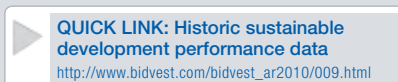


Sustainable development performance data



	2010	2009
Economic⁽¹⁾		
Value added statement		
Refer to financial statements, page 124.		
Black economic empowerment procurement		
BEE procurement (R'000, adjusted in terms of the DTI Codes)	17 282 697	17 358 669
Corporate social investment		
CSI (R'000)	47 229	33 444
South Africa	35 197	25 312
International	12 032	8 132
CSI as % of pre-taxation profit	1,0	0,8
South Africa	1,2	0,8
International	0,6	0,8
Enterprise development spend (R million) – South Africa	41,1	70,7
Environmental parameters⁽²⁾		
Total water usage (litres '000)	2 405 195	2 016 327
Total electricity usage (kWh '000)	398 984	390 822
Petrol (litres)	22 643 913	24 837 710
Diesel (litres)	100 859 428	96 463 480
Total carbon emissions (tonnes) ⁽³⁾	699 779	676 630
Carbon emissions per employee (tonnes) ⁽³⁾	6,6	6,5

⁽¹⁾ Economic performance describes and quantifies how we distribute the value channelled through the business, the opportunities created and takes into account our economic contribution to society. This is distinct from financial performance which is extensively reported.

⁽²⁾ 2009 environmental figures restated.

⁽³⁾ **The GHG Protocol**

The GHG (greenhouse gas) Protocol is the most widely used tool for quantifying and managing GHG emissions, converting six main greenhouse gases into carbon dioxide equivalent units (CO₂e) and separating GHG-producing activities into "scopes" according to the level of corporate control over activities.

	2010	2009
Labour practices		
Number of disabled employees	326	296
South Africa	266	247
International	60	49
Trade unionisation (%)	27,2	28,7
South Africa	29,3	30,1
International	18,0	20,9
Training		
Training spend (R'000) ⁽¹⁾	242 001	209 766
South Africa	222 715	191 581
International	19 285	18 185
Training spend per employee (R)	2 288	2 028
South Africa	2 583	2 110
International	988	1 439
Training hours	1 796 814	1 531 854
South Africa	1 436 027	1 213 958
International	360 788	317 896
Training hours per employee	17,0	14,8
South Africa	16,7	13,9
International	18,5	20,2
Health and safety		
Lost-time injury frequency rate	5,5	5,2
South Africa	4,5	4,9
International	11,2	6,2
Work-related fatalities	4	11
South Africa	3	9
International	1	2
HIV/Aids		
Percentage employees participating in HIV/Aids awareness programmes	22,9	21,5

⁽¹⁾ 2009 training spend restated to include learnerships.

	2010	2009
Employees and their composition		
Number of employees	105 752	103 449
Southern Africa	91 033	90 813
International	14 719	12 636
Employment by gender profile (%)		
Group	100,0	100,0
Male	56,2	57,5
Female	43,8	42,5
South Africa	100,0	100,0
Male	52,5	53,6
Female	47,5	46,4
International	100,0	100,0
Male	72,3	78,4
Female	27,7	21,6
Female employment by management level ⁽¹⁾		
Directors	16,8	17,1
Management	39,1	33,4
Other employees	44,3	43,0
Employment equity profile by race (%) South Africa	100,0	100,0
Black	71,8	72,9
White	13,8	12,9
Indian	5,2	4,7
Coloured	9,2	9,6
Employment equity by race and gender (%) South Africa ⁽²⁾	100,0	100,0
Black male	45,8	46,8
White male	6,7	6,7
Black female	40,2	40,4
White female	7,3	6,1

⁽¹⁾ This is an accumulation of data across the Group

⁽²⁾ Black indicates African, Indian and coloured as defined in terms of the DTI Codes