

Submitted as per Regulation 40 – 46 of the Mineral and Petroleum Resources Development Act, 2002 (Act 28 of 2002)(MPRDA) as part of the lodging of a mining right application in terms of Section 23 of the MPRDA.

SEFATENG CHROME MINE (PTY) LTD

**REVISED SOCIAL AND
LABOUR PLAN**

LP30/5/1/2/5/10062

2 June 2014

LIST OF ACRONYMS

ABET	Adult Basic Education and Training
ATR	Annual Training Report
BEE	Black Economic Empowerment
CSR	Corporate Social Responsibility
CSI	Corporate Social Investment
DMR	Department of Mineral Resources
DoL	Department of Labour
EE	Employment Equity
FLM	Fetakgomo Local Municipality
HDSA	Historically Disadvantaged South Africans
HRDC	Human Resource Development Committee
IDC's	Individual Development Charters
IDP	Integrated Development Plan
LED	Local Economic Development
MPRDA	Mineral and Petroleum Resources Development Act, 2002 (Act No 28 of 2002)
MQA	Mining Qualifications Authority
Mtpa	Million tons per annum
NGO	Non-Governmental Organizations
NQF	National Qualifications Framework
PHC	Primary Health Care
SETA	Sector Education Training Authority
SDF	Skills Development Facilitator
SDM	Sekhukhune District Municipality
SLP	Social and Labour Plan
SMME	Small, Medium and Micro Enterprises
WSP	Workplace Skills Plan

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1 SECTION 1: PREAMBLE (REGULATION 46 a)

1.1 Name of the company/applicant	Sefateng Chrome Mine (Pty) Ltd	
1.2 Name of mine/production operation	Sefateng	
1.3 Physical Address	Farm Zwartkoppies (413 KS) & Farm Waterkop (113 KT), Fetakgomo Local Municipality in Greater Sekhukhune Municipality, Limpopo Province	
1.4 Postal Address	PO Box 98549, Sloane Park, 2152	
1.5 Telephone Number	(011) 591 0500	
1.6 Fax Number	(011) 591 0622	
1.7 Location of mine or production operation	Fetakgomo Local Municipality in the Sekhukhune District Municipality	
1.8 Commodity	Chrome ore	
1.9 Life of mine	30 years	
1.10 Financial Year	1 April - 31 March	
1.11 Reporting Year	By 31 July annually	
1.12. Responsible person	SizweNkosi (sizwe@metmar.co.za)	
1.13 Geographic origin of employees (mine community and labour sending areas).	(a) Mine Community	(b) Labour Sending Area
	Province	Province
	Limpopo	Limpopo
	District Municipality	District Municipality
	Sekhukhune District Municipality	Sekhukhune District Municipality
	Local Municipality	Local Municipality
	Fetakgomo Local Municipality	Fetakgomo Local Municipality

See Appendix A1 for a locality map

See Appendix A2 for detail on the company structure and ownership

2 SECTION 2: HUMAN RESOURCE DEVELOPMENT PROGRAMME (REGULATION 46 (b))

2.1 Compliance with Skills development Legislation

Name of SETA.	Mining Qualifications Authority (MQA)
Registration number with the relevant SETA.	Not available as yet. Mine will register as soon as employees are recruited.
Has your company appointed a Skills Development Facilitator? If yes provide name	Appointment in process
To which institution have you submitted your workplace skills plan? (i) Department of Labour (ii) Mining Qualifications Authority (iii) Mine Health and Safety	Plan will be submitted six months after mining commences. The Workplace Skills Plan will be submitted to: (i) Department of Labour (ii) Mining Qualifications Authority Once mining commences

2.2 Form Q - Skills development plan - Regulation 46 (b) (i) in conjunction with Regulation 11 (1)g

2.2.1 Skills Development Plan (Form Q)

The labour plan is estimated for year 1 of mining (excluding construction). The company envisages that the operating staff will be recruited during year 1 and ramped up to a steady state of 540 employees by year 5. The number of employees as well as the related education levels will be confirmed once recruited, 12 months after the Mining Right has been granted.

Band	NQF level	Classification system	Male				Female				Total	
			A	C	I	W	A	C	I	W	Male	Female
General Education and Training (GET)	1	No schooling										
		Grade 0/Preschool										
		Grade 1/Sub A										
		Grade 2/Sub B										
		Grade 3/Std 1/ABET 1										
		Grade 4/Std 2										
		Grade 5/Std 3/ABET 2										
		Grade 6/Std 4										
		Grade 7/Std 5/ABET 3										
		Grade 8/Std 6										
		Grade 9/Std 7/ABET 4	390				48				390	48
Further Education and Training (FET)	2	Grade 10/Std 8/N1										
	3	Grade 11/Std 9/N2	15			35	9			5	50	14
	4	Grade 12/Std 10/N3	6			9	2			2	15	4
Higher Education and Training (HET)	5	Certificates / Diplomas	4			6	2			1	10	3
	6	First degrees/ Higher Diplomas	2			2	1			1	4	2
	7	Honours/Masters										
	8	Doctorates										
Total			417			52	62			9	469	71

2.2.2 Illiteracy Level and ABET needs

Level	Number of illiteracy	Need	Cumulative need
No Schooling	0	0	
ABET 1	0	0	
ABET 2	0	0	
ABET 3	0	0	
ABET 4	140	140	140

2.2.3 Training Planned

ABET Level	Targets and timelines					
	<i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>					
	2016	2017	2018	2019	2020	Total budget
ABET 1						
ABET 2						
ABET 3						
ABET 4	10	20	30	40	40	
Total number	10	20	30	40	40	
Budget	R50 000	R100 000	R150 000	R200 000	R200 000	R700 000

Please find further information on how this will be attained in Appendix B.

2.2.4 Core Business Training

Field/ area of training	Targets and timelines					
	<i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>					
	2016	2017	2018	2019	2020	Total budget
Drivers	2	4	4	5	6	
Drill Rig Operator	1	2	2	4	4	
Rock Drill Operator	1	1	2	2	3	
LHD Operator	1	2	4	4	5	
Screen Operator		1		1		
FEL Operator		1	1	2	2	
Safety and Security	1		1		1	
Total number	6	11	14	18	21	
Budget	R180 000	R330 000	R420 000	R540 000	R630 000	R2 100 000

Please find further information on how this will be attained in Appendix C.

2.2.5 Learnerships (Internal)

Field/ area of training	Targets and timelines					
	<i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>					
	2016	2017	2018	2019	2020	Total budget
Drivers	2					
Drill Rig Operators	1					
LHD Operator		1				
Rock Drill Operator	1					
Safety & Security		1				
FEL Operator		1				
Total number	4	3	0	0	0	
Budget	R120 000	R90 000	R0	R0	R0	R210 000

Please find further information on how this will be attained in Appendix D.

2.2.6 Learnerships (External)

Field/ area of training	Targets and timelines					
	<i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>					
	2016	2017	2018	2019	2020	Total budget
Drivers		4	4	5	5	
Drill Rig Operators		2	2	4	4	
LHD Operator			2	4	4	
Rock Drill Operator		1	2	2	3	
Screen Operator		1		1		
Safety & Security				1		
FEL Operator			1	2	2	
Total number	0	8	11	19	18	
Budget	R0	R240 000	R330 000	R570 000	R540 000	R1 680 000

Please find further information on how this will be attained in Appendix D.

2.2.7 Artisans Training

Field/ area of training	Targets and timelines					
	<i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>					
	2016	2017	2018	2019	2020	Total budget
Mechanic	2	2	2	2	2	
Fitter	2	2	2	2	2	
Electrical	2	2	2	2	2	
Boiler maker	2	2	2	2	2	
Total number	8	8	8	8	8	
Budget	R 288 000	R 288 000	R 288 000	R 288 000	R 288 000	R1 440 000

Please find further information on how this will be attained in Appendix E.

2.2.8 School support and post matric programmes

Field/ area of training	Targets and timelines					
	<i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>					
	2016	2017	2018	2019	2020	Total budget
After school bridging programme	1	1	1	1	1	
Total number	1	1	1	1	1	
Budget	R50 000	R50 000	R50 000	R50 000	R50 000	R250 000

2.3 Form R: Hard-to-fill vacancies

Occupational level	Job Title of Vacancy	Main Reason for being unable to fill the vacancy	Strategies to address identified challenges
Top management			
Senior Management	Mining Engineers	Scarce skill in the market	Bursaries, Internships and Learnerships
Professionally qualified and experienced specialists and mid-management	Surveyors and Geologist	Scarce skill in the market	Bursaries, Internships and Learnerships
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	Electricians, Fitters and Boilermakers	Scarce skill in the market	Artisan training
Semi-skilled and discretionary decision making	Machine Operators	Scarcity of competent operators internally and in the market	Internal development – through core business skills training
Unskilled and defined decision making			

2.4 Career Progression (path) Plan (Regulation 46 (b) (ii))

2.4.1 Provide career development matrices of each discipline

A career progression plan (CPP) is an integral part of career planning as it defines the competences and competencies required for a position and maps out a route for individuals on how to progress from one position to another.

This movement could either be to a position on the same level (horizontally) or a position on a higher level (vertically). The career path will identify opportunities for people to excel in and explains what is required to move forward in the company, based on the company's strategy. Career paths will be used to create short-term and long-term career plans for individuals, or to prepare for transitional changes or skill shortages that might occur in the future.

The Company has developed career matrices, which outlines a range of required job categories and related positions to successfully achieve the mine's objectives once the mining right has been granted. The developed career path matrices are in line with the current planned organogram. The career matrices will inform the mine and its employees about options for career progression. These career paths will be confirmed once mine construction phase commences.

Please find attached as Appendix F the career path matrices.

2.4.2 Provide a comprehensive plan with targets, timeframes and how the plan would be implemented

The Company is committed to career planning, career guidance and employee development. The objective of the career progression plan (CPP) is to ensure that through proper communication and the investment in education and training that the required mining skills are made available to employees, especially HDSAs and that skilled employees are promoted to higher positions.

Career progression paths and planning will be strongly linked with skills development opportunities, mentorship opportunities and employment equity targets. The CPP will draw on information obtained during the internal employee assessment where employee career objectives, capabilities, and aspirations will be determined.

The mine will clearly define and establish career paths in the following core disciplines:

- Mining
- Survey, Geology, Geotechnical
- Engineering (Electrical and Mechanical)
- Metallurgy
- Human Resources
- Administration/Finance
- Resource Protection

The mine will implement a performance management system for the purpose of talent identification and the management of employees using the Patterson bands for promotion. Individual performances will be linked to performance of a department/section leading to total performance of the organization. Simply put, poor performance of the organization may impede an individual's promotion. Promotion is also linked to the availability of a vacancy in a department/section.

The Paterson Grading System is a grading system that is used to attach weight to an individual's job description in relation to others in the same field. The Patterson system is based on the level of decision making.

Performance management system will be implemented to ensure that:

- The efforts of the employee and mine are aligned
- Reward employees accordingly
- Employees receive feedback on their individual performance
- Relevant training needs are identified
- An effective training development programme is implemented
- A succession plan is developed

The career progression plan will be linked to the job grading and according to NQF Level of employees. Grading and remuneration will be done on the application of skills and not according to the potential of an employee.

The table below shows the grading of jobs according to NQF Levels:

NQF LEVEL	STANDARD	POSITION	PATTERSON GRADING
8		Top Management	E1-E3
7		Senior Managers	D3-D4
6	Degree	Professionally qualified specialists , e.g. Engineers and Superintendents	D1-D2
5	N5 - N6	Technicians and Supervisors	C4-C5
	S1 - S2	Artisans	
4	N3 & N4		C3
3	N2 & N3	Semi-Skilled Laborers	C2
2	N1 & N2		C1
1	Std 7 / Gr 9	General workers	B4 -B5
	ABET Level 4		
	Std 5 / Gr 7		B2 - B3
	(8 Years)		
	ABET Level 3		A3 - B1
	Std 3 / Gr 5		
	(6 Years)		
	ABET Level 2		A2
Std 1 / Gr 3			
(4 Years)			
ABET Level 1			

Through the Mine’s performance management system, employees with development potential will be identified and developmental plans will be developed for them.

Talented employees will be invited to attend specific development panel interviews, which will be chaired by the Human Resource Manager. Development contracts will be entered into with talented employees who are identified for external training or tertiary studies. These individual development contracts will be aligned to the workplace skills plan and progress will be reviewed on a quarterly basis.

HIGHER EDUCATION AND TRAINING QUALIFICATIONS

NQF LEVEL	BAND	TYPES OF QUALIFICATION	LOCATION OF LEARNING FOR UNITS
8	1. Higher Education and Training Band	Doctorates	Tertiary/Research/Professional Institutions
		Further Research Degrees	
7		Higher Degrees	Tertiary/Research/Professional Institutions
		Professional Qualifications	
6		First Degrees	Universities/Technicon/Colleges/Private/Professional Institutions
		Higher Degrees	
5		Diplomas	Universities/Technicon/Colleges/Private/Professional Institutions/Workplaces
		Occupational Certificates	

FURTHER EDUCATION AND TRAINING CERTIFICATE (FETC)

4	2. Further Education and Training Band	School/College/Trade	Formal School Private State Schools
3		Certificates	Technical/Private Colleges
		Unit Standard Aligned School	
2		Unit Standard Aligned	Workplace

					Training Formal School
GENERAL EDUCATION AND TRAINING BAND					
1	3. General Education and Training Band	Grade 9 (10 Years)	ABET Level 4	Formal School	Formal Schools Occupation-Based Training Upliftment Programmes Community Programmes
		Grade 7 (8 Years)	ABET Level 3	Urban/Rural/Far	NGOs Night Schools
		Grade 5 (6 Years)	ABET Level 2	m/ Special	Private Providers Workplace
		Grade 3 (4 Years)	ABET Level 1		ABET Programmes
RECEPTION YEAR					
REF.	BANDS			DESCRIPTION	
1	Higher Education and Training			Full time or Part Time Scholarship through upliftment programmes	
2	Further Education and Training Certificate			Full time or Part Time Scholarship through Technical and Private College Programmes	
3	General Education and Training Certificate			These are workplace based training and/or community upliftment programmes which will take place during or after working hours.	
NB: Sefateng will be responsible for venue/location arrangements for required training programmes. Developmental contracts will be signed before an employee is engaged in any developmental programme.					

A provisional comprehensive plan contained in table H is attached in Appendix G.

2.5 Mentorship Plan (Regulation 46 (b) (iii))

2.5.1 Provide a detailed plan with timeframes

	Mentoring Programmes	Career deliverables	Duration	Target		Gender	
				HDSA	Non-HDSA	Male	Female
2016	Core business fields, operators & artisans	Increase productivity	3 months	10		8	2
2017	Core business fields, operators & artisans	Increase productivity	6 months	20		15	5
2018	Core business fields, operators & artisans	Increase productivity	6 months	30		25	5
2019	Core business fields, operators & artisans	Promotion	6 months	40		35	5
2020	Core business fields, operators & artisans	Promotion	6 months	50		42	8

Please refer to Appendix H for further background information on the planned mentorship programme.

2.6 Bursary and Internship Plan

2.6.1 Bursaries to be awarded (Internal)

Bursary Field	Targets and timelines										
	<i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>										
	2016		2017		2018		2019		2020		Total budget
	New intake		New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	
Mining Engineering											
Metallurgy Engineering											
Mechanical & Electrical Engineering											
Geology	1		1		1		1				
Finance & Accountancy											
Total number	1		1		1		1				
Budget	R50 000		R50 000		R50 000		R50 000		R0		R200 000

Please refer to Appendix I for further background on how the plan will be implemented

2.6.2 Bursary to be awarded (external)

Bursary Field	Targets and timelines										
	<i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>										
	2016		2017		2018		2019		2020		Total budget
	New intake		New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	
Mining Engineering	1		1	1	1	2	1	3	1	4	
Metallurgy Engineering	1		1	1	1	2	1	3	1	4	
Mechanical & Electrical Engineering	1		1	1	1	2	1	3	1	4	
Geology			1		1	1	1	2	1	3	
Finance & Accountancy			1		1	1	1	2	1	3	
Total number	3		5	3	5	8	5	13	5	18	
Budget	R150 000		R400 000		R650 000		R900 000		R900 000		R3 000 000

Please refer to Appendix I for further background on how the plan will be implemented

2.6.3 Internships

Internship Fields	Targets and timelines.					
	<i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>					
	2016	2017	2018	2019	2020	Total Budget
Mining Engineering	1	1	1	1	1	
Metallurgy Engineering	1	1	1	1	1	
Mechanical & Electrical Engineering	1	1	1	1	1	
Geology	1	1	1	1	1	
Finance & Accountancy	1	1	1	1	1	
Total number	5	5	5	5	5	
Budget	R130 000	R130 000	R130 000	R130 000	R130 000	R650 000

Please refer to Appendix I for further background on how the plan will be implemented

2.7 Employment Equity Plan

2.7.1 Form S: Employment Equity Statistics

Form S depicts the planned employment equity statistics, which the company aims to achieve at full production. This Form will be updated annually and submitted to DMR. It is expected that the mine will employ 540 people, which is estimated to be reached by year 5.

Occupational levels	Male				Female				Total	Disabled	
	A	C	I	W	A	C	I	W		Male	Female
Top Management (Board)									0		
Senior Management (Exco)	2			2	1			1	6		
Middle Management	4			6	2			1	13		
Junior Management	6			9	2			2	19		
Core Skills	15			35	9			5	64		
Unskilled	390				48				438		
Total Permanent	417			52	62			9	540		
Non-Permanent employees											

Please refer to Appendix J for further information on Women in Mining and HDSA participation.

2.7.2 Annual HDSA Progressive Targets

Occupational Levels	2016		2017		2018		2019		2020	
		Minimum Progress to be achieved		Minimum Progress to be achieved		Minimum Progress to be achieved		Minimum Progress to be achieved		Minimum Progress to be achieved
Executive Management (Board)	40%	20%	40%	25%	40%	30%	40%	35%	40%	40%
Senior Management (Exco)	40%	20%	40%	25%	40%	30%	40%	35%	40%	40%
Middle Management	40%	30%	40%	35%	40%	40%	40%	40%	40%	40%
Junior Management level	50%	40%	50%	40%	50%	40%	50%	40%	50%	40%
Core Skills	60%	15%	60%	20%	60%	30%	60%	35%	60%	35%

Please refer to Appendix J for further information on Women in Mining and HDSA participation.

3 SECTION 3: MINE COMMUNITY ECONOMIC DEVELOPMENT

3.1 Social and economic background information (Regulation 46 (c) (i))

Gender Profile	<table border="1" style="margin: 10px auto; border-collapse: collapse;"> <caption>Gender Distribution by Village</caption> <thead> <tr> <th>Village</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Seokodibeng</td> <td>943</td> <td>1004</td> </tr> <tr> <td>Ga-Mampa</td> <td>672</td> <td>783</td> </tr> <tr> <td>Ga-Phasha</td> <td>770</td> <td>876</td> </tr> <tr> <td>Tjibeng</td> <td>1000</td> <td>1176</td> </tr> </tbody> </table>	Village	Male	Female	Seokodibeng	943	1004	Ga-Mampa	672	783	Ga-Phasha	770	876	Tjibeng	1000	1176			
Village	Male	Female																	
Seokodibeng	943	1004																	
Ga-Mampa	672	783																	
Ga-Phasha	770	876																	
Tjibeng	1000	1176																	
Population Profile	<p>The female component of the villages is the largest at 53%.</p> <p>Table 3-1: Population and Households</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #8B734D; color: white;"> <th>Village</th> <th>Population</th> <th>Households</th> </tr> </thead> <tbody> <tr> <td>Tjibeng</td> <td>2236</td> <td>438</td> </tr> <tr> <td>Ga-Phasha</td> <td>1646</td> <td>296</td> </tr> <tr> <td>Ga-Mampa</td> <td>1455</td> <td>218</td> </tr> <tr> <td>Seokodibeng</td> <td>1947</td> <td>304</td> </tr> <tr style="font-weight: bold;"> <td>Total</td> <td>7284</td> <td>1256</td> </tr> </tbody> </table> <p>Source: Community Survey, 2010</p>	Village	Population	Households	Tjibeng	2236	438	Ga-Phasha	1646	296	Ga-Mampa	1455	218	Seokodibeng	1947	304	Total	7284	1256
Village	Population	Households																	
Tjibeng	2236	438																	
Ga-Phasha	1646	296																	
Ga-Mampa	1455	218																	
Seokodibeng	1947	304																	
Total	7284	1256																	
Economic Profile	<p>MINING</p> <p>Fetakgomo and Tubatse Municipalities are the largest mining areas within the Sekhukhune District. Fetakgomo’s share of mining activities is situated largely in the Atok nodal area, and mineral deposits include platinum and chrome. Fetakgomo Municipality is rich in high-grade platinum ore which is close to the surface. It is also located closer to the smelter than other Mines. This comparative advantage is competitively utilized at Bokone Platinum Mine (previously called Atok Platinum Mine), which belongs to Anooraq Resources Corporation, a large multinational organization serving international markets. The mine in Atok currently employs 4,000 persons and plans to undertake aggressive growth and expansion in the near future. Mining is very capital intensive and a relatively low absorber of labour (in relation to capital investment). The potential growth opportunities for Fetakgomo downstream in the value chain are limited as the capital intensive smelter is in the neighbouring municipality, i.e. Tubatse Municipality. The supply chain, however, offers a wealth of opportunities to a variety of other sectors.</p> <p>AGRICULTURE</p> <p>Whilst the employment contribution by agriculture was relatively low in 2000, this does not paint an adequate picture of the potential for employment. There are two factors that contribute to taking this sector more seriously. First, there is an enormous pool of local knowledge within Fetakgomo of times when these farming areas were utilized productively. Second, the Department of Agriculture has established irrigation infrastructure in the area. In terms of pro-poor growth in the context of low levels of education, agriculture offers an option of employment for people with farming skills. Despite the availability of irrigated land and fertile soil, the agricultural potential is largely</p>																		

unutilized. Funds are also available, but their appropriate utilization remains a challenge.

TOURISM

Fetakgomo has a picturesque landscape, with several potential tourist attractions. It is also scheduled to become part of a planned tourism route with the planned road from Gauteng via Marble Hall and Fetakgomo link through a new shortcut over the Drakensberg to Tzaneen, Phalaborwa and the Kruger National Park. At present, however, there is no visitor accommodation in the immediate area. Visitors to mines or public sector organizations have nowhere to stay and, instead, have to commute for more than an hour to Polokwane or Burgersfort. The potential for tourism exists in Fetakgomo, but it requires substantial infrastructural investment. In lieu of the high dependency on the mining sector for short and medium term growth, other sectors need to be developed for the longer term to diversify the economy to become less vulnerable when the mining boom subsides. Tourism is one sector where competitive advantage can be developed and maintained over time. The short term demand, especially whilst the mining expansion takes place, may present an opportunity to create appropriate facilities that meet the market demand and will be sustainable. A number of potential and some existing tourism sites can be identified within the Fetakgomo municipal area. They range from sites of potential heritage significance, mines and even nature areas. The most noticeable of the sites include:

- Bokone Platinum Mine for mine visits and sport at Monametse
- Indie village for ancient footprint discovery
- Potlake Nature Reserve
- Bapedi history
- Mphanama caves (historic significance as a sanctuary during the conquest battles of the past 150 years)
- Stellenbosch cultural village

CONSTRUCTION

The statistics for 2000 suggest construction contributes 6, 44% to Fetakgomo employment. This may be inflated by the fact that this period was characterised by unusually high public sector investment linked to the decision to establish the local municipality. This local industry is limited but has growth potential. Two key drivers are expected to create conditions for growth in construction – aggressive growth and investment by the mines, which requires infrastructure and housing for staff, as well as the growth of public sector infrastructure development to reduce social infrastructure backlogs.

The construction opportunities linked to mining are mainly during establishment of capacity for mines and will therefore have a much shorter window of opportunity (approximately 4 - 8 years) than the opportunities linked to the operations of the mine (approximately 20 - 30 years). Thereafter, construction will need to compete in other markets with a proximity disadvantage.

MANUFACTURING

Current local manufacturing activities are limited mainly to serving local needs in the absence of other competitors. The distance of competitors, customized demands and small orders sustain current activities. An example is a clothing manufacturer focusing on individual garments, such as traditional wear and wedding dresses. Other activities include welding services of burglar bars, security gates and so forth. The growth of the mining sector and local proximity may create conditions that lead to development of the manufacturing sector, by a combination of external investors and development of local manufacturers. Growth in this sector is therefore mainly dependant on growth in mining. It could therefore be included under the heading of leveraging opportunities linked to growth in mining.

RETAIL, TRADE AND SERVICES

The previously uncompetitive retail sector, consisting of spaza shops, is currently being superseded by the establishment of a modern shopping centre with well-known retail chain stores and franchises. This shopping centre will create quality new jobs, reduce costs to local consumers and provide new supplies e.g. a hardware and building supplies store beneficial to other industries such as construction. It will also reduce the local expenditure on retail goods, previously purchased outside the area.

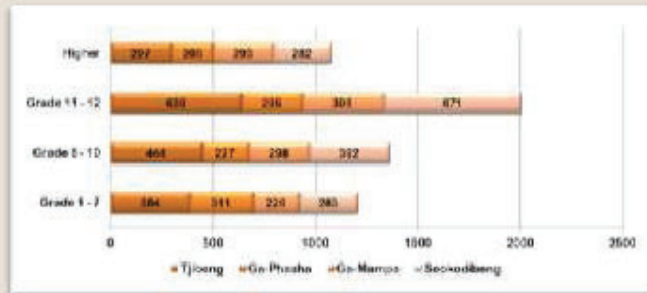
The market has responded to the local demand and is expected to continue to grow as local consumer and business spending power increases. This spending power is likely to originate from growth in the number of higher income consumers that choose to live in the area, as a result of growth in other sectors such as mining and related suppliers. Growth in the other sectors will therefore lead to growth of retail.

TRANSPORT AND LOGISTICS

The transport and logistics sector consists of a few taxi operators (consumer transport) and a few individuals with trucks that transport agricultural goods, crushed stone and other building material. The growth of this sector is currently limited but is linked to growth in other sectors, in particular mining. Many people and vast amounts of material need to be moved on a regular basis. This sector could also be linked to the leverage of mining growth as this is where most of the growth potential lies.

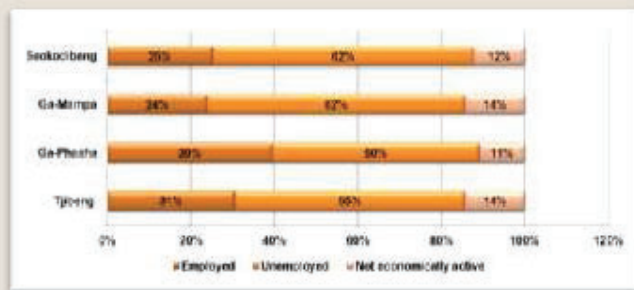
Education levels

In terms of Education levels, 30% of the population is currently at school, this correlates with the age profile above. Apart from this group currently at school, the balance of the population has the following education profile:



About 12% of the population that have completed their education have Grade 12. 45% of the population have less than Grade 10, and only 19% have higher education.

Employment Profile



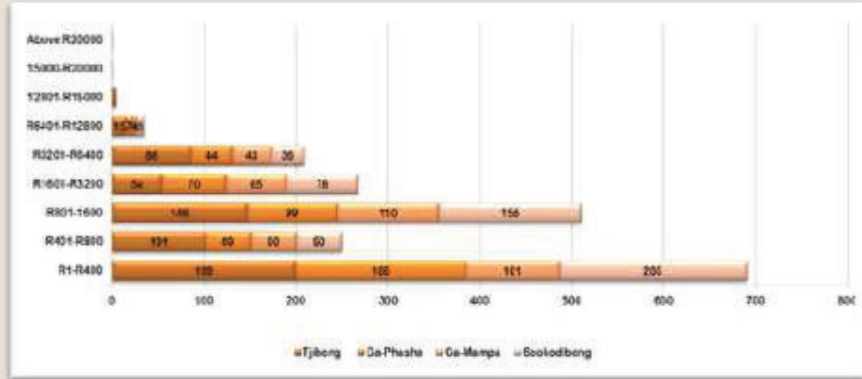
The community have a very high unemployment percentage (average of 57%). On average only 30% of the suitable population bracket is employed.

Income Profile

The primary source of income for all the communities are social grants, secondary to the grants is earning a salary. This indicates a high level of dependency on Government support.

On average 50% of the income bearing population actually brings an income into the

household, this includes pensions and social grants.



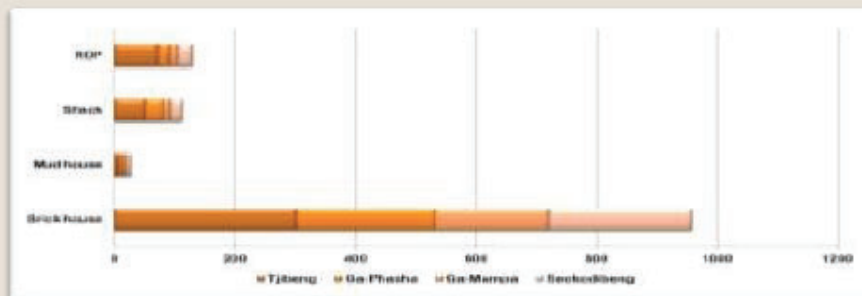
Infrastructure

There are primary and secondary schools available within the affected villages as indicated in the figure below:



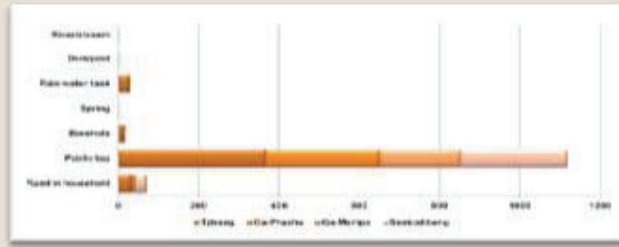
Housing

Majority of the households have access to adequate housing (89%) in the study area. Only 11% still live in either mud houses or shacks.



Water and Sanitation

Majority of the households (97%) have access to tap water via public tap or piped into households, the balance rely on rain water tanks or private boreholes.



In terms of sanitation, only 24% of the community households have access to appropriate minimum sanitation standards (VIP) or better.

Electricity	Electricity sources within the communities include electricity, paraffin and wood. Majority (68%) of the population in the study area utilise electricity wood for cooking and heating. Electricity is only available in 35% of the households.
Unemployment	The community have a very high unemployment percentage (average of 57%).
Other (Specify)	

3.2 Key economic activities (Regulation 46 (c) (ii))

3.2.1 Provide the key economic activities of the mining community

Provide the key economic activities of the Fetakgomo Local Municipality, 2011

Activity	Percentage of Employment, 2011
Agriculture, hunting, forestry and fishing	60 (0.82%)
Mining and Quarrying	2362 (32.65%)
Manufacturing	129 (1.78%)
Electricity, gas & Water supply	-
Construction	326 (4.51%)
Whole sale and retail trade (incl accommodation)	592 (8.18%)
Transport, Storage & Communication	83 (1.15%)
Financial, Insurance, Real estate, and business services	-
Community, Social and Personal Services (incl Government)	1945 (26.88%)
Other not adequately defined	186 (2.57%)
Unspecified	1553 (21.49%)
Total	7 236 (100%)

Source: Quantec 2013

The dominant employer is mining followed by government services.

3.2.2 Provide names of other mining companies that operate around your area of operation.

Name of Mining Company	Commodity
Bokone Platinum Mine	Platinum
Chromex	Chrome
Twickenham Platinum Mine	Platinum

3.3 Negative Impact of the mining operation

Impact	Yes	No	If Yes, how will you address it?
Relocation of people		X	Relocation to be avoided
Exhumation of graves		X	Process completed
Influx of people	X		Influx management plan in collaboration with Traditional and Municipal authorities
Air quality impact - dust	X		Dust suppression
Blasting vibration impact	X		Blasting Management Plan
Noise increase	X		Noise reduction technology

3.4 Provide needs of the area in order of priority

General	Specific	Type of need	Municipality	
Water supply	Reliability, quantity and service distribution	Infrastructure	Fetakgomo	Local Municipality
Education / Skills	Training Centre Education Facilities	Infrastructure	Fetakgomo	Local Municipality
Road	Upgrade of internal main roads	Infrastructure	Fetakgomo	Local Municipality
Employment	Job creation opportunities	Economic Development	Fetakgomo	Local Municipality
Business	Business opportunities	Economic Development	Fetakgomo	Local Municipality

3.5 Project Plans

3.5.1 Project 1: Community Water Supply Support Project

Project Name	The name of the project:		Classification of project				
	Community Water Supply Project	Project	Infrastructure				
Background	<p>The communities Tjibeng, Seokodibeng, Ga-Phasha and Ga-Mampa have difficulties with water supply in their villages.</p> <p>There are current distribution systems but with preliminary assessment various difficulties are being experienced with source, distribution and standpipes.</p> <p>The implementation plan below indicates the indicative key performance indicators which will be confirmed once the technical assessment is complete in 2016. The project will be phased and a different community targeted every year.</p> <p>This project will be planned and implemented in collaboration with the Sekhukhune District and Fetakgomo Local Municipalities.</p>						
Geographical location of project	District Municipality Sekhukhune	Local Municipality Fetakgomo – Ward 11 & 13	Village name Tjibeng, Seokodibeng, Ga-Phasha and Ga-Mampa	Project Start Date Start 2016	Project End date 2020		
Output	Key Area	Performance	Key Performance Indicator	Quarterly timelines & year	Budget		
Planning, Detailed Technical Assessments & Designs complete	Technical Assessment		Technical assessment report Preliminary design & costing	Sefateng Mine (SCM) / FLM	Chrome	Commence in Q2 of 2016 and Complete in Q2 of 2016	R250 000
	Project Implementation Plan Tendering / Appointment		Detailed implementation plan Technical Scope of Work and Tender Document Tender Adjudication	SCM		Commence in Q3 of 2016 and Complete in Q4 of 2016	R200 000
Completion of Water Supply Project in Ga-Mampa in 2017	Water Supply Project in Ga-Mampa		Replacement of 2 hand pump boreholes	SCM / SDM / FLM		Commence in Q1 of 2017 and Complete in Q4 of 2017	R300 000
			Refurbishment of 15 standpipes in the village	SCM / SDM / FLM		Commence in Q1 of 2017 and Complete in Q4 of 2017	R250 000
			Installation of 1.5km pipe	SCM / SDM / FLM		Commence in Q1 of 2017 and Complete in Q4 of 2017	R450 000

Output	Key Area	Performance	Key Performance Indicator	Responsible entity (incl all role players)	Quarterly timelines & year	Budget	
Completion of Water Supply Project in Ga-Phasha in 2018	Water Supply Project in Ga-Phasha	Installation of additional borehole	30	SCM / SDM / FLM	Commence in Q1 of 2018 and Complete in Q4 of 2018	R250 000	
		Refurbishment of standpipes in the village		SCM / SDM / FLM	Commence in Q1 of 2018 and Complete in Q4 of 2018	R500 000	
		Installation of 1.5km pipe		SCM / SDM / FLM	Commence in Q1 of 2018 and Complete in Q4 of 2018	R450 000	
Completion of Water Supply Project in Tjibeng in 2019	Water Supply Project in Tjibeng	Replacement of 1 hand pump boreholes		SCM / SDM / FLM	Commence in Q1 of 2019 and Complete in Q4 of 2019	R300 000	
		Installation of additional borehole		SCM / SDM / FLM	Commence in Q1 of 2019 and Complete in Q4 of 2019	R250 000	
		Refurbishment of standpipes in the village	15	SCM / SDM / FLM	Commence in Q1 of 2019 and Complete in Q4 of 2019	R250 000	
Completion of Water Supply Project in Seokodibeng in 2019	Water Supply Project in Seokodibeng	Installation of additional borehole		SCM / SDM / FLM	Commence in Q1 of 2020 and Complete in Q4 of 2020	R250 000	
		Installation of 3km pipe		SCM / SDM / FLM	Commence in Q1 of 2020 and Complete in Q4 of 2020	R800 000	
		Refurbishment of standpipes in the village	30	SCM / SDM / FLM	Commence in Q1 of 2020 and Complete in Q4 of 2020	R500 000	
TOTAL						R 5 000 000	
Cash flow for the project	2016		2017	2018	2019	2020	Total
Output	Tech Assessment & Scope	Ga-Mampa Project	Water Supply Project	Ga-Phasha Water Supply Project	Tjibeng Water Supply Project	Seokodibeng Water Supply Project	
Budget	R450 000	R 1 000 000	R 1 000 000	R 1 200 000	R 800 000	R 1 550 000	R 5 000 000
Classification of jobs	No of jobs to be create	Male Adults	Female Adults	Female Adults	Male Youth	Female Youth	Comments
Short Term	40	20	5	5	10	5	40
Medium Term	2	1	0	0	1	2	2
Long Term	0	0	0	0	0	0	0
Completion date and exit strategy:							
The project will be handed over to the Sekhukhune district municipality as Water Services Authority and the Fetakgomo Local Municipality as Water Service Provider.							

3.5.2 Project 2: Main road Improved Gravel Upgrade Project

Project Name		The name of the project:				Classification of project			
Main road Improved Gravel Upgrade Project		Infrastructure				Infrastructure			
Background		<p>The existing main road linking the Ga-Phasha and Ga-Mampa communities are in a bad state due to poor maintenance and recent flooding. The main road (with approximate distance of 4.5km) will be upgraded to an improved gravel state utilising the dump rock from the mine and other local sources.</p> <p>The road will be upgraded to improved gravel road of 4.5km.</p> <p>The communities that will benefit include the Ga-Phasha, Seokodibeng and Ga-Mampa communities</p> <p>This has also been identified as a development need by the Fetakgomo Local Municipality. The poor roads have a further influence on the access to the village for public transport which in turn enables people to access jobs and economic opportunities. The internal roads are under the functions of the Fetakgomo Local Municipality.</p>							
Geographical location of project		Local Municipality	Local Municipality	Village name	Project Start Date	Project End date			
Output		Sekhukhune	Fetakgomo – Ward 11 & 13	Ga-Phasha and Ga-Mampa	Start 2017	2020			
Key Area		Key Performance	Key Performance Indicator	Responsible entity (incl all role players)	Quarterly timelines & year	Quarterly timelines & year	Quarterly timelines & year	Budget	
Technical Assessment and Scope in 2017		Technical Assessment	Screening and mapping of roads	Sefateng Mine (SCM)	Commence in Q1 of 2017	Commence in Q4 of 2017	R200 000		
Road construction		Completion of first 2km of road	2km road constructed	Chrome	Commence in Q1 of 2018	Complete in Q4 of 2018	R 880 000		
		Completion of next 2km of road	2km road constructed	Chrome	Commence in Q1 of 2019	Complete in Q4 of 2020	R 880 000		
		Completion of last 0.5km of road	0.5km road constructed	Chrome	Commence in Q1 of 2020	Complete in Q4 of 2020	R 240 000		
TOTAL								R 2 200 000	
Cash flow for the project		2016	2017	2018	2019	2020	Total		
Output			Technical Assessment	First 2km of road	Next 2km of road	Last 0.5km of road			
Budget		R0	R200 000	R 880 000	R 880 000	R 240 000	R 2 200 000		
Classification of jobs		No of jobs to be create	Male Adults	Female Adults	Male Youth	Female Youth	Total Comments		
Short Term		50	10	5	20	15	50		
Medium Term		0	0	0	0	0	0		
Long Term		0	0	0	0	0	0		
Completion date and exit strategy:		The project will be handed over to the Fetakgomo Local Municipality							

3.5.3 Project 3: School Support

Project Name		The name of the project:		Classification of project			
Education Improvement Project		Education Improvement Project		Education			
Background		The communities Tjibeng, Seokodibeng, Ga-Phasha and Ga-Mampa each have a primary and secondary school. A needs assessment was conducted at all the schools in the villages and the implementation plan indicated below will address the needs through the construction / equipping and refurbishment required. Detail indicated in the implementation plan. This project will be implemented in consultation with the Fetakgomo Local Municipality and the Dept of Education, (See Appendix L for detail on the schools).					
Geographical location of project		Local Municipality		Village name		Project End date	
Sekhukhune		Fetakgomo – Ward 11 & 13		Tjibeng, Seokodibeng, Ga-Phasha and Ga-Mampa		Start 2016	
Output		Key Performance Area		Responsible entity (incl all role players)		Quarterly timelines & year	
Key Performance Area		Key Performance Indicator		Responsible entity (incl all role players)		Budget	
Technical Assessment		Compile Technical Assessment Report		Sefateng Chrome Mine (SCM)		Commence Q1 of 2016 and complete Q4 of 2016	
Technical Scope Designs Tender+Adjudication		Compile Technical Scope and Designs Obtain quotations for the work required					
Management & Supervision		Appointment of a Site Engineer to ensure Project Management, Quality and Implementation		SCM		Commence Q1 of 2017 and complete Q4 of 2020	
Completion of Ga-Phasha Education Project in 2017		Education Improvement Project for Ga-Phasha's Makgalanotho Primary School		SCM		Commence in Q1 of 2017 and Complete in Q4 of 2017	
		Education Improvement Project for Ga-Phasha's Selatole Secondary School		SCM		Commence in Q1 of 2017 and Complete in Q4 of 2017	
		Procurer equipment for the science lab		SCM		Commence in Q1 of 2017 and Complete in Q4 of 2017	
						R100 000	
						R425 000	
						R400 000	
						R300 000	
						R80 000	

Output	Key Area	Performance	Key Performance Indicator	Responsible entity (incl all role players)	Quarterly timelines & year	Budget	
Completion of Ga-Mampa Education Project in 2018	Education Improvement Project for Ga-Mampa's Malegase Primary School		Construction of an Administration block to be utilised by teachers and admin staff with a size of 30sqm	SCM	Commence in Q1 of 2018 and Complete in Q4 of 2018	R300 000	
	Education Improvement Project for Ga-Mampa's Seroletshidi Secondary School		Construction of 3 additional classrooms at the existing school with a size of 60sqm	SCM	Commence in Q1 of 2018 and Complete in Q4 of 2018	R600 000	
Completion of Tjibeng Education Project in 2019	Education Improvement Project for Matianyane Primary School		Construction of 2 additional classrooms at the existing school with a size of 40sqm	SCM	Commence in Q1 of 2019 and Complete in Q4 of 2019	R400 000	
	Education Improvement Project for Tjibeng's Morwasi Secondary School		Construction of an Administration block to be utilised by teachers and admin staff with a size of 30sqm	SCM	Commence in Q1 of 2019 and Complete in Q4 of 2019	R300 000	
Completion of Seokodibeng Education Project in 2020	Education Improvement Project for Manku Primary School		Supply of 100 learner desks to the existing school	SCM	Commence in Q1 of 2020 and Complete in Q4 of 2020	R15 000	
	Education Improvement Project for Seokodibeng's Manku Primary School		Construction of a kitchen at the existing school for the child nutrition programme	SCM	Commence in Q1 of 2020 and Complete in Q4 of 2020	R200 000	
	Education Improvement Project for Seokodibeng's Poo Secondary School		Construction of an additional room to be utilised as a science lab with a total size of 30sqm	SCM	Commence in Q1 of 2020 and Complete in Q4 of 2020	R300 000	
TOTAL			Procuring equipment for the science lab	SCM	Commence in Q1 of 2020 and Complete in Q4 of 2020	R80 000	
						R 3500 000	
Cash flow for the project	2016		2017	2018	2019	2020	Total
	Assessment	Ga-Phasha project	Ga-Mampa Project	Tjibeng Project	Seokodibeng Project		
Budget	R100 000	R886 250	R 1 006 250	R 806 250	R701 250		R 3 500 000

Classification of jobs	No of jobs to be create	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	30	10	5	10	5	30	
Medium Term	0	0	0	0	0	0	
Long Term	0	0	0	0	0	0	

Completion date and exit strategy:

The project will be handed over to the Department of Education

See further detail in Appendix L

3.5.4 Project 4: Community Hall Support Project

Project Name	The name of the project:		Classification of project		
	Community Hall Support Project	Local Municipality	Village name	Project Start Date	Project End date
Background	The communities Ga-Phasha and Ga-Mampa have Traditional Authority or Community Halls, these halls were built from development grants obtained by the community leaders more than 10 years ago. Although the construction of the Community Halls is sound there are some additional requirements that were not included in the original scope. These needs / requirements will serve the community as a whole for either their effective administration or during community functions. The Tjibeng community have an open air gathering area or utilise the existing schools for community functions and meetings. An agreement for the construction of a community hall on the land with the relevant authorities will be reached within 6 months after the Mining Right has been granted.		Institutional and Social Capital		
Geographical location of project	District Municipality	Fetakgomo – Ward 11 & 13	Tjibeng, Seokodibeng, Ga-Phasha and Ga-Mampa	Start 2017	2020
Output	Key Performance Area	Key Performance Indicator	Responsible entity (incl all role players)	Quarterly timelines & year	
Planning	Technical Assessment Technical Scope Designs Tender+Adjudication	Compile Technical Report Compile Technical Scope and Designs Obtain quotations for the work required	Sefateng Chrome Mine (SCM) Community Trust	Commence Q1 of 2016 and complete Q4 of 2016	
Management & Supervision	Appointment of a Site Engineer to ensure Project Management	Monthly Progress Reports Final project documentation	SCM Ga-Mampa Community Trust	Commence Q1 of 2017 and complete Q4 of 2020	
Completion of Ga-Mampa Community Hall Project in 2017	Community Hall Improvement Project for Ga-Mampa	Procure office furniture and equipment as follows: 2 office desks 2 Personal Computers 1 Printer 3 Filing Cupboards 1 Air con unit in the main hall 100 chairs	SCM Ga-Mampa Community Trust	Commence in Q1 of 2017 and Complete in Q4 of 2017	
		Laying of paving stones around the community hall to protect building during rain and flooding of 50sqm in size	SCM Ga-Mampa Community Trust	Commence in Q1 of 2017 and Complete in Q4 of 2017	
		Construction of 4 additional toilets (36sqm in size) to serve the community during community events held at the community hall	SCM Ga-Mampa Community Trust	Commence in Q1 of 2017 and Complete in Q4 of 2017	
					Budget
					R100 000
					R224 000
					R92 000
					R50 000
					R360 000

Output	Key Area	Performance	Key Performance Indicator	Responsible entity (incl all role players)	Quarterly timelines & year	Budget	
Completion of Tjibeng Community Hall Project in 2018 & 2019	Community Construction Project for Tjibeng	Hall Project	Construction of a community hall of 50sqm. In 2018 the building will be 50% complete and finalised in 2019 Construction of 4 toilets to a size of 36sqm for use as part of the community hall Procure community hall equipment as follows: 200 Chairs 1 Personal Computer	SCM Tjibeng Community Trust	Commence in Q1 of 2018 and Complete in Q4 of 2019 Commence in Q2 of 2019 and Complete in Q4 of 2019 Commence in Q2 of 2019 and Complete in Q4 of 2019	R500 000 R360 000 R45 000	
Completion of Ga-Phasha's Community Hall Project in 2020	Community Improvement Project for Ga-Phasha	Hall Project	Construction of 4 additional toilets (36sqm in size) to serve the community during community events held at the community hall Drilling of a borehole and equipping borehole with hand pump at the community hall Procure office furniture and equipment as follows: 1 office desks 1 Personal Computer 1 Printer 3 Filing Cupboards 200 Chairs	SCM Ga-Phasha Community Trust SCM Ga-Phasha Community Trust SCM Ga-Phasha Community Trust	Commence in Q1 of 2020 and Complete in Q4 of 2020 Commence in Q1 of 2020 and Complete in Q4 of 2020 Commence in Q1 of 2020 and Complete in Q4 of 2020	R360 000 R250 000 R59 000	
TOTAL						R 2400 000	
Cash flow for the project	2016	2017		2018	2019	2020	Total
Budget	R100 000	R558 000		R 306 000	R711 000	R725 000	R 2 400 000
Classification of jobs	No of jobs to create	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	20	8	2	8	2	20	
Medium Term	0	0	0	0	0	0	
Long Term	0	0	0	0	0	0	
Completion date and exit strategy:							
The project will be handed over to the Traditional Authorities, and/or Community Trust.							
See further detail in Appendix L							

3.5.5 Project 5: Mobile Clinic Assistance

Project Name	The name of the project:		Classification of project	
	District Municipality	Local Municipality	Village name	Health Services
Background	Mobile Clinic Assistance There is currently a clinic in Ga-Phasha and the Ga-Mampa communities are serviced by a Mobile Clinic. The Mobile Clinic do not however have facilities where (a site) the health services can be provided. An investigation will be launched to determine the best sites in the communities and further to establish what infrastructure is required, i.e. services and consultation rooms, etc Provision is made for funds to assist in the site development.			
Geographical location of project	Sekhukhune	Fetakgomo – Ward 11 & 13	Ga-Mampa	Project Start Date Start 2017
Output	Key Performance Area	Key Performance Indicator	Responsible entity (incl all players)	Quarterly timelines & year
Planning	Technical Assessment Technical Scope Designs Tender+Adjudication	Compile Technical Assessment Report Compile Technical Scope and Designs Obtain quotations for the work required	Sefateng Chrome Mine (SCM) Dept of Health	Commence Q2 of 2017 and complete Q4 of 2017
Management & Supervision	Appointment of a Site Engineer to ensure Project Management	Monthly Progress Reports Final project documentation	SCM Community Trust	Commence Q2 of 2018 and complete Q4 of 2019
Completion of Health Improvement Project	Procure site / land for mobile clinic visitation area	Permission to Occupy for site	SCM Dept of Health	Commence Q1 of 2018 and complete Q1 of 2018
	Water Supply for site	Drilling of boreholes and equipping with a hand pump (50% complete in 2018 and final completion in 2019)	SCM	Commence Q2 of 2018 and complete Q4 of 2019
	Sanitation for site	Construction of 4 toilets for use at the site (50% complete in 2018 and final completion in 2019)	SCM	Commence Q2 of 2018 and complete Q4 of 2019
	Construction of treatment room	Construction of 2 treatment rooms to a size of 36sqm in total	SCM	Commence Q1 of 2020 and complete Q4 of 2020
	Construction of waiting area	Construction of a shaded waiting area with brick seating to a size of 35sqm	SCM	Commence Q1 of 2020 and complete Q4 of 2020
TOTAL				R 1 400 000

Cash flow for the project	2016	2017	2018	2019	2020	Total
Budget	R0	R100 000	R360 000	R355 000	R585 000	R 1 400 000
Classification of jobs	No of jobs to be create	Male Adults	Female Adults	Male Youth	Female Youth	Total
Short Term	10	4	1	4	1	10
Medium Term	0	0	0	0	0	0
Long Term	0	0	0	0	0	0
Completion date and exit strategy:						
The project will be handed over to the Department of Health and/or Community Trust.						

3.5.6 Project 6: SMME Development

Project Name		The name of the project:			Classification of project		
SMME Development		SMME Development			Economic Development		
<p>The project is about the support of the SMME as per the procurement progression plan by making use of HDSA companies in the suppliers' database. The project will focus on capacity development and support in arrangements for business to take up opportunities from the mine as well as outside the mining industry. The objectives of the project are to establish two (2) SMME companies that will at first service the mine while capacity is built. Through capacity development and experience these companies will be able to tender for other opportunities outside of the Sefateng Chrome mine and there become sustainable service provision companies. The companies to be established are:</p> <ul style="list-style-type: none"> • Security company • Transport company 							
Geographical location of project		District Municipality	Local Municipality	Village name	Project Start Date	Project End date	
Sekhukhune		Fetakgomo – Ward 11 & 13		Tjibeng, Seokodibeng, Ga-Phasha and Ga-Mampa	Start 2017	2020	
Output		Key Performance Area	Key Performance Indicator	Responsible entity (incl all role players)	Quarterly timelines & year		Budget
Identification of Parties for SMME Development		Business Model	Develop Business Model Identification of SMMEs	Sefateng Chrome Mine (SCM) Community Trust	Commence Q1 2017 and Complete Q4 2017		R 200 000
Completed Capacity Building Sessions		Training Workshops	Two company reps have completed Training sessions on the following: <ul style="list-style-type: none"> - Business Management Skills - Financial Management - Tendering 	Sefateng Chrome Mine (SCM) Community Trust	Commence Q1 2018 and Complete Q4 2018		R 500 000
Successful Mentoring		Mentoring of SMME's during operations	Report on Mentoring Sessions Annual Business Management accounts	Sefateng Chrome Mine (SCM) Community Trust	Commence Q1 2019 and Complete Q4 2020		R 500 000
TOTAL							R 1 500 000
Cash flow for the project		2016	2017	2018	2019	2020	Total
Budget		R0	R200 000	R 800 000	R 250 000	R 250 000	R 1 500 000
Classification of jobs		No of jobs to be create	Male Adults	Female Adults	Male Youth	Female Youth	Total
Short Term		0	0	0	0	0	0
Medium Term		50	20	5	20	5	50
Long Term		20	8	2	8	2	20
<p>Completion date and exit strategy: The project will be handed over to the SMME's once they are self-sufficient.</p>							

3.6 Measures to address housing and living conditions (Regulation) 46 (c) (iv))

3.6.1 Provide the current status of available dwelling for employees

	Mark (x) the appropriate	Percentage
Hostels		
Own Home	X	100
Rentals		
Other (specify)		

During the construction period, there will be an accommodation camp to provide temporary accommodation for employees or contract workers involved in the construction period. Once operational, it is expected that majority of the employees will be transported in buses from the surrounding villages and from Burgersfort town where housing already exists.

1.1.1 Provide the municipality's strategy to address housing

The strategy of Fetakgomo Local Municipality is to promote the development of integrated human settlements according to a Municipal spatial hierarchy and on the basis of the Breaking New Ground principles of the National Department of Human Settlements. There is currently a cluster of rural settlements in close proximity to the Sefateng Mining Project. This cluster of settlements could provide the majority of the intended work force of the proposed project.

The Sefateng Mining Project will engage with the Fetakgomo Municipality with a view towards elevating the spatial development status of the cluster and upgrading it.

The engagement will include options for the development of accommodation in family unit configurations in rural villages, and the potential of rental accommodation in nearby towns because this is appropriate for mining employees.

3.6.2 Establish the preferred requirements for housing and living conditions of the workforce and the plan should include but is not limited to

Aspect	Preferred requirements
Promotion of home ownership;	Staff will be recruited in 2018, which means that preferences cannot be determined at this stage. Sefateng Mining Project will promote options for home ownership and for suitable rental accommodation
Converting hostels into single quarters and family units; and	Zero, since the proposed project will be a new operation

Please refer to Appendix M for further information.

3.6.3 Housing and living conditions plan over a five year period

TYPE OF ACCOMMODATION	2016	2017	2018	2019	2020
	Baseline	25%	50%	75%	100%
Home ownership	0	0	0	60	80
Family units	0	0	0	0	0
Single Quarters	0	0	0	0	0
Other Rental Units (Single and Family)	0	0	0	15	20

3.7 The Procurement Progression Plan (Regulation 46 (C) (VI))

The Company recognises the need to redress the imbalances of the past and regards Black Economic Empowerment (BEE) to be one of the supporting pillars of the Transformation Process in South Africa and recognises that BEE is vital towards meeting the expectations of the South African Mining Charter.

The policy will make provision for the following methodology:

- New suppliers will be required to disclose information regarding their ownership/control and internal BEE programmes;
- The Company will put measures into place to monitor and verify the status quo of various suppliers and to ensure that such information is reliable;
- Preference will be given to products supplied and services rendered by HDSA suppliers;
- The Company will encourage suppliers to form partnerships or joint ventures with HDSA supplier companies where there is no HDSA company tendering to supply the required goods or services;
- Tender requirements will be comprehensively communicated to HDSA companies;
- Aspiring HDSA vendors will be assisted and mentored in the formulation of appropriate business plans;

The overall objective here is to promote and enhance the constructive participation of HDSA vendors in the mine’s upstream value chain, and to ensure that HDSA suppliers have access to the Sefateng Chrome Mine supply chain. This is expected to catalyse an increase in the levels of benefits to HDSAs from the secondary and tertiary aspects of the mine’s value chain. Specific objectives for the Sefateng Chrome Mine are to:

- Develop an HDSA database that is auditable and accurate;
- Ensure continuous maintenance of this database;
- Draft specific HDSA plans and opportunities;
- Undertake a communication strategy to involve HDSA companies;
- Secure awareness of and buy-in to the set targets and strategies by all CoAL divisions;
- Establish long-term, mutually beneficial relationships with HDSA vendors;
- Ensure that the e-procurement systems used by the mine provide easy access to tenders and do not inadvertently discriminate against the HDSA or SMME vendors; and
- Enhance tender capabilities.

SMME Development will form part of the Procurement Progression Plan and will include the facilitation and establishment of the following SMME’s:

- **Transport Company**
- **Security Company**
- **On site Shop / Canteen**

The Procurement Progression Targets are indicated below:

Table 2: Total HDSA Procurement

Total	Y1	Y2	Y3	Y4	Y5
Capital Goods	5%	10%	15%	20%	25%
Services	10%	15%	20%	25%	30%
Consumables	5%	10%	15%	20%	25%
Local	5%	8%	12%	16%	20%

4 SECTION 4: PROCESSES PERTAINING TO MANAGEMENT OF DOWNSCALING AND RETRENCHMENT

4.1 Establishment of future forum

Date of Establishment	12 months post mining right
No. of planned meetings per annum	1 - 2 meetings

Please refer to Appendix N for further information.

4.2 Mechanisms to save jobs, provide alternative solutions and procedures for creating job security where job losses cannot be avoided

The Company will develop strategies to introduce measures that could prevent job loss in the event of circumstances threatening guaranteed employment. Certain processes will be followed when prevailing economic conditions cause the profit-to-revenue ratio of the company to drop below 6% on average for a continuous period of 12 months. These processes will include:

PHASE	PURPOSE
Consultations	The consultation process in terms of Section 52 (1) of the Act
Implementing Section 189 of the Labour Relations Act, 1995	The process to implement Section 189 of the Labour Relations Act, 1995
Notification to the Minerals and Mining Development Board	The notification process to the Board in terms of Section 52 (1) (a) of the Act
Complying with ministerial directive	Compliance with the Minister’s directive and confirming how corrective measures will be taken

Please refer to Appendix N for further information.

4.3 Management of retrenchments (Attach a copy in line with the terms of Section 52(i) of the MPRDA and Section 189 Of the LRA.)

When the mine is to be scaled down (with the possible effect of job losses) or when mining is to cease, the following processes will be followed:

PHASE	PURPOSE
Consultations	The consultation process in terms of Section 52 (1) of the Act
Implementing Section 189 of the Labour Relations Act, 1995	The process to implement Section 189 of the Labour Relations Act, 1995 which will deal with possible retrenchment details

PHASE	PURPOSE
Notification to the Minerals and Mining Development Board	The notification process to the Board in terms of Section 52 (1) (b) of the Act
Communicating possible retrenchments	<p>an effective communication strategy will be followed by informing:</p> <ul style="list-style-type: none"> Employees of possible retrenchments; Other affected parties (sending areas, municipalities, etc.) of the possible retrenchments at the operation; and Relevant outside parties of the possible retrenchments at the operation

Please refer to Appendix N for further information.

4.4 Mechanisms to ameliorate the social and economic impact on individuals, regions and economies where retrenchment or closure of the operation is certain

Please refer to Appendix N for further information.

5 SECTION 5: FINANCIAL PROVISION

ITEM	Financial provision for a 5 year period					TOTAL
	2016	2017	2018	2019	2020	
Human Resource Development	978 000	1 588 000	1 928 000	2 538 000	2 558 000	9 590 000
Local Economic Development	650 000	3 446 250	4 552 250	3 802 250	4 051 250	16 502 000
Management of Downscaling	300 000	300 000	300 000	300 000	300 000	1 500 000
TOTAL	1 928 000	5 334 250	6 780 250	6 640 250	6 909 250	27 592 000

6 SECTION 6: UNDERTAKING

Herewith I, the person whose name and Identity Number is stated below, confirm that I am the Applicant or the person authorised to act as representative of the Applicant in terms of the resolution submitted with the application, and undertake to implement this Social and Labour Plan and adhere to the proposals set therein.

Full Name(s) and Surname	Sizwe Mfundo Sydney Nkosi
Identity Number	750901 5320 081

APPENDIXES

APPENDIX A1: LOCALITY MAP

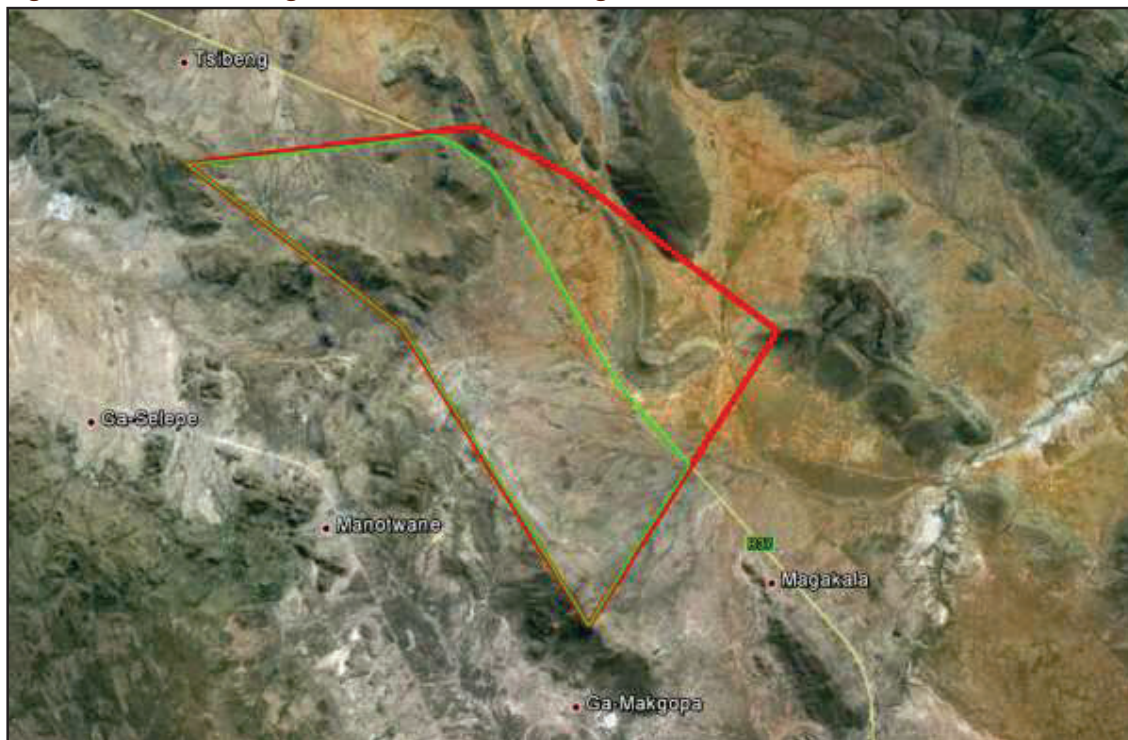
The mining right application area (3167.4574 hectares in extent) is located just off the R37 road and on the administrative boarder between Greater Tubatse and Fetakgomo Local Municipalities in the Greater Sekhukhune District Municipality. It is 85km directly south east from central Polokwane, 56km south east of Tzaneen, 42km south of Misty Crown (and Hearnertsburg), 25km east north east of Ga-Nkoana and 50 km north west of Steelpoort (and Burgersfort). The elevation for Sefateng in Limpopo is approximated between 860m and 1250m above sea level.

Table 1: Mining Right Application Properties and Surface Right Holders

Farm Name	Farm no.	RegDiv	Portions	Title deed nr	Extent (ha)	Surface owner
Waterkop	113	KT	0 (RE)	T7711/1928	2071.3085	BapedibaMamone
Waterkop	113	KT	1	T40696/2001	1050.0411	Jibeng Inv. (Pty) Ltd
Zwartkoppies	413	KS	0	T40696/2001	1436.4142	Jibeng Inv. (Pty) Ltd

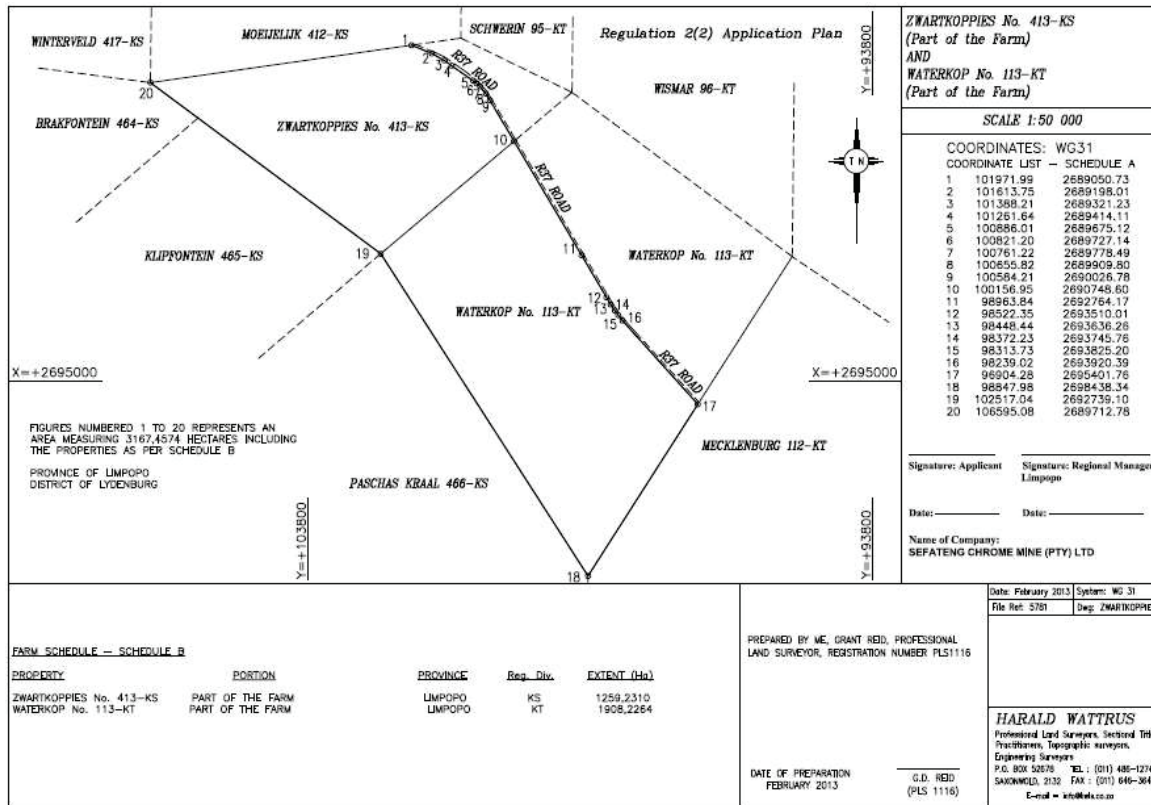
This Mining Right Applications is being submitted for that part of the above listed properties that lies south-west of the R37 tar road totalling 3167.4574 ha in extent (please refer to the Reg 2 (2) plan denoted in Figure 1.5.2). This area is denoted by the green polygon in Figure 1.5.1 below.

Figure 1: Plan indicating satellite view of Sefateng



Note: The red polygon in Figure 1 below indicates the area covered by the existing Prospecting Right for chrome ore with DMR reference number LP30/5/1/1/2/425PR.

Figure 2: Project Property Diagram

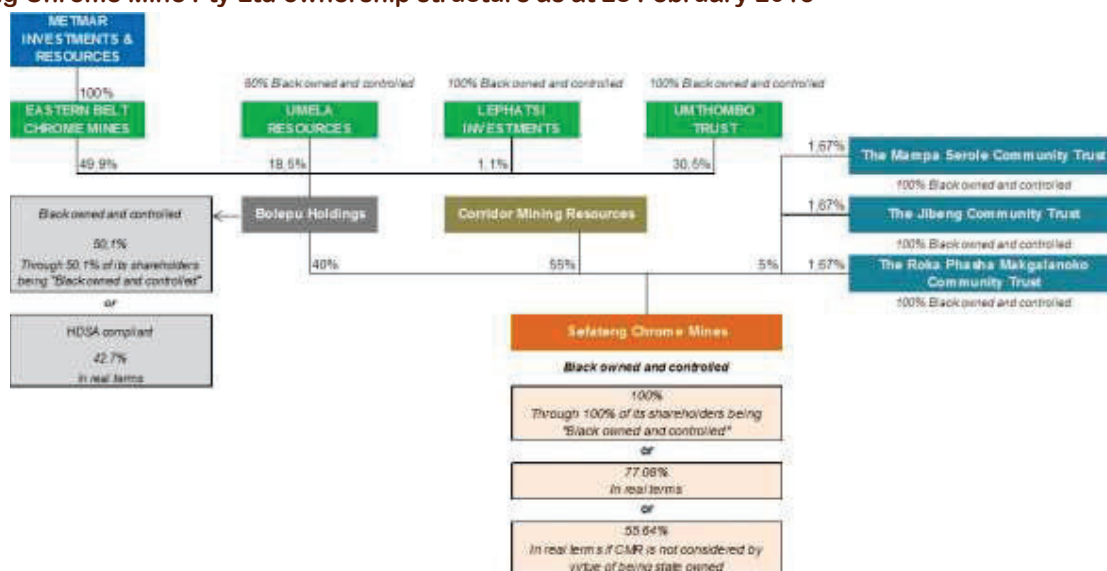


APPENDIX A2: COMPANY STRUCTURE

OWNERSHIP AND OWNERSHIP STRUCTURE

Sefateng Chrome Mine (Pty) Limited will hold the Mining Right and operate and own Sefateng. The company ownership organogram is shown in the figure below:

Sefateng Chrome Mine Pty Ltd ownership structure as at 28 February 2013



As the diagram above indicates, 45.01% of Sefateng Chrome Mine (Pty) Ltd shares are held by Black Economic Empowerment (BEE) shareholders. This shareholding is unencumbered. These groups include Umela Resources, Lephatsi Investments, Umthombo Trust, The MampaSerole Community Trust, The Jibeng Community Trust and The Roka PhashaMakgаланoko Community Trust. Each of the Community Trusts holds about 1.67% of the entire issued share capital of Sefateng Chrome Mine (Pty) Ltd. In addition, 55% of the entire issued share capital of Sefateng Chrome Mine (Pty) Ltd is owned by Corridor Mining Resources. Corridor Mining Resources is a wholly owned subsidiary of LimDev (Limpopo Economic Development Enterprise). Limdev is a parastatal of Limpopo Economic Development, Tourism and Environment (LEDET) which is a government Department of the Limpopo Province. The three Trusts' objectives and operation are discussed below.

THE COMMUNITY TRUSTS

The MampaSerole, Jibeng and Roka PhashaMakgаланoko Community Trusts were established by Sefateng Chrome Mine (Pty) Ltd in 2011 as independent legal entities with an approximate total shareholding of 5% in Sefateng Chrome Mine (Pty) Limited.

The three Trusts therefore ensure that broad-based economic empowerment takes place whereby the community are shareholders in the company and benefit from the exploring and mining of the mining right.

The communities are not required to make any financial contribution in order to be beneficiaries of the Trust.

As shareholders, the three Trusts receive approximately 5% of all dividends paid by Sefateng.

The Trusts are governed by independent Boards of Trustees comprising:

- **MampaSerole Community Trust:** Ten trustees appointed by the representatives of the MampaSerole Community in which the Company operates.
- **Jibeng Community Trust:** Nine trustees appointed by the representatives of Jibeng Community in which the Company operates.
- **Roka PhashaMakgalanoko Community Trust:** Fourteen trustees appointed by the representatives of the Roka PhashaMakgalanoko Community in which the Company operates.

In the event of a dividend being declared by Sefateng Chrome Mine (Pty) Ltd, dividends are allocated as follows:

Community Trusts

- The main objects of the Trusts are to use dividends received to undertake projects for the:
 - Social and economic empowerment of the affected, labour sending communities;
 - Empowerment of the inhabitants of the metropolitan areas surrounding Sefateng operations.
- The Trustees are not entitled to dispose of any of the shares in Sefateng Chrome Mine (Pty) Ltd held by the Trusts. It is intended that the Trusts will continue to exist and deliver benefits in perpetuity. The Trusts, under the guidance, supervision and administration of the Trustees, will support projects with a focus on:
 - Education;
 - Health and welfare;
 - Women’s groups;
 - Enterprise development; and
 - Social infrastructure.

CURRENT AND EXPECTED WORKFORCE

The mine currently has no workforce. In full production, it is envisaged that the mine will employ 540 people. Sefateng will source the majority of the workforce from the Fetakgomo Local Municipal area (specifically from Mampa, Phasha, Tsibeng and Seokodibeng villages). Once the workforce has been recruited, a detailed breakdown of the labour sending areas will be submitted to the Department of Minerals and Resources.

Some aspects of the mining operations may be contracted out. The company’s objective in terms of contractor compliance is to ensure that equal opportunities, non-discriminatory practices and a safe and healthy working environment are maintained for all employees. The mine will therefore ensure that all contractors performing core functions at the operation comply with the provisions of this Social and Labour Plan and the Mining Charter Scorecard.

Sefateng will further ensure that it does not utilise contractor companies that provide a service through labour broking.

The baseline situation of the mine currently is that it has no employees. It is envisaged that at full production the following staff complement will be achieved:

EXPECTED MINE WORKFORCE AT SEFATENG (2015 – 2019) BASED ON THE CURRENT BUSINESS PLAN (REFER TO MINE WORK PROGRAMME)

	Permit Year	FY 1	FY 2	FY 3	FY 4	FY 5	FY 6
	Current	2015	2016	2017	2018	2019	2020
							2021

Top Management (F)	0	Permitting and Licensing Phase	Construction Phase	0	0	0	0	0
Senior management (E)	0			4	5	5	6	6
Professional and Middle management (D)	0			8	9	10	11	13
Skilled Technical (C)	0			12	14	16	18	19
Semi-Skilled (B)	0			50	54	58	62	64
Unskilled (A)	0			226	278	331	383	438
Non-Permanent Employees ¹	0			0	0	0	0	0
Total:	0			300	360	420	480	540

PROPOSED SCHEDULING

Should the SLP, EMPR and mining right application be approved the anticipated key dates for implementation are expected to be as follows:

Implementation Key Dates

Item	Description	Due Date
1	Application Submitted	May 2013
2	Mining Right Accepted	September 2013
3	Mining Right Granted	December 2014
4	Obtain NEMA authorisation & Water Use License	December 2015
4	Construction	January 2016
5	Mining commences	January 2017
6	Mining Completed (estimated)	2037

¹Non-Permanent Employees reflect employee numbers of casual workers employed on an as need basis during the year. These employees will not be employed in core mining activities.

APPENDIX B: SKILLS DEVELOPMENT

The planning is for Sefateng to comply with all statutory requirements relating to the training and development of its work force with specific focus on the following requirements of the Skills Development Act and Skills Development Levies Acts within a period of five years from commencement of mining:

SKILLS DEVELOPMENT PLAN

Sefateng aims to create a learning culture for employees and their dependents, with lifelong learning as the major pillar of learning and development. It aims to support and reinforce the company's values through various skills development endeavours. Internal human resource development is the primary focus, with continuous improvement of employees' competencies and accelerated development opportunities in line with the employment equity strategies. Training will be delivered in accordance with specially designed skills programmes, in compliance with the Skills Development Act, 1998. Specific strategies will ensure that accelerated learning and development of Historically Disadvantaged South African (HDSA) is also taken care of, as advocated in the mining charter. All employees are offered opportunities to become functionally literate and numerate as required by the Mining Charter. A learner ship programme, in compliance with the standards established by the Mining Qualifications Authority (MQA), will be developed and implemented with learners employed on special contracts, in accordance with affirmative action criteria. All training and development initiatives are developed in consultation with the relevant stakeholders in a spirit of joint participation for mutual benefit (for the mine and individual's progression in the mine). Training in portable skills will ensure that employees can be employed elsewhere in case of retrenchment and that employees are also multi-skilled and can function in different departments where needed and when necessary.

The Mine will develop a preliminary strategy and a timeframe whereby it will develop artisans for the mine and for the mining industry, deliver ABET and other skills programme training to employees and community members. The training will result in offering employees opportunities in the following areas:

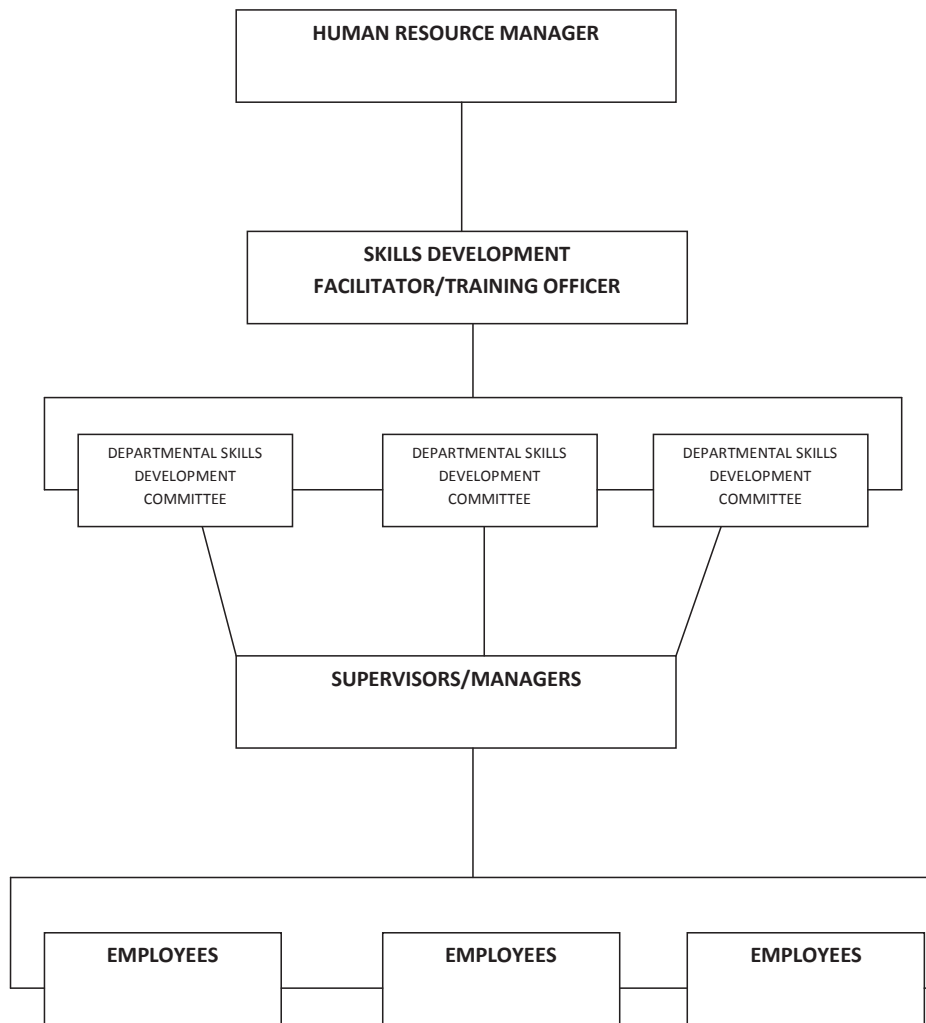
PROGRAMME	TARGET OUTPUT	OBJECTIVES
ABET	Ability to read and write at basic ABET level	Functional literacy and numeracy
LEARNERSHIP	Achieve qualifications through unit standard aligned programmes for the mining industry	Provide employees with qualifications opportunities
APPRENTICESHIP	Artisans in the engineering and mining discipline	Develop Artisans in the workforce
SKILLS PROGRAMMES	Accelerate worker progression	Bridge work specific gaps
WORK SPECIFIC TRAINING	Specific on-the-job-training	Learning through doing
INTERNSHIP	Attain workplace skills and experience	Practical for those who have completed tertiary education
BURSARY	Qualified in scarce skills	Practical for those that have completed tertiary Education e.g. Human resource and Finance

SKILLS DEVELOPMENT STRUCTURE

Sefateng will appoint a Skills Development Facilitator within three months of the commencement of mining who will administer the development and submission of the Work Place Skills Plans and Annual training report to the Mining Qualifications Authority (MQA).

Meetings will be held quarterly to discuss skills development and training needs in departments. These meetings will be critical to monitor and evaluate skills development progress and achievements, and to also address challenges.

The following organisational structure will apply:



REGULATION 46(B) (I) (AA): NUMBER AND EDUCATIONAL LEVEL OF EMPLOYEES

The DMR Form Q will be submitted together with the first annual report. As employees are recruited evidence of their highest formal qualification will be collected and kept on file for this purpose.

In interpreting the information in the table, the following must be taken into account:

- Although Sefateng will follow a recruitment strategy of employing employees from the communities in which it operates with an education level above ABET level 4 it can be assumed that due to skills shortages a number of employees may be illiterate and therefore require ABET training.
- Sefateng will use a standard assessment tool and Recognition of Prior Learning (RPL) to identify functionally illiterate and innumerate employees. These assessment tools will assess the current level of literacy and numeracy at the mine more accurately and also monitor and track the levels of literacy and numeracy.
- Sefateng will offer all functionally illiterate employees the opportunity to attend ABET classes and achieve sufficient levels of functional literacy and numeracy.

ABET ACTION PLAN

Action Steps	Target Date
Develop and align skills and competency requirements for proposed operation with SefatengStandards	2016
Assess current literacy levels of engaged employees	2017
Set training targets and budgets and identify/source facilities and facilitators	2017

Given that there are no employees currently, ABET will be determined by the education levels of recruited employees.

APPENDIX C: CORE BUSINESS TRAINING

The purpose of Core Business Skills Programmes is to equip employees with the required skills and competencies to successfully implement their employment responsibilities. These programmes are also designed to equip employees with the required capacity and skills to progress to higher levels of employment within the Mine, in line with mentorship programmes and HDSA participation.

Skills training, in mining and other technical skills, that allows employees to upgrade their qualifications, will be offered to employees, based on the needs identified through regular skills auditing. This will be achieved through performance evaluations and work area needs, and recognition of prior learning (RPL). The skills needed are tabulated below:

Core Business Area	Skills
Technical Skills Training	Drivers
	Drill Rig Operator
	Rock Drill Operator
	LHD Operator
	Screen Operator
	FEL Operator
	Mining
Soft Skills Training	Finance
	Administration
	Procurement
	Safety and Security
	Training
Managerial Skills Training	Financial Management
	Security
	Human Resource
	Miner

Sefateng will be enrolling its workforce in training programs such as skills programs and learnerships.

Particular emphasis will be placed on that section of the workforce that did not have exposure to formal training or education after Grade 12.

Use will only be made of accredited training providers. As such all training providers must:

- Register learners with the MQA.
- Support and mentor learners with learning difficulties.
- Implement intervention methods if need be.
- Keep a database of learner progress.

The training provider will be required to submit an Annual Training Report (ATR) through which learners' progress will be monitored. The ATR will form the basis of the career progression path.

APPENDIX D: LEARNERSHIPS

Learnerships are defined as structured, practical and on-the-job training programs that lead to a formal qualification on the NQF.

The specific learnership plan will be informed by the skills requirement of the Sefateng (in line with the WSP) as well as the Sector Skills Audit (the forecast of skills scarcity within the industry for the next five years) as released by MQA and employment equity and or women in mining requirements.

Sefateng will offer Learnerships to local matriculants who performed well in Mathematics and Science subjects and makes provision for the following learnerships for employed and unemployed learners in the first five (5) years.

APPENDIX E: ARTISAN TRAINING

APPENDIX F: CAREER PROGRESSION AND PLANNING

Mining Charter Objective: The objective of the Mining Charter is to implement career paths to provide opportunities for HDSA employees to progress in their chosen careers. This objective will be achieved through career progression plan.

A Career Progression Plan indicates hierarchical steps on how individuals will go up the professional ladder within the organization. Individual career progression plan will be developed for the career path within sections in the mine. Individual performance management will be conducted annually and in consultation with the employee, so that they are aware of the progression plan. Talented and hardworking individuals will be encouraged to fast track the career path in the mine.

The mine will clearly define and establish career paths in the following core disciplines:

- Mining
- Survey, Geology, Geotechnical
- Engineering (Electrical and Mechanical)
- Metallurgy
- Human Resources
- Administration/Finance
- Resource Protection

The mine will implement a performance management system for the purpose of talent identification and the management of employees using the Patterson bands for promotion. Individual performances will be linked to performance of a department/section leading to total performance of the organization. Simply put, poor performance of the organization may impede an individual’s promotion. Promotion is also linked to the availability of a vacancy in a department/section.

The Paterson Grading System is a grading system that is used to attach weight to an individual’s job description in relation to others in the same field. The Patterson system is based on the level of decision making.

Performance management system will be implemented to ensure that:

- The efforts of the employee and mine are aligned
- Reward employees accordingly
- Employees receive feedback on their individual performance
- Relevant training needs are identified
- An effective training development programme is implemented
- A succession plan is developed

The career progression plan will be linked to the job grading and according to NQF Level of employees. Grading and remuneration will be done on the application of skills and not according to the potential of an employee.

The table below shows the grading of jobs according to NQF Levels:

NQF LEVEL	STANDARD	POSITION	PATTERSON GRADING
8		Top Management	E1-E3

7		Senior Managers	D3-D4
6	Degree	Professionally qualified specialists , e.g. Engineers and Superintendents	D1-D2
5	N5 - N6	Technicians and Supervisors Artisans	C4-C5
	S1 - S2		
4	N3 & N4		C3
3	N2 & N3	Semi-Skilled Laborers	C2
2	N1 & N2		C1
1	Std 7 / Gr 9	General workers	B4 -B5
	ABET Level 4		
	Std 5 / Gr 7		B2 - B3
	(8 Years)		
	ABET Level 3		A3 - B1
	Std 3 / Gr 5		A2
	(6 Years)		
	ABET Level 2		
	Std 1 / Gr 3		
	(4 Years)		
ABET Level 1			

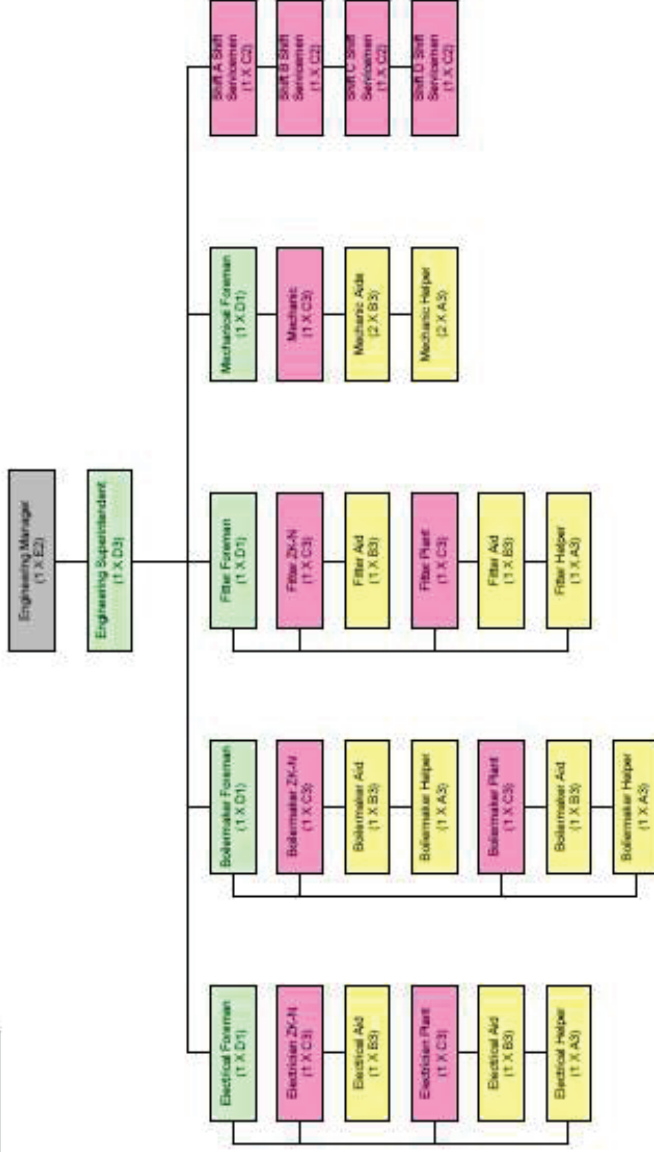
Through the Mine’s performance management system, employees with development potential will be identified and developmental plans will be developed for them.

Talented employees will be invited to attend specific development panel interviews, which will be chaired by the Human Resource Manager. Development contracts will be entered into with talented employees who are identified for external training or tertiary studies. These individual development contracts will be aligned to the workplace skills plan and progress will be reviewed on a quarterly basis.

HIGHER EDUCATION AND TRAINING QUALIFICATIONS					
NQF LEVEL	BAND	TYPES OF QUALIFICATION		LOCATION OF LEARNING FOR UNITS	
8	1. Higher Education and Training Band	Doctorates		Tertiary/Research/Professional Institutions	
7		Further Research Degrees		Tertiary/Research/Professional Institutions	
6		Higher Degrees		Tertiary/Research/Professional Institutions	
5		Professional Qualifications		Tertiary/Research/Professional Institutions	
6	1. Higher Education and Training Band	First Degrees		Universities/Technicon/Colleges/Private/Professional Institutions	
5		Higher Degrees		Universities/Technicon/Colleges/Private/Professional Institutions	
5		Diplomas		Universities/Technicon/Colleges/Private/Professional Institutions/Workplaces	
5		Occupational Certificates		Universities/Technicon/Colleges/Private/Professional Institutions/Workplaces	
FURTHER EDUCATION AND TRAINING CERTIFICATE (FETC)					
4	2. Further Education and Training Band	School/College/Trade		Formal School Private State Schools	
3		Certificates		Technical/Private Colleges	
2		Unit Standard Aligned School		Technical/Private Colleges	
2	2. Further Education and Training Band	Unit Standard Aligned		Workplace Training Formal School	
2		Unit Standard Aligned		Workplace Training Formal School	
2		Unit Standard Aligned		Workplace Training Formal School	
GENERAL EDUCATION AND TRAINING BAND					
1	3. General Education and Training Band	Grade 9 (10 Years)	ABET Level 4	Formal School	Formal Schools Occupation-Based Training Upliftment Programmes Community Programmes
		Grade 7 (8 Years)	ABET Level 3	Urban/Rural/Farm/Special	NGOs Night Schools Private Providers Workplace ABET Programmes
		Grade 5 (6 Years)	ABET Level 2	Urban/Rural/Farm/Special	NGOs Night Schools Private Providers Workplace ABET Programmes
		Grade 3 (4 Years)	ABET Level 1	Urban/Rural/Farm/Special	NGOs Night Schools Private Providers Workplace ABET Programmes
RECEPTION YEAR					
REF.	BANDS		DESCRIPTION		
1	Higher Education and Training		Full time or Part Time Scholarship through upliftment programmes		
2	Further Education and Training Certificate		Full time or Part Time Scholarship through Technical and Private College Programmes		
3	General Education and Training Certificate		These are workplace based training and/or community upliftment programmes which will take place during or after working hours.		
NB: Sefateng will be responsible for venue/location arrangements for required training programmes. Developmental contracts will be signed before an employee is engaged in any developmental programme.					

ENGINEERING

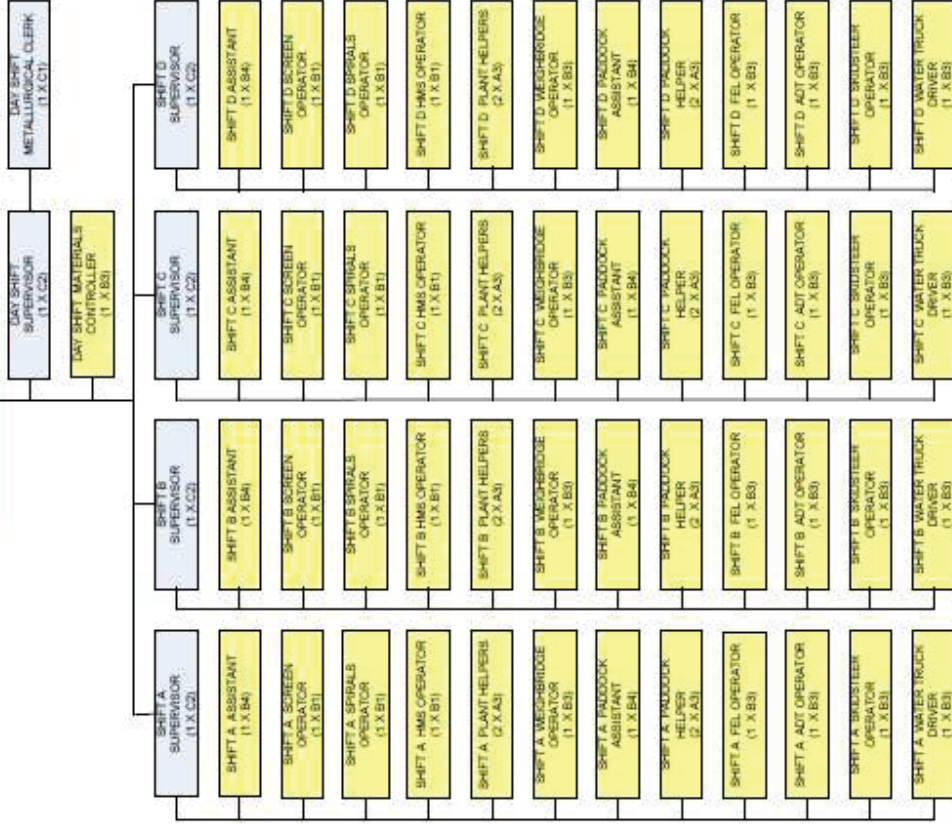
Phase 1
Year 1-5



PLANT

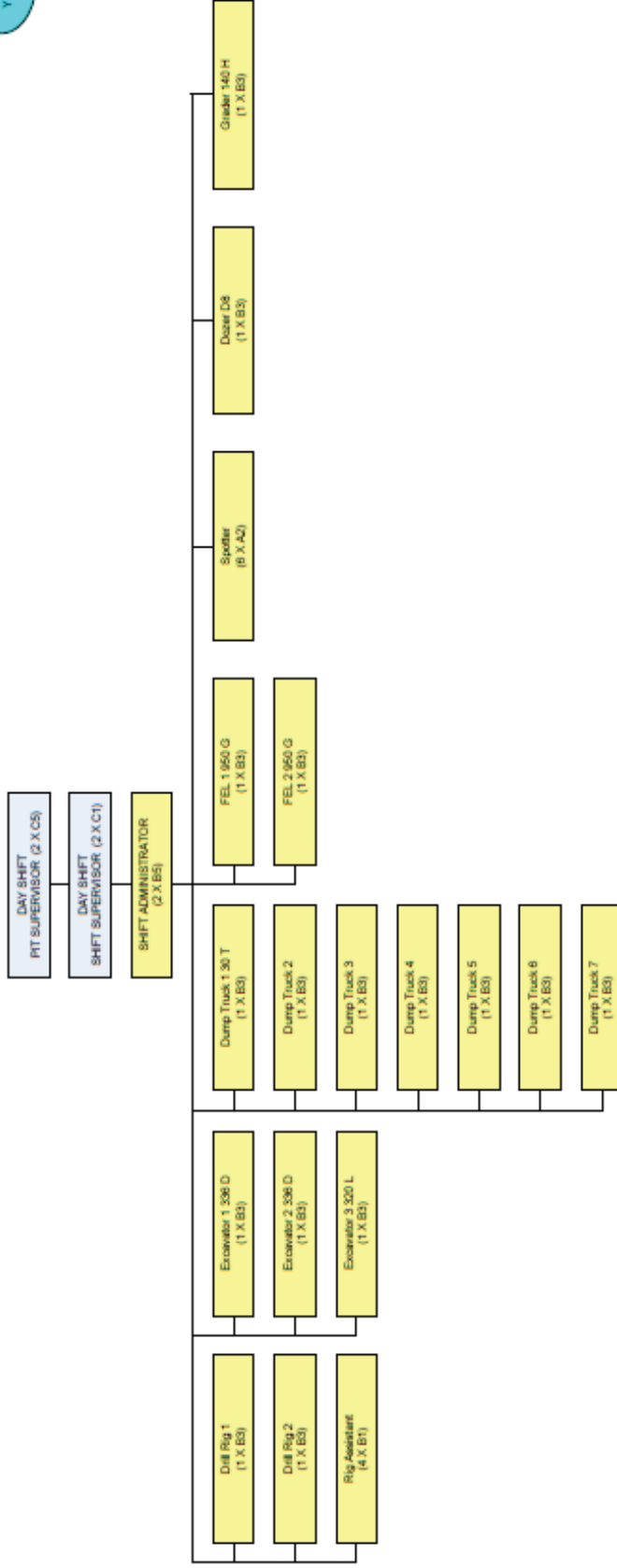
DAY SHIFT METALLURGICAL MANAGER (1 X E2)

DAY SHIFT METALLURGICAL SUPT (1 X D1)

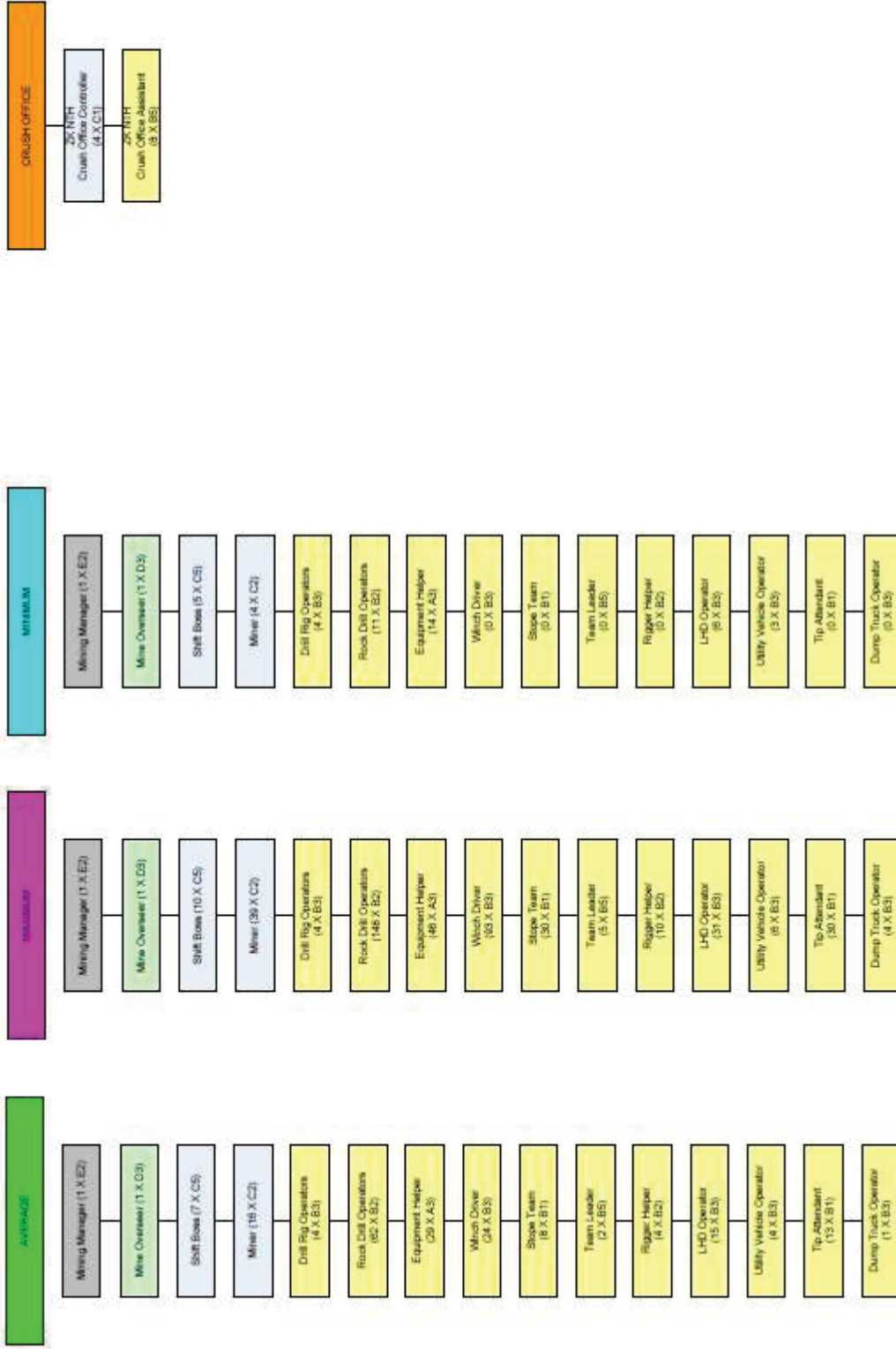


OPENCAST MINING

Phase 1
Year 1 - 5



UNDERGROUND MINING



APPENDIX G: COMPREHENSIVE PLAN

TABLE H: Comprehensive plan with timeline and targets on how the plan will be implemented

Current Position	Training Intervention	Qualification achieved	2016		2017		2018		2019		2020	
			No of identified new	cont	No of identified new	cont	No of identified new	cont	No of identified new	cont	No of identified new	cont
New employee	Drivers	Driver Certificate / License	2		4		4		5		6	
New employee	Drill	Rig Operator Certificate	1		2		2		4		4	
	Operators											
New employee	Rock	Drill Operator Certificate	1		1		2		2		3	
	Operators											
New employee	LHD Operators	Operator Certificate	1		2		4		4		5	
New employee	Screen Operators	Operator Certificate			1				1			
New employee	FEL Operators	Operator Certificate			1		1		2		2	
New employee	Safety	and Security Certificate	1				1				1	
	Security											
New employee	Mechanic	Artisan Certificate	2		2		2		2		2	
New employee	Fitter	Artisan Certificate	2		2		2		2		2	
New employee	Electrical	Artisan Certificate	2		2		2		2		2	

APPENDIX H: MENTORSHIP

Sefateng is fully committed to implement a mentoring program which will identify and train mentors in all disciplines per sections of the mine. The Human Resource Department will be the enforcers and champions of the mentorship programme in different sections of the mine.

The Mine operation will have a formal and an informal mentorship system. All employees are informally mentored by their immediate line managers. Historically Disadvantaged South African employees with potential are placed in the formal fast-tracking and mentoring programmes. Formal mentorship will be done through Learnerships and interns for them to complete their qualifications.

In essence the following will form part of the mentorship Programme, however not limited to:

- Bursaries
- Learnerships
- Employees with development contracts
- Any individual identified with potential and a career path e.g. where Recognition of Prior Learning would be needed for formalizing the qualification.

FORMAL MENTORSHIP PROGRAMMES

The mentorship programme is based on specific criteria as decided by the Management of Sefateng. These criteria include fast-tracking of high potential (especially HDSA) employees, individuals identified through the succession planning process and individuals whose performance has improved.

The mentoring and fast-tracking programme is derived from the employment equity plan and linked to skills development plan and succession planning system. This system focuses on employees with leadership potential, and prioritizes HDSA candidates.

It comprises mentoring by various line managers to protégés, with a formal contract between both parties, linked to the performance management system. Line managers will be provided with the necessary mentoring skills.

INFORMAL MENTORSHIP

Informal mentorship will be done by immediate managers and supervisors and will provide regular input as they work with employees on daily basis. A Performance Management system report will also be developed for the employee, and will provide information on the employee’s strengths and weaknesses. It will also provide recommendations for addressing weaknesses and maintenance of strengths.

MENTORSHIP

ITEMS	DESCRIPTION
Champions	The responsibility of this programme lies with the Human Resource Manager
Mentors	Mentors will share their knowledge and skills with mentees, by helping them to develop in their career and become self-sufficient professionals. Mentors will consist of: <ul style="list-style-type: none"> • Human Resource Manager • Training Officer • Managers • Supervisors
Mentees/Candidate	All employees qualify for inclusion in the mentoring programme. Mentees will be developed through training on a set of knowledge and skills, and will benefit from an intellectual and emotional relationship with their mentors.
Mentoring Plan	Mentoring Plan: A mentoring plan will be developed with activities tied to timeframes. The mentor and mentee are responsible to ensure that the plan is implemented effectively and efficiently. The plan will include, but not limited to, the following: <ul style="list-style-type: none"> • Identification of mentees

ITEMS	DESCRIPTION
	<ul style="list-style-type: none"> • Matching method • Mentoring rules • Code of conduct for mentor and mentee <p>Consultation: All relevant stakeholders (e.g. unions, supervisors, etc.) will be consulted before the mentoring plan is implemented. The goals and process will be explained to them. Feedback will also be provided on a quarterly basis to these stakeholders.</p> <p>Training: Mentors in all departments and sections will be identified and trained to ensure that they understand their roles and responsibilities.</p> <p>Process:</p> <ul style="list-style-type: none"> • Identification of mentors • Identification of mentees through mentor referral, self-referral by the mentee, and referral by an institution (e.g. college) • Mentees will be engaged in an orientation workshop to ensure that they understand their relationship with mentors; they attend workshop specific to their role in the mine; write their practical examination; they undergo and internal review; and feedback is provided through career development discussion. The mentoring process is dependent on the outcomes of the internal review and career development discussions • Mentor will undergo an orientation workshop to ensure that they understand the resources that the mine will be able to provide • Mentors will attend all seminars, workshops and programme meetings • Mentors will be involved in all related skills development trainings of their mentees • Mentors will provide progress reports <p>Mentoring Programme Assessment</p> <p><i>Quantitative Assessment will be conducted by assessing:</i></p> <ul style="list-style-type: none"> • The number of mentees who attend workshops, seminars, conferences, skills development training • Number of mentees who are willing to continue with the programme • Dropout rate <p><i>Qualitative Assessment will be conducted by assessing:</i></p> <ul style="list-style-type: none"> • Mentee satisfaction • Mentor satisfaction • The value and impact placed on workshops, seminars, conferences, skills development training by participant <p>Contract: A developmental contract will be entered into between the mentee, mentor and mine for the mentoring programme.</p>

APPENDIX I: BURSARY AND INTERNSHIP

Internship, bursaries and learnerships will be made available for employees and identified community members to advance the interest of the mine. Employees' internship and bursaries will be based on the performance management system, talent identification and individual career development plans. The company intends to provide internship and learnership opportunities for Mining Quality Authority and other

related Sector Education and Training Authority (SETA) for students who need to complete their practical year. Students from the local sending areas will also have access to financial support for development.

Employees/individuals who wish to further their qualifications- which will benefit the mine- at a Tertiary Institution can apply for financial assistance by completing the Training and Development Application Form and other relevant documents. The mine can also identify employees for further training and development. In either case, the mine will have a contract with the employee detailing the terms and conditions of the contract.

Consideration of financial assistance by the mine will depend on:

- The service of the employee to the mine should be at least two years
- The intended qualification and/or programme should be in line with the mine's needs and operational plan
- The current qualification and work history of the employee
- The entry level criteria of the intended institution
- Employees disciplinary code and general conduct

Upon graduation, professional candidate are taken through a structured development programme, which operates as an internship, for at least 24 months (depending on the discipline), to ensure proper training and development in the respective fields of study. During this period, the professional candidate will undergo a mentoring and coaching programme.

The number of students taken into bursary and professionals in training scheme is dependent on the skills needed in a specific area and on the skills development plans for the mine. The mine intends to offer at most 10 bursaries and interns per annum but reserves the right to offer these at its own discretion.

THE MINE'S OBLIGATIONS

PART TIME LEARNERS	FULL TIME LEARNERS
Registration cost	Allowance for study leave
Course materials	Costs for registration
Technical supporting materials	Examination fees
Tools needed	The employee receives a bursary for full time unpaid enrolment at a tertiary institution
Examination fees	
Prescribed books	

EMPLOYEE SERVICE OBLIGATION

The cost incurred will determine the work back period.

Full Time Study: The work back period will be equivalent to double the time allowed for study leave. One year study leave (period) will require a two year work back period. The employer will pay for the tuition fees and accommodation for the learner.

Part Time: The cost incurred will be calculated as months in terms of the employees' monthly salary and will then be calculated as per Full Time. If an employee earns R5000.00 per month and the cost incurred for his studies is R30 000.00, his/her study time is determined as 6 months and would then require a 12 month work back period.

Reports: The employee must submit all tests and examinations results within five working days of receiving such results to the mine. The results will be evaluated to determine progress and continuation in learning and financial support. If the employee fails to submit results within stipulated period, the mine will assume that the employee has failed and the process of necessary deduction of fees will commence.

FAILURE AND RESIGNATIONS

In case the employee fails and/or the studies are cancelled the deduction rule will be applied.

In case the employee terminates his/her contract of employment with the mine before completion of his/her payback period, a financial payback calculated at the employees monthly salary at the time of notice, times the months outstanding of the work back period will be required from the employee or the organization he/she intends to join. For example, if an employee tenders his/her resignation with the work back period still not completed, he/she will need to refund the cost and investment incurred.

APPENDIX J: EMPLOYMENT EQUITY

Sefateng subscribes to the principles of the Mining Charter, and strives to achieve the required targets. The mine believes that EE is an integral part of building an effective and representative workforce and to ensuring equality for all employees. The Mine will therefore develop an EE Policy to ensure that HDSA employees, especially women, are developed and targets are met. Particular effort will be directed at identifying HDSAs with talent, and providing accelerated training and development initiatives to assist their progression, in order to comply with the provisions of the EE Act (Act No. 55 of 1998). The mine undertakes to put in place an EE plan that will yield a racial and HDSA population profile that will be determined by the population profiles of the area and will comply with the requirements of the Mining Charter.

The mine will develop its policies in line with the industry’s EE guidelines found in the Mining Charter this will guide the recruitment process. Recruitment to yield a **minimum** planned forty percent (40%) representation of HDSA individuals in management will be planned from the outset of the recruitment process.

One of the objectives of the SLP is to ensure a 10% participation of women in core mining positions. In order to support this objective, Sefateng is committed to ensuring that women are trained in mining related fields both internally and by its appointed labour contractors. This would be achieved by means of the following:

- An overall 10% of mining positions will be held by women by end of 2018.
- At least 10% of all mining related training opportunities will be awarded to women.
- At least 10% of all learnership positions should be awarded to women.
- At least 10% of all internship positions should be awarded to women.

These commitments will be formalised in the EEP and on which will be reported to the DMR in the first SLP Report. Upon engagement of the employees, Sefateng will provide the required employment equity statistics, which will be completed in the format of Form S as required by the Social and Labour Plan guidelines, 6 months after the commencement of the mining operation.

The following action plan will be used to achieve the Employment Equity targets:

Responsible person: Mine Manager

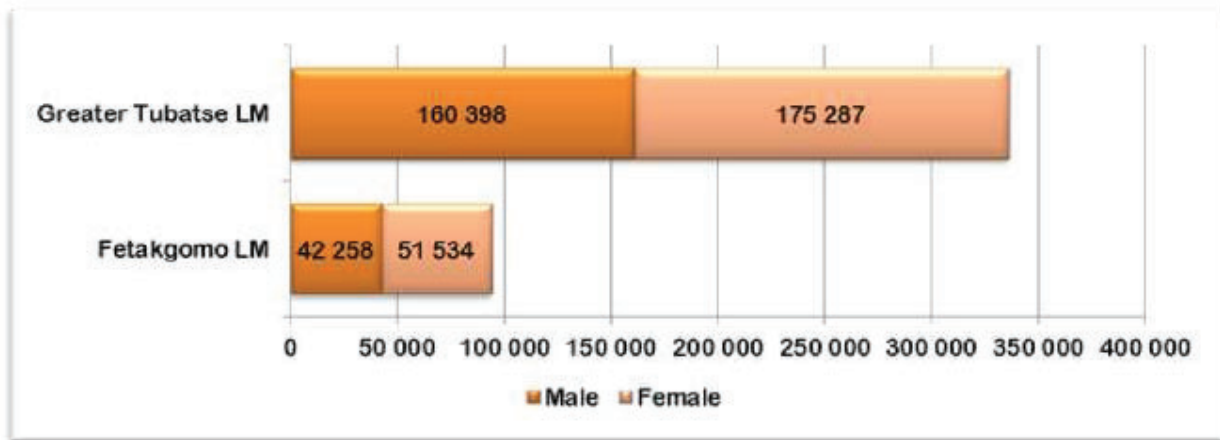
Action Plan	Timeframes
1. Establish the EE Plan on an annual basis and report on progress on meeting commitments to the Department of Mineral Resources (DMR)	2016
2. Submit a report to the Director General as required by Section 21 of the Act and publish a summary of this report in its Annual Financial Report.	2017
3. Communicate the details of the Mine’s EE Report to all Mine employees. A copy of the report will also be made available to employees for copying and consultation.	2017
4. Ensure visible support and commitment of managers to the EE process.	2017
5. Individual assessments with lower-level HDSA employees to take place to identify individuals who may be suitable for managerial positions. Place these employees on individualised accelerated development programmes and monitor progress through regular interviews.	2018
6. Develop fast-tracking procedure for HDSA’s.	2018
7. Allocate specific mentors and coaches to HDSA individuals exhibiting potential and aspiration for management positions.	2018

APPENDIX K: SOCIAL AND ECONOMIC BACKGROUND INFORMATION

REGIONAL PROFILE: GREATER TUBATSE AND FETAKGOMO LOCAL MUNICIPALITY

Population and Gender

The Fetakgomo Local Municipality population only makes up 1.7% of the total Limpopo population. It is a relative small municipal area with low population density. In the 1,104 square kilometres there are 20 people per square kilometre. The population growth is also low, with a negative growth of 1% between 1996 - 2001 and a positive growth of 0.1% between 2001 - 2011.

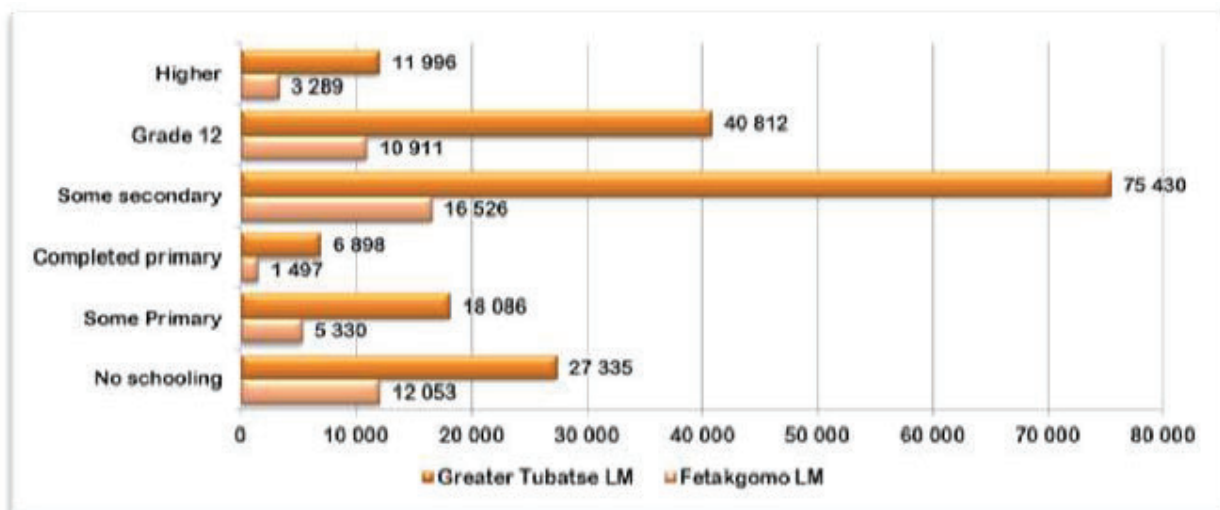


Population and Gender per Municipal area

Source: Statistics South Africa, Census 2011

Education Levels

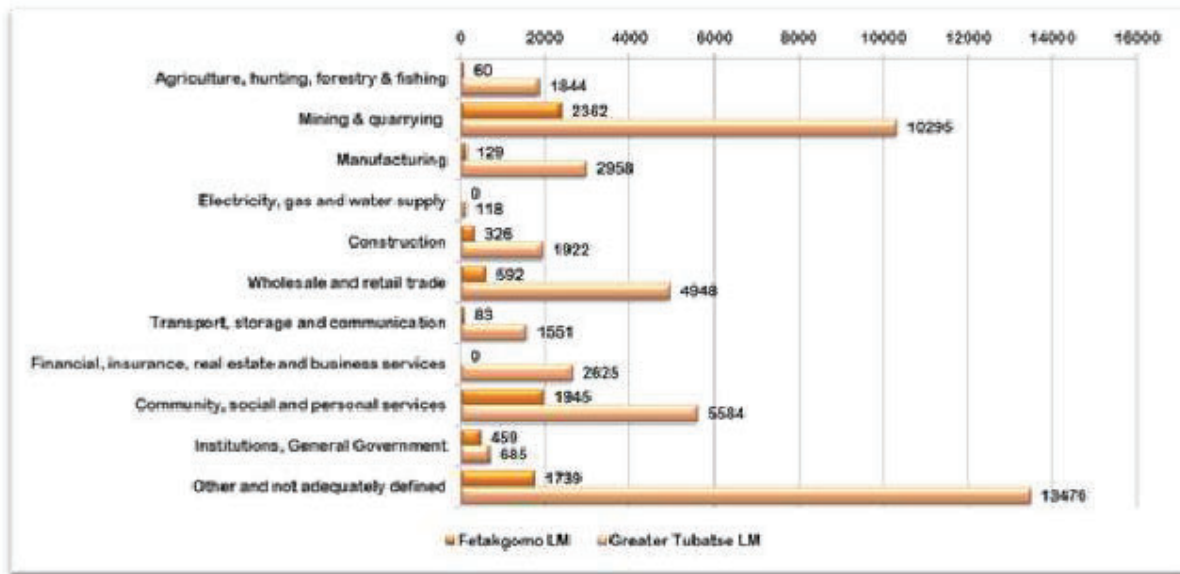
The education levels for both municipal areas are average to low, with the majority of the people having some secondary or lower (Fetakgomo LM and Greater Tubatse LM 71%). 22% and 23% have Grade 12 in Fetakgomo and Greater Tubatse respectively and only 7% Higher education.



Education levels

Source: Census 2011

Economic Profile

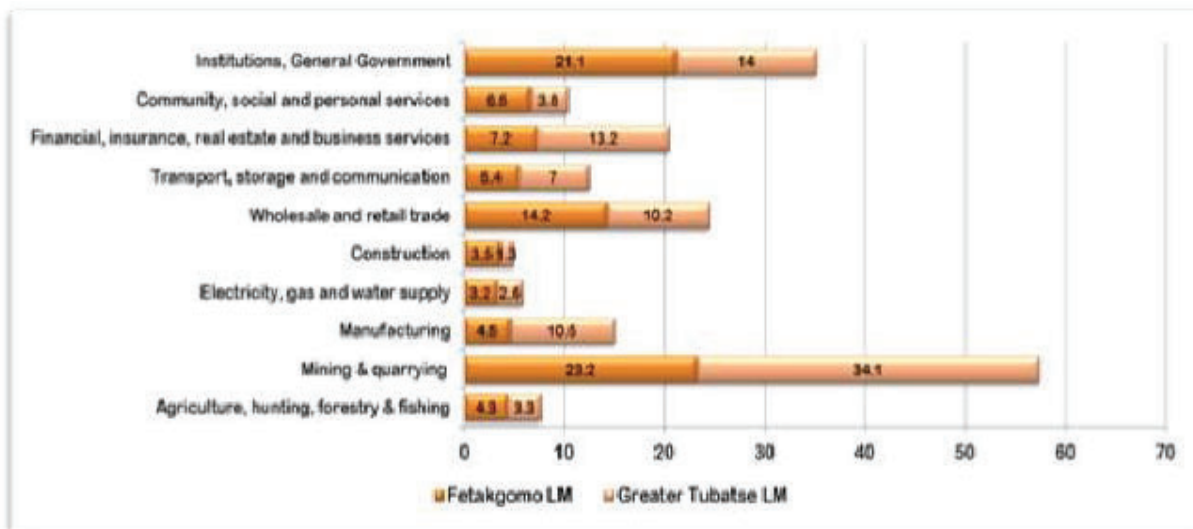


Jobs provided per Sector

Source: Census 2011

The economic sectors that provide the majority of jobs in both municipal areas are mining related industries (FLM, 31% and GTLM, 22%). The second largest sector providing job opportunities are community, social and personal services (FLM, 25% and GTLM, 12%).

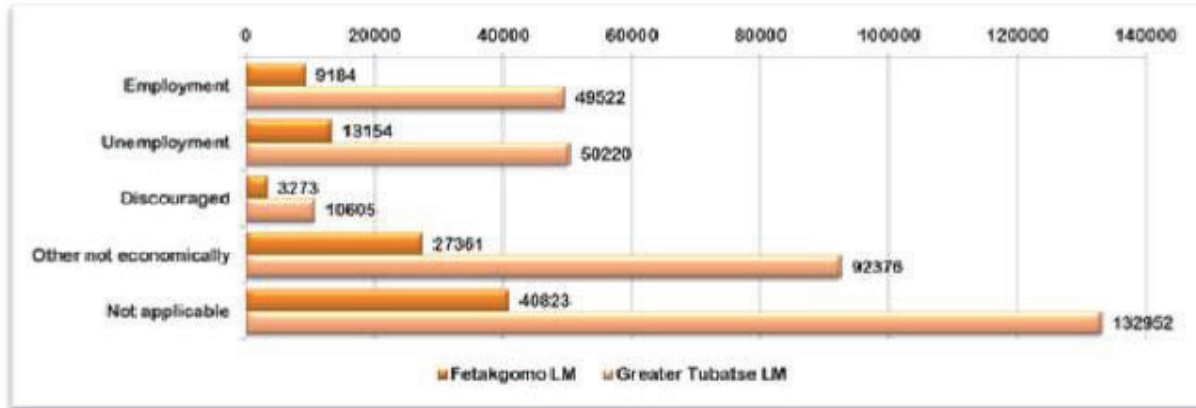
Fetakgomo has a very small local economy, with a total value of production of only R1.7 Billion in 2010. Almost 23% of this value is contributed by mining. The second biggest contributor to the local economy is government. There is limited number of trading enterprises, mostly informal, aimed at immediate consumption needs of local residents. Greater Tubatse LM have a similar profile with 34% contribution from mining.



Gross Domestic Product per sector (% contribution)

Source: Quantec, 2010

Employment Profile



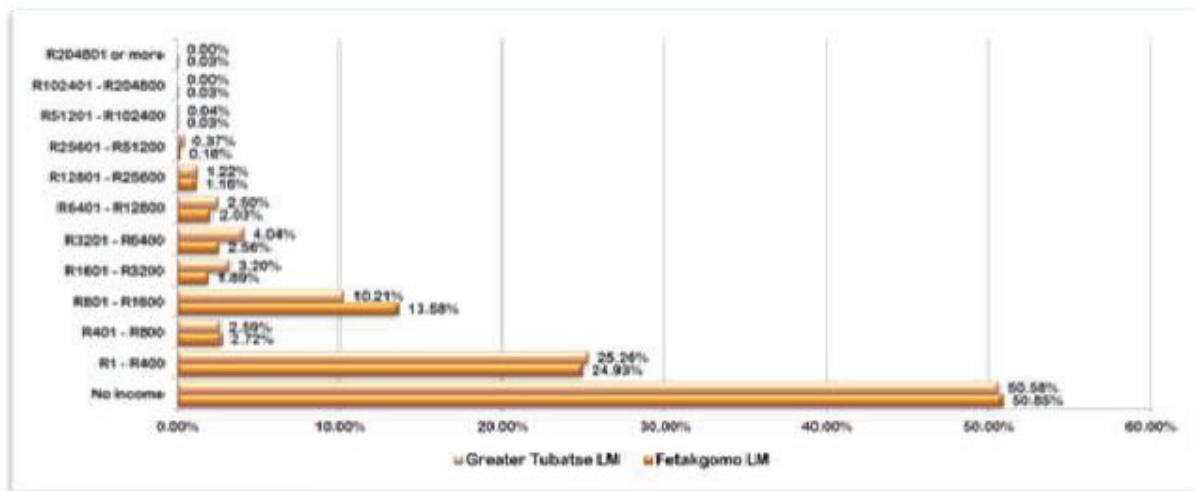
Regional Employment Profile

Source: Census 2011

The Stats SA Community Survey results (Figure 5 below) points to the fact that “not economically active” population has increased from 33 per cent to 39 per cent from 2001 to 2007 respectively. The results further paint a bleak picture in respect of a large number of unemployed people (63 374) of the total labour force (135 958) in 2007 which has increased as compared to 2001. However, a significant number of people were employed in 2007 compared to 2001. This simply implies that although the employment rate has increased between 2001 and 2007 equally the unemployment rate has increased resulting in the number of jobs lost being replaced by the newly created jobs.

Income Profile

Majority of the population in both municipal areas have very low monthly household income, on average about 50% of the households have no income, 75% have an income less than R400 per month and almost 80% of the households and income less than R800 per month.



Regional Income Profile

Source: Census 2011

Infrastructure

Housing

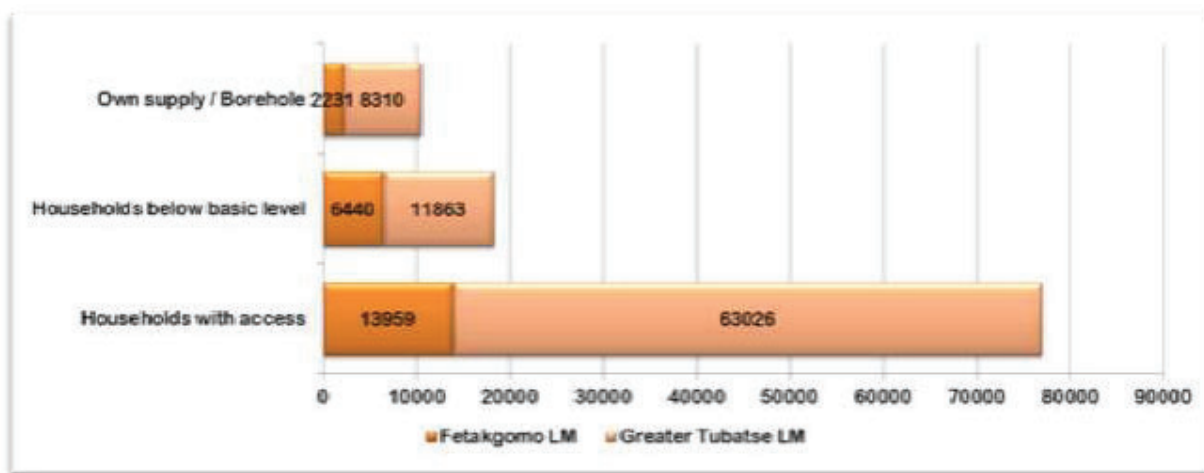
Like many rural areas in South Africa, communities in the region have traditionally provided their own shelter from the available natural material in their local areas. As a result, there has historically been no informal settlement such as those found in urban areas. However, this trend is beginning to develop in and around new mining areas.

Housing delivery is a competence of the Department of Co-operative Governance, Human Settlement and Traditional Affairs (COGHSTA).

There are about 30915 households within Fetakgomo LM. Although all wards have previously benefited from the RDP housing implementation, about 4032 persons/families are still in need of RDP houses (on the waiting list) compared to 3272 in the 2011/12, which represents a 32% increase. The national target for all citizens to have adequate housing is by 2024. As at the end of November 2012, Indigent Register showed that approximately 2 095 households were indigent within Fetakgomo. The pace at which RDP housing is moving coupled with incomplete and poorly (substandard quality) constructed RDP houses makes it difficult to confidently forecast that the housing target can be achieved in Fetakgomo by 2024.

Water and Sanitation

The main challenge is the significant water deficit (shortage) within the Municipality. This is caused and aggravated by insufficient sources of water. 41% (12 668) of the households are unable to access water within the RDP standard (200 meters from the residence).



Water Supply

Source: Census 2011

The sanitation function is within the Sekhukhune District Municipality. According to the Sekhukhune District’s Water Sector Development Plan (2004), both municipal areas have a backlog in sanitation provision. The sanitation backlog is made up of both households which do not have sanitation facilities and those with facilities below RDP standard. At 26314 (nearly 90%), sanitation backlog is very high in Fetakgomo LM and has increased by 0.4%.

Electricity

Eskom is largely responsible for the provision of electricity services in the area. The municipalities are responsible for the provision of priority lists that are drawn in consultation with communities.

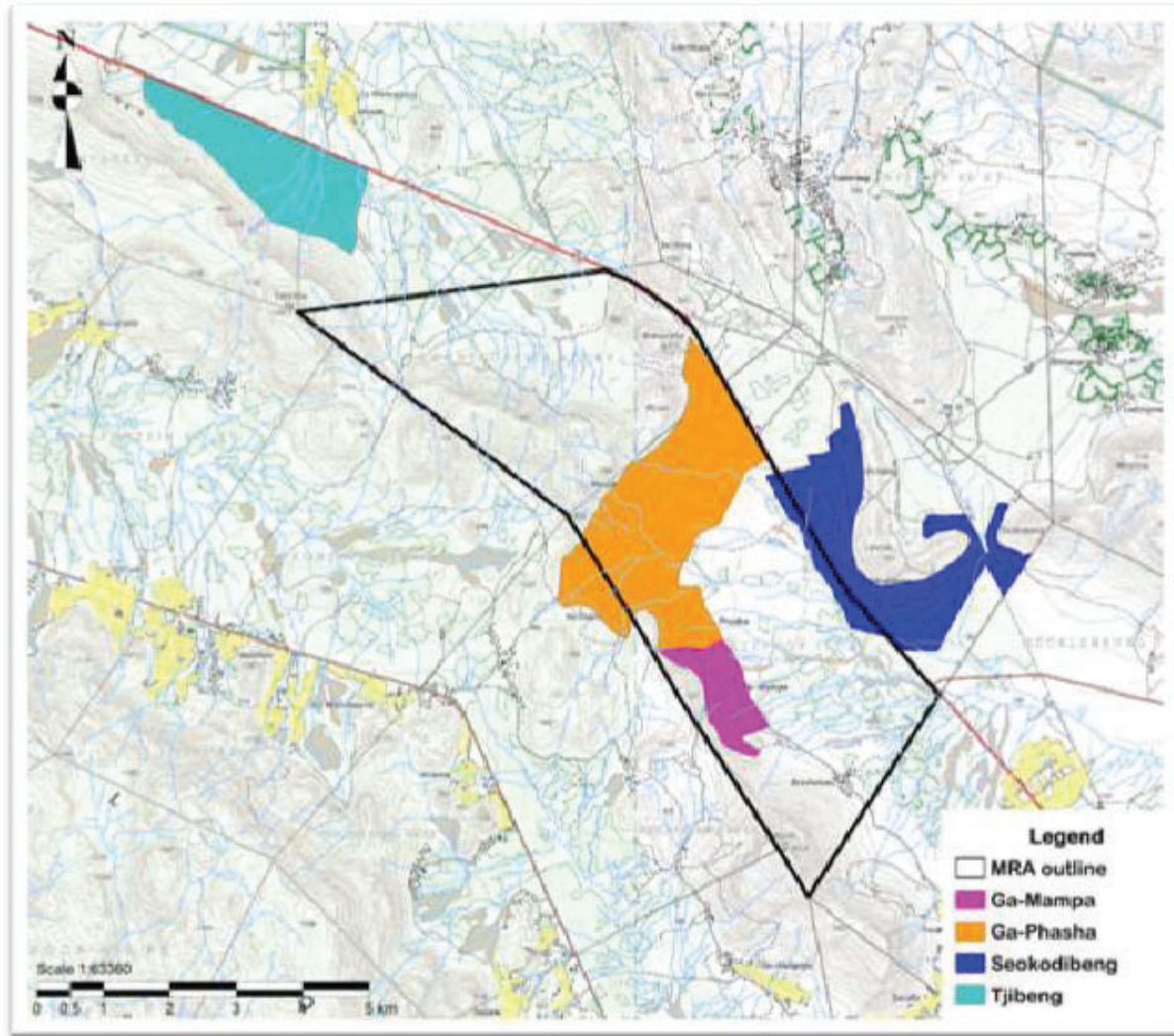
The Fetakgomo Local Municipality has achieved the MDG (Millennium Development Goal)’s target by 2012. Grid electricity backlog has been eradicated.

In the Greater Tubatse Municipality a total number of 144 villages is already electrified and 56 villages are still without electricity.

LOCAL PROFILE: HOST AND NEIGHBOURING COMMUNITIES

Overview of the Local area

The project area is located amongst 4 communities, i.e Ga-Phasha and Ga-Mampa on the mining right area and Seokodibeng and Tjibeng adjacent to the area.



Local Context

Population, Gender and Age Profile

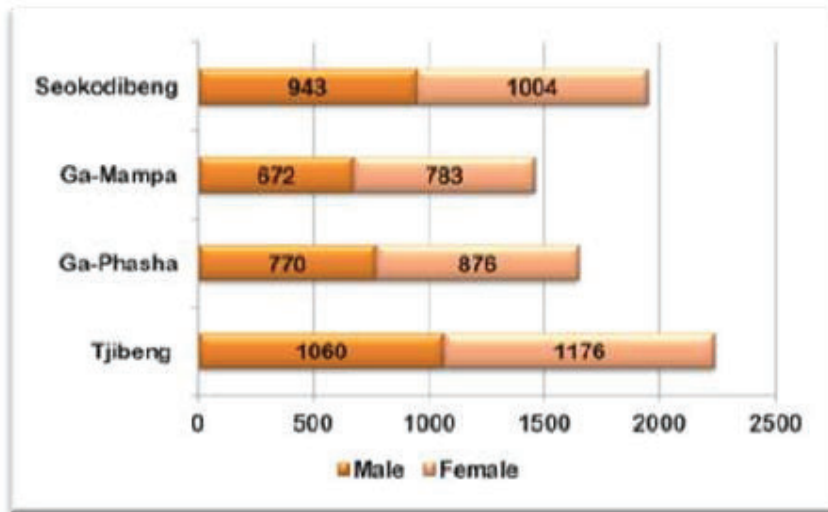
The population within the four (4) villages included in the study area are as follows:

Population and Households

Village	Population	Households
Tjibeng	2236	438
Ga-Phasha	1646	296
Ga-Mampa	1455	218
Seokodibeng	1947	304
Total	7284	1256

Source: Community Survey, 2010

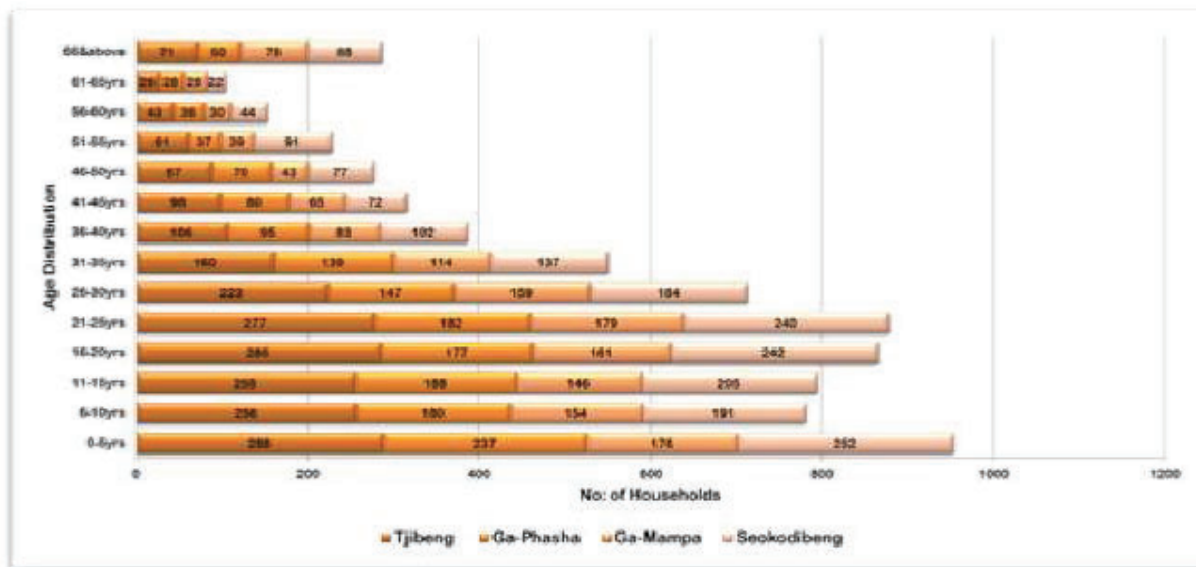
The female component of the villages is the largest at 53%.



Community Gender Profile

Source: Community Survey, 2010

The youth component of the population in the study area (younger than 25 years) is the largest component.

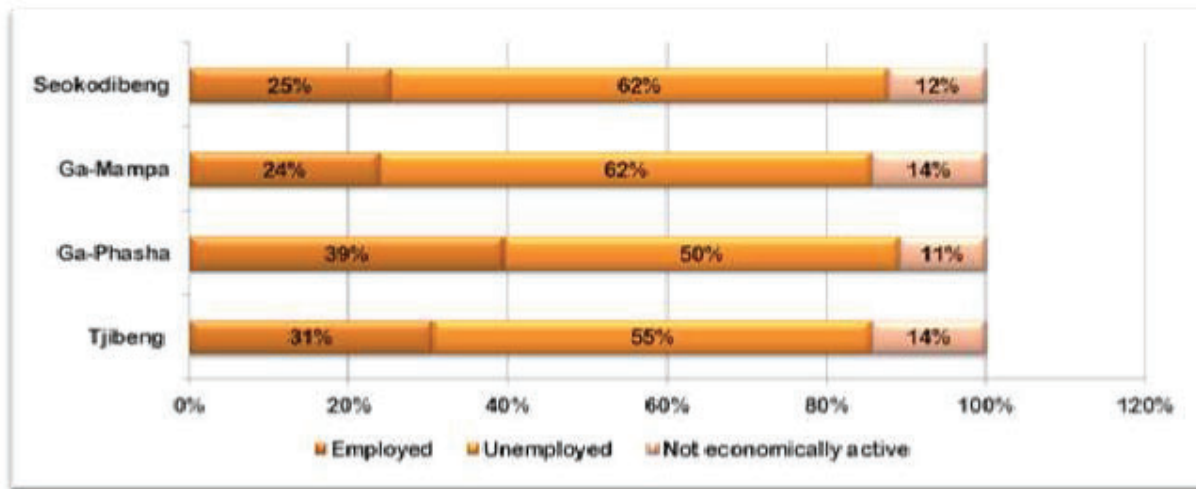


Community Age Profile

Source: Community Survey, 2010

Employment Profile

The community have a very high unemployment percentage (average of 57%). On average only 30% of the suitable population bracket is employed.



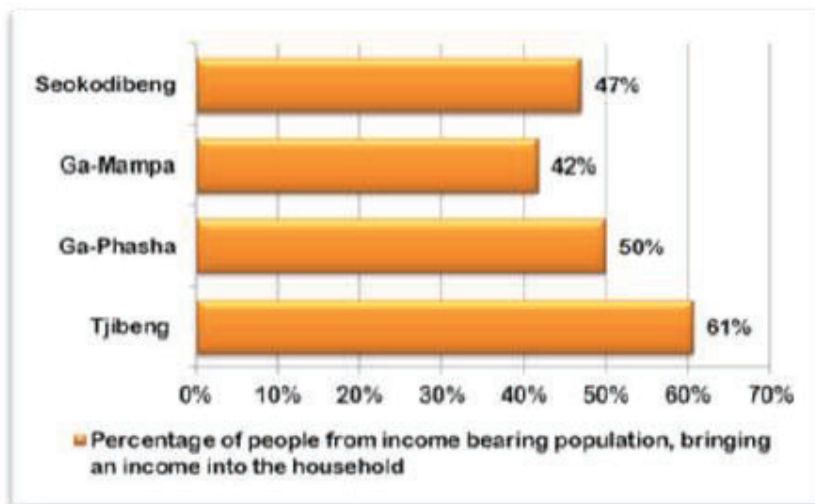
Community Employment Profile

Source: Community Survey, 2010

Income Profile

The primary source of income for all the communities are social grants, secondary to the grants is earning a salary. This indicates a high level of dependency on Government support.

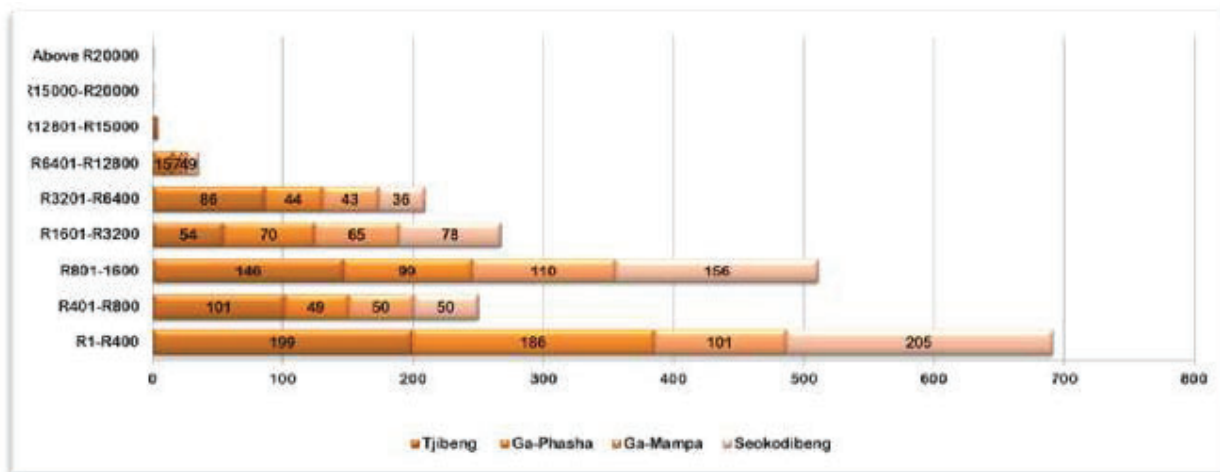
On average 50% of the income bearing population actually brings an income into the household, this includes pensions and social grants.



Number of members bringing an income into the household

Source: Community Survey, 2010

The average monthly income per household is indicated below:



Monthly household income levels

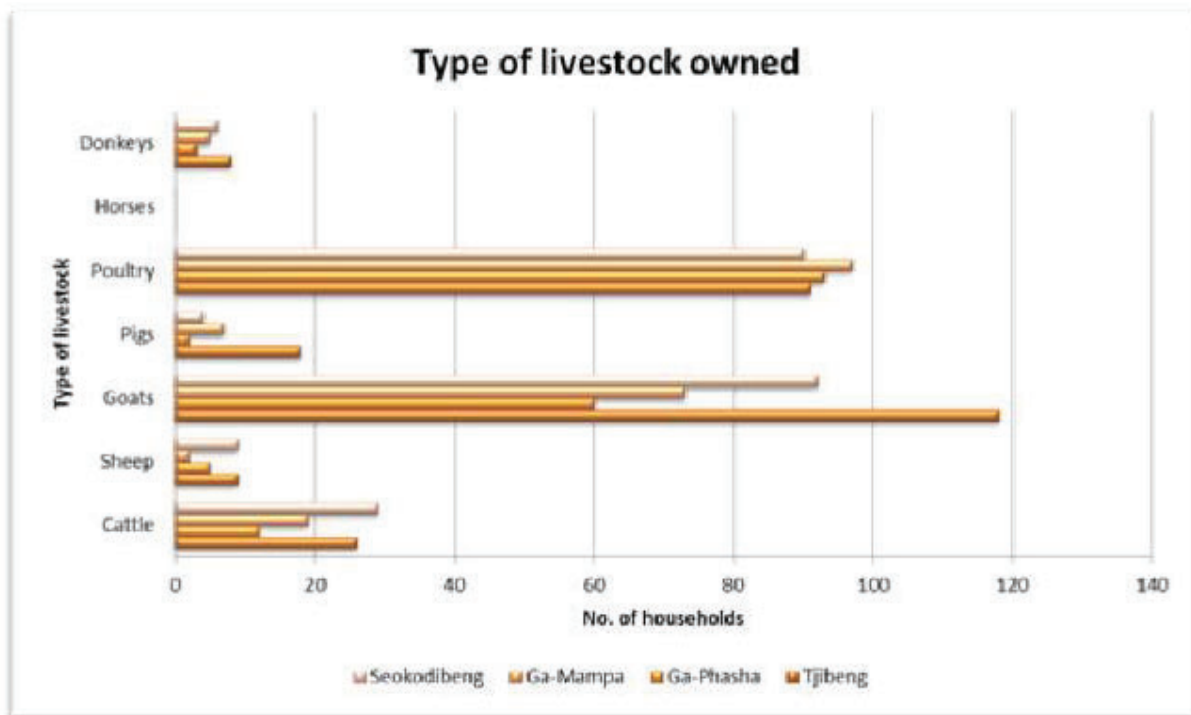
Source: Community Survey, 2010

35% of the households have a monthly income of less than R400 per month, and 48% less than R800 per month. This is very low and indicates the poverty level of these villages.

Access to land

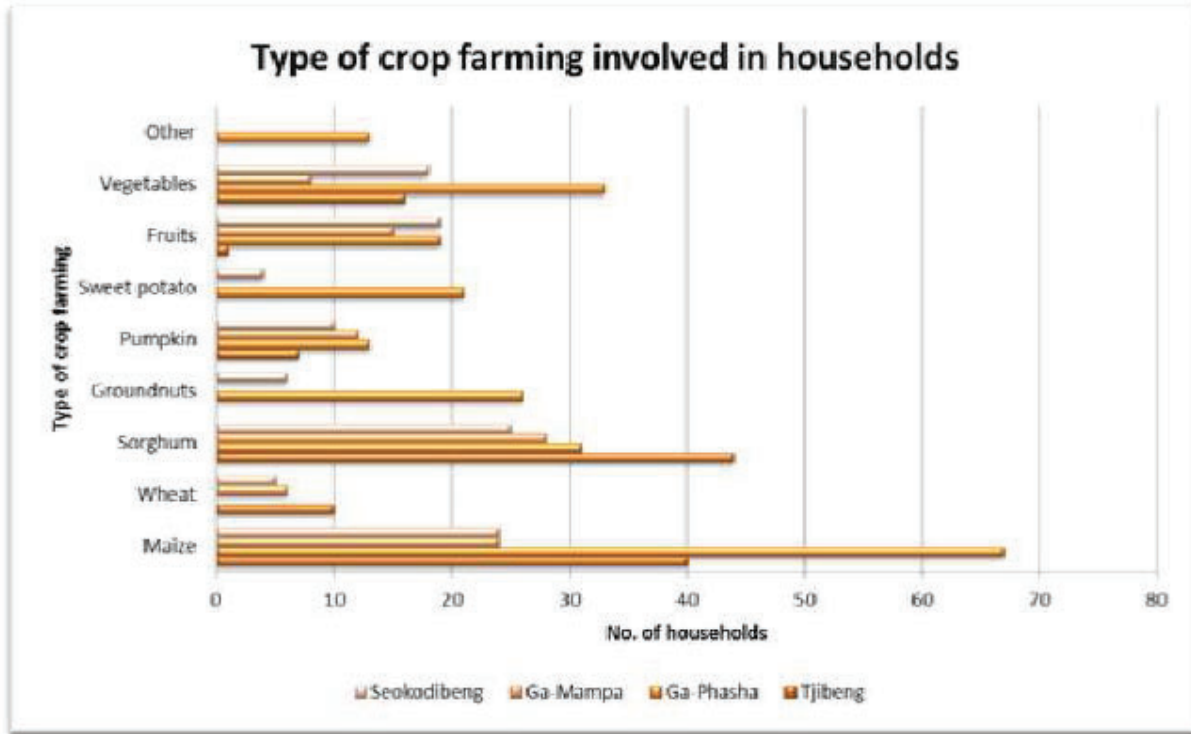
In this area the land is communally used by the communities under leadership of the Traditional Authorities. The chiefs act as the custodian of the land on behalf of the whole traditional group. The primary land use is for residential, crop farming and grazing. Households are allocated crop farming portions that are handed down within the family, if a family is not utilising the land it lays fallow but rights to the land still vests with the family under an exclusive right.

Grazing land is managed as communal rights and not allocated to specific families. Livestock mainly held by families include goats, poultry, cattle, sheep and donkeys.



Livestock

Crop farming is limited in the area due to the shortage of water, and is mainly rain-fed.

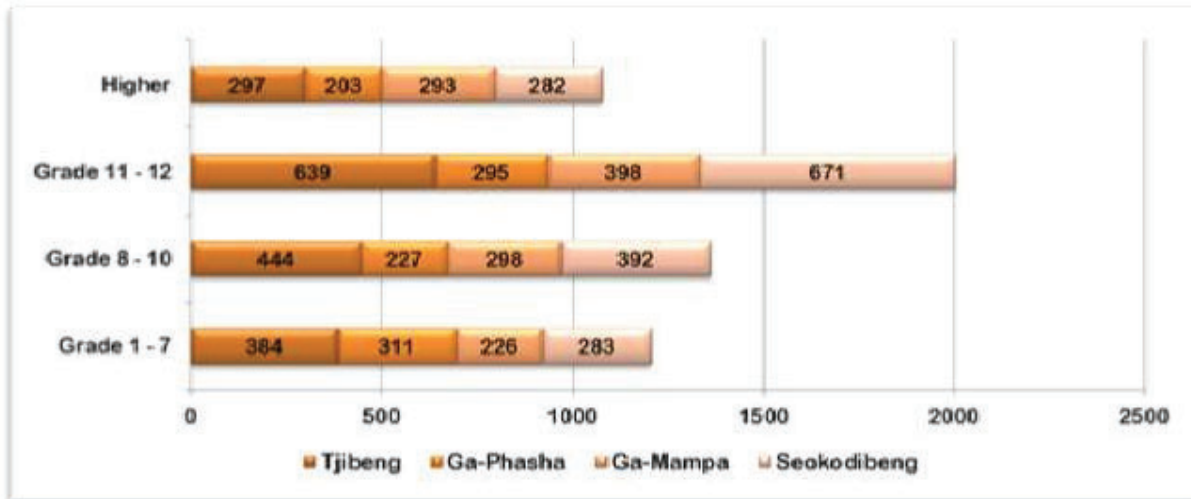


Type of crop farming

Service Delivery and Infrastructure

Education

In terms of Education levels, 30% of the population is currently at school, this correlates with the age profile above. Apart from this group currently at school, the balance of the population has the following education profile:



Community Education Profile

Source: Community Survey, 2010

About 12% of the population that have completed their education have Grade 12. 45% of the population have less than Grade 10, and only 19% have higher education. There are primary and secondary schools

available within the affected villages as indicated in the figure below:

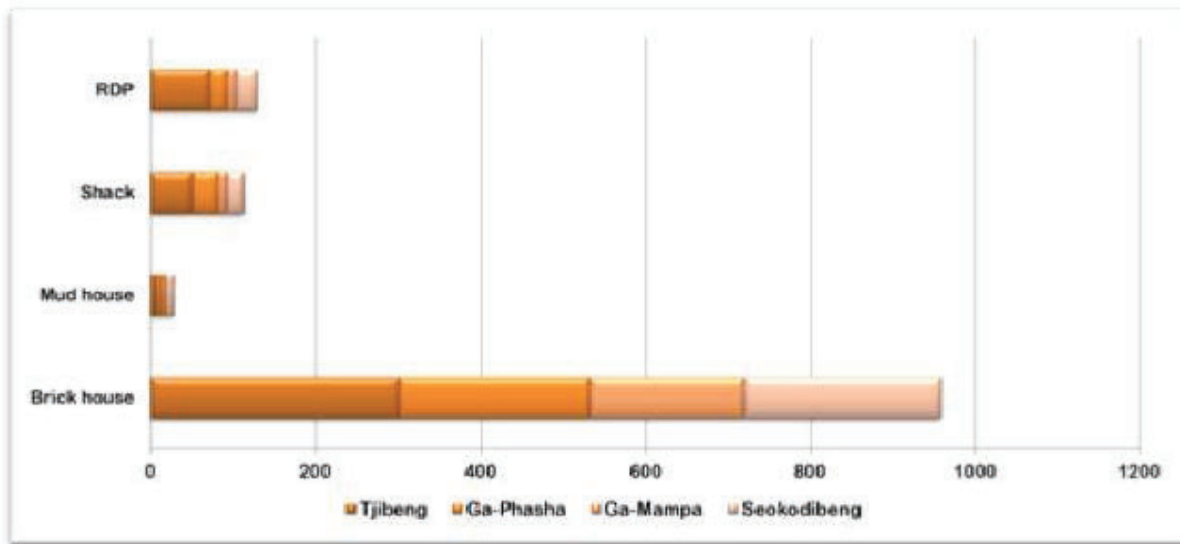


School locations

- **Tjibeng village: One Primary and one Secondary School**
 - The Matianyane Primary School has 73 Grade R learners, 522 learners and 16 educators.
 - The Morwaswi Secondary School has 366 learners and 16 educators.
- **Seokodibeng: Two Primary and one Secondary schools**
 - The Manku Primary has 32 Grade R learners, 256 learners and 6 educators
 - The Kgagudi Primary has 47 Grade R learners, 283 learners and 9 educators
 - The Poo Secondary has 908 learners and 23 educators
- **Ga-Phasha: One Primary and one Secondary School**
 - The Makgalanoto Primary has 94 Grade R learners, 612 learners and 17 educators
 - The Selatole Secondary has 423 learners and 15 educators
- **Ga-Mampa: One Primary and one Secondary School**
 - The Malegase Primary has 55 Grade R learners, 207 learners and 6 educators
 - The Seroletshidi Secondary has 119 learners and 4 educators

Housing

Majority of the households have access to adequate housing (89%) in the study area. Only 11% still live in either mud houses or shacks.

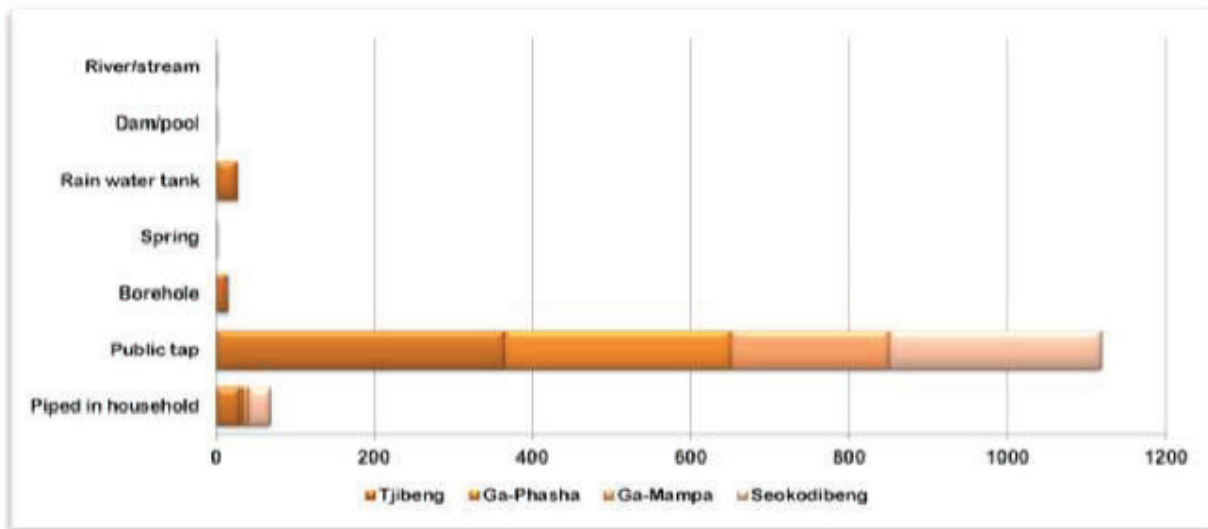


Community housing

Source: Community Survey, 2010

Water and Sanitation

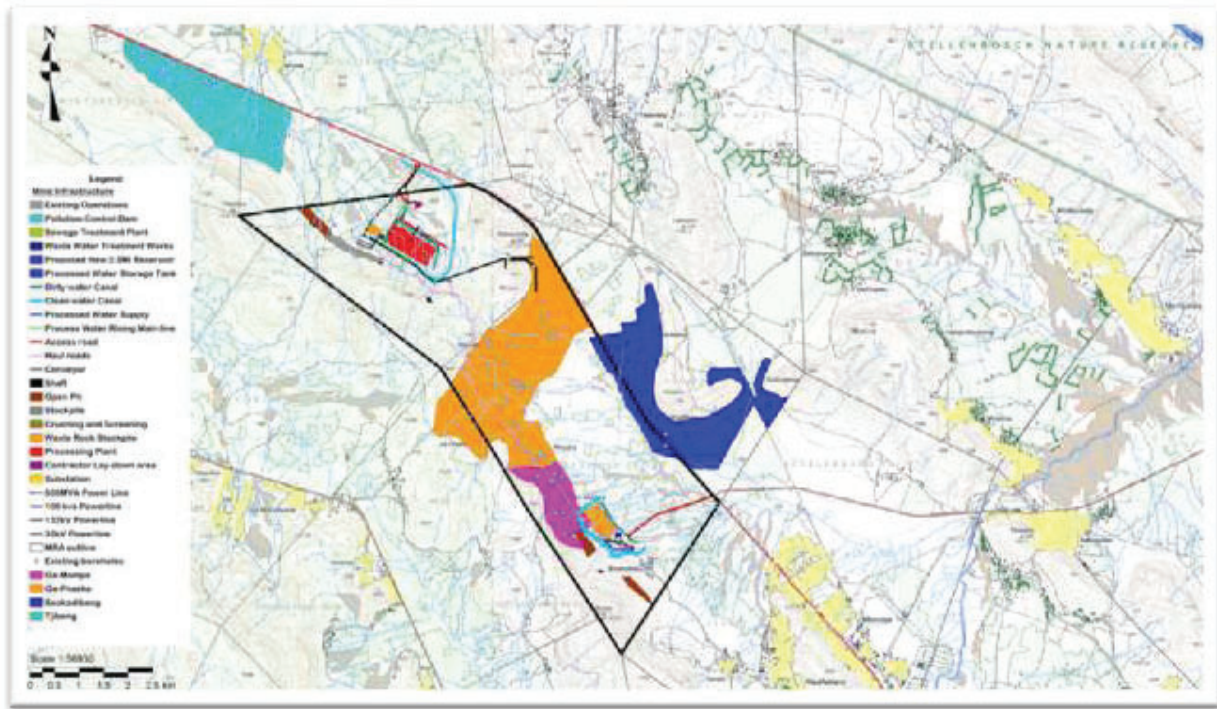
Majority of the households (97%) have access to tap water via public tap or piped into households, the balance rely on rain water tanks or private boreholes.



Community Water Supply

Source: Community Survey, 2010

A survey of all boreholes was conducted in the villages. The figure below indicates their positions.



Positions of community boreholes

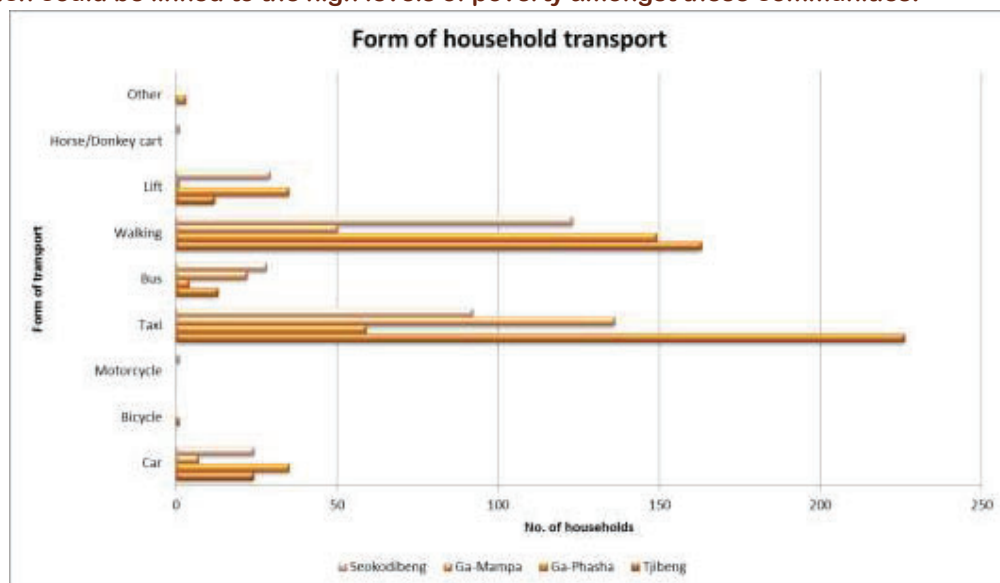
In terms of sanitation, only 24% of the community households have access to appropriate minimum sanitation standards (VIP) or better.

Electricity

Electricity sources within the communities include electricity, paraffin and wood. Majority (68%) of the population in the study area utilise electricity wood for cooking and heating. Electricity is only available in 35% of the households.

Transportation

Most households utilise Public Transport available in the area. The second most utilised mode of transport is walking, which could be linked to the high levels of poverty amongst these communities.



Households' mode of transport

APPENDIX L: PROJECT PLANS

Further details regarding the Project Plans will be provided prior to finalisation of the project and implementation.

School Support Programme

School	Village	Need	Number	Total Size	Cost per sqm	Amount
Matianyane Primary	Tjibeng	Classrooms	2	40	R 10 000	R 400 000
Morwasi Secondary	Tjibeng	Admin block	1	30	R 10 000	R 300 000
Manku Primary	Seokodibeng	Learner Desks	100		R 150	R 15 000
Manku Primary	Seokodibeng	Kitchen	1	20	R 10 000	R 200 000
Poo Secondary	Seokodibeng	Science Laboratory	1	30	R 10 000	R 300 000
Poo Secondary	Seokodibeng	Science Equipment	1		R 80 000	R 80 000
Seroletshidi Secondary	Ga-Mampa	Classrooms	3	60	R 10 000	R 600 000
Malegase Primary	Ga-Mampa	Admin block	1	30	R 10 000	R 300 000
Makgalanotho Primary	Ga-Phasha	Classrooms	2	40	R 10 000	R 400 000
Selatole Secondary	Ga-Phasha	Science Laboratory	1	30	R 10 000	R 300 000
Selatole Secondary	Ga-Phasha	Science Equipment	1		R 80 000	R 80 000
Sub-total						R 2 975 000
Design & Professional fees						R 525 000
TOTAL						R 3 500 000

Community Hall Support Project

Community Hall	Need	Detail	Number	Total Size	Cost per item	Amount
Ga-Mampa Community Hall	Paving			50	R 1 000	R 50 000
	Office Equipment	Desks	2		R 3 000	R 6 000
		Computers	2		R 15 000	R 30 000
		Printer	1		R 5 000	R 5 000
		Filing cupboards	3		R 2 000	R 6 000
		Air con unit	1		R 30 000	R 30 000
	Toilets		4	36	R 10 000	R 360 000
Sub-total						R 487 000
Phasha- Makgalanotho	Toilets		4	36	R 10 000	R 360 000
	Water Supply		1			R 200 000
	Office Equipment	Desks	1		R 15 000	R 15 000
		Computers	1		R 2 000	R 2 000
		Printer	1		R 5 000	R 5 000
		Filing cupboards	3		R 30 000	R 90 000
		Chairs	200		R 150	R 30 000
Sub-total						R 702 000
Tjibeng	Community Hall		1	50	R 10 000	R 500 000
	Toilets		4	36	R 10 000	R 360 000
Sub-total						R 860 000
Design & Professional fees						R 351 000
TOTAL						R 2 400 000

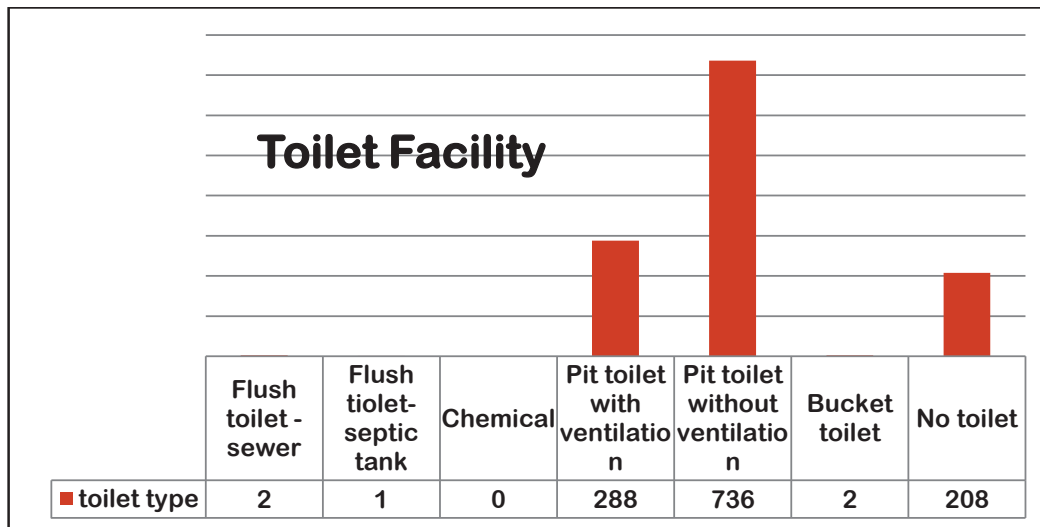
APPENDIX M: HOUSING

This regulation 46c (v) is in line in terms of section 100(1) (a) of the Mineral and Petroleum Resources Development Act, 2002, (Act 28 of 2002); and the developed Housing and Living condition standards for the minerals industry as set out in the government gazette No.445 on 29 April 2009.

The overall objective of housing and living conditions is to provide family accommodation that enables mine workers to have a suitable place of stay; unlike hostels that were used in the former era.

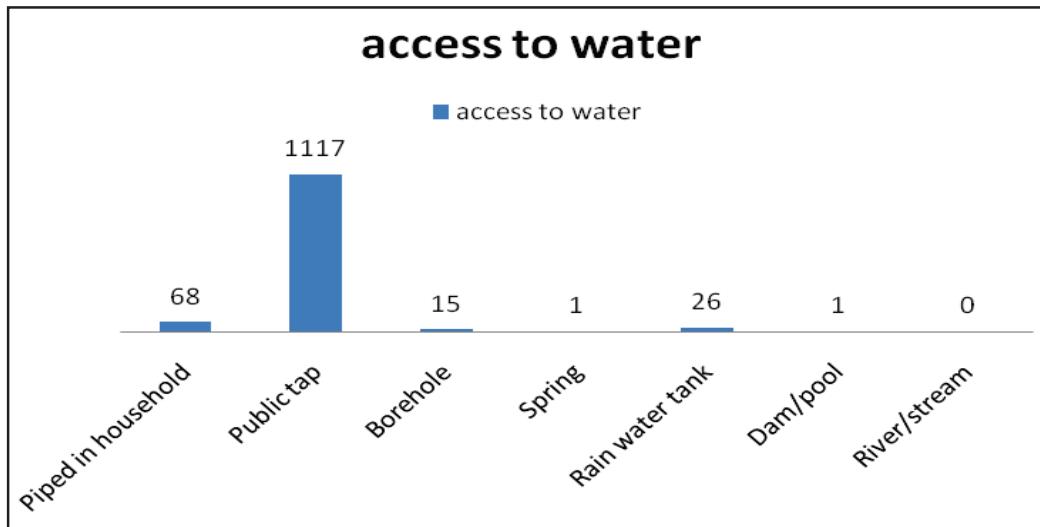
THE SETTLEMENT IN THE MINING AREA

The settlement in the area is rural and under the local headmen in the four villages. There are few houses where the prospective mine worker could rent. In the surrounding mines, mine workers rent from local villagers and the conditions thereof are inadequate i.e. not hygienic. The housing available is of a low standard and is discussed in terms of toilet facility, access to water and proposed new housing development in the following sections:



A community survey that was undertaken reveals that toilet systems are hazardous with some families with no toilet facilities.

The access to water poses challenges as only 68 of the 1234 (5%) households have proper water infrastructure. The water in the area has not been tested for drinking purpose.



The middle income group in the neighbouring mines choose to live at least about 50km away from their daily workplace. Most neighbouring mine workers live in Lebowakgomo (approximately 50 km away) and some workers even live as far as 90km single trip in the Polokwane area.

PRINCIPLES OF HOUSING AND LIVING CONDITIONS FOR MINE WORKERS

In terms of the Principles of Housing and Living Conditions for mine workers, the Mining companies in respect of a company providing accommodation must:

Ensure a decent standard of housing for mine workers:

- Current and future housing developments must be coordinated with the structure of mining towns and settlement;
- The provision of family housing should be associated with expanded community services and facilities including education, health care service and social wellbeing;
- The management of hostels must be democratised so that employees/residents participate jointly with the mine management in all areas of decision making involving the running of accommodation units;
- Employer shall establish measures for upgrading of hostels and conversion of hostels to family units;
- When establishing measures to upgrade hostels and conversion thereof into family units, the employer must consult the Mine health and Safety Council, the Department of Housing and organised labour of their plan to upgrade the hostels.

Develop social, physical and economic integrated housing development within the mining areas:

- The mining companies in consultation with other stakeholders shall assist financially and facilitate the acquisition of land within close proximity of the mine and plan their housing needs in support of compact, integrated and mixed land use environment;
- The housing development must consider and be based on the integrated development plans (IDP's) within their area of jurisdiction;
- Housing development must be done in a location conducive for the development of a residential property; d) The housing or single accommodation of mine workers shall be administered on non-racial and non-ethnic lines;
- Such development needs to address social facilities and adequate space to accommodate recreational facilities and other needs;
- The employer shall promote housing delivery for a range of income groups in such a way as to allow integrated and cross and/or state subsidy to cater for low income earners. The development will also address the need for social facilities and adequate space to accommodate recreational facilities and other needs;
- The mine will promote housing delivery for a range of income groups in such a way as to allow integrated and cross and/or state subsidy to cater for low income earners.

Be responsive to housing demand:

- The employer must make sufficient provision to respond adequately to the housing needs consistent with their growth plans;
- The employer shall offer the employees a range of tenure types which includes, for instance rental accommodation, home ownership and social housing;
- The principles of choice for employees over a wide range of flexible housing options should apply;
- Rental accommodation/allowance shall be suitable for employees opting for rental flexibility considering their occupational mobility and a need for temporary accommodation;
- Housing schemes/allowance shall be applicable to workers who have shown an interest in that tenure;
- An employee who was previously receiving a rental or living out allowance and who at some point decides to purchase a house or unit in the open market shall forfeit such allowance and apply for the housing scheme/allowance which shall not be less than what he or she was entitled to;
- Housing provided by the employer shall be redeveloped or built to have access to electricity, facilities for hot water supply and running water, basic fixtures and fittings in rental stock and access to ablution facilities.

Ensure the involvement of employees in the housing administrative systems:

- The employer shall encourage and support the employees in their effort to fulfil their own housing needs in a way that leads to empowerment;
- The employer shall put measures in place to make sure that education, training and information sharing in respect of the types of tenure takes place before occupation by employee and must be done throughout the process in such a way that the employee is able to make informed decision about their housing needs;
- Housing options should include single and family accommodation, accommodation in nearby settlements where feasible and/or accommodation in mineworkers' home areas

Ensure secure tenure for the employees in housing institution on the basis of the general provision:

- Mining companies need to co-operate with housing institutions to develop a consensus on roles and responsibility so as to educate all parties on these roles and responsibility, and allow for effective implementation of contractual obligation of all parties;
- The employer shall inform the employee of the tenure provisions of housing institution prior to and upon acceptance of this provision as a form of a consumer protection; where applicable.

Promote best practices and compliance with minimum norms and standards in relation to the delivery and management of housing:

- This is necessary for the employer to ensure consistency in housing delivery within the sector and the maintenance of acceptable level of quality and sustainable housing development;
- Housing development has potential to support the development of SMME in services such as plumbing, electrical and other maintenance functions, the employer is encouraged to provide support for the development of SMME in those services.

Promote the use of financing schemes in such a manner that is transparent and accountable:

- Transparency in decision making process, information exchange, accountability and efficiency in the administration of the financing scheme is essential for the successful establishment of housing;
- Financing schemes should be used to improve employees' living conditions;
- Housing as part of the remuneration package should be settled by collective bargaining;
- The employer shall inform the employee of the available financing schemes for home ownership

SEFATENG HOUSING PLAN

In order to attract the employees, it is essential to provide a better housing infrastructure for them. There is currently no convenient or viable alternative housing in the mining area where the middle income group could ordinarily choose to live.

Sefateng will introduce a housing financing scheme as part of the remuneration package for employees. The housing allowance will be in line with the grading and salary levels of employees. The mine will provide transport/transport allowance for employees who will not reside within the mine's proximity as determined by the mine.

The Mine will also provide an affordable, equitable and sustainable Health Care Facility for the mine workers and their families. This Health Care Facility will also be accessible to community members.

APPENDIX N: PROCESS PERTAINING TO THE MANAGEMENT OF DOWNSCALING AND RETRENCHMENTS

REGULATION 46(D). PROCESS PERTAINING TO THE MANAGEMENT OF DOWNSCALING & RETRENCHMENT

In the event of downscaling and retrenchments occurring, consultation with employees will be effected in accordance with Section 189 of the Labour Relations Act (66) of 1995, as amended, (LRA) and any collective agreement that exists.

The Minerals and Mining Development Board will be notified as required by section 52 of the Act, where retrenchment of 500 employees or 10% of the labour force, whichever is the lesser, is to take place in any 12 month period; and to the Minister of Labour if retrenchment of 500 employees or 10% of the workforce, whichever is the greater in this case, is contemplated. Ministerial directives will be complied with. Sefateng Chrome Mine employment is 540 people at full capacity.

This Section outlines the process that Sefateng will follow, when retrenchment due to operational requirements becomes unavoidable or difficult to mitigate. It should be noted that this is the future approach for Sefateng, and can be modified as a result of consultation within the Future Forum.

Regulation 46(d)(i): The Establishment of the Future Forum:

The Mine's Future Forum will be established within twenty four months from obtaining a mining right license. It will consist of representatives of the employees, both directly employed and employed by contractors, and the management of the mining operation.

The aim of the Forum will be to ensure an enduring dialogue between the workforce and management regarding the mining operation and factors affecting the mine's viability and impact.

The duties of the Forum include regular consultations between employees, community representatives and management on matters affecting the mine operations, such as:

- Solutions to identify problems and challenges facing the mining operation, employees and the communities affected by the mine;
- Assistance in the development of appropriate redeployment strategies, if any;
- The implementation of solutions agreed upon by the respective parties; and
- The Forum may also meet on any threat whether implied directly or indirectly but has nature of instability in the mine operations which would affect mine employment.

The Forum will meet at least bi-annually or as regularly as the members may call upon. When the closure of a Mine is imminent, the Forum will meet at least monthly.

It's Constitution and any other relevant information will be included in the Annual Reports.

Regulation 46(d)(ii): Mechanisms to Avoid Job Losses and a Decline in Employment

CONSULTATIONS

When the mine contemplates dismissing any employee (s) for reasons based on the employer's operational requirements the employer will consult with representatives/ employees as required by section 189 (1) of the LRA.

Consultation will commence when the mine anticipates that it will have to reduce employee numbers due to prevailing conditions. The consultations will take place within the Future Forum, which will attempt to reach a consensus on possible solutions to reduce the impact of retrenchment on employees and the local community. The following will be discussed as part of the process:

- Reason(s) for the possible reduction in employee numbers;
- Possible alternative solutions;
- Number of employees likely to be affected;
- Proposed method of selecting the affected employees;
- The period during which such downsizing is likely to take place;
- Proposed severance pay;
- The possibility of future re-employment;
- Support process that will be in place for the affected employees; and
- Support process that will be in place for the affected communities.

When consultation has been completed, the Minerals and Mining Board (the Board) will be informed of its outcome. At this point the Board can commence with its investigation and make recommendations to the Minister.

Should the Minister impose a directive based on the Board's investigation, Sefateng will comply with the said directive and confirm in writing that the corrective measures have been taken.

LEGISLATIVE COMPLIANCE

In the event of downscaling and retrenchments occurring, consultation with employees will be effected in accordance with section 189 of the Labour Relations Act (66) of 1995, as amended (LRA) and any collective agreement that exists.

The Minerals and Mining Development Board will be notified as required by section 52 of the Act, where retrenchment of 500 employees or 10% of the labour force, whichever is the lesser, is to take place in any 12 month period; and to the Minister of Labour if retrenchment of 500 employees or 10% of the workforce, whichever is the greater, is contemplated. Ministerial directives will be complied with.

Regulation 46(d)(iii): Mechanisms to Provide Alternative Solutions for Creating Job Security where Job Losses Cannot be Avoided

CONSULTATIONS

When an Employer contemplates dismissing any employees/(s) for reasons based on the Employer's operational requirements the Employer will consult with representatives/ employees as required by section 189 (1) of the LRA.

MECHANISMS TO PROVIDE ALTERNATIVE SOLUTIONS

The employer will take measures indicated below (but not limited to):

- Moratorium on external appointments;
- Moratorium on all new and / or renewal of contracts with external contractors;
- Suspend employment of temporary staff;
- Offer voluntary separation packages;
- Offer employees to go on early retirement;
- Redeployment in other associated operation where possible;

- Limit excessive overtime;
- Creating post-mine employment where job losses cannot be avoided.

The employer will, through the Future Forum and in consultation with and/or with assistance from the relevant forum(s), the applicable provincial and/or national government department(s), co-operate to develop infrastructure, as well as provide assistance with the establishment of an appropriate environment that will enable employees to create post-mine employment.

Regulation 46(d)(iv): Mechanisms to Ameliorate the Social and Economic Impact on Individuals, Regions and Economies Where Retrenchment or Closure of the Mine is Certain

CONSULTATIONS

When an Employer contemplates dismissing any employee/(s) for reasons based on the Employer's operational requirements, the Employer will consult with representatives/employees as required by Section 189 (1) of the LRA.

Sefateng will ensure that the employees go through:

- Counselling services and also assess the extent to which each employee will be affected by the retrenchment;
- Comprehensive self-employment training programmes; and
- Comprehensive training and re-employment programmes

SEVERANCE PACKAGE

The severance package given to affected employees is in excess of the requirements of the BCEA. The Employer pays the employee one (1) week pay for each completed year of service with a minimum payment of four weeks.

The severance package for NON-PACKAGE CATEGORY employees is calculated as follows:

The sum of the following earnings:

- Basic Salary;
- 8,33% of annual/leave bonus;
- Housing allowance;
- Annual leave/pro rata annual leave times 12, divide by 52, times the amount of completed years of service;

The severance package for PACKAGE CATEGORY employees is calculated as follows:

The Sum of the following earnings:

- Cost to Company X 92.34%;
- Annual leave/pro rata annual leave times 12, divide by 52, times the amount of completed years of service.

LEAVE CALCULATION

The employer will pay an employee who is retrenched, the value of all accumulated leave (including statutory leave-previous cycle) due to the employee on the day of termination of service, on condition that the employee has more than month's service worth of leave. The payment in lieu of leave is calculated in accordance with the employee's laid down salary, on the date payment is processed through the pay roll (non-statutory leave only).

Package category:

$[(\text{Cost to company} \times 76.64\%) \times 12] / 365 \times \text{number of days}$

Non-package category:

$[(\text{Basic rate} \times 12) / 365] \times \text{number of days}$

STATUTORY LEAVE PAYMENT IN TERMS OF THE BCEA

In terms of section 21 of the BCEA the Employer will be liable to remunerate an employee in terms of Statutory leave payment when an employee experiences loss of income, either in terms of being absent from work during a leave period or by the ending of services with the company.

OUTSTANDING STAFF LOANS

Assistance to affected employees will be provided through the Employee Assistance Programme (EAP). The assistance will include, but not be limited to, financial planning. The employer does not provide staff loans, but where loans were taken through an approved payroll third party, representatives from such an institution will be requested to be available to assist employees.

ALTERNATIVE WORK

The employer will assist affected employees through:

- Alternative employment at the mine;
- Alternative employment at other local mines upon negotiations
- Should alternative employment at a level (one level-grade) lower be available the employer may protect the salary and conditions of the affected employee;
- Redeployment when applicable; and
- Liaison with other companies regarding employment opportunities.

RE-EMPLOYMENT

Re-employment of employees with comparable qualifications, who have been retrenched by the Employer will be as far as it is practicable and in compliance with inherent job requirements of the particular job, be considered for re-employment at other Business Units at mine closure. This arrangement will be applicable for a period of 12 months after date of retrenchment.

MECHANISMS AND PROCEDURES FOR SKILLS TRAINING ON RETRENCHMENT

Employees to be retrenched by the employer will, where possible, receive reasonable basic life skills, financial skills and SMME training on a voluntary basis.

Training shall be limited to the relevant disciplines available for a limited period and a limited amount to be determined by the employer in consultation with the consulting parties/affected employees after the date of retrenchment. Training will be provided by a service provider (preferably a HDSA company). Costs of training shall be paid directly to the applicable service provider. The value that the employer will pay towards training will be per employee. The provision for portable skills will be adhered to as stipulated in the Human Resource Development section of this Social and Labour Plan.

MINE CLOSURE OBJECTIVES AND ALTERNATIVE USE OF INFRASTRUCTURE AND LAND FOR SUSTAINABLE COMMUNITY DEVELOPMENT

At closure the land on which the Mine is located will be rehabilitated and made suitable for farming.

In partnership with the Local Municipality, projects will be set up prior to closure that will ensure optimal, sustainable, land use. Discussions will be held with the local authority to establish the best use for infrastructure following closure, to ensure that buildings that could be used, for example, to house SMME projects, are not simply demolished. The buildings will therefore be used for any social and economic reason as needed by the community.

ANNEXURE O: CONSULTATION RECORDS

MINUTES OF THE CONSULTATION MEETINGS

Date	19 February 2011
Time	09h00
Venue	Potlake Nature Reserve
Purpose	Consultation Meeting with Jibeng Mining Committee for the Social and Labour Plan for Sefateng Chrome Mine
Facilitator	WaHadzhi Project Managers (Ms. Mathelemusa)

REF.	ITEM	DISCUSSIONS
1	Opening and welcome	<p>Ms. OumaMalesa opened the meeting with a prayer.</p> <p>Ms. Mathelemusa welcomed committee members and thanked the chairperson, Mr. Lot Moloto, for arranging the meeting as such a short time. She thanked committee members for attending the meeting and encouraged them to participate in the meeting.</p>
2	Introductions	Attendants introduced themselves and positions that they held in the mining committee.
3	Attendance and apologies	An attendance register was circulated for members to sign in. There were no apologies.
4	Purpose of the meeting/Background	Ms. Mathelemusa indicated that the purpose of the meeting is to make a presentation of the final draft of the Social and Labour Plan, so that the communities through the Mining Committee can approved it before it is submitted to the Department of Minerals and Resources.
5	Agreement on approach	<p>It was agreed that:</p> <ul style="list-style-type: none"> Ms. Mathelemusa will make a summary presentation of the Social and Labour Plan Members will take a complete document, study it and make final inputs Another meeting will be arranged to submit inputs
6	Presenting the Social and Labour Plan	<p>Ms. Mathelemusa presented a summary of the Social and Labour Plan.</p> <p>The committee indicated that they were satisfied with the presentation and it will make it easier for them to understand the full document.</p>
7	Way Forward	<ul style="list-style-type: none"> Members were issued with the Social and Labour Plan document, which they signed for. It was agreed that committee will submit their final inputs on the 26 February 2011 at 09h00 at Potlake Nature Reserve. The Committee will provide a resolution/approval of the SLP which has a tribal authority stamp after providing inputs
8	Vote of thanks	The chairperson thanked WaHadzhi Project Managers for the meeting, and indicated that it is up to the committee to take the process forward. He further indicated that they now understand that the mining rights application process is still underway and that they have the time frames in terms what needs to happen and when. He indicated that they will also be in a position to report back and give feedback to the community.

		He requested Ms. Mathelemusa to bring snacks in the next meeting Ms. Mathelemusa thanked members for their attendance and inputs throughout the meeting.
9	Closure	Ms. OumaMalesa closed the meeting with a prayer.

Date	19 February 2011
Time	13h00
Venue	Potlake Nature Reserve
Purpose	Consultation Meeting with Sefateng Mining Committee for the Social and Labour Plan for Sefateng Chrome Mine
Facilitator	WaHadzhi Project Managers (Ms. Mathelemusa)

REF.	ITEM	DISCUSSIONS
1	Opening and welcome	Mr. Molla opened the meeting with a prayer. Ms. Mathelemusa welcomed committee members and thanked Mr. Phasha for arranging the meeting and logistics. She thanked committee members for attending the meeting and encouraged them to be involved and participate in the meeting.
2	Introductions	Attendants introduced themselves and their positions in the mining committee.
3	Attendance and apologies	An attendance register was circulated for members to sign in. Mr. Phasha indicated that Mr. Mampa will join the meeting later.
4	Purpose of the meeting/Background	Ms. Mathelemusa indicated that the purpose of the meeting is to make a presentation of the final draft of the Social and Labour Plan, so that the communities through the Mining Committee can approved it before it is submitted to the Department of Minerals and Resources.
5	Agreement on approach	It was agreed that: <ul style="list-style-type: none"> Ms. Mathelemusa will make a summary presentation of the Social and Labour Plan Members will take a complete document, study it and make final inputs Another meeting will be arranged to submit inputs
6	Presenting the Social and Labour Plan	Ms. Mathelemusa presented a summary of the Social and Labour Plan. During her presentation, committee members asked questions for clarifications. The committee indicated that they were satisfied with the presentation and that the presentation will ensure that they understand the contents of the SLP. It was agreed that representatives of Mampa and Phasha villages will each take one copy of the Social and Labour Plan and meet separately in their villages to discuss the document and provide inputs.
7	Way Forward	<ul style="list-style-type: none"> Members were issued with the Social and Labour Plan document, which they signed for

		<ul style="list-style-type: none"> The committee to be provided with a copy of the Mining charter in the next meeting It was agreed that committee will submit their final inputs on the 26 February 2011 at 13h00 at Potlake Nature Reserve. The Committee to provide a resolution/approval of the SLP which has a tribal authority stamp after providing inputs.
8	Vote of thanks	<p>Mr. Phasha thanked WaHadzhi Project Managers for the meeting, and indicated that they study the SLP document in preparation for the next meeting.</p> <p>Ms. Mathelemusa thanked members for their attendance and inputs throughout the meeting.</p>
9	Closure	Mr. Mmola closed the meeting with a prayer.

Date	26 February 2011
Time	13h00
Venue	Potlake Nature Reserve
Purpose	Consultation Meeting with Sefateng Mining Committee for the Social and Labour Plan for Sefateng Chrome Mine
Facilitator	WaHadzhi Project Managers (Ms. Mathelemusa)

REF.	ITEM	DISCUSSIONS
1	Opening and welcome	<p>Mr. Mampa William opened the meeting with a prayer.</p> <p>Ms. Mathelemusa welcomed committee members and thanked them for attending the meeting.</p>
2	Attendance and apologies	An attendance register was circulated for members to sign in.
3	Purpose of the meeting	Mr. PhashaKgoboke indicated that the purpose of the meeting is a follow up meeting after the Social and Labour Plan was presented and given to them to make inputs.
4	Inputs from community members	<p>Mr. PhashaKgoboke and Mr. Mampa representing GaPhasha and GaMampa respectively indicated that they have gone through the Social and Labour Plan and they are satisfied with the document. They indicated that the Social and Labour Plan have captured the needs of the communities, and that they do not have any inputs.</p> <p>They wanted clarity with regard to the issue of mentors, and Ms. Mathelemusa indicated that depending on the programme, mentors could be managers and supervisors and/or outsourced facilitators.</p>
5	Way Forward	<p>It was agreed that the committee will meet on Wednesday the 02 February 2011 and draw a resolution to approve the Social and Labour Plan.</p> <p>Ms. Mathelemusa will call Mr. Mampa William to arrange how she will get the resolution.</p>
6	Vote of thanks	Ms. Mathelemusa thanked the committee for their commitment and for attending the meeting.
7	Closure	The meeting was officially closed.

Date	16 March 2011
Venue & Time	Ga-Phasha Tribal Authority at 10h00
Venue & Time	Ga-Mampa Tribal Office at 12h15
Purpose	Consultation Meeting with Sefateng Mining Committee and Tribal Representatives to Sign the Social and Labour Plan for Sefateng Chrome Mine
Facilitator	WaHadzhi Project Managers (Ms. Mathelemusa)

ITEM	DISCUSSIONS
Ga-Phasha	<p>After observing all traditional protocol for the tribal authority, Mr. KgobokePhasha introduced the representatives of the Phasha Tribal Council and KgoshigadiPhasha to Ms. Mathelemusa. He then introduced Ms. Mathelemusa to the Tribal representatives.</p> <p>Mr. Phasha explained that they have a court order against Mr. Mamongau Jack Mampa which stipulates that he is not allowed to sign any documents. He indicated that Mr. Mampa cannot therefore sign the resolution on behalf of the Mampa Community. The tribal representatives indicated that the matter will be resolved if the Mampa representatives are willing to come to their (Phasha) tribal to resolve the issue. They requested Ms. Mathelemusa to request the Mampa representatives to come and resolve the issue before resolutions were signed.</p> <p>Ms. Mathelemusa explained that she has no authority to resolve tribal issues, and her responsibilities have nothing to do with issues of chieftaincy. She is responsible for the development of the Social and Labour Plan for the affected areas.</p> <p>After consultation with the Mampa representatives, Ms. Mathelemusa reported that they were not willing to come to Phasha Tribal and that they signed their resolution on behalf of the Mampa community. The Phasha representatives indicated that they will sign their resolution as soon as their secretary was available and will submit it to WaHadzhi Project Managers' offices in Polokwane.</p>
Ga-Mampa	<p>Mr. William Mampa introduced Ms. Mathelemusa to the tribal representatives.</p> <p>Ms. Mathelemusa explained that she was at a meeting with the Ga-Phasha tribal representatives before she attended the Mampa meeting, and they showed her a court order that indicated that the Ga-Mampa tribal have no authority to sign documents on behalf of the community. She indicated that the Phasha tribal representatives have requested a meeting with the Mampa representatives to resolve the matter.</p> <p>The tribal representatives explained that they are not willing to go to Ga-Phasha to discuss the issues of chieftaincy/tribal authorities. They indicated that they only want to sign the resolution and submit it to CMR so that there could be progress on the mining rights application.</p> <p>Ms. Mathelemusa explained that she has consulted with Mr. Ras who was in Pretoria. They have arranged to meet on the 17 March 2011 to discuss the issue.</p> <p>The representatives indicated that they wanted to sign the resolution. Ms. Mathelemusa explained that they may draw their own resolution or the one that WaHadzhi has developed for them following their previous consultation meetings. They read the developed resolution and indicated that they feel comfortable with it and then they signed.</p>

Date	04 February 2011
Time	14h00
Venue	WaHadzhi Project Managers Offices

Purpose	Consultation Meeting with Municipalities for the Social and Labour Plan for Sefateng Chrome Mine
Facilitator	WaHadzhi Project Managers

REF.	ITEM	DISCUSSIONS
1	Opening and welcome	The meeting was officially opened. Ms Mathelemusa welcomed members and thanked them for attending the meeting.
2	Introductions	Ms. Mathelemusa introduced herself to members and they indicated that they know each other.
3	Attendance and apologies	An attendance register was circulated for members to sign in. Mr. Phala tendered Ms. C. Mampane's apology.
4	Purpose of meeting/Background the	Ms. Mathelemusa indicated that the purpose of the meeting is to make a presentation of the final Social and Labour Plan, so that the Municipalities can approved it before it is submitted to the Department of Minerals and Resources.
5	Agreement on approach	It was agreed that: <ul style="list-style-type: none"> Ms. Mathelemusa will make a summary presentation of the Social and Labour Plan Members will take a complete document, study it and make final inputs Municipalities will make inputs via emails and submit them to Ms. Mathelemusa Amendments will be made to the Social and Labour Plan in line with legislation Another meeting will be arranged if a need arises.
6	Presenting the Social and Labour Plan	Ms. Mathelemusa presented a summary of the Social and Labour Plan. After questions and discussions it was agreed that Municipalities will peruse the SLP document and submit their inputs or approve the document.
7	Way Forward	<ul style="list-style-type: none"> Members were issued with the Social and Labour Plan document, which they signed for. Members will submit their final inputs by Friday, 11 February 2011. The Municipalities will write a resolution as soon as they approve the Social and Labour Plan. The Social and Labour Plan will be presented to communities as soon as the consultation process with the Municipalities is complete.
8	Vote of thanks	Ms. Mathelemusa thanked members for attending the meeting.
9	Closure	The meeting was officially closed.