Implats adequately adheres to the AccountAbility AA1000APS principles of **Inclusivity, Materiality** and **Responsiveness**.
 - The report adequately meets the GRI's G4 requirements for Core level reporting.
 - As per IRAS's own Sustainability Data Transparency Index (SDTI), Implats scores extremely well compared to most JSE-listed companies, demonstrating an active commitment to data transparency relative to reasonably expected key data points.

CONCLUSIONS AND RECOMMENDATIONS

Based on the information reviewed via our site visits, desk research and management interviews, IRAS is confident that the sustainability information reported within the SDR and IAR provides a comprehensive and balanced account of Implats' environmental, safety and social performance for the period under review. The data presented is based on a systematic process and we are satisfied that the reported performance data accurately represents Implats' ability to manage and/or report on its performance, while meeting the AA1000AS (2008) principles of **Inclusivity, Materiality** and **Responsiveness**. Moreover, and although the quality or quantity of data of some GRI G4 indicators can be improved, this report appears to meet the GRI's G4 Core level requirements.

However, the following recommendations have been identified:

- With respect to the issue of non-comparability of safety data to industry peers, Implats should continue to investigate the need for updating its currently applied definitions, and update those definitions where deemed necessary.
- Implats should continue to ensure that future assurance engagements include the site visit testing of data, vis-à-vis the expectations of AA1000AS (Type II), but because of the long history of assurance over sustainability data, should consider reducing the frequency of site visits to cover all sites in a two or three year cycle, relying on desk review in interim years. The excellent systems and controls currently in place – compared to most other companies – suggests that sites can demonstrate that they adequately meet the tests for accuracy, consistency, completeness and reliability, and therefore do not need annual assurance site visits.

For more information about the assurance process employed to assess the sustainability information contained within Implats' 2014 Sustainable Development Report, email michael@iras.co.za.



Integrated Reporting & Assurance Services

Johannesburg

11 September 2014

GLOSSARY

ABET	Adult Basic Education and Training
AEL	Air Emissions Licence
Aids	Acquired immune deficiency syndrome
AMCU	Association of Mineworkers and Construction Union
AMWUZ	Associated Mine Workers Union of Zimbabwe
ART	Antiretroviral therapy, provided for the treatment of HIV and Aids (excluding state and private medical aid)
BEE	Black economic empowerment
CCMA	Commission for Conciliation, Mediation and Arbitration
CSI	Corporate Social Investments
CO₂	Carbon dioxide
COM	Chamber of Mines
COSATU	The Congress of South African Trade Unions
dB	Decibels. Unit of measurement for sound pressure
DMR	Department of Mineral Resources, South Africa
DPFA	Deputy President Framework Agreement
DoH	Department of Health
DOL	Department of Labour
DSM	Demand-side management
DPM	Diesel Particulate Matter
DWA	Department of Water Affairs
ED	Enterprise Development
EMP	Environmental Management Programme
ESOP	Employee Share Ownership Programme
Executive director	Director employed by the Company and is involved in the day-to-day running of the organisation
FIFR	A rate expressed per million man-hours worked of any Impala employee, contractor or contractor employee or visitor who is involved in an incident while performing his/her duties at work and who sustains terminal injuries shall constitute a fatal accident. Any road-related fatal incident where the Company is in full control of the vehicle, the driver and conditions related to the road injury of an employee shall constitute a fatal incident. A fatal injury may occur when an employee is incapacitated for a period of time prior to expiration, thus requiring a revision of injury status from LTI to a fatality
FOG	Fall of Ground
Foreigner	Non-South African citizen
FY	Financial year (to 30 June)
GHG	Greenhouse gases
GJ	Gigajoules. Unit of measure for energy
GRI	Global Reporting Initiative
HDSA	Historically disadvantaged South African
HIV	Human immunodeficiency virus
HSE	Health, Safety and Environment
IBT	Impala Bafokeng Trust, socio-economic development vehicle jointly funded by Implats and RBH
ILO	International Labour Organisation
IMP	Impala Medical Plan
Impala Platinum	Impala Platinum Limited, comprising the Rustenburg operations and the Refineries in Springs
Implats	Implats Platinum Holdings Limited
Independent directors	Directors who, apart from receiving directors' remuneration, do not have any other material pecuniary relationship or transactions with the Company, its management or its subsidiaries, which in the judgement of the board may affect their independence

ISO	International Organisation for Standardisation
IDP	Integrated Development Plan
JSE	Johannesburg Stock Exchange
LED	Local Economic Development
Local community	Communities that are directly impacted by our mining operations and are on or near the mine property
Lost time injury	A work-related injury resulting in the employee being unable to attend work at his/her place of work, performing his/her assigned duties, on the next calendar day (whether a scheduled workday or not) after the day of the injury. If the appointed medical professional advises that the injured person is unable to attend work on the next calendar day after the injury, regardless of the injured person's next roster shift, a lost-time injury is deemed to have occurred
LTIFR	Number of lost-time injuries expressed as a rate per million hours worked and excludes restricted work cases
Marula	Marula Platinum (Pty) Limited
Materiality and material issues	Issues of materiality are those aspects that may have a significant impact on the organisation's reputation and may carry a financial and/or legal cost. These aspects are identified internally through the risk process and externally through ad hoc or routine engagements with a range of stakeholders
Medical treatment cases (MTCs)	A medical treatment case is defined as a one-time treatment and subsequent observation of minor injuries by an appointed medical professional. Such minor injuries may include treatment by the application of bandages, antiseptic, ointment, irrigation of the eye to remove non-embedded foreign objects or the removal of foreign objects from the wound. MTCs never involve a loss of one or more calendar days after the injury, regardless of the injured person's next rostered shift or where the injured is unable to perform one or more of routine functions normally connected with his/her work due to a restriction applied by an appointed medical professional
MIGDETT	Mining Industry Growth, Development and Employment
MHSC	Mine Health and Safety Council
Mimosa	Mimosa Platinum (Private) Limited
Mining Charter	Broad-based Socio-Economic Empowerment Charter for the South African Mining Industry
MPRDA	Mineral and Petroleum Resources Development Act, No 28 of 2002, which came into effect in South Africa on 11 May 2004
MW	Megawatt, a measure of electric power
NGO	Non-governmental organisation
NHI	National Health Insurance
NBI	National Business Institute
NDP	National Development Plan
NATJOC	National Joint Operation Command
NMWUZ	National Mine Workers Union of Zimbabwe
NIHL	Noise-induced hearing loss
Non-executive director	A director who is not involved in the day-to-day running of the organisation but is a nominee director of a material shareholder
NOx	Nitrogen oxides
NUM	National Union of Mineworkers, South Africa
ORAs	Objective-based risk assessments
PBC	PGM beneficiation committee established
PGI	Platinum Guild International
PGMs	Platinum group metals, being the metals derived from PGE
PIC	Public Investment Corporation
PPM	Parts per million
PROVJOC	Provincial Joint Operation Command
RBH	Royal Bafokeng Holdings (Pty) Limited
RBN	Royal Bafokeng Nation

GLOSSARY

RIFR	Reportable or serious injury frequency rate. A reportable injury is an injury which results in: a) The death of the employee b) An injury, to any employee, likely to be fatal c) Unconsciousness, incapacitation from heatstroke or heat exhaustion, oxygen deficiency, the inhalation of fumes or poisonous gas, or electric short or electric burning accidents of or by any employee and which is not reportable in terms of paragraph (d), or as required by the OHS Act where applicable d) An injury which either incapacitates the injured employee from performing that employee's normal occupation for a period totalling 14 days or more, or which causes the injured employee to suffer the loss of a joint, or a part of a joint, or sustain a permanent disability
Restricted work injuries (RWI)	A restricted work injury is a work-related injury which results in the employee being able to return to his/her permanently assigned workplace, to perform his/her permanently assigned work on the next calendar day, but where the injured is unable to perform one or more of their routine functions normally connected with his/her work due to a restriction applied by an appointed medical professional
RLM	Rustenburg Local Municipality
SANBI	South African National Biodiversity Institute
SHEQ	Safety, Health and Environment Quality
SIA	Social Impact Assessment
SLP	Social and Labour Plan
SMMEs	Small, medium and micro enterprises
SO₂	Sulphur dioxide
TARP	Triggered Action Response Plan
TB	Pulmonary tuberculosis, which in South Africa is considered an occupational illness when it is associated with the presence of dust in the workplace
TIFR	All injuries expressed as a rate per million man-hours worked
Traditional council leadership	Elected/appointed members of a community according to customs and practices. The tenure of these leaders differ among communities. The chief King/Kgoshi/Kgosi or inKhosi is the head of the traditional council leadership and the chairman of the council
UNGC	United Nations Global Compact
VCT	Voluntary counselling and testing, in respect of HIV and Aids
WBCSD	World Business Council on Sustainable Development
WUL	Water-use Licence
ZIP	Zero Incident Process for leaders

INDICATOR	Basic calculation
Indirect energy	2014 DEFRA Guidelines
Indirect CO ₂ (SA)	Eskom Integrated Report 2014
Indirect CO ₂ (Zimbabwe)	International Energy Agency (IEA) Report 2012
Direct energy from diesel, petrol, and IBO	2014 DEFRA Guidelines
Direct energy from Sasol Gas	Sasol Gas supplier
Direct CO ₂ from Sasol Gas	Sasol Gas supplier
Direct energy from coal consumption	Supplier analysis
Direct CO ₂ from coal consumption	Supplier analysis

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