

A high-contrast, black and white photograph of a hard drive's internal components. The image shows a portion of a platter and the spindle assembly, with several screws visible. The lighting creates strong highlights and deep shadows, emphasizing the metallic textures and mechanical details.

**NORTHAM**

PLATINUM LIMITED

ANNUAL INTEGRATED REPORT

**2018**

**GRI CONTENT INDEX**

smart platinum mining

A decorative horizontal bar consisting of five colored segments: a grey segment, a blue segment, an orange segment, a green segment, and a light blue segment.

# GRI CONTENT INDEX

The following table presents the GRI content index in line with the G4 guidelines, including GRI's G4 Mining and Metals Sector Supplement (MMSS), to which Northam has reported 'in accordance' with the core option.

GENERAL STANDARD DISCLOSURES		Section heading and page numbers	Reporting level
<b>Strategy and analysis</b>			
<b>G4-1</b>	Provide a statement from the most senior decision-maker of the organisation (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability	Chief executive's review: 32 – 34	Fully
<b>G4-2</b>	Provide a description of key impacts, risks and opportunities	Our business model: 8 – 9 Managing risks and opportunities: 14 – 21	Fully
<b>Organisational profile</b>			
<b>G4-3</b>	Report the name of the organisation	Scope: 1 Throughout the report	Fully
<b>G4-4</b>	Report the primary brands, products and services	Focus on the Northam group: 3 – 6	Fully
<b>G4-5</b>	Report the location of the organisation's headquarters	Administration and contact information: IBC	Fully
<b>G4-6</b>	Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report	Focus on the Northam group: 3 – 6	Fully
<b>G4-7</b>	Report the nature of ownership and legal form	Focus on the Northam group: 4	Fully
<b>G4-8</b>	Report the markets served (including geographic breakdown, sectors served, and the types of customers and beneficiaries)	Focus on the Northam group: 3 – 6	Fully
<b>G4-9</b>	Report the scale of the organisation, including: <ul style="list-style-type: none"> <li>• Total number of employees</li> <li>• Total number of operations</li> <li>• Net sales (for private sector organisations) or net revenues (for public sector organisations)</li> <li>• Total capitalisation broken down in terms of debt and equity (for private sector organisations)</li> <li>• Quantity of products or services provided</li> </ul>	Our business model: 8 – 9 Focus on delivery: 23 – 29	Fully

GENERAL STANDARD DISCLOSURES		Section heading and page numbers	Reporting level
<b>G4-10</b>	Report the composition of the workforce, including: <ul style="list-style-type: none"> <li>• Report the total number of employees by employment contract and gender</li> <li>• Report the total number of permanent employees by employment type and gender</li> <li>• Report the total workforce by employees and supervised workers and by gender</li> <li>• Report the total workforce by region and gender</li> <li>• Report whether a substantial portion of the organisation's work is performed by workers who are legally recognised as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors</li> <li>• Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries)</li> </ul>	Five-year sustainability review: 28 – 29 Human capital: 56 – 58	Fully
<b>G4-11</b>	Report the percentage of total employees covered by collective bargaining agreements	Human capital: 65 – 66 Remuneration report: 137	Fully
<b>G4-12</b>	Describe the organisation's supply chain	Focus on the Northam group: 6 Social capital: 85 – 86	Partially
<b>G4-13</b>	Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain, including: <ul style="list-style-type: none"> <li>• Changes in the location of, or changes in, operations, including facility openings, closings, and expansions</li> <li>• Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organisations)</li> <li>• Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination</li> </ul>	Focus on the Northam group: 3 – 6 Chief executive's review: 32 – 34	Fully
<b>G4-14</b>	Report whether and how the precautionary approach or principle is addressed by the organisation	Managing risks and opportunities: 14 – 21	Partially
<b>G4-15</b>	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	Scope: 1 Focus on the Northam group: 6 Human capital: 66 Social capital: 75 Natural capital: 113 and 115 Corporate governance: 119	Fully

## GRI CONTENT INDEX CONTINUED

GENERAL STANDARD DISCLOSURES		Section heading and page numbers	Reporting level
<b>G4-16</b>	<p>List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation</p> <ul style="list-style-type: none"> <li>• Holds a position on the governance body</li> <li>• Participates in projects or committees</li> <li>• Provides substantive funding beyond routine membership dues</li> <li>• Views membership as strategic</li> </ul>	<p>Scope: 1</p> <p>Focus on the Northam group: 6</p> <p>Social capital: 75</p> <p>Natural capital: 113 and 115</p> <p>The South African mining industry, including Northam, is governed by various laws, codes and guidance initiatives.</p> <p>These include:</p> <ul style="list-style-type: none"> <li>• MPRDA</li> <li>• NEMA</li> <li>• Employment Equity Act</li> <li>• National Water Act</li> <li>• Mining Charter</li> <li>• ILO</li> <li>• Samrec</li> </ul> <p>Voluntary codes Northam subscribes to include:</p> <ul style="list-style-type: none"> <li>• GRI</li> <li>• CDP</li> <li>• SRI</li> <li>• MOSH targets</li> <li>• Framework agreement on a sustainable mining industry</li> <li>• Framework for peace and stability in the mining industry</li> </ul>	Fully
<b>Identified material aspects and boundaries</b>			
<b>G4-17</b>	<ul style="list-style-type: none"> <li>• List all entities included in the organisation's consolidated financial statements or equivalent documents</li> <li>• Report whether any entity included in the organisation's consolidated financial statements or equivalent documents is not covered by the report</li> </ul>	<p>Scope: 1</p> <p>Focus on the Northam group: 3 – 5</p> <p>Annual financial statements – throughout</p>	Fully
<b>G4-18</b>	<ul style="list-style-type: none"> <li>• Explain the process for defining the report content and the aspect boundaries</li> <li>• Explain how the organisation has implemented the reporting principles for defining report content</li> </ul>	Scope: 1	Fully
<b>G4-19</b>	List all the material aspects identified in the process for defining report content	Our material issues: 11 – 13	Fully

GENERAL STANDARD DISCLOSURES		Section heading and page numbers	Reporting level
<b>G4-20</b>	<p>For each material aspect, report the aspect boundary within the organisation, as follows:</p> <ul style="list-style-type: none"> <li>Report whether the aspect is material within the organisation</li> </ul> <p>If the aspect is not material for all entities within the organisation (as described in G4-17), select one of the following two approaches and report either:</p> <ul style="list-style-type: none"> <li>The list of entities or groups of entities included in G4-17 for which the aspect is not material or</li> <li>The list of entities or groups of entities included in G4-17 for which the aspects is material</li> <li>Report any specific limitation regarding the aspect boundary within the organisation</li> </ul>	<p>Our material issues: 11 – 13</p> <p>Financial capital: 36</p> <p>Manufactured and intellectual capital: 46</p> <p>Human capital: 54</p> <p>Social capital: 74</p> <p>Natural capital: 88</p>	Partially
<b>G4-21</b>	<p>For each material aspect, report the aspect boundary outside the organisation, as follows:</p> <ul style="list-style-type: none"> <li>Report whether the aspect is material outside of the organisation</li> <li>If the aspect is material outside of the organisation, identify the entities, groups of entities or elements for which the aspect is material</li> <li>In addition, describe the geographical location where the aspect is material for the entities identified</li> <li>Report any specific limitation regarding the aspect boundary outside the organisation</li> </ul>	<p>Our material issues: 11 – 13</p> <p>Financial capital: 36</p> <p>Manufactured and intellectual capital: 46</p> <p>Human capital: 54</p> <p>Social capital: 74</p> <p>Natural capital: 88</p>	Partially
<b>G4-22</b>	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	Not applicable	–
<b>G4-23</b>	Report significant changes from previous reporting periods in the scope and aspect boundaries	Scope: 1	Fully
<b>Stakeholder engagement</b>			
<b>G4-24</b>	Provide a list of stakeholder groups engaged by the organisation	Social capital: 75 – 77	Fully
<b>G4-25</b>	Report the basis for identification and selection of stakeholders with whom to engage	Social capital: 75	Fully
<b>G4-26</b>	Report the organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and give an indication as to whether any of the engagement was undertaken specifically as part of the report preparation process	<p>Our material issues: 12 – 13</p> <p>Social capital: 75 – 77, 81 – 82</p> <p>Natural capital: 116</p>	Fully
<b>G4-27</b>	Report key topics and concerns raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns	<p>Human capital: 66</p> <p>Social capital: 75 – 77, 84 – 85</p>	Fully

## GRI CONTENT INDEX CONTINUED

GENERAL STANDARD DISCLOSURES		Section heading and page numbers	Reporting level
<b>Report profile</b>			
<b>G4-28</b>	Reporting period (such as fiscal or calendar year) for information provided	Scope: 1	Fully
<b>G4-29</b>	Date of most recent previous report (if any)	Scope: 1	Fully
<b>G4-30</b>	Reporting cycle (such as annual, biennial)	Scope: 1	Fully
<b>G4-31</b>	Provide the contact point for questions regarding the report or its contents	Administration and contact information: IBC	Fully
<b>G4-32</b>	<p>'In accordance' option:</p> <ul style="list-style-type: none"> <li>Report the 'in accordance' option the organisation has chosen</li> <li>Report the GRI Content Index for the chosen option</li> <li>Report the reference to the external assurance report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines</li> </ul>	<p>Reporting in line with GRI: 158</p> <p>Independent assurance report: 156 – 159</p>	Fully
<b>G4-33</b>	<p>Assurance:</p> <ul style="list-style-type: none"> <li>Report the organisation's policy and current practice with regard to seeking external assurance for the report</li> <li>If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided</li> <li>Report the relationship between the organisation and the assurance providers</li> <li>Report whether the highest governance body or senior executives are involved in seeking assurance for the organisation's sustainability report</li> </ul>	<p>Scope: 1</p> <p>Reporting in line with GRI: 158</p> <p>Independent assurance report: 156 – 159</p>	Fully
<b>Governance</b>			
<b>G4-34</b>	Report the governance structure of the organisation, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts	Corporate governance report: 119 – 132	Fully
<b>G4-36</b>	Report whether the organisation has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post-holders report directly to the highest governance body	Corporate governance report: 119 – 132	Fully
<b>G4-38</b>	<p>Report the composition of the highest governance body and its committees by:</p> <ul style="list-style-type: none"> <li>Executive or non-executive</li> <li>Independence</li> <li>Tenure on the governance body</li> <li>Number of each individual's other significant positions and commitments, and the nature of the commitments</li> <li>Gender</li> <li>Membership of under-represented social groups</li> <li>Competences relating to economic, environmental and social impacts</li> <li>Stakeholder representation</li> </ul>	Directorate: 128 – 129	Fully
<b>G4-39</b>	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organisation's management and the reasons for this arrangement)	<p>Directorate: 128 - 129</p> <p>Corporate governance report: 119 – 132</p>	Fully

GENERAL STANDARD DISCLOSURES		Section heading and page numbers	Reporting level
<b>G4-41</b>	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders, including, as a minimum: <ul style="list-style-type: none"> <li>• Cross-board membership</li> <li>• Cross-shareholding with suppliers and other stakeholders</li> <li>• Existence of controlling shareholder</li> <li>• Related party disclosures</li> </ul>	Corporate governance report: 119 – 132	Fully
<b>G4-47</b>	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	Corporate governance report: 119 – 132	Fully
<b>Highest governance body's role in sustainability reporting</b>			
<b>G4-48</b>	Report the highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material aspects are covered	Corporate governance: 121 Independent assurance report: 156 – 159	Fully
<b>Remuneration and incentives</b>			
<b>G4-51</b>	Report the remuneration policies for the highest governance body and senior executives for the types of remuneration below: <ul style="list-style-type: none"> <li>• Fixed pay and variable pay:</li> <li>• Performance-based pay</li> <li>• Equity-based pay</li> <li>• Bonuses</li> <li>• Deferred or vested shares</li> <li>• Sign-on bonuses or recruitment</li> <li>• Incentive payments</li> <li>• Termination payments</li> <li>• Clawbacks</li> <li>• Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees</li> </ul> Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives	Remuneration report: 133 – 154	Fully
<b>G4-52</b>	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organisation	Remuneration report: 133 – 154	Fully
<b>Ethics and integrity</b>			
<b>G4-56</b>	Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	Human capital: 66 Corporate governance report: 119 – 132	Fully
<b>G4-57</b>	Report the internal and external mechanisms for seeking advice on ethical and lawful behaviour, and matters related to organisational integrity, such as helplines or advice lines	Managing risks and opportunities: 20 – 21 Human capital: 66 Corporate governance report: 120	Fully
<b>G4-58</b>	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behaviour, and matters related to organisational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines	Managing risks and opportunities: 20 - 21 Human capital: 66 Corporate governance report: 120	Fully

## GRI CONTENT INDEX CONTINUED

SPECIFIC STANDARD DISCLOSURES		Section heading and page numbers	Reporting level	External assurance
<b>CATEGORY: ECONOMIC</b>				
<b>Material aspect: economic performance</b>				
<b>G4-EC1</b>	Direct economic value generated and distributed	Our business model: 8 – 9 Focus on delivery: 23 – 27 Human capital: 55 – 66 Social capital: 78 – 87	Fully	Yes – SLP expenditure, housing project, payments to government
<b>G4-EC2</b>	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Focus on strategy: 16 Natural capital: 115 – 116	Partially	No
<b>G4-EC4</b>	Financial assistance received from government	Not applicable	–	–
<b>Material aspect: indirect economic impacts</b>				
<b>G4-EC7</b>	Development and impact of infrastructure investments and services supported	Focus on the Northam group: 3 – 5 Our business model: 8 – 9 Our strategy: 10 – 11 Financial capital: 36 – 45 Manufactured and intellectual capital: 46 – 52	Partially	No
<b>CATEGORY: ENVIRONMENTAL</b>				
<b>Material aspect: materials</b>				
<b>G4-EN1</b>	Materials used by weight or volume	Natural capital: 111 – 112	Fully	No
<b>G4-EN2</b>	Percentage of materials used that are recycled input materials	Natural capital: 111 – 112	Fully	No
<b>Material aspect: energy</b>				
<b>G4-EN3</b>	Direct energy consumption	Our business model: 9 Five-year sustainability review: 28 – 29 Natural capital: 114 – 115	Fully	No
<b>G4-EN4</b>	Indirect energy consumption	Our business model: 9 Five-year sustainability review: 28 – 29 Natural capital: 114 – 115	Fully	No
<b>G4-EN6</b>	Reduction of energy consumption	Natural capital: 114 – 115	Fully	No
<b>Material aspect: water</b>				
<b>G4-EN8</b>	Total water withdrawal by source	Five-year sustainability review: 28 – 29 Natural capital: 113 – 114	Fully	No
<b>G4-EN10</b>	Percentage and total volume of water recycled and reused	Business model: 9 Five-year sustainability review: 28 – 29 Natural capital: 113 – 114	Fully	Yes

SPECIFIC STANDARD DISCLOSURES		Section heading and page numbers	Reporting level	External assurance
<b>Material aspect: biodiversity</b>				
<b>G4-EN11</b>	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Natural capital: 116 – 117	Fully	No
<b>G4-EN12</b>	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Natural capital: 116 – 117	Fully	No
<b>MM1</b>	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Natural capital: 116 – 117	Fully	No
<b>Material aspect: emissions</b>				
<b>G4-EN15</b>	Direct greenhouse gas (GHG) emissions (Scope 1)	Five-year sustainability review: 28 – 29 Natural capital: 115 – 116	Fully	Yes
<b>G4-EN16</b>	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Five-year sustainability review: 28 – 29 Natural capital: 115 – 116	Fully	Yes
<b>G4-EN17</b>	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Five-year sustainability review: 28 – 29 Natural capital: 115 – 116	Fully	No
<b>G4-EN20</b>	Emissions of ozone depleting substances	Our business model: 9 Five-year sustainability review: 28 – 29 Natural capital: 115 – 116	Fully	No
<b>Material aspect: effluents and waste</b>				
<b>G4-EN22</b>	Total water discharge by quality and destination	Natural capital: 113 – 114	Fully	No
<b>G4-EN24</b>	Significant environmental incidents	Natural capital: 113 – 114	Fully	Yes
<b>Material aspect: compliance</b>				
<b>G4-EN29</b>	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Natural capital: 110 – 111	Fully	Yes
<b>Material aspect: environmental grievance mechanisms</b>				
<b>G4-EN34</b>	Number of grievances about environmental impacts filed addressed and resolved through formal grievance mechanisms	Natural capital: 110	Fully	No
<b>Material aspect: employment</b>				
<b>G4-LA1</b>	Total number and rates of new employee hires and employee turnover by age group, gender, and region	Five-year sustainability review: 28 – 29 Human capital: 56	Partially, turnover by age group or gender is not collated and therefore not available	No

## GRI CONTENT INDEX CONTINUED

SPECIFIC STANDARD DISCLOSURES		Section heading and page numbers	Reporting level	External assurance
<b>Material aspect: labour/management relations</b>				
<b>G4-LA4</b>	Percentage of employees covered by collective bargaining agreements	Human capital: 65 – 66 Remuneration report: 137	Fully	Yes
<b>MM4</b>	Number of strikes and lock-outs exceeding one week's duration, by operation	Human capital: 66	Fully	Yes
<b>Material aspect: occupational health and safety</b>				
<b>G4-LA5</b>	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes	Human capital: 67 – 68	Partially, the figure is not reported as a percentage	No
<b>G4-LA6</b>	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work related fatalities, by region and by gender	Our business model: 9 Five-year sustainability review: 28 – 29 Human capital: 70 – 73	Partially	Yes – RIIR and LTIR
<b>Material aspect: diversity and equal opportunity</b>				
<b>G4-LA12</b>	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Five-year sustainability review: 28 – 29 Human capital: 56 – 58	Partially, a breakdown of employees by age group is not available A more critical measure in South Africa specifically, is the percentage of historically disadvantaged South Africans (HDSAs) in management roles and women in mining, which is reported	Yes – percentage of women in core mining jobs and percentage of HDSAs in management
<b>Material aspect: labour practices grievance mechanisms</b>				
<b>G4-LA16</b>	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms	Not reported	–	–
<b>Material aspect: freedom of association and collective bargaining</b>				
<b>G4-HR4</b>	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	Human capital: 65 – 66	Partially, no violations reported	No

SPECIFIC STANDARD DISCLOSURES		Section heading and page numbers	Reporting level	External assurance
<b>Material aspect: child labour</b>				
<b>G4-HR5</b>	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	Human capital: 66	Fully, no incidents occurred Northam upholds the basic labour rights of the Fundamental Rights Convention of the ILO and in legislation, regulations and practices of South Africa  The company does not employ child labour, nor does it employ workers younger than 18 years of age as all prospective employees are screened in terms of Northam's employment policies and procedures	No
<b>Material aspect: forced or compulsory labour</b>				
<b>G4-HR6</b>	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	Human capital: 66	Partially, no incidents occurred Partially, no incidents occurred Northam upholds the basic labour rights of the Fundamental Rights Convention of the ILO and in legislation, regulations and practices of South Africa	No
<b>Material aspect: anti-corruption</b>				
<b>G4-SO3</b>	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Managing risks and opportunities: 20 - 21 Corporate governance report: 118	Fully, 100% of operations assessed for risks related to corruption and risks were identified	No
<b>G4-SO5</b>	Confirmed incidents of corruption and actions taken	Managing risks and opportunities: 20 Corporate governance report: 120	Fully - whistle blowers are protected in accordance with the provisions of the Protected Disclosures Act, No 26 of 2000 and these incidents cannot be disclosed	No

**NORTHAM**

P L A T I N U M L I M I T E D

[www.northam.co.za](http://www.northam.co.za)