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Key Performance Statistics

Measurement		2013	2014	2015	2016	2017
Corporate profile: Production						
PGMs produced	oz	1,336,109	882,094	1,447,364	1,440,724	1,320,802
Material Focus Area 1: Employee Relationships						
Employees	Number	28,379	28,276	26,968	25,296	24,713
Contractors	Number	10,042	10,016	8,701	7,497	7,831
HDSAs, including white women, employed in management	%	47.2	48.4	50	52.4	55.6
Women employed in mining ¹	%	5.09	5.35	6	6.3	6.4
Women employed at the mine ²	%	8	8.18	8.8	9.1	9.1^{✓LA}
Employee turnover rate	%	6.1	5.0	9.1	7.9	4.0
Employees belonging to organised trade unions	%	87.7	88.6	91	93	92.7
People registered for AET	Number	954	473	781	691	128
People on graduate programme	Number	35	34	39	41	35
People on learnership programme	Number	181	144	148	38	89
People on bursary programme	Number	86	89	98	66	44
Employees with mentorship agreements	Number	63	75	115	104	105
HRD expenditure as % of annual payroll – WPL and EPL	%	3.2	3.3	2.6	2.3	2.3^{✓LA}
Total HRD spend in financial year – WPL and EPL	Rand	202 million	172 million	182 million	156 million	169.7 million
Material focus area: Safety and health						
Fatalities	Number	3	1	3	4	5
Lost-time injury frequency rate	Rate ³	3.50	3.34	5.41	4.97	4.52^{✓RA}
Level 3 safety incidents	Number	21	12	21	11	18
Lost-time injuries	Number	317	217	473	409	373
Total injury frequency rate	Rate	8.48	8.20	13.28	12.96	10.70^{✓RA}
Section 54 stoppages	Number	18	20	36	50	42
New NIHL cases diagnosed	Number	48	66	199	72	37^{✓LA}
NIHL cases compensated	Number	36	49	108	104	44
Diagnosed and treated tuberculosis cases	Number	446	436	462	411	330^{✓LA}
HIV/Aids related deaths	Number	99	97	119	72	98
Voluntary counselling and testing (VCT) conducted	Number	17,682	17,964	16,301	18,372	23,820
Patients on anti-retroviral treatment (ART)	Number	3,288	3,666	4,167	4,483	4,843
Patients on the wellness programme	Number	690	637	477	284	94

¹ Women employed in mining represent those employed in core mining operations.

² Women employed at the mine represent all women employed at our operations.

³ Injuries per million hours worked.

Measurement	2013	2014	2015	2016	2017	
Material focus area:						
Community relationship and investment						
Community members receiving portable skills training	Number	154	158	138	137	165
Project spend in South African Rand against approved budget (Health, Education and Social Infrastructure) WPL and EPL	Rand	38,661,225	47,672,897	62,551,667	52,062,623	80,558,123^{✓LA}
Material focus area:						
Environment						
Total fresh water consumption	m ³	8,284,039	6,206,167	8,326,566	8,043,792	7,604,582^{✓LA}
Total fresh water consumption efficiency	m ³ /PGMoz	6.20	7.04	5.8	5.58	5.76
Electricity	MWh	1,555,651	1,135,000	1,620,862	1,571,620	1,546,561
Electricity efficiency	MWh/PGMoz	1.16	1.28	1.12	1.09	1.17
Total direct and indirect energy	Terajoules	6,740	4,696.7	6,783.1	6,344.2	6,238.1^{✓LA}
Energy efficiency	GJ/PGMoz	5.04	5.32	4.68	4.40	4.72
Greenhouse gas (GHG) emissions (Scope 1, 2 and 3)	KtCO ₂ e	1,646	1,205	1,757	1,665	1,608.7^{✓LA}
GHG efficiency (Scope 1 and 2)	tCO ₂ e/PGMoz	1.23	1.36	1.21	1.16	1.21
Tailings disposed to tailings facilities	Kilotonnes	11,661	6,006	11,636	10,222	9,889
Waste rock disposed to rock dumps	Kilotonnes	996	491 ¹	870	865	535
Hazardous waste disposed of to landfill	Tonnes	71,336	40,097	86,881	70,603	69,747
General waste to landfill	Tonnes	9,577	5,460	8,585	8,766	8,612
Average sulphur dioxide emissions	Tonnes/day	11.9	7.16	11.2	13.6	13.1

Assurance provided by KPMG: Reasonable (✓RA), Limited (✓LA)

¹ Quantity of waste rock disposed to rock dumps has been restated.

Safety And Sustainable Development Policy

SAFETY AND SUSTAINABLE DEVELOPMENT POLICY



We are Lonmin, a primary producer of Platinum Group Metals. We create value by the discovery, acquisition, development and marketing of minerals and metals.

We respect the communities and nations that host our operations and conduct business in a sustainable, socially and environmentally responsible way.

To honour our Charter, and to create sustainable value for our stakeholders, Lonmin is committed to improving the quality of life of current and future generations through the integration of economic prosperity, social development and environmental protection by:

Honouring our health and safety values and sustaining an environment that promotes the safety, health and wellbeing of our employees and their families, contractors and the communities where we operate.

Providing adequate and appropriate resources to implement effective management systems and risk management based on valid data and sound science, during all phases of our operations to ensure the reduction of risks and the adoption of best practices.

Respecting and valuing the fundamental human rights, cultural heritage and indigenous traditions of our employees, communities and other stakeholders where we operate.

Integrating safety and sustainability development into the decision making process during all phases of our operations.

Upholding ethical business practices, sound corporate governance and transparency, while meeting or exceeding applicable legislation, standards and other requirements.

Implementing the principle of equal opportunity and equity while maintaining an appropriate skilled and diverse workforce.

Empowering our host communities and improving their quality of life by contributing to their long term social, economic and institutional development and promoting the beneficiation of our minerals.

Implementing effective material stewardship to manage the lifecycle of our products on a socially and environmentally responsible manner.

Promoting the sustainable use of natural resources and the reduction, re-use and recycling of waste.

Preventing pollution and environmental degradation in order to reduce our impact on the environment and the communities where we operate.

Responding to climate change and driving the reduction of greenhouse gases by adopting best practice technology, alternative energy sources, improved control systems and management practices.

Promoting integrated land use management and biodiversity conservation by applying a precautionary approach during all phases of our operations, including mine closure.

Maintaining transparent and ongoing consultative relationships with all stakeholders and incorporating this engagement into the decision making process.

Fostering the commitment of all employees and contractors to this policy through training and awareness programmes.

Seeking continual improvement to achieve a high level of performance through a framework of setting and reviewing our policy, objectives and targets.

Reporting publicly our sustainable development performance in accordance with ICMM Sustainable Development Framework and utilising the guidance of the Global Reporting Initiative Sustainable Reporting Guidelines.

Ben Magara
Chief Executive Officer

August 2017

Lonmin Charter

We are Lonmin, a primary producer of Platinum Group Metals. We create value by the discovery, acquisition, development and marketing of minerals and metals.

We respect the communities and nations that host our operations and conduct business in a sustainable, socially and environmentally responsible way.

Mission

- To grow and build our portfolio of high quality assets
- To deliver the requirements of the South African broad-based socio-economic Mining Charter and we welcome the opportunity to transform our business
- To build a value-based culture founded on safe work, continuous improvement, common standards and procedures, community involvement and one that rewards employees for high performance

We are successful when

- Our employees live and work safely and experience the personal satisfaction that comes with high performance and recognition
- Our shareholders are realising a superior total return on their investment and support our corporate sustainability values
- The communities in which we operate value our relationships
- We are meeting our commitments to all business partners and our suppliers, contractors, partners and customers support our Charter

Our values

- Zero Harm – We are committed to Zero Harm to people and the environment
- Integrity, honesty and trust – We are committed ethical people who do what we say we will do.
- Transparency – Open, honest communication and free sharing of information
- Respect for each other – Embracing our diversity enriched by openness, sharing, trust, teamwork and involvement
- High performance – Stretching our individual and team capabilities to achieve innovative and superior outcomes
- Employee self-worth – To enhance the quality of life for our employees and their families



Brian Beamish
Chairman



Ben Magara
Chief Executive Officer