



# Mining Charter Scorecard: Table T

The intention of Table T and the application of the Economically Active Population Statistics (EAP) is to achieve equity in the workplace. Workplace diversity and equitable representation at all occupational levels are catalysts for social cohesion, transformation, and competitiveness. To achieve this, a mining right holder must achieve a minimum threshold of Historically Disadvantaged Persons (HDP's) that reflects the provincial or national demographics across all occupational categories as per the Mining Charter Targets.

MTS has improved the functionality of the Mining Charter Scorecard Reporting in the Human Resources Module by including Table T. The working tables outline the logical steps and associated calculations used in the methodology to calculate the final Employment Equity Score.

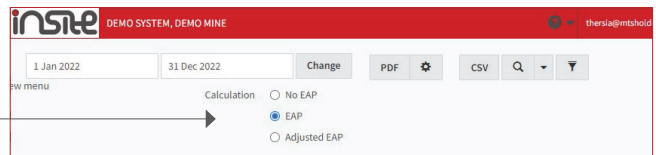


## Purpose

Table T is a critical report on managing and implementing a Mine's Employment Equity Plan. This report helps users understand how representative their existing workforce is when measured against the current Economically Active Population (EAP) Statistics, whether National or Provincial.

The EAP is used as a benchmark to help industry in analyse their workforce to determine the degree of under or over-representation of the different designated groups within the mine's Organisational Structures. Furthermore, the benchmark guides the industry in setting numerical goals and targets towards achieving an equitable and representative workforce aligned to the MCSC target requirements.

There are three selection criteria to choose from when looking at Table T: No EAP, EAP, and Adjusted EAP. Thus, our users have the option selecting the EAP measures in their MCSC submission.



Other features include minimising tables, making it easier to focus on one set of information at a time.

