

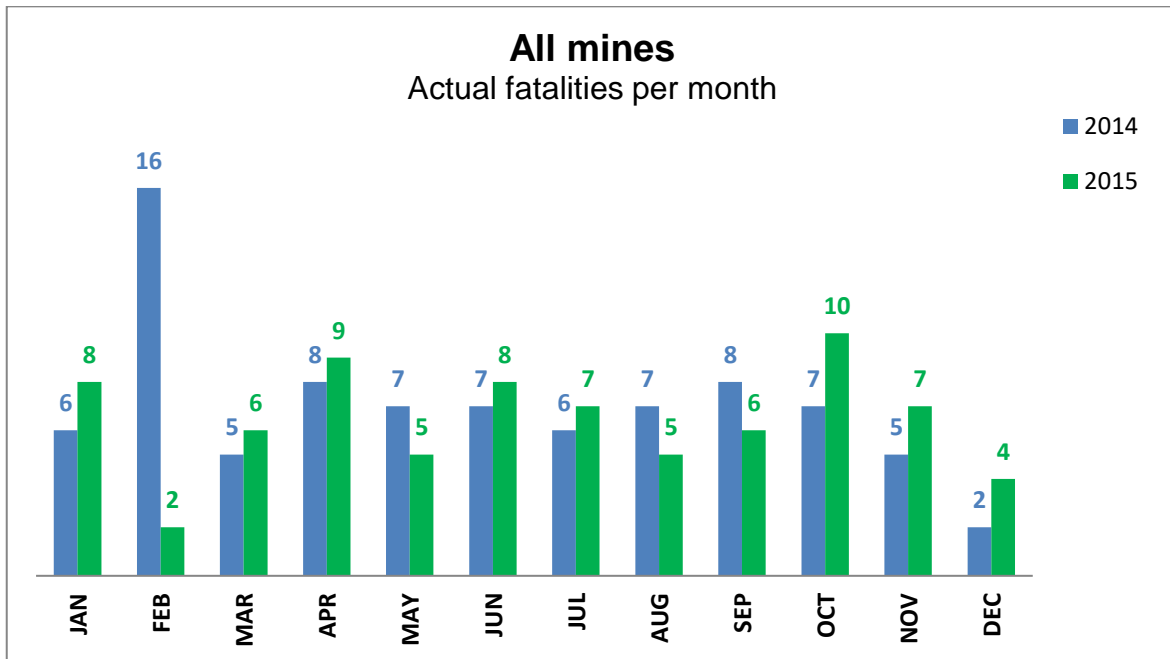


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1. OVERALL FATALITIES PER MONTH

During the month of December 2015, **four (4)** fatalities were reported. However, from January to December 2015 a total of **seventy seven (77)** mine workers were fatally injured whilst during the same period in 2014 a total of **eighty four (84)** mine workers were fatally injured. This translates to a decrease in fatalities of 8% year on year.



2. STATISTICS OF FATALITIES BY REGION

The table below illustrates the progressive performance of each region with regard to fatalities. During the month of December 2015, **eight (8)** of the **ten (10)** regions managed to mine without a fatality.

	WC	NC	FS	EC	KZN	MPU	LP	GP	NW-KD	NW-RB	TOT
Jan	0	0	1	0	1	1	1	2	0	2	8
Feb	0	1	0	0	1	0	0	0	0	0	2
Mar	0	1	0	0	0	1	0	3	0	1	6
Apr	0	2	2	0	0	1	0	1	0	3	9
May	0	0	1	0	0	1	0	1	0	2	5
Jun	0	0	2	0	0	2	0	2	1	1	8
Jul	0	0	1	0	0	0	0	1	2	3	7
Aug	0	0	1	0	0	0	0	4	0	0	5
Sep	1	1	0	0	0	0	0	1	2	1	6
Oct	0	4	0	0	0	0	2	0	2	2	10
Nov	0	1	1	1	0	0	1	2	0	1	7
Dec	0	0	1	0	0	0	0	0	0	3	4
Total	1	10	10	1	2	6	4	17	7	19	77



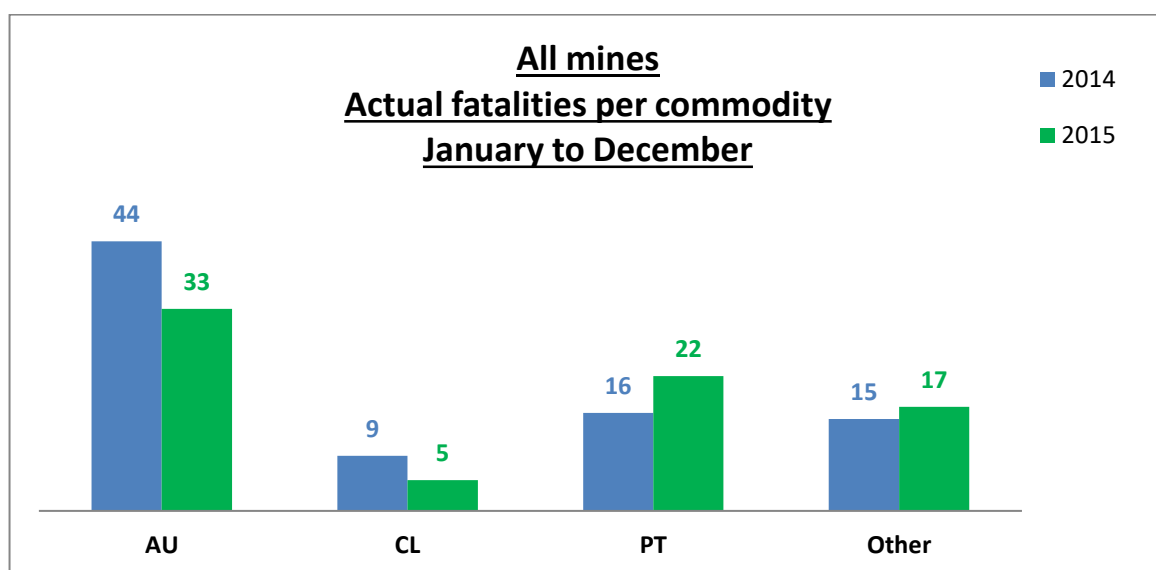
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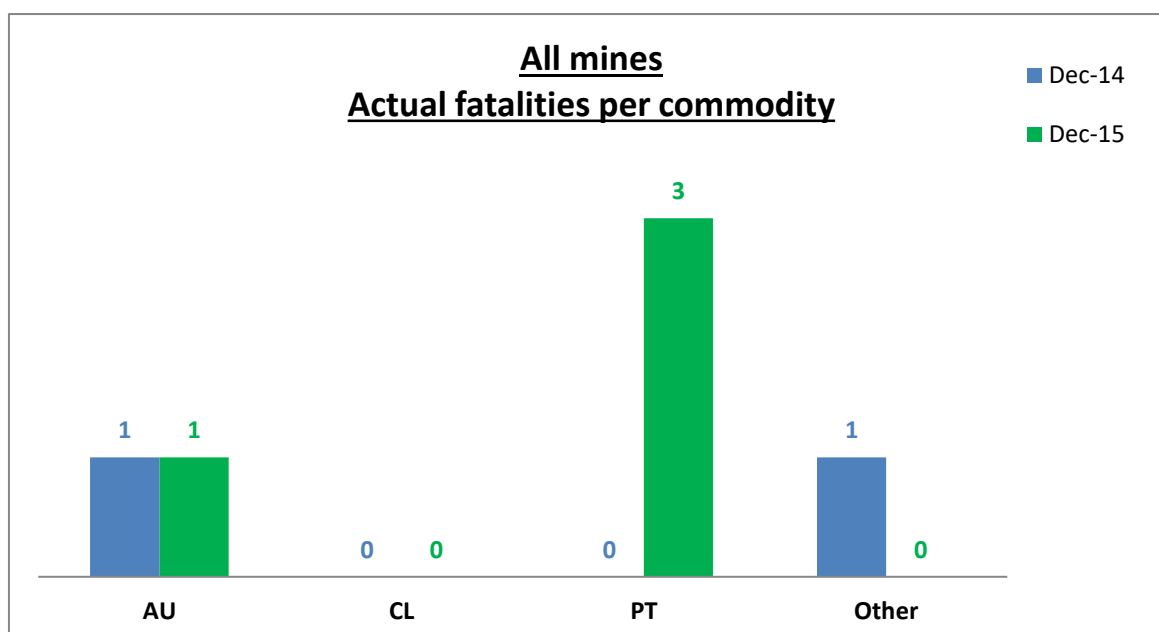
3. ANALYSIS OF FATALITIES BY COMMODITY

For the purpose of the analysis, commodities are grouped into gold (AU), platinum (PT), coal (CL) and other mines (i.e. chrome, manganese, diamonds, stone, sand, brickworks, etc.).

3.1 The comparison of fatalities year to date for December 2014 and 2015 are reflected on the graph below and shows a decrease in fatalities in the gold and the coal sectors of 25% and 44% respectively, while the platinum and the other mines sectors show an increase in fatalities of 38% and 13% respectively.



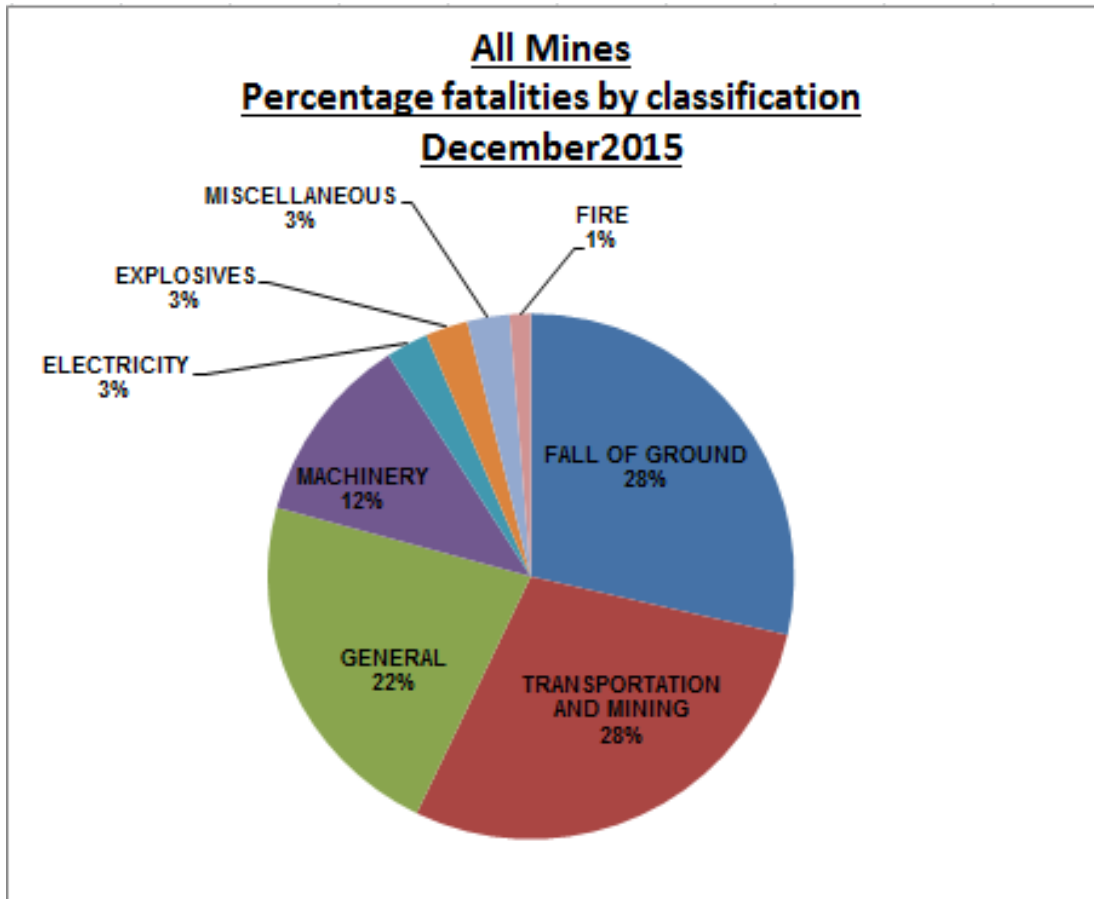
3.2 In December 2015, the gold and platinum sectors reported **one (1)** and **three (3)** fatalities respectively, while the coal and other mines sectors reported **none (0)**.





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4. ANALYSIS OF FATALITIES BY CLASSIFICATION



4.1 Fall of Ground (FOG) (29%)

There were **twenty two (22)** fatalities reported in this category in 2015 and **four (4)** reported in December 2015. In the first incident, the now deceased an Equipping Team Leader was fatally injured by a fall of ground that occurred whilst the equipping crew was installing roofbolts in a newly constructed double winch chamber at a platinum mine. In the second incident, the now deceased a Rock Drill Operator was fatally injured in a fall of ground accident where he was barring in a bord and pillar end at a platinum mine. In the third incident, the now deceased Rock Drill Operator was fatally injured in a fall of ground accident caused by a 1.2 magnitude seismic event at a gold mine and in the fourth incident, the now deceased a Rock Drill Operator was fatally injured in a fall of ground accident where he was barring the area between the last line of support and the face in a bord and pillar panel at a platinum mine. **Six (6)** of the falls of ground fatalities reported in 2015 were seismic related while **sixteen (16)** were gravity related.



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4.2 Transportation and Mining (29%)

There were **twenty two (22)** fatalities reported in this category in 2015 and **none (0)** reported in December 2015. The 22 fatalities reported under this classification were caused by: TMM (Trackless Mobile Machines) (14), Railbound (4) and Winches (4).

4.3 General (22%)

There were **seventeen (17)** fatalities reported in this category in 2015 and **none (0)** reported in December 2015. The 17 fatalities reported under this classification were caused by: Manual handling of material (2), Manual handling of mineral (1), Falling in/from (1), Slipping and falling (3), Splinters (2), Dust, gas or fumes (4), Inundation/drowning (1) and Struck by object manual handling (3).

4.4 Machinery (12%)

There were **nine (9)** fatalities reported in this category in 2015 and **none (0)** reported in December 2015. The 9 fatalities reported under this classification were caused by: Conveyor Belts (7) and Drives, Belts and chains (2).

4.5 Electricity (3%)

There were **two (2)** fatalities reported in this category in 2015 and **none (0)** reported in December 2015. The 2 fatalities reported under this classification were caused by: Electrocution (1) and Flash (1).

4.6 Explosives (3%)

There were **two (2)** fatalities reported in this category in 2015 and **none (0)** reported in December 2015. Details are not clear.

4.7 Miscellaneous (3%)

There were **two (2)** fatalities reported in this category in 2015 and **none (0)** reported in December 2015. Details are not clear.

4.8 Fires (1%)

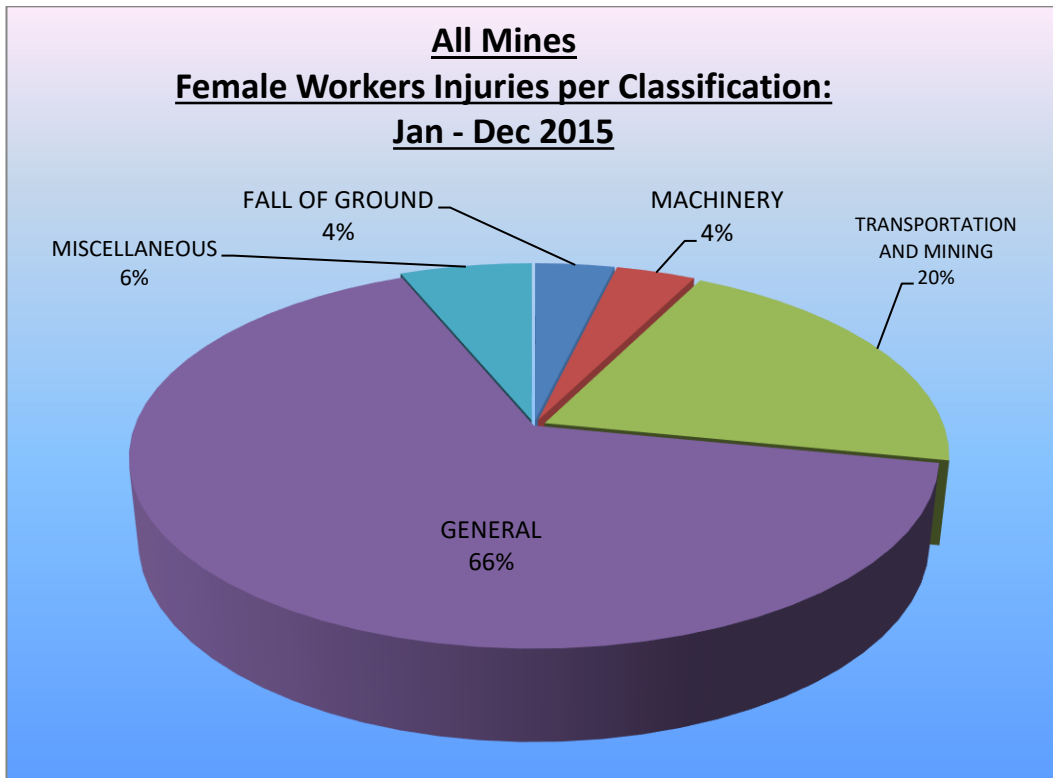
There was **one (1)** fatality reported in this category in 2015 and **none (0)** reported in December 2015. This single fatality was caused by: Electrical.



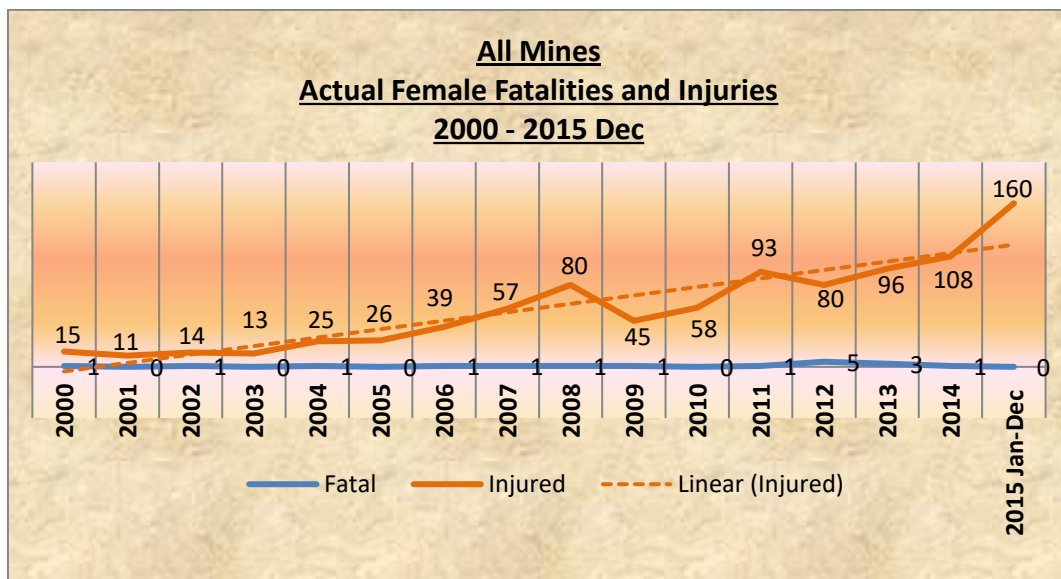
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4.9 Female Workers

The number of female workers has steadily increased in the South African mining industry and the graph below shows a classification of injuries to female employees across all commodities for the year 2015, January to December:



The graph below shows the number of injuries and fatalities to female employees across all commodities since 2000 to December 2015:





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5. FATALITIES AND INJURIES.

5.1 FATALITIES

	Jan-Dec 2014	Jan-Dec 2015
Gold Mines	44	33
Platinum Mines	16	22
Coal Mines	9	5
Other mines	15	17
TOTAL	84	77

5.2 INJURIES

The table below reflects the number of injury accidents that were reported from 1 January to 31 December 2015, per the classification of the accident.

	INJURIES		
	Jan - Dec 2014	Jan -Dec 2015	%change
FALL OF GROUND	413	490	19
Rockburst	67	91	36
Strainburst	50	65	30
Gravity	296	334	13
MACHINERY	210	244	16
Conveyor belts	55	67	22
Drives, belts, chains	25	23	-8
Portable power tools	92	127	38
Other	38	27	-29
TRACKBOUND TRANSPORT	178	212	19
Locomotive	39	40	3
Locomotive drawn vehicle	43	55	28
Rerailing	14	23	64
Coupling/uncoupling	42	38	-10
Rocker arm shovel	10	12	20
Personal transport	8	15	88
Endless rope	3	1	-67
Hand trammed	8	17	113
Other Transport	11	11	0
WINCHES	108	134	24
Scraper Winch Installation	83	87	5
Single drum winch	11	21	91
Double drum winch	7	10	43
Mono rope/rail	7	16	129



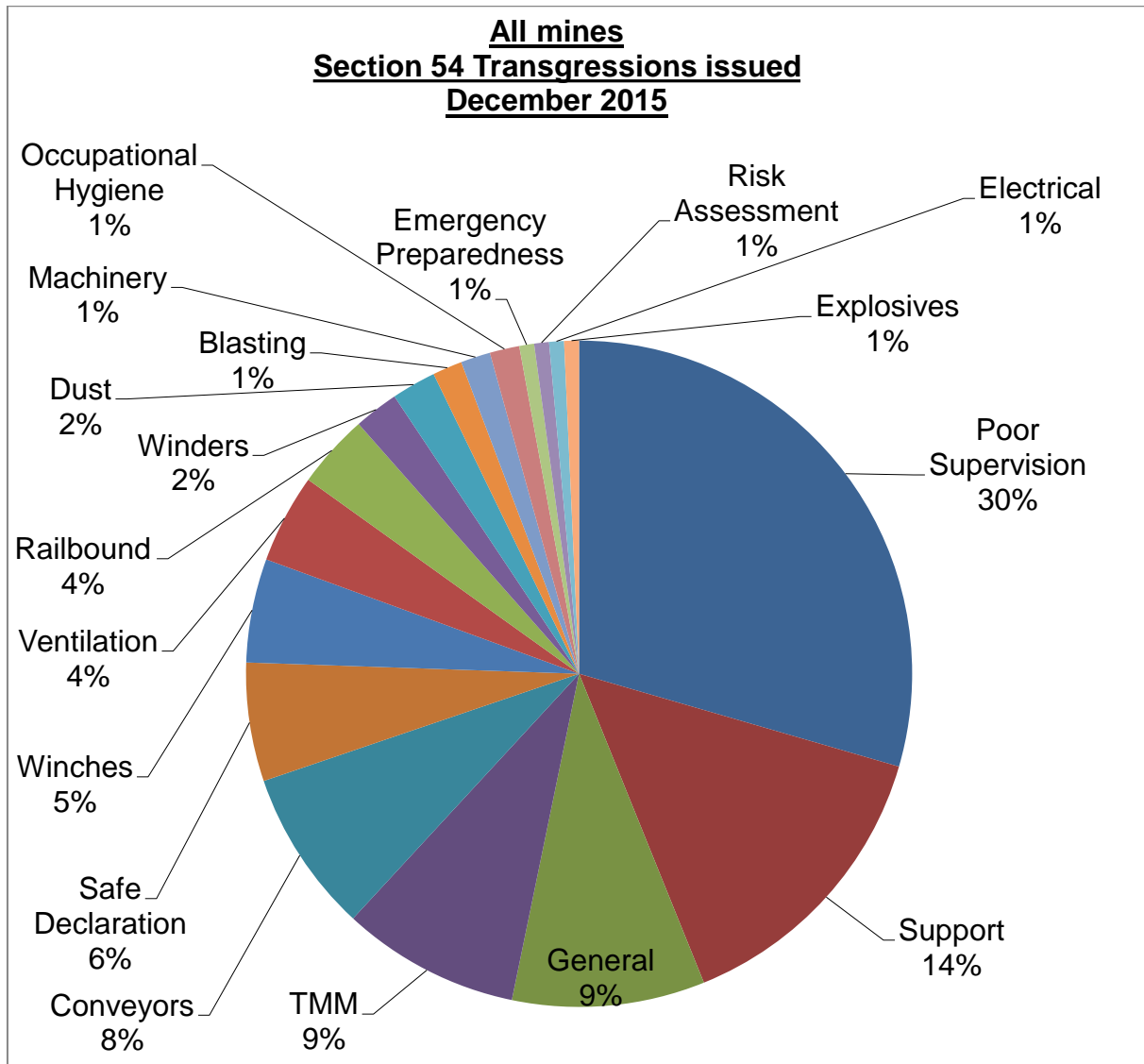
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	Jan - Dec 2014	Jan -Dec 2015	%change
TRACKLESS MOBILE MACHINES	187	180	-4
Mechanical loaders	23	22	-4
Tractor/trailer	12	4	-67
Coal mining machines	1	8	700
Transporters	51	41	-20
Motor vehicles	16	17	6
T&M lifting machines	41	32	-22
T&M mobile drilling machines	33	44	33
Other TMM	10	12	20
GENERAL	1396	1638	17
Fall of material/rolling rock	232	266	15
Manual handling of material	337	413	23
Manual handling of mineral	54	79	46
Falling in/from	46	50	9
Slipping and falling	365	469	28
Burning and scalding	36	42	17
Splinters	32	42	31
Dust, gas and fumes	91	41	-55
Inundation/drowning	6	3	-50
Struck by ventilation door	24	25	4
Struck by any object manual handling	173	208	20
Conveyance accidents (shaft/winze)	35	33	-6
Electricity (Not causing fires)	32	16	-50
Fires	4	8	100
Explosives	25	24	-4
Subsidence/caving	0	2	200
Heat sickness	10	2	-80
Diving Sickness	0	1	100
Miscellaneous	102	91	-11
TOTAL	2700	3075	14



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6. SECTION 54 TRANSGRESSIONS REPORTED DURING THE MONTH



6.1 Poor Supervision (30%)

This category of transgressions accounted for most of the section 54 instructions issued in December 2015 and the areas covered were:

- service pipes around the accident area were suspended low and there was no clear standard on pipe suspension across drive/walk ways;
- contractor employees were not aware of basic safety rules and critical mine standards;
- TMM keys were kept and distributed amongst employees without records;
- employees were not provided with overalls and safety shoes;
- worked out areas were not adequately barricaded off and no measures were in place to prevent unauthorised access;
- the accident scene was tampered with, before the investigation;



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- deviations on conveyors were covered by the Safety Officer and Inspector's previous instructions but were not fixed;
- over-inspections and follow-ups were not conducted by engineering supervisors;
- mine plans were not approved by the competent person against relevant date of updating;
- appointed Blaster was carrying the responsibilities of the Safety Officer and the Safety Officer was carrying out the responsibilities of the appointed Blaster;
- the employer had not instituted anything in place to protect the health and safety of people who are not employees at the mine but who could be affected by the activities at the mine;
- poor contractor management was observed;
- there was overlapping of responsibilities between Team Leaders and Miners;
- instructions were given verbally and were not acknowledged by responsible personnel;
- there was inadequate standard and no procedure in place on double winch chambers;
- complaint book was not initialled by the supervisors as per Regulation 4.4.1;
- TMM operator licences were not signed by the Engineer and there were no issue dates on the licences;
- chairlift record book was not signed by artisans;
- supervisors were not conducting follow-ups and over-inspections;
- Miner had not signed statutory reports to acknowledge them (two incidents at two different operations);
- observer was not recording observations during a planned task observation and was not making appropriate remarks to assist employees;
- Miner was not completing safe declaration properly;
- accident was reported on a different date and time to that recorded on the mine report;
- there was no incident report or closure report on the missing caplamp;
- Shiftboss was not acknowledging the safe declaration document by signing it, as per mine procedure;
- poor access control was observed in the Lampsman's office, where spare keys of the SCSR (Self Contained self Rescuers) and unlocked caplamps were found;
- incorrect description of accident was sent to the office of DMR (Department of Mineral Resources) on the SAMRASS (South African Mines Reportable Accidents Statistics System);
- there was no standard available for governing the axial misalignment limit on jumpers;
- fire drills were not logged on the Shiftboss' logbook;
- there was no verification of valid drivers' licences and pre-use checklists on LDV (Light Delivery Vehicle) operators on a daily basis;
- Winding Engine Drivers were working in excess of 10 hours without permission of the Principal Inspector of Mines;
- Winding Engine Drivers were leaving work without locking the compartment served by the winding engine;
- there was no Banksman available and the Onsetter supervising the bank was not appointed;



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- the Engineer was not familiar with the requirements of Regulation 16.45;
- the responsible Engineer and supervisors were failing to take corrective action where necessary;
- the Engineer was behaving inappropriately in the presence of the Senior Inspector of Mines;
- Miner was not present and not involved in the safe declaration of the working place;
- barring was carried out under unsupported area between last line of support and face;
- Rock Engineer's recommendations to install long anchors and apply shot-crete were not complied with;
- supervisors of both day and night shifts had not seen each other or written in the communication book; and
- employees were not provided with overalls and safety shoes.

6.2 Support (14%)

The areas covered in this category of transgressions were:

- loose rocks with protruding roofbolts were observed at the last holing of a panel;
- blasted working places were left unsupported;
- temporary support was installed on the not-solid footwall;
- safety net was not fully installed at the tight ends, exposing the Rock Drill Operator to unsupported roof;
- working places were not properly cleaned and not supported for the past two months;
- stick support measured 6.7m and 5.8m after the blast to the face instead of the mine standard of 5.0m; stick support measured 2.1m and 3.3m on dip instead of the mine standard of 1.5m;
- roofbolt support measured 1.6m from the face instead of the mine standard of 1.5m;
- damaged roofbolts were not replaced;
- missing brow support was observed;
- lamprophyre dyke of 0.5m average thickness was not demarcated nor supported as per the mine standard;
- substandard support was observed at the winch chamber, where the fall of ground had occurred;
- the 1.5m roofbolts installed at the time of a fall of ground were installed with expired resin;
- there were no mine poles installed at the winch chamber;
- support was not installed after completion of ledging and support was missing in certain areas of the raiseline;
- joints were not supported to standard;
- missing bolts were not installed on joints;
- protruding bolts more than 30cm were not replaced;



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- roofbolt support was measured 2.5m and 2.7m from the face instead of 2.5m;
- prominent joint dipping at 60° was not demarcated and supported; and
- some of the support units were drilled directly into the geological feature, not 0.5m on both sides.

6.3 General (9%)

The areas covered in this category of transgressions were:

- employees were entering the working place without reporting at the waiting place;
- mine roadways had mud and water accumulations in some places;
- employees were observed driving through no-entry signs;
- poor barring was observed in the panel;
- working places were flooded with water;
- crosscuts were not sealed off properly to prohibit access of employees in old abandoned areas;
- accumulation of old timber and rubble were observed on the shoulder of the gully;
- steeply inclined area above the travelling way was not barricaded off and there was risk of falling rocks in that area;
- poor underground housekeeping was observed;
- TMM operators and artisans were found hiding from the Inspector;
- hanging wall was not barred in the ASG (Advance Strike Gully);
- unsafe air-legs were used; and
- excessive spillage below the Jaw Crusher and at tail pulley area of the belt was observed.

6.4 TMM (Trackless Mobile Machines) (9%)

The areas covered in this category of transgressions were:

- stairway and engine compartment lights of TMMs were not working;
- speedometer of the service truck was not working;
- a step was broken on an excavator;
- the passenger seatbelt of the LDV (Light Delivery Vehicle) had parts missing;
- the LDV Driver did not conduct any pre-use checks on the LDV, did not have a valid drivers' licence in his possession and the vehicle was overloaded with passengers;
- there were no pre-use checklists available for TMMs;
- the Front End Loader (FEL) was found with malfunctioning brakes, no reverse hooter, indicator and beam-lights not working, no window seals and pre-use checklist not completed;
- TMMs were observed operating without filling in pre-use checklists;
- The FEL and Dump Truck had no reverse hooter;
- all TMMs were not equipped with thermal stress and dust controls such that they were operating with windows open;



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- they key was not removed from the ignition of the LDV while the driver was not present; and
- the LDV, which was not fitted with thermal stress controls, was operated with windows opened in an excessively dusty area.

6.5 Conveyors (8%)

The areas covered in this category of transgressions were:

- there were no end switches for conveyor belts where trip wires were installed;
- substandard conveyor belt was observed (two incidents at two different operations);
- conveyors were missing end switches, trip wires were joined, pigtail eyebolts were missing and trip wires were rubbing against the conveyor screen structure;
- nip guard was installed not according to the required standard on the Code of Practice Conveyor Belts;
- trip-wire switches were not installed according to the mine standard of 30m intervals;
- five v-belt drives were not safe-guarded;
- conveyor belt was observed with no trip-wire;
- nip guard gap of more than 8mm was observed at the coal reclaiming belt tail pulley;
- the trip-wire was broken at the belt tail pulley;
- guarding at the belt tail pulley was not properly fixed; and
- guarding at tension take up unit belt was not in place, but was available.

6.6 Safe Declaration (6%)

The areas covered in this category of transgressions were:

- safe declaration was not conducted, but employees were allowed to work in that area;
- no fixing actions were recorded in the safe declaration document but the area was declared safe;
- safe declaration document was not completed for other working places yet employees were found working in those areas;
- there was no sequence on the dates recorded on the safe declaration book;
- there were blank spaces in the safe declaration document;
- two panels were declared safe but poor barring was observed and the faces were marked and half-drilled;
- there was no safe declaration documentation at the accident scene; and
- working place was declared safe whereas support was not yet fixed, hazard was not thoroughly identified and recorded.

6.7 Winches (5%)



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The areas covered in this category of transgressions were:

- winch bell wires were not installed, starter boxes were damaged, winches were not locked, drum guards were not properly secured, safety harness was worn out and grizzly segments were missing;
- two Cobra eyebolts were used instead of four as per standard;
- mono-winch starter box was damaged, keys were left next to the starter box and the guarding was damaged;
- bell wire was not installed along the whole length of scraping way of the centre gully winch;
- mono-winch bell wire was rubbing on the hanging-wall and substandard rigging was observed;
- there was no safety chain installed on mono-winch corner rig; and
- mono-winch ropes were rubbing against the hanging-wall.

6.8 Ventilation (4%)

The areas covered in this category of transgressions were:

- the shunting crosscut was not ventilated and the acting Ventilation Officer was not aware of ventilation parameters of such areas;
- ventilation curtains and brattices were removed without the authorisation of the ventilation department;
- face air speed measured 0.125m/s instead of 0.25m/s;
- haulage fan was recirculating;
- the intake fan was found to be circulating; and
- re-raise fan was recirculating.

6.9 Railbound (4%)

The areas covered in this category of transgressions were:

- there was accumulation of spillage between the rails;
- misaligned rails more than 5mm were not rectified;
- rails were submerged in mud;
- two rail switches were not working; and
- material was left on the rails and mud was accumulating between the rails.

6.10 Winders (2%)

The areas covered in this category of transgressions were:

- Winding Engine Drivers log book was not properly recorded by the Engine Drivers;
- government code of signals was not being used and strictly observed by the Winding Engine Drivers and their supervisors; and
- the bell recorder was out of order for a month.



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6.11 Dust (2%)

The areas covered in this category of transgressions were:

- roads were dry and dusty;
- there were no dust control measures in all the roadways; and
- there was poor visibility due to excessive dust at the packing plant and no dust mask signage was posted.

6.12 Blasting (1%)

The areas covered in this category of transgressions were:

- blasting boxes were not lockable; and
- poor blasting practice was observed, where sockets were evident in the hanging wall.

6.13 Machinery (1%)

The areas covered in this category of transgressions were:

- the chain drive at the plant was not safe guarded; and
- warning devices of the overhead crane were not working.

6.14 Occupational Hygiene (1%)

The areas covered in this category of transgressions were:

- occupational hygiene measurements were not carried out, as per Section 12.1 of the Mine Health and Safety Act; and
- no toilet and eating facilities were provided for the employees.

6.15 Emergency Preparedness (1%)

The area covered in this category of transgressions was that emergency preparedness system of the mine did not include and address emergency matters that might arise from the contractor workplace

6.16 Risk Assessment (1%)

The area covered in this category of transgressions was that risk assessment was conducted without the involvement of all affected stakeholders and the risk assessment was done without an approved mine plan.

6.17 Electrical (1%)



The area covered in this category of transgressions was that substandard electrical reticulation was observed.

6.18 Explosives (1%)

The area covered in this category of transgressions was that two boxes of fuses found inside the explosives box were not locked.

7. OCCUPATIONAL MEDICINE

7.1. Introduction

During the month of December 2015, an overall total of 379 occupational diseases/illnesses were reported on Health Incident Reports (HIRs) in terms of Section 11(5B) of the Mine Health and Safety Act (MHSA), Act No. 29 of 1996, as amended, compared to an overall total of 420 cases reported during November 2015.

7.2. Analysis of Health Incident Reports

The overall total number of occupational diseases/illness reported on Health Incident Reports (HIRs) decreased by 41 cases compared to the previous month. Pulmonary tuberculosis (PTB) increased by 41 cases, silicosis decreased by 16 cases, Noise-Induced Hearing Loss (NIHL) decreased by 44 cases and Chronic Obstructive Airways Diseases (COAD) decreased by 4 cases compared to the previous month. North West Rustenburg reported a majority of occupational diseases/illness, followed by Gauteng, Free State, North West Klerksdorp, Northern Cape, Mpumalanga, Limpopo, Western Cape, KwaZulu-Natal and the Eastern Cape region respectively. All reported cases are based on the planned medical surveillance conducted by mines at appropriate intervals.



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7.3. Conclusion

Regions that report majority of occupational diseases/illnesses should focus more on contributing mines.

Table 7.1 Health Incident Reports per region: November 2015 & December 2015

	EC		FS		GR		KZN		LP		Mpu		NC		NW (K)		NW (R)		WC		TOTAL		TOTAL DIFF.
	Nov	Dec	Nov	Dec	Nov	Dec	Nov	Dec	Nov	Dec	Nov	Dec	Nov	Dec	Nov	Dec	Nov	Dec	Nov	Dec	Nov	Dec	
PTB	0	0	35	34	29	38	1	0	19	4	19	1	9	12	0	1	58	65	0	1	170	211	41
Sil+TB	0	0	1	1	6	0	0	0	0	0	0	0	0	0	3	3	14	5	1	0	25	9	-16
MDR-TB	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	3	0	-3
XDR-TB	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0
Sil	0	0	29	16	7	9	0	0	0	0	7	0	1	0	5	15	22	8	0	0	71	48	-23
Asb	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	-1
CWP	0	0	0	0	0	0	0	0	1	0	5	2	0	0	0	0	0	1	0	0	6	3	-3
COAD	0	0	11	1	2	1	0	0	2	0	2	6	0	1	1	5	1	1	0	0	19	15	-4
Occ Asthma	0	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	-1
Heat Illness/Stroke	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NIHL	0	0	1	1	24	6	1	0	3	2	15	6	23	23	13	7	30	21	0	0	110	66	-44
Occ Skin Dxs	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	1	1	0
Muskulo- skeletal Disorders	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Dxs	0	0	0	0	9	2	0	0	1	0	0	1	1	0	0	21	0	0	0	0	11	24	13
Total	0	0	78	54	80	57	2	0	28	6	49	16	34	36	22	52	126	102	1	1	420	379	-41

Verification source: Health Incident Reports received, captured and submitted by nine (9) regions.



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8. STATUS REPORT ON THE MINE HEALTH AND SAFETY COUNCIL (MHSC) AWARD SCHEME 2015

Table 8.1 Mines that have achieved the safety awards:

No	Mine	Award	Date recorded	Last fatality
1	DRD: Ergo Mine (Crown Mines)	Thousand (3)	05/01/2015	12/04/2012
2	Isibonelo Colliery	Thousand (7)	21/01/2015	11/06/2005
3	Assmang Iron Ore: Beeshoek Mine	Thousand (13)	23/01/2015	12/03/2003
4	Eastside Coal Company	Thousand (8)	06/02/2015	Never
5	Vunene Mining	Thousand (1)	08/02/2015	Never
6	Zibulo Colliery	Thousand (5)	01/03/2015	21/05/2015
7	Lonmin Platinum: Karee Mine	Million (5)	14/03/2015	26/04/2013
8	Impala Platinum Mine 7A Shaft	Million (5)	25/03/2015	29/11/2009
9	Lonmin Platinum: Western Mine	Million (4)	07/04/2015	19/05/2015
10	Halfgewonnen Colliery	Thousand (9)	24/04/2015	10/01/2006
11	Weltevreden Colliery	Thousand (4)	28/04/2015	Never
12	Tygerberg Quarry	Thousand (4)	04/05/2015	Never
13	Mototolo Platinum: Borwa	Thousand (3)	05/05/2015	18/10/2011
14	Glencore Waterval Chrome Mine	Thousand (8)	21/06/2015	21/10/2004
15	Assmang Manganese (Black Rock) Mine	Million (4)	22/07/2015	23/04/2009
16	Impala Platinum 1 Shaft	Million (1)	31/07/2015	25/08/2014
17	New Vaal Colliery	Thousand (10)	05/08/2015	09/03/2005
18	Impala Marula Platinum	Million (1)	13/08/2015	09/09/2014
19	New Denmark Colliery	Thousand (2)	13/08/2015	13/10/2013
20	Tau Lekoa Gold Mine	Million (1)	19/08/2015	12/02/2015
21	Forzando Colliery: South Mine	Thousand (10)	21/08/2015	Never
22	Dwarsrivier Chrome Mine	Million (3)	24/09/2015	09/01/2009
23	Harmony KalGold Mine	Million (3)	24/09/2015	01/07/1996
24	Spitzkop Colliery	Thousand (3)	30/09/2015	01/12/2012
25	Vaalbult Colliery	Thousand (1)	04/11/2015	Never
26	Harmony Phakisa Mine	Million (2)	06/11/2015	05/10/2013
27	Forzando Colliery North	Thousand (17)	09/11/2015	15/03/1999
28	Lace Diamond Mine	Thousand (2)	20/11/2015	01/07/2009
29	Mototolo Platinum Mine: Lebowa	Thousand (8)	01/12/2015	Never
30	Assmang Iron Ore (Beeshoek Mine)	Thousand (14)	22/12/2015	12/03/2003

* Fatality was experienced after achievement.