

SCHEDULE A
MINING-SPECIFIC ECONOMIC EMPOWERMENT FOR THE DISADVANTAGED (EED)
SCORECARD

Explanatory note:

Under this EED scorecard, mining companies may earn voluntary EED points for their contributions in four categories: economic, labour, environmental, community. The economic contributions of mining companies are particularly vital in attracting investment, increasing the growth rate, generating jobs, and providing procurement opportunities for a host of businesses supplying goods and services to mines. The EED scorecard thus weighs these economic contributions the most highly, though the industry's contributions in the other three spheres are also important.

Economic contribution: Component elements and maximum possible points

- 1 Production maintained in year under review: Yes = 40 points, increase evident over previous year = 10 bonus points
- 2 Value added to minerals extracted through milling, refining, smelting or otherwise processing: Yes = 10 points, increase over previous year = 5 bonus points
- 3 Net operating profit (measured either in USD or ZAR): Yes = 10 points, increase over previous year = 5 bonus points
- 4 Capital expenditure: Yes = 50 points, increase over previous year = 20 bonus points
- 5 Spending on procurement: Yes = 50 points, increase over previous year = 20 bonus points
- 6 R&D spending and/or innovations developed or introduced: Yes = 20 points, increase and/or improvement over previous year = 10 bonus points
- 7 Dividends declared: Yes = 10 points, increase over previous year = 10 bonus points
- 8 Contribution made to South Africa's mineral exports: Yes = 40 points, increase over previous year = 10 bonus points
- 9 Contribution made to tax revenues (corporate income tax, royalties, VAT, customs duties, etc): Yes = 60 points, increase over previous year = 10 bonus points.
- 10 Other contributions made: for example, managing to sustain operations in adverse circumstances, increasing ore yields through better processing techniques, or extending the life of mines through new drilling methods: 10 bonus points

400 points in total available for a company's economic contribution.

Labour contribution: Component elements and maximum possible points

- 1 Continued to employ in year under review: Yes = 25 points; created additional jobs = 5 bonus points
- 2 Paid salaries above national minimum wage: Yes = 25 points; increase over previous year = 5 bonus points

- 3 Contributed to PAYE revenues through salaries paid to employees: Yes = 25 points; increase over previous year = 5 bonus points
- 4 Maintained employee safety (as measured by fatality rates and other assessments, implemented measures to guard against underground fires, rock falls, etc): Yes = 20 points; improvement over previous year = 5 bonus points
- 5 Met health needs of employees (for example, through speedy post-incident treatment, regular health evaluations, helping to provide ARVs and other medicines, maintaining mine clinics): Yes = 20 points, improvement over previous year = 5 bonus points
- 6 Maintained good working conditions as far as practicable (for example, through dust monitoring and reduction, adequate cooling and ventilation): Yes = 20 points, improvement over previous year = 5 bonus points
- 7 Provided training and skills development for lower paid employees: Yes = 15 points; increase over previous year = 5 bonus points
- 8 Helped provide housing for all employees, including migrant workers on cost-effective, innovative basis: Yes = 10 points
- 9 Provided other support for employees, such as financial counselling, debt management, literacy training, or by managing to limit retrenchments and sustain employment and measures for staff welfare despite adverse economic and other circumstances: 5 points.

200 points available in total for a mining company's labour contribution.

Environmental contribution: Component elements and maximum possible points

- 1 Contribution to environmental rehabilitation fund: Yes = 30 points, increase over previous year = 5 bonus points
- 2 Reduced electricity consumed via efficiency gains or own generation: Yes = 10 points; improvement over previous year = 5 bonus points
- 3 Reduced water consumed via efficiency gains or recycling: Yes = 10 points; improvement over previous year = 5 bonus points
- 4 Guarded against water pollution and/or acid mine drainage (AMD): Yes = 20 points, improvement over previous year = 5 bonus points
- 5 Maintained dust mitigation initiatives: Yes = 15 points, improvement over previous year = 5 bonus points
- 6 Maintained ambient air quality as best practicable: Yes = 10 points, improvement over previous year = 5 bonus points
- 7 Rehabilitated land disturbed by mining as far as practicable: Yes = 30 points, improvement over previous year = 5 bonus points
- 8 Minimised waste, including waste rock, and helped to reprocess residue dumps and other waste material: Yes = 10 points, improvement over previous year = 5 bonus points
- 9 Implemented programmes to reduce environmental incidents and investigated/reported on any that occurred: Yes = 10 points, improvement over previous year = 5 bonus points

- 10 Made other contributions to sound environmental management: for example, by promoting innovations in environmental management or sustaining environmental obligations despite adverse economic conditions: 10 points.

200 points available in total for a mining company's environmental contribution.

Community and societal contribution: Component elements and maximum possible points

- 1 Topped up education vouchers for lower-paid staff and indigent people in mining and labour-sending communities: Yes = 20 points, increase over previous year = 5 bonus points
- 2 Helped find ways to improve schooling in local or sending communities: Yes = 10 points, improvement over previous year = 5 bonus points
- 3 Helped find innovative ways to improve quality of schooling more widely: Yes = 10 points, improvement over previous year = 5 bonus points
- 4 Helped provide engineering and mining learnerships as well bursaries for tertiary education and artisan training, plus ABET training and other types of training for which there is demand in mining and labour-sending communities: Yes = 40 points, increase over previous year = 10 bonus points
- 5 Topped up housing vouchers for lower paid staff and indigent people in mining or labour-sending communities: Yes = 20 points, increase over previous year = 5 bonus points
- 6 Helped develop, finance, or administer housing advice centres in mining or labour sending communities: Yes = 10 points, improvement over previous year = 5 bonus points
- 7 Helped develop and/or implement innovative housing, sanitation, water, electricity solutions in mining or labour-sending communities: Yes = 15 points, improvement over previous year = 5 bonus points
- 8 Topped up health vouchers for lower-paid staff and indigent people in mining or labour-sending communities: Yes = 20 points, increase over previous year = 5 bonus points
- 9 Helped develop and/or implement innovative health care solutions in mining or labour-sending communities: Yes = 5 points
- 10 Made other contributions, such as providing incubation centres for SMEs, managing to maintain community contributions despite adverse economic conditions, or seconding staff (or retired staff) to municipalities in mining areas to help solve operational problems: 5 points in total.

200 points available in total for a company's contribution to communities and society

A mining company would be able to earn 1,000 points in total on this EED scorecard. Total points would be divided by 10 to yield a score out of 100 (a percentage score).