



HUMAN CAPITAL

SUMMARY SUSTAINABILITY REVIEW

Note that sustainability information is only reported for those operations over which ARM has direct or joint management control: ARM Ferrous, ARM Platinum and ARM Copper. This reporting suite therefore does not report on sustainable development as it relates to ARM Coal, Harmony Gold and the Sakura Ferroalloys Project.

Drill operator at Modikwa Mine

SUSTAINABILITY REVIEW continued

HUMAN CAPITAL

ARM's human capital is integral to its mining and beneficiation processes to transform the natural capital of mineral and ore reserves into financial capital for the benefit of all stakeholders. Investments in human capital improve safety performance, skills and productivity, and thereby support the Company's strategic focus on operational and cost efficiencies.

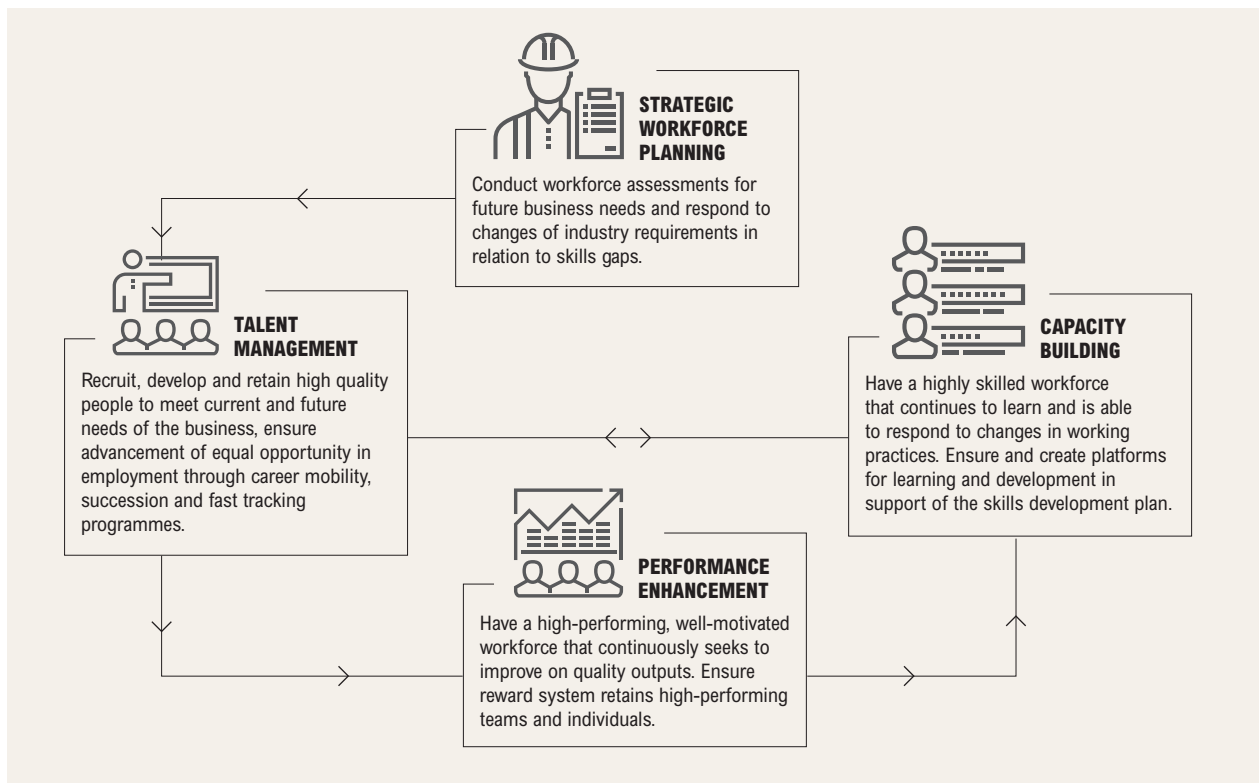
The South African mining industry faces a number of challenges in securing and managing the human capital available to it. These include implementing effective controls to support safety in challenging working conditions, managing occupational health and hygiene, demonstrating good labour practices and respect for human rights, and navigating a traditionally charged labour environment. There is increasing competition for a finite supply of skills and education levels are generally low, particularly among semi-skilled workers.

Our most material human capital matters

- > HUMAN RESOURCES MANAGEMENT
- > SAFETY
- > OCCUPATIONAL HEALTH AND WELLNESS
- > TB, HIV & AIDS

HUMAN RESOURCES MANAGEMENT

ARM's human resources strategy is driven by four pillars that underpin the focus of all human resources interventions.



The HR strategic pillars ensure ARM's HR practices are benchmarked against best practices, foster an entrepreneurial culture and leadership among employees, and position ARM as

an employer of choice. The various HR initiatives in place ensure compliance with relevant labour legislation, manage potential risks and promote a strong and mature relationship with unions.

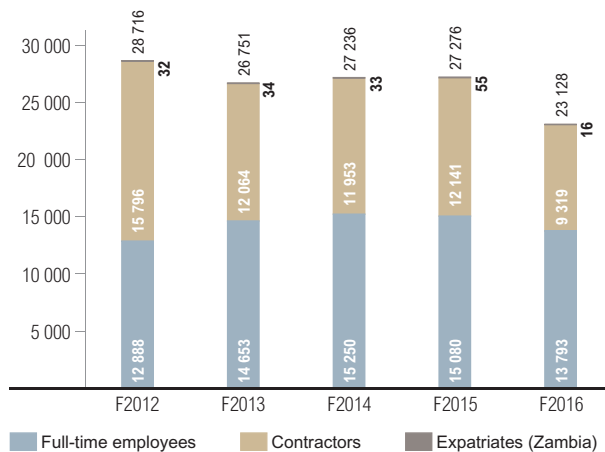
HOW WE MANAGE HUMAN CAPITAL

The Group Executive: Human Resources (HR) is the senior executive responsible for the delivery of the four human resources strategic pillars. Progress on transformation in the workforce, skills attraction and development are managed and monitored by the Employment Equity and Skills Development Committee at an executive level and is reported to the Social and Ethics Committee. The HR function is represented at operational, divisional and corporate level.

The functions headed by the Group Executive: HR and the Group Executive: Compliance and Stakeholder Relations are integrated to identify synergies and ensure that ARM positively impacts the lives of people in our communities through delivery on Social and Labour Plans and community projects.

As a result of the current economic challenges facing the mining industry, voluntary separation packages were offered and Section 189a processes initiated at Nkomati, Black Rock, Khumani and Modikwa mines, and at Cato Ridge Works. Full-time employees consequently decreased by 8.5% to 13 793 at year-end. Similarly, contractors were reduced by 23.2% to 9 319 through cost efficiency initiatives such as in-sourcing of services where possible and not renewing contracts where appropriate.

TOTAL LABOUR AS AT 30 JUNE 2016



Note: These headcount figures include the South African Ferrous and Platinum operations as well as Lubambe Mine in Zambia.



Monitoring of crushing operations at Khumani Mine

SUSTAINABILITY REVIEW continued

HUMAN RESOURCES MANAGEMENT HIGHLIGHTS AND CHALLENGES

The ongoing challenges posed by the low commodity price environment have forced an intense focus across the mining industry on cutting costs and increasing labour productivity to safeguard financial sustainability and the majority of jobs.

Performance against the ARM Corporate Employment Equity (EE) plan is continuously monitored and formally evaluated on a quarterly basis to facilitate discussions and promote focused decision making. The EE strategy promotes diversity business cases in relation to racial demographics, gender and people living with disability. Representation of historically disadvantaged South Africans (HDSA) increased at senior management level (from 44% to 49%), the professionally qualified level (54% to 57%) and the technically qualified level (67% to 68%). These increases reflect a positive outlook in relation to future succession planning as the feeder to senior and top management. Overall, EE in management increased to 53% (F2015: 51%).

The representation of female employees or women in core mining positions as well as women with critical and scarce skills, was negatively affected by the Section 189 process, and was reduced to 11% (F2015: 15%). This still exceeds the Mining Charter target of 10%.

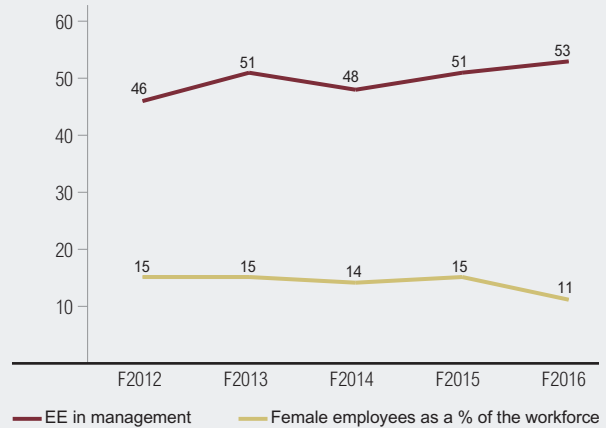
Securing suitable housing around our remote operations was identified as a challenge previously and has led to our housing strategy, which promotes home ownership.

Encouraging women to start their career in mining remains a challenge.

Through ARM's diversity programme, the number of persons with disability has increased to 78 people, 25 of whom are women. ARM continues to investigate practical ways of increasing the number of people living with disabilities employed at its operations.

There was a legal strike at Nkomati Mine during the year, and unprotected strikes at Modikwa and Lubambe mines. Approximately 3 024 man days were lost to industrial action during the year (F2015: Nil).

REPRESENTATION (%)



ARM's top five candidates from the Rising Stars programme represented the Company at the national Rising Stars event where four candidates made it to the semi-finals and Cornelius Ollewagen from Black Rock Mine made it to the top five in the Mining and Minerals category.

In May 2016, the first intake of 35 candidates graduated from ARM's future leaders development programme, which is run in partnership with Wits Business School.

The ARM talent management system was launched early in F2016 and, together with the talent portal and the employment equity system, ensures alignment between talent, succession plans and career development plans to monitor and track talent across the Company.

ARM participated in the Global Top Employer Certification programme, ranking its employee standards against international benchmarks. ARM was among 78 South African companies which were awarded Top Employer certification.

ATTRACTION, RETENTION AND DEVELOPMENT OF SKILLS

ARM aims to retain talent by ensuring that its employee value proposition (EVP) remains compelling and through its creative, innovative and entrepreneurial culture. The EVP includes career development opportunities, competitive remuneration, study assistance and performance management. Industry benchmarking shows that ARM well exceeds industry-related minimum wages aligned with our employer of choice strategy.

Employee turnover, a measure of skills retention in the Group, increased to 15.0% (F2015: 11.5%) due to the voluntary severance packages and Section 189a processes run at various operations during the year.

ARM's skills needs are addressed through internal skills development programmes and supplemented by external recruiting where necessary. This process is managed through our workforce planning initiatives, which identify future skills needs and flag potential gaps. Skills development programmes include training courses, learnerships, internal and external bursaries and study assistance.

ARM's investment in skills development in F2016 decreased to R183 million (F2015: R232 million), which represents 6.9% of total payroll, exceeding the current Mining Charter target of 5%.

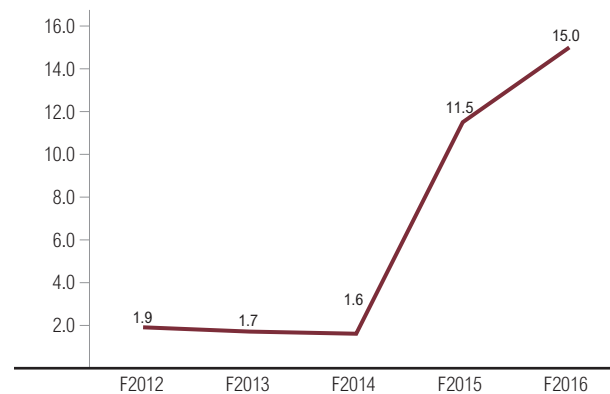
HOUSING

ARM's housing strategy and policy aim to promote the ownership of affordable housing by employees at our operations to ensure that every employee has decent accommodation in line with the Mining Charter and the Housing and Living Conditions Standards for the Minerals Industry. It also conforms to the numerous pieces of municipal and spatial planning legislation. Some operations have compiled housing strategies that identify and prioritise sustainable towns of choice in support of the life of mine.

Since 2009, ARM has completed the following housing initiatives:

- > Converted all hostels into single accommodation, family units or alternative uses;
- > Constructed 1 503 houses/home ownership units in the municipal areas of Kathu, Kuruman and Postmasburg; of which 1 123 units have been sold to employees and 350 units are available to purchase or rent by employees; and
- > In addition to the 1 503 houses constructed, a further 548 fully serviced residential stands are available for future construction of houses for employees in the towns of Kathu, Kuruman and Postmasburg.

EMPLOYEE TURNOVER* (%)



* Excludes contractors.

TRAINING SPEND AS A PERCENTAGE OF PAYROLL (%)



* Training spend was impacted by staff reductions as well as the limiting and exclusion of certain mandatory training costs from payroll spend in terms of the new dti Codes. In addition, the total payroll cost was inflated as a result of the cost of voluntary separation packages and the section 189 process, further reducing training spend as a percentage of payroll.

HUMAN RESOURCES MANAGEMENT FOCUS FOR F2017

1

OUR AIM FOR THE COMING YEAR IS TO ENSURE THAT THE FOUR PILLARS ARE INTEGRATED TO THE TRANSFORMATIONAL GOALS AND ALIGNED TO THE SOUTH AFRICAN BOARD OF PEOPLE PRACTICES AS WELL AS THE BUSINESS SUCCESS MODEL. THIS WILL ENSURE CONTINUOUS IMPROVEMENT AND SERVICE DELIVERY OF PEOPLE BEST PRACTICE THROUGH SYSTEM MATURITY AND BUSINESS INTELLIGENCE TO DRIVE EFFECTIVE BUSINESS DECISIONS.

SUSTAINABILITY REVIEW continued

SAFETY

ARM is committed to zero harm to our employees. Group and operational safety policies and processes at our mining operations align with the guidelines and targets set in the Mine Health and Safety Act and the Mining Charter and with the Occupational Health and Safety Act and its regulations at our smelters. Our approach to safety effectively meets the Tripartite Health and Safety Targets and Milestones as appropriate. Collaborative safety initiatives with our peers ensure that learnings are shared from industry good practice and these are benchmarked through initiatives such as the Mining Industry Occupational Health and Safety (MOSH) Adoption System and the International Council on Mining and Metals (ICMM) internationally.

HOW WE MANAGE SAFETY

Safety is the responsibility of every individual employee in the Company. The divisional Chief Executives and appointed managers

are tasked with implementing systems and applying appropriate resources to manage compliance internally to ensure the safety and health of all our employees and contractors. Operational safety policies and strategies are set by Safety, Health and Environmental Managers at the divisions, who also monitor safety performance, which is reviewed at quarterly Safety, Health, Environmental and Quality (SHEQ) meetings.

Operational safety policies and processes align with OHSAS 18001, the international health and safety management system. All operations except for Modikwa, Black Rock and Lubambe mines are certified in terms of OHSAS 18001. Black Rock Mine's OHSAS certification was planned for February 2016 but was postponed to November 2016 due to a review of the entire safety management system. Safety performance is included in performance targets set for senior operational, divisional and corporate staff.

SAFETY HIGHLIGHTS AND CHALLENGES

Zero fatalities.

The LTIFR for the ARM Platinum Division, the ARM Ferrous Division and ARM Group all improved on last year.

The LTIFR for ARM was 0.32, the lowest in the Company's history.

The ARM Ferrous Division also achieved its lowest ever LTIFR at 0.22.

Two Rivers Platinum Mine achieved OHSAS 18001 certification.

- > Excellent safety milestones achieved: Nkomati Mine: 5 million fatality-free shifts; Black Rock Mine: 4 million fatality-free shifts; Lubambe, Two Rivers Platinum, Beeshoek and Dwarsrivier mines: 3 million fatality-free shifts each; and Modikwa Mine and Cato Ridge Works each completed 2 million fatality-free shifts.
- > Beeshoek Mine also completed 14 000 fatality-free production shifts on 22 December 2015, an achievement over 13 years.

An internal review of emergency preparedness was completed and the findings will be incorporated into a standard of good practice for the Group.

Ensuring continued focus on safety remains a high priority.



Drilling in the Nkomati Mine open pit

SAFETY FOCUS FOR F2016

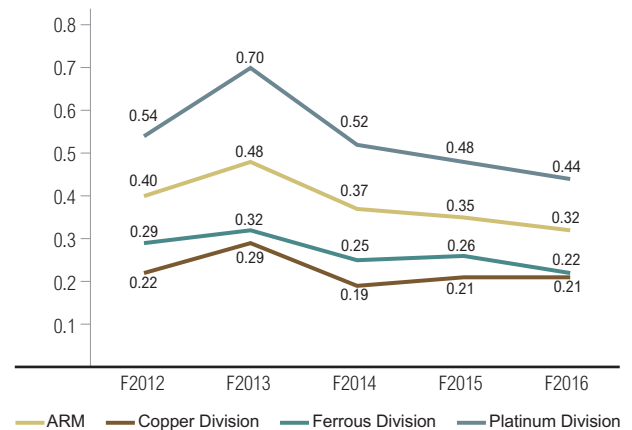
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ZERO HARM TO
OUR EMPLOYEES.

The Lost Time Injury Frequency Rate (LTIFR) is our primary lagging indicator for monitoring safety performance. This metric measures the number of injuries resulting in an employee being unable to work the next shift (expressed per 200 000 man hours).

ARM Group LTIFR improved to 0.32 in F2016 (F2015: 0.35), the best performance reported to date. The Platinum Division's LTIFR improved to 0.44 (F2015: 0.48) and the Ferrous Division to 0.22 (F2015: 0.26). The LTIFR for the Copper Division remained at 0.21.

LOST TIME INJURY FREQUENCY RATE (LTIFR)



	F2016				F2015			
	Ferrous	Platinum	Copper	ARM	Ferrous	Platinum	Copper	ARM
Lost Time Injuries	25	56	5	86	32	65	6	103
LTIFR	0.22	0.44	0.21	0.32	0.26	0.48	0.21	0.35
Reportable injuries	21	36	3	60	27	46	5	78
RIFR ¹	0.18	0.28	0.13	0.20	0.19	0.34	0.17	0.27
FFR ²	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.01

¹ RIFR: Reportable Injury Frequency Rate.

² FFR: Fatality Frequency Rate.

Operation	Total fatality-free shifts worked (million)	Date of last fatality
Beeshoek Mine	3.2	March 2003
Black Rock Mine	4.7	April 2009
Dwarsrivier Mine	3.4	January 2009
Khumani Mine	0.8	April 2015
Cato Ridge Works	2.0	February 2008
Machadodorp Works	1.0	February 2011
Lubambe Mine	3.3	July 2010
Modikwa Mine	2.7	June 2014
Two Rivers Mine	3.2	January 2012
Nkomati Mine	5.2	September 2008

More information about the safety performance and milestones achieved by each operation is available in ARM's 2016 Sustainability Report at www.arm.co.za



SUSTAINABILITY REVIEW continued

SAFETY FOCUS FOR F2016

2

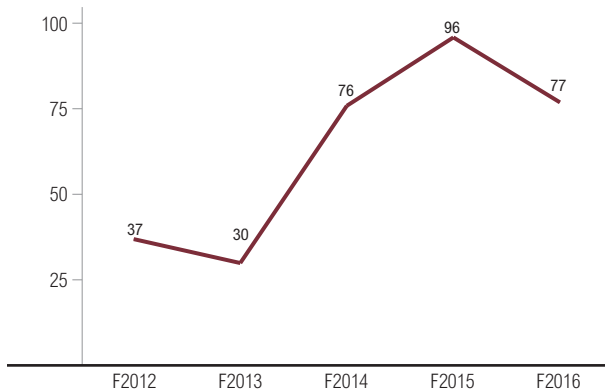
REDUCE STOPPAGES DUE TO SECTION 54 AND SECTION 55 NOTICES*.

While the total number of Section 54 Notices issued to operations increased to 33 in F2016 (F2015: 29), total shifts lost to stoppages from Section 54 Notices decreased to 77 from 96 in F2015. It is encouraging to note that the Section 54 Notices which were issued, often pertained only to a specific section and did not affect the entire mine. This improvement is attributable to increased discipline at operations and close cooperation with the Department of Mineral Resources. There were three Section 55 Notices issued to operations (F2015: three), not resulting in any stoppages.

Modikwa Mine again received the most Section 54 Notices issued (16) and shifts lost (35), but both metrics showed marked improvements on F2015 and the mine's LTIFR improved to 0.64 from 0.72. The Modikwa safety improvement strategy implemented last year is delivering steady results as a result of improved discipline and compliance.

* Notices issued in terms of Section 54 and Section 55 of the Mine Health and Safety Act (only applicable to South African mining operations).

SHIFTS LOST TO SECTION 54 NOTICES



	F2016			F2015		
	Ferrous	Platinum	ARM	Ferrous	Platinum	ARM
Section 54 Notices	6	27	33	6	23	29
Shifts lost to Section 54 Notices	11	66	77	23	73	96
Section 55 Notices	1	2	3	2	1	3

3 CONTINUED FOCUS AND MONITORING OF EXISTING LEADING PRACTICES. ACTIVE PARTICIPATION IN NEW INITIATIVES AND LEADING PRACTICES.

ARM participates in initiatives such as the Chamber of Mines MOSH Programme on an ongoing basis, to adapt and share leading practices.

SAFETY FOCUS FOR F2017

1 ZERO HARM TO OUR EMPLOYEES.

2 REDUCE STOPPAGES DUE TO SECTION 54 AND SECTION 55 NOTICES.

3 CONTINUED FOCUS ON MONITORING AND IMPLEMENTATION OF EXISTING LEADING PRACTICES. ACTIVE PARTICIPATION IN NEW INITIATIVES AND LEADING PRACTICES.

4 CONTINUED ALIGNMENT WITH THE 2014 OCCUPATIONAL SAFETY MILESTONES.

OCCUPATIONAL HEALTH AND WELLNESS

Supporting the health and wellness of our workforce is not only a moral obligation as a responsible employer, it builds human capital through a healthier and more motivated workforce that is better able to assist ARM in meeting its strategic goals.

Hearing conservation is a primary focus of our occupational health and wellness programme. TB, HIV & Aids are significant concerns for the mining industry and the country as a whole. ARM's approach to managing and treating these diseases is discussed in a separate section that follows.

Illnesses most commonly diagnosed in our workforce (including chronic and primary health-related conditions) are hypertension, upper respiratory tract infection (URTI) and back/muscular/skeletal ache.

Where hazardous substances are present, exposure is managed through occupational hygiene and personal monitoring, awareness campaigns, personal protective equipment and formalised safe operating procedures to limit exposure. Hazardous substances in our operations include manganese, chromium, and coal, tar, pitch and volatiles (CTPV) in our smelting operations. Asbestos has been detected in the ore body at Nkomati Mine.

Lubambe Copper Mine is located in the Zambian Copper Belt where malaria is endemic and poses a significant health risk.

The occupational health and wellness statistics reported in this section exclude Lubambe Mine. Occupational health and wellness at Lubambe (including TB, HIV & Aids), are managed according to the relevant Zambian legislation, which does not include access to the statistics reported under South African legislation.

HOW WE MANAGE OCCUPATIONAL HEALTH AND WELLNESS

Site clinics at the operations in the Ferrous and Platinum divisions offer occupational and primary healthcare services to employees and contractors, while Lubambe Mine constructed the community clinic and donated it to local government. Chronic disease registers are maintained and chronic diseases are closely monitored, particularly where employees work in high-risk areas. Malaria controls implemented at Lubambe Copper Mine include residual indoor spraying of houses in nearby villages and buildings on site and treatment of stagnant water ponds surrounding the mine.

ARM's occupational health surveillance and management programmes align with SANS 16001 (the South African National Standard on disease and wellness management). Khumani and Beeshoek mines are SANS 16001:2013 certified and Black Rock Mine is in the process of becoming certified.

Audits of operational occupational health facilities at the Ferrous and Platinum divisions are conducted every year to assess compliance with ARM's internal standards and the SANS 16001 standard.

Regular awareness campaigns and wellness days, which include health assessments, aim to keep our employees informed about their health status, as well as taking responsibility to manage their own health and wellness. Employees and contractors undergo medical examinations, including biological monitoring as part of ARM's medical surveillance programme.

SUSTAINABILITY REVIEW continued

OCCUPATIONAL HEALTH AND WELLNESS HIGHLIGHTS AND CHALLENGES

Black Rock Mine revised its Memorandum of Understanding with the Northern Cape Department of Health to include provision of primary health care services to the Black Rock community.

Baseline health risk assessments for Beeshoek, Khumani and Black Rock mines were performed, reviewed and standardised.

Attracting and retaining qualified occupational medical staff to remote operations remains an ongoing challenge.

OCCUPATIONAL HEALTH AND WELLNESS FOCUS FOR F2016

1

IMPLEMENT MANDATORY RISK BASED FATIGUE MANAGEMENT CODES OF PRACTICE (COPs) AT ALL OPERATIONS AS REQUIRED BY THE DMR.

Risk-based Fatigue Management COPs were implemented at all operations. In addition, operational codes of practice are being updated and implemented to align with the new mandatory codes gazetted relating to occupational hygiene and medical surveillance, management of medical incapacity due to ill health and injury and fitness to perform work on a mine.



Maintenance work at Nkomati Mine

2 ENSURE REGULAR UPDATES TO NOISE LEVEL INVENTORIES FOR ALL MACHINERY AT MINING OPERATIONS TO ENSURE THAT NOISE LEVELS ARE BELOW 107 dB*.

* 107 dB was the milestone agreed during the 2014 Tripartite process. Industry to achieve full implementation of the milestones by 2024.

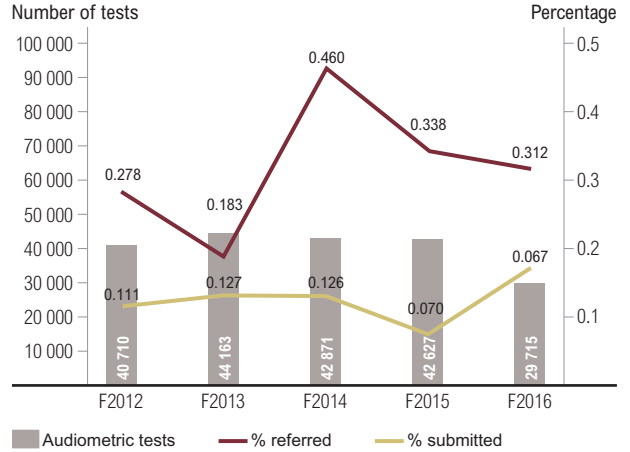
Machinery at ARM's mining operations emit sound levels below DMR's specified 107 dB(A) maximum. Ongoing programmes are in place to improve compliance with the use of Personal Protective Equipment (PPE) and the MOSH Leading Practices on Noise.

In F2016, 29 715 audiometric tests were conducted in the Ferrous and Platinum divisions (F2015: 42 627). In cases where test results show Percentage Loss of Hearing (PLH) shifts of greater than 5%, investigations in terms of Section 11.5 of the Mine Health and Safety Act (MHSA) are conducted and all such cases are reported to the DMR.

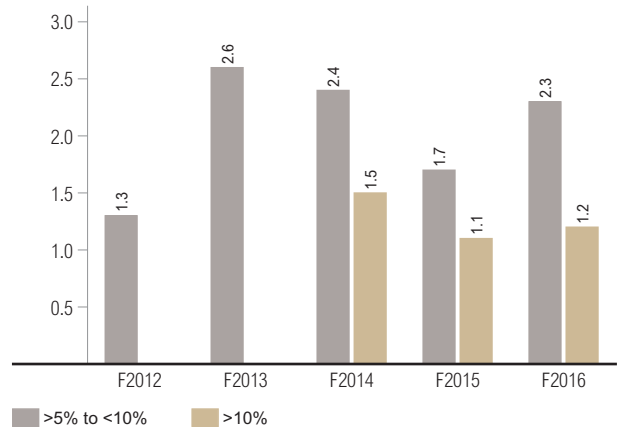
Ninety-three of the employees tested were referred to audiologists for further investigation (F2015: 144). Twenty employees were submitted for compensation in F2016 (F2015: 30) and 15 were accepted (F2015: 12).

The percentage of employees tested showing PLH shifts of between 5% and 10% increased to 2.3% (F2015: 1.7%) and those showing PLH >10% rose slightly to 1.3% (F2015: 1.1%).

AUDIOMETRIC TESTS (% referred for specialist opinion and submitted for compensation)



PERCENTAGE LOSS OF HEARING SHIFTS (%)



Full details of divisional and operational performance are available in the 2016 Sustainability Report at www.arm.co.za.



3 ENSURING COMPLIANCE WITH THE DMR REVISED MILESTONES.

OCCUPATIONAL HEALTH AND WELLNESS FOCUS FOR F2017

1 CONTINUED FOCUS ON REACHING THE 2014 OCCUPATIONAL HEALTH AND SAFETY MILESTONES, WHICH INCLUDE ELIMINATION OF OCCUPATIONAL LUNG DISEASE AND NOISE INDUCED HEARING LOSS.

2 CONTINUED RISK-BASED MONITORING AND TREATMENT OF CHRONIC CONDITIONS.

SUSTAINABILITY REVIEW continued

TB, HIV & AIDS

Pulmonary tuberculosis (TB), HIV & Aids have a significant impact on those infected, their families and the communities in which they live. ARM's occupational health and wellness programme aims to provide support to infected employees, while limiting the spread of TB, HIV & Aids both in our workforce and in our labour sending areas.

HIV prevalence varies in the districts in which our operations are located, with prevalence rates ranging from 14% in the Siyanda district in the Northern Cape to 40.8% in the Gert Sibande district in Mpumalanga. Prevalence rates at our operations are, however, estimated to be significantly lower than the district and provincial prevalence.

TB, HIV & Aids related statistics are not reported for Lubambe Mine as explained in the introduction to the occupational health and wellness section on page 49.



IAR

HOW WE MANAGE TB, HIV & AIDS

ARM's occupational health and wellness programme aligns with the National Strategic Plan (NSP) of 2012 – 2016 and the requirements of the Mining Charter, focusing on integrated management of TB, HIV & Aids and Sexually Transmitted Infections (STIs). The primary healthcare services offered by the clinics at our operations include on-site counselling and testing for TB and HIV.

All employees who visit the site clinics for initial, periodical and exit medicals are offered HIV counselling and can also request counselling at any time. HIV testing remains voluntary, in line with our Counselling and Voluntary Testing (CVT) approach.

ARM's TB management programme includes workplace investigations and compulsory TB screening for those in contact with TB infected employees at the workplace. These interventions are reported according to a standard TB reporting tool and align with the updated requirements of the DMR, the Department of Health and the National Strategic Plan 2012 – 2016. They also apply the broader requirements for monitoring TB, multi-drug resistant TB (MDR TB) and extreme drug resistant TB (XDR TB).

A range of ongoing TB, HIV & Aids awareness raising initiatives are in place at all operations, which include wellness days with voluntary testing and the observation of World Aids Day on 1 December.

Khumani, Beeshoek and Black Rock mines partner with the Department of Health in the Northern Cape to improve access to treatment for HIV, TB and STIs and Beeshoek Mine's wellness centre has been approved to dispense HIV & Aids, STI and TB treatment. Various operations are involved in HIV & Aids related community outreach and awareness programmes.

TB, HIV & AIDS HIGHLIGHTS AND CHALLENGES

A slight improvement of the overall HIV & Aids internal compliance score at operations to 84.3% from 83% in F2015, exceeding our revised target of 80%.

A change of the occupational healthcare service provider at Two Rivers and Dwarsrivier mines impacted the ability of the clinics on these mines to dispense TB, HIV and STI medication supplied by the Department of Health (DOH). Presentations were made to the Limpopo DOH and services will be re-established before year end.

The revised monitoring tool presented by the Mines Health and Safety Council for accurate reporting of TB related statistics was implemented by the South African mining operations.

Certain community initiatives pose challenges in ensuring the optimal functioning of local Aids councils, supporting local Wellness Committees to continue working with medical aid schemes and encouraging trained peer educators to remain active.

The labour reductions at some operations has affected the effectiveness of the Wellness Committees and Peer Educators and focus will be placed on getting those back to full effectiveness going forward.

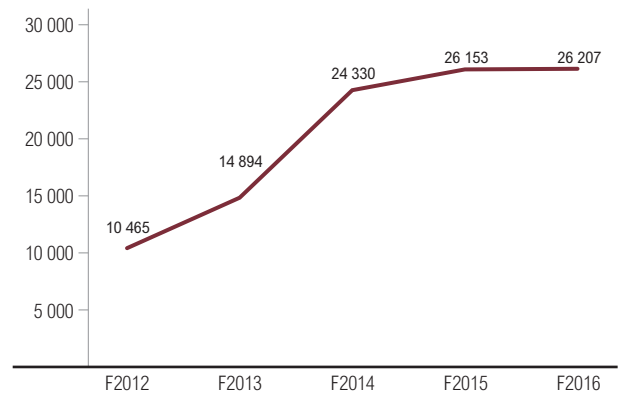
TB, HIV & AIDS FOCUS FOR F2016

1

CONTINUE PASSIVE TB SCREENING AND OFFERING HIV COUNSELLING AND VOLUNTARY TESTING TO ALL EMPLOYEES VISITING OUR CLINICS.

The number of employees and contractors counselled for HIV & Aids stayed steady at 26 207 (F2015: 26 153) despite the average workforce decreasing by 7%. 9 235 employees and contractors were tested (F2015: 8 331).

EMPLOYEES AND CONTRACTORS COUNSELLED



	F2016			F2015		
	Ferrous	Platinum	ARM	Ferrous	Platinum	ARM
Employees and contractors:						
– Counselled	9 860	16 347	26 207	10 184	15 969	26 153
– Tested	1 662	7 573	9 235	2 454	5 877	8 331
– On Disease Management Programmes	2 010	815	2 825	983	NR*	NR*
– Receiving Anti-Retrovirals (ARVs)	1 940	1 644	3 584	1 203	NR*	NR*

* NR refers to figures not reported. There was a change in the medical aid schemes at Modikwa Mine, which resulted in health statistics not being fully reported during F2015. The reporting system has since been fully aligned.

2

REINFORCE OUR TB-RELATED COMMUNITY OUTREACH PROJECTS TO FOCUS ON EARLY DETECTION AND TREATMENT OF TB FOR COMMUNITIES AROUND OUR OPERATIONS.

ARM's TB, HIV & Aids programme includes various awareness and testing campaigns in communities around the mines and operations. We also engage with local Aids councils to ensure that community projects address the most pressing wellness and health needs.

Ongoing projects supported include:

BLACK ROCK MINE

Tshela Bophelo community wellness centre in Maruping Village (JTG district). The mine also supports and assists local community home-based care groups to render quality services to the village and the surrounding areas.

DWARSRIVIER MINE

Ngwaabe community home-based care group in the Sekhukhune district: Construction of the home-based care centre has been completed.

TWO RIVERS MINE

Masha Gosebo community home-based care group in Kalkfontein to provide home care to 46 patients in the village. The operation provides monthly stipends and training to the home-based care group.

NKOMATI MINE

Emngwenya community home-based care group in Waterval Boven to provide home care services and to identify and support orphans and vulnerable children in the local communities.

SUSTAINABILITY REVIEW continued

2 REINFORCE OUR TB-RELATED COMMUNITY OUTREACH PROJECTS TO FOCUS ON EARLY DETECTION AND TREATMENT OF TB FOR COMMUNITIES AROUND OUR OPERATIONS (continued).

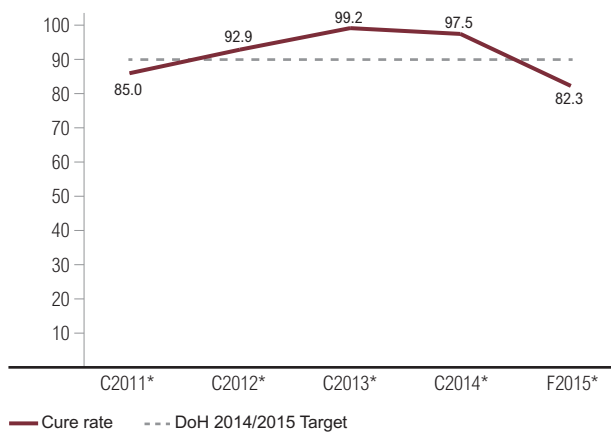
During F2016, Beeshoek Mine, in partnership with the Northern Cape Department of Health organised a TB screening campaign at ZF Mgcawu district in the Postmasburg area, at which close to one thousand people were screened and some put on treatment.

In the twelve months to December 2015, 45 243 TB screening tests were performed on employees and contractors (C2014: 102 656) and 102 new cases were detected (C2014: 121). Eighty four of these cases were cured, which equates to an 82.3% cure rate, which is below the Department of Health's 2014/2015 target of 90%. Many of the new TB cases identified at our operations did not finish their treatment regime at ARM sites, but transferred to other treatment facilities. Since these cases were no longer recorded on our systems, the reported cure rate dropped.

Five cases of multi-drug resistant (MDR) TB were detected during the year (C2014: 6). Each of these cases had health investigations

performed in terms of Section 11(2) of the Mine Health and Safety Act and the results were submitted to the DMR. The patients were admitted to special MDR hospitals for further management as required by the Department of Health.

TB CURE RATE (%)



* Note: TB statistics are recorded and reported on a calendar year basis.

	Jan to Dec 2015			Jan to Dec 2014		
	Ferrous	Platinum	ARM	Ferrous	Platinum	ARM
Pulmonary TB						
Employees and contractors:						
– Screened	23 957	21 286	45 243	56 908	45 748	102 656
– New cases	39	63	102	41	80	121
– Cured	35	49	84	41	77	118
– MDR/XDR*	3	2	5	5	1	6

* Multi-Drug Resistant/Extreme Drug Resistant TB.

Full details of divisional and operational performance are available in ARM's 2016 Sustainability Report at www.arm.co.za.



TB, HIV & AIDS FOCUS FOR F2017

1 ALIGNMENT WITH AND IMPLEMENTATION OF THE NEW NATIONAL STRATEGIC PLAN (NSP 2017 – 2021) TO ENSURE REDUCTION AND PREVENTION OF TB, HIV & AIDS INFECTIONS AND OFFERING ALL EMPLOYEES COUNSELLING AND VOLUNTARY TESTING (CVT) AND LINKING ALL ELIGIBLE EMPLOYEES TO AN ANTI-RETROVIRAL (ART) DRUG PROGRAM.

2 CONTINUE PASSIVE TB SCREENING AND OFFERING HIV COUNSELLING AND VOLUNTARY TESTING TO ALL EMPLOYEES VISITING OUR CLINICS.

3 REINFORCE OUR TB-RELATED COMMUNITY OUTREACH PROJECTS TO FOCUS ON EARLY DETECTION AND TREATMENT OF TB FOR COMMUNITIES AROUND OUR OPERATIONS.