

Annexure A: Implementation of the Culture Transformation Framework

Mining Right Holder: Company	Pillar 1 Leadership	Pillar 2 Accident Investigation	Pillar 3 Zero Harm Operations Bonus	Pillar 4 Leading Practices	Pillar 5 Diversity	No. of employees	Source of info.
African Rainbow Minerals	2	2	2	2	2	20365	MC 2012
Anglo American Platinum	3	4	2	4	4	54000	MC 2012
Anglo American Thermal Coal	3	4	4	4	4	15783	MC 2011
AngloGold Ashanti	3	3	1	3	3	35936	MC 2012
BECSA (BHP Billiton)	2	2	0.5	3	1	10149	MC 2012
BHP Billiton Manganese	4	4	4	4	3	3023	MC 2012
CoAL (Coal of Africa)	Not/Av	Not/Av	Not/Av	Not/Av	Not/Av	1647	MC 2011
Continental Coal	Not/Av	Not/Av	Not/Av	Not/Av	Not/Av	204	MC 2012
Corobrick	Not/Av	Not/Av	Not/Av	Not/Av	Not/Av	2500	MC 2011
De Beers	3	3	3	3	3	4310	MC 2012
DRD Gold	Not/Av	Not/Av	Not/Av	Not/Av	Not/Av	4500	MC 2011
Exxaro Resources	3	2	3	1	2	25391	MC 2012
Gold Fields	4	2	3	4	2	7661	MC 2012
Gold One	2	2	1	2	2	6851	MC 2012
Harmony	3	2	2	3	2	34583	MC 2012
Imerys	2	1	2	1	0	534	MC 1012
Impala Platinum	2.5	1.3	1.3	2.5	1.7	41579	MC 2012
Kumba Iron Ore	2.67	3.33	3.67	3.33	3.67	15790	MC 2012
Lonmin Platinum	2	3	1	2	1	27117	MC 2012
Msobo Coal	2	3	3	1	1	988	MC 2012
Northam Platinum	Not/Av	Not/Av	Not/Av	Not/Av	Not/Av	8663	MC 2012
Optimum Coal	3	3	3	3	3	5199	MC 2012
Petra Diamonds	2	2	0	1	2	5382	MC 2012
PPC	3	2	3	4	3	3288	MC 2012
Rio Tinto (PMC)	3	1	1	1	2	5632	MC 2012
Rio Tinto (RBM)	3	4	2	3	4	4795	MC 2012
Royal Bafokeng Platinum	2.5	3	1	2	2	7124	MC 2012
Sasol Mining	3	4	3	3	3	12988	MC 2012
Shanduka Coal	2	3	2	2	3	3112	MC 2012
Sibanye Gold	4	2	4	4	4	24854	MC 2012
Total Coal	Not/Av	Not/Av	Not/Av	Not/Av	Not/Av	2418	MC 2012
Umcebo	2	3	2	2	3	2750	MC 2012
VAMETCO Evraz	Not/Av	Not/Av	Not/Av	Not/Av	Not/Av	483	MC 2012
Vergenoeg Mine	Not/Av	Not/Av	Not/Av	Not/Av	Not/Av	245	MC 2012
Village Main Reef	Not/Av	Not/Av	Not/Av	Not/Av	Not/Av	7682	MC 2012
Xstrata Alloys	2	2	0	3	1	10979	MC 2012
Xstrata Coal	2	2	2	2	2	5271	MC 2012
Total number of companies and industry employees (1)	0 (0)	3 (47745)	7 (134388)	5 (37927)	4 (49233)	423776	
Percentage (%) of industry employees	0%	11%	32%	9%	12%	499783	DMR 2011
Total number of companies and industry employees (2)	11 (93498)	11 (154774)	8 (125410)	7 (72590)	10 (159839)		
Percentage (%) of industry employees (2)	22%	37%	30%	17%	38%		
Total number of companies and industry employees (3)	14 (266398)	9 (102326)	7 (59825)	10 (176308)	8 (70606)		
Percentage (%) of industry employees (3)	63%	24%	14%	42%	17%		
Total number companies and industry employees (4)	3 (35538)	5 (90589)	5 (59450)	6 (108609)	5 (115222)		
Percentage (%) of industry employees	8%	21%	14%	26%	27%		
Total number of companies and industry employees (0)	0 (0)	0 (0)	2 (16361)	1 (534)	0 (0)		
Percentage (%) of industry employees (0)	0%	0%	4%	0%	0%		
Companies with no addendum submitted	9 (28342)	9 (28342)	9 (28342)	9 (28342)	9 (28342)		
Percentage (%) of no addendum submitted	7%	7%	7%	7%	7%		

Annexure B: Plans to Deliver on Charter Commitments

Yes' or 'No with valid reason' Valid Reason : N/R = Not Relevant ; S/C = Superior Controls	Plans to train 8% of employees as OHS reps by 2014?		No. of Employees to train as OHS Reps by 2014?	Adopt TARP?	Adopt PDS Leading Practice?	Adopt Shotcrete	Adopt minimising seismicity	Adopt FOG Technology Transfer	Occupational Health Reports?	HIV/AIDS and TB Signed Policies?	TB Reviews?	Report on HTC Uptake?
	Yes	No										
Not available' or 'No without valid reason'	African Rainbow Minerals	Yes	2063	Yes	Yes	N, N/R	N, N/R	Not A/v	Yes	Yes	Yes	Yes
	Anglo American Platinum	No	2400	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Anglo American Thermal Coal	Yes	1187	Yes	Yes	N, N/R	N, N/R	Yes	Yes	Yes	Yes	Yes
	AngloGold Ashanti	Yes	5000	Yes	Yes	Yes	N, N/R	Yes	Yes	Yes	Yes	Yes
	BECSA (BHP Billiton)	No	163	N, N/R	N, N/R	N, N/R	N, N/R	N, N/R	Yes	Yes	Yes	Yes
	BHP Billiton (Manganese)	Yes	406	N, S/C	N, N/R	N, S/C	N, N/R	N, N/R	Yes	Yes	Yes	No
	CoAL (Coal of Africa)	Not/Av	Not/Av	N, N/R	Partly Yes	Partly Yes	N, N/R	N, N/R	Partly Yes	Partly Yes	Partly Yes	Partly Yes
	Continental Coal	Not/Av	Not/Av	Not/Av	Not A/v	Not A/v	Not A/v	Not A/v	Not A/v	Not A/v	Not A/v	Not A/v
	Corobrick	Not/Av	Not/Av	Not/Av	Not/Av	Not/Av	Not A/v	Not A/v	Not A/v	Not A/v	Not A/v	Not A/v
	De Beers	Yes	459	Yes	N, N/R	N, N/R	N, N/R	N, N/R	N, N/R	Yes	Yes	Yes
	DRD Gold	Not/Av	Not/Av	Not/Av	Not/Av	Not/Av	Not/Av	Not/Av	Not A/v	Not A/v	Not A/v	Not A/v
	EXXARO Resources	Yes	1433	Yes	Yes	Not/Av	N, N/R	Not/Av	Yes	Yes	Yes	Yes
	Gold Fields	Yes	1100	Yes	Yes	Yes	N, N/R	Yes	Yes	Yes	Yes	Yes
	Gold One	Yes	533	Not/Av	Not/Av	Not/Av	N, N/R	Not/Av	Yes	Yes	No	No
	Harmony	Yes	2767	Yes	Yes	Yes	N, N/R	Yes	Yes	Yes	Yes	Yes
	Imerys	Yes	41	N, N/R	N, N/R	N, N/R	N, N/R	N, N/R	N, N/R	Yes	Yes	Yes
	Impala	Yes	3423	Yes	Yes	Yes	Yes	N, N/R	N, N/R	Yes	Yes	Yes
	Kumba Iron Ore	Yes	1471	N, N/R	N, S/C	N, N/R	N, N/R	N, N/R	N, N/R	Yes	Yes	Yes
	Lonmin Platinum	Yes	2170	Yes	Yes	Yes	Yes	Yes	Not/Av	Yes	Yes	Yes
	Msobo Coal	Yes	79	Yes	Yes	Yes	N, N/R	N, N/R	N, N/R	Yes	Yes	Yes
Northam Platinum	Not/Av	Not/Av	Not/Av	Yes	Yes	N, N/R	N, N/R	Yes	Yes	Yes	Yes	
Optimum Coal	Yes	133	N, S/C	N, S/C	Yes	N, N/R	N, N/R	N, N/R	Yes	Yes	No	
Petra Diamonds	No	142	N, N/R	N, N/R	N, N/R	N, N/R	N, N/R	N, N/R	Partly Yes	Partly Yes	Partly Yes	
PPC	Yes	336	N, N/R	N, N/R	Not A/v	Not A/v	Not A/v	Not A/v	Yes	Yes	Yes	
Rio Tinto (PMC)	Yes	451	Yes	Yes	Yes	Not A/v	Not A/v	Not A/v	Yes	No	No	
Rito Tinto (RBM)	Yes	384	N, N/R	N, N/R	N, N/R	N, N/R	N, N/R	N, N/R	Yes	Yes	Yes	
Royal Bafokeng Platinum	Yes	570	Yes	Yes	Yes	Not A/v	Yes	Yes	Yes	Yes	Yes	
Sasol Mining	Not A/v	Not A/v	N, S/C	N, S/C	Yes	Not A/v	Yes	Yes	Yes	Yes	Yes	
Shanduka Coal	Yes	248	N, N/R	N, N/R	N, S/C	N, S/C	N, N/R	N, N/R	Yes	Yes	Yes	
Sibanye Gold	Yes	3100	Yes	Yes	Yes	N, N/R	N, N/R	Yes	Yes	Yes	No	
Total Coal	Yes	181	N, N/R	N, N/R	Yes	N, N/R	N, N/R	N, N/R	Yes	Yes	Yes	
Umcebo	Yes	218	N, N/R	N, N/R	N, S/C	N, N/R	N, N/R	Not A/v	Yes	Yes	No	
VAMETCO	Yes	40	N, N/R	N, N/R	Yes	N, N/R	N, N/R	Not A/v	Yes	Yes	Yes	
Vergenoeg Mine	Not/Av	Not/Av	Not/Av	Not/Av	Not/Av	Not/Av	Not/Av	Not A/v	Not A/v	Not A/v	Not A/v	
Village Main Reef	Yes	1140	Yes	Yes	Yes	Yes	N, N/R	Yes	Partly Yes	Yes	Yes	
Xstrata Alloys	Yes	1691	Yes	Yes	Yes	Yes	N, N/R	Yes	Yes	Yes	Yes	
Xstrata Coal	Yes	422	Yes	Yes	Yes	N, N/R	N, N/R	N, N/R	Yes	Yes	Yes	
Percentage of industry (by number of employees)	76%	75%	96%	94%	80%	94%	94%	72%	96%	95%	85%	87%

Annexure C: Draft Mining Charter Report Submission Summary

Company				Addendum		Quality		
	On Time to the Chamber i.e. 31/03/12?	Complete?	Accurate?	Submitted?	Complete?	%	No. of Employees	Source of Info.
Chamber Member Companies from which Reports were Received								
African Rainbow Minerals	15/04	Yes	Yes	Yes	Yes	80%	20365	MC 2012
Anglo American Platinum	25/03	Yes	Yes	Yes	Yes	100%	54000	MC 2012
Anglo American Thermal Coal	15/04	Yes	No	Yes	No	40%	15783	MC 2012
AngloGold Ashanti	16/03	Yes	Yes	Yes	Yes	100%	35936	MC 2012
BECSA (BHP Billiton)	05/04	Yes	No	Yes	No	40%	10149	MC 2012
BHP Billiton Manganese	05/04	No	Yes	Yes	No	40%	3023	MC 2012
CoAL (Coal of Africa)	28/03	Yes	Yes	Yes	No	80%	1647	MC 2012
Continental Coal	10/04	Yes	Yes	No	No	40%	204	MC 2012
Corobrick	28/03	Yes	No	No	No	40%	2500	MC 2011
De Beers	16/04	Yes	Yes	Yes	Yes	80%	4310	MC 2012
DRD Gold	28/03	Yes	No	No	No	40%	4500	MC 2011
Exxaro Resources	28/03	Yes	No	Yes	Yes	80%	25391	MC 2012
Gold Fields	25/03	Yes	Yes	Yes	Yes	100%	7661	MC 2012
Harmony	15/04	Yes	Yes	Yes	Yes	80%	34583	MC 2012
Imerys	05/06	Yes	No	Yes	Yes	60%	534	MC 1012
Impala Platinum	27/03	Yes	Yes	Yes	Yes	100%	41579	MC 2012
Kumba Iron Ore	13/15	Yes	No	Yes	Yes	60%	15790	MC 2012
Lonmin Platinum	26/03	Yes	Yes	Yes	Yes	100%	27117	MC 2012
Msobo Coal Pty Ltd	03/04	Yes	Yes	Yes	Yes	80%	988	MC 2012
Northam Platinum	16/04	No	Yes	Yes	No	40%	8663	MC 2012
Optimum Coal	22/03	Yes	Yes	Yes	Yes	100%	5199	MC 2012
Petra Diamonds	28/03	Yes	Yes	Yes	No	80%	5382	MC 2012
PPC	02/04	Yes	Yes	Yes	No	60%	3288	MC 2012
Rio Tinto (PMC)	18/04	Yes	No	Yes	Yes	60%	5632	MC 2012
Rio Tinto (RBM)	28/03	Yes	Yes	Yes	Yes	100%	4795	MC 2012
Royal Bafokeng Platinum	28/03	Yes	Yes	Yes	Yes	100%	7124	MC 2012
Sasol Mining	27/03	Yes	Yes	Yes	Yes	100%	12988	MC 2012
Springlake (Shanduka Coal)	05/04	Yes	Yes	Yes	No	60%	3112	MC 2012
Sibanye Gold Limited	13/03	Yes	Yes	Yes	Yes	100%	24854	MC 2012
Total Coal	28/03	Yes	Yes	Yes	No	80%	2418	MC 2012
Umcebo	05/04	Yes	Yes	Yes	No	60%	2750	MC 2012
VAMETCO - Evraz	28/03	Yes	Yes	Yes	Yes	100%	483	MC 2012
Vergenoeg Mining Company	10/04	Yes	No	No	No	20%	245	MC 2012
Village Main Reef	09/04	Yes	No	Yes	No	60%	7682	MC 2012
Xstrata Alloys	25/03	Yes	No	Yes	No	60%	10979	MC 2012
Xstrata Coal	11/04	Yes	Yes	Yes	Yes	80%	5271	MC 2012
Non-Chamber Member Company from which Reports were Received								
Gold One	11/04	Yes	No	Yes	Yes	60%	6851	MC 2012
Total	18	35	25	33	21	72%	423776	
Total Submissions	37	37	37	37	37	(Average)	499783	DMR 2011
Percentage	49%	95%	68%	89%	57%		85%	

Complete - means that both a submitted reporting template and addenda were provided for all the mining rights within a company. Furthermore, complete means that all the sections of the addendum and reporting template were adequately completed according to the Charter elements.

Accurate - means that the information in the reporting template was free from error according to the guidance.

Summary of Submissions

The Chamber has a total of 69 Member Companies. These are categorised into Mining Companies; Associations; Contractors and Financial Corporations. The Chamber received Charter reports from 37 mining companies, 36 of which were from Chamber members. It is not the Mining Charter's expectation for Contractors to prepare Charter reports. The table below indicates the Chamber members from which Charter reports were not received.

Company

Mining Companies

Amava Mining Investments
Atha Africa Venture
Aquarius Platinum South Africa
Barrik Africa
Black Mountain Mining
Giyani Gold South Africa (Pty) Ltd
Grenac Trading (Pty) Ltd
Jindal Africa
Kangra Coal
Kuyasa Coal
Ledjadja Coal (Pty) Ltd
Mvelo Platinum Group (Pty) Ltd
Neo Resources
Pegmin (Pty) Ltd
Platinum Group Metals
Samancor Chrome
Siyanda Coal
Sumo Coal
Trans Hex Group
Tshipi E Ntle Managnese Mining
VMCL Mining SA (Pty) Ltd
Wesizwe Platinum

Associations

Aggregate and Sand Produces
Association (ASPASA)
Clay Brick Association
South African Mining Contractors
South African Diamond Producers
Organisation
South African Woman in Mining
Association

Contractors

Murray and Roberts Cementation
Redpath
Shaftsinkers (Pty) Ltd

Financial corporations

Anglo American
Rio Tinto
Siyanda Resources (Pty) Ltd