



ROYAL
BAFOKENG
COMMUNICATION
ON PROGRESS





Participant

Royal Bafokeng Platinum Limited

Published

2022/08/19

Time period

January 2021 – December 2021

Files

Royal Bafokeng IR 2021.pdf

Links

<http://www.bafokengplatinum.co.za/reports/integrated-report-2021/pdf/full-integrated.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 2021 |
|--|--|---|
|  Self-assessment |  Includes a CEO statement of continued support for the UN Global Compact and its ten principles | Page 48 |
| |  Description of actions or relevant policies related to human rights | Page 80 |
| |  Description of actions or relevant policies related to Labour | Pages 80, 81, 89-92 |
| |  Description of actions or relevant policies related to Environment | Pages 19, 98, P7-P9, 100, 102, 107 |
| |  Description of actions or relevant policies related to Anti-corruption | Pages 32, 33 |
| |  Includes a measurement of outcomes | Pages 8-10, 12, 28, 30, 47-49, 80-84, 87-89, 91, 93-100, 105, 106, 108 |
| |  COP is actively distributed to all key stakeholders as an inclusion in our integrated report, which is distributed in print and online | Pages 3, 80 |
|  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 3, 35, 36, 129-132 |
| |  Financial information is assured by independent assured by external auditors using IFRS, sustainability information is assured by independent AA1000AS licensed assurance providers | Pages 3, 129-132, and https://www.bafokengplatinum.co.za/reports/integrated-report-2021/pdf/full-afs-new.pdf pages 10-13 |
| |  A range of industry specific types of assurance as well as internal audit processes | Pages 3, 42 |
| | The COP incorporates the following high standards of transparency and disclosure | |
| |  The COP is in accordance with GRI G4 | See supplementary report |
| |  Following the International Integrated Reporting Framework | Page 4 |
| |  Provides information on the company's profile and context of operation | Pages 6, 17-20 |

GC Advanced COP Self-assessment




Continued

| Status | Response to self-assessment questions | Location of response in Integrated report 2021 |
|---|---|--|
|  Verification and transparency | 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. Zero hunger | Page 1 |
| | ✓ SDG 3: Ensure healthy. lives and promote well-being for all at all ages | Pages 1, 80, 84, 86, 87, 95, 96, 97 |
| | ✓ SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all | Pages 1, 80, 90, 93 |
| | ✓ SDG 5: Achieve gender equality and empower all women and girls | Pages 1, 80, 89 |
| | ✓ SDG 6: Ensure availability and sustainable management of water and sanitation for all | Pages 1, 98 |
| | ✓ SDG 7: Ensure access to affordable, reliable, sustainable and clean energy for all | Page 98 |
| | ✓ SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all | Pages 1, 80, 91, 108 |
| | ✓ SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation ; SDG 11: Sustainable cities and communities | Page 1 |
| | ✓ SDG 10: Reduce inequality within countries | Pages 1, 80, 89, 90 |
| | ✓ SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable | Pages 82, 83 |
| | ✓ SDG 12: Ensure sustainable consumption and production patterns | Pages 1, 98, 105, 107 |
| | ✓ SDG 13: Take urgent action to combat climate change and its impacts | Pages 1, 98, 99, 100 |
| | Our COP describes the following actions to advance the SDGs | |
| | ✓ The opportunities and responsibilities that one or more SDGs represent to our business | Pages 1, 80, 98 |
| | ✓ Goals and indicators set by our company with respect to one or more SDGs | See page 48 and supplementary report |
| | ✓ How one or more SDGs are integrated into the company's business model | Page 1 |
| | ✓ The (expected) outcomes and impact of our activities related to the SDGs | Pages 52-108, 128 |
| | ✓ Other established or emerging best practices | See supplementary report |

| Status | Response to self-assessment questions | Location of response in Integrated report 2021 |
|---|--|--|
|  Implementing the ten principles into strategies and operations | 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 | Pages 40, 48, 49, 98, 99, 133 |
| | ✓ Align strategies, goals and incentive structures of all business units and subsidiaries with corporate sustainability strategy | Pages 22, 110-128 |
| | ✓ Assign responsibility for corporate sustainability implementation to an individual or group with each business unit and subsidiary | Page 98 |
| | ✓ Design corporate sustainability strategy to leverage synergies between and among issue areas and to deal adequately with trade-offs | Pages 12, 133-134 |
| | ✓ Ensure that different corporate functions coordinate closely to maximise performance and avoid unintended negative impacts | Pages 12, 102 |
| | ✓ 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 | Pages 11-12, 41-45 |
| | ✓ Communicate policies and expectations to suppliers and other relevant business partners | Pages 13-16 |
| | ✓ Implement monitoring and assurance mechanisms (e.g. audits/ screenings) for compliance within the company's sphere of influence | Pages 3, 35, 36, 41 |
| | ✓ Undertake awareness-raising training and other types of capacity building with suppliers and other business partners | Page 97 |
| | ✓ Other establishing or emerging best practices | See page 73 and supplementary report |
|  Robust human rights management policies and procedures | 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 | Page 80 |
| | ✓ Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company | Page 133 |
| | ✓ Statement of policy stipulating human rights expectations of personnel, business partners and other parties directly linked to operations, products or services | Pages 80, 81, 86 |
| | ✓ 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) | Pages 80-81 and supplementary report |

GC Advanced COP Self-assessment

Continued


| Status | Response to self-assessment questions | Location of response in Integrated report 2021 |
|--|--|--|
|  <p>Robust human rights management policies and procedures</p> | Criterion 4: The COP describes effective management systems to integrate the human rights principles | |
| |  Process to ensure that internationally recognised human rights are respected | Page 80 |
| |  Ongoing due diligence process that includes an assessment of actual and potential human rights impacts (BRE 2 + BRE 3 + ARE 2 + ARE 3) | Pages 80,81 |
| |  Internal awareness-raising and training on human rights for management and employees | Pages 90-91 |
| |  Operational-level grievance mechanisms for those potentially impacted by the company's activities (BRE 4 and ARE 4) | Page 81 |
| |  Allocation of responsibilities and accountability for addressing human rights impacts | Page 80 |
| |  Internal decision-making, budget and oversight for effective responses to human rights impacts | Pages 133-134 |
| |  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) | Pages 80, 33 |
| |  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) | Pages 80, 81, 93-97 |
| | Criterion 5: The COP describes effective monitoring and evaluation mechanisms of human rights integration | |
| |  System to monitor the effectiveness of human rights policies and implementation with quantitative and qualitative metrics, including the supply chain (BRE 3 + ARE 3) | Pages 8-10, 11-12, 28, 32,33,40 |
| |  Monitoring drawn from internal and external feedback, including affected stakeholders | Pages 13-16 |
| |  Leadership review for monitoring and improvement results | Pages 46-51, 133-134 |
| |  Process to deal with incidents the company has caused or contributed to for internal and external stakeholders (BRE 4 + ARE 4) | See supplementary report |
| |  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) | See supplementary report |
| |  Outcomes of integration of the human rights principles | Pages 80-97 |
| |  External and formal reporting of operations or operating contexts that pose risks of severe human rights impacts | Pages 133-134 |
| |  Disclosure of main incidents involving the company | Pages 46-50 |
| |  Outcomes of remediation processes of adverse human rights impacts | Pages 133-134 |
| |  Other established or emerging best practices | Pages 80-85, 86, 89-97 |


| Status | Response to self-assessment questions | Location of response in Integrated report 2021 |
|--|---|--|
| Robust labour management policies and procedures  | 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) | Pages 80-81 |
| | ✓ Reflection on the relevance of the labour principles for the company | Pages 80-81 |
| | ✓ 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 | Pages 34, 36, 80-81 |
| | ✓ Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners | Page 15 |
| | ✓ Specific commitments and human resources policies in line with national development priorities or decent work priorities in the country of operation | Pages 80-97 |
| | ✓ 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). | Pages 14, 81 and supplementary report |
| | ✓ Structural engagement with a global union, possibly via global framework agreement | Not applicable |
| | ✓ Other established or emerging best practices | See supplementary report |



GC Advanced COP Self-assessment

Continued


| Status | Response to self-assessment questions | Location of response in Integrated report 2021 |
|--|--|--|
|  <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 | Pages 43-45 |
| | ✓ Dialogue mechanism with trade unions to regularly discuss and review company progress in addressing labour standards | Page 14 |
| | ✓ Allocation of responsibilities and accountability within the organisation | Page 34 |
| | ✓ Internal awareness and training on the labour principles for management and employees | Pages 41, 87 |
| | ✓ Active engagement with suppliers to address labour-related challenges | Pages 17, 21 |
| | ✓ 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 supplementary report |
| | ✓ 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 | Pages 8-12, 23, 41 |
| | ✓ Dialogues with the representative organisation of workers to regularly review progress made and jointly identify priorities for the future | Pages 13-14, 81 |
| | ✓ 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> | Pages 98-108 |
| | ✓ 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>) | Pages 98-108 |

| Status | Response to self-assessment questions | Location of response in Integrated report 2021 |
|---|--|---|
|  <p>Robust human rights management policies and procedures</p> | 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 | Pages 98, 100-101, 103, 104 |
| | ✓ 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 | Pages 43-45, 99, 102, 103 |
| | ✓ Assessments of lifecycle impact of products, ensuring environmentally sound management policies | Pages 98-108 |
| | ✓ Allocation of responsibilities and accountability within the organisations | Page 98 |
| | ✓ 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 | Pages 41, 98-99 |
| | ✓ Leadership review of monitoring and improvement results | Pages 133-134 |
| | ✓ 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 | Pages 98-106 |
| | ✓ Other established or emerging best practices | See supplementary report |

GC Advanced COP Self-assessment

Continued

| Status | Response to self-assessment questions | Location of response in Integrated report 2021 |
|---|---|--|
|  <p>Robust anti-corruption management policies and procedures</p> | 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 | Pages 32-33 |
| | ✓ Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procedures to know the law and monitor changes | Pages 32, 33, 134 |
| | ✓ Statement of support for international and regional legal frameworks such as the UN Convention against Corruption | Pages 32-33 |
| | ✓ Detailed policies for high-risk areas of corruption | Page 33 |
| | ✓ Policy on anti-corruption regarding business partners | Page 33 |
| | ✓ 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 | Pages 32, 33, 133 |
| | ✓ Carrying out risk assessment of potential areas of corruption | Page 33 |
| | ✓ Human resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees | Page 33 |
| | ✓ Internal checks and balance to ensure consistency with the anti-corruption commitment | Page 33 |
| | ✓ Actions taken to encourage business partners to implement anti-corruption commitments | Page 33 |
| | ✓ Management responsibility and accountability for implementation of the anti-corruption commitment or policy | Pages 33, 134 |
| | ✓ Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice | Page 33 |
| | ✓ Internal accounting and auditing procedures related to anti-corruption | Page 33 |
| | ✓ 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 | Pages 133-134 |
| | ✓ Process to deal with incidents | Page 33 |
| | ✓ 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 | Page 33 and supplementary report |
| | ✓ Other established or emerging best practices | See supplementary report |

| Status | Response to self-assessment questions | Location of response in Integrated report 2021 |
|--|---|---|
|  <p>Taking action in support of broader UN goals and issues</p> | 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 | Pages 1, 48. 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 | Page 1, and supplementary report pages 14-16 |
| | ✓ 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 | Pages 7, 82-83, 87, 89-97 |
| | ✓ Coordinate efforts with other organisations and initiatives to amplify and not negate or unnecessarily duplicate the efforts of other contributors | Page 14 and 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 | Pages 87, 89, 90, 91 |
| | ✓ 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 | Page 1 |
| | ✓ 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 |

GC Advanced COP Self-assessment

Continued

| Status | Response to self-assessment questions | Location of response in Integrated report 2021 |
|---|--|--|
|  <p>Corporate sustainability governance and leadership</p> | 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 | Pages 46-51 |
| | ✓ CEO promotes initiatives to enhance sustainability of the company's sector and leads development of industry standards | Pages 46-51 |
| | ✓ CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation | Pages 46-51 |
| | ✓ 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 | Pages 28, 30, 32, 37, 102, 103, 104 |
| | ✓ Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability | Pages 98, 102, 133 |
| | ✓ Board (or committee), where permissible, approve formal reporting on corporate sustainability (Communication on Progress) | Pages 4, 37, 102, 133-134 |
| | ✓ Other established or emerging best practices | See supplementary report |
| | ✓ Publicly recognise responsibility for the company's impacts on internal and external stakeholders | Pages 4, 13, 37 |
| | ✓ Define sustainability strategies, goals and policies in consultation with key stakeholders | Pages 1, 7, 13-16 |
| | ✓ Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance | Pages 13-16, 43, 44-45 |
| | ✓ Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns and protect whistleblowers | Pages 13-16 |
| | ✓ 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 4, 13, 37 |
| | ✓ Define sustainability strategies, goals and policies in consultation with key stakeholders | See pages 7, 47, 43-45 and supplementary report |
| | ✓ Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance | See pages 47, 48, 80-97 and supplementary report |
| | ✓ Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns | See pages 13-16, 80-97 |

Global compact advanced COP self-assessment

Supplementary report
2021



RBPlat's integrated report for 2021 was prepared in accordance with the Value Reporting Foundation's Integrated Reporting Framework. The process for our reporting has been based on International Financial Reporting Standards (IFRS), The Global Reporting Standards (GRI) Sustainability Reporting Standards, the King IV Report on Corporate Governance™ for South Africa, 2016 (King IV), the JSE Listings Requirements and the Companies Act 71 of 2008, as amended (the Companies Act).

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.

OUR SUSTAINABILITY LANDSCAPE



Main focus

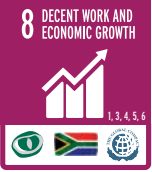




Figure 1.
Steps to incorporate SDGs in corporate reporting



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

| SDGs | Targets adopted | Key Performance Indicators (KPIs) |
|---|--|---|
|  <p>3 GOOD HEALTH</p> | By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases | 3.3 <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) |
| | Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol | 3.5 <ul style="list-style-type: none"> No. of employees and contractors who tested positive for substance abuse |
| | 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 | 3.8 <ul style="list-style-type: none"> % of employees on medical aid % of volume contractors on medical aid |
| | By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination | 3.9 <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>8 DECENT WORK AND ECONOMIC GROWTH</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 | 8.1 <ul style="list-style-type: none"> Revenue generation Production <ul style="list-style-type: none"> Pt ounce produced 4e ounces |
| | Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors | 8.2 <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 |
| | 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 | 8.3 <ul style="list-style-type: none"> HDSA procurement spent (including local) <ul style="list-style-type: none"> Capital Services Consumables |
| | 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 | 8.4 <ul style="list-style-type: none"> Water consumption Water efficiency Energy consumption Energy efficiency Waste recycled GHG emissions GHG intensity |
| | 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 | 8.5 <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 • Eradicate child labour - 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 • 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 • 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 • 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 • 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 • % of suppliers screened for sustainable practices |
| | Promote public procurement practices that are sustainable, in accordance with national policies and priorities | 12.7 • % 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 • 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 • Climate change risk assessment • GHG Emissions • GHG intensity • Water efficiency • Energy efficiency |
| | Integrate climate change measures into national policies, strategies and planning | 13.2 • 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 • 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 a B-score for our voluntary disclosure for our climate change submission to the CDP in 2021 having achieved an A-score in 2020 and we achieved an A-score for our water submission in 2021.
- RBPlat's updated climate change strategy was implemented in 2021. It includes the ongoing implementation of recommendations of a climate change vulnerability study, and efforts to improve our climate change reporting based on a gap analysis of our reporting against the Taskforce on Climate-related Financial Disclosures (TCFD)
- RBPlat set new five-year targets in 2020 for its group energy efficiency and its water efficiency based on 2018 baselines with the aim of achieving a 10% reduction for both by 2024.
- In 2020 RBPlat began reporting in line with the Taskforce on Climate-related Financial Disclosure (TCFD) – see page 102 of our Integrated report for 2020

3/8/11

Social (SDGs 3, 8 and 11)



- Over 5 000 people are living in homes they have been able to purchase in employee home ownership scheme. During 2020 we built an additional 18 homes for needy families. In consultation with the community we assist with their infrastructure needs, which includes the construction and repair of roads and walkways, providing leadership offices and repairing public facilities, such as the police station.
- In 2020 we established a 200-bed field hospital to ensure medical facilities would be available to our employees and communities during Covid-19. We also provided isolation facilities for community members.
- 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 11 024 (2020: 10 593) people in our operations in 2021. 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 86.3% (2020: 82.2%) 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 management 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 2021.

- **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 32 and 33 of our integrated report for 2021)



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 33 of our integrated report for 2021)

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

An independently-operated whistleblowing facility and on Ethics Defender web-based platform (see page 33 of the integrated report) 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 38 of integrated report for 2021 and external auditors, KPMG, 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.



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). 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**

Our CEO is leading a project to develop common standards across the platinum value chain. He is also a member 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 133 of our integrated report for 2021.

- **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 pages 13-16 of integrated report 2021).

- **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 13 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 13-16 of our integrated report



