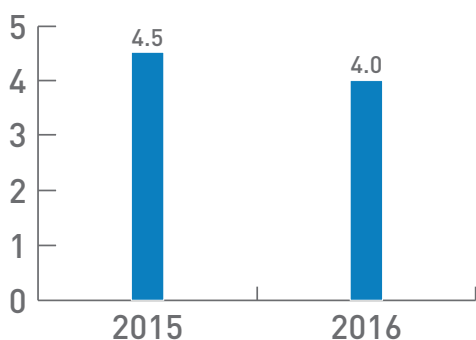


SUSTAINABILITY REVIEW

Sustainability is core to our business strategy and is integrated into our decision-making. We put health and safety first as our sustainability priority, we are environmentally responsible and take pride in supporting our host communities.

Injury Rate



HEALTH AND SAFETY

Afarak strives to achieve “Zero Harm” at all of its operations and to provide its employees and contractors with a safe and healthy environment in which to work, develop and grow. Afarak has a Board committee dedicated to health and safety with the aim of integrating the Group operations to address the social, environmental, health and safety position of all stakeholders. While continuing the programme focused on pro-active safety and environmental measurements as part of aiming to achieve “Zero Harm”, the members of HSEC are defining Group standard protocols to ensure that all the Group activities are constantly managed, monitored and reported according to Group policies.

In 2016, Afarak focused on improving its reporting frameworks for health & safety and conducted a gap analysis of its policies and procedures across its units. A lost time injury metrics system was conducted in conformance with internationally recognised standards. In 2016, the number of injuries fell across the Group and in fact; the injury rate, which measures the number of injuries per 100 employees, declined marginally from a year earlier.

Unfortunately, the year was marred with the Group’s first fatality which happened in Mogale where a colleague succumbed to the grievous injuries sustained at the plant. Afarak Group had to shut-down its operations at the Mogale Alloys plant after the incident and has implemented a number of health and safety initiatives at the plant. Following the incident, management organised counselling sessions for fellow employees and a memorial service at the plant and supported the family of the deceased.

During 2016, the Group totalled approximately 1,823,806 working hours during which the Group suffered only 14 accidents that caused loss of time. Lost Time Injury (LTI) is defined as any work related injury or illness which prevents that person from doing any work the day after the accident. The Lost Time Injury Frequency Rate measures the number of LTI’s recorded per million hours worked. In 2016, the LTIFR edged slightly upwards despite the lower number of injuries as the number of hours worked by the Group was less than a year earlier.