

2022

SUSTAINABLE DEVELOPMENT REPORT





RBCT aligns to the 17 Sustainable Development Goals of the United Nations



Vision

Moving coal passionately through a world class Port Terminal

Mission

Moving coal in a safe, cost effective and efficient manner, safeguarding the environment and stakeholders

Core Values

- We will not engage in any unsafe activity
- We treat each other with respect and dignity
- We care for the wellbeing of employees
- We work to the best of our ability
- We are innovative and pro-active
- We care for the environment

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Statement by the Chief Executive Officer

Dear Stakeholders,

Doing what is right for the environment and the planet means going beyond compliance. It is a way of life and making a real change begins with each of us with the choices we make every day.

With our Shared Values as the compass guiding our decisions and actions, the Terminal has made great strides to address issues of Environment, Social and Governance. In this report you will read about the reasons that we prioritise sustainability, where we find ourselves in terms of our objectives and where we want to go in the future.

All initiatives implemented included acting ethically and with integrity whilst respecting people and caring for the planet. The above was at the heart of our decisions.

We continue to assess ourselves to identify the areas where there is room for our business to improve with regard to our environmental and social impact. RBCT continues to transform in terms of our habits and behaviours to make significant progress with regard to reducing our carbon footprint.

An example of this is the measures and controls that have been implemented in terms of dust management. RBCT's average dust fallout during 2022 was 0.33 g/m², which is well within the industrial limit of 1.2 g/m². Our goal is to be Responsible Beyond Compliance which is also applicable to waste management at RBCT.

RBCT views sustainability as more than just CO₂ reduction or offsetting. In all aspects of the business, steps are being taken to reduce waste production through improved recycling initiatives

that encourage employees to develop and sustain environmentally friendly habits.

Although the progress made in terms of meeting our ambitious targets is commendable, there is still more work to be done to achieve our 2030 goals. By continuing to work together and prioritising sustainability, we will do our part to ensure a greener tomorrow for future generations to come. A safe workplace is a key priority and during 2022 the following safety milestones were achieved:

1. No lost-time injuries, this was a 100% improvement.
2. 4 Million LTI-Free Man-Hours achieved on 22 December 2022.
3. An overall improvement of 9.52% on the total number of injuries incurred.
4. FRCPs related and High Potential Incidents improved by 62.5%.
5. Achieved a 2% improvement on the Safety Culture Survey.

As part of our commitment to establish a more inclusive and equitable working environment, RBCT not only increased women representation across all levels, we also continued with the Woman at Work Survey which enables us to receive feedback from the lived experiences of females at RBCT.

In conclusion, RBCT remained committed to Education and Early Childhood Development and a total of 80% of our Corporate Social Investment ("CSI") funds was spent in this area. Furthermore, we supported a total of 31 NPOs. A total of 6 new classrooms to the value of R2.2 million were built for Mfuniso High School in Dondotha, food parcels to the value of R250 000 were donated to 5 NPOs and RBCT employees visited one of the local communities (Mandlanzini) on Mandela Day to plant a garden and donate seedlings.

On behalf of the RBCT Executive Team, I would like to thank RBCT employees and our business partners for their excellent performance in 2022 as well as all Stakeholders for their collaboration, support and trust. We are Stronger Together.

Alan Waller
CEO Richards Bay Coal Terminal



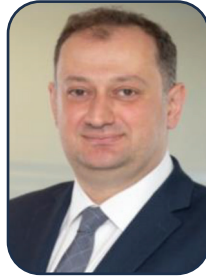
RBCT Board of Directors



N Damasane (Ms)
Chairman



ND Baloyi



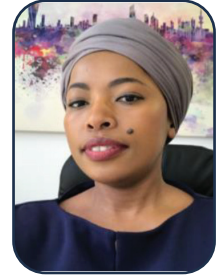
V Bayoglu



MJ Houston



TL Myburgh



NG Langa (Ms)



IA Swanepoel



BD Dalton



DR Gain



IG Bird



AJ Waller



TC Mbuyazi

RBCT Executive Team



Alan Waller
Chief Executive
Officer



Zanele Mthiyane
General Manager:
Health, Safety,
Environment and
Compliance



Casper Mbuyazi
General Manager:
Finance



Ziphe Nonqane
General Manager:
Operations



Kubendren Naidoo
General Manager:
Asset Management



Nontuthuko Mgabhi
General Manager:
Human Resources

Executive Team Commitment

We keep our focus at all times: move coal and move it **safely** and efficiently.

We work together as a Team to make this happen: **unity of purpose** makes us rock solid.

We are resilient under pressure: **innovative** in all circumstances.

We stay calm and grounded: nothing causes us to lose our **focus**.

As we live this commitment daily, we remain a **strong leadership team**, here to **serve our people first**.

RBCT Coal Exporting Parties

- ARM Coal
- Exxaro Coal
- Glencore Operations South Africa
- Junior Miners (Quattro)
- Kangra Coal
- Black Royalty Minerals
- Mbokodo (Commercial User)
- Optimum Coal Terminal
- Sasol Mining
- Seriti Power
- South African Coal Mine Holdings
- South Dunes Coal Terminal
- Thungela Operations
- Tumelo Coal Mines
- Umcebo Mining

RBCT Terminal Journey

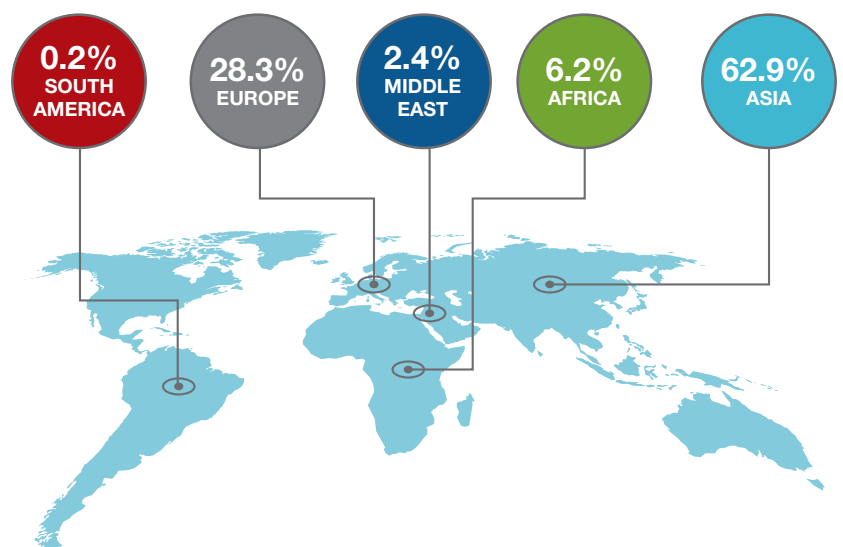
● **SOUTH AMERICA: 70 372t**
0.7Mt - Brazil

● **EUROPE: 14.3Mt**
4.98Mt - Netherlands
2.91Mt - Italy

● **MIDDLE EAST: 1.2Mt**
0.28Mt - United Arab Emirates
0.66Mt - Israel

● **AFRICA: 3.1Mt**
1.15Mt - Morocco
0.57Mt - Mauritius

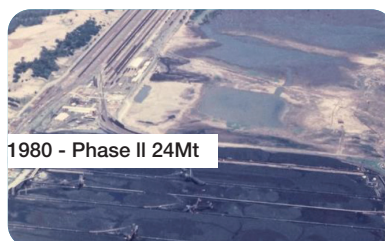
● **ASIA: 31.7Mt**
15.51Mt - India
2.97Mt - Pakistan



RBCT Terminal Journey



1976 - Phase I 12Mt



1980 - Phase II 24Mt



1984 - Phase III 63Mt



1991 - Brownfields Expansion



2010 - Phase V 91Mt

2018 - Phase I Machine Replacement 91Mt

2021 - C931 De-bottlenecking Project Upgrade

RBCT Infrastructure



RAIL

- 91Mtpa design capacity (32 trains per day)
- 5 Tandem Tipplers (5 500tph)
- Average of 18 trains per day



STOCKYARD

- 91 Stockpiles (8.1Mt)
- 7 Stacker Reclaimers (6 000tph)
- 2 Stackers (5 500tph)
- 1 Reclaimer (6 000tph)
- 1 dedicated bypass route



EXPORT

- 91Mtpa design capacity (84 Vessels per month)
- 4 Shiploaders (10 000tph - 12 000tph)
- 6 dedicated Berths (max 5 Cape Vessels)
- Average of 46 Vessels per month

RBCT Value Chain



MINES

- Coal railed from 69 Collieries



TRANSNET NATIONAL PORTS AUTHORITY

- Berthing of Vessels
- Service Level Agreement
- Daily Interface between Port Control and Planning
 - Monthly TNPA Interface Meetings
- Terminal Operational Performance Standards



TRANSNET FREIGHT RAIL

- Rail Coal to RBCT
- Service Level Agreement
- Transnet Value Coordination Committee
- Monthly Channel Oversight Meetings
- Channel Logistics Team Meetings



RBCT

- Offload Coal
- Manage Stockpiles
- Load Vessels

Terminal Highlights

Achieved 4 Million LTI-Free Man-Hours on 22 December 2022.

No Lost Time Injuries were incurred in 2022 (100% improvement).

Maintenance Downtime improved from 12.93 min/10kt in 2021 to 12.07 min/10kt in 2022.

Overall improvement of 9.52% in terms of total number of injuries (reduced number of injuries).

FRCPPs-related and High Potential Incidents improved by 62.5%.

Female Representation improved from 31% in 2021 to 32.49% in 2022 against the target of 33%.

A 2% improvement achieved in terms of the Safety Culture Survey.

True Gross Load Rate above 3 400tph (last achieved in 2015).

RBCT maintained its position as an Efficient and Reliable Terminal.



Corporate Governance

Internal Audit and Assurance

The Board of Directors (“the Board”) acknowledges their responsibility in terms of an Internal Audit and Assurance Function, as this ensures that RBCT remains updated with the complexity and rapid changes of the business environment, as well as organisational dynamics, which includes regulatory and compliance frameworks.

The Board has set the strategic direction for the Internal Audit and Assurance Function, which is required to provide relevant assurance that contributes to the effectiveness of Governance, Risk Management and Control processes. The Board has delegated to the Finance Committee (“FINCO”), the responsibility to oversee the Internal Audit and Assurance Function as well as related activities.

The Board and FINCO have adopted the principles and recommended practices as expressed in the King IV Code on Corporate Governance in South Africa, to ensure that an ethical culture, good performance, and effective control environment exist at RBCT. The board ensures that Internal Audit and Assurance services provided, enable an effective control environment, which supports the integrity of information for internal decision-making and external reports. The Internal Audit and Assurance Function is also governed by standards and guidelines outlined in the International Professional Practices Framework (“IPPF”).

2022 was the final year of the three-year business relationship with Glencore Internal Audit Services, as per the mandate approved by the Board and FINCO. In line with our Risk-Based Assurance Approach and Methodology, the focus areas adopted by RBCT and Glencore Internal Audit during 2022, were to assess key Strategic and Operational Risks including their related processes that would prevent, or negatively impact RBCT from moving coal and to provide Management with reasonable assurance that the systems of internal control implemented are adequate, effective and efficient.

To ensure compliance with the International Standards for the Professional Practice of Internal Auditing, RBCT and Glencore Internal Audit enhanced its Risk-Based Assurance Approach to determine the priorities of the Internal Audit and Assurance Function, whilst supporting the achievement of the objectives of RBCT. This approach entailed an evaluation of the key risks identified in the Strategic and Operational Risk Registers, including areas of risk exposure that

were identified in the five Divisional Risk Registers.

The Risk-Based Assurance Approach adopted, extended to both the engagement and the annual assurance planning processes that include an assessment of the needs and expectations of all key stakeholders, to ensure that a level of audit reporting was maintained to meet the needs of Management, FINCO and the Board.

An assessment of the Strategic and Operational Risks was conducted to ensure:

- Alignment of the risk assessment process and an assessment of the effectiveness of the control environment;
- Addressing risks identified by Management; and
- Keeping up to date with emerging industry risks.

A strong working relationship was maintained between RBCT, Glencore Internal Audit, other Assurance Providers and FINCO, who would meet quarterly to present and discuss various assurance-related reports on the planned audit engagements.

Due to the easing of the COVID-19 restrictions implemented by the National Government, the Internal Audit and Assurance Function was in a position to commence on-site audits and engage directly with various stakeholders involved in the respective engagement areas. The on-site audits, with face-to-face contact with stakeholders, have contributed to improved working relationships and a greater appreciation of processes.

The following audits, which were approved by FINCO, were completed by RBCT and Glencore Internal Audits and other Assurance providers in 2022:

- Fatal Risks Control Protocols;
- Critical Unwanted Events Management;
- Legal and Statutory Inspections Follow-up;
- Product Contamination;
- IT General Controls and SAP Basis;
- Fire Risk Management;
- Major Equipment Structural Failure;
- Waste Management Norms and Standards;
- Atmospheric Emissions Licence;

- Product Contamination Follow-up;
- Water Use Licence;
- Stockpile Management and Reporting;
- King IV™ Code on Corporate Governance Gap Analysis;
- Project Procurement; and
- SAP Segregation of Duties and Access Management

It was agreed and approved by the Board and FINCO that, from 2023, the Internal Audit and Assurance Function will be an in-house service, supplemented by shareholder expertise and specialists on an adhoc basis.

In 2022, the Internal Audit and Assurance Function was developed from the Combined Assurance Framework, which focused on key risks identified in the Strategic, Operational and Divisional Risk Registers.

The objective of the Combined Assurance Framework was to:

- Identify and specify the sources of assurance coverage over key risks, whilst promoting better use of assurance services;
- Provide an overview of the various assurance providers and the lines of defence currently in place;
- Link Risk Management and Assurance activities

in place whilst reviewing the effectiveness of the Risk Management Framework; and

- Identify any areas of potential assurance gaps.

The results of the Strategic, Operational and Divisional Key Risks Review indicated that RBCT has a good combination of Management and Risk Management Assurance coverage in place, which is supplemented with regular Independent Internal and External Assurance coverage.

In addition, the Combined Assurance Framework has highlighted the focus areas for Independent Assurance which will be provided to RBCT in 2023.

Management, FINCO and the Board consider the RBCT internal control environment and systems in place as adequate and properly designed to provide reasonable assurance that assets are safeguarded; financial as well as operational information is reliable; laws, regulations and contracts are complied with and risks are managed; operations are effective and efficient.

Whilst there were no material breakdowns in the internal control system in 2022, any weaknesses which were identified and reported, have been timeously addressed by Management. These reported audit findings are actively monitored through the CURA Risk Management System.



Health, Safety, Environment, Risk and Compliance

Delivering on our Safety Strategy



In 2022, RBCT continued to focus on the safety, health and wellbeing of employees as well as on environmental stewardship. RBCT was recertified on the ISO 45001:2018 Occupational Health and Safety Management System as well as the ISO 14001:2015 Environmental Management System certifications. The re-recertification audits were conducted on both systems to determine conformity of the management systems. No major findings emanated from the audits.

RBCT's safety strategy and management approach focuses on improving its ability to anticipate and prevent injuries. RBCT's goal is to achieve Zero Harm through the effective implementation and management of high safety standards within its operation. To continue with the process in terms of elimination of fatal risks, RBCT implemented High Risk Work Verification.

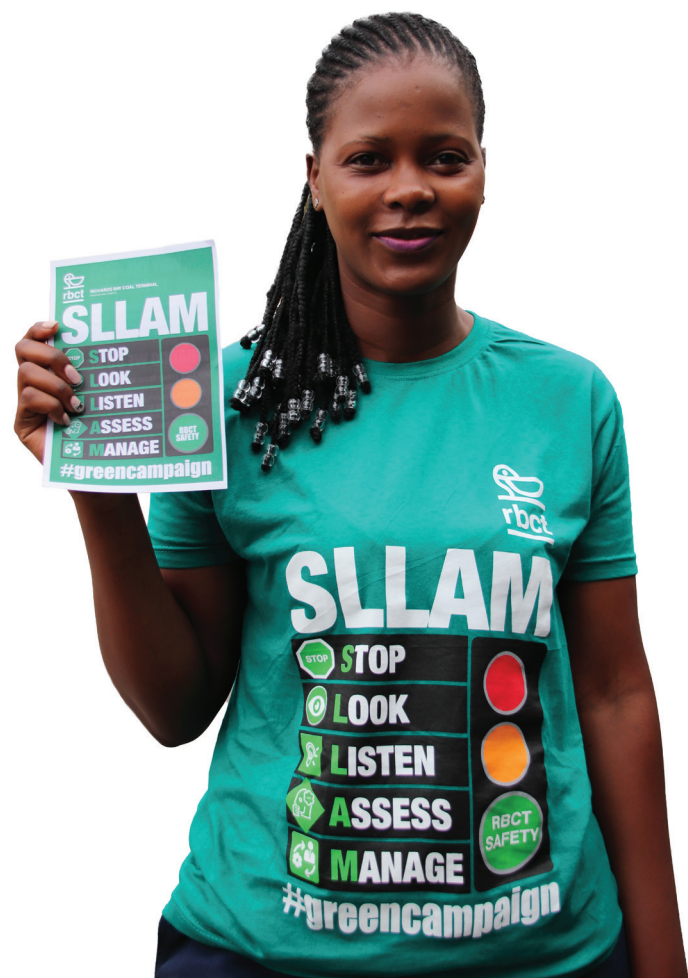
Safety Re-alignment Sessions for managers, employees and contractors were successfully conducted from 14 March to 31 May 2022. During these sessions, focus was placed on the re-alignment of both RBCT leadership, employees and contractors in terms of safety. During the Safety Leadership Alignment Day ("SLAD") sessions, more focus was placed on Learning From Incidents ("LFI"), Visible Felt Leadership ("VFL") and the identification of High Potential Hazards ("HPHs").

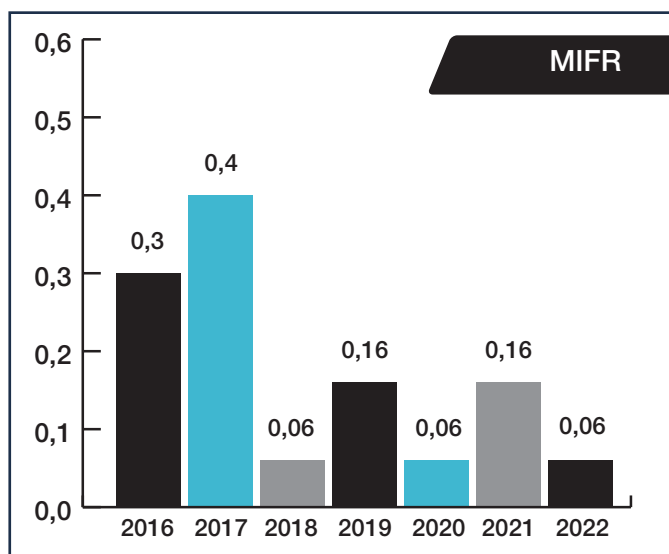
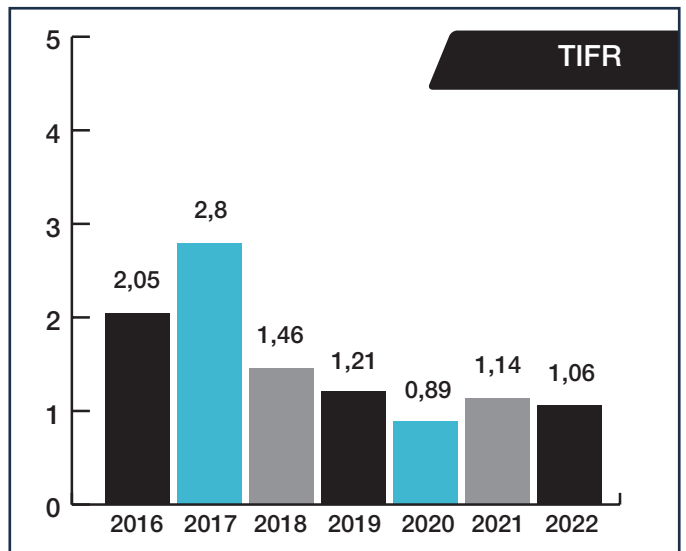
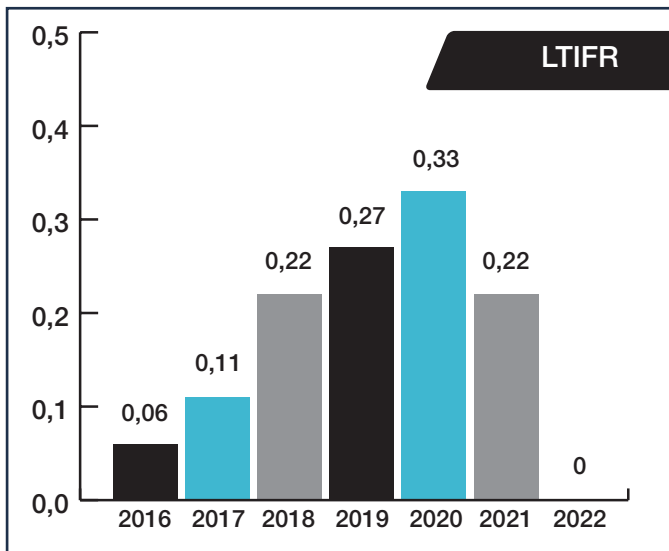
Safety Performance

A total of 19 injuries were incurred in 2022, compared to the 21 incurred in 2021. The Total Injury Frequency Rate ("TIFR"), Lost Time Injury Frequency Rate ("LTIFR") and Minor Injury Frequency Rate ("MIFR") for 2022 were 1.06, 0.0 and 0.06 respectively.

2022 OBJECTIVES	2022 TARGETS	2022 PERFORMANCE	COMMENTS
Maintain ISO 45001: 2018 Certification	ISO 45001: 2018 Zero Major Findings	Zero Major Findings	Achieved
Zero Fatalities	Zero Fatality	Zero Fatality	Achieved
Zero Lost Time Injuries	LTIFR \leq 0	0.0	Achieved
Zero Minor Injuries	MIFR \leq 0.0	0.06	Not Achieved
Total Injury Frequency Rate	TIFR \leq 0.70	1.06	Not Achieved

VFL, HPHs, Behavioural Based Safety, Near Miss Reporting and Stop, Look, Listen, Assess, Manage ("SLLAM") are some of the leading indicators that management, employees as well as contractors utilise for proactive risk identification. RBCT has had impressive gains due to the reporting of leading indicators.





Safety Achievements

RBCT achieved 115 consecutive injury free days and 4 Million LTI-free man-hours on 22 December 2022.

The Safety Culture Survey improved by 2% in 2022.

Zero Lost Time Injuries were incurred in 2022.



Delivering on our environmental strategy

RBCT has a legal and social responsibility to minimize the impact on the environment, as well as to eliminate unplanned events, such as unsanctioned water discharges and exceeding air emission standards. RBCT's coal logistics activities are conducted within the framework of the ISO 14001:2015 Environmental Management System and a site specific Environmental Management Plan. The protection of the environment and compliance to environmental legislation remains paramount to RBCT. Pollution prevention strategies are in place which, together with ongoing mitigation measures, are aimed at reducing and mitigating the impact of RBCT's activities on the environment.

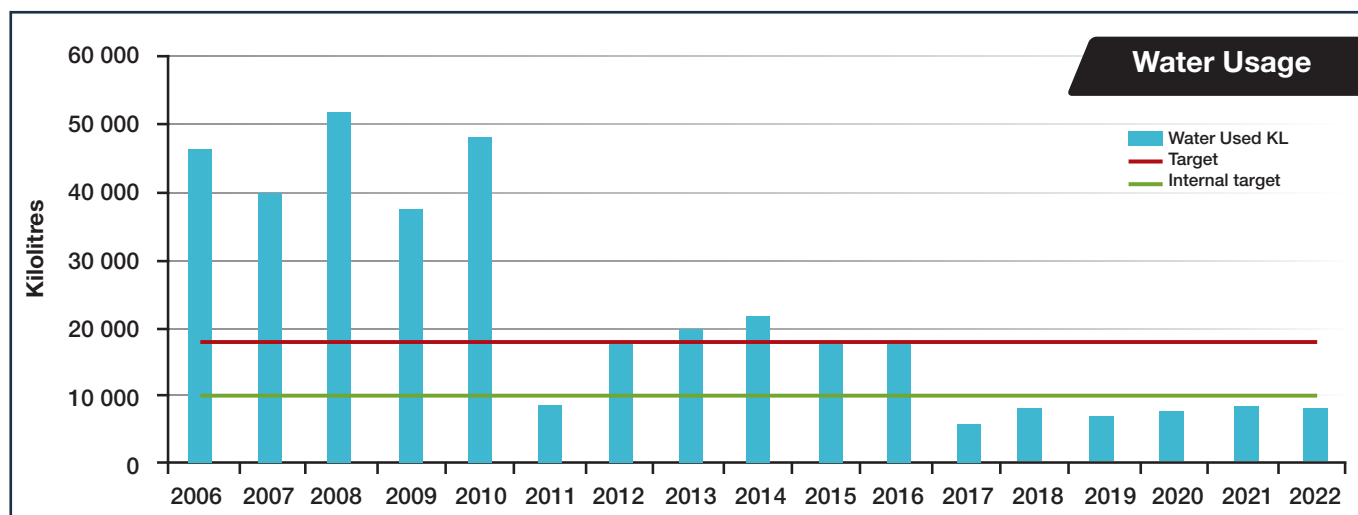
The responsibility of Environmental Management at RBCT resides with every employee and contractor on-site. During 2022 there were no external environmental complaints received.

2022 OBJECTIVES	2022 TARGETS	2022 PERFORMANCE	COMMENTS
Maintain ISO 14001:2015 Certification	ISO 14001	Zero Major Findings	Achieved
Zero Major Findings	Zero Major Findings	Achieved	Achieved

The Integrated Waste and Water Management Plan (“IWWMP”) is central to compliance with the conditions of the Water Use License issued by the Department of Water and Sanitation (“DWS”). In order to mitigate any possible pollution to the surrounding environment, storm water and water collected from the coal stockpiles is drained into settling ponds located in conspicuous places around the operating areas, where contaminants are separated from the water, prior to it being pumped into two offsite storage dams known as “ESUP”. The recycled water is then utilised for dust suppression. The quality of the groundwater is monitored on a quarterly basis through borehole sampling, in order to ensure that there are no adverse pollution impacts to the groundwater. During 2022, RBCT continued with the implementation of the conditions of the Water Use License received in 2016.

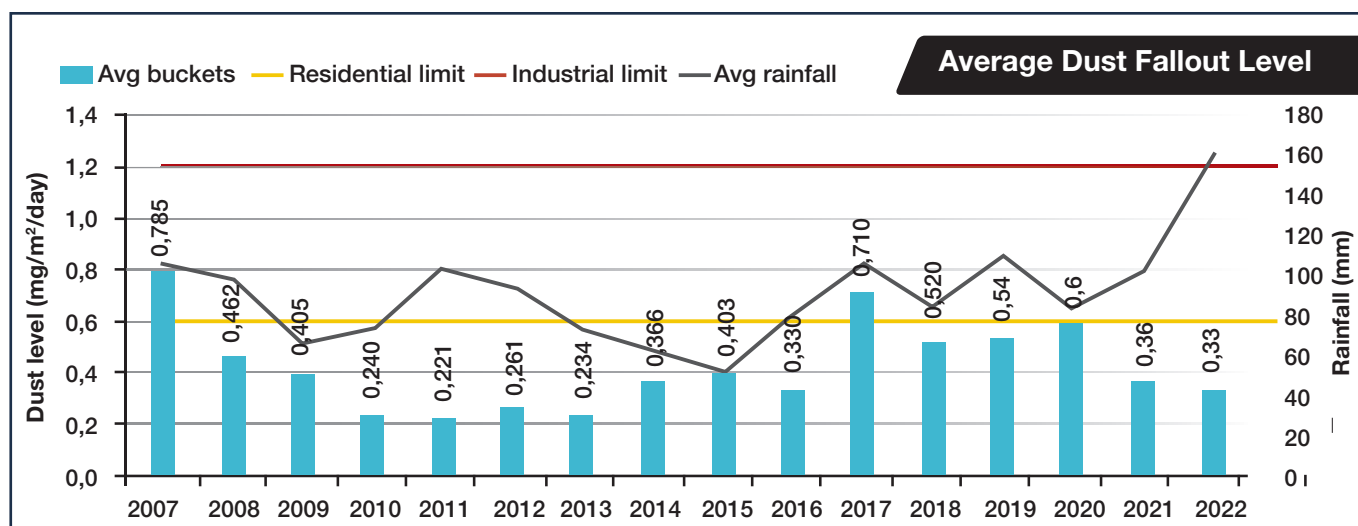
Potable Water Usage

During 2022, an average of 7 683 kilolitres of potable water was utilised per month. This consumption was below the set internal target of 10 000 kilolitres. RBCT continuously strives to reduce the utilisation of fresh water by seeking innovative ways in which to efficiently utilise this scarce resource and is firmly committed to protecting the environment as well as natural resources. RBCT has assessed the environmental impacts of its operation and these have been documented in its environmental aspects and impacts register. Mitigating controls are in place for the identified potential environmental impacts.



Air Quality

Dust management is a priority at RBCT. The average dust fallout in 2022 was 0.33 g/m², which is well within the industrial limit of 1.2 g/m². Mitigating controls have been put in place to ensure that dust fallout is maintained at levels below the industrial limit target and complies with the RBCT Atmospheric Emission Licence (“AEL”). RBCT monitors PM₁₀ as well as PM_{2.5} to effectively address ambient dust. A water based dust mitigating chemical (Dust Treat™) is used as a dust suppressant on the gravel roads surrounding the stockpiles.



The management of waste remains one of RBCT's environmental priorities. The following waste is recycled at RBCT:

- Used oil
- Sewerage effluent
- Electronic waste
- Paper
- Scrap metal
- Rubber
- Oil filters

The improvement of waste sorting and disposal is an extremely important aspect of RBCT's business. RBCT is registered as a waste generator and complies with the National Waste Norms and Standards. In order to continuously improve our Waste Management Programmes, RBCT conducts waste audits and implements sustainable waste management plans.

OUR JOURNEY TO GREEN



ENERGY

- Real time monitoring and awareness creation
- Analysis of energy consumption
- Exploring new technologies
- Identify and prioritise improvement opportunities
- ISO 50001 journey
- Alternative energy - solar, wind and wave
- Environmental Forums in place, chaired by City of uMhlathuze ("CoU") Air Quality



WASTE MANAGEMENT

- Registered for National Norms and Standards
- General waste
- E-waste
- Water, sewage and oil waste
- Scrap metal and rubber
- Opportunities for recycling of waste



WATER

- Water Use License
- All water used on site is recycled
- Exploration of innovative water saving initiatives
- ESUP Dam 80MI capacity
- 22 Settling Ponds on site
- Amended Water Use License received
- 21a Water Use License application in progress



AIR QUALITY

- Atmospheric Emission License
- Scheduled Trade Permit
- Dust suppression (roads and coal stockpiles)
- Hot coal management
- Dust monitoring
- 2 x mist canons for dust suppression - efficient usage for tipping, stacking and reclaiming dusty coal
- Hot coal emissions - purchase of monitoring equipment in progress

Delivering on our occupational health, hygiene and wellness strategy

The health and well-being of its employees is important to RBCT. A healthy workforce means a productive, efficient and energized workforce. RBCT aims to provide a working environment that maximise wellness and minimise incidents, illnesses and disorders through health enhancing related

activities. The Wellness Management Programme focuses on the overall wellness of employees and contractors. RBCT's approach to managing health related matters in the workplace entails the following:

- Health Risk Management, which focuses on occupational health and hygiene, thus ensuring legal compliance.
- Employee Wellness Programme ("EWP") promotes a healthy lifestyle that seeks to optimise employee productivity.
- Primary Health Care provides for the treatment of health issues thus minimizing lost time through ill health.
- Strategic Management includes environmental health, HIV/Aids, incapacity and any other condition that may affect the long-term success of the business.

Occupational Health and Hygiene Performance

The Primary Healthcare Management programme at RBCT provides a first level/essential diagnostics and therapeutic Health Care Service, founded on the principles of evidence based medicine to accurately diagnose and treat acute and common ailments. RBCT's Primary Healthcare Management ("PHMC") programmes include the following components:

- Assessment and treatment of illnesses (e.g. backache);
- Reproductive health programme; and
- Health screening as well as promotion programme, including vaccination of employees and tests such as:
 - Blood Pressure;
 - Blood Sugar;
 - Cholesterol;
 - HIV Counselling and Treatment;
 - Emergency Medicine; and
 - Chronic Disease Monitoring.

The monitoring and management of employees with clinical risk factors remained a priority during 2022, with some improvements observed for employees with chronic conditions. The status of the 2022 medical surveillances was 100%. In December 2022, the HIV prevalence rate at RBCT was 13.7%, with 98% of the HIV positive employees being on anti-retroviral ("ARVs") treatment. A total of 85% of employees know their HIV status.



SANS 3000-4 Railway Safety Regulator (“RSR”)

RBCT subscribes to SANS 3000-4, a National Standard for the health assessment of rail safety based on a risk management approach. RBCT has adopted this standard and has developed procedures for the management of human factors in order to mitigate the potential effects thereof on railway safety. All rail employees have received formal training in terms of fatigue management and have developed much needed skills as well as knowledge to manage their wellness and to ensure that they are fit for work. During 2022, a human factors audit was conducted by the RSR at RBCT and the report confirms that RBCT is compliant.

Non-Occupational Disease Management

RBCT continued to focus on Wellness for both employees and contractors during 2022. The monitoring and management of employees with clinical risk factors, such as Body Mass Index (“BMI”), Blood Pressure, Blood Sugar and Cholesterol remained a priority during the year. Improvements in terms of these chronic conditions were noted.

RBCT BMI

The BMI has remained at 85% for the year. There has been an increase in the number of employees who joined the Weight Management Programme, which offers numerous health benefits to employees, including the dedicated services of a Biokineticist, Dietician, Clinical Psychologist, company doctor and on-site qualified fitness instructors. In 2022 RBCT continued to concentrate on awareness with regard to healthy lifestyle programmes, especially weight management. The awareness and engagement of employees on these clinical risk factors, as well as the top 4 wellness risks, which are the major contributors to the number of diseases at RBCT, is an ongoing process. An improvement in the number of employees that conduct monthly checks in terms of their chronic conditions has been noted. The status of the 2022 medical surveillances was at 100%.

Coal Dust and Silica

RBCT has taken reasonable steps to ensure that the dust and silica exposure levels to employees and contractors are kept to a minimum. Dust and silica monitoring takes place annually and where dust levels are found to be high, measures are applied in order for this to be minimised.

Noise

Accredited Occupational Health Specialists conduct baseline, periodic, transfer and exit audiometric examinations on employees. Noise is generally

treated at the source, however, at the locations where it is not possible for noise to be eliminated, signage is posted to remind employees and contractors to wear hearing protection. All affected personnel are appropriately trained and provided with the necessary personal protection equipment.

Health Risk Assessment (“HRA”) and COVID-19

The review of the HRA as well as the Occupational Risk and Exposure Profiles (“OREP”) is an ongoing process. Each year RBCT conducts a HRA in order to identify, evaluate, quantify and control all non-occupationally induced health risks that may impact negatively on an employee’s health status.

RBCT is committed to providing a workplace which maintains the health and safety of all persons on its premises. The COVID-19 Risk Assessment and Management Plan was conducted with the goal of reducing, eliminating and minimising occupational exposure to SARS-CoV-2 (virus that causes Corona Virus Disease-2019, commonly known as COVID-19). Infection prevention and occupational hygiene practices were developed in accordance with the guidelines issued by the Department of Employment and Labour, the Department of Health, the National Institute of Occupational Health and the World Health Organisation. The measures implemented included administrative, work practices, engineering and personal protective equipment controls, as well as other considerations such as identification and management of vulnerable employees. The objective of the COVID-19 Management Plan was to provide RBCT Management, employees, contractors and site visitors with guidance on the prevention of transmission of the virus and ultimately infection of COVID-19. Appropriate control measures were implemented in order to comply with the COVID-19 legal requirements. Additional guidelines and alterations were added as the COVID-19 outbreak conditions continued to change, as well as in the event that new information regarding the virus, its transmission, controls and impact became available.

On-site Vaccination

RBCT ran a successful vaccination campaign in collaboration with the Department of Health in order to provide easy access to vaccination for all people working at RBCT, regardless of their status as a permanent contractor or temporary employee. RBCT believes that access and convenience are key and vaccines should be provided at a time and location that is convenient to workers. Increased accessibility and convenience will result in increased participation. A number of employees embraced the opportunity to get vaccinated, with more than 285 employees and contractors having been vaccinated on-site.

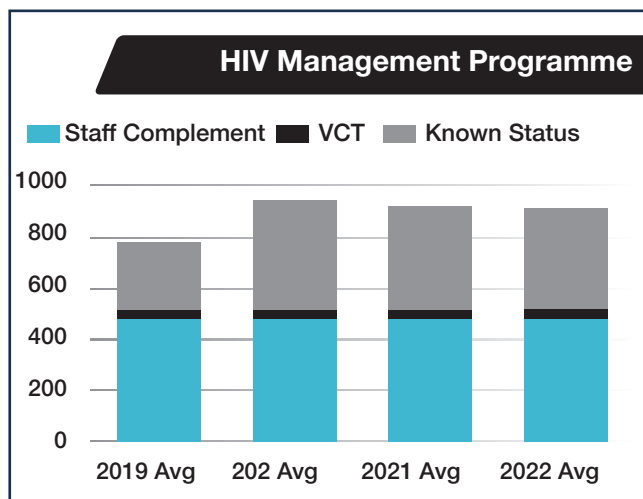
Ergonomics Management Programme

An on-site Biokineticist, together with the clinic staff, work together with the aim of improving the wellness of RBCT employees, thereby ensuring a healthy and productive workforce. The biokineticist operates from the RBCT fitness centre and runs the rehabilitation programme for employees recovering from various conditions (i.e. stroke, musculoskeletal injuries and many others). Various ergonomic assessments are conducted for employees driving and operating mobile equipment.

HIV Counselling and Testing

HIV/Aids remains a significant risk. RBCT recognises that the management of HIV/Aids is an integral part of its approach to ensuring the wellbeing of employees as well as raising awareness of HIV/Aids among employees. Access to assistance regarding HIV related matters is available on a 24 hour basis at the on-site occupational health centre, where RBCT is working in partnership with the Life Sense Disease Management Programme. The purpose of the programme is to assist RBCT employees with maintaining ARV adherence, as well as to overcome any barriers that may prevent adherence to coordinate and centralize the HIV treaters and treatment records as well as to ensure that employees are able to maintain a healthy, productive lifestyle.

HIV Management Programme



Wellness Week

The first step to improving the health status of employees is to identify the areas of risk. By proactively identifying the symptoms of diseases, it provides the opportunity to maximise prevention and aims to treat the root cause of the disease followed by the implementation of measures to prevent the progression of the disease, which is the most effective way forward. Each year RBCT hosts

a Wellness Week and for the very first time, RBCT launched a successful Non Communicable Disease Control programme, which provided screening for prostate cancer, cervical cancer and cholesterol. The service was free and the campaign was very successful.

World Aids Day ("WAD")

On 1 December 2022, RBCT commenced with a week of voluntary HIV/Aids testing in commemoration of WAD. A candle lighting ceremony was held within every Division in remembrance of those individuals who have lost their lives to HIV/Aids. Employees were encouraged to come forward and be tested, with a total of 406 employees being tested in 2022.

The Key Messages

The proposed South African theme for the 2022 WAD was "Equalise and Integrate to end HIV/Aids", which was adopted by RBCT. This was well aligned with the global theme "Equalised", which is a message to world leaders to boldly recognize and address the inequalities that are holding back progress in ending HIV/AIDS. It simultaneously makes reference to the colliding epidemics (HIV and TB) and the current pandemic (COVID-19). In addition, it emphasised the need to test, vaccinate and adhere to treatment (be it for HIV, TB or COVID-19 therapeutics). Furthermore, it emphasised the need to work as a collective within our communities in response to the HIV and TB epidemics including the COVID-19 pandemic.

Cheka Impilo - Take the 3 steps to Wellness:

- Get Tested;
- Get Vaccinated; and
- Adhere to Treatment

RISK MANAGEMENT

RBCT's Enterprise Wide Risk Management is based on ISO 31000 and plays an important role in monitoring as well as managing the risks that may emanate from internal or external factors, including human behaviour, societal and cultural factors, which will impact on the achievement of strategic objectives. RBCT considers Risk Management to be an essential process in terms of compliance with the requirements of the King IV Code ("the Code"). The risks are continuously reviewed, assessed and controlled. The two main risk categories are:

- Strategic Risks, which includes all possible sources of loss that may arise from the pursuit of an unsuccessful business plan.
- Operational Risks, which includes a probability of loss incurred from internal inadequacies or a breakdown in controls. RBCT continuously monitors and reviews these risks.

RBCT Interface Risk Assessment

RBCT's vision is to move coal safely and efficiently through a world-class Port Terminal. RBCT relies on the entire coal value chain to achieve its strategic goals, which includes Transnet Freight Rail ("TFR") for the railing of coal to the Terminal and Transnet National Ports Authority ("TNPA") for the provision of Marine Services. Interface risk assessments as well as reviews are continuously conducted to obtain an understanding of the integrated business risks that may affect the daily operations and prevent RBCT from achieving its objectives.

Risk Management Tools

A number of risk management tools are utilised, which include:

- Conflict of interest declarations are submitted annually or in the event of there being a change in the conflict of interest status of an employee.
- A Code of Conduct booklet is issued to all employees.
- Formal Policies and Procedures are in place to assist with the application of company standards.
- Monthly inspections are conducted by Management to identify risk areas.
- The necessary insurance coverage (through an insurance broker) is sought for the adequate cover of assets and liabilities.
- Monthly reviews of the Operational Risks are conducted by Management.
- RBCT has a zero tolerance approach to fraud, bribery, corruption and unfair business practices. Any person can anonymously report such issues through the secure tip-off line known as "Whistle Blower" on 080 020 5094.
- The risk registers and risk action items are managed through Cura.

RBCT Business Continuity Management SDG 8

Risk exposure from potential disasters or events that may prevent or disturb RBCT's operation, is a reality. RBCT makes every effort to have measures in place to ensure there is protection against risks and threats that could impact operations. It is, however, recognised that the unexpected may prevail, and could compromise RBCT's ability to meet its acceptable business operation. It is for this reason that the Business Continuity Management programme is an integral part of the business to support Management to mitigate the duration of disruptions to the business, should the risk materialise. RBCT aims to continue business at acceptable predefined levels, following a disruptive incident as well as to maintain business resilience.

RBCT identified disruptive incidents that may pose a threat to the operation of the Terminal, both strategically and operationally. The business impact

analysis is conducted to identify critical business processes and gather information needed to develop recovery strategies as well as limit the potential of loss. Business Continuity Plans are developed to enable RBCT to resume operations as soon as possible, subsequent to a disruptive event. Business Continuity Plans are tested to ensure that they are up to date, relevant and practical.

Protection of Personal Information SDG 8

The Protection of Personal Information ("PoPI") Act, No 4 of 2013, gives effect to the constitutional right to privacy, regulates the manner in which personal information may be collected, processed, as well as stored and provides rights and remedies to protect personal information. In order to comply with this act as well as good practice, RBCT has developed and implemented a PoPI Policy. The implementation of this Policy validates RBCT's responsibility and commitment to protect personal information and ensure that it is appropriately utilised for the purposes intended.

The PoPI Act came into effect on 1 July 2021 and companies are required to be fully compliant with the Act. RBCT is committed to ensure compliance and identify areas of improvement by conducting a gap analysis. All identified gaps are being actioned and their implementation is monitored to ensure full compliance to the Act.



Environmental, Social and Governance (“ESG”)

ESG is one of RBCT’s key strategic focus areas, with the ESG strategy being integrated into the RBCT business. The focus is on environmental stewardship, stakeholder value creation and governance. RBCT aims to maintain an ongoing dialogue with our stakeholders, including employees, contractors, shareholders, suppliers, communities, government entities, local as well as district municipalities, non-governmental organisations, non-profit organisations and media.

The action plans emanating from the ESG Due Diligence Assessment conducted in 2021 were actively implemented during 2022. An ESG Policy was developed and implemented to demonstrate RBCT’s commitment in identifying and managing the environmental, social and governance issues that may affect RBCT’s business. The ESG strategy was established and integrated into the overall RBCT strategy, with the embedding thereof into the business being prioritised.

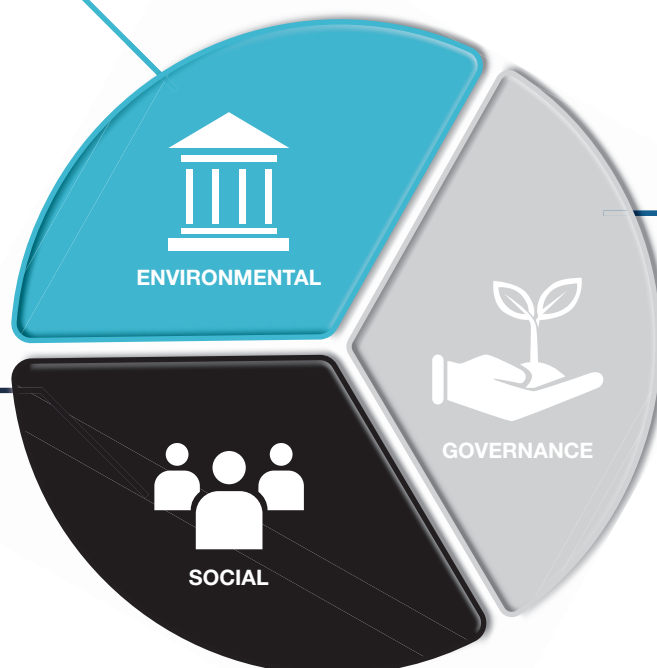
An ESG risk assessment was conducted in order to define a list of RBCT’s most material ESG topics, with the following topics having been identified:

ENVIRONMENTAL

- Closure planning and rehabilitation
- Air emission control and pollution management
- Energy utilisation and efficiency
- Waste management
- Biodiversity management
- Water conservation and management as well as green operations

SOCIAL

- Workforce health, safety and wellness
- Labour relations
- Socio economic climate
- Female representation (Human Rights and inclusion)
- Succession planning
- Supply chain management / sustainable sourcing
- Operational performance




























GOVERNANCE

- Risk Management
- Zero tolerance to fraud
- Public disclosure on ESG performance
- Business ethics
- King IV™

The establishment of a systematic approach to managing the ESG risks and opportunities will assist the RBCT Board of Directors to obtain an understanding of the implications of the accompanying risks and to take advantage of the opportunities that arise from the various ESG criteria. The development of detailed ESG objectives and targets for each material topic is in progress. RBCT is in the process of consulting with its stakeholders, through surveys, to obtain an understand of the manner in which each stakeholder group prioritises the ESG topics identified by RBCT. This exercise will provide valuable stakeholder insights that will inform RBCT’s ESG journey, refine the ESG objectives and targets, as well as RBCT’s communications with stakeholders, going forward.

The alignment of the RBCT ESG material topics with the UN Sustainable Development Goals and the Global Reporting Initiative (“GRI”) Material Topics, has been established as per the table below and the reporting will be aligned as such, going forward.

RBCT ESG MATERIAL TOPICS		UN SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT	CORRESPONDING RBCT SUSTAINABILITY REPORT (GRI STANDARDS MATERIAL TOPIC)
ENVIRONMENT	Closure planning and rehabilitation	Planning for the rehabilitation of the land at the end of the lease	  12.3 Closure and rehabilitation
	Air emission control and pollution management	RBCT's air pollution management during the operation processes and the setting of goals and actions for reducing air emissions, such as the utilisation of low-sulfur fuel oil. Handling air pollution incidents and establishing preventative measures, review and follow-up processes.	 12.1 Greenhouse Gas ("GHG") emissions 12.4 Air emissions 12.13 Asset integrity and critical incident management
	Energy use and efficiency	Utilisation of energy resources and greenhouse gas emissions. RBCT's environmental policy, mitigation plans and actions taken to reduce the utilisation of energy and improve efficiency, as well as whether RBCT implements the concept of green operation into its operation and introduces new technologies and energy exchange.	12.1 GHG emissions 12.2 Climate adaptation, resilience and transition 12.4 Air emissions
	Waste management	The management and reduction policies for waste generated by RBCT's operation, including water pollution, handling pollution incidents and establishing preventative measures, review and follow-up processes.	  12.6 Waste 12.7 Water and effluent 12.13 Asset integrity and critical incident management
	Biodiversity management	The impact of business operation on the ecosystem and biodiversity, and the plans and actions taken in response to ecological conservation.	  12.5 Biodiversity
	Water conservation and management and green operations	Water resources usage. RBCT's environmental policy, mitigation plans and actions taken to reduce water usage and improve efficiency and whether RBCT implements the concept of green operation into its operation and introduce new technologies.	 12.7 Water and effluent

	RBCT ESG MATERIAL TOPICS		UN SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT	CORRESPONDING RBCT SUSTAINABILITY REPORT (GRI STANDARDS MATERIAL TOPIC)
SOCIAL	Workforce health, safety and wellness	The workplace safety, employee wellness as well as health promotion programmes, prevention and management of occupational accidents or other related topics of RBCT's operations.	   	12.14 Occupational Health and Safety 12.13 Asset integrity and critical incident management
	Labour Relations	The effectiveness of communication between management and employees and /or organised labour, employee satisfactory surveys, complaint system, to mention a few.	   	12.15 Employment practices 12.16 Child labour 12.17 Forced labour and modern slavery 12.18 Freedom of association and collective bargaining 12.19 Non-discrimination and equal opportunities
	Socio economic climate	RBCT's social participation and commitment, including sustainable community development projects and partnership with local NPOs.	 	12.8 Economic impacts 12.9 Local communities
	Female representation (and human rights and inclusion)	RBCT's policies and actions on human rights related issues, including child labour, discrimination, forced labour, gender equality and whether the policies and actions shall promote inclusion on gender, ethnicity, ages, religious backgrounds as well as sexual orientation.	 	12.15 Employment practices 12.16 Child labour 12.17 Forced labour and modern slavery 12.19 Non-discrimination and equal opportunity
	Succession planning	RBCT's policies and actions in terms of the development of internal talent, ensuring continuity and the retention of talent.	 	12.15 Employment practices 12.19 Non-discrimination and equal opportunity
	Supply chain management / sustainable sourcing	Policies and procedures of supplier management and procurement. The application of the principle of sustainable procurement. The supplier audit, considering sustainable aspects, such as human rights, business integrity and environmental protection.	    	12.15 Employment practices 12.8 Economic impacts 12.19 Non-discrimination and equal opportunity.
	Operational performance	RBCT'S operational performance, operating costs and other information, as well as direct and indirect economic impact caused by the operation process.	 	12.8 Economic impacts

RBCT ESG MATERIAL TOPICS		UN SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT	CORRESPONDING RBCT SUSTAINABILITY REPORT (GRI STANDARDS MATERIAL TOPIC)
GOVERNANCE	Business ethics and corporate governance	<div>Code of conduct, ethical business practices, anti-fraud/anti-bribery policy and anti-sexual harassment.</div> <div><div>SDG 5</div><div>SDG 8</div><div>SDG 10</div><div>SDG 16</div></div>	12.20 Anti-corruption 12.21 Payment to governments 12.22 Public policy
	Board independence, diversity and structure	<div>Rights and interests of shareholders, shareholder relationships, operation and independence of the Board of Directors, Board equity and compliance to King IV principles.</div> <div><div>SDG 5</div><div>SDG 8</div><div>SDG 10</div><div>SDG 16</div></div>	12.19 Non-discrimination and equal opportunity
	Data security and privacy	<div>Protection of confidential information, anti-hacking, authorised access to confidential information, regulatory compliance, etc.</div> <div>RBCT’s method on safeguarding the privacy and transaction of Coal Exporting Parties (“CEPs”) security as well as its compliance status in terms of data protection regulations.</div> <div><div>SDG 5</div><div>SDG 8</div><div>SDG 10</div><div>SDG 17</div></div>	12.15 Employment practices
	Risk and crisis management	<div>Risk identification, analysis and management of operational aspects, as well as identification of future opportunities.</div> <div><div>SDG 5</div><div>SDG 8</div><div>SDG 10</div><div>SDG 16</div></div>	12.13 Asset integrity and critical incident management
	Legal compliance	<div>RBCT’s status on legal compliance, policy dissemination and any significant violation.</div> <div><div>SDG 3</div><div>SDG 5</div><div>SDG 6</div><div>SDG 8</div><div>SDG 14</div><div>SDG 15</div><div>SDG 16</div></div>	General legal disclosures
	Climate related risks and opportunities	<div>RBCT’s evaluation mechanisms, reaction plans, future plans, goal effectiveness evaluation, etc., in response to the impacts and opportunities brought on by climate change, which include extreme climate and carbon pricing trends.</div> <div><div>SDG 16</div></div>	12.2 Climate adaptation, resilience and transition.

Our People

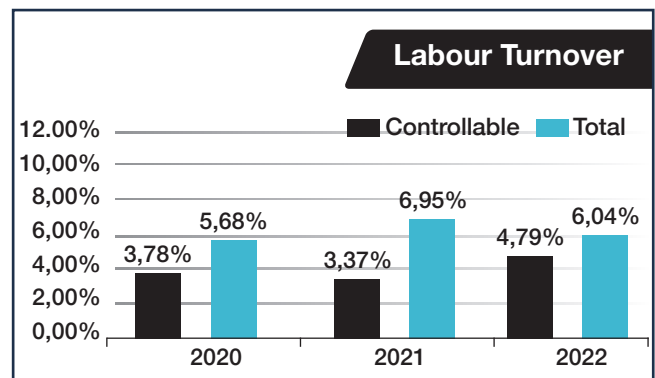
RBCT Employment Equity

BAND	TARGET	2021	2022
B	88%	94%	96%
C	82%	85%	86%
DL	83%	96%	98%
DU	83%	91%	91%
E & F	75%	83%	83%
FEMALES	33%	30.80%	32.49%

People continue to be the prime focus of RBCT's business, with the main objective being to create an equitable and diverse workplace across all levels. In 2022, RBCT met and exceeded the Employment Equity ("EE") targets at all organisational/occupational levels. RBCT prides itself on commitment and compliance to the Employment Equity requirements as governed by the South African legislation in an effort to create an equitable workforce.

Female representation remains a key focus for RBCT. In 2022, although all EE targets were met and exceeded at all organisational/occupational levels, the female representation target was not met, even though an increase was recorded. Plans and recruitment strategies to ensure that EE and female candidates are recruited remain in place. The current EE plan commenced in October 2019 and will remain in effect until September 2023. During this period, RBCT will continue to drive initiatives and activities that aim to accelerate equity and implementation of Affirmative Action measures.

LABOUR TURNOVER



The total Labour Turnover ("LTO") has consistently remained below the target of 10% over the past 3-year period, (i.e. 5.68% in 2010, 6.95% in 2021 and 6.04% in 2022). This was supported by the fact that the controllable LTO remained below the target of 8% over the same period (3.78% in 2020, 3.37% in 2021 and 4.79% in 2022). This achievement can be attributed to our commitment and dedication to employee development and retention.





Skills Development



In line with our Skills Development Plan for 2022, RBCT recorded a total of 49 021 training hours against 63 145 hours achieved in 2021 and 19 780 hours achieved in 2020.

The training completed included the following:

- 12 Millwright Apprentices
- 14 Operations Trainees
- 2 Mechanical Engineers
- 1 Mechanical Technician
- 1 Electrical Technician
- 15 FET N6 in-service Learners
- 1 Person Living with Disabilities (Learnership).

RBCT provided Educational Assistance to 43 employees, with the registration of a total of 159 modules. In 2022, R637 328 was spent on Educational Assistance and in an effort to promote post matric studies. A total of 14 bursaries were offered to recipients from within our local communities (King Cetshwayo District) to the value of R1 281 635.

In addition, RBCT continued to encourage the children of employees to excel in terms of education by offering collective study grants to the value of R364 000 to the 13 best performing children of employees.

TOTAL TRAINING HOURS	
2022	49 021
2021	63 145
2020	19 780

PROFESSIONAL TRAINING DONE			
People Trained	Number Trained	Male	Female
Millwright Apprentices	12	7	5
Operations Trainees	14	8	6
FET N6 in-service Trainees	15	7	8
Mechanical Engineers	2	1	1
Mechanical Technician	1	0	1
Electrical Technician	1	1	0
People Living with Disabilities	1	0	1
TOTAL TRAINED FOR 2022	46	24	22

EDUCATION ASSISTANCE	AMOUNT	Male	Female
2022	R637 328	23	20

BURSARY RECIPIENTS	AMOUNT	Male	Female
14 from local communities	R1 281 635	5	9

STUDY GRANTS	AMOUNT	Male	Female
13 children of employees	R364 000	7	6

Stakeholder Engagement

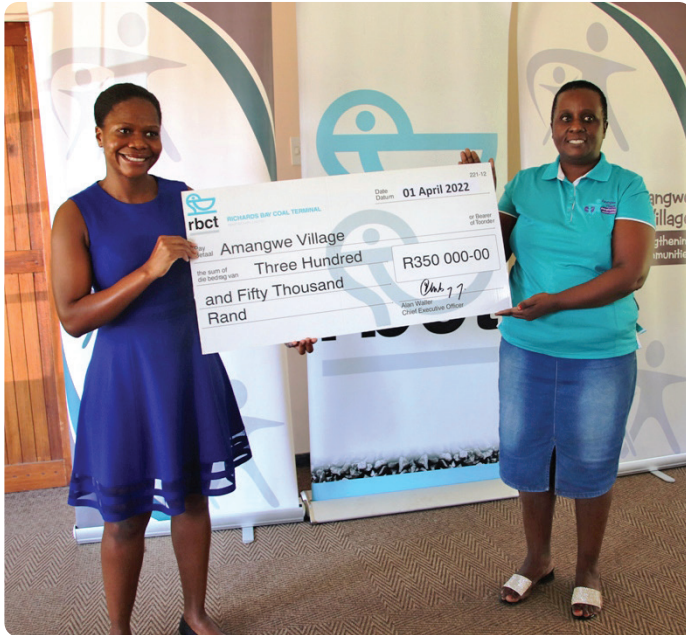
Key Corporate Social Investment (“CSI”) Programmes for 2022

SDG 1

SDG 2

SDG 3

Annual Standard Donations to 31 Non Profit Organisations (“NPO’s”) to the value of R1 234 000.



SDG 3

Amangwe Village Annual Handover of R350 000.



SDG 4

Soft Skills Training was rolled out to 4 schools within the King Cetshwayo District.

SDG 4

SDG 9

An additional 6 new classrooms were built for Mfaniso High School in Dondotha to the value of R2 200 000.



SDG 4

A total of 10 laptops were donated to learners who have excelled in Matric. This donation is in partnership with the King Cetshwayo District Director's Office.



SDG 2

Food Parcels were distributed to 5 NPOs to the total value of R250 000.



SDG 4

Inkanyezi Academy Handover to the value of R150 000 in support of the Maths and Science Programme being conducted by the Academy.



SDG 1

SDG 2

SDG 3

RBCT employees visited the community of Mandlanzini for Mandela Day where 1 452 vegetable seedlings were donated to 29 homes within the community.



Operational Performance

SDG
6

RBCT is a world-class export Coal Terminal and is fully committed to being an economic driver of excellence by consistently providing an outstanding service to all its users (coal exports). RBCT equally values the lives of its employees and that of the surrounding communities by actively contributing towards job creation, CSI initiatives and caring for the environment.

Rail

A total of 6 190 trains were offloaded in 2022, which amounted to 50.43Mt. The total amount of coal railed in 2022 is 13.2% lower compared to the 58.12Mt in 2021. Trains that were tipped and bypassed directly onto vessels were 9% lower compared to the 16% achieved in 2021. The Train Turnaround Time ("TTT") improved to 3 hours 39 minutes in 2022 against the target of 3 hours 48 minutes. RBCT continues to engage with its business partner, TFR to seek solutions in order to recover the rail performance. The rail budget for 2023 is 60Mt.

Exports

The tonnage exported in 2022 decreased by 14.3% from 58.71Mt in 2021, to 50.35Mt (8.36Mt lower than 2021). A total of 552 vessels were loaded in 2022 (14.4% less compared to the 645 vessels loaded in 2021). The lower than expected exports is attributable to the following:

- Low Volumes (Network reliability, Loco availability, and Cable theft).
- Transnet Strike (12 days) 1.72 Million tons lost.
- TFR Derailment (10 days) 1.44 Million tons lost.

RBCT achieved a Port Load Rate ("PLR") of 1 779 tons per hour and a Terminal Load Rate ("TLR") of 2 256 tons per hour against the targets of 934 and 2 516 tons per hour, respectively.

A total of 348 stockpiles were cleared during 2022 which is 15.5% higher compared to 2021. The average cargo size increased from 91 033 tons in 2021 to 91 358 tons in 2022. An Average Berth Turnaround Time ("BTT") of 94.7% was achieved in 2022 compared to 91.3% in 2021. RBCT maintained its position as an efficient and reliable Terminal.



Boundary and Scope

The 2022 Sustainability Report covers the period 1 January to 31 December 2022.

This report provides a brief analysis of the company's operational logistics and performance in the following areas:

- The health and safety of employees as well as the environmental impact.
- Strategies and policies that have been implemented to achieve optimal results.
- Current goals that have been achieved and future goals to be achieved.
- Outreach programmes in order to deliver social value by giving back to the local communities, with specific focus on education and early childhood development.
- Empowering local communities.
- Structure of the Board of Directors and Executive Management.
- Human Resources programmes.
- Operational activities such as:
 - Rail performance - coal is handled effectively and efficiently upon its arrival at RBCT from TFR. No data has been captured for this report in terms of derailments as it is not a direct part of RBCT's operational activities.
 - Export performance - the arrival and departure of all vessels are managed and coordinated by TNPA. The quality and analysis processes of the coal is excluded from this report as it is conducted independently by an on-site laboratory.



Glossary

AIDS	Acquired Immune Deficiency Syndrome, a disease of the immune system caused by HIV infection
ARV	Anti-retroviral
AWP	Awaiting Placement Time
BBBEE	Broad-based black economic empowerment. This represents a broadening of the earlier Black Economic Empowerment policy and attempts to spread the benefits of economic empowerment to the widest possible spectrum of black South Africans
BMI	Body Mass Index
BP	Blood Pressure
CEO	Chief Executive Officer
CEPs	Coal Exporting Parties
CoU	City of uMhlathuze
COVID-19	Coronavirus disease of 2019
CSI	Corporate Social Investment
CURA	Governance Risk and Compliance Software/Enterprise Risk and Compliance Software
DWS	Department of Water and Sanitation
EE	Employment Equity
ESUP	An offsite storage dam known as ESUP Dam
EWP	Employee Wellness Programme
FINCO	Finance Committee
FRCPs	Fatal Risks Control Protocols
GHG	Greenhouse Gas
GM	General Manager
GRI	Global reporting Initiative
HIV/AIDS	Human immunodeficiency virus/acquired immune deficiency syndrome
HPHs	High Potential Hazards
HRA	Health Risk Assessment
HSEC	Health, Safety, Environment and Compliance
IDPs	Individual Development Plans
IMBIZO	An open forum chaired by the CEO to address all employees regarding business performance and all key matters.
ISO	International Organisation for Standardisations. Published in 1996 by the International Organisation for 14001 Environmental Standardisation, it specifies the actual requirements for an environmental management system.
ISO 14000	An Environmental Management System standard published by the ISO
ISO 45001	An Environmental Management System standard published by the ISO Integrated Waste and Water Management Plan ("IWWMP")
IWWMP	Integrated Waste and Water Management Plan
King Report	The King IV Report on Corporate Governance is a ground-breaking booklet of guidelines for the governance structures and operation of companies in South Africa. It is issued by the King Committee on Corporate Governance. The Institute of Directors in Southern Africa ("IoDSA") owns the copyright of the King Report on Corporate Governance and the King Code of Corporate Governance. Compliance with the King Reports is a requirement for companies listed on the Johannesburg Stock Exchange

LTl	Lost Time Injury, refers to an injury resulting in the injured person being unable to attend/return to work to perform the full duties of his/her regular work, as per the advice of a suitably qualified medical professional, on the next calendar day after the injury
LTIFR	Lost Time Injury Frequency Rate refers to the number of Lost Time Injuries per 200 000 hours worked
MERSETA	Manufacturing, Engineering and Related SETA
MIFR	Minor Injury Frequency Rate
Mt	Million tons
Mt/a	Million tons per annum
NTG's	Not-To-Go's
NPO	Non Profit Organisation
OHS	Organisational Health Survey
OHSAS	Occupational Health and Safety Assessment Specification
OPCO	Operations Committee
OREP	Occupational Risk and Exposure Profiles
PHMC	Primary Healthcare Management
PM2.5	Particulate matter 2.5 micrometers or less in diameter
PM10	Particulate matter 10 micrometers or less in diameter
PoPI	Protection of Personal Information
PROCOM	Projects Committee
RBCT	Richards Bay Coal Terminal
RDC20	A dust suppressant utilised on-site to suppress dust on the ground
REMCO	Remunerations Committee
RSR	Railway Safety Regulator
SABCOHA	SA Business Coalition on Health and AIDS
SANS	South African National Standard
SDG	Sustainable Development Goals
SHE	Safety, Health and Environment
SLLAM	Stop, Look, Listen, Assess, Manage
TB	Tuberculosis
TFR	Transnet Freight Rail
THE	Train Handling Empty
THF	Time Handling Full
THT	Train Handling Time
TIN	Train Identification Nomination
TIT	Time in Tippler
TIFR	Total Injury Frequency Rate
TGLR	True Gross Loading Rate
TNPA	Transnet National Port Authority
TPH	Tons per Hour
TPT	Train Placement Time
TT	Tipping Time
TTT	Train Turnaround Time
VFL	Visible Felt Leadership
WAD	World Aids Day



To share your views or comments, contact:

Corporate Affairs Department

Richards Bay Coal Terminal (Pty) Limited
South Dunes, Richards Bay Harbour
P O Box 56, Richards Bay, 3900

Tel: 035 904 4122

Email: communications@rbct.co.za
Visit our website: www.rbct.co.za

