

GLOSSARY OF TERMS AND ACRONYMS

ABET	Adult Basic Education and Training, to improve levels of literacy and numeracy from Grades 1 to 9 equivalent
AMF	Asset Management Forum
ART	Anti-Retroviral Therapy
AuTEK	A collaborative South-African based research initiative to find new industrial applications for gold, involving stakeholders AngloGold Ashanti, Gold Fields, Harmony, the Council for Minerals and Technology and Mintek.
AuTEK Biomedical Programme	A collaborative South-African based research initiative to find new biomedical applications for gold, involving stakeholders Harmony and Mintek.
Backfilling	The process of using waste materials produced in the process of mining for support purposes.
BEE	Black Economic Empowerment
Beneficiation	The process of adding value to gold products by transforming gold bullion into fabricated gold products.
Broad-Based Socio-Economic Charter for the Mining Industry	The Mining Charter provides for HDSA empowerment in South African mining industry in accordance with the objectives of the MPRDA.
Capex	Capital expenditure
Conditions of Employment Act (1997)	To give effect to the right to fair labour practices referred to in section 23(1) of the Constitution by establishing and making provision for the regulation of basic conditions of employment; and thereby to comply with the obligations of the Republic as a member state of the International Labour Organisation; and to provide for matters connected therewith
CONOPS	Continuous operations
CREATE	Consortium to Respond Effectively to the AIDS/TB Epidemic
CSI	Corporate Social Investment
CSR	Corporate Social Responsibility
DEAT	Department of Environment and Tourism
DOT	Direct Observed Therapy
DWAF	Department of Water Affairs
DME	Department of Minerals and Energy
EIA	Environmental Impact Assessment
Employment Equity Act (1998)	Applies to all employers and workers and protects workers and job seekers from unfair discrimination, and also provides a framework for implementing affirmative action
EMF	Environmental Management Function (internal drive to improve performance)
EMPRs	Environmental Management Programme Reports (internal drive to improve performance)
EMS	Environmental Management Systems
FIFR	Fatal injury frequency rate
FY06	Financial Year 2006
GEP	Gauteng Enterprise Propeller (internal drive to improve performance)
GRI	Global Reporting Initiative
HAART	Highly active anti-retroviral therapy
HCP	Hearing Conservation Programme
HDSAs	Historically Disadvantaged South Africans

GLOSSARY OF TERMS AND ACRONYMS (continued)

HIP	Harmony Improvement Process (internal drive to improve performance)
HIV	Human immunodeficiency virus
HOT	Harmony of Tomorrow
HPD	Hearing protection devices
HR	Human Resources
ICVCT	Informed Consented Voluntary Counselling and Testing
ILO	International Labour Organization
ISO	International Standards Organization
ISO 9001	A family of ISO (the International Organization for Standardization) standards for quality management systems.
ISO 14000/14001	Environmental standards issued by the International Standards Organisation
King II	The Second King Report on Corporate Governance
KOSH	Klerksdorp, Orkney, Stilfontein and Hartebeesfontein
Labour Relations Act (1995)	Aims to support labour peace, democracy and worker participation in decision-making in the workplace
LBMA	London Bullion Market Association
Life-of-mine	The number of years that an operation is planning to mine and treat ore, taken from the current mine plan.
LTIFR	Lost time injury frequency rate
LPG	Liquid petroleum gas
MDA	Mines Development Agency
MHS	Mine Health and Safety Act
MPRDA	Mineral and Petroleum Resources Development Act
MQA	Mining Qualifications Authority
National Nuclear Regulator Act (1999)	To provide for the establishment of a National Nuclear Regulator in order to regulate nuclear activities, for its objects and functions, for the manner in which it is to be managed and for its staff matters; to provide for safety standards and regulatory practices for protection of persons, property and the environment against nuclear damage; and to provide for matters connected therewith.
NGO	Non-governmental organisation
NIHL	Noise induced hearing loss
NQA	National Qualifications Authority
NOF	National Qualification Framework
NUM	National Union of Mineworkers
Occupational Health and Safety Act (2000)	Serves to secure and promote the health, safety and welfare of people at work
PGE	Peer group educator
Post-exposure prophylaxis	Occupational, rape and prevention of mother to child transmission of HIV
Potable water	Drinking water
PPE	Personal protection equipment
PPP	Public private-partnership
PSASA	Project Support Association of South Africa
REAG	Randfontein Environmental Action Group
Rehabilitation	The process of restoring mined land to a condition approximating its original state.
RMA	Rand Mutual Assurance Company
SAEWA	South African Electrical Workers' Association
SAMOD	South African Mines Occupational Disease Database

GLOSSARY OF TERMS AND ACRONYMS (continued)

SIFE	Students in Free Enterprise
SIMRAC	Safety in mines and research advisory committee
Slimes	The finer fraction of tailings discharged from a processing plant after the valuable minerals have been recovered.
SMME	Small-medium and microenterprises
Solidarity	The largest independent trade union in South Africa
SRI	JSE's Social Responsible Investment Index
STI	Sexually transmitted infections
Tailings	Finely ground rock from which valuable minerals have been extracted by milling.
Tailing dam/slimes dam	Dams or dumps created from tailings or slimes.
TEBA Development	As a not-for-profit (Section 21 Company) non-governmental organisation (NGO) committed to improving living conditions and livelihoods of communities that have provided labour to the mining industry for decades.
TB	Tuberculosis
Triple Bottom Line	Also known as sustainability, refers to how business makes its money. It is about adopting balanced social, environmental and economic performance as a test of corporate success.
UASA	United Association of South Africa
VCT	Voluntary Counselling and Testing
WHO	World Health Organization