

OUR VALUES

Our **“We do it better”** management style is supported by values that guide the way we conduct our business.

AIM FOR OPERATIONAL EXCELLENCE through continuous improvement and by employing a leading practice sustainable development framework.

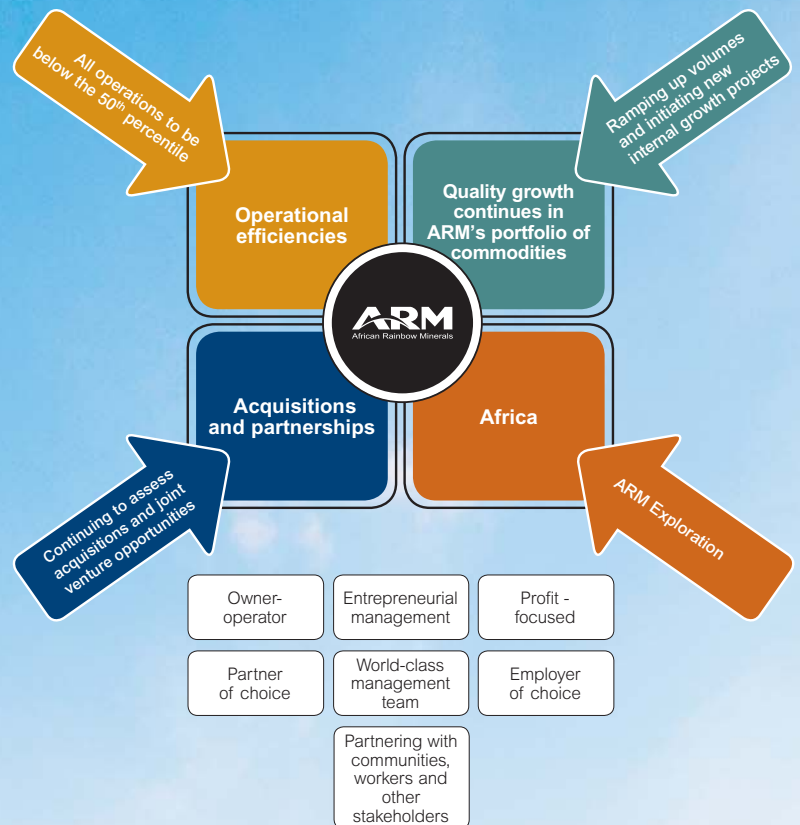
PROVIDE A SAFE AND HEALTHY WORK ENVIRONMENT FOR ALL OUR EMPLOYEES and remain an employer of choice by continually investing in our people.

MAINTAIN A NON-DISCRIMINATORY WORKPLACE based on fairness and employment equity, fair labour practices and freedom of association, which empowers our employees to contribute to the best of their ability, offers them rewarding career opportunities and supports transformation in the South African mining industry.

IMPROVE THE LIVES OF THOSE LIVING IN THE COMMUNITIES IN WHICH WE OPERATE by creating jobs, investing in projects that directly benefit them, providing skills training that equip them for employment and supporting enterprise development in our host communities.

WORK RESPONSIBLY to achieve the balance between the economic, social and environmental aspects of our business, all of which are essential to the sustainability of our Company.

MAINTAIN THE HIGHEST STANDARD OF CORPORATE GOVERNANCE.



OUR STRATEGY

ARM's strategy focuses on quality growth in our existing portfolio of commodities, operational efficiencies, acquisitions and partnerships and exploration. The ARM Board provides strategic direction and leadership, monitors implementation of business and strategic plans and approves the capital funding for these plans.

