

SUSTAINABILITY PERFORMANCE

YEAR-ON-YEAR

Performance indicator	F2018	F2017**	F2016**	F2015**	F2014**
Economic and related core baseline indicators					
Sales (Rm)	22 120	21 298	19 072	19 824	23 785
Taxes (Rm)	2 023	858	478	860	1 893
Headline earnings (Rm)	4 814	3 196	1 051	1 744	4 108
EBITDA from continuing operations (Rm)	8 024	6 372	3 964	4 994	8 459
Net cost of products and services (Rm)	9 695	10 816	10 891	10 808	11 093
Wealth created (Rm)	13 571	8 622	6 276	7 217	11 797
Number of environmental administrative penalties/fines	0	0	0	0	3
Employee indicators (100% basis) – as at 30 June 2018*					
Total number of ARM employees and contractors	21 862	24 106	23 128	27 276	27 236
– Employees (permanent)	12 420	13 218	13 793	15 080	15 250
– Contractors (mainly used in capital projects)	9 442	10 871	9 319	12 141	11 953
– Expatriates	0	17	16	55	33
Employee turnover (excluding contractors) (%)	6.9	1.1	15	11.5	1.6
Investment in employee training and development					
– Total expenditure (Rm)	239	180	184	232	196
– % of payroll	8.8	6	6.9	8.3	8.7
Employment equity† (% representation of previously disadvantaged groups among permanent employees)					
– Top management	56	42	38	38	38
– Senior management	50	49	49	44	40
– Professionally qualified	64	60	57	54	51
– Technically qualified	75	71	68	67	65
Lost Time Injury Frequency Rate (LTIFR)* (200 000 man-hours)	0.38	0.28	0.32	0.35	0.37
Reportable/serious accidents	68	47	60	78	66
Number of lost man days due to industrial action	5 904	0	3 024	0	172 221
Environmental indicators (100% basis)†					
Total water withdrawn (m ³) (municipal, surface and groundwater)	18 296 551	14 295 993	19 066 300	18 334 106	19 408 464
Energy usage					
– Electricity (MWh)	1 656 263	1 784 491	1 820 802	2 102 451	2 144 894
– Diesel (000 litres)	94 234	87 494	91 974	99 812	92 013
Emissions (Attributable*)					
Carbon emissions (equivalent tonnes CO ₂)					
– Scope 1 and 2	1 026 249	1 047 418	1 077 746	1 246 131	1 228 656
– Scope 1	235 354	226 744	226 972	322 034	307 332
– Scope 2	790 895	820 674	850 774	924 097	921 325
Direct emissions (smelters):					
– CO ₂ e direct emissions (tonnes)	207 584#	311 497	292 120	431 708	476 327
– NO _x (tonnes)	461#	437	405	601	838
– SO _x (tonnes)	312#	346	316	386	605
– Particulate matter (tonnes)	202#	242	216	237	182
Corporate Social Responsibility (100% basis)					
Total community upliftment and Corporate Social Responsibility (Rm)	167.0	122.8	105.9	169.3	282.5
– CSI (Rm)	20.5	22.1	18.0	54	134.6
– LED (Rm)	135.3	92.5	80.5	103.6	141.9
– ARM BBEE Trust Projects (Rm)	11.2	8.2	7.4	11.7	5.9

Non-financial data is stated on a 100% basis, unless otherwise indicated.

* Total number of ARM employees, contractors and expatriates as at 30 June 2018.

** Financial data is based on segmental reporting for continuing operations.

• LTIFR: injury rates are measured per 200 000 man-hours and include both ARM employee and contractor incidents.

† F2018 environmental data excludes Lubambe Mine.

^ Values attributable to shareholding percentages.

Direct emissions as a result of smelting operations at Cato Ridge Works only. No smelting operations were conducted at Machadodorp Works during F2018.

