

Chamber of mines of South Africa Assessment of Mining Charter 2014 targets

Per the Mining Charter Scorecard		Target	DMR published assessment		Chamber assessment		Broad alignment with DMR (Yes/No)
			(i) Comparison to target	(ii) % of submissions that has met target	(i) Comparison to target	(ii) % of submissions that has met target	
Element (Scorecard weight); Description			Unweighted	Weighted ¹	Weighted ²	Assessment	
Ownership (Y/N)	Min HDSA ownership %	26%	(i) 30.6%	(i) 32.5%	(i) 38% ³	Achieved well	No - significant differences in definitional interpretation
	Percentage of companies achieving 26%	100%	(ii) 79%	(ii) 90%	(ii) 100%		
	Percentage of companies with BEE, community & ESOP	(not agreed)	(iii) 6.3%	(iii) 20%	(iii) 41%		
Housing and living conditions (Y/N)	Percentage reduction of occupancy rate towards 2014 target	100%		(i) ----- (ii) 55%	(i) - (ii) 73%	Good progress made	No
	Percentage conversion of hostels into family units	100%			(i) ----- (ii) 63,4%	Work to be done	No
Procurement and enterprise development (15%)	Capital goods (5%) % of companies meeting the target	40%	(i) ----- (ii) 39.6%	(i) ----- (ii) 82.1%	(i) 72% (ii) ----	Achieved well	Yes (on weighted data)
	Services (5%) % of companies meeting the target	70%	(i) ----- (ii) 33.2%	(i) ----- (ii) 64.9%	(i) 63% (ii) ----	Good progress made	Yes (on weighted data)
	Consumable goods (2%) % of companies meeting the target	50%	(i) ----- (ii) 60%	(i) ----- (ii) 85.2%	(i) 72% (ii) ----	Achieved well	Yes (on weighted data)
	Annual spend on procurement from MNCs (3%) % of companies meeting the target	0.5% of procurement	(i) ----- (ii) 3.3%	(i) ----- (ii) 14.9%	(i) ---- (ii) 20%	Work to be done	Yes (on weighted data)
Employment equity (16%)	Top Management (Board) (3%)	40%			(i) 50,4%	Achieved well	
	Senior Management (Exco) (4%)	40%			(i) 41,9%	Achieved	
	Middle Management (3%)	40%		"Mining industry exceeded 40% target"	(i) 50,9%	Achieved well	Yes - but DMR still critical of white males dominating at strategic levels of industry
	Junior Management (1%)	40%			(i) 54%	Achieved well	
	Core skills (5%)	40%			(i) 75,5%	Achieved well	
Human resource development (25%)	HRD expenditure as % of total annual payroll % of companies achieving the target	5%	(i) ----- (ii) 38.1%	(i) ----- (ii) 56.9%	(i) 5.5% (ii) 100%	Achieved well	No
Mine community development (15%)	Implement approved community projects % of companies meeting target	Up to date implementation	(i) ----- (ii) 36%	(i) ----- (ii) ----	(i) 70,6% (ii) ----	Work to be done	Yes - timing issues to be addressed
Sustainable development and growth (29%)	Implementation of approved EMPs (12%) % of companies meeting target	100%	(i) ----- (ii) 44.5%	(i) ----- (ii) 48.6%	(i) 90,6% (ii) ----	Good progress made	No
	Implementation of the tripartite action plan on health and safety (12%) % of companies meeting the target	100%	(i) ----- (ii) 2.8%	(i) ----- (ii) 1.6%	(i) 86,2% (ii) ----	Achieved well	No - DMR wants occupational health elements to be improved
	Percentage of samples in SA facilities (5%) % of companies meeting the target	100%	(i) ----- (ii) 65.5%	(i) ----- (ii) 84.2%	(i) 84,6% (ii) ----	Achieved	Yes

Source: Chamber of mines, Department of Mineral Resources

Note 1: Weighting based on DMR employment figures

Note 2: Weighting based on Chamber employment figures, except for ownership which is based on volumes and mineral sales

Note 3: Based on Independent Chamber Ownership Collation report