



# Definitions of Assurance KPIs

## Safety

### Fatalities

**Definition:** Any employee, contractor, contractor employee or visitor involved in an incident while performing his/her duties on mine premises and who sustains terminal injuries  
**Measurement:** Number of cases reported

### Total Recordable Injury Frequency Rate (TRIFR)

**Definition:** Frequency rate of all fatalities, lost time injuries, restricted work injuries and medically treated injuries  
**Measurement:** All of the above x 1,000,000 / number of man-hours worked

## SED

### Total Socio Economic Development (SED)

**Definition:** Payments made to communities and community investments that are not inherent to the operation's functioning. These may include payments related to infrastructure, health and wellbeing, education and training, local environment, scholarships and donations  
**Measurement:** US Dollars

## Environment

### Environmental Incidents

**Definition:** Classified according to their impact using a scale of 1-5:

- Levels 1 and 2: Limited or no environmental impact e.g. minor spills
- Level 3: Limited environmental impact but over a greater area or for a longer period than level 2 incidents e.g. major spills, leaks or discharge
- Level 4: A 'significant non-conformance' resulting in high impact e.g. acid mine drainage or groundwater contamination
- Level 5: Catastrophic impact e.g. tailings dam failure  
*Both 4 & 5 will threaten operations or damage to the company's reputation*

**Measurement:** Level 3 incidents and above

### Water Withdrawal

**Definition:** Water from all sources (including surface water, ground water, rainwater and municipal water supply)  
**Measurement:** Megalitres (MI)

### Energy Intensity Ratios

**Definition:** The energy required per unit of activity, output or organisation-specific metric  
**Measurement:** Absolute energy consumption in gigajoules (GJ):

$$\frac{\text{GJ}}{\text{Total tonnes mined}} \quad \& \quad \frac{\text{GJ}}{\text{Ounces of gold produced}}$$



### Silicosis

**Definition:** Nodulation in the lungs (seen on chest X-ray) resulting from silica dust inhalation  
**Measurement:** Number of cases reported for compensation

### Noise Induced Hearing Loss (NIHL)

**Definition:** Damage to the nerve that assists in hearing as a result of prolonged exposure to high noise levels. The Standard Threshold Shift (STS) should not exceed 25dB from the baseline when averaged at 2, 3 and 4kHz in one or both ears and personal hearing loss of 10% from the baseline  
**Measurement:** Number of cases reported for compensation

### Cardio Respiratory Tuberculosis (CRTB)

**Definition:** A bacterial infection affecting the lungs and the heart  
**Measurement:** Number of cases reported

### Malaria

**Definition:** An intermittent and remittent fever caused by a protozoan parasite, which invades the red blood cells and is transmitted by mosquitoes in many tropical and subtropical regions  
**Measurement:** Number of cases tested positive

### HAART

**Definition:** Highly Active Anti-Retroviral Therapy (HAART) for those with HIV  
**Measurement:** Number of HIV-positive employees who receive HAART

### Voluntary Counselling and Testing (VCT)

**Definition:** The process by which an individual chooses to receive counselling enabling them to make an informed choice about getting tested for HIV  
**Measurement:** Number of employees and contractors who have participated in VCT and who, through this process, have established their HIV status

## Carbon Footprint

### CO<sub>2</sub> Equivalent Emissions

**Definition:** A measure used to compare emissions from various greenhouse gases based on their global warming potential  
**Measurement:** The sum of CO<sub>2</sub> emissions (in tonnes) from:

- Direct Scope 1: Diesel, petrol, LPG and oxyacetylene used onsite in generators and vehicles
- Indirect Scope 2: Electricity purchased to generate energy onsite
- Indirect Scope 3: Business travel, purchased goods and services, and waste

### Electricity

**Definition:** The amount and primary source of indirect non-renewable energy purchased for own use  
**Measurement:** Megawatt hours (MWh)

### Diesel

**Definition:** The amount and significant source of direct non-renewable energy purchased for own use  
**Measurement:** Kilotres (kl)

\* Measurements are for the reporting period (January to December)

