



# 2024

## UN Global Compact and SDG Report



# ARM's reporting in terms of the UN Global Compact and SDGs

The Ten Principles of the United Nations Global Compact (UNGC) provide a values-based approach to doing business by establishing standards in the areas of human rights, labour, the environment and anti-corruption. The principles are derived from leading global guidelines including the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

ARM is committed to the Ten Principles, which are embedded in our strategy, business practices and approach to sustainable value creation to promote a sustainable and inclusive future. In doing so, ARM contributes towards achieving the UN Sustainable Development Goals.

The social and ethics committee monitors the company's activities in the context of these principles.

**ESG** Page references in the tables in this report refer to the F2024 ARM ESG report available on our website, unless otherwise specified.


UNGC PRINCIPLES	United Nations Global Compact
<p><b>Human rights</b></p> <ol style="list-style-type: none"> <li>Businesses should support and respect the protection of internationally proclaimed human rights.</li> <li>Businesses should make sure that they are not complicit in human rights abuses.</li> </ol>	<ul style="list-style-type: none"> <li>Social and ethics committee chairman's report (from page 16)</li> <li>Our sustainable development model (from page 23)</li> <li>Human rights (from page 81)</li> <li>Our value chain (from page 83)</li> </ul>
<p><b>Labour</b></p> <ol style="list-style-type: none"> <li>Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</li> <li>Businesses should uphold the elimination of all forms of forced and compulsory labour.</li> <li>Businesses should uphold the effective abolition of child labour.</li> <li>Businesses should uphold the elimination of discrimination in respect of employment and occupation.</li> </ol>	<ul style="list-style-type: none"> <li>Human resources management (from page 66)</li> <li>Human rights (from page 81)</li> <li>Social and ethics committee chairman's report (from page 16)</li> </ul>
<p><b>Environment</b></p> <ol style="list-style-type: none"> <li>Businesses should support a precautionary approach to environmental challenges.</li> <li>Businesses should undertake initiatives to promote greater environmental responsibility.</li> <li>Businesses should encourage the development and diffusion of environmentally friendly technologies.</li> </ol>	<ul style="list-style-type: none"> <li>Environment (from page 40)</li> <li>Biodiversity tables in the sustainability data tables (ESG supplementary information 2024 on our website)</li> <li>The 2024 climate change and water report is available on our website <a href="http://www.arm.co.za">www.arm.co.za</a></li> </ul>
<p><b>Anti-corruption</b></p> <ol style="list-style-type: none"> <li>Businesses should work against corruption in all its forms, including extortion and bribery.</li> </ol>	<ul style="list-style-type: none"> <li>Our sustainable development model (from page 23)</li> <li>Governance overview (page 26)</li> <li>Corporate governance (from page 106)</li> </ul>

## The United Nations Sustainable Development Goals (SDGs)

The SDGs create a universal blueprint for addressing the world's most pressing challenges, ranging from poverty and inequality to climate change and environmental degradation, to ensure all people enjoy peace and prosperity. Launched in 2015, the 17 SDGs provide a framework for governments, businesses and civil society to work collaboratively towards creating a more sustainable and equitable future by 2030. As a responsible mining company, ARM contributes to the implementation of most SDGs in many ways.


During the year, we refined our approach to focus on those SDGs most closely related to ARM's activities and material matters. We categorise the SDGs into those that closely align with our core activities (main focus), those where we make a direct contribution and those to which we indirectly contribute.

**ESG** Page references in the tables in this report refer to the F2024 ARM ESG report available on our website, unless otherwise specified.


MAIN FOCUS SDGs	
<p><b>SDG</b></p>  <p><b>Ensure healthy lives and promote wellbeing for all at all ages.</b></p>	<p><b>How ARM contributes</b></p> <p>ARM's integrated wellness programme addresses safety, occupational hygiene and health, TB, HIV and Aids, and chronic disease management. The programme supports national priorities in these areas and includes support for awareness, testing campaigns and outreach initiatives to address TB, HIV and Aids among employees and in communities. The operations also support wellness centres, home-based care groups and local Aids councils.</p> <p>Memorandums of Understanding (MoUs) with the provincial Departments of Health (DoH) at Beeshoek, Black Rock, Khumani, Modikwa and Two Rivers mines strengthen the implementation of provincial TB, HIV and Aids, STIs and chronic disease management strategies, and extend primary healthcare services to contractors and communities.</p> <p>Corporate social investment (CSI) and local economic development (LED) projects at the operations focus on building capacity in local communities and prioritise women, HIV and Aids projects, advancing people living with disabilities, youth and the socially destitute.</p>
<p><b>ARM's material matters</b></p> <ul style="list-style-type: none"> <li>Safety</li> <li>Occupational health and wellness</li> </ul>	
<p><b>Key performance indicators</b></p> <ul style="list-style-type: none"> <li>Pulmonary tuberculosis (TB)</li> <li>HIV prevalence</li> <li>Employees and contractors receiving antiretroviral therapy (ART)</li> <li>Number of fatalities</li> <li>LTIFR</li> </ul>	
<p><b>More information</b></p> <ul style="list-style-type: none"> <li>Occupational health and wellness (from page 60)</li> <li>Community impacts (from page 75)</li> </ul>	


# ARM's reporting in terms of the UN Global Compact and SDGs continued

## MAIN FOCUS SDGs continued

SDG	How ARM contributes
 <p><b>Ensure availability and sustainable management of water and sanitation for all.</b></p>	<p>Water is a material matter at all operations and water stewardship is integral to ARM's business strategy. Water issues are shared, and we take a collaborative approach to address them.</p> <p>We consider water availability and quality when planning projects, operations and closure, and consult with regulators and communities to ensure this essential resource is responsibly managed and shared. We continue to improve water reporting and promote water-use efficiency. All operations run closed-circuit water systems to the extent possible to maximise recycling and minimise discharge into the environment.</p> <p>Context-based water targets have been set at all operations, operations have water-related key performance indicators (KPIs) and invest in technology to reduce their water requirements.</p> <p>Our LED and CSI programmes and the ARM Trust have a focus on promoting water access and improving water infrastructure and sanitation for schools and communities. In F2024, this included boreholes, tanks and reticulation networks.</p>
<p><b>ARM's material matters</b></p> <ul style="list-style-type: none"> <li>Water management</li> </ul>	
<p><b>Key performance indicators</b></p> <ul style="list-style-type: none"> <li>Water recycling and reuse</li> <li>Water use efficiency</li> <li>Water stress</li> <li>Water reuse efficiency (%)</li> <li>Water supplied to neighbouring communities, farms and other users (m<sup>3</sup>)</li> </ul>	
<p><b>More information</b></p> <ul style="list-style-type: none"> <li>Environment (from page 40)</li> <li>Community impacts (from page 75)</li> <li>The 2024 climate change and water report is available on our website <a href="http://www.arm.co.za">www.arm.co.za</a></li> </ul>	


## MAIN FOCUS SDGs continued


SDG	How ARM contributes
 <p><b>Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.</b></p>	<p>The metals and alloys ARM produces play a key role in the infrastructure that promotes economic growth. As a company, we provide direct and indirect employment, promote entrepreneurship and grow SMMEs through enterprise and supplier development programmes. Giving preference to local procurement creates large economic multipliers.</p> <p>We provide skills development initiatives, including opportunities for unemployed youth and graduates, as well as adult education and training (AET) and portable skills training to improve employability. Regular internal benchmarking ensures equal pay for work for equal value.</p> <p>ARM's safety initiatives promote safe and secure work environments. We have a human rights policy in place to ensure that labour rights are protected and that we do not use forced or child labour. Diversity and inclusion programmes are in place that includes a focus on raising awareness regarding people with disability (PWD) and increasing PWD representation wherever practical.</p>
<p><b>ARM's material matters</b></p> <ul style="list-style-type: none"> <li>Safety</li> <li>Human resources management</li> </ul>	
<p><b>Key performance indicators</b></p> <ul style="list-style-type: none"> <li>Value-added, net value-added</li> <li>Fatality frequency rate (FFR); lost-time injury frequency rate (LTIFR); total recordable injury frequency rate (TRIFR)</li> <li>Percentage of workforce belonging to an organised labour group</li> <li>Number of employees and contractors</li> <li>Procurement of goods and services from host communities (R billion)</li> <li>Social Labour Plan (SLP) implementation</li> </ul>	
<p><b>More information</b></p> <ul style="list-style-type: none"> <li>Our value contribution (page 15)</li> <li>Value created (IAR) (page 15)</li> <li>Human resources management (from page 66)</li> <li>Community impacts (from page 75)</li> </ul>	

SDG	How ARM contributes
 <p><b>Make cities and human settlements inclusive, safe, resilient and sustainable.</b></p>	<p>ARM's housing strategy promotes access to decent accommodation by helping employees access affordable housing. The metals and alloys our operations produce are essential components in constructing cities and the infrastructure required to support them. LED infrastructure projects support community resilience and provide basic services including access to water, schools and roads.</p>
<p><b>ARM's material matters</b></p> <ul style="list-style-type: none"> <li>Community</li> </ul>	
<p><b>Key performance indicators</b></p> <ul style="list-style-type: none"> <li>SLP investments</li> </ul>	
<p><b>More information</b></p> <ul style="list-style-type: none"> <li>Our value contribution (page 15)</li> <li>Employee housing (page 74)</li> <li>Community impacts (from page 75)</li> </ul>	


# ARM's reporting in terms of the UN Global Compact and SDGs continued


## MAIN FOCUS SDGs continued

SDG	How ARM contributes
 <p><b>Ensure sustainable consumption and production patterns.</b></p>	<p>Sustainable practices and environmental responsibility are embedded in our policies and activities. The waste management programme aims to promote recycling wherever possible, reduce waste production and ensure safe disposal at appropriate facilities.</p>
<p><b>ARM's material matters</b></p> <ul style="list-style-type: none"> <li>Responsible tailings management</li> <li>Water management</li> <li>Land use management</li> </ul>	<p>ARM is implementing the Global Standards on Tailings Management (GISTM) to align tailings management and standards to national and global good practices to preserve health, safety and the environment during all phases of the mining life cycle.</p>
<p><b>Key performance indicators</b></p> <ul style="list-style-type: none"> <li>Hazardous waste</li> <li>Recycled waste</li> <li>Biodiversity plans</li> </ul>	<p>Our operations report water discharges that are below the quality specified in their water use licences (WULs) to the relevant authorities. Clean-up and mitigation actions are undertaken.</p>
<p><b>More information</b></p> <ul style="list-style-type: none"> <li>Our value contribution (page 15)</li> <li>Environment (from page 40)</li> <li>The 2024 climate change and water report is available on our website <a href="http://www.arm.co.za">www.arm.co.za</a></li> <li>More information regarding ARM's management of tailings storage facilities is available on our website.</li> </ul>	<p>Air emissions at Cato Ridge Works are managed by cleaning equipment in line with its air emission licence.</p> <p>ARM's integrated approach to sustainability reporting is evident in the integrated annual and ESG reports.</p>

SDG	How ARM contributes
 <p><b>Take urgent action to combat climate change and its impacts.</b></p>	<p>ARM's carbon emissions are publicly reported in the 2024 ESG report and the climate change and water report. We have set a net-zero GHG from mining (scope 1 and 2) by 2050 target supported by operation-specific decarbonisation pathways and short and medium-term emission-reduction targets.</p>
<p><b>ARM's material matters</b></p> <ul style="list-style-type: none"> <li>Climate change</li> </ul>	<p>Carbon emission reduction targets are included in executive incentives. We address climate change by reducing our carbon footprint and by engaging in dialogue with stakeholders to enhance adaptive capacities and integrate climate change measures into policies and strategies.</p>
<p><b>Key performance indicators</b></p> <ul style="list-style-type: none"> <li>Scope 1 and 2 GHG emissions</li> <li>Reduction in GHG emissions from specific initiatives</li> </ul>	
<p><b>More information</b></p> <ul style="list-style-type: none"> <li>Environment (from page 40)</li> <li>The 2024 climate change and water report is available on our website <a href="http://www.arm.co.za">www.arm.co.za</a></li> <li>Remuneration report (from page 126)</li> </ul>	


## DIRECT CONTRIBUTION SDGs


SDG	How ARM contributes
 <p><b>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</b></p>	<p>ARM provides technical, vocational and educational training programmes that build the skills and capacity of the current and future workforce. Learnership programmes and our graduate development programme provide opportunities for unemployed youth. Adult education and training (AET) and portable skills training is provided at ARM operations to employees and community members to improve literacy, numeracy and employability.</p>
<p><b>ARM's material matters</b></p> <ul style="list-style-type: none"> <li>Communities</li> <li>Human resources management</li> </ul>	<p>CSI and LED projects and the ARM BBEE Trust include investments in infrastructure to build/upgrade or furnish schools. Contributions from the operations during the year included donating school shoes and uniforms, and constructing and refurbishing school infrastructure.</p>
<p><b>Key performance indicators</b></p> <ul style="list-style-type: none"> <li>Training spend per employee</li> <li>Training days per employee</li> <li>Training spend as a % of payroll</li> <li>Adult education and training (AET)</li> <li>Bursaries awarded</li> <li>Bursars employed by ARM</li> <li>Bursaries to children of ARM employees</li> <li>Studies funded for ARM employees</li> </ul>	
<p><b>More information</b></p> <ul style="list-style-type: none"> <li>Human resources management (from page 66)</li> <li>Community impacts (from page 75)</li> <li>Value created (IAR) (page 15)</li> </ul>	

SDG	How ARM contributes
 <p><b>Achieve gender equality and empower all women and girls.</b></p>	<p>ARM's gender unit advances women's interests and oversees gender mainstreaming in the company. Gender diversity is promoted through women in mining committees at operations, a female leader profile and a women development training programme. We participate in provincial DMPR women-in-mining structures and in related events hosted by the Minerals Council.</p>
<p><b>ARM's material matters</b></p> <ul style="list-style-type: none"> <li>Human resources management</li> </ul>	<p>Intakes into training programmes include an emphasis on increasing the number of female candidates. Awareness about the company policy on sexual harassment and bullying is raised through an ongoing training programme and communication plan that provides education on respectful and appropriate behaviours in the workplace. We actively recognise women's rights to property and resources, include women as stakeholders in consultation processes and create inclusive access to jobs and economic opportunities.</p>
<p><b>Key performance indicators</b></p> <ul style="list-style-type: none"> <li>Female representation in the workforce (%)</li> <li>Female representation in management (%)</li> <li>Female representation on the board (%)</li> </ul>	
<p><b>More information</b></p> <ul style="list-style-type: none"> <li>Human resources management (from page 66)</li> <li>Community impacts (from page 75)</li> </ul>	<p>ARM's CSI and LED projects focus on building capacity in local communities and prioritise women.</p>


# ARM's reporting in terms of the UN Global Compact and SDGs continued

## DIRECT CONTRIBUTION SDGs continued


SDG	How ARM contributes
 <p><b>Ensure access to affordable, reliable, sustainable, and modern energy for all.</b></p> <p><b>ARM's material matters</b></p> <ul style="list-style-type: none"> <li>• Energy management</li> </ul> <p><b>Key performance indicators</b></p> <ul style="list-style-type: none"> <li>• Energy consumption intensity per unit of output per commodity</li> <li>• Investment in renewable energy and energy optimisation</li> <li>• Energy-related community investment</li> </ul> <p><b>More information</b></p> <ul style="list-style-type: none"> <li>• Environment (from page 40)</li> <li>• Our value contribution (page 15)</li> <li>• The 2024 climate change and water report is available on our website <a href="http://www.arm.co.za">www.arm.co.za</a></li> </ul>	<p>The metals ARM produces are used in clean energy solutions. We are committed to participating in the global response to reduce carbon emissions and mitigating the physical impacts caused by climate change. We are working to identify contextually appropriate and just mitigation options for each operation. In F2023, ARM Platinum concluded a 20-year power purchase agreement to wheel solar photovoltaic power to its operations. The solar photovoltaic (PV) power plant project is progressing inline with plan and is on target for the 100MW of electricity to be delivered to ARM Platinum by August 2025.</p> <p>ARM Ferrous is exploring the required energy mix for the Northern Cape mines to balance the energy sources to meet baseload demand. Additional medium-term emission-reduction plans include possible collaborations and further optimising energy efficiencies at our operations.</p>

SDG	How ARM contributes
 <p><b>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels.</b></p> <p><b>ARM's material matters</b></p> <ul style="list-style-type: none"> <li>• Communities</li> </ul> <p><b>Key performance indicators</b></p> <ul style="list-style-type: none"> <li>• Average number of hours of training in anti-corruption issues per employee per year (as total hours of training in anti-corruption issues per year divided by total employees)</li> </ul> <p><b>More information</b></p> <ul style="list-style-type: none"> <li>• Stakeholder engagement (from page 32)</li> <li>• Social and ethics committee chairman's report (from page 16)</li> <li>• Our sustainable development model (from page 23)</li> <li>• Ethics (page 26)</li> <li>• Human rights (from page 81)</li> <li>• Ethics management and fraud (page 115)</li> <li>• Fraud and ethics (page 118)</li> </ul>	<p>The ARM human rights policy promotes the respect and protection of human rights throughout its business operations and stakeholder engagements. It aims to foster a culture of human rights awareness and responsibility within the company and among all its stakeholders. We respect human rights, provide access to information, support representative decision making, work to avoid company-community conflict and carefully manage our security approaches to ensure they decrease rather than increase the likelihood of conflict.</p> <p>ARM has a zero-tolerance approach to unethical and improper conduct, including bribery, corruption and money laundering. We commit to transparency across the scope of our activities that impact society, from transparency of mineral revenues and payments to transparency in commitments made to local communities.</p>

## INDIRECT CONTRIBUTION SDGs continued


SDG	How ARM contributes
 <p><b>Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development.</b></p> <p><b>ARM's material matters</b></p> <ul style="list-style-type: none"> <li>• Communities</li> </ul> <p><b>Key performance indicators</b></p> <ul style="list-style-type: none"> <li>• Taxes and other payments to the government</li> <li>• Community investment – local economic development (LED) and corporate social investment (CSI)</li> </ul> <p><b>More information</b></p> <ul style="list-style-type: none"> <li>• Stakeholder engagement (from page 32)</li> <li>• Our sustainable development model (from page 23)</li> <li>• Environment (from page 40)</li> <li>• The 2024 climate change and water report is available on our website <a href="http://www.arm.co.za">www.arm.co.za</a></li> <li>• Community impacts (from page 75)</li> </ul>	<p>We partner on SDG-related challenges at local, national and global levels and in collaborative approaches to sustainable development with all our stakeholders. We participate in public-private partnerships to promote community health (see goal 3) and collaborate with public and private-sector stakeholders to promote water security and coordinate community development.</p>


## INDIRECT CONTRIBUTION SDGs


SDG	How ARM contributes
 <p><b>End poverty in all its forms everywhere.</b></p> <p><b>More information</b></p> <ul style="list-style-type: none"> <li>• Our value contribution (page 15)</li> <li>• Value created (IAR) (page 15)</li> <li>• Human resources management (from page 66)</li> <li>• Tax contribution (page 79)</li> <li>• Community impacts (from page 75)</li> </ul>	<p>ARM's local economic development (LED) programmes invest in infrastructure projects that support local government priorities and community resilience, including essential services such as water infrastructure in the water-scarce Northern Cape.</p> <p>Corporate social investment (CSI) programmes provide support for the poor, sick and vulnerable in local communities. Our contribution to the national and local economies includes the jobs we provide, local sourcing of goods and services where possible, a material contribution to the fiscus through taxes and royalties paid, capacity building in local communities, and educational support for community schools. Enterprise and supplier development programmes at the operations help to create jobs, promote entrepreneurship and stimulate economic activity.</p>

# ARM's reporting in terms of the UN Global Compact and SDGs continued


## INDIRECT CONTRIBUTION SDGs continued


SDG	How ARM contributes
 <p><b>End hunger, achieve food security and improved nutrition and promote sustainable agriculture.</b></p> <p><b>More information</b></p> <ul style="list-style-type: none"> <li>• Environment (from page 40)</li> <li>• Community impacts (from page 75)</li> <li>• The 2024 climate change and water report is available on our website <a href="http://www.arm.co.za">www.arm.co.za</a></li> </ul>	<p>Mining and processing have impacts on water, land and biodiversity resources in traditionally agricultural areas, which could affect farmers and local communities and potentially become a source of social conflict. We take a precautionary approach to environmental stewardship that aims to manage our impacts on natural resources and includes engagements about water at the catchment level as well as consultative land management, which includes biodiversity conservation, and rehabilitation and closure planning.</p> <p>Projects funded through our CSI programmes include support for the poor and vulnerable, including infants.</p>

SDG	How ARM contributes
 <p><b>Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.</b></p> <p><b>More information</b></p> <ul style="list-style-type: none"> <li>• Community impacts (from page 75)</li> <li>• IT governance (page 121)</li> </ul>	<p>The metals and alloys our operations produce are essential components of the infrastructure that supports industrialisation. Our operations have made a significant investment in infrastructure, particularly in remote areas, when developing and operating our mines and processing facilities. The projects supported through the operations' LED programmes include significant investments in community infrastructure that supports economic development and human wellbeing.</p> <p>ARM's enterprise and supplier development programmes support entrepreneurs and SMMEs, and helps to include sustainable businesses into the mining value chain. These initiatives prioritise support for historically disadvantaged people and thereby promote inclusive growth. ARM conducts research and development, and supports tertiary institutions, to identify innovative and sustainable applications in mining technology.</p>

SDG	How ARM contributes
 <p><b>Reduce inequality within and among countries.</b></p> <p><b>More information</b></p> <ul style="list-style-type: none"> <li>• Human resources management (from page 66)</li> <li>• Stakeholder engagement (from page 32)</li> <li>• Community impacts (from page 75)</li> </ul>	<p>The ARM human rights policy, code of conduct, employment equity policy and our human resources management policies promote equality and prohibit unfair discrimination on the basis of race, religion, gender, age, sexual orientation, nationality or disability. We promote equality and the inclusion of previously disadvantaged groups, including women, and people with disabilities. We embrace an inclusive approach to community consultation and participation in decision-making.</p>

## INDIRECT CONTRIBUTION SDGs continued

SDG	How ARM contributes
 <p><b>Conserve and sustainably use the oceans, seas and marine resources for sustainable development.</b></p> <p><b>More information</b></p> <ul style="list-style-type: none"> <li>• Our value chain (page 83)</li> <li>• Environment (from page 40)</li> <li>• 2024 climate change and water report available is on our website <a href="http://www.arm.co.za">www.arm.co.za</a></li> </ul>	<p>ARM works closely with our partners to ensure safe and responsible shipping with minimal risk to marine ecology. The operations are all inland and do not have a direct impact on marine resources. Our approach to water management aims to maximise recycling and minimise discharge into the environment, including freshwater ecosystems such as rivers and streams.</p>

SDG	How ARM contributes
 <p><b>Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.</b></p> <p><b>More information</b></p> <ul style="list-style-type: none"> <li>• Environment (from page 40)</li> <li>• Biodiversity tables in the sustainability data tables (ESG supplementary information 2024 on our website)</li> </ul>	<p>Our approach to biodiversity conservation aligns with the ICMM Position Statement on Mining and Protected Areas. We acknowledge our responsibility to conserve biodiversity around our operations, particularly in the context of the declining estate of global biodiversity. We are committed to net positive biodiversity impact, or to compensation for negative impact, as appropriate.</p>