

Directors' attendance

Director	Board (ten meetings)	Audit & risk committee (five meetings)	Safety & sustainable development committee (four meetings)	Remco (four meetings)
PL Zim (chair)	9	–	–	2
PM Baum	All	–	–	All
GS Gouws	All	All*	–	–
PM Matlare	7	–	3	All
DD Mokgatle	8	4	All	–
AJ Morgan	All	–	All	All
ND Moyo	5	2	–	–
EJ Myburgh	All	–	–	–
VP Uren	All	–	–	–

* Last meeting was attended as an invitee.

Frequency and attendance of meetings

During the review period, the board met ten times, the audit and risk committee five times, the safety and sustainable development committee and Remco each met four times. The attendance of directors is set out in the table.

Board evaluation

In November 2007, the board concluded a self-assessment exercise by individually completing a questionnaire prepared by the company secretary. Responses were collated and results reported to the chairmen of Remco and the board. A board plan for 2008 was prepared focusing on areas for improvement identified in the responses.

Induction and training

The company secretary arranges an appropriate induction programme for directors where required or when a new director is appointed. The programme includes visiting operations, and interviews with operational management to facilitate an understanding of the business. Corporate governance training, including an explanation of directors' fiduciary duties and continuing obligations of the JSE Listings Requirements is tailored for individual director's requirements. The company secretary provides directors with updates on legislative developments. Non-executive directors can, where necessary, obtain independent professional advice at the expense of the company.

Company secretary

The company secretary provides the board as a whole and the directors individually with guidance on discharging their responsibilities. He is also a source of information and advice to the board on matters of ethics and corporate governance. The company secretary maintains and regularly updates the corporate governance manual which is distributed to new directors, and ensures that the board and company comply with the Listings Requirements of the JSE.

Committees of the board

Subject to those matters reserved for its decision, the board delegates certain responsibilities to a number of standing committees: audit and risk; Remco; and safety and sustainable development. The terms of reference for each committee are published on the company's website.

Human resources, remuneration and nominations committee

Remco is responsible for making recommendations to the board on the appointment, remuneration policies and practices for the chief executive, executive committee members and senior management.

The committee makes recommendations to the board on the composition of the board and board committees and ensures that the board comprises suitably qualified individuals. It consults other directors in its evaluation of the chairman of the board, the chief executive and individual directors.

Remco normally meets four times each year and presently comprises Peter Matlare (chairman), Allen Morgan, Philip Baum and Lazarus Zim.