



IMPLATS' BEST PRACTICE ACCOMMODATION PROGRAMME

Employee accommodation and living conditions remain key strategic issues for improving the wellbeing of mining employees and host communities in South Africa and Zimbabwe. The focus remains on facilitating the creation of sustainable human settlements and access to decent accommodation for employees who are residing in informal structures.

Implats' investment in the accommodation and living conditions of employees is a pillar of the company's contribution to the wellbeing of its host communities, and an area where the PGM producer is recognised as leader across the sector. Implats continues to facilitate access to housing that is stable, healthy, of adequate size, serviced with water, sanitation, and electricity, and within easy commuting distance work.

South Africa

Over the past 13 years Implats has invested more than R4 billion in accommodation around its South African operations, exceeding all legislative requirements regarding employee housing. To date 3,420 houses have been constructed, of which 90% have been sold to employees. There are adequate accommodation options available for those employees identified through the company's surveys (4% of employees at Impala Rustenburg, 3% of employees at Impala Springs, and 1% of employees at Marula) to be living in less-than-ideal con-

ditions. Implats also provides a living-out allowance benefit to enable employees who do not



Implats is a leading producer of platinum group metals (PGMs), structured around six mining

operations and Impala Refining Services, a toll refining business.

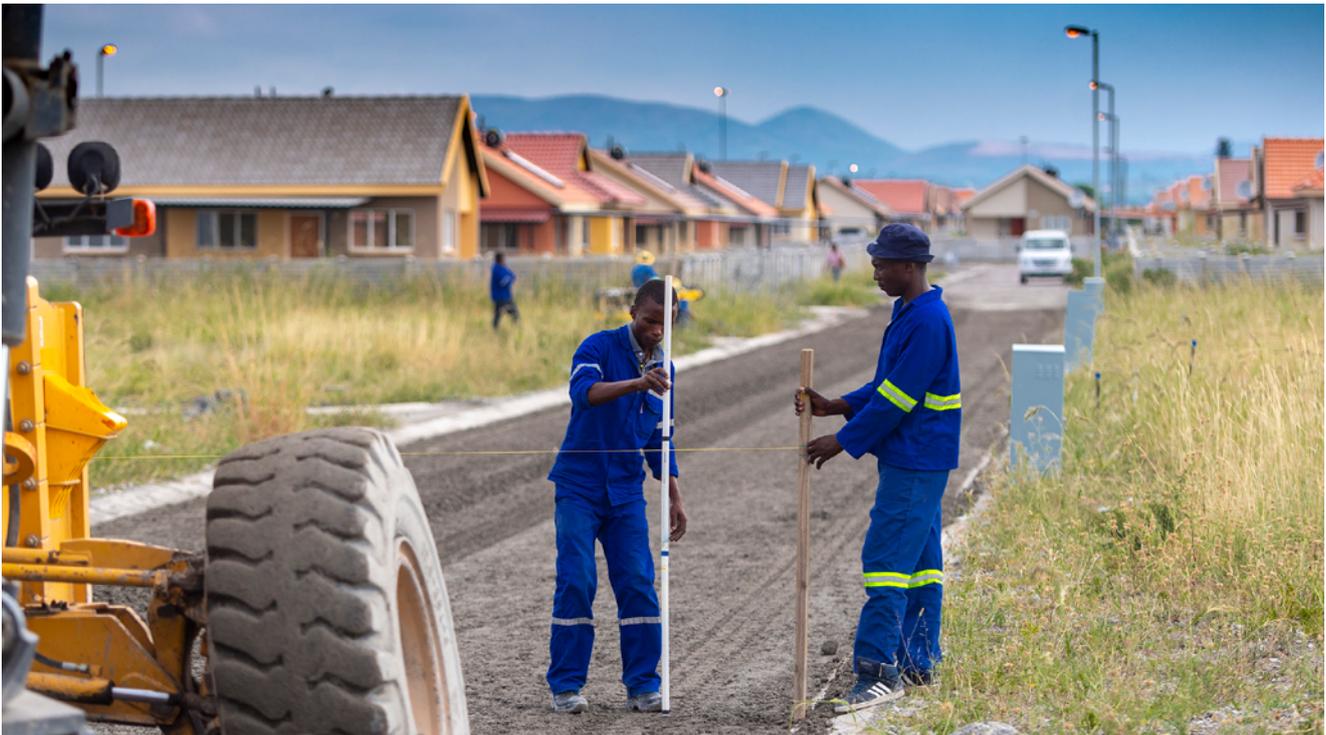
Our mining operations span the Bushveld Complex in South Africa, the Great Dyke in Zimbabwe and the Canadian Shield. We are listed on the JSE Limited in South Africa and have a level 1 American Depositary Receipt programme in the USA.

Implats employs more than 50,000 people across all operations. Our people are the heartbeat of our Company and though our values – to respect, care and deliver – we foster a culture of teamwork and accountability.

The metals we produce are the key to making many essential industrial, medical and electronic items – and they contribute to a cleaner, greener world.

We actively develop markets for our PGM products, which are sold in South Africa, Japan, China, the US and Europe.

Case Study



Platinum Village accommodation project

participate in the home ownership scheme to access decent accommodation for themselves.

Implats' flagship housing projects are the vibrant Sunrise View and Platinum Village housing developments at Impala Rustenburg operations. These projects were constructed in partnership with local government and independent developers, and include bulk infrastructure (roads, electricity, water, sewerage facilities) and schools. Impala Rustenburg operations also provide 4,188 single accommodation residence rental units and 308 family rental units (converted from hostel buildings prior to 2013), exceeding the requirements of the 2013 Mining Charter.



At Platinum Village, the third phase of the project is progressing well. It involves the provision of bulk infrastructure for the construction of a further 1,000 houses. Construction of a fuel station, taxi rank and retail stores has started. Plans are also in place for a government precinct, with a police station and various government offices.

All houses at Platinum Village are equipped with solar geysers and the planting of trees included. To address water availability challenges around Platinum Village, five boreholes have been drilled to supply a local reservoir and local schools, which now no longer require any municipal water supply.

At Impala Springs, there are no plans to build any new housing developments as there is a robust housing market to cover employee requirements. To improve living conditions, the operation will be investigating the potential investment in recreational facilities.

Most employees at Marula reside on the four farms adjacent to the operation. Marula has established a housing forum to improve living conditions for its employees. This includes electrification projects and the drilling of boreholes across the four farms to assist communities with access to electricity and water.



Platinum Village accommodation project

Zimbabwe

Zimplats has continued to provide rental accommodation (single quarters, houses, and apartments) and a facilitated home ownership scheme. Approximately 70% of the employees live in company housing and 30% receive a living-out allowance. There are no informal settlements around the mines.

Zimplats has a stock of 2,228 houses, despite the deteriorating economic environment and Covid-19-related challenges and has established privately financed (off balance sheet) housing development projects at Chegutu and at Ngezi, which will see the construction of an additional 1,052 housing units. The projects are expected to be completed in 2022.

