		Group		Company	
		2017	2016	**2017**	2016
		R'000	R'000	**R'000**	R'000
15.	**Results from operating activities**				
	The following items have been taken into account in arriving at results from operating activities:				
	Corporate social investment	**(7 587)**	(3 919)	**(3 521)**	(10)
	Social and labour plans	**(519)**	(867)	**-**	-
	Enterprise development	**(118)**	(1 323)	**-**	-
	Embedded derivative recognised on sales contracts – fair value adjustment	**(155 852)**	134 549	**-**	-
	Consulting fees	**(4 176)**	(4 142)	**(2 458)**	(2 172)
	Increase in provision for closure and restoration	**(194)**	-	**-**	-
	Increase in provision relating to tax position	**(55 382)**	(75 030)	**-**	-
	Operating lease expenses	**(3 888)**	(2 926)	**-**	-
	Personnel expenses*	**(741 838)**	(674 726)	**(9 554)**	(16 940)
	– Salaries and wages	**(598 069)**	(537 362)	**(2 287)**	(2 241)
	– Defined contribution expense – provident fund	**(64 180)**	(58 232)	**(191)**	(195)
	– Defined contribution expense – medical aid	**(57 918)**	(53 444)	**(64)**	(62)
	– Cash/equity-settled share-based payment expense	**(5 588)**	(12 805)	**(5 588)**	(12 805)
	– Increase in accrual for leave pay	**(7 911)**	(5 193)	**(34)**	(68)
	– Increase in accrual for bonuses	**(8 172)**	(7 690)	**(1 390)**	(1 569)

** Includes remuneration relating to key management personnel (see note 22.2)*

	% of employees covered by the plan	
	2017	2016
The Company	**100**	100
The Venture	**100**	100