

# Supplementary reporting:

## Employee volunteering and donations

This supplementary report provides additional information of employee volunteering and donations at Lonmin. It is a supporting document for the 2015 Sustainable Development Report, which is available at [www.sd-report.lonmin.com/2015/Supplementary\\_report\\_Employee\\_volunteering\\_and\\_donations.pdf](http://www.sd-report.lonmin.com/2015/Supplementary_report_Employee_volunteering_and_donations.pdf).

### Overview

Lonmin invests in communities through projects formalised in the Social and Labour Plans and within the community development department's strategies, with the goal of improving community members' quality of life. On occasion the Company is made aware of an immediate need, which can be addressed through a donation. These occasions enable employees and departments to contribute to the community outside the formal structure of community development.

We do not currently have the systems in place to track volunteering hours or the number of employees who participate in these activities. However, the initiatives discussed below demonstrate our commitment to community contribution and show what Lonmin and its employees stand for and believe in.

### Nelson Mandela International Day participation

On Nelson Mandela International Day (18 July) employees devote at least 67 minutes of their time to honour Madiba through humanitarian acts and initiatives that change the world for the better. Mandela Day activities during 2015 included:

- The elderly from Mkhancwa and Reedville communities outside Brakpan were treated to a breakfast and received blankets.
- Books were collected for libraries in schools around the mine.
- The Tusanang Crèche in Marikana was cleaned, classrooms repaired, painted and redecorated by the team from Karee 4B/1B. The team also donated stationery to the school.
- The Training Academy donated 67 packs of sanitary towels to Machadam Combined School. This basic item of feminine hygiene is a luxury for many girls living in underprivileged areas.

### Participation in awareness campaigns and drives

Annually a number of awareness campaigns on a variety of topics take place to focus the attention of the public on a particular topic, such as cancer, HIV/Aids, threatening illnesses and disabilities. During 2015, Lonmin's employees from varying departments and the Company itself took part in several campaigns, including:

- The Chief Executive Officer, Ben Magara, was among 200 business leaders who took part in the inaugural 702 Sun International CEO SleepOut in June this year. The event is part of a global initiative to bring attention to the plight of millions of children who do not have a place to call home. Each chief executive officer was required to raise at least R100,000 to take part. Lonmin Board members, Exco members and a number of employees also donated to SleepOut.
- Employees participated in the "Casual Day" drive that focuses on raising funds to support people with disabilities.
- Employees from 4B shaft donated clothing for "Slipper Day" to raise funds for children fighting life threatening illnesses.
- PMR employees joined the 2015 "Walk the Talk" that was hosted on 26 July 2015 in support of peace and tolerance and to say "No" to xenophobia. The PMR team also distributed school uniforms to 33 pupils at Sizuzile Primary School in Tsakana on the East Rand.
- The Communications and Corporate Affairs team handed over groceries donated by Lonmin employees to the Red Cross to support victims of the xenophobic violence.
- The Lonmin team at the Contractor Hub commemorated Youth Day by donating school uniforms for pupils at local schools.
- The Payroll Department of the Company kicked off the 16 Days of Activism for No Violence Against Women and Children by taking part in the annual Sisters with Blisters Walk.

## Employee, suppliers and the Company's contributions to welfare

Philanthropy is at the heart of our employees, suppliers and the Company and plays an important role in society. During the year Lonmin, its suppliers and employees offered charitable services to the community at large.

- This year, Lonmin established a Waste Swap Shop in Wonderkop that encourages children to trade recyclable waste for stationary or clothing. Employees and suppliers were encouraged to donate second-hand clothing, sporting equipment, stationery and toys to the shop.
- In partnership with Mvelo Platinum, Electro Hydro World and employees from E2 and E3 shafts paid a visit to Reatlegile Day and Night Care Centre in Bapong and treated the children to lunch and snacks while donating blankets, toiletries, cleaning supplies, stationery, toys and furniture.
- The Community Health team helped a young resident from Bapong by donating a high-tech wheelchair. The team also handed over 21 wheelchairs to seven local clinics in a bid to improve primary healthcare services for injured and vulnerable members of the community.
- Our IT team together with Datacentrix, our hardware supplier, refurbished computers and peripherals at local schools in support of the Lonmin school infrastructure programmes.
- Two suppliers – Vega Steel and The Engineering Establishment – donated toys and food to activities at the Marikana Catholic Church Community Food Centre. Lonmin supplies this centre with fresh fruit, vegetables and dry goods to feed 80 to 100 children on a daily basis.
- The BMR team offered maintenance support to the Bapong Community Health Centre by fixing outside lighting, consulting room doors, leaking taps and the exit gate.
- The annual Lonmin golf day took place in Rustenburg to collate funds for Christmas gifts for 70 underprivileged children.
- The Lonmin Emergency and Disaster Management crew helped to make the Mooinooi/N4 interchange safer by working with the local provincial authorities to replace the stop signs with traffic lights and also installed street lighting. The same crew participated in the rescue of a young man trapped on a mountain ledge of the Kloof Resort in Rustenburg.
- The Community Education Department pays the salaries of 16 people working at the Mooinooi Grace Centre, a centre supporting people suffering from addictions and families that require shelter.

## Knowledge sharing

We believe in fostering the philosophy of “Ubuntu” in our organisation. The term roughly translates to “human kindness” or a belief of sharing. During 2015, our teams empowered youth and created growth opportunities for students.

- The teams from Newman shaft and the Geology Department hosted a group of 15 geology students from the University of the Witwatersrand for their first trip underground.
- High school learners from the community visited the mine and received a tour of its training facilities that include a mock-up centre representing the underground environment.
- The Optimisation Department hosted 28 students from Kgale Primary school in Phokeng near Rustenburg to provide them with exposure to careers in mining.