

SUSTAINABLE DEVELOPMENT – KEY PERFORMANCE INDICATORS

Key performance indicator	Measure	Target set for 2011	Quick measure	Obtained in 2011
Safety	CIFR	1,75	✓	1,17
	TIFR	9,5	✓	7,16
	Fatalities	Zero	✗	1
Health	New cases of occupational disease	Zero	✗	5
	Percentage of employees undergoing HCT	30%	±	23,8%
Environment	Obtaining or retaining ISO 14001 certification	Subsidiaries obtain or retain	±	Benicon and Geosearch certified to date
	Number of monetary fines or sanctions related to non-compliance with environmental legislation	Zero	✗	1 sanction
	Number of environmental incidents	Zero	✓	Zero
Procurement	Percentage procurement spend with South African Department of Trade and Industry compliant suppliers	50%	±	46,7%
Employment equity	Number of HDSAs in management	55%	✓	60%
	Female participation in management	12%	±	10%
	Percentage female employees in Sentula	8%	±	6%

* Per one million man-hours worked.

✓ Achieved.

✗ Not achieved.

± Partially achieved.