

## SUSTAINABLE DEVELOPMENT – KEY PERFORMANCE INDICATORS

Key performance indicator	Measure	Obtained in 2011	Target 2012
<b>Safety</b>	CIFR*	1,17	1,1
	TIFR*	7,16	7,0
	Fatalities	1	Zero
<b>Health</b>	New cases of occupational disease	5	Zero
	Percentage of employees undergoing HCT	23,8%	50%
<b>Environment</b>	Total energy use	6 208 452,7 kWh	5% reduction
	Obtaining or retention of ISO 14001 certification	Benicon and Geosearch certified to date	Retention at Benicon and Geosearch. JEF and Megacube to be certified
	Number of monetary fines or sanctions related to non-compliance with environmental legislation	1 sanction	Zero
	Number of environmental incidents	Zero	Zero
	Total water use	40 263,6 kl**	5% reduction
<b>Black economic empowerment</b>	Percentage procurement spend with South African Department of Trade and Industry compliant suppliers	46,7%	50%
<b>Employment</b>	Number of HDSAs in management	60%	62%
	Female participation in management	10%	12%
	Percentage female employees in Sentula	6%	8%
<b>Training</b>	Number of training hours undergone by employees and contractors	63 002 hours	70 000 hours
<b>Stakeholders' complaints</b>	Number of issues raised by stakeholders	19	30% reduction

\* Per one million man-hours worked.

\*\* From municipal sources, excludes borehole water.