		Group		Company	
		2018	2017	**2018**	2017
		R'000	R'000	**R'000**	R'000
16.	**Results from operating activities**				
	The following items have been taken into account in arriving at results from operating activities:				
	Corporate social investment	**(9 728)**	(7 587)	**(3 294)**	(3 521)
	Social and labour plans	**(899)**	(519)	**-**	-
	Enterprise development	**(1 715)**	(118)	**-**	-
	Audit Fees	**(1 259)**	(929)	**-**	-
	Embedded derivative recognised on sales contracts – fair value adjustment	**(34 570)**	(155 852)	**-**	-
	Consulting fees	**(4 315)**	(4 176)	**(2 272)**	(2 458)
	Increase in provision for closure and restoration	**(53 352)**	(194)	**-**	-
	Increase in provision relating to tax position	**(31 034)**	(55 382)	**-**	-
	Operating lease expenses	**(2 968)**	(3 888)	**-**	-
	Personnel expenses*	**(844 990)**	(741 838)	**(7 638)**	(9 554)
	– Salaries and wages	**(669 229)**	(598 069)	**(2 785)**	(2 287)
	– Defined contribution expense – provident fund	**(72 959)**	(64 180)	**(363)**	(191)
	– Defined contribution expense – medical aid	**(64 231)**	(57 918)	**(58)**	(64)
	– Cash/equity-settled share-based payment expense	**(3 097)**	(5 588)	**(3 097)**	(5 588)
	– Increase in accrual for leave pay	**(2 261)**	(7 911)	**(28)**	(34)
	– Increase in accrual for bonuses	**(33 213)**	(8 172)	**(1 307)**	(1 390)

* *Includes remuneration relating to key management personnel (see note 23.2)*

	% of employees covered by the plan	
	2018	2017
The Company	**100**	100
The Venture	**100**	100