

Sustainability Reporting Definitions

| KPI Terminology | Definition (and data/information required) | Unit |
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| Transformation | Number of employees by designation in top, senior, middle and junior management | # |
| Top Management | Controls the functional integration of the business. Determines the overall strategy and objectives of the business. Directs the company into the future. The nature of the work and focus is long-term. Sign-off on policy or strategy. | |
| Senior Management | Knowledge of entire business area/BU/company or group. Provide inputs for/formulation of the overall Organisational strategy. Translates the overall strategy into business plans for BU/Functional Unit, thereby operationalising organisational strategy. Implements and manages business plan, goals and objectives and ensures the achievement of overall key Organisational/BU/Functional outputs. Manages the development of innovation and change. | |
| Middle Management | Professional knowledge of sub-discipline or discipline. Provide input in the formulation of Organisational/Functional Unit business plans. Formulate and implement departmental/team plans that will support the BU business plans. Optimisation of resources (finances, people, material, information and technology) to achieve given objectives in most productive and cost effective way. | |
| Junior Management | Applies broad knowledge of products, techniques and processes. Evaluates procedures and applies previous experience. A good solution can usually be found. Determines own priorities. What has to be done is stipulated; but may require initiative in terms of how it should be done. | |
| Social and Ethics | Number of personnel trained on: | |

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| Competition Law | The South African Competition Act, in terms of the Aveng Group Competition Compliance Program. | # |
| Fraud Awareness | Applicable Anti-Corruption legislation; employees' obligations in terms of Aveng Group Policies and key anti-corruption learnings through examples. | # |
| Corporate Social Investment (CSI) Trust Spend | All payments made to PBO's including related consulting fees | R |
| SHE Terminology | Definition (and data/information required) | Unit |
| All Injuries (AI) | The sum of fatalities, lost time injuries, restricted work cases, medical treatment injuries, first aid injuries. | # |
| All Injuries Frequency Rate (AIFR) | <p>A proportional representation of all injuries which is used as an indicator of safety performance.</p> <p>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.</p> $\text{AIFR} = \frac{\text{Total of AI} \times 200\,000}{\text{Number of hours worked}}$ <p>The figure 200000 refers to the average number of hours worked by 100 employees in one year.</p> | AIFR |
| Diesel Consumed | 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 |
| Electricity Consumed | 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 |

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| <p>Emissions</p> | <p>Discharging or sending out of gases, particles, substances or fluids, e.g. car fumes, typically to atmosphere.</p> <p>Direct Greenhouse Gas emissions which come from sources owned or controlled by the organization.</p> <p>Indirect GHG emissions from the generation of purchased electricity, steam, and district heating/cooling consumed by the organization.</p> | <p>tCO2e</p> |
| <p>Scope 1 emissions (from combustion of diesel procured) (tCO2e)</p> | <p>Direct Greenhouse Gas emissions which come from sources owned or controlled by the organization.</p> <p>Emission factor guidelines will be considered as follows:</p> <p>RSA – DEFRA</p> <p>MCD – GHG reporting corporate standard (which often utilises DEFRA factors)</p> | <p>tCO2e</p> |
| <p>Scope 2 emissions (from purchased electricity) (tCO2e)</p> | <p>Indirect GHG emissions from the generation of purchased electricity, steam, and district heating/cooling consumed by the organization.</p> <p>Emission Factors guidelines considered:</p> <p>RSA – Eskom</p> <p>MCD – GHG reporting guidelines.</p> | <p>tCO2e</p> |
| <p>Fatalities</p> | <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> | <p>#</p> |

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| <p>Lost Time Injury</p> | <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"> • Any permanent disability arising out of an injury, such as an amputation or permanent loss of the use of a limb or part thereof; • A fatality. <p>Excluding:</p> <ul style="list-style-type: none"> • 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). | <p>#</p> |
| <p>Lost Time Injury Frequency Rate</p> | <p>A proportional representation of lost time injuries which is used as an indicator of health and safety performance.</p> <p>The figure 200000 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</p> $\text{LTIFR} = \frac{\text{Total Number of LTIs} \times 200\,000}{\text{Number of hours worked}}$ <p>Frequency rate – determine exposure rate to particular safety measure or indicator.</p> | <p>LTIFR</p> |

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| <p>Medical Treatment Case</p> | <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"> • A first aid case or lost time injury • Visits to physicians or other licensed health care professional solely for observation or counselling. • 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). • Visits to physicians or other licensed health care professionals solely for therapy as a preventative measure (for example, physiotherapy or massage as preventative therapy). | <p>#</p> |
| <p>Noise Induced Hearing Loss (NIHL)</p> | <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 % - 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</i></p> | <p>#</p> |

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| | <p><i>Potential hearing loss claims above 10% for investigation - Based on outcome of medical surveillance program, results of audiogram which are more than 10% more further investigation to confirm the following elements</i></p> <ul style="list-style-type: none"> • <i>Has the shift from baseline been more than 10%</i> • <i>Is it work related</i> • <i>Referred to ENT</i> • <i>Completion of paperwork for submission to COIDA</i> | |
| <p>Number of Hours Worked</p> | <p>The total number of hours worked by all employees and contractors in the reporting period. The total hours worked 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> | # |
| <p>Recordable Injury</p> | <p>Sum of injuries (Fatalities, LTI's, RWC's and MTC's)</p> <p><i>Industry practice</i></p> | # |
| <p>Restricted Workday Case</p> | <p>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.</p> <p><i>Industry practice</i></p> | # |

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| Abbreviations | Sustainability Report Abbreviation listed | |
| H&SMS | Health and Safety Management System | |
| EMS | Environmental Management System | |
| SHEQMS | Safety, Health, Environment & Quality Management System | |
| DoL DMR | Department of Labour Department of Minerals and Resources | |