

## Aveng Sustainability Reporting Definitions

KPI	Definition	Unit
<b>Emissions</b>	Discharging or sending out of gases, particles, substances or fluids, e.g. car fumes, typically to atmosphere. Direct Greenhouse Gas emissions which come from sources owned or controlled by the organization. Indirect GHG emissions from the generation of purchased electricity, steam, and district heating/cooling consumed by the organization.	tCO2e
<b>Scope 1 emissions from combustion of diesel procured</b>	Direct Greenhouse Gas emissions which come from sources owned or controlled by the organisation.  Emission factor guidelines will be considered as follows: South African operations – DEFRA McConnell Dowell Operations – GHG reporting corporate standard (which often utilises DEFRA factors)	tCO2e
<b>Scope 2 emissions from purchased electricity</b>	Indirect GHG emissions from the generation of purchased electricity, steam, and district heating/cooling consumed by the organization.  Emission Factors guidelines considered: South African operations – Eskom MCD – GHG reporting guidelines	tCO2e
<b>Diesel Consumed</b>	Diesel procured is the cost and associated quantity of diesel consumed for which invoices (payable by Aveng) exist, irrespective whether or not the supplier has been paid for the diesel consumed.	KL
<b>Electricity Consumed</b>	Purchased electricity is the cost and associated quantity of electricity consumed for which invoices (payable by Aveng) exist, irrespective whether or not the supplier has been paid for the electricity consumed.	Kwh
<b>All Injuries (AI)</b>	The sum of fatalities, lost time injuries, restricted work cases, medical treatment injuries, first aid injuries.	#
<b>All Injuries Frequency Rate (AIFR)</b>	A proportional representation of all injuries which is used as an indicator of safety performance.  The AIFR is based on a total number of all injuries (AI) reported during the period of exposure. Number of all incidents from an occupational injury per 200 000 employee hours of exposure.  AIFR = Total of AI x 200 000 Number of hours worked  The figure 200000 refers to the average number of hours worked by 100 employees in one year.	AIFR
<b>Number of Hours Worked</b>	The total number of hours worked by all employees and contractors in the reporting period. The total hours worked	#

	<p>includes regular/normal time and overtime.</p> <p>Where it is not practicable to calculate the actual number of working hours, an estimated average of 220 hours per person per month may be used. (OG/BU also apply practical approach to estimated hours)</p>	
<b>Fatalities</b>	<p>A fatality is an incident occurring at work or arising out of or in connection with the activities of persons at work, or in connection with the use of plant or machinery, in which, or in consequence of which any person (i.e. employee, contractor or member of the public) dies regardless of the time intervention between the injury and/or exposure to the cause and death.</p> <p>This excludes the death of any person by natural causes while at the workplace or on duty.</p>	#
<b>Lost Time Injury (LTI)</b>	<p>A work related injury where an employee/contractor is unable to attend work on the next calendar day after the day of the injury. The injury/occupational illness results in time lost from work the next shift for one day / full shift or more.</p> <p>A lost time injury includes:</p> <ul style="list-style-type: none"> <li>• Any permanent disability arising out of an injury, such as an amputation or permanent loss of the use of a limb or part thereof;</li> <li>• A fatality.</li> </ul> <p>Excluding:</p> <ul style="list-style-type: none"> <li>• Occupational disease/illness certified by an occupational medical practitioner or a specialist in the medical field, depending on the case (e.g. NIHL, an ENT or Audiologist; lung diseases confirmed by a specialist by means of diagnostic evaluation/examination).</li> </ul>	LTI
<b>Lost Time Injury Frequency Rate (LTIFR)</b>	<p>A proportional representation of lost time injuries which is used as an indicator of health and safety performance.</p> <p>The figure 200 000 refers to the average number of hours worked by 100 employees in one year.</p> <p>The LTIFR is based on a total number of lost time injuries reported during the period of exposure. Number of lost time incidents from an occupational injury per 200 000 employee hours of exposure.</p> <p>The LTIFR reflects:  Total Number of LTIs x 200 000 (Number of hours worked)</p>	LTIFR
<b>Medical Treatment Case</b>	<p>A work injury requiring treatment by a medical practitioner and which is beyond the scope of normal first aid including initial treatment given for more serious injuries. It does not include:</p>	#

	<ul style="list-style-type: none"> <li>• A first aid case or lost time injury</li> <li>• Visits to physicians or other licensed health care professional solely for observation or counselling.</li> <li>• The conduct of diagnostic procedures, such as X-rays and blood tests, including the administration of prescription medications used solely for diagnostic purposes (for example, eye drops to dilate pupils).</li> <li>• Visits to physicians or other licensed health care professionals solely for therapy as a preventative measure (for example, physiotherapy or massage as preventative therapy).</li> </ul>	
<b>Restricted Workday Case</b>	A work related injury or occupational illness which leaves an individual, although at work, unable to perform one or more of their routine functions on the next day/shift (including weekends and public holidays), after the day of the injury. A RWC shall be certified by advice from a suitably qualified health care provider.	#
<b>Recordable Injury</b>	Sum of injuries ( Fatalities, LTI's, RWC's and MTC's)	#
<b>Total Recordable Injuries Frequency Rate (TRIFR)</b>	<p>A proportional representation of lost time injuries which is used as an indicator of health and safety performance.</p> <p>The figure 200 000 refers to the average number of hours worked by 100 employees in one year.</p> <p>The TRIFR is based on a total number of lost time injuries reported during the period of exposure. Number of lost time incidents from an occupational injury per 200 000 employee hours of exposure.</p> <p>The TRIFR reflects:  Total Number of RIs x 200 000 (Number of hours worked)</p>	TRIFR
<b>Noise Induced Hearing Loss (NIHL)</b>	<p>Hearing loss that occurs as a consequence of sustained exposure to excessive levels of noise at work.</p> <p>Number of confirmed cases related to Noise Induced Hearing Loss (Liability Confirmed and compensation paid).</p> <p>(Note: excessive levels - Refer to Potential hearing loss definitions and % guidelines)  It is diagnosed by a medical practitioner and submitted to the Compensation Commissioner or equivalent in the geographical area of operation, or as stipulated by the applicable legislation. Claim registered and liability has been confirmed.</p> <p><i>Potential hearing loss claims for investigation 5 to 10 %</i> - Based on outcome of medical surveillance program, results of audiogram are captured onto a register, all audiogram which have a result of between 5% and 10% require the implementation of a hearing conservation plan – this includes but is not limited to require employee to be retrained on the use of PPE, the risk reassessed</p> <p><i>Potential hearing loss claims above 10% for investigation</i> - Based on outcome of medical surveillance program, results of audiogram which are more than 10% more further investigation to confirm the following elements</p>	#

	<ul style="list-style-type: none"> <li>• Has the shift from baseline been more than 10%</li> <li>• Is it work related</li> <li>• Referred to ENT</li> <li>• Completion of paperwork for submission to COIDA</li> </ul>	
<b>McConnell Dowell specific KPIs</b>		
KPI	Definition	Unit
<b>Carbon intensity</b>	Carbon Intensity is measured as the McConnell Dowell's carbon emissions per AUD1 million total revenue and is an equity based approach. Carbon emissions are calculated using the volumes of Scope 1 and 2 emissions The KPI is the % reduction in the Group Carbon Intensity score for the prior financial year/Group Carbon Intensity score for the current financial year.	tCO2e/\$m
<b>Mandatory employee environmental training</b>	Mandatory Environmental training module by the Senior Leadership Team -1 and above within 60 days of allocation of the training. Access to the training module is provided upon commencement of employment at McConnell Dowell, existing employees have the module added to their training dashboard. The Compliance report is issued on the Litmos HR system. The KPI % completion is the number of employees who have completed training/ total number of employees issued the training.	%
<b>Climate change risk or ESG proposition considered in all tenders</b>	The KPI requires consideration of climate change or ESG risk to be documented in either the tender evaluation document, Greenhouse database or the tender review slide pack. The KPI % compliance is measured as the number of tenders with an ESG or climate risk consideration / total number of tender submissions. The Greenhouse database is managed by the New Business & Strategy team and the tender evaluation document and tender review slide packs are managed by the Business Unit tender teams.	%
<b>Project initiatives to improve resources efficiency</b>	A resource efficiency initiative is defined as a project or office initiative which reduces resource consumption e.g. a reduction in electricity or water use. A list of initiatives for each project is kept by the respective Business Unit. The KPI is the average - calculated as the total number of resource efficiency initiatives across the Group/ the total number of projects across the Group.	#
<b>Waste diverted from landfill</b>	Construction waste is defined as all construction waste from project sites but excluding spoil, liquid sewerage waste and hazardous waste. Waste volume is contained in the sustainability data warehouse platform managed by IT Systems and is input by site administrators/BU administration from the waste management invoices. The KPI is % waste diverted from landfill (where available) calculated as waste volume coded as recycled/total waste volume. Office waste diversion from landfill is a KPI only where this can be measured by the office building services and waste collection services.	%
<b>Accreditation on reconciliation plans</b>	The Reconciliation Action Plan accreditation by Reconciliation Australia on track for achieving RAP Innovate level by 12/23. The KPI is RAP accreditation at Innovate level.	Level

	The KPI is the Mana Whenua aspect that is related to the Maori Culture, where there is training in place to understand Maori Culture on active projects where construction work has commenced and the project team are in situ. The KPI % compliance is measured as number of active projects involved/total number of active projects.	%
<b>Safety Capacity Index</b>	The KPI % compliance is measured as the number of KPIs reported. Metrics to be reported to Exco and the Board are determined by Exco and the Board and contained in the Exco and Board reports. Reporting by business unit KPI % is number of BUs reporting/total number of BUs.	%
<b>Social procurement spending</b>	Social procurement is defined as having a primary social, cultural or environmental purpose consistent with public/community benefit. The KPI is % spend - calculated as AUD value spend on social procurement suppliers/ AUD value spend on all procurement for projects where there is a social procurement spend target set by the Victorian Government Agency. The spend is measured over the lifetime of the project.	%
<b>Modern Slavery policy and training</b>	% completion of the mandatory Modern Slavery training module by all employees. Access to the training module is provided upon commencement of employment at McConnell Dowell, existing employees have the module added to their training dashboard. A compliance report is issued on the Litmos HR system. The KPI is % completion - the number of employees who have completed training/ total number of employees. Modern Slavery Statement issued and lodged with Australian Border Force and no breach notifications received by the company.	%
<b>Cultural training</b>	This KPI is the set up of a cultural training module and should be completed by of employees within 60 days of allocation of training. % completion is number of employees completed the module/number of employees issued the module.	%
<b>MMS compliance audits completed as per audit schedule</b>	The MMS is the McConnell Dowell document management system. The MMS Compliance audit schedule including scheduled audit numbers completed by the McConnell Dowell operating functions is reported in the Exco and the Board reports. KPI % is measured as the number of audits completed/scheduled number of audits. Where a business unit has four or less active projects, the required audit number reduces to one audit per quarter.	%
<b>Business units financial accounts and tax audits completed/lodged on time</b>	The KPI % completion is measured as the actual number of financial accounts and tax audits completed and lodged within the required timeframe / number of financial accounts/tax audits required to be completed and lodged within the required timeframe.	%
<b>Completion of Annual Code of Business Conduct pledge</b>	Completion of the mandatory Annual Code of Business Conduct module by all employees. Access to the training module is provided upon commencement of employment at McConnell Dowell and completed annually. KPI % completion is the number of employees who have completed training/ total number of employees.	%
<b>mandatory ESG training by SLT-1</b>	Completion of the mandatory ESG training module by the Senior Leadership Team -1 and above within 60 days of	%

<b>and above</b>	allocation of the module. Access to the training module is provided upon commencement of employment at McConnell Dowell, existing employees have the module added to their training module dashboard. KPI % completion is the number of employees who have completed training/ total number of employees.	
<b>Moolmans specific KPIs</b>		
KPI	Definition	
<b>Diesel consumption rate</b>	<p>Diesel consumption rate is calculated based on Total Fuel used / Total Volume of Material Moved where:</p> <ul style="list-style-type: none"> <li>• Volumes of liters used is calculated based on the total fuel usage report of the site considering all machinery / moving equipment of Moolmans per site during the reporting period. This will exclude fuel used for back-up generators (loadshedding)</li> <li>• Total volume of material moved.</li> </ul>	L/BCM
<b>Completion of targeted environmental training in addition to standard mandatory training</b>	<p>Environmental training includes any training course conducted for which an individual is issued a certificate of completion, a certificate of attendance, a certificate of competence or where a signed off attendance register by the facilitator exist that indicate the number of attendees and the overall duration of the training.</p> <p>Environmental Awareness Training includes the raising of awareness among the employees of the potential risks and environmental impacts associated with a specific activity. These are defined in the host mine / site's Environmental Management Programme or host mine's SOPs relating to contractors on site. These may include various topics such as spill incident management, water conservation etc.</p>	%
<b>Develop criteria for reporting critical potential environmental hazards to the number of actual serious incidents</b>	A critical hazard is determined by the severity of an actual or potential negative impact and is influenced by its likelihood of occurrence, its scale (i.e., how grave the impact is), scope (i.e., how widespread the impact is), and irremediable character or consequence (how hard it is to counteract or make good the resulting harm). Significant hazards could relate to risk of both social and environmental aspects.	Qualitative
<b>Environmental initiatives</b>	<p>Defined process or task to be carried out with a reduced environmental footprint, e.g.:</p> <ul style="list-style-type: none"> <li>• For water, using less clean water and re-using greater volumes of dirty / "used" water.</li> <li>• For renewables, using less grid energy and replacing such with solar/ wind related alternatives</li> <li>• For pollution, implementing measures to reduce pollution risk such as improving surface storage, drainages and/ or collection.</li> <li>• For Biodiversity, implementing a local tree species in a sustainable manner or combating erosion or other environmental degradation linked to soil.</li> <li>• For waste, implementation of waste reduction initiative to reduce waste footprint (impact on landfill space) can be considered. A waste recycling initiative is defined as the reprocessing of products or components of products that have become waste, to make new materials.</li> </ul>	#

<b>Waste diverted from landfill</b>	<p>Waste diverted from disposal or recycled could include:</p> <ul style="list-style-type: none"> <li>• Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.</li> <li>• Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: <ul style="list-style-type: none"> <li>○ Preparation for reuse;</li> <li>○ Recycling;</li> <li>○ Other recovery operations.</li> </ul> </li> </ul> <p>Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:</p> <ul style="list-style-type: none"> <li>○ Preparation for reuse;</li> <li>○ Recycling;</li> <li>○ Other recovery operations.</li> </ul> <p>For each recovery operation listed in the bullets above, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal:</p> <ul style="list-style-type: none"> <li>○ onsite;</li> <li>○ offsite.</li> </ul>	%
<b>Enterprise development spending related to level 2 BBBEE commitments</b>	<p>Incubation and investment in initiatives and projects that promote economic growth, social welfare, and sustainable development in the communities where it operates. These commitments form part of Moolmans mission, vision and values, and are included in its corporate social responsibility and BBBEE commitments.</p>	ZAR
<b>Socio-economic development spending related to level 2 BBBEE commitments</b>  <b>People and culture turnaround intervention</b>	<p>Initiatives can take many forms, including:</p> <ul style="list-style-type: none"> <li>• Incubation spend</li> <li>• Job creation and skills development programs</li> <li>• Education and training programs</li> <li>• Support for small and medium-sized enterprises (SMEs)</li> <li>• Infrastructure development projects</li> <li>• Community health and wellness initiatives</li> <li>• Environmental stewardship programs</li> <li>• Disaster relief and humanitarian aid</li> </ul>	ZAR  #
<b>Supervisory level employees trained in gender, diversity and inclusion</b>	<p>Training material based on Moolmans Code of Conduct, Harassment and implement a gender, diversity and inclusion training module.</p>	#
<b>Material breach in compliance with regulations and laws</b>	<p>These are measured using the Aveng Group Enterprise Risk Management Risk Matrix and supporting consequence descriptions.</p> <p>Material Legal Risks relate to a level 3 or level 4 actual consequence of the “LEGAL, REGULATORY &amp; COMPLIANCE”</p>	#

<b>Identify and manage key risks with a reduction in material risks</b>	<p>consequence type of the ERM. These are defined as:</p> <p>Level 4 Critical Consequence description relate to:</p> <ul style="list-style-type: none"> <li>• Material litigation or prosecution with damages including costs in excess of R80m.</li> <li>• Custodial sentence for Chief Executive Officer.</li> <li>• Custodial sentence for multiple company Executives.</li> <li>• Closure of operations by authorities across multiple sites / regions.</li> <li>• Inability to meet suspensive conditions in multiple loan agreements.</li> <li>• Major breach of regulation/s resulting in prosecution.</li> </ul> <p>Level 3 Major Consequence description relate to:</p> <ul style="list-style-type: none"> <li>• Substantial litigation or prosecution with damages including costs between R40m and R80m.</li> <li>• Custodial sentence for a company Executive.</li> <li>• Closure of operations by authorities at single sites / region.</li> <li>• Inability to meet suspensive conditions in any loan agreement.</li> <li>• Infringement notice issued by regulator with penalty.</li> </ul>	Qualitative
<b>Code of Business Conduct pledge signed by all employees</b>	A Code of Business Conduct (also known as a Code of Ethics or a Business Ethics Policy) is defined as a set of guidelines and principles that outlines the standards of behaviour and expectations for employees, officers, and directors of an organisation. It provides a framework for ethical decision- making and sets the tone for the organisation's culture.	%
<b>ESG related matters discussed at all Moolmans board meetings</b>	Moolmans is committed to implementing corporate social responsibility strategies throughout all their operations in line with internationally recognised sustainability guidelines and principles and is also aligned to the Aveng Group's sustainability policies and practices. Matters tabled on a quarterly basis.	%
<b>Mandatory ESG training for Exco-1 and above</b>	<p>The training plan typically includes a range of topics related to ESG, such as:</p> <ul style="list-style-type: none"> <li>• The organisation's ESG policies and practices.</li> <li>• The importance of ESG issues for the organisation and its stakeholders.</li> <li>• Key ESG metrics and indicators.</li> <li>• Relevant laws and regulations related to ESG.</li> <li>• Methods for integrating ESG considerations into decision-making processes.</li> <li>• Best practices for engaging with stakeholders on ESG issues.</li> <li>• Tools for tracking and reporting ESG performance.</li> </ul>	%