



IMPLATS
EXCELLENCE IN PGMs

Creating a better future

GRI report 2021

GRI REPORT

Disclosure number	Disclosure title	Company response	Report and page reference
GRI 102 – GENERAL			
Organisational profile			
GRI 102-1	Name of the organisation	Impala Platinum Holdings (Implats)	
GRI 102-2	Activities, brands, products, and services	Mining, refining and marketing of platinum group metals (PGMs), as well as nickel, copper and cobalt. An overview is provided in the organisational overview , and review of our business model , in our integrated annual report (IAR). An overview of our business is provided on our website www.implats.co.za	IAR 10, 11, 20, 21
GRI 102-3	Location of headquarters	Johannesburg, South Africa	
GRI 102-4	Location of operations	South Africa, Zimbabwe and Canada	
GRI 102-5	Ownership and legal form	See section on our organisational overview in the IAR. Additional detail is provided on our website: http://www.implats.co.za . Implats is a publicly traded company listed on the Johannesburg Stock Exchange (JSE)	IAR 10
GRI 102-6	Markets served	See section on our organisational overview . Additional detail is provided on our website: http://www.implats.co.za	IAR 10
GRI 102-7	Scale of the organisation	See section on our organisational overview in the IAR and performance data tables in the Implats ESG (environmental, social and governance) report 2021. Further details are provided in the sustainability section of the Implats website and in the IAR operational performance reviews	IAR 10, 11, 94 to 133 ESG report 123 to 137
GRI 102-8	Information on employees and other workers	Our workforce figures are presented in the performance data tables in the ESG report. Additional details are provided in the performance data tables in the sustainability section of the Implats website. An assessment of our progress in ensuring greater diversity in gender is reported in our 2021 performance on diversity and performance data tables. The majority of our workforce are full-time employees, or supervised employees of contractors. We do not have any significant variations in employment numbers as we do not operate a seasonal business	ESG report 123 to 131
GRI 102-9	Supply chain	Implats has a large and diverse supplier base that spans the entire value chain from exploration to final production of precious metals in the refining process. Our approach to managing supply chain risks is reviewed in the section on responsible sourcing . We focus on increasing our levels of expenditure with local suppliers and on developing existing procurement capacity in the areas close to our operations. Our approach and progress is reviewed in the section on inclusive procurement and mine community enterprise and supplier development	ESG report 108 to 111, 118
GRI 102-10	Significant changes to the organisation and its supply chain	No major changes to report. Any changes to the quantitative reporting parameters are identified in the relevant sections of the ESG report and IAR	
GRI 102-11	Precautionary principle or approach	The principles that underlie the precautionary approach inform many of our activities, notably in terms of our management of occupational safety and health and our impacts on the environment. We seek to have a net positive impact on society through our responsible environmental management practices and through the nature of our resulting investments in social and human capital. Our activities in implementing these principles are described throughout our ESG report. Specific examples are provided in the environment chapter in the ESG report	ESG report 31 to 59
GRI 102-12	External initiatives	Our ESG report has been developed in line with the recommendations of the GRI Sustainability Reporting Standards and with consideration to the United Nations Global Compact (UNGC). We review how we are responding to the Mining Charter in the respective sections of our ESG report and in the ESG section of our website. We participate annually in the CDP climate change and water disclosure projects	
GRI 102-13	Membership of associations	Implats is a member of the International Platinum Association (IPA) and the Minerals Council South Africa. Implats is a signatory of the UNGC	

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Strategy			
GRI 102-14	Statement from senior decision-maker	This is addressed in the message from the CEO	ESG report 18 to 21
GRI 102-15	Key impacts, risks, and opportunities	A broad overview is provided in the following sections of the ESG report: materiality assessment, embedding sustainability, supporting UN SDGs, and our risk management process . More details are provided in the respective sections of the ESG report	ESG report 6, 7, 11 to 13, 119
Ethics and integrity			
GRI 102-16	Values, principles, standards, and norms of behaviour	Our purpose, vision and values are outlined in the ESG report. The Implats code of ethics represents our values in actions and can be found on our website	ESG report 8
GRI 102-17	Mechanisms for advice and concerns about ethics	Implats has a code of ethics, anti-bribery and anti-corruption policy and related governance policies in place to guide ethical behaviour. A toll-free helpline is in place to facilitate the confidential reporting (whistleblowing) of alleged incidents that are reported to the chief audit executive and the board chairman	ESG report 115
Governance			
GRI 102-18	Governance structure	An overview is provided in the corporate governance review in our IAR. Detailed information on our governance structure, including the nature of the composition of the board of directors and the various board committees is provided on our website and in the corporate governance report within our Notice to Shareholders report (NSR) for the year ended June 2021, available on our website	IAR 31 to 35 NSR 11 to 16
GRI 102-19	Delegating authority	Information is provided in the ESG report section on sustainability governance structures and processes and in the IAR section on corporate governance	ESG report 22 IAR 31 to 35
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	At an executive level, sustainable development falls under the responsibility of the executive committee (exco), which is responsible for reviewing performance in terms of the Group's non-financial indicators. Exco lends support to the board's HSER, STR, SET and audit committees. Our chief executive officer (CEO) assumes overall responsibility for sustainability related issues and reports directly to the board	ESG report 22, 23
GRI 102-21	Consulting stakeholders on economic, environmental, and social topics	Implats has structured and prioritised strategic stakeholder engagement and communication actions and projects across the Group, based on internal stakeholder mapping and risk assessment intelligence. Further information is provided in the section on improving our stakeholder relations	ESG report 24 to 27
GRI 102-22	Composition of the highest governance body and its committees	Full details of the governance bodies can be found in our corporate governance reporting sections	IAR 31 to 35 NSR 12,15,16
GRI 102-23	Chair of the highest governance body	Thandi Orleyn is an independent non-executive director and chairman of the board	
GRI 102-24	Nominating and selecting the highest governance body	Our approach is outlined in the board appointment process. Our board charter ensures that the diversity of South Africa is considered when appointing board members. Shareholders are involved in the election of board members	NSR 3
GRI 102-25	Conflicts of interest	Implats' code of ethics underpins the business practice to which all employees and suppliers are expected to adhere. This year we introduced a standalone anti-bribery and anti-corruption policy. Our fraud, corruption and whistleblowing policy outlines conflicts of interest and the disciplinary action (including dismissal or prosecution) that will be taken in the event of any contravention. Further information is provided in the ESG report section on ethics and integrity	ESG report 115
GRI 102-26	Role of highest governance body in setting purpose, values and strategy	A brief review of the two key board committees involved in sustainability governance issues – the social, transformation and remuneration committee (STR), and the health, safety and environment (HSE) committee – is provided in the review of our sustainability governance structures and processes. A more detailed review of the composition and activities of these board committees is provided in the IAR and NSR corporate governance sections	ESG report 22, 23 IAR 45,47

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GRI 102-27	Collective knowledge of highest governance body	The STR committee and the HSE committee address ESG-related issues at the board level	
GRI 102-28	Evaluating the highest governance body's performance	The board and the sub-committees undergo an evaluation process every two years to assess their effectiveness. Further information is provided in the NSR	IAR 31 NSR 13,17
GRI 102-29	Identifying and managing economic, environmental, and social impacts	An outline of the process Implats follows can be found in the section on materiality assessment, and our risk management process	ESG report 6, 119
GRI 102-30	Effectiveness of risk management processes	The Group risk profile is presented to the board quarterly for review. See section on our risk management process	ESG report 119
GRI 102-31	Review of economic, environmental, and social topics	The STR committee and the HSE committee address ESG-related issues at the board level. The risks and opportunities are presented to the board every quarter	
GRI 102-32	Highest governance body's role in sustainability reporting	At the board level, sustainability issues are addressed through the STR committee and the HSE committee	
GRI 102-33	Communicating critical concerns	Critical concerns are reported to the board by the STR and HSE committees	
GRI 102-34	Nature and total number of critical concerns	The most material issues are communicated throughout the ESG report, as are the responses to these issues	
GRI 102-35	Remuneration policies	Details are provided in the IAR section on managing performance through remuneration . Further details are provided in the remuneration report in our NSR	ESG report 85 IAR 36 to 43 NSR 28 to 68
GRI 102-36	Process for determining remuneration	Details are provided in the IAR section on managing performance through remuneration , reviewing remuneration linked to stakeholders and strategy. Further details are provided in the remuneration report in our NSR	ESG report 85 IAR 36 to 43 NSR 28 to 68
GRI 102-37	Stakeholders' involvement in remuneration	Details are provided in the IAR section on managing performance through remuneration , reviewing remuneration linked to stakeholders and strategy. Further details are provided in the remuneration report in our NSR	IAR 36 to 43 NSR 28 to 68
GRI 102-38	Annual total compensation ratio	An overview is provided in the wage gap analysis reviewed in the ESG report. The focus in recent years on pay differentiation has resulted in a concerted effort to close the wage gap by showing restraint in executive pay while addressing the issue of minimum wages and income differentials to improve the lives of our employees. Details are provided in the IAR review of managing performance through remuneration . Further details are provided in the remuneration report in our NSR	ESG report 85 IAR 36 to 43 NSR 28 to 68
GRI 102-39	Percentage increase in annual total compensation ratio	The remuneration packages for the company's top executive are reviewed in the remuneration report in the NRS. The Implats minimum wage for permanent full-time employees remains significantly higher than the prescribed national minimum wage in South Africa. Further details are available on request	NSR 28 to 68
Stakeholder engagement			
GRI 102-40	List of stakeholder groups	See section on our stakeholder groups	ESG report 25
GRI 102-41	Collective bargaining agreements	Employees currently covered by collective bargaining agreements (excluding management): 83% of permanent employees in South Africa, 72% of employees in Canada, and 23% of employees in Zimbabwe	
GRI 102-42	Identifying and selecting stakeholders	See ESG report section on engaging our stakeholders and IR section on stakeholder material matters	ESG report 24 IAR 12,13
GRI 102-43	Approach to stakeholder engagement	See ESG report section on engaging our stakeholders and IR section on stakeholder review and engagement	ESG report 24 IAR 12,13
GRI 102-44	Key topics and concerns raised	See ESG report section on improving relations with our stakeholders and IR section on stakeholder material matters and outcomes per capital	ESG report 26, 27 IAR 14 to 18

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Reporting practice			
GRI 102-45	Entities included in the consolidated financial statements	The boundary scope and target audience are described in our approach to reporting . Implats reports on all operations for which it has direct management control	ESG report 5
GRI 102-46	Defining report content and topic boundaries	Implats has followed the process for defining the report content as outlined in GRI Standard 101: Foundation. The report content is informed primarily by the expectations of our stakeholders and internal risk management processes, which in turn have informed the identification of our most material issues. Other considerations are the requirements of the King IV Governance Standard – the expectations of which we have progressively aligned with – and the recommendations of the GRI Sustainability Reporting Standards. Material aspects have been chosen with the aim of demonstrating our impacts, risks and opportunities and how we create, preserve and erode value over time. In terms of this GRI Standard table, we have reported against the GRI Standards that are material and for which we have data. Where applicable, an explanation for not reporting is provided	
GRI 102-47	List of material topics	Our material sustainability issues are identified within the main environment and social (our people and our mine communities) performance focus sections of the ESG report. In terms of the GRI aspects, those that are not seen to be material are identified in this table, and the reasons for this assessment are provided in the response to each relevant aspect below	ESG report 30 to 114
GRI 102-48	Restatements of information	All restatements are indicated and explained in our summary performance data and performance data tables. Data reported for previous years has been restated to exclude Mimosa where applicable	
GRI 102-49	Changes in reporting	There have been no significant changes since our last report published for the 2020 financial year	
GRI 102-50	Reporting period	1 July 2020 to 30 June 2021	
GRI 102-51	Date of most recent report	2020	
GRI 102-52	Reporting cycle	Annual with quarterly production reports issued	
GRI 102-53	Contact point for questions regarding the report	Email: investor@implats.co.za Tel: +27 11 731 9000	
GRI 102-54	Claims of reporting in accordance with the GRI Standards	See section our approach to reporting and independent assurance report . This report has been prepared in accordance with the GRI Standards: Core option	ESG report 5, 138
GRI 102-55	GRI content index	See section on our approach to reporting and the independent assurance report . We are reporting in accordance with the GRI Standards: Core option. This document (full content index table) is available on the Implats website (www.implats.co.za)	ESG report 5, 138
GRI 102-56	External assurance	Selected performance information has been independently assured through a third-party assurance provider Nexia SAB&T. See the independent assurance report . The audit committee approves each year: the scope of non-financial data auditing; the appointment of the service provider for assurance; and receives a detailed account of the audit findings and actions from management	ESG report 138 to 140

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GRI 103: MANAGEMENT APPROACH			
GRI 103-1	Explanation of the material topic and its boundary	Our performance review for each of the topics covers all of our operations over which we have direct control and for which we set and implement policy and standards and for the material aspects identified, unless otherwise indicated in the text. The focus of our report is on those activities directly within our control. The issues of material interest to our stakeholders are listed in the table in the section on engaging our stakeholders – although this does not make explicit reference to the GRI topics, these can be inferred from the table. Material topics have been chosen with the aim of demonstrating our impacts, risks and opportunities and how we create, preserve and erode value over time. This GRI Standard table provides a review of our current process and where Implats needs to make further progress or changes	ESG report 26, 27 IAR 14 to 18
GRI 103-2	The management approach and its components	Implats manages material topics using similar methodologies. We have a suite of policies, which govern behaviour across ethics, safety, health and environment (SHE), human resources, labour relations, human rights and more. Commitments, goals and targets are approached uniquely within each topic. For health and safety we have a zero-harm approach. Where appropriate we participate in collective action to solve systemic issues beyond our factory fence line. Initiatives tackling specific topics can be found throughout the ESG report and IAR. Grievance mechanisms are in place for stakeholders to register issues, using the Implats whistleblowers hotline	
GRI 103-3	Evaluation of the management approach	We report annually on our progress in addressing material topics and impacts in our ESG report and IAR. The STR committee, supported by the HSE committee, address ESG-related issues at board level. The risks and opportunities are presented to the board every quarter. Where the response to a topic is deemed unsatisfactory, we work to redesign our approach with key stakeholders to improve our performance	
SPECIFIC STANDARD DISCLOSURES			
Economic			
GRI 201-1	Direct economic value generated and distributed	Our value added statement for the Group and for the individual operations is provided in the IAR. A detailed breakdown of the economic value added throughout 2021 is provided on our website	IAR 19, 94, 100, 104, 110, 116, 122, 128
GRI 201-2	Financial implications and other risks and opportunities due to climate change	A detailed assessment of the risks and opportunities of climate change, including (where feasible) an assessment of the financial implications, is provided in our most recent CDP submission, available at www.cdproject.net	
GRI 201-3	Defined benefit plan obligations and other retirement plans	This is disclosed as part of the annual financial statements (AFS), available on our website	AFS 82
GRI 201-4	Financial assistance received from government	No significant financial assistance from government towards our socio-economic partnership projects was received in the year reviewed	

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Market presence			
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Implats is committed to providing competitive and fair wages and pays according to industry and market benchmarks. A wage gap analysis overview is provided in our ESG report. Implats' minimum wage is significantly higher than the national level in South Africa. There are no local minimum wages that are stipulated. The compensation overview is provided in the remuneration report in the NSR	ESG report 85 IAR 37 NSR 28 to 68
GRI 202-2	Proportion of senior management hired from the local community	Our procedures focus on drawing skills from surrounding communities within our areas of operation. Our efforts are reviewed in the section on talent attraction, retention and development . Within the context of the South African operations, challenges include the low educational levels particularly of youth. Our local hire distribution (represented by historically disadvantaged South Africans (HDSA) is reported in the people performance data in the sustainability section of our website. Local hire is defined as within country of operation and has been designated according to the proximity to the operation. Employee distribution is based on place of origin and is provided based on province and country. Statistics on the proportion of senior management hired from the local community are available for specific regions on request	ESG report 83 to 88
Indirect economic impacts			
GRI 203-1	Infrastructure investments and services supported	The amount spent on infrastructure developments, and examples of beneficiaries and impacts achieved, are reviewed in the section on community wellbeing and development . Further information is available on request	ESG report 101 to 107, 122
GRI 203-2	Significant indirect economic impacts	Examples of economic impacts can be found throughout the ESG report. For example, we contribute to the provision of public goods and services through taxes paid; we provide sustainable full-time employment (directly and indirectly) and invest in the long-term development of people through training and skills development; and we stimulate economic activity through our enterprise development and procurement activities. Regarding the economic impact on jobs supported in the supply chain, our policies encourage suppliers to employ people from the local communities; the measurement and management thereof is controlled and reported by the human resources (HR) department	ESG report 86, 87, 96, 108 to 111
Procurement practices			
GRI 204-1	Proportion of spending on local suppliers	The review of our inclusive procurement and enterprise and supplier development activities demonstrates that we are BEE compliant and promote local procurement in Zimbabwe and Canada. Further information is available on request	ESG report 108 to 111
Anti-corruption			
GRI 205-1	Operations assessed for risks related to corruption	All business units are consistently monitored for fraudulent activity and corruption, including suppliers. Information is provided in the review of our approach to ethics and integrity	ESG report 115, 116
GRI 205-2	Communication and training about anti-corruption policies and procedures	This issue is addressed in the section on ethics and integrity . Anti-corruption training continues to be conducted for all procurement personnel, which covers how to identify fraud and corruption and anonymous means of reporting it	ESG report 22, 23
GRI 205-3	Confirmed incidents of corruption and actions taken	Information is provided in the table reviewing fraud/ethics-related allegations reported Group-wide in the 2021 financial year	ESG report 116

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Anti-competitive behaviour			
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	There were no incidences in the current year	
Materials			
GRI 301-1	Materials used by weight or volume	Provided in our environment performance data tables . Additional details are provided in the sustainability section of our website	ESG report 135
GRI 301-2	Recycled input materials used	Apart from recycled water, there is no recycled input identified as being material. Recycled water percentages are provided in our environment performance data tables . We continue to pursue opportunities to reuse non-mineral waste that is recycled, as an input	ESG report 135
GRI 301-3	Reclaimed products and their packaging materials	Due to the nature and application of our main products, this is not seen to be a material issue. PMG metals are inert and are used in various forms, including in catalytic converters and other applications aimed at “greening” economic activity. An overview of anticipated market developments in this area is provided in the review of our operating context in our IAR	IAR 60
Energy			
GRI 302-1	Energy consumption within the organisation	In the section on our climate change and energy use management performance we report our total energy consumption and main types of energy consumption and review our efforts aimed at facilitating a switch to greater usage of renewable fuel sources. Operational energy consumption values are provided in our environment performance data tables relating to Group material consumption and energy	ESG report 9, 44, 135
GRI 302-2	Energy consumption outside of the organisation	We do not believe this to be a sufficiently material issue for our internal reporting purposes	
GRI 302-3	Energy intensity	Implats reports an energy usage intensity measure that takes account of the amount of gigajoules consumed per tonne milled or ounce of platinum produced; this can be deduced from the energy and production data provided in our environment performance data table . Our energy intensity was 0.86 GJ/tonne milled for this reporting cycle	ESG report 44, 135
GRI 302-4	Reduction of energy consumption	Information on our initiatives and targeted reductions is provided in the review of our climate change and energy use management performance. Further information can be found in our response to the CDP Climate Programme, available at www.cdproject.net	ESG report 41 to 44
GRI 302-5	Reductions in energy requirements of products and services	See section on climate change and energy use management performance. Through our annual submission to the CDP, we have been reporting the greenhouse gas (GHG) emissions associated with our sold products. Implats does not currently track the reductions of energy requirements of sold products	ESG report 41 to 44
Water			
GRI 303-1	Water withdrawal by source	Water withdrawals are identified by source in the review of our 2021 water stewardship performance	ESG report 37
GRI 303-2	Water sources significantly affected by withdrawal of water	See the reviews of our water stewardship and management of mine closure, rehabilitation and biodiversity . Further information can be found in our latest response to the CDP's Water Programme (www.cdproject.net)	ESG report 34 to 38, 56 to 59
GRI 303-3	Water recycled and reused	A total of 25 869 megalitres of water was recycled, which equates to 51% of all the water consumed, against a Group target of 44%. Operational level information on the amount of water consumed that was recycled is disclosed in the environment performance table	ESG report 135

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Biodiversity			
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	The name, location and size of operations near such areas is provided in the section on biodiversity . Details of land leased is provided in the environment performance data tables	ESG report 59, 137
GRI 304-2	Significant impacts of activities, products, and services on biodiversity	The potential impacts are immaterial or negligible, as identified in the ESG report section on biodiversity . Impacts are not deemed significant and therefore none are reported	ESG report 58, 59
GRI 304-3	Habitats protected or restored	This is addressed in the section reviewing our rehabilitation and biodiversity data table and our land management data is available in the performance data table	ESG report 57 to 59, 136
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Our biodiversity studies have revealed our red data species and have highlighted the alien species within our areas of operation. We will seek to report more fully on this information once our GRI Standards process is embedded	
Emissions			
GRI 305-1	Direct (scope 1) GHG emissions	We report our total direct CO ₂ emissions in our section on climate change and energy use management . GHG emissions have been calculated and reported in accordance with the Defra Voluntary Reporting Guidelines. Operational level information is available in the environment performance table and further details can be found in our CDP report, available on our website and at www.cdproject.net	ESG report 44, 136
GRI 305-2	Energy indirect (scope 2) GHG emissions	We report our total indirect CO ₂ emissions in our section on climate change and energy use management . Data by operation is provided in the environment performance table . Additional information can be found in our CDP report, available on our website and at www.cdproject.net	ESG report 44, 136
GRI 305-3	Other indirect (scope 3) GHG emissions	We report our total estimated indirect CO ₂ emissions in our section on climate change and energy use management . Additional information can be found in our CDP report, available on our website and at www.cdproject.net . Scope 3 emissions reported in CDP reporting has a 12 months' lag. We continue to improve the quality of our measuring of scope 3 emissions	ESG report 44
GRI 305-4	GHG emissions intensity	Our carbon emissions intensity was 0.178 tonnes CO ₂ per tonne milled	ESG report 44
GRI 305-5	Reduction of GHG emissions	Our approach, targets and achieved reductions in GHG emissions are reviewed in the section on climate change and energy use management. We use a GHG handbook that provides a systematic approach to calculating our footprint across the Group and assists in meeting our carbon management and reporting requirements. Our scope 1 and scope 2 emissions are audited. We continued working with industry experts to help improve our accounting of scope 3 emissions and added more sources of emissions to this category	ESG report 41 to 44
GRI 305-6	Emissions of ozone-depleting substances (ODS)	None of our operations use ozone-depleting substances	
GRI 305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Information regarding our SO ₂ , NOx, and PM emissions can be found in our review of air quality management . Our NOx and SO ₂ emissions at each of our operations over the last five years are presented in the environment performance data table . All other emissions are deemed not material due to the nature of our activities	ESG report 45 to 48, 136

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Effluents and waste			
GRI 306-1	Water discharge by quality and destination	We continue to improve the consistency of our water accounting practices across the group, including the recording of water discharges. Water quality monitoring and management is undertaken at all operations in line with the relevant requirements	
GRI 306-2	Waste by type and disposal method	We report partially on this indicator, in our waste management data table. Weight of waste is reported by disposal method and classification	ESG report 54, 55, 137
GRI 306-3	Significant spills	During the year under review there were no significant spills at any of our operations	
GRI 306-4	Transport of hazardous waste	Managing hazardous substances is strictly regulated and controlled at our operations, and at receiving waste facilities, which are regularly audited by external parties. See section on non-mineral waste	ESG report 53, 54
GRI 306-5	Water bodies affected by water discharges and/or runoff	Zimplats and Impala Springs both operate close to biodiversity-rich areas. Impala Springs is near the Cowles dam that feeds into the Blesbokspruit, a designated Ramsar Convention wetland of international importance that is deemed under threat. Although Impala Springs is not seen to have any direct impact on this ecosystem, it continues to partner in environmental education and conservation initiatives in the area	
Environmental compliance			
GRI 307-1	Non-compliance with environmental laws and regulations	There were no non-compliance notices, fines or penalties issued to any of our operations during the review period. No “critical” environmental incidents were reported	
Supplier environmental assessment			
GRI 308-1	New suppliers that were screened using environmental criteria	Due to the nature of our supplier base and their activities, we do not deem this to be a material issue. This may be reviewed in the future. Our approach to promoting environmental stewardship in our supply chain is reviewed in the section on responsible sourcing	ESG report 118
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	See above comment. We conduct ad hoc supplier audits against our standards on various criteria including environmental practices. In the year under review, there were no incidents of supplier non-compliance recorded	
Employment			
GRI 401-1	New employee hires and employee turnover	See section on workforce movement . Overall level of employee turnover by operation and women turnover, and terminations per age group, are reported in our people performance data tables	ESG report 88, 127, 128
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Full-time employees are afforded annual leave, medical aid, accommodation assistance and provident fund benefits. At Zimplats, employees are offered a housing allowance, company accommodation or housing loans for home ownership scheme at Ngezi, a transport allowance or transport provision, Group life cover (100% employer contribution), medical aid cover (100% employer contribution), funeral cover contributory at 50%, long-service awards leave and payments, production and safety bonuses for meeting set targets, education assistance for C3 – C4 graded employees, Mining Industry Pension Fund (MIPF) contributory at 7.5%, technical allowance, service pay. Benefits to employees in South Africa are detailed in the Implats Employee Value Proposition	
GRI 401-3	Parental leave	The Group has parental leave entitlement for all employees. In Zimbabwe, legally all female employees are entitled to 98 days on full salary for maternity leave. All women on maternity leave are paid their salaries in full. Male employees receive eight days family responsibility leave. In South Africa, Implats is implementing new legislative requirements relating to parental leave, adoption leave and commissioning parental leave. This is over and above the maternity leave for females and family responsibility leave, as per the Basic Conditions of Employment Act (BCEA) for deaths, illness and births. We do not distinguish between the reasons why this leave is taken	

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Labour/management relations			
GRI 402-1	Minimum notice periods regarding operational changes	In South Africa, a minimum of 30 days' notice period is required for any process and structural changes. Collective bargaining agreements cover notice periods regarding any significant organisational changes. Zimplats: legally in Zimbabwe, contracts of employment are subject to satisfactory completion of three months' probationary period, during which time two weeks' notice of termination of employment by either party is required. Notice to terminate employment by both parties afterwards is three months, served in writing by either party, effective from the date of presentation. However, dismissals have no notice of termination	
Occupational health and safety			
GRI 403-1	Workers representation in formal joint management – worker health and safety committees	Employee representative bodies form part of the HSE committees, which function at the individual mine and operational level. These cover all employees working at our operations	
GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Provided in the review of our employee and contractor safety and safety and employee health and wellbeing sections, and safety and health performance data tables	ESG report 65, 66, 76, 77, 44, 132 to 134
GRI 403-3	Workers with high incidence or high risk of diseases related to their occupation	High-risk occupational diseases are identified in our review of employee health and wellbeing	ESG report 73, 76, 77
GRI 403-4	Health and safety topics covered in formal agreements with trade unions	A health and safety agreement is in place with all of the employee representative groups and health and safety structures are in place in accordance with the Mine Health and Safety Act requirements. All existing programmes to prevent fatalities and health threatening situations are unchanged and are driven by these safety structures	
Training and education			
GRI 404-1	Average hours of training per year per employee	The average number of hours of training per employee at our South Africa operations was 91; each contractor received an average of 89 hours of training. Details of hours of training by gender and employee category are available on request	
GRI 404-2	Programmes for upgrading employee skills and transition assistance programmes	Implats promotes life-long learning and has programmes in place to help improve the basic literacy and numeracy of employees who were unable to obtain a school leaving certificate. Funds are also allocated for the retraining of employees in the event of redundancies. Many core business training programmes promote employability within and external to the mining industry, including: learnerships, servicemen, mobile and lifting machine licences and MQA skills programmes and qualifications within mining occupation. Soft skills training provided will assist with entrepreneurial possibilities. Educational assistance is offered to employees to study at tertiary institutions to obtain anything from matric, N-certificates to diplomas and degrees in any mining discipline. Zimplats provides a wide range of training and skills enhancing programmes to all level of employees. These programmes can be widely divided into three categories: SHEQ, technical and supervisory. Specialised courses are provided through external service providers. Being a Siemens-approved training centre a full range of instrumentation courses are provided. Trainees include graduate learners across all departments, cadets that study at the Zimbabwe School of Mines, and apprentices in the electrical, boiler making, instrumentation and fitting trades. Basic counselling is offered on site by the Mining Industry Pension Fund to all persons nearing retirement	

GRI REPORT

Disclosure number	Disclosure title	Company response	Report and page reference
Training and education (continued)			
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	We focus our development plans on employees who are either in management roles or who have management potential. Our approach is reviewed in the section on our performance management process	ESG 84
Diversity and equal opportunity			
GRI 405-1	Diversity of governance bodies and employees	HDSA representation in our South African workforce is provided in the section on diversity, equity and inclusion . A detailed review of our South African workforce by occupational level, gender and race is provided in our people performance data tables . The composition of the board structure and Exco is detailed in the NSR	ESG report 89 to 91, 123 to 125 NSR 15,16
GRI 405-2	Ratio of basic salary and remuneration of women to men	The female to male pay ratio is provided in the people performance tables , with additional details available in the sustainability section of our website	ESG report 130
Non-discrimination			
GRI 406-1	Incidents of discrimination and corrective actions taken	There were no incidents of discrimination reported during the year under review. All operations' grievance cases are reviewed through the human resources department and the necessary action taken in accordance with the organisation's disciplinary procedures	
Freedom of association and collective bargaining			
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	All employees in all our operations have the right to freedom of association and collective bargaining. Details on our approach are provided in the sections on employee relations and respecting human rights	ESG report 92, 93, 117
Child labour			
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour	We do not believe this to be a material issue. The use of child labour is neither a material risk in the three countries and business sectors in which we operate, nor is it seen to be a material risk in our supply chain. Our labour hire policies clearly stipulate the minimum age for employment, and this is vetted via the submission of the necessary documentation during the hiring process, to verify age. Our human rights policy clearly stipulates the prohibition of child labour. Suppliers are bound by our own policies and procedures	
Forced or compulsory labour			
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	We do not believe this to be a material issue. The use of forced or compulsory labour is neither a material risk in the two countries and business sectors in which we operate, nor is it seen to be a material risk in our supply chain	
Security practices			
GRI 410-1	Security personnel trained in human rights policies or procedures	Information on our approach and progress is provided in the section on respecting human rights	ESG report 117

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Disclosure number	Disclosure title	Company response	Report and page reference
Rights of indigenous peoples			
GRI 411-1	Incidents of violations involving rights of indigenous peoples	In Canada, our relationships with local indigenous communities remain strong and cooperative. This provided a foundation for Impala Canada to make meaningful progress towards establishing community benefit agreements with all indigenous communities local to the operation. There were no recorded incidents of violations involving rights of indigenous peoples	
Human rights assessment			
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	Our human rights policy commits us to full compliance with applicable legislation in the regions in which we operate, as well as implementing the human rights principles in the UN Global Compact. Information on our approach to managing and monitoring contracted labour on human rights issues is provided in the section on respecting human rights	ESG report 117
GRI 412-2	Employee training on human rights policies or procedures	Our approach to training employees on disciplinary enquiry, conciliation and mediation and other human rights related issues is discussed in the sections on ethics and integrity, and respecting human rights . Total number of hours of training provided is not deemed material	ESG report 115, 117
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	No operations underwent human rights screening. All clauses included in contracts make reference to our labour policies and practices that contractors must abide by and relate to all human rights related issues	
Local communities			
GRI 413-1	Operations with local community engagement, impact assessments, and development programmes	Information is provided in the sections on improving our stakeholder relations, community relations, and mine community wellbeing	ESG report 27, 98 to 100, 102 to 105, 122
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	The negative impacts resulting from our activities are primarily associated with natural capital. See the review of our approach and performance relating to our environmental impacts . Operational level performance details are provided in our environmental performance data tables	ESG report 30 to 59, 135 to 137
Supplier social assessment			
GRI 414-1	New suppliers that were screened using social criteria	We have clear principles that guide the selection of reputable contractors with the right skills and value systems to do specific tasks that we are not able to do. Our approach in selecting suppliers for our metals is reviewed in the section on responsible sourcing . We endeavour to evaluate progress on transformation objectives and the impacts thereof when we negotiate with suppliers in our broader supply chain for annual increases. The same evaluation is applicable to new suppliers	ESG report 118
GRI 414-2	Negative social impacts in the supply chain and actions taken	Our approach to monitoring and managing social impacts in the supply chain is reviewed in the section on responsible sourcing . Our approach to mitigating BEE fronting, which is a key risk, is reviewed in the section on fronting risks. Compliance to BEE legislation is not negotiable and fronting will not be tolerated. During FY2021, there were two allegations of BEE fronting, one with insufficient evidence and the other in the process of being investigated	ESG report 116, 118

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Disclosure number	Disclosure title	Company response	Report and page reference
Public policy			
GRI 415-1	Political contributions	Implats does not support or make any donations to political parties	
Customer health and safety			
GRI 416-1	Assessment of the health and safety impacts of product and service categories	Implats systematically addresses the safety, health and environmental issues relating to its products at all stages of the value chain with proper hazard identification processes as well as risk mitigation. These issues are addressed during conception, research and development, product certification, manufacturing and production. Implats also ensures that the marketing, promotion, storage, distribution, supply, disposal and use are undertaken in a responsible and safe manner, providing end-users with a certificate of analysis for all its products. Further details are provided in the sections on product stewardship and responsible sourcing	ESG report 33, 118
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There were no incidents of non-compliance with regulations and voluntary codes in the year under review	
Marketing and labelling			
GRI 417-1	Requirements for product and service information and labelling	All products are accompanied by a detailed certificate of analysis. All products sold to customers are further beneficiated into end products over which Implats does not have any influence	
GRI 417-2	Incidents of non-compliance concerning product and service information and labelling	There were no incidences reported in the current year	
GRI 417-3	Incidents of non-compliance concerning marketing communications	Implats does not partake in product marketing or advertising as product sales are managed through standard sale agreements with clients. However, Implats contributes to the Platinum Guild International which is responsible for the promotion and marketing of platinum jewellery	
Customer privacy			
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no incidences reported in the current year	
Socioeconomic compliance			
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	There were no incidences reported in the current year	



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