

## 2023 GRI Report

Supplement to the Annual Integrated Report 30 June 2023

RESPECT, CARE  
AND DELIVER



# Our 2023 suite

## Follow us online at [www.implats.co.za](http://www.implats.co.za)

- Direct access to all our reports available on release
- Our website has detailed investor, sustainability and business information.

 <https://twitter.com/Implats>

 <https://www.linkedin.com/company/impala-platinum/>

 <https://www.youtube.com/channel/UCgshhAJCYUeox7ICZw6bw/featured>

 <https://www.facebook.com/implats/>

## OUR ANNUAL REPORTING SUITE – SUPPLEMENTS TO THE ANNUAL INTEGRATED REPORT (AIR)

Implats is committed to establishing and maintaining trust through high quality and transparent reporting that is useful to a wide variety of stakeholders:

### Audited Annual Financial Statements

- Financial statement assurance, including the audit and risk committee report and directors' report
- Consolidated financial statements
- Company financial statements



### Mineral Resource and Mineral Reserve Statement

- Provides updated estimates and reconciliation of Mineral Resources and Mineral Reserves
- Conforms to the South African Code for Reporting of Exploration Results, Mineral Resources and Mineral Reserves (SAMREC Code) (2016)
- Conforms to Section 12.13 of the JSE Listings Requirements
- Competent Persons sign-off
- Third-party assurance



### ESG Report

- Detail on material economic, social and environmental performance and governance
- GRI G4 core compliance
- Internal reporting guidelines in line with the UN Global Compacts
- Independent assurance report



### Climate Change Report

- Climate change risks and adaptations, decarbonisation plans, and adoption of renewable energy
- Prepared in accordance with the recommendations of the TCFD and the Johannesburg Stock Exchange (JSE) Climate Change Disclosure Guidance



### Remuneration Report

- Background statement
- Remuneration philosophy and policy
- Implementation report



### Notice to Shareholders

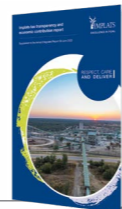
- Notice of annual general meeting
- Notice and proxy



### Tax Transparency and Economic Contribution Report

Prepared in accordance with GRI 207 and provides information on Implats'

- Approach to tax
- Tax governance and risk management
- Tax numbers and performance
- Country-by-country tax and economic contribution



# Welcome to our 2023 GRI report

Statement of use	Implats has reported the information cited in this GRI content index for the year ended 30 June 2023 with reference to the GRI Standards.			
GRI STANDARD	DISCLOSURE	COMPANY RESPONSE	AIR	ESG
GRI 2: General disclosures 2021	2-1 Organisational details	Impala Platinum Holdings (Implats)	Pages 16 to 17	Pages 8 to 9
	2-2 Entities included in the organisation's sustainability reporting	Implats is a leading, fully integrated platinum group metals (PGMs) producer. The Group is structured around seven mining operations and Impala Refining Services (IRS), a refining business.	An overview is provided in the organisational overview chapter pages 16 to 17 of the AIR	Read our Group overview in our <b>ESG report</b> , pages 8 to 9.  This includes an organisational overview, with information relating to our operations
	2-3 Reporting period, frequency and contact point	1 July 2022 to 30 June 2023.  We welcome your feedback to ensure we cover all aspects.  Go to <a href="http://www.implats.co.za">www.implats.co.za</a> or email <a href="mailto:investor@implats.co.za">investor@implats.co.za</a> to provide us with your feedback.	Pages 2 to 3	Pages 2 to 3
	2-4 Restatements of information	All restatements are indicated and explained in our summary performance data and performance data tables (where applicable).		See page 3 of <b>Climate Change Report</b> for restatement of Scope 3 emissions
	2-5 External assurance	The audit committee approves the scope of non-financial data auditing; the appointment of the service provider for assurance; and receives a detailed account of the audit findings and actions from management.  Reasonable and limited assurance was provided by Nexia SAB&T on selected non-financial sustainability information and key performance indicators (KPIs). Nexia SAB&T, an 84% black-owned and 48% black women-owned assurance firm, has provided independent assurance on selected sustainability KPIs.  Nexia SAB&T is joined by Khulagro Auditors, a 100% black-owned audit firm as a skills transfer beneficiary on this year's engagement.  Khulagro Auditors' scope will gradually increase over the next three years. Our goal is for Nexia SAB&T and Khulagro Auditors to issue a joint assurance statement by 2025.	See pages 6 to 7	The scope of the 2023 external assurance, selected performance information and the independent statement of assurance are provided on pages 126 to 129 of the <b>ESG report</b>
	2-6 Activities, value chain and other business relationships	We mine, process, refine and market high-quality metal products safely, efficiently and responsibly from a competitive asset portfolio.  We deliver metals that enable a cleaner and healthier world, in a way that generates sustainable returns for our shareholders and strives to make a meaningful and lasting positive contribution to society.	An overview is provided in the Business overview chapter pages 12 to 23. This chapter includes an organisational overview, our value proposition and our business model	Read our Group overview in our <b>ESG report</b> chapter, pages 8 to 9

GRI report 2023 (continued)

Statement of use				
Implats has reported the information cited in this GRI content index for the year ended 30 June 2023 with reference to the GRI Standards.				
GRI STANDARD	DISCLOSURE	COMPANY RESPONSE	AIR	ESG
GRI 2: General disclosures 2021 continued	2-7 Employees	Our people are our most prized and valuable asset. Without a diverse, inclusive and safe working environment in which our people feel engaged and valued, we will not achieve our purpose to create a better future for our stakeholders.  We aim to maximise individual potential, increase leadership capacity and capability, and position Implats as an employer of choice while focus is given to the underpinning strategic imperatives of sustainable development, talent management and transformation.  Across the Implats Group, we have a workforce of 38 256 employees (2022: 38 027 employees) and 22 088 contractors (2022: 20 530 contractors), with women comprising 13.4% of our workforce (2022: 12.5%).	Pages 34 to 39	Our workforce figures are presented in the performance data tables on pages 130 to 133 of our <a href="#">ESG report</a>
	2-8 Workers who are not employees	The majority of our workforce are full-time employees or supervised employees of contractors.  We do not have any significant variations in employment numbers as we do not operate a seasonal business.		Our workforce figures are presented in the performance data tables on pages 130 to 133 of our <a href="#">ESG report</a>
	2-9 Governance structure and composition	An overview is provided in the corporate governance review in our AIR, as well as referenced in our <a href="#">ESG report's</a> governance chapter.  Detailed information on our governance structure, including the nature of the composition of the board of directors and the various board committees is provided on <a href="#">our website</a> .	Pages 70 to 77	Page 35
	2-10 Nomination and selection of the highest governance body	Our nominations, governance and ethics committee are responsible for board selection. The committee governs succession and drives board effectiveness through evaluations.	Review the board committee structure on pages 70 to 77	
	2-11 Chair of the highest governance body	Our chairperson is an independent non-executive director.	Pages 69 to 73	
	2-12 Role of the highest governance body in overseeing the management of impacts	A detailed review of the composition and activities of board committees is provided in the AIR.	A detailed review of the composition and activities of these board committees is provided in the AIR pages 70 to 77	A brief review of the two key board committees involved in sustainability governance issues – the social, transformation and remuneration (STR) and the health, safety and environment (HSE) committees – is provided in the review of our sustainability governance structures and processes on pages 33 to 35

GRI report 2023 (continued)

Statement of use				
Implats has reported the information cited in this GRI content index for the year ended 30 June 2023 with reference to the GRI Standards.				
GRI STANDARD	DISCLOSURE	COMPANY RESPONSE	AIR	ESG
GRI 2: General disclosures 2021 continued	2-13 Delegation of responsibility for managing impacts	The STR committee, supported by the HSE committee, addresses ESG-related issues at board level.  Group risks and opportunities are presented to the board every quarter. Where the response to a topic is deemed unsatisfactory, we work to redesign our approach with key stakeholders to improve our performance.	Pages 70 to 77	Read how we monitor sustainability performance on page 34
	2-14 Role of the highest governance body in sustainability reporting	The two key board committees involved in sustainability governance issues – the STR and the HSE committees.	A detailed review of the composition and activities of these board committees is provided in the AIR on pages 72 to 75	Review of our sustainability governance structures and processes on pages 33 and 34
	2-15 Conflicts of interest	Implats' <a href="#">code of ethics</a> underpins the business practice to which all employees and suppliers are expected to adhere.  Our <a href="#">fraud, corruption and whistleblowing policy</a> outlines conflicts of interest and disciplinary action (including dismissal or prosecution) that will be taken in the event of any contravention.  Further information is provided in the ESG report section on upholding business ethics and integrity, and the policies can be found on <a href="#">our website</a> .		Page 35
	2-16 Communication of critical concerns	Critical concerns are reported to the board by the STR and HSE committees.	Pages 69 to 77	Pages 33 to 34
	2-17 Collective knowledge of the highest governance body	The board and the sub-committees undergo an evaluation process every two years to assess their effectiveness.  To drive greater accountability around ESG, we have incorporated ESG-specific performance indicators into the executive-level balanced scorecards. See also <a href="#">Group remuneration report</a> .	Pages 78 to 86	
	2-18 Evaluation of the performance of the highest governance body	The board and the sub-committees undergo an evaluation process every two years to assess their effectiveness.  To drive greater accountability around ESG, we have incorporated ESG-specific performance indicators into the executive-level balanced scorecards. See also <a href="#">Group remuneration report</a> .	Pages 78 to 86	
	2-19 Remuneration policies	Details are provided in the remuneration section of our AIR regarding on managing performance through remuneration. Further details are provided in the <a href="#">remuneration report</a> .	Pages 78 to 86	
	2-20 Process to determine remuneration	Read how we manage performance through remuneration in our AIR and remuneration report. Sustainability objectives now form part of the KPIs against which our management's performance is measured. ESG KPI measures form part of our annual (short-term) bonus, with a fatality modifier included to moderate bonus outcomes.  The CEO's balanced scorecard is linked to his remuneration and includes ESG KPIs. See also <a href="#">Group remuneration report</a> .	Pages 78 to 86	

GRI report 2023 (continued)

Statement of use				
Implats has reported the information cited in this GRI content index for the year ended 30 June 2023 with reference to the GRI Standards.				
GRI STANDARD	DISCLOSURE	COMPANY RESPONSE	AIR	ESG
GRI 2: General disclosures 2021 continued	2-21 Annual total compensation ratio	An overview is provided in the wage gap analysis section in the AIR and in the ESG report.  Implats has made a concerted effort to close the wage gap by showing restraint in executive pay while addressing the issue of minimum wages and income differentials to improve the lives of our employees.  Further details are provided in the <a href="#">remuneration report</a> .	Details are provided in the AIR review of managing performance through remuneration on pages 78 to 80	
	2-22 Statement on sustainable development strategy	Implats aspires to become an industry leader in sustainable development performance and ESG disclosures, producing metals that sustain livelihoods beyond mining to create a better future.  Sustainable development remains the responsibility of Exco. The Group executive: sustainable development is responsible for developing ESG/ sustainability strategy and for reviewing performance in terms of the Group's non-financial indicators, and is also responsible for the environmental performance. There are also Group executives for each of the following functions: safety and health, people and stakeholder engagement.  Exco lends support to the board's HSE, STR, nominations, governance and ethics (NGE) committee, and audit and risk committees (ARC).	Page 87	Page 23 Page 34
	2-23 Policy commitments	Implats has a <a href="#">code of ethics, anti-bribery and anti-corruption policy</a> and related governance policies in place to guide ethical behaviour.  Our <a href="#">human rights policy</a> clearly stipulates the prohibition of child labour and the promotion of human rights and equality.  Suppliers are bound to our <a href="#">supplier code of conduct</a> and procedures.		Read our section respecting human rights in the ESG report pages 36 to 38
	2-24 Embedding policy commitments	Our code of ethics outlines conflicts of interest, the prevention of dissemination of Company information, the acceptance of donations and gifts, and the protection of the intellectual property and patent rights of the Company.	Page 6	Page 35
	2-25 Processes to remediate negative impacts	Oversight of the risk management system and processes are the responsibility of the ARC, while each committee takes responsibility for the risks relevant to it.	Pages 70 to 77	Page 35
	2-26 Mechanisms for seeking advice and raising concerns	Implats has a code of ethics, anti-bribery and anti-corruption policy and related governance policies in place to guide ethical behaviour.  This year, the Group made substantial progress in establishing a Group stakeholder complaints and grievance management mechanism, targeted at employees and communities.  A toll-free helpline is in place to facilitate the confidential reporting (whistleblowing) of alleged incidents that are reported to the chief audit executive and the board chairman. All the relevant policies can be found on the website, <a href="http://www.Implats.co.za">www.Implats.co.za</a> .		Page 35 Page 41

GRI report 2023 (continued)

Statement of use				
Implats has reported the information cited in this GRI content index for the year ended 30 June 2023 with reference to the GRI Standards.				
GRI STANDARD	DISCLOSURE	COMPANY RESPONSE	AIR	ESG
GRI 2: General disclosures 2021 continued	2-27 Compliance with laws and regulations	Implats adheres to sound standards of corporate governance and all applicable laws. The Group has a formal risk management framework, and management actively and continuously monitors and reports on compliance.  The board is guided by the principles of the King IV Code on Corporate Governance™* (King IV), the Companies Act, 2008, the JSE Listings Requirements and all other applicable laws, standards and codes. The King IV compliance register is available on <a href="#">our website</a> .	Pages 69 to 77	Pages 32 to 36
	2-28 Membership associations	We remain a member of various industry associations that support government in policy development. These include, but are not limited to, the International Platinum Association (IPA) and the Minerals Council South Africa, as well as of the Energy Intensive Users Group of Southern Africa, the Zimbabwe Chamber of Mines, the Mine Rescue Association (Zimbabwe) and the Business Council for Sustainable Development (Zimbabwe), the Women in Mining leadership forum (WIMLF) and the Women in Mining task team (WIMTT). Implats is also a signatory of the United Nations Global Compact (UNGC).		Page 44 Pages 26 and 27
	2-29 Approach to stakeholder engagement	Our stakeholders are vital participants in our mutual value-creation process. Stakeholders are defined as those individuals or groups which have interests that are or could be impacted by our activities and decisions.  We have an effective stakeholder engagement function, aimed at building and sustaining value-enhancing relations with all our key stakeholders.  See the ESG report section on stakeholder engagement and AIR section on stakeholder interests.	Pages 48 to 57	Pages 40 to 45
	2-30 Collective bargaining agreements	Our employees have a right to freedom of association and can join a trade union and engage in collective bargaining. Through collaborative efforts, we have maintained stable and constructive labour relations and partnerships with unions at all our operations.  Employees currently covered by collective bargaining agreements (excluding management): 83% of permanent employees in South Africa, 72% of employees in Canada, and 23% of employees in Zimbabwe.		Pages 58 to 59

\* Copyright and trademarks are owned by the Institute of Directors in South Africa NPC and all of its rights are reserved.

GRI report 2023 (continued)

Statement of use				
Implats has reported the information cited in this GRI content index for the year ended 30 June 2023 with reference to the GRI Standards.				
GRI STANDARD	DISCLOSURE	COMPANY RESPONSE	AIR	ESG
GRI 3: Material topics 2021	3-1 Process to determine material topics	<p>We take an integrated approach to identify matters that could influence the erosion of, or our ability to create or preserve value in the short, medium and long term.</p> <p>We followed the JSE Sustainability Disclosure Guidance by defining materiality in terms of financial and impact materiality, defined as double materiality. This involves identifying and prioritising matters that could impact our ability to create value (inward-focused financial materiality) for Implats, as well as matters that may impact our stakeholders (outward-focused impact materiality), society and the environment.</p> <p>The outcome of this process shaped our suite of annual reports, especially our AIR and ESG report.</p>	Pages 2 to 4	Pages 13 to 15
	3-2 List of material topics	<p>Collectively, our material matters are grouped into 10 themes that are considered most material for our value creation. The matters helped guide the information included in our reporting suite.</p> <p>While each material theme is relevant in each report, they are applied and positioned differently per the report's target audience.</p>	Page 4	Page 14
	3-3 Management of material topics	<p>Implats has a suite of policies, which govern behaviour across ethics, safety, health and environment (SHE), human resources, labour relations, human rights and more.</p> <p>Commitments, goals and targets are approached uniquely within each topic. For health and safety, we have a zero-harm approach. Where appropriate we participate in collective action to solve systemic issues beyond our factory fence line. Initiatives tackling specific topics can be found throughout the ESG report and the AIR.</p> <p>The STR committee, supported by the HSE committee, address ESG-related issues at board level. The risks and opportunities are presented to the board every quarter. Where the response to a topic is deemed unsatisfactory, we work to redesign our approach with key stakeholders to improve our performance.</p> <p>Implats has a comprehensive ESG framework in place to guide the development and integration of sustainability principles into its functional strategies, in alignment with the corporate strategy. Development of the framework included an intensive benchmarking exercise, within and outside of the mining industry, followed by workshops with corporate and operations leaders, and executives. The framework guides how Implats makes decisions in managing its interfaces with communities, employees, the environment, customers and stakeholders. Last year we also updated our environmental strategy to renew our commitments and set 2030 targets to align with industry best practice. Based on our ESG framework, this strategy serves to guide our capital allocation on projects.</p>	Pages 4 to 147	Pages 23 to 123

GRI report 2023 (continued)

Statement of use				
Implats has reported the information cited in this GRI content index for the year ended 30 June 2023 with reference to the GRI Standards.				
GRI STANDARD	DISCLOSURE	COMPANY RESPONSE	AIR	ESG
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	<p>Our value-added statement for the Group and for the individual operations are provided in the AIR.</p> <p>A detailed breakdown of the economic value added throughout 2023 is provided on in our <a href="#">tax transparency and economic contribution report</a>.</p>	Pages 98 to 147	Page 12
	201-2 Financial implications and opportunities due to climate change	<p>A detailed assessment of the risks and opportunities of climate change, including (where feasible) an assessment of the financial implications, is provided in our most recent CDP submission.</p> <p>Climate-related issues are addressed quarterly in various board committees. The executive: sustainable development supports the Exco by developing the ESG/sustainability framework and strategy and reviewing performance in terms of the Group's non-financial indicators, while also being responsible for the environmental performance. The Group head: energy and Group head: environment facilitate the development of our energy management and decarbonisation plans respectively.</p> <p>Our <a href="#">Climate Change Report</a> provides a detailed assessment of the risks and opportunities associated with climate change.</p>		Page 103 (see Climate Change Report at <a href="http://www.Implats.co.za">www.Implats.co.za</a> )
	201-3 Defined benefit plan obligations and other retirement plans	<p>This is disclosed as part of the <a href="#">annual financial statements</a> (AFS), available on our website.</p>		
	201-4 Financial assistance received from government	<p>No significant financial assistance from government towards our socio-economic partnership projects was received in the year reviewed.</p>		
GRI 202: Market presence 2016	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	<p>Implats is committed to providing competitive and fair wages and pays according to industry and market benchmarks. A wage gap analysis overview is provided in our ESG report.</p> <p>Implats' minimum wage is significantly higher than the national level in South Africa. There are no local minimum wages that are stipulated. The compensation overview is provided in the <a href="#">remuneration report</a>.</p>	Page 80	
	202-2 Proportion of senior management hired from the local community	<p>Our procedures focus on drawing skills from surrounding communities within our areas of operation. Our efforts are reviewed in the section on talent attraction, retention and development.</p> <p>Within the context of the South African operations, challenges include the low educational levels, particularly of youth. Our local hire distribution (represented by historically disadvantaged South Africans (HDSA)) is reported in the people performance data in the ESG report as well as in the sustainability section of our website. Local hire is defined as within country of operation and has been designated according to the proximity to the operation.</p> <p>Employee distribution is based on place of origin and is provided based on province and country. Statistics on the proportion of senior management hired from the local community are available for specific regions on request.</p>		Page 136

GRI report 2023 (continued)

Statement of use				
Implats has reported the information cited in this GRI content index for the year ended 30 June 2023 with reference to the GRI Standards.				
GRI STANDARD	DISCLOSURE	COMPANY RESPONSE	AIR	ESG
<b>GRI 203: Indirect economic impacts 2016</b>	203-1 Infrastructure investments and services supported	The amount spent on infrastructure developments, and examples of beneficiaries and impacts achieved, are reviewed in the chapter sustaining livelihoods during and beyond mining, with further information in the section on employee accommodation and living conditions. Further information is available on request.		Pages 77 to 97
	203-2 Significant indirect economic impacts	Examples of economic impacts can be found throughout the AIR and the ESG report. For example, we contribute to the provision of public goods and services through taxes paid; we provide sustainable full-time employment (directly and indirectly) and invest in the long-term development of people through training and skills development; and we stimulate economic activity through our enterprise development and procurement activities. Regarding the economic impact on jobs supported in the supply chain, our policies encourage suppliers to employ people from the local communities; the measurement and management thereof is controlled and reported by the human resources (HR) department.	Pages 52, 58	Pages 77 to 97
<b>GRI 204: Procurement practices 2016</b>	204-1 Proportion of spending on local suppliers	The review of our inclusive procurement and mine community enterprise supplier development activities demonstrates that we support our local economies. Further information is available on request.	Pages 52, 58	Pages 91 to 93
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	All business units are consistently monitored for fraudulent activity and corruption, including suppliers. Information is provided in the review of our approach to upholding business ethics and integrity.		Page 27 Page 35
	205-2 Communication and training about anti-corruption policies and procedures	Implats has a zero tolerance stance on fraud and corruption. We require our employees, business partners, contractors and associates to conduct themselves in accordance with the Implats code of ethics and our fraud policy.  Anti-corruption training continues to be conducted for all procurement personnel, which covers how to identify fraud and corruption and anonymous means of reporting it.		Page 27 Page 35
	205-3 Confirmed incidents of corruption and actions taken	Information is provided in the table reviewing fraud/ethics-related allegations reported Group-wide in the 2023 financial year.		Page 36
<b>GRI 206: Anti-competitive behaviour 2016</b>	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	There were no incidences in the current year.		Pages 35 to 36

GRI report 2023 (continued)

Statement of use				
Implats has reported the information cited in this GRI content index for the year ended 30 June 2023 with reference to the GRI Standards.				
GRI STANDARD	DISCLOSURE	COMPANY RESPONSE	AIR	ESG
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	Our approach to tax is to remain a responsible citizen, pay our taxes fairly, comply timely with the law, and ensure that tax planning is based on commercial business activity, which is aligned with our shareholders' interests, while being open and transparent in our dealings with the authorities through regular dialogue and proper disclosure. See also our <a href="#">Inaugural Tax Transparency and Economic Contribution Report</a> .	Pages 88 to 100	
	207-2 Tax governance, control and risk management	Tax risk is proactively managed by preventing unnecessary disputes, adhering to internal reviews, procuring third-party assurance, engaging advisers and technical support where needed and engaging with the regulator. As delegated to by the Implats board, the ARC sets and annually reviews the tax policy, which includes the Group tax strategy, and is ultimately accountable for policy compliance. Further, the ARC sets the key tax principles related to managing tax risks and tax related issues. See our <a href="#">Tax Transparency and Economic Contribution Report</a> .	Page 100	
	207-3 Stakeholder engagement and management of concerns related to tax	Read our stakeholder engagement with governments in our AIR. See also our <a href="#">Inaugural Tax Transparency and Economic Contribution Report</a> .	Page 88	
	207-4 Country-by-country reporting	See our <a href="#">Inaugural Tax Transparency and Economic Contribution Report</a> .		
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	Provided in our environment performance data tables and referenced in the ESG report. Additional details are provided in the sustainability section of our website.		Page 144
	301-2 Recycled input materials used	Apart from recycled water, there is no recycled input identified as being material. Recycled water percentages are provided in our environment performance data tables. We continue to pursue opportunities to reuse non-mineral waste that is recycled, as an input.		Pages 109, 144
	301-3 Reclaimed products and their packaging materials	Due to the nature and application of our main products, this is not seen to be a material issue. PMG metals are inert and are used in various forms, including in catalytic converters and other applications aimed at "greening" economic activity.  An overview of anticipated market developments in this area is provided in the business overview, operating environment and strategy section of our AIR (specifically, uses of our PGMs and market) and in Appendix C – Market analysis.	Pages 105 to 169	
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organisation	In the section on our energy and climate change, we report our total energy consumption and main types of energy consumption and review our efforts aimed at facilitating a switch to greater usage of renewable fuel sources.  Operational energy consumption values are provided in our environment performance data tables relating to Group material consumption and energy. Detailed discussion on reducing our energy consumption, along with associated targets, is also provided in our standalone <a href="#">climate change report</a> .		Pages 104 to 108 Page 144

GRI report 2023 (continued)

Statement of use				
Implats has reported the information cited in this GRI content index for the year ended 30 June 2023 with reference to the GRI Standards.				
GRI STANDARD	DISCLOSURE	COMPANY RESPONSE	AIR	ESG
<b>GRI 302: Energy 2016</b> continued	302-2 Energy consumption outside of the organisation	We do not believe this to be a sufficiently material issue for our internal reporting purposes.		
	302-3 Energy intensity	Implats reports an energy usage intensity measure that takes account of the number of gigajoules consumed per tonne milled or ounce of platinum produced; this can be deduced from the energy and production data provided in our environment performance data table.		Pages 105,144
	302-4 Reduction of energy consumption	Information on our initiatives and targeted reductions is provided in the section on energy and climate change. Further information can be found in our response to the <b>CDP Climate Programme</b> .  Detailed discussion on reducing our energy consumption, along with associated targets, is also provided in our standalone <b>Climate Change Report</b> .		Pages 103 to 105 Page 144
	302-5 Reductions in energy requirements of products and services	See section on energy and climate change. Through our annual submission to the CDP, we have been reporting the greenhouse gas (GHG) emissions associated with our production activities. Also see the environment performance table.		Pages 104, 144
<b>GRI 303: Water and effluents 2018</b>	303-1 Interactions with water as a shared resource	We recognise that access to clean water is a human right, and a requirement for economic development and to maintain the integrity of ecosystems. We aim to enhance our resilience to changing and improving our understanding of community water needs. We continue to assist with public water infrastructure maintenance in South Africa and Zimbabwe and our participation in catchment forums in our areas of operation to profile catchment-level risks and to positively influence water management practices.		Page 106
	303-2 Management of water discharge-related impacts	We are committed to responsible water stewardship. Our governance, practices and procedures with respect to water management are outlined in our Group water policy.  Our water management strategies and practices are further detailed in our annual submission to the CDP <b>Water Disclosure Project</b> (2022 financial year review).		
	303-3 Water withdrawal	Water withdrawals are identified by source in the review of our 2023 water stewardship performance.		Page 145
	303-4 Water discharge	We continue to improve the consistency of our water accounting practices across the Group, including the recording of water discharges. Water quality monitoring and management is undertaken at all operations in line with the relevant requirements.  Data provided in our environment performance data table in ESG report.		Page 145
	303-5 Water consumption	Data provided in our environment performance data table in ESG report.		Page 145

GRI report 2023 (continued)

Statement of use				
Implats has reported the information cited in this GRI content index for the year ended 30 June 2023 with reference to the GRI Standards.				
GRI STANDARD	DISCLOSURE	COMPANY RESPONSE	AIR	ESG
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	The name, location and size of operations near such areas is provided in the section on biodiversity. Details of land leased are provided in the environment performance data tables.		Pages, 123, 146 and 147
	304-2 Significant impacts of activities, products and services on biodiversity	The potential impacts are immaterial or negligible, as identified in the ESG report section on biodiversity.		Pages 122 to 123
	304-3 Habitats protected or restored	We seek to improve the biodiversity footprint of our operations by implementing initiatives to avoid and reduce the loss of biodiversity, habitats and ecosystems.		Page 122
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Our biodiversity helps us identify and control the impact of alien species within our areas of operation. This information is provided in the section on biodiversity in the ESG report.		Pages 122 to 123
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	We report our total direct CO <sub>2</sub> emissions in our ESG report and in the Climate Change Report. GHG emissions are independently assured. Operational level information is available in the environment performance table and further details can be found in our <b>CDP report</b> , available on our website.		Page 105 Page 145
	305-2 Energy indirect (Scope 2) GHG emissions	We report our total indirect CO <sub>2</sub> emissions in our section on energy and climate change in the ESG report and in the <b>Climate Change Report</b> . Data by operation is provided in the environment performance table. Additional information can be found in our <b>CDP report</b> available on our website.		Page 105 Page 145
	305-3 Other indirect (Scope 3) GHG emissions	We report our total estimated indirect CO <sub>2</sub> emissions in our section on energy and climate change and in the <b>Climate Change Report</b> . Data is provided in the environment performance table. Additional information can be found in our <b>CDP report</b> , available on our website. Scope 3 emissions reported has a 12 months' lag.		Page 105

GRI report 2023 (continued)

Statement of use				
Implats has reported the information cited in this GRI content index for the year ended 30 June 2023 with reference to the GRI Standards.				
GRI STANDARD	DISCLOSURE	COMPANY RESPONSE	AIR	ESG
GRI 305: Emissions 2016 continued	305-4 GHG emissions intensity	Our carbon emissions intensity was 0.171 tonnes CO <sub>2</sub> per tonne milled.		Page 105
	305-5 Reduction of GHG emissions	Our approach, targets and achieved reductions in GHG emissions are reviewed in the section energy and climate change and in our <a href="#">Climate Change Report</a> . We use a GHG handbook that provides a systematic approach to calculating our footprint across the Group and assists in meeting our carbon management and reporting requirements. Our scope 1 and scope 2 emissions are audited. We continued working with industry experts to help improve our accounting of scope 3 emissions and added more sources of emissions to this category.		Pages 103 to 105
	305-6 Emissions of ozone-depleting substances (ODS)	None of our operations use ozone-depleting substances.		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Information regarding our SO <sub>2</sub> , NOx, and particle matter (PM) emissions can be found in our review of air quality management. Our NOx and SO <sub>2</sub> emissions at each of our operations over the last five years are presented in the environment performance data table in our ESG report. All other emissions are deemed not material due to the nature of our activities.		Pages 111 to 113
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	We engage independent, specialised third-party waste service providers to find innovative new ways to decrease the amount of waste sent to landfill.		Pages 114 to 118
	306-2 Management of significant waste-related impacts	During the year under review, there were no significant waste-related impacts at any of our operations.		
	306-3 Waste generated	We report on mineral waste and non-mineral in our ESG report. The weight of waste is reported by disposal method and classification.		Pages 114 to 118
	306-4 Waste diverted from disposal	Our ultimate goal is to divert all of our non-mineral waste from landfills by 2040 through self-sustaining circular economy initiatives that create jobs for our communities.		Page 118
	306-5 Waste directed to disposal	28% of non-mineral waste generated was disposed to landfill (2022: 31%). Our goal remains to achieve 85% non-mineral waste diverted from landfills by 2030.		Page 118

GRI report 2023 (continued)

Statement of use				
Implats has reported the information cited in this GRI content index for the year ended 30 June 2023 with reference to the GRI Standards.				
GRI STANDARD	DISCLOSURE	COMPANY RESPONSE	AIR	ESG
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	Our approach to promoting environmental stewardship in our supply chain is reviewed in the section on responsible sourcing.		Page 38
	308-2 Negative environmental impacts in the supply chain and actions taken	As part of a pilot study we conducted supplier audits against our standards on various criteria including environmental practices. In the year under review, there were no incidents of supplier non-compliance recorded.		Page 38
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	See the section talent attraction, retention and development section. Overall level of employee turnover by operation and women turnover, and terminations per age group, are reported in our people performance data tables.		Pages 55, 137
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Full-time employees are afforded annual leave, medical aid, accommodation assistance and provident fund benefits. At Implats, employees are offered a housing allowance, company accommodation or housing loans for the home ownership scheme at Ngezi, a transport allowance or transport provision, group life cover (100% employer contribution), medical aid cover (100% employer contribution), funeral cover contributory at 50%, long-service awards leave and payments, production and safety bonuses for meeting set targets, education assistance for C3 – C4 graded employees, Mining Industry Pension Fund (MIPF) contributory at 7.5%, technical allowance and service pay. Benefits to employees in South Africa are detailed in the Implats Employee Value Proposition. Implats also has Employee Share Ownership Trusts (ESOTs) at the Impala and Marula operations.		Page 58
	401-3 Parental leave	The Group has parental leave entitlement for all employees. In Zimbabwe, legally all female employees are entitled to 98 days on full salary for maternity leave. All women on maternity leave are paid their salaries in full. Male employees receive eight days family responsibility leave. In South Africa, Implats is implementing new legislative requirements relating to parental leave, adoption leave and commissioning parental leave. This is over and above the maternity leave for females and family responsibility leave, as per the Basic Conditions of Employment Act (BCEA) for deaths, illness and births. We do not distinguish between the reasons why this leave is taken.		Page 54
GRI 402: Labour/management relations 2016	402-1 Minimum notice periods regarding operational changes	Implats gave notice in terms of Section 124(1)(a) of the Companies Act to compulsorily acquire RBPlat.	Page 2	



GRI report 2023 (continued)

Statement of use				
Implats has reported the information cited in this GRI content index for the year ended 30 June 2023 with reference to the GRI Standards.				
GRI STANDARD	DISCLOSURE	COMPANY RESPONSE	AIR	ESG
<b>GRI 403: Occupational health and safety 2018</b>	403-1 Occupational health and safety management system	We work to ensure effective control of occupational health risks, and to promote employee wellbeing and optimal levels of health.  Employee representative bodies form part of the HSE committees, which function at the individual mine and operational level. These cover all employees working at our operations.		Pages 62 to 76
	403-2 Hazard identification, risk assessment, and incident investigation	We proactively manage safety risks with operational risk management positioned as a key enabler in our safety strategy model.  Provided in the review of safety, health and wellbeing: our integrated management approach, and safety and health performance data tables.		Page 66 Page 69 Page 71 Page 142
	403-3 Occupational health services	While the Group is responsible for the occupational health of our employees, we share the responsibility for non-occupational health with our employees and provide access to quality, affordable and private healthcare. This service is delivered through the Group's clinics and medical facilities as well as through a range of medical aid and insurance options.		Page 70
	403-4 Worker participation, consultation, and communication on occupational health and safety	A health and safety agreement is in place with all of the employee representative groups and health and safety structures are in place in accordance with the Mine Health and Safety Act requirements. All existing programmes to prevent fatalities and health threatening situations are unchanged and are driven by these safety structures.		Page 71
	403-5 Worker training on occupational health and safety	Health education forms a cornerstone of our wellness programme and our monthly health topics provide employees with insights into specific health issues, which are then supported by our healthcare workers in our Group medical facilities.		Page 71
	403-6 Promotion of worker health	In support of the Group's purpose of creating a better future, we aim to ensure that our employees' health is maintained, and that no ill health occurs because of any workplace exposure.		Page 70
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our approach is informed by occupational health milestones for the South African mining industry, which include targets for HIV/Aids, TB, silicosis and NIHL. All our operations, including Zimplats and Impala Canada, are required to achieve these milestones (where applicable) as part of the overall Implats health strategy. We continue to cooperate with the industry, through the Minerals Council South Africa, in developing programmes and initiatives to reach these milestones.		Page 71
	403-8 Workers covered by an occupational health and safety management system	All workers are covered by our occupational health and safety management system		Pages 62 to 76
	403-9 Work-related injuries	Provided in the review of safety, health and wellbeing: our integrated management approach, and safety and health performance data tables.		Pages 65 to 76 Page 142
	403-10 Work-related ill health	High-risk occupational diseases are identified in our review of safety, health and wellbeing: our integrated management approach.		Pages 71 and 72

GRI report 2023 (continued)

Statement of use				
Implats has reported the information cited in this GRI content index for the year ended 30 June 2023 with reference to the GRI Standards.				
GRI STANDARD	DISCLOSURE	COMPANY RESPONSE	AIR	ESG
<b>GRI 404: Training and education 2016</b>	404-1 Average hours of training per year per employee	The average number of hours of training per employee at our South Africa operations was 125 hours; each contractor received an average of 149 hours of training.		Page 57
	404-2 Programmes for upgrading employee skills and transition assistance programmes	Implats promotes life-long learning and has programmes in place to help improve the basic literacy and numeracy of employees who were unable to obtain a school leaving certificate. Funds are also allocated for the retraining of employees in the event of redundancies. Many core business training programmes promote employability within and external to the mining industry, including: learnerships, servicemen, mobile and lifting machine licences and MQA skills programmes and qualifications within mining occupation. Soft skills training provided will assist with entrepreneurial possibilities.  Educational assistance is offered to employees to study at tertiary institutions to obtain anything from matric, N-certificates to diplomas and degrees in any mining discipline.  Zimplats provides a wide range of training and skills-enhancing programmes to all levels of employees. These programmes can be widely divided into three categories: SHEQ, technical and supervisory. Specialised courses are provided through external service providers. Being a Siemens-approved training centre a full range of instrumentation courses are provided. Trainees include graduate learners across all departments, cadets that study at the Zimbabwe School of Mines, and apprentices in the electrical, boiler-making, instrumentation and fitting trades. Basic counselling is offered on-site by the Mining Industry Pension Fund to all persons nearing retirement.  Our approach to training and development to our employees and also to our communities is detailed in the ESG report in the talent attraction, retention, and development section as well as extensively in the sustaining livelihoods during and beyond mining chapter (specifically the mine community education and skills development, inclusive procurement and mine community enterprise supplier development sections) and is outlined in the performance data tables.		Page 57
	404-3 Percentage of employees receiving regular performance and career development reviews	We focus our development plans on employees who are either in management roles or who have management potential. Our approach is reviewed in the section on our performance management process.		Page 58

GRI report 2023 (continued)

Statement of use				
Implats has reported the information cited in this GRI content index for the year ended 30 June 2023 with reference to the GRI Standards.				
GRI STANDARD	DISCLOSURE	COMPANY RESPONSE	AIR	ESG
<b>GRI 405: Diversity and equal opportunity 2016</b>	405-1 Diversity of governance bodies and employees	HDSA representation in our South African workforce is provided in the section on diversity, equity and inclusion. A detailed review of our South African workforce by occupational level, gender and race is provided in our people performance data tables. The composition of the board structure is detailed in the AIR.	Page 72	Pages 52 to 55
	405-2 Ratio of basic salary and remuneration of women to men	The female to male pay ratio is provided in the people performance data tables, with additional details available in the sustainability section of our website.		Page 139
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	There was one incident of racism recorded in the year. All operations' grievance cases are reviewed through the human resources department and the necessary action taken in accordance with the organisation's disciplinary procedures.		Page 36
<b>GRI 407: Freedom of association and collective bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	All employees in all our operations have the right to freedom of association and collective bargaining. Details on our approach are provided in the sections on engaged employees, employee relations and respecting human rights.		Page 58
<b>GRI 408: Child labour 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labour	The use of child labour is neither a material risk in the countries in which we operate, nor is it seen to be a material risk in our supply chain. Our labour hire policies clearly stipulate the minimum age for employment, and this is vetted via the submission of the necessary documentation during the hiring process, to verify age.		Page 26 Page 37
		Our human rights policy clearly stipulates the prohibition of child labour. Suppliers are bound by our own policies, including the Implats supplier code of conduct, and procedures.  See the section respecting human rights in the ESG report.		
<b>GRI 409: Forced or compulsory labour 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	We do not believe this to be a material issue. The use of forced or compulsory labour is neither a material risk in the countries and business sectors in which we operate, nor is it seen to be a material risk in our supply chain. Also see above.		Page 36
<b>GRI 410: Security practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	Specific information is provided in the section on respecting human rights.		Pages 36 to 40

GRI report 2023 (continued)

Statement of use				
Implats has reported the information cited in this GRI content index for the year ended 30 June 2023 with reference to the GRI Standards.				
GRI STANDARD	DISCLOSURE	COMPANY RESPONSE	AIR	ESG
<b>GRI 411: Rights of Indigenous peoples 2016</b>	411-1 Incidents of violations involving rights of Indigenous peoples	There were no recorded incidents of violations involving rights of Indigenous peoples.		
<b>GRI 413: Local communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programmes	Information is provided in the ESG report sections on stakeholder engagement, and sustaining livelihoods during and beyond mining.		Pages 77 to 97
	413-2 Operations with significant actual and potential negative impacts on local communities	The negative impacts resulting from our activities are primarily associated with natural capital. See the review of our approach and performance relating to our reducing our environmental footprint as well as in other sections of the ESG report.		Page 100
<b>GRI 414: Supplier social assessment 2016</b>	414-1 New suppliers that were screened using social criteria	We have clear principles that guide the selection of reputable contractors with the right skills and value systems to do specific tasks that we are not able to do. Our approach in selecting suppliers for our metals is reviewed in the section on responsible sourcing. We endeavour to evaluate progress on transformation objectives and the impacts thereof when we negotiate with suppliers in our broader supply chain for annual increases.		Pages 33 to 39
	414-2 Negative social impacts in the supply chain and actions taken	Our approach to monitoring and managing social impacts in the supply chain is reviewed in the section on responsible sourcing. Our approach to mitigating BBBEE fronting, which is a key risk, is reviewed in the section on fronting risks.  During FY2023, there were four allegations of BBBEE fronting, one with insufficient evidence and the other in the process of being investigated.		Pages 36 to 39
<b>GRI 415: Public policy 2016</b>	415-1 Political contributions	Implats does not support or make any donations to political parties.		Page 35

GRI report 2023 (continued)

Statement of use				
Implats has reported the information cited in this GRI content index for the year ended 30 June 2023 with reference to the GRI Standards.				
GRI STANDARD	DISCLOSURE	COMPANY RESPONSE	AIR	ESG
<b>GRI 416: Customer health and safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	Implats systematically addresses the safety, health and environmental issues relating to its products at all stages of the value chain with proper hazard identification processes as well as risk mitigation. These issues are addressed during conception, research and development, product certification, manufacturing and production. Implats also ensures that the marketing, promotion, storage, distribution, supply, disposal and use are undertaken in a responsible and safe manner, providing end-users with a certificate of analysis for all its products. Further details are provided in the sections on product stewardship and responsible sourcing. The Group responsible sourcing policy can also be found on our website.		Page 102
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There were no incidents of non-compliance with regulations and voluntary codes in the year under review.		Page 102
<b>GRI 417: Marketing and labelling 2016</b>	417-1 Requirements for product and service information and labelling	All products are accompanied by a detailed certificate of analysis. All products sold to customers are further beneficiated into end products over which Implats does not have any influence.		Page 102
	417-2 Incidents of non-compliance concerning product and service information and labelling	There were no incidences reported in the current year.		Page 102
	417-3 Incidents of non-compliance concerning marketing communications	Implats does not partake in product marketing or advertising as product sales are managed through standard sale agreements with clients. However, Implats contributes to the Platinum Guild International, which is responsible for the promotion and marketing of platinum jewellery.		
<b>GRI 418: Customer privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no incidences reported in the current year.		Page 36