

glossary of terms and acronyms

ABET	Adult basic education and training	IECMS	Integrated Energy and Carbon Management Strategy
ADR	American Depositary Receipt	IFRS	International Financial Reporting Standards
AGM	Annual general meeting	IIRC	International Integrated Reporting Council
AMCU	Association of Mineworkers and Construction Union	IWUL	Integrated water use licence
BAP	Biodiversity Action Plan	JSE	Previously the Johannesburg Stock Exchange and the JSE Securities Exchange
BEE	Black Economic Empowerment	King III	The Code of and Report on Governance Principles for South Africa, issued by the King Committee on Corporate Governance
CDM	Clean Development Mechanism	KPI	Key performance indicator
CEO	Chief executive officer	LBMA	London Bullion Market Association
CIP	Carbon in pulp	LED	Local economic development
CIL	Carbon in leach	LOA	Living-out allowance
CMS	Carbon Management Strategy	LTIFR	Lost time injury frequency rate
CO₂	Carbon dioxide	MPRDA	Minerals and Petroleum Resources Development Act, 2002 (Act No 28 of 2002)
COAD	Chronic obstructive airways disease	MVR	Middelvlei Reef
CRTB	Cardio-respiratory tuberculosis	NIHL	Noise-induced hearing loss
CSI	Corporate social investment	NNR	National Nuclear Regulator
CSP	Concentrated solar power	NUM	National Union of Mineworkers
dBA	Decibel	NYSE	New York Stock Exchange
DEA	Department of Environmental Affairs	sag	Semi-autogenous grinding
DMR	Department of Mineral Resources	SAMREC	South African Code for Reporting of Exploration Results, Mineral Resources and Mineral Reserves
DoE	Department of Education	SLP	Social and labour plan
DoH	Department of Health	SRD	Surface rock dump
DoL	Department of Labour	SRI	Socially Responsible Investment
DWA	Department of Water Affairs	TB	Tuberculosis
EMP	Environmental Management Programme	TSF	Tailings storage facility
EMS	Environmental management system	UASA	United Association of South Africa
ESOP	Employee Share Ownership Plan	VCT	Voluntary counselling and testing
ETF	Exchange-traded fund	WRTRP	West Rand Tailings Treatment Project
Exco	Executive committee	WUL	Water use licence
FIFR	Fatal injury frequency rate		
GHG	Greenhouse gas		
GRI	Global Reporting Initiative		
HAART	Highly active anti-retroviral treatment		
HDSA	Historically disadvantaged South African		
HIV/AIDS	Human immunodeficiency virus/Acquired immunodeficiency syndrome		
IDP	Integrated Development Plan		