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Participant

Royal Bafokeng Platinum Limited

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Files

Royal Bafokeng IR 2019.pdf

Links

<http://www.bafokengplatinum.co.za/reports/integrated-report-2019/pdf/iar-full-lo.pdf> and

<http://www.bafokengplatinum.co.za/reports/integrated-report-2019/pdf/royal-bafokeng-platinum-databook.pdf>


















Differentiation Level

**This COP qualifies for the
Global Compact Advanced Level**



GC Advanced COP Self-assessment

Status	Response to self-assessment questions	Location of response in Integrated report 2019 and Databook 2019
 Self-assessment	 Includes a CEO statement of continued support for the UN Global Compact and its ten principles	Page 30
	 Description of actions or relevant policies related to human rights	Pages 69, 70, 71, 76, 77, 78
	 Description of actions or relevant policies related to Labour	Pages 69 and 71
	 Description of actions or relevant policies related to Environment	Pages 112, 118, 120, 121
	 Description of actions or relevant policies related to Anti-corruption	Page 87, 88, 89
	 Includes a measurement of outcomes	Pages 7 – 9 and all capital sections pages 68 – 122
	 COP is actively distributed to all key stakeholders as an inclusion in our integrated report, which is distributed in print and online	Page 6 and Databook page 3
 Verification and transparency	How is the accuracy and completeness of information in your COP assess by a credible third-party?	
	 The COP describes any actions that the company plans to undertake to have the credibility of the information in its COP externally assessed, including goals, timelines, metrics and responsible employees	Pages 2 and 135 – 137
	 Financial information is assured by independent assured by external auditors using IFRS, sustainability information is assured by independent AA1000AS licensed assurance providers	See pages 2, 135 – 137
	 A range of industry specific types of assurance as well as internal audit processes	See page 13 of the Databook
	The COP incorporates the following high standards of transparency and disclosure	
	 The COP is in accordance with GRI G4	See page 3 of the Databook
	 Following the International Integrated Reporting Framework	See page 3 of the Databook
 Provides information on the company's profile and context of operation	Pages 12 – 17	


















GC Advanced COP Self-assessment

Continued

Status	Response to self-assessment questions	Location of response in Integrated report 2019 and Databook 2019
	Which of the following Sustainability Development Goals (SDGs) do the activities described in your COP address?	
	✓ SDG 1: End poverty in all its forms everywhere	See page 90 – 93, 96, 99
	✓ SDG 3: Ensure healthy. lives and promote well-being for all at all ages	See pages 78 – 81, 90, 93, 94
	✓ SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	See page 68, 90, 91, 93
	✓ SDG 5: Achieve gender equality and empower all women and girls	See page 68, 69, 71, 97
	✓ SDG 6: Ensure availability and sustainable management of water and sanitation for all	See page 113, 117
	✓ SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	See page 90, 91, 96 – 99
	✓ SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation	See page 20, 52, 59, 60, 91
	✓ SDG 10: Reduce inequality within countries	See pages 86, 90, 93
	✓ SDG 12: Ensure sustainable consumption and production patterns	See pages 113, 115 – 117, 119, 121, 122
	✓ SDG 13: Take urgent action to combat climate change and its impacts	See pages 112 –114
	Our COP describes the following actions to advance the SDGs	
	✓ The opportunities and responsibilities that one or more SDGs represent to our business	See page 6
	✓ Goals and indicators set by our company with respect to one or more SDGs	See COP Advanced supplementary report
	✓ How one or more SDGs are integrated into the company's business model	See Supplementary report: RBPlat's actions to advance the SDGs
	✓ The (expected) outcomes and impact of our activities related to the SDGs	See page 7 – 9 and 44 – 122
	✓ Other established or emerging best practices	See supplementary report




Verification and transparency

Status	Response to self-assessment questions	Location of response in Integrated report 2019 and Databook 2019
 <p data-bbox="137 958 316 1115">Implementing the ten principles into strategies and operations</p>	Criterion 1: The COP describes the mainstreaming into corporate functions and business units	
	 Place responsibility for execution of sustainability strategy in relevant corporate functions (procurement, government affairs, human resources, legal, etc) ensuring no function conflicts with company's sustainability commitments and objectives	See Pages 20, 124 page 5 of Databook 2019
	 Align strategies, goals and incentive structures of all business units and subsidiaries with corporate sustainability strategy	See page 129, 132, 133
	 Assign responsibility for corporate sustainability implementation to an individual or group with each business unit and subsidiary	See page 20
	 Design corporate sustainability strategy to leverage synergies between and among issue areas and to deal adequately with trade-offs	See page 20, 124
	 Ensure that different corporate functions coordinate closely to maximise performance and avoid unintended negative impacts	See 18 – 20
	 Other established or emerging best practices	See supplementary report
	Criterion 2: The COP describes value chain implementation	
	 Analyse each segment of the value chain carefully, both upstream and downstream, when mapping risks, opportunities and impacts	See pages 18 – 19 and 21 – 25
	 Communicate policies and expectations to suppliers and other relevant business partners	See pages 88 – 89
	 Implement monitoring and assurance mechanisms (e.g. audits/screenings) for compliance within the company's sphere of influence	See page 13 of Dashbook 2019
	 Undertake awareness-raising training and other types of capacity building with suppliers and other business partners	See pages 87 – 88
 Other establishing or emerging best practices	See page 87 and supplementary report	
 <p data-bbox="137 1637 308 1794">Robust human rights management policies and procedures</p>	Criterion 3: The COP describes robust commitments, strategies or policies in the area of human rights	
	 Commitment to comply with all applicable laws and respect internationally recognised human rights, wherever the company operates	See page 69, 70, 71
	 Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company	See page 27, 69
	 Statement of policy stipulating human rights expectations of personnel, business partners and other parties directly linked to operations, products or services	See page 37, 69, 71
	 Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant parties (BRE1 + BRE 5 + ARE 1 + ARE 5)	See page 69, 70, 71, 87

GC Advanced COP Self-assessment

Continued

Status	Response to self-assessment questions	Location of response in Integrated report 2019 and Databook 2019
 <p>Robust human rights management policies and procedures</p>	<p>Criterion 4: The COP describes effective management systems to integrate the human rights principles</p>	
	<p>✓ Process to ensure that internationally recognised human rights are respected</p>	<p>See page 69</p>
	<p>✓ Ongoing due diligence process that includes an assessment of actual and potential human rights impacts (BRE 2 + BRE 3 + ARE 2 + ARE 3)</p>	<p>See page 71</p>
	<p>✓ Internal awareness-raising and training on human rights for management and employees</p>	<p>See supplementary report and page 71</p>
	<p>✓ Operational-level grievance mechanisms for those potentially impacted by the company's activities (BRE 4 and ARE 4)</p>	<p>See supplementary report</p>
	<p>✓ Allocation of responsibilities and accountability for addressing human rights impacts</p>	<p>See page 69</p>
	<p>✓ Internal decision-making, budget and oversight for effective responses to human rights impacts</p>	<p>See page 69, 70, 71</p>
	<p>✓ Processes to provide for or cooperate in the remediation of adverse human rights impacts that the company has caused or contributed to (BRE 3+ BRE 4 + ARE3 + ARE 4)</p>	<p>See page 37</p>
	<p>✓ Process and programmes in place to support human rights through core business; strategic philanthropic/social investment; public policy engagement/advocacy; partnerships and/or other forms of collective action (BRE6 + ARE 6)</p>	<p>See page 69, 70, 90 – 99</p>
	<p>Criterion 5: The COP describes effective monitoring and evaluation mechanisms of human rights integration</p>	
	<p>✓ System to monitor the effectiveness of human rights policies and implementation with quantitative and qualitative metrics, including the supply chain (BRE 3 + ARE 3)</p>	<p>See page 8, 9, 88, 89</p>
	<p>✓ Monitoring drawn from internal and external feedback, including affected stakeholders</p>	<p>See pages 101, 102, 103</p>
	<p>✓ Leadership review for monitoring and improvement results</p>	<p>See page 69, 124</p>
	<p>✓ Process to deal with incidents the company has caused or contributed to for internal and external stakeholders (BRE 4 + ARE 4)</p>	<p>See supplementary report</p>
	<p>✓ Grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue (BRE4 + ARE 4)</p>	<p>See page 69, 124</p>
<p>✓ Outcomes of integration of the human rights principles</p>	<p>Page 69 – 81</p>	
<p>✓ External and formal reporting of operations or operating contexts that pose risks of severe human rights impacts</p>	<p>Page 124</p>	
<p>✓ Disclosure of main incidents involving the company</p>	<p>Page 124</p>	
<p>✓ Outcomes of remediation processes of adverse human rights impacts</p>	<p>Page 124</p>	
<p>✓ Other established or emerging best practices</p>	<p>See pages 37, 124</p>	


Status	Response to self-assessment questions	Location of response in Integrated report 2019 and Databook 2019
Criterion 6: The COP describes robust commitment, strategies or policies in the area of labour		
	✓ Reference to principles of relevant international labour standards (ILO Conventions)	See pages 69, 70
	✓ Reflection on the relevance of the labour principles for the company	See supplementary report
	✓ Written company policy to obey national labour law, respect principles of the relevant international labour standards in company operations worldwide and engage in dialogue with representative organisation of the workers	See pages 69, 70
	✓ Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners	See page 11 Database 2019, principle 13
	✓ Specific commitments and human resources policies in line with national development priorities or decent work priorities in the country of operation	See pages 71 – 79
	✓ Participation and leadership in wider efforts by employers' organisations (international and national levels) to jointly address challenges related to labour standards in the countries of operation, possibly in a tripartite approach (business – trade union – government).	See page 105 – Industry bodies
	✓ Structural engagement with a global union, possibly via global framework agreement	Not applicable
	✓ Other established or emerging best practices	See supplementary report

Robust labour management policies and procedures



GC Advanced COP Self-assessment

Continued

Status	Response to self-assessment questions	Location of response in Integrated report 2019 and Databook 2019
 <p>Robust human rights management policies and procedures</p>	Criterion 7: The COP describes effective management systems to integrate the labour principles	
	✓ Risk and impact assessments in the area of labour	See page 23
	✓ Dialogue mechanism with trade unions to regularly discuss and review company progress in addressing labour standards	See page 71 and 101
	✓ Allocation of responsibilities and accountability within the organisation	Page 36, 124
	✓ Internal awareness and training on the labour principles for management and employees	See supplementary report
	✓ Active engagement with suppliers to address labour-related challenges	Page 87 – 88, 124 see supplementary report
	✓ Grievance mechanisms, communication channels and other procedures (e.g. whistleblower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in agreement with the representative organisations of workers	See page 88, 89
	✓ Other established or emerging practices	See supplementary report
	Criterion 8: the COP describes effective monitoring and evaluation mechanisms of labour principles integration	
	✓ System to track and measure performance based on standardised performance metrics	See page 7, 8, 9
	✓ Dialogues with the representative organisation of workers to regularly review progress made and jointly identify priorities for the future	See page 101
	✓ Audits or other steps to monitor and improve the working conditions of companies in the supply chain in line with principle of international labour standards	See supplementary report
	✓ Process to positively engage with the suppliers to address the challenges (i.e. partnership approach instead of corrective approach) through schemes to improve workplace practices	See supplementary report
	N/A Outcomes of integration of the labour principles (To report main incidents involving the company: disclosures that your organisation had no labour-related abuses in the past year satisfies this best practice where providing details may be counterproductive: LA4. HR4-7)	See supplementary report
	Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship	
	✓ Reference to relevant international conventions and other international instruments (e.g. Rio Declaration on Environment and Development) – <i>While the 10 Global Compact principles are based on international convention, organisations are encouraged to reference these documents explicitly to show detailed understanding of the Global Compact principles underlying meaning</i>	See page 112, 113, 114, 118, 120 – 122
	✓ Reflection on the relevance of environmental stewardship for the company (<i>In making the determination the company should consider (1) if it has potentially significant environmental impacts and (2) whether such impact could substantively influence the assessment and decisions of the organisation's stakeholders</i>)	See page 7, 112, 113, 114

Status	Response to self-assessment questions	Location of response in Integrated report 2019 and Databook 2019
Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship		
	✓ Written company policy on environmental stewardship	See SHE policy at http://www.bafokengplatinum.co.za/policies-and-charters.php
	✓ Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners	See supplementary report
	✓ Specific commitments and goals for specified years	See pages 113 – 122 and see supplementary report
	✓ Other established or emerging best practices	See supplementary report
Criterion 10: The COP describes effective management systems to integrate the environmental principles		
	✓ Environmental risk and impact assessments	See pages 24, 112 – 114
	✓ Assessments of lifecycle impact of products, ensuring environmentally sound management policies	See page 122
	✓ Allocation of responsibilities and accountability within the organisations	See page 112
	✓ Internal awareness-raising and training on environmental stewardship for management and employees	See supplementary report
	✓ Grievance mechanisms, communication channels and other procedures (e.g. whistleblower mechanisms) for reporting concerns or seeking advice regarding environmental impacts	See supplementary report
Criterion 11: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship		
	✓ System to track and measure performance based on standardised performance metrics	See pages 7, 112
	✓ Leadership review of monitoring and improvement results	See page 124 (SEC)
	✓ Process to deal with incidents	See supplementary report
	✓ Audits or other steps to monitor and improve the environmental performance of companies in the supply chain	See supplementary report
	✓ Outcomes of integration of the environmental principles	See pages 112 – 122
	✓ Other established or emerging best practices	See supplementary report



Robust human rights management policies and procedures

GC Advanced COP Self-assessment

Continued

Status	Response to self-assessment questions	Location of response in Integrated report 2019 and Databook 2019
Criterion 12: The COP describes robust commitments, strategies or policies in the area of anti-corruption		
✓	Publicly stated formal policy of zero tolerance of corruption	See pages 88 – 89
✓	Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procure to know the law and monitor changes	See page 88
✓	Statement of support for international and regional legal frameworks such as the UN Convention against Corruption	See pages 37, 41, 88
✓	Detailed policies for high-risk areas of corruption	See page 88
✓	Policy on anti-corruption regarding business partners	See pages 88
✓	Other established or emerging best practices	See supplementary report
Criterion 13: The COP describes effective management systems to integrate the anti-corruption principles		
✓	Support by the organisation's leadership for anti-corruption	See pages 28, 31, 124
✓	Carrying out risk assessment of potential areas of corruption	See supplementary report
✓	Human resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees	See page 88
✓	Internal checks and balance to ensure consistency with the anti-corruption commitment	See page 88
✓	Actions taken to encourage business partners to implement anti-corruption commitments	See pages 88
✓	Management responsibility and accountability for implementation of the anti-corruption commitment or policy	See page 37, 41, 88
✓	Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice	See supplementary report
✓	Internal accounting and auditing procedures related to anti-corruption	See page 7 of Databook 2019 principle 2
✓	Other established or emerging best practices	See supplementary report
Criterion 14: The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption		
✓	Leadership review of monitoring and improvement results	See pages 41, 124
✓	Process to deal with incidents	See supplementary report
✓	Public legal cases regarding corruption	See supplementary report
✓	Use of independent external assurance of anti-corruption programmes	See supplementary report
✓	Outcomes of integration of the anti-corruption principle	See page 37 and supplementary report
✓	Other established or emerging best practices	See supplementary report



Robust anti-corruption management policies and procedures

Status	Response to self-assessment questions	Location of response in Integrated report 2019 and Databook 2019
Criterion 15: The COP describes cor business contributions to UN goals and issues		
	✓ Align core business strategy with one or more relevant UN goals/ issues	See pages 6 – 9, 18 – 19, 44 – 122. See RBPlat’s actions to advance the Sustainable Development Goals (SDGs) in the supplementary report
	✓ Develop relevant products and services or design business models that contribute to UN goals/issues	See pages 18 – 19, 44 – 122
	✓ Adopt and modify operating procedures to maximise contributions to UN goals/issues	See RBPlat’s actions to advance the Sustainable Development Goals (SDGs) in the supplementary report
	✓ Other established or emerging best practices	See RBPlat’s actions to advance the Sustainable Development Goals (SDGs) in the supplementary report
Criterion 16: The COP describes strategic social investments and philanthropy		
	✓ Pursue social investments and philanthropic contributions that tie in with the core competencies or operating context of the company as an integrated part of its sustainability strategy	See pages 8, 20, 90 – 99
	✓ Coordinate efforts with other organisations and initiatives to amplify and not negate or unnecessarily duplicate the efforts of other contributors	See supplementary report
	✓ Take responsibility for the intentional and unintentional effects of funding and have due regard for local customs, traditions religions and priorities of pertinent individual and group	See page 90 and 102
	✓ Other established or emerging best practices	See supplementary report
Criterion 17: The COP describes advocacy and public policy engagement		
	✓ Publicly advocate the importance of action in relation to one or more UN goals/issues	See page 6 and see supplementary report
	✓ Commit company leaders to participate in key summits, conference and other important public policy interactions in relation to one or more UN goals/issues	See supplementary report
	✓ Other established or emerging best practices	See supplementary report
Criterion 18: The COP describes partnerships and collective action		
	✓ Develop and implement partnership projects with public or private organisations (UN entities, government, NGOs, or other groups) on core business, social investments and or advocacy	See supplementary report
	✓ Join industry peers, UN entities and/or other stakeholders in initiatives contributing to solving common challenges and dilemmas at the global and/or local levels with an emphasis on initiatives extending the company’s positive impact on its value chain	See supplementary report
	✓ Other established or emerging best practices	See supplementary report



Taking action
in support
of broader
UN goals and
issues

GC Advanced COP Self-assessment

Continued

Status	Response to self-assessment questions	Location of response in Integrated report 2019 and Databook 2019
Criterion 19: The COP describes CEO commitment and leadership		
✓	CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact	See pages 30 – 31
✓	CEO promotes initiatives to enhance sustainability of the company's sector and leads development of industry standards	See supplementary report
✓	CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation	See pages 30 – 31
✓	Make sustainability criteria and UN Global Compact principles part of goals and incentive schemes for CEO and executive management team	See supplementary report
✓	Other established or emerging best practices	See supplementary report
Criterion 20: The COP describes Board adoption and oversight		
✓	Board of directors (or equivalent) assumes responsibility and oversight for long-term corporate sustainability strategy and performance	See page 37
✓	Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability	See pages 27 and 28 and 20
✓	Board (or committee), where permissible, approve formal reporting on corporate sustainability (Communication on Progress)	See page 124
✓	Other established or emerging best practices	See supplementary report
✓	Publicly recognise responsibility for the company's impacts on internal and external stakeholders	See pages 20, 100, 112
✓	Define sustainability strategies, goals and policies in consultation with key stakeholders	See pages 5, 100, 16 – 17
✓	Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance	See pages 100 – 105 supplementary report
✓	Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns and protect whistleblowers	See pages 100 – 105
✓	Other established or emerging best practices	See supplementary report
Criterion 21: The COP describes stakeholder engagement		
✓	Publicly recognise responsibility for the company's impacts on internal and external stakeholders	See pages 100 – 105
✓	Define sustainability strategies, goals and policies in consultation with key stakeholders	See page 20
✓	Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance	See pages 100 – 105
✓	Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns	See pages 100 – 105



Corporate sustainability governance and leadership

Global compact advanced COP self-assessment

Supplementary report
2019



RBPlat's actions to advance the Sustainable Development Goals (SDGs)

Goals and indicators set by our company with respect to one or more SDGs

RBPLAT and the sustainable development goals

The United Nations developed 17 sustainable development goals (SDGs) with 169 targets to address barriers to sustainable development and to assist organisations to embed sustainability in their operations. **RBPlat supports all the United Nation's SDGs**, however, not all 17 SDGs are equally relevant to RBPlat.

1 NO POVERTY

2 NO HUNGER

3 GOOD HEALTH

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 RENEWABLE ENERGY

8 GOOD JOBS AND ECONOMIC GROWTH

9 INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITY

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

16 PEACE AND JUSTICE

17 PARTNERSHIP FOR THE GOALS

NOTE:

- The South African flag on an SDG block represents an NDP chapter/s
- UNGC logo means one of the UNGC principles are linked to the related SDG
- RBPlat logo means we have already done work in the related SDG

THE GLOBAL GOALS
For Sustainable Development

Main focus

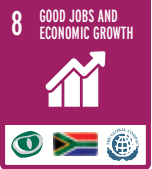




Figure 1. Steps to incorporate SDGs in corporate reporting



These are relevant targets specific to the Main Focus SDGs and proposed Key performance indicators:

SDGs	Targets adopted	Key Performance Indicators (KPIs)
	<p>By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases</p>	<p>3.3</p> <ul style="list-style-type: none"> No. of HIV tests No. of HIV counselling sessions No. of employees on ART No. of ART default cases No. of employees and contractors who tested positive for TB TB incidence rate (annually)
	<p>Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol</p>	<p>3.5</p> <ul style="list-style-type: none"> No. of employees and contractors who tested positive for substance abuse
	<p>Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all</p>	<p>3.8</p> <ul style="list-style-type: none"> % of employees on medical aid % of volume contractors on medical aid
	<p>By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p>	<p>3.9</p> <ul style="list-style-type: none"> Total no. of environmental incidents Total no. of injuries/illness related to hazardous chemicals exposure, air, water and soil pollution
	<p>Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries</p>	<p>8.1</p> <ul style="list-style-type: none"> Revenue generation Production <ul style="list-style-type: none"> Pt ounce produced 4e ounces
	<p>Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors</p>	<p>8.2</p> <ul style="list-style-type: none"> Revenue generation Economic value distributed <ul style="list-style-type: none"> Employee wages SLP/Community investment Production <ul style="list-style-type: none"> Pt ounce produced 4e ounces Training and development <ul style="list-style-type: none"> % employee training cost
	<p>Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services</p>	<p>8.3</p> <ul style="list-style-type: none"> HDSA procurement spent (including local) <ul style="list-style-type: none"> Capital Services Consumables
	<p>Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead</p>	<p>8.4</p> <ul style="list-style-type: none"> Water consumption Water efficiency Energy consumption Energy efficiency Waste recycled GHG emissions GHG intensity
	<p>By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p>	<p>8.5</p> <ul style="list-style-type: none"> Total no. of workforce Total employees – permanent Total employees-contractors % of women in mining % employees disabled

SDGs	Targets adopted	Key Performance Indicators (KPIs)
	Take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour. Eradicate forced labour, and by 2025 end child labour in all its forms including recruitment and use of child soldiers	8.7 <ul style="list-style-type: none"> • Eradicate child labour <ul style="list-style-type: none"> - Zero employees younger than 18years
	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	8.8 <ul style="list-style-type: none"> • Zero fatalities • FIFR • SIFR • LTIFR • TIFR • No. of days without an injury • % of employees unionised
	By 2030, achieve the sustainable management and efficient use of natural resources	12.2 <ul style="list-style-type: none"> • Water consumption • Water recycled • Water efficiency • Energy consumption • Energy efficiency
	By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment	12.4 <ul style="list-style-type: none"> • Total no. of environmental incidents • Waste generated • Waste recycled • Water discharged • GHG emissions • GHG intensity • Environmental expenditure (environmental management budget)
	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	12.5 <ul style="list-style-type: none"> • Waste generated • Waste recycled • Water discharged
	Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	12.6 <ul style="list-style-type: none"> • % of suppliers screened for sustainable practices
	Promote public procurement practices that are sustainable, in accordance with national policies and priorities	12.7 <ul style="list-style-type: none"> • % of suppliers screened for sustainable practices
	By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	12.8 <ul style="list-style-type: none"> • Sustainability internal communication and awareness • Annual Integrated reporting
	Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	13.1 <ul style="list-style-type: none"> • Climate change risk assessment • GHG Emissions • GHG intensity • Water efficiency • Energy efficiency
	Integrate climate change measures into national policies, strategies and planning	13.2 <ul style="list-style-type: none"> • Climate change risk assessment • GHG Emissions • GHG intensity • GHG reporting to National Department of Environmental Affairs (DEA)
	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	13.3 <ul style="list-style-type: none"> • Climate change risk assessment • Climate change internal Communication and awareness • GHG Emissions • GHG intensity • GHG reporting to National Department of Environmental Affairs (DEA)

Which of the following Sustainability Development Goals (SDGs) do the activities described in your COP address?

12/13

Climate change (SDGs 12 and 13)



- **Other established or emerging best practices**
- RBPlat voluntarily participates in the CDP's Climate Change and Water. We achieved B scores for both our climate change and water submissions to the CDP in 2018 and exceed the global metals and mining sector average of C for both climate change and water security.
- RBPlat set 10-year targets for both energy and water efficiency in its operations in 2009. New targets will be set in 2020.

3/8/11

Social (SDGs 3, 8 and 11)



- Over 1 000 families are living in homes they have been able to purchase in employee home ownership scheme. During 2019 we built an additional 18 homes for needy families, supplied and installed a 4.1 kilometre cattle fence to protect community livestock using doorstep community members for the construction. We completed the design of a road to be reconstructed in phases over the next five years.
- To support the health of the local community we constructed a forensic pathology facility and have upgraded the facilities at the clinic serving our doorstep communities. We have also paid the salaries of additional nurses in the clinic.
- Our full-time employees and employees of our major contractors are members of a medical aid.
- Our investment in education support in the form of four maths teachers and two science teachers at the secondary school serving our community has achieved a marked improvement in science and maths results at the school. We also invest in teacher development, the provision of educational resources and materials for schools and strengthening school management structures and school governing bodies, while training parents to provide guidance on their children's schoolwork.
- We provided employment for 10 087 (2018:9 508) people in our operations in 2019. We uphold the rights of our employee to freedom of association and collective bargaining.
- Through our enterprise and supplier development programme and our discretionary procurement from historically disadvantaged South Africans (HDSAs) we were able to procure 86.6% of our discretionary procurement from HDSAs.



**Criterion 1:
The COP describes the mainstreaming into corporate functions and business units**

Other established or emerging best practices

We apply the 16 principles of the King IV™ Code on Corporate Governance that apply to our business, ISO 14001, OHSAS 45001:2018



**Criterion 2:
The COP describes value chain implementation**

Other established or emerging best practices

- Code of Ethics, Fraud and Corruption Policy
- Research of suppliers understanding of policies, etc



**Criterion 3:
The COP describes robust commitments, strategies or policies in the area of human rights**

Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant parties

Our human resource strategy and policies are available on our internet or on request from our Company Secretary.



**Criterion 4:
The COP describes effective management systems to integrate managements systems to integrate the human rights principles**

Internal awareness-raising and training on human rights for management and employees

Training and awareness-raising in human rights was undertaken with our security contractors

Operational-level grievance mechanisms for those potentially impacted by the company's activities

Community issue management procedure in place that acknowledges that any stakeholder with a concern or grievance relating to any act or omission by RBPlat has the right to complain to the company and to receive a timeous and relevant response.



**Criterion 5:
The COP describes effective monitoring and evaluation mechanisms of human rights integration**

Process to deal with incidents the company has caused or contributed to for internal and external stakeholders (BRE 4 + ARE 4)

Community issue management procedure in place that acknowledges that any stakeholder with a concern or grievance relating to any act or omission by RBPlat has the right to complain to the company and to receive a timeous and relevant response.



Criterion 6:
The COP describes robust commitment, strategies or policies in the area of labour

- **Participation and leadership in wider efforts by employers' organisations to jointly address challenges related to labour standards in the countries of operation, possibly in a tripartite approach.**

We participate in the Minerals Council South Africa through which the mining industry addresses challenges related to labour standards.

- **Other established or emerging best practices**

Social and labour plan (Mining Charter III), TB programme, Community healthcare support, additional clinic staff, development of tablet programme to support Government's TB efforts in the community.



Criterion 7:
The COP describes effective management systems to integrate the labour principles

- **Internal awareness and training on the labour principles for management and employees**

Awareness and training is conducted in terms of the South African Labour Relations Act.

- **Active engagement with suppliers to address labour-related challenges**

RBPlat conducted a survey among its major suppliers in order to assess their approach to environmental, social and governance issues

- **Other established or emerging best practices**

Protection of Personal Information Act 4 of 2013 work, Transformation committee, SHE committee, Whistleblowing facility.



Criterion 8:
The COP describes effective monitoring and evaluation mechanisms of labour principles integration

- **Audits or other steps to monitor and improve the working conditions of companies in the supply chain in line with principle of international labour standards**

RBPlat surveyed its major suppliers as an initial step to monitor and where necessary engage with supplier companies on the adherence to international labour standards. We continually monitor the working conditions of suppliers/contractors working on our premises.

- **Process to positively engage with the suppliers to address the challenges (i.e. partnership approach instead of corrective approach) through schemes to improve workplace practices:**

RBPlat surveyed its major suppliers to assess their application of UNGC labour principles

- **Outcomes of integration of the labour principles (To report main incidents involving the company: disclosures that your organisation had no labour-related abuses in the past year satisfies this best practice where providing details may be counterproductive: LA4. HR4-7)**

There were no labour-related abuses in RBPlat's operations during 2018.

- **Other established or emerging best practices**

RBPlat provides contractors with similar benefits to its employees as it provides its fulltime employees and the same policies are applied to both fulltime employees and contractors.



Criterion 9:
The COP describes robust commitments, strategies or policies in the area of environmental stewardship

- **Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners:**
 All contracts include a clause covering the minimum environmental standards required of them when working on our premises.
- **Specific commitments and goals for specified years**
 Our operations are ISO 14001 certified and as part of the environmental management system implementation we annually set specific environmental objectives and targets.
- **Other established or emerging best practices**
 ISO 14001, National Environmental Management Act, Environmental Management Programmes, Mineral and Petroleum Resources Development Act, CDP, Intergovernmental Panel on Climate Change, UNFCCC, Business Unity South Africa, Sustainability Framework.



Criterion 10:
The COP describes effective management systems to integrate the environmental principles

- **Grievance mechanisms, communication channels and other procedures (e.g. whistleblower mechanisms) for reporting concerns or seeking advice regarding environmental impacts**
 Community issue management procedure in place that acknowledges that any stakeholder with a concern or grievance relating to any act or omission by RBPlat has the right to complain to the company and to receive a timeous and relevant response.
- **Internal awareness-raising and training on environmental stewardship for management and employees**
 RBPlat uses its internal communication channels to raise awareness and educate management and employees regarding environmental stewardship.
- **Other established or emerging best practices**
 ISO14001, NEMA



Criterion 11:
The COP describes effective monitoring and evaluation mechanisms for environmental stewardship

- **Process to deal with incidents**
 Community issue management procedure in place that acknowledges that any stakeholder with a concern or grievance relating to any act or omission by RBPlat has the right to complain to the company and to receive a timeous and relevant response. This enables external stakeholders to report any environmental incident. Our operations also have an environmental incident reporting procedure as part of our environmental management system implementation.
- **Audits or other steps to monitor and improve the environmental performance of companies in the supply chain**
 The requirement to comply with our environmental standards is part of all our contracts. The environmental department conducts regular environmental inspections and audit on our operations, which include any contractors on site. We began the process of monitoring the environmental performance of suppliers/contractors through a survey and will be following through on this process.
- **Other established or emerging best practices**
 CDP participation and ISO 14001



Criterion 12:
The COP describes robust commitments, strategies or policies in the area of anti-corruption

Other established or emerging best practices

King IV Principle 13 application: The governing body should govern compliance with applicable laws and adopted non-binding rules, codes and standards in a way that supports the organisation being ethical and a good corporate citizen (see page 109 of Integrated report for 2018)



Criterion 13:
The COP describes effective management systems to integrate the anti-corruption principles

Risk assessment of potential areas of corruption

RBPlat carries out quarterly and annual risk assessment and has proactive systems in place to prevention corrupt practices (see page 88 of Integrated report for 2019)

Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice

An independently-operated whistleblowing facility is provided for use by our employees, suppliers and members of the public. Monthly reports from the service providers are received by the Executive: Risk, Assurance and Sustainability and where necessary investigated and appropriate action taken. The Social and Ethics Committee receives a quarterly report on whistleblowing activity and actions taken where required.

Other established or emerging best practices

Quarterly and annual fraud risk assessments are conducted and we maintain a fraud risk register which is updated quarterly and annually.



Criterion 14:
The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption

Process to deal with incidents

The process to deal with incidents of corruption is set out in our Fraud and corruption policy

Public legal cases regarding corruption

We have no public legal regarding corruption.

Use of independent external assurance of anti-corruption programmes

External auditors, PwC assure our anti-corruption programmes.

Outcomes of integration of the anti-corruption principle

Our Audit Committee, whose members are all independent non-executive directors (see page 25 of integrated report for 2018 and external auditors, PwC, assessed outcomes of integration of the anti-corruption principle.

Other established or emerging best practices

Code of Ethics, Fraud and corruption policy, pre-employment screening, annual declaration of interest, annual disclosure of any employment outside RBPlat, declaration of family relationships with RBPlat employees, fraud risk register, tracking of supplier fund movements and financial stability, maintain a list of all blacklisted trading partners and suppliers found to have acted unethically/fraudulently in their dealing with RBPlat.

Taking action in support of broader UN goals and issues



Criterion 15: The COP describes core business contributions to UN goals and issues

- See RBPlat's actions to advance the Sustainable Development Goals (SDGs) on page 1 of this supplementary report



Criterion 16: The COP describes strategic social investments and philanthropy

- Coordinate efforts with other organisations and initiatives to amplify and not negate or unnecessarily duplicate the efforts of other contributors

Our social initiatives which fall under our social and labour plan, which is approved by the Department of Mineral Resources, does not allow for coordinated efforts as each mining company has a separate social and labour plan.

- Other established or emerging best practices

Tablet developed to monitor TB in communities, Education support (see page 91 of integrated report 2019)



Criterion 17: The COP describes advocacy and public policy engagement

- Publicly advocate the importance of action in relation to one or more UN goals/issues

Through our involvement with the National Business Initiative (NBI), Minerals Council of South Africa and the International Platinum Group Metals Association (IPA) we publicly advocate the importance of action relation to the UN SDGs

- Commit company leaders to participate in key summits, conferences and other important public policy interactions in relation to one or more UN goals/issues Other established or emerging best practices

Our Chief Executive Officer and our Executive: Investor Relations and Corporate Communication both participate in the World Platinum Investment Council (WPIC). Our CEO is also a Vice President of the Minerals Council of South Africa. The ways in which our industry can contribute to the UN SDGs is part of the agenda of all these organisations.



Criterion 18: The COP describes partnerships and collective action

- Develop and implement partnership projects with public or private organisations (UN entities, government, NGOs, or other groups) on core business, social investments and or advocacy

We are working with International Platinum Group Metals Association (IPA) on PGM life cycle assessment

- Join industry peers, UN entities and/or other stakeholders in initiatives contributing to solving common challenges and dilemmas at the global and/or local levels with an emphasis on initiatives extending the company's positive impact on its value chain

We participate in the Minerals Council of South Africa, National Business Initiative (NBI), signatory to the GRI, World Platinum Investment Council (WPIC)



Criterion 19:
The COP describes CEO commitment and leadership

- **CEO promotes initiatives to enhance sustainability of the company's sector and leads development of industry standards**

As Chairman of the IPA our CEO is leading a project to develop common standards across the platinum value chain. He is also Vice President of the Minerals Council of South Africa.

- **Make sustainability criteria and UN Global Compact principles part of goals and incentive schemes for CEO and executive management team**

Some sustainability criteria have long been part of the measurements used to establish short-term and long-term incentives for RBPlat's CEO and executives. From 2019 sustainability criteria are embedded in annual performance measures and make up 25% of short-term and long-term incentives. Also 50-60% of the criteria governing their forfeitable shares are driven by ESG criteria.

- **Other established or emerging best practices**

The reward system introduced in 2019 is in line with emerging best practice.



Criterion 20:
The COP describes Board adoption and oversight

- **Other established or emerging best practices**

Our Vision is to seek and deliver the good from mining and our aspiration is to deliver More than mining. Best practices in place at RBPlat are set out in the Social and Ethics Committee report on page 124 of our integrated report for 2019.

- **Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance**

RBPlat consults stakeholders as part of its environmental impact assessment (EIA) process. We also have various community structures through which we engage with our key stakeholders (see page 100 of integrated report 2019).

- **Other established or emerging best practices**

As part of our EIA process, we trained unemployed youths from the community to engage with community members and get their feedback on the proposed project for which we were conducting the EIA. CEO personal appearances to address community members and employees is an exceptionally effective practice.



Criterion 21:
The COP describes stakeholder engagement

- **Publicly recognise responsibility for the company's impacts on internal and external stakeholders**

We acknowledge responsibility for our impacts on internal and external stakeholders on pages 100-105 of our integrated report

- **Define sustainability strategies, goals and policies in consultation with key stakeholders**

On page 20 of our integrated report we explain our engagement with stakeholders regarding sustainability strategies, goals and policies

- **Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance**

This is explained on pages 100 – 105 of our integrated report

- **Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns**

This is explained on pages 100 – 105 of our integrated report



