



mineral resources

Department:
Mineral Resources
REPUBLIC OF SOUTH AFRICA

Social & Labour Plan 2020-2024

As required in terms of Regulation 46 of the Mineral and Petroleum Resources Development Act (Act 28 of 2002)

NAME OF THE APPLICANT:	SEFATENG CHROME (PTY) LTD
REFERENCE NUMBER:	LP 30/5/1/2/5/ 10062 MR
SUBMISSION DATE:	1 March 2023 <i>Resubmission: 23 August 2024</i>

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Table of Contents

1	CONTEXT.....	5
2	INTRODUCTION AND PREAMBLE	6
2.1	OBJECTIVES OF THE SEFATENG CHROME MINE SOCIAL AND LABOUR PLAN	6
2.2	FULL PARTICULARS OF THE MINE OPERATION	6
2.3	LOCATION OF MINE OPERATION.....	7
2.4	LABOUR SENDING	8
2.5	SEFATENG CHROME OWNERSHIP STRUCTURE	10
2.6	MINE OPERATIONS AND ANTICIPATED GROWTH.....	10
2.7	WORKFORCE SIZE AND DEMOGRAPHIC BREAKDOWN.....	11
2.7.1	<i>Permanent Workforce (Operational Core Contractor MTC)</i>	11
2.7.2	<i>Workforce Education Levels</i>	11
3	HUMAN RESOURCE DEVELOPMENT PROGRAMME.....	12
3.1	INTRODUCTION AND COMPLIANCE WITH SKILLS DEVELOPMENT LEGISLATION	12
3.2	SKILLS DEVELOPMENT PLAN.....	12
3.2.1	<i>Adult Education (AET) & School Support Programme</i>	12
3.2.2	<i>Core Business Training</i>	14
3.2.3	<i>Learnerships and Artisan Programmes</i>	15
3.3	HARD-TO-FILL VACANCIES.....	16
3.4	CAREER PROGRESSION PLAN.....	16
3.4.1	<i>Comprehensive Skills Development Plan</i>	17
3.5	PORTABLE SKILLS	18
3.6	MENTORSHIP PLAN.....	19
3.7	BURSARY AND INTERNSHIP PLAN	19
3.7.1	<i>Bursaries</i>	19
3.7.2	<i>Internships</i>	21
3.8	HUMAN RESOURCES DEVELOPMENT FINANCIAL PROVISION.....	21
3.9	HUMAN RESOURCES DEVELOPMENT PROJECT PLAN.....	22
4	EMPLOYMENT EQUITY PLAN	24
4.1	FORM S: EMPLOYMENT EQUITY STATISTICS	24
4.2	TARGETS AS PER THE 2018 MINING CHARTER.....	24
5	MINE COMMUNITY DEVELOPMENT.....	26
5.1	STAKEHOLDER ENGAGEMENT	26
5.1.1	<i>Consultation</i>	26
5.1.2	<i>Planning Documents taken into Consideration</i>	26
5.1.3	<i>Municipal Agreements</i>	26
5.2	SOCIAL AND ECONOMIC BACKGROUND INFORMATION.....	27
5.3	ECONOMIC PROFILE	37
5.4	MINING COMPANIES THAT OPERATE AROUND SEFATENG.....	41
5.5	NEGATIVE IMPACT OF THE MINING OPERATION.....	42
5.6	IDP NEEDS IN ORDER OF PRIORITY.....	43
5.7	PROJECT BUDGETS	45
5.8	PROJECT PLANS.....	46
5.8.1	<i>Ga-Mampa Water Project</i>	46
5.8.2	<i>Ga-Phasha / Ga-Mampa Access Tar Road</i>	42
5.8.3	<i>Matianeyane Computer Room</i>	47
5.8.4	<i>Ga-Mampa Community Hall</i>	48

5.8.5	Ward 32 Water Access	<i>Error! Bookmark not defined.</i>
6	PROCUREMENT ENTERPRISE AND SUPPLIER DEVELOPMENT	49
7	MEASURES TO ADDRESS HOUSING AND LIVING CONDITIONS.....	52
7.1	BASELINE HOUSING SITUATION	52
7.2	MUNICIPALITY'S STRATEGY TO ADDRESS HOUSING.....	53
7.3	HOUSING AND LIVING CONDITIONS PLAN.	53
7.4	HEALTH CARE AND NUTRITION PROGRAMME.....	53
8	PROCESSES PERTAINING TO MANAGEMENT OF DOWNSCALING AND RETRENCHMENT	55
8.1	ESTABLISHMENT OF A FUTURE FORUM.....	55
8.2	MECHANISMS TO SAVE JOBS AND/OR PROVIDE ALTERNATIVE SOLUTIONS FOR JOB SECURITY	56
8.3	MANAGEMENT OF RETRENCHMENTS.....	57
8.3.1	CCMA Involvement	57
8.3.2	Collective agreements	58
8.4	MECHANISMS TO AMELIORATE THE SOCIAL AND ECONOMIC IMPACT	58
9	FINANCIAL PROVISION.....	61
10	UNDERTAKING	62
	Figure 1: Locality of Sefateng Chrome Mine in Limpopo	7
	Figure 2: Locality of Sefateng Chrome Mine relative to local communities	7
	Figure 3: Sefateng Chrome Mine Area	8
	Figure 4: Local Labour Sending.....	9
	Figure 5: Ownership Structure	10
	Figure 6: Gender Profiles.....	27
	Figure 7: Educational Levels.....	30
	Figure 8: Labour Sending Area Schools	32
	Figure 9: Accommodation Types.....	34
	Figure 10: Access to Water.....	35
	Figure 11: Employment Statistics.....	37
	Figure 12: Remuneration Levels.....	40
	Figure 13: Locality of Mines relative to Sefateng Chrome Mine	42
	Table 1: Mining Right Holder Full Particulars and Contact Details	6
	Table 2: Labour Sending Areas	8
	Table 3: Workforce Breakdown by Demographic and Gender	11
	Table 4: Form Q: Highest Level of Education	11
	Table 5: Skills Development Legislation Compliance	12
	Table 6: AET and School Bridging Programmes	13
	Table 7: Core Business Skills Training.....	14
	Table 8: Learnerships	15
	Table 9: Form R: Hard to Fill Vacancies.....	16
	Table 10: Comprehensive Skills Development Plan	17
	Table 11: Portable Skills	18
	Table 12: Mentorship Targets	19
	Table 13: Internship Targets.....	21
	Table 14: Employment Equity Demographics	24
	Table 15: HDP Targets in line with Mining Charter III	25
	Table 16: Population and Households	28
	Table 17: Key Impact Areas and solutions imposed.	42

Table 18: Community Needs	44
Table 19: SLP LED Projects	45
Table 20: Procurement Targets.....	49
Table 21: Housing Profiles.....	52
Table 22: Financial Provision	61

1 Context

Sefateng Chrome Mine (Pty) Ltd is a chrome ore mine situated on the Eastern Belt of the Bushveld Igneous complex in Limpopo Province. Three local communities, namely the Ga-Phasha, Ga-Mampa and Jibeng are shareholders in the mine with no current and/or future funding obligations. The other major shareholders are Corridor Mining Resources (Pty) Ltd (100% owned by the Limpopo Economic Development Agency) and Bolepu Holdings (Pty) Ltd both whom which have contributed significant funding in order to create value and ultimately bring the project into fruition. Sefateng Chrome Mine (Pty) Ltd were granted a Mining Right for chrome ore on parts of the farms Zwartkoppies 413 KS and Waterkop 113 KT by the Department of Mineral Resources (DMR) on 14th December 2015.

Sefateng Chrome Mine (Pty) Ltd was granted a Mining Right and commenced mining early 2015. The approved SLP Term 1 commenced in June 2016 for a 5-year term.

In 2015 Sefateng Chrome Mine was approached by Sefateng Underground Mining Development Company (SUMDEV) where it expressed interests to develop the underground mine on behalf of Sefateng Chrome Mine.

SUMDEV proposed to develop a Bankable Feasibility Study (BFS) at their cost and risk. A decision was then taken by Sefateng that upon successful completion of the BFS that Sefateng should proceed with the development of the underground mine. SUMDEV was formed with its main objective to develop and arrange funding for the underground mine at Sefateng.

2 Introduction and Preamble

2.1 Objectives of the Sefateng Chrome Mine Social and Labour Plan

In accordance with the Mineral and Petroleum Resources Development Act, No. 28 of 2002, the objectives of Sefateng's Social and Labour Plan is to consider social development programmes in the context of generally recognized standards of sustainable development by integrating the social, economic, and environmental factors in planning the mining operations throughout the life of the Mine. This will be accomplished by:

- Promoting employment and advancing the social and economic welfare of the people of the surrounding communities, the Fetakgomo-Tubatse Municipality and South Africans in general.
- Contributing to the transformation of the mining industry.
- Promote economic growth and mineral and petroleum resources development in the Republic.
- Ensure that holders of mining rights contribute towards the socio-economic development of the areas in which they are operating as well as the areas from which the majority of the workforce is sourced; and
- To utilize and expand the existing skills base for the empowerment of HDSA and to serve the community.

The operational structure of Sefateng Chrome Mine is such that Sefateng Chrome Mine (Pty) Ltd employs only Development (Learning) and Operational persons. Making up only 9 employees. All day-to-day operations are managed by MTC Underground Mining and as such all reporting contained herein will reflect MTC as the primary employer in accordance with Section 102 of the Mineral and Petroleum Resources Development Act.

2.2 Full Particulars of the Mine Operation

Due to the recently implemented Underground Mining operations, the mine now boasts a 30-year Life of Mine. This provides ample opportunity for the mine to meet and achieve its SLP Term 1 and SLP Term 2 targets.

Table 1: Mining Right Holder Full Particulars and Contact Details

Name of Company / Applicant	Sefateng Chrome Mine (Pty) Ltd
Name of the Mine / Production Operation	Sefateng Chrome Mine
Responsible Person	Alexandra King
Physical Address	Farm Zwartkoppies (413 KS) & Waterkop 113KT
Postal Address	P.O Box 98549, Sloane Park 2152
Cell Number	+27 (0) 60 906 1274
Telephone Number	012 346 6403
Fax Number	011 591 0622
Email:	alexandra@sefateng.co.za
Commodity or mineral	Chrome Ore
Life of Mine	30 years
Financial Year	1 April - 31 March
Reporting Date	Annually

2.3 Location of Mine Operation

The Sefateng Chrome Mine is situated on parts of the farms Zwartkoppies 413 KS and Waterkop 113 KT, approximately 85 km south-east of Polokwane, on the R37 road. The project is situated in the Fetakgomo-Tubatse Local Municipality that is part of Greater Sekhukhune District Municipality.

See locality map below:



Figure 1: Locality of Sefateng Chrome Mine in Limpopo

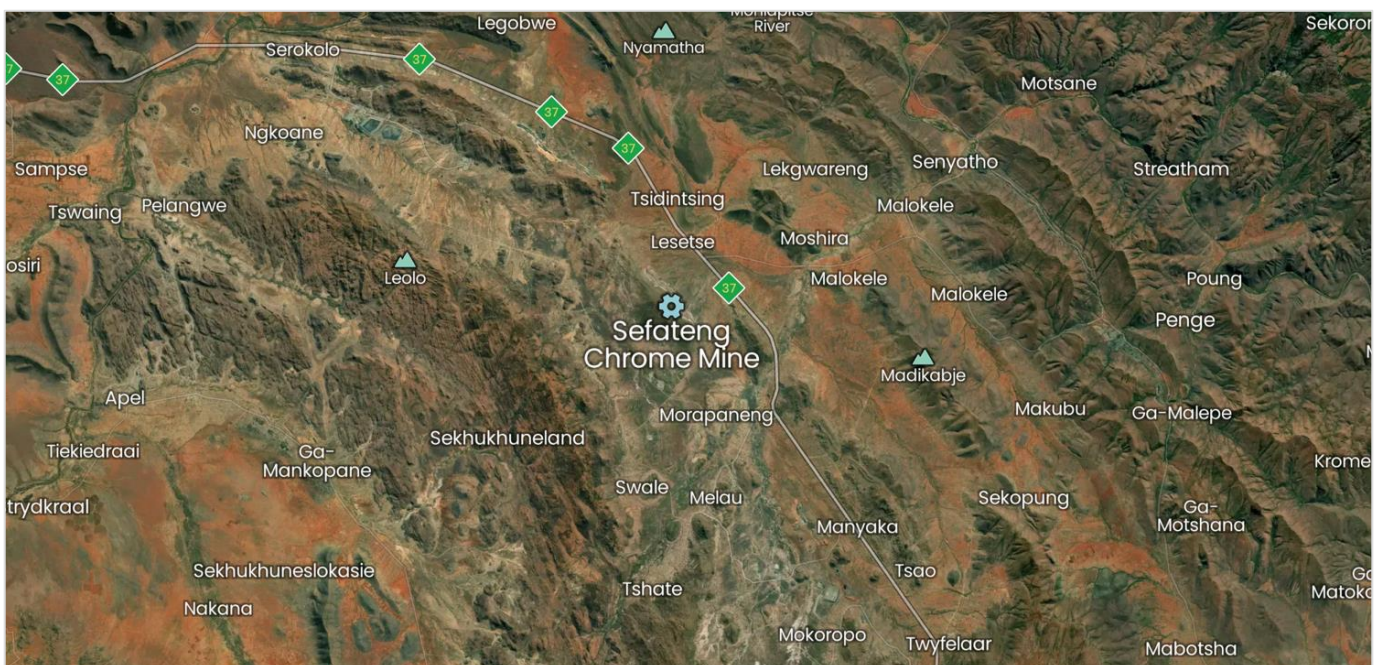


Figure 2: Locality of Sefateng Chrome Mine relative to local communities

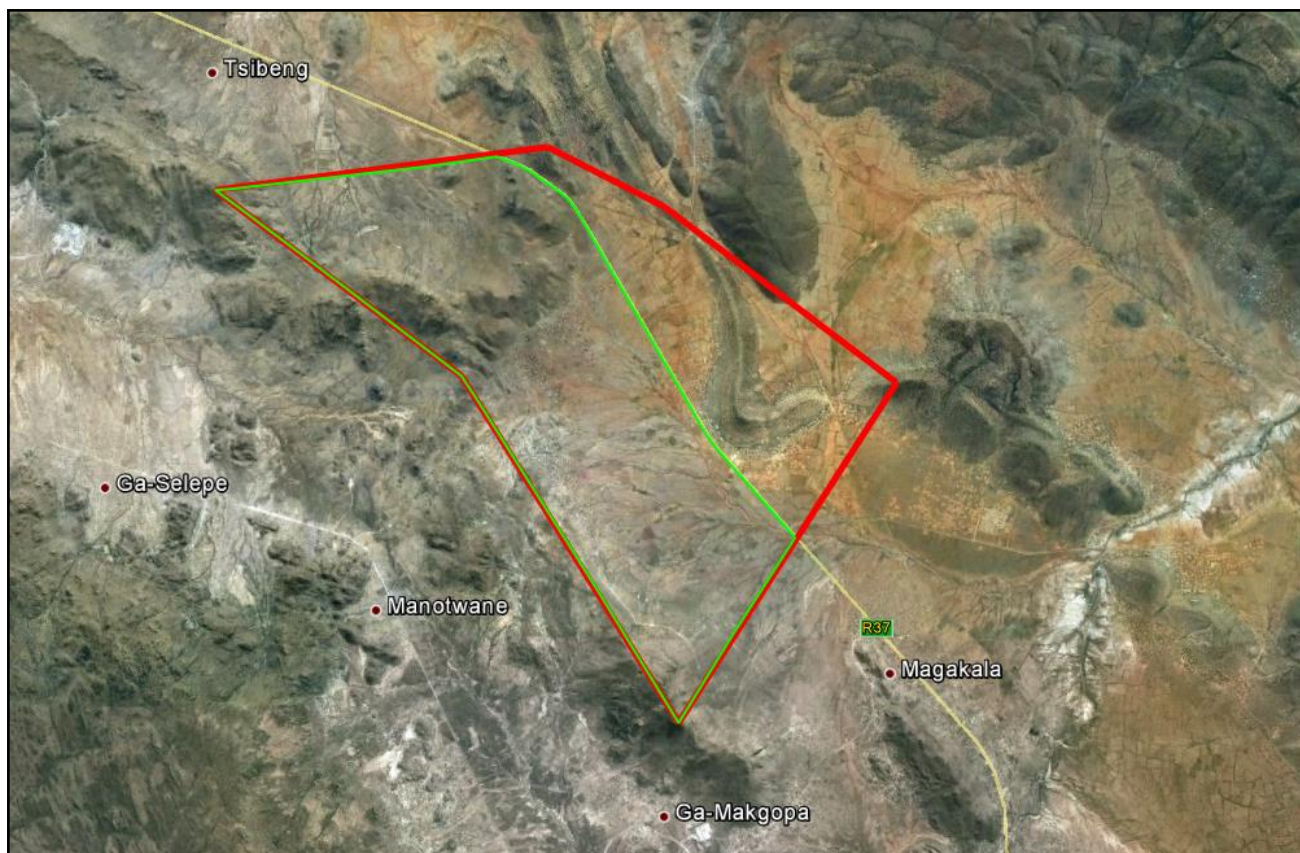


Figure 3: Sefateng Chrome Mine Area

2.4 Labour Sending

The operations are entirely outsourced to mining contractors with only a small in-house management team of 9. All reports and targets represent the Core Contractors and Sefateng Chrome Mine. The majority of the labour is sourced from the local affected communities Ga-Mampa, Phasha-Makgalanoko, Seokodibeng and Jibeng, but some employees have been brought in from the broader municipal area, province, and South Africa where they have a particular skill that is not readily available in the local area.

Table 2: Labour Sending Areas

Region	Headcount
Gauteng	9
Limpopo	210
Eastern Cape	1
Free State	1
Mpumalanga	3
Northwest Province	1
Grand Total	225

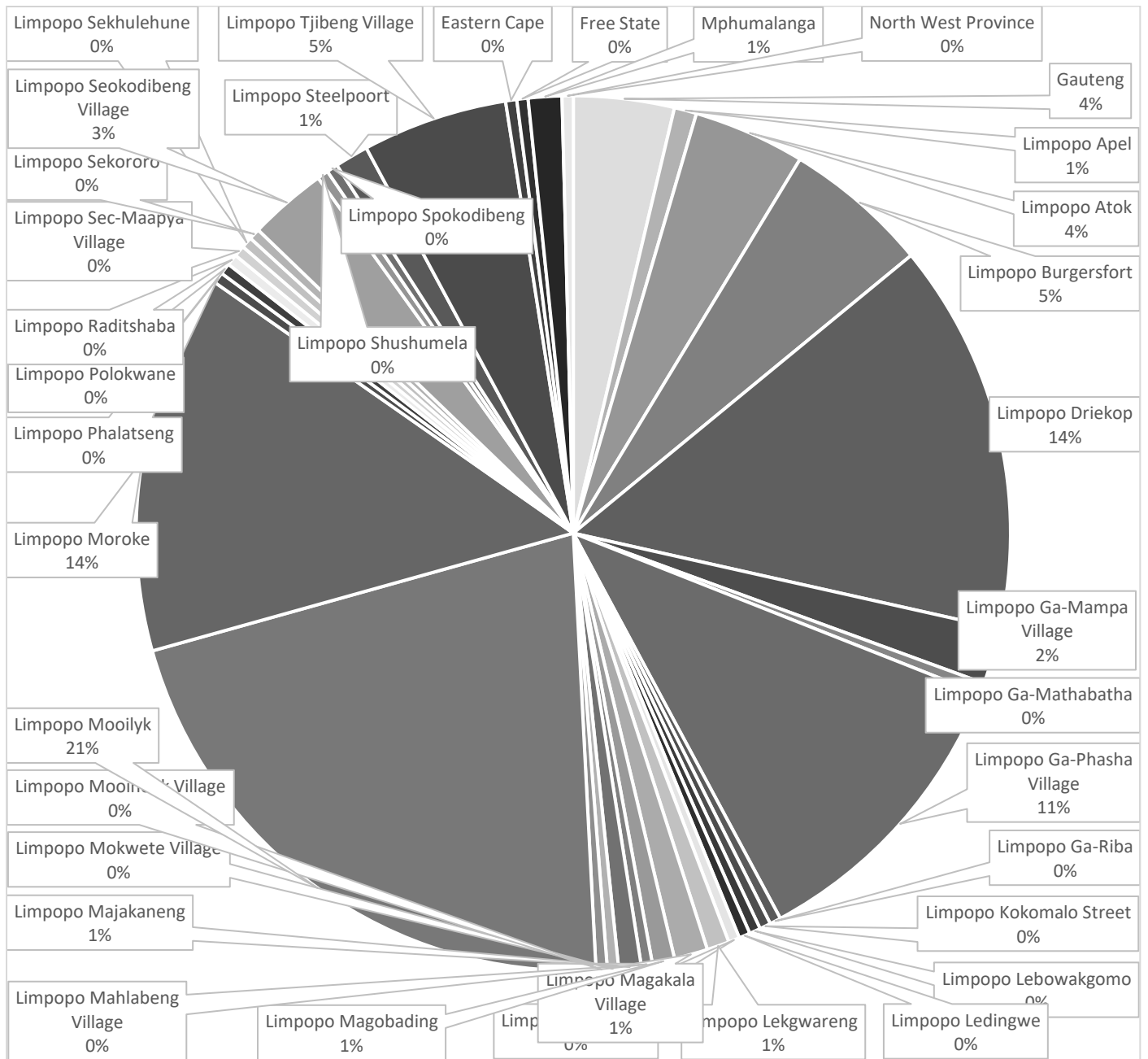


Figure 4: Local Labour Sending

2.5 Sefateng Chrome Ownership Structure

Sefateng Chrome Mine Pty Ltd ownership structure is provided below:

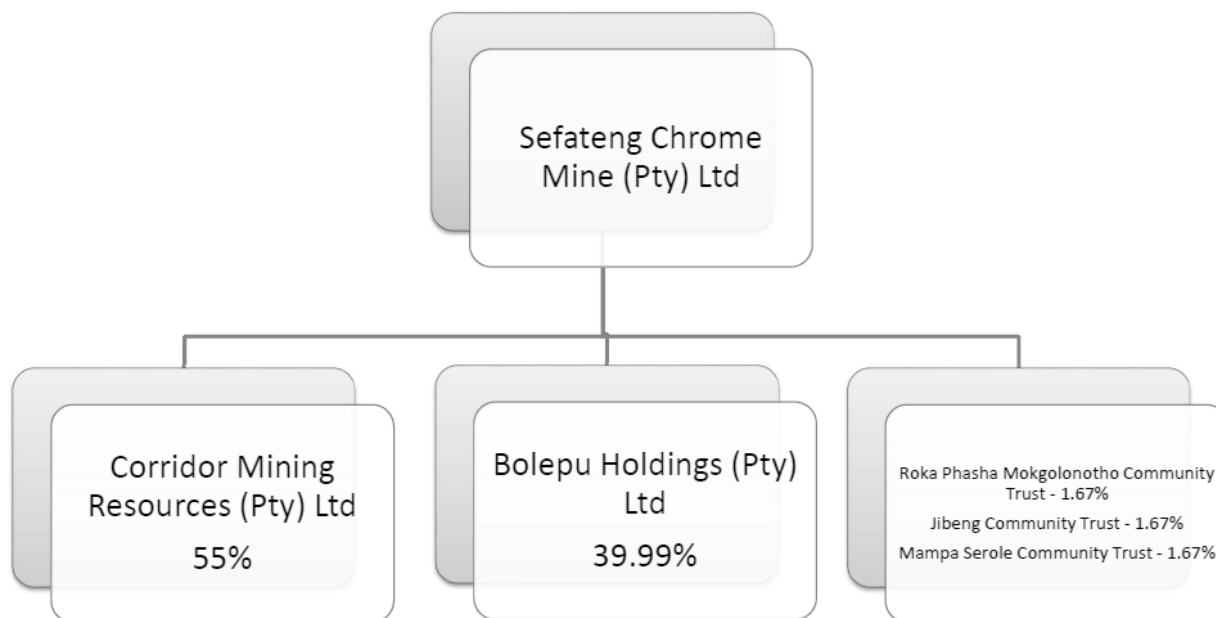


Figure 5: Ownership Structure

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 Bolepu Holdings (Pty) Ltd, The Mampa Serole Community Trust, The Jibeng Community Trust, and The Roka Phasha Makgalanoko 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). LEDA (Limpopo Economic Development Agency) is a parastatal of Limpopo Economic Development, Environment and Tourism Department (LEDET) which is a government Department of the Limpopo Province. The three Trusts' objectives and operation are discussed below.

The Mampa Serole, Jibeng and Roka Phasha Makgalanoko 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.

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.

2.6 Mine Operations and Anticipated Growth

It is expected that the mine will expand and increase production over the next 24 months (2 years). This will increase job opportunities. A continuous assessment of the progress of increased

production will be made as well as the needs of new employees, and in discussion with DMRE may increase the number of core business skills and artisan training programmes in the last 2 years of this SLP term. This however has not been finalised, and therefore the SLP Term 2 will focus on existing employees.

2.7 Workforce Size and Demographic Breakdown

2.7.1 Permanent Workforce (Operational Core Contractor MTC)

Table 3: Workforce Breakdown by Demographic and Gender

Category	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top Management	8	1		3	1				13
Senior Management	1			2	1				4
Professionally qualified and experienced specialists and mid management	5			1	1				7
Skilled technical and academically qualified workers, junior management, supervisors, foreman & superintendents	18			3	4				25
Semi-skilled and discretionary decision making	157				12				169
Non-permanent employees	6				1				7
Total Personnel	195	1		9	19				225

2.7.2 Workforce Education Levels ¹

Table 4: Form Q: Highest Level of Education

Education Levels	Male					Female					Total
	A	C	I	W	Total	A	C	I	W	Total	
No schooling											
Grade 0/Preschool											
Grade 1											
Grade 2											
Grade 3/AET 1											
Grade 4											
Grade 5/AET 2											
Grade 6											
Grade 7/AET 3											
Grade 8/Std 6	8				8						8
Grade 9/AET 4	52				52	1					53
Grade 10/N1	40				40	9				9	49
Grade 11/N2	55				55						55
Grade 12/N3	16			1	16	3				3	20
Certificates / Diplomas	20			1	21	5				5	26
First degrees/Higher Diplomas	3			3	6	3				3	9
Honours/Masters	1			1	2	3				2	5
Doctorates											
Total	148			6	155	24				22	225

¹ Form Q

3 Human Resource Development Programme²

3.1 Introduction and Compliance with Skills Development Legislation

Sefateng recognises that the achievement of its strategic objectives is dependent on optimising the capability and potential of its employees and those of its contractors. Sefateng is therefore fully committed to the structured and systematic training and development of its employees and/or contractor employees on an on-going basis to enable them to perform their duties safely, effectively, and efficiently. Training and development also ensure that employees acquire the necessary competencies and related qualifications to meet Sefateng's future human resources needs.

The Human Resources Development Programme has been developed in accordance with the National Skills Development Framework as provided for in terms of the Skills Development Act 97 of 1998 and the general requirements of the Mining Qualifications Authority.

Table 5: Skills Development Legislation Compliance

Name of SETA:	Mining Qualifications Authority (MQA)
Registration number with the relevant SETA:	L230810639
Has your company appointed a Skills Development Facilitator?	YES
To which institution have you submitted your workplace skills plan?	MQA

3.2 Skills Development Plan³

3.2.1 Adult Education (AET) & School Support Programme

Sefateng Chrome Mine (Pty) Ltd currently has no employees eligible or requiring AET due to the minimum entry requirement being a Grade 12. The plan submitted take into account potential community members and the targets will be met from members of Fetakgomo-Tubatse local municipal area. The following actions will be taken once employees have been appointed:

- Assessment of employees at entrance to the employment for current level of education.
- Develop a detailed programme to provide AET to those employees who are still eligible for AET.

The following targets are set for AET Programme.

² Regulation 46 (b)

³ Regulation 46 (b) (i) in conjunction with Regulation 11 (1) g

Table 6: AET and School Bridging Programmes

Programmes		2020		2021		2022		2023		2024		Total	
		Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment
2	Level 2	1	R 7 000,00	1	R 7 000,00	1	R 7 000,00	2	R 14 000,00	2	R 14 000,00	7	R 49 000,00
3	Level 3	1	R 7 000,00	1	R 7 000,00	1	R 7 000,00	2	R 14 000,00	2	R 14 000,00	7	R 49 000,00
4	Level 4	1	R 7 000,00	1	R 7 000,00	1	R 7 000,00	2	R 14 000,00	2	R 14 000,00	7	R 49 000,00
5	Bridging Program	1	R 7 000,00	1	R 7 000,00	1	R 7 000,00	3	R 21 000,00	3	R 21 000,00	9	R 63 000,00
TOTAL SLP PROVISION		4	R28 000,00	4	R28 000,00	4	R28 000,00	9	R 63 000,00	9	R 63 000,00	30	R 210 000,00

NOTE: Although the SLP periods of 2020 to 2022 have passed as at the date of printing, the mine will catch up all targets committed to herein by year end 2024.

The following methodology will be used:

- AET programmes are available to all employees and Local communities.
- On Site training centre established for easy access
- Accredited providers secured to manage the program implementation.
- Employees wishing to participate in a Bridging program will have the opportunity to improve their existing matric results or complete a Grade 12

3.2.2 Core Business Training

Table 7: Core Business Skills Training

The following methodology will be used:

Training programmes are focussed on the talent pool identified and is designed to support career progression plans.

Means of Verification will be a) a letter to confirm enrolment or completion of a candidate from the Training Provider, b) attendance record of courses, c) Certificate of completion, and/or Fees paid.

Programmes	2020		2021		2022		2023		2024		Total	
	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment
1 Mandatory Training: SOP's, COP's, Induction	200	R25 000,00	200	R26 500,00	400	R56 180,00	450	R66 994,65	500	R78 904,81	1750	R253 579,46
2 Mandatory Training: Other SHE courses	5	R12 500,00	5	R13 250,00	5	R14 045,00	5	R14 887,70	5	R15 780,96	25	R70 463,66
3 Developmental Training: Plant 18.1	1	R10 000,00									1	R10 000,00
4 Developmental Training: MRM					1	R9 010,00					1	R9 010,00
5 Developmental Training: Engineering					1	R9 010,00	1	R9 550,60			2	R18 560,60
6 Developmental Training: HR	1	R1 955,27									1	R1 955,27
7 Developmental Training: Safety			2	R10 000,00							2	R10 000,00
8 Operator license and renewal	20	R50 000,00	20	R53 000,00	20	R56 180,00	20	R59 550,80	20	R63 123,85	100	R281 854,65
9 Competent A			10	R85 000,00	10	R90 100,00	10	R95 506,00	10	R101 236,36	40	R371 842,36
10 Rock Breaking	1	R8 000,00	1	R8 480,00	1	R8 988,80	1	R9 528,13	1	R10 099,82	5	R45 096,74
11 Competent A							20	R110 000,00	20	R110 000,00	40	R220 000,00
12 Competent B							20	R110 000,00	20	R110 000,00	40	R220 000,00
13 Blasting Assistant							20	R110 000,00	20	R110 000,00	40	R220 000,00
14 Underground							20	R110 000,00	20	R110 000,00	40	R220 000,00
15 Belt Attendant							10	R55 000,00	10	R55 000,00	20	R110 000,00
16 Artisan Assistant							10	R55 000,00	10	R55 000,00	20	R110 000,00
TOTAL SLP PROVISION	228	R107 455,27	238	R196 230,00	438	R243 513,80	587	R806 017,88	636	R819 145,80	2127	R2 172 362,74

NOTE: Although the SLP periods of 2020 to 2022 have passed as at the date of printing, the mine will catch up all targets committed to herein by year end 2024.

3.2.3 Learnerships and Artisan Programmes

Table 8: Learnerships

Programmes	2020			2021			2022			2023			2024			Total		
	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	Total Target	Financial Commitment	
Internal																		
1	Artisan (18.1)			1		R165 000,00	1		R174 900,00			R0,00	1		R85 394,00	3	R425 294,00	
2	Non-Artisan Plant Operator (18.1)			1		R165 000,00	1		R174 900,00			R0,00				2	R339 900,00	
3	Mining/Blasting (18.1)									1		R174 900,00	1		R185 394,00	2	R360 294,00	
4	Other									1		R174 900,00	1		R185 394,00	2	R360 294,00	
Sub Total: Internal		0	0	R0,00	2	0	R330 000,00	2	0	R349 800,00	2	0	R349 800,00	3	0	R456 182,00	9	R1 485 782,00
External																		
1	Artisan (18.2)						1		R222 600,00	1		R235 956,00				2	R458 556,00	
2	Non-Artisan Plant Operator (18.2)			2		R210 000,00	2		R222 600,00							4	R432 600,00	
3	Mining/Blasting (18.2)								0	1		R117 978,00	1		R125 056,68	2	R243 034,68	
Sub Total: External		0	0	R0,00	2	0	R210 000,00	3	0	R445 200,00	2	0	R353 934,00	1	0	R125 056,68	8	R1 134 190,68
TOTAL SLP PROVISION		0	0	R0,00	4	0	R540 000,00	5	0	R795 000,00	4	0	R703 734,00	4	0	R581 238,68	17	R2 619 972,68

NOTE: Although the SLP periods of 2020 to 2022 have passed as at the date of printing, the mine will catch up all targets committed to herein by year end 2024.

The following methodology will be used:

- Learnerships will run for a full 3-year period;
- Learnerships will be implemented in line with MQA guidelines;
- The primary focus of learnerships will be 18.2 learners who will perform practical work on the job at the mine;
- Programs will run for 2 to 3 years (depending on the Unit Standards and Notional Hours required);
- Learnership opportunities will be advertised on the company website as well as at local community halls and unemployment groups.

3.3 Hard-to-Fill Vacancies

Training and development interventions are prioritised in terms of positions regarded critical and high impact and which are hard-to-fill. The table below reflects the relationship between critical/ high impact positions and the hard-to-fill positions of the mine.

Table 9: Form R: Hard to Fill Vacancies

Occupational level	Job Title	Reason for Scarcity	Intervention / Learning Programme
Top management	None		
Senior Management	None		
Professionally qualified and experienced specialists and mid management	Production Manager Chief Safety Officer Geologist	Lack of experience & qualifications	Bursaries, Internships
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	Engineering Foreman Productions Supervisor Engineering Planner	Lack of experience & qualifications	Training, Internships Wide Advertisements
Semi-skilled and discretionary decision making	Operators	Lack of experience & qualifications	Core business training & RPL Programme

3.4 Career Progression Plan⁴

The following focus areas are included for the SLP Term 2 5-year period:

NO	NAME OF PROGRAME	Current Position	Succession Position	5 YEAR PLAN
1	Mine Manager Certificate	Mine Overseer	Mine/Production Manager	1
2	Blasting Certificate	Graduates / Team Leaders	Junior Management Positions	2
3	Rock Breaking Programme level 1	Team Leaders	Team Leaders / Supervisors	3
4	Competent A	Team Members	Team Leaders / Supervisors	5
5	Competent B	General Workers / Team Members	Team Leaders / Supervisors	10
6	Supervisory Skills programme	Miner	Team Leaders / Supervisors	2

⁴ Regulation 46 (b) (ii)

The means of verification will include the following:

- List of candidates identified for the Talent Pool
- Individual Development Plans
- Approved Mentorship Policy & Procedure
- Mentorship agreements
- Minutes of Mentorship and Career discussions
- Approved Succession plans for each Department.
- Approved development programmes and Skills Matrices

3.4.1 Comprehensive Skills Development Plan

Table 10: Comprehensive Skills Development Plan

Training Intervention	Current Position	Qualification	2022	2023	2024	2025	2026	Total
Mining / Electrical / Mechanical	Mine Overseer	Mine Manager Certificate	0	0	0	1	0	1
Mining / Electrical / Mechanical	Graduates / Team Leaders	Blasting Certificate	0	1	1	0	0	2
Mining / Electrical / Mechanical	Team Leaders	Rock Breaking Programme level 1	0	0	1	2	0	3
Mining / Electrical / Mechanical	Team Members	Competent A	0	1	1	1	1	4
Mining / Electrical / Mechanical	General Workers / Team Members	Competent B	0	2	2	2	2	8
Mining / Electrical / Mechanical	Miner	Supervisory Skills programme	0	0	1	0	1	2
Artisans and Mining related learnerships	Artisan Aids	Trade Certificate	0	0	2	0	2	4
Artisans and Mining related learnerships	General Workers / Team Members	Training Certificate	0	0	2	2	2	6
Total number			0	4	10	8	8	30

3.5 Portable Skills

Table 11: Portable Skills

Programmes	2020		2021		2022		2023		2024		Total	
	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment
1 Brick Laying		R -		R -		R -	2	R 24 000,00		R -	2	R 24 000,00
2 Carpentry		R -		R -		R -		R -	1	R 12 000,00	1	R 12 000,00
3 Welding Skills	1	R 12 000,00	1	R 12 000,00	1	R 12 000,00	2	R 24 000,00	2	R 24 000,00	7	R 84 000,00
4 Tiling		R -		R -		R -	2	R 24 000,00	2	R 24 000,00	4	R 48 000,00
5 Electrical Skills	1	R 12 000,00	1	R 12 000,00	1	R 12 000,00	2	R 24 000,00	2	R 24 000,00	7	R 84 000,00
6 Sewing		R -		R -		R -	2	R 24 000,00	2	R 24 000,00	4	R 48 000,00
7 Agricultural Skills	1	R 12 000,00	1	R 12 000,00	1	R 12 000,00	2	R 24 000,00	2	R 24 000,00	7	R 84 000,00
TOTAL SLP PROVISION	3	R36 000,00	3	R36 000,00	3	R36 000,00	12	R 144 000,00	11	R 132 000,00	32	R 384 000,00

NOTE: Although the SLP periods of 2020 to 2022 have passed as at the date of printing, the mine will catch up all targets committed to herein by year end 2024.

3.6 Mentorship Plan⁵

Table 12: Mentorship Targets

Employee Categories		2020	2021	2022	2023	2024	Total
		Target	Target	Target	Target	Target	Target
1	Learnerships 18.1 & 18.2		4	5	4	4	17
2	Internships			4	4	3	11
3	Bursaries		1		5	3	9
4	Management Development		1		1		2
5	Supervisory Development	1		1		1	3
TOTAL SLP PROVISION		1	6	10	14	11	42

NOTE: Although the SLP periods of 2020 to 2022 have passed as at the date of printing, the mine will catch up all targets committed to herein by year end 2024.

- The following methodology will be used:
- Mentorship will be given focused on those candidates identified in the talent pool and as they complete skills programmes.
- Internal Mentorship policy will be developed accordingly.
- Means of Verification will include a) Mentorship agreements, or b) Attendance records, and c) Letter of completion per candidate.

3.7 Bursary and Internship Plan

3.7.1 Bursaries

As a relatively new mine, the staff headcount cannot accommodate too many bursars as they require guidance and support. The current target provides 1% of the staff count to Bursaries.

⁵ Regulation 46 (b) (iii)

Programmes	2020			2021			2022			2023			2024			Total	
	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	Target	Financial Commitment
1 Finance										1		R36 750,00		1	R38 500,00	1	R75 250,00
2 Administration										2		R71 400,00		2	R74 800,00	2	R146 200,00
3 Human Resources													2		R74 800,00	2	R74 800,00
4 Leadership				1		R100 000,00		1	R100 000,00				1		R110 000,00	2	R310 000,00
5 Engineering										1		R52 500,00		1	R55 000,00	1	R107 500,00
6 Mining										1		R52 500,00		1	R55 000,00	1	R107 500,00
TOTAL SLP PROVISION	0	0	R0,00	1	0	R100 000,00	0	1	R100 000,00	5	0	R213 150,00	3	5	R408 100,00	9	R821 250,00

NOTE: Although the SLP periods of 2020 to 2022 have passed as at the date of printing, the mine will catch up all targets committed to herein by year end 2024.

The following methodology will be applied.

- Bursaries are advertised through the Sefateng Website; and
- Posters inviting local community members to apply are submitted to all local community halls and unemployment committees; and
- Candidates will be prioritized from the local labour sending areas; and
- Bursary students will receive coaching and mentorship from senior member of staff; and
- Vacation work will be provided at either Sefateng Chrome Mine or a sourced mine where the necessary skills can be learned and applied by the bursar.

3.7.2 Internships

Table 13: Internship Targets

1	Role / Function	Duration in Months	Annual Rate	2020			2021			2022			2023			2024			Total	
				New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	New Intake	Cont.	Financial Commitment	Target	Financial Commitment
1	Engineering	60	R 240 000,00		1	R240 000,00		1	R240 000,00		1	R240 000,00	1		R240 000,00		1	R240 000,00	1	R1 200 000,00
2	Geology	24	R 180 000,00			R0,00			R0,00	2		R360 000,00		2	R360 000,00		2	R360 000,00	2	R1 080 000,00
3	Human Resources	12	R 78 000,00			R0,00			R0,00	2		R156 000,00		2	R156 000,00	2		R156 000,00	4	R468 000,00
4	Mining	24	R 300 000,00		1	R300 000,00		1	R300 000,00		1	R300 000,00	2		R600 000,00	1	2	R900 000,00	3	R2 400 000,00
5	SHERQ	12	R 180 000,00			R0,00			R0,00			R0,00	1		R180 000,00			R0,00	1	R180 000,00
6						0			0			0			0			0	0	R0,00
7						0			0			0			0			0	0	R0,00
						0			0			0			0			0	0	R0,00
TOTAL SLP PROVISION				0	2	R540 000,00	0	2	R540 000,00	4	2	R1 056 000,00	4	4	R1 536 000,00	3	5	R1 656 000,00	11	R5 328 000,00

NOTE: Although the SLP periods of 2020 to 2022 have passed as at the date of printing, the mine will catch up all targets committed to herein by year end 2024.

The following methodology will be applied.

- Internships are advertised through the Sefateng Website; and
- Posters inviting local community members to apply are submitted to all local community halls and unemployment committees; and
- Candidates will be prioritised from the local labour sending areas; and
- Internship students will receive coaching and mentorship from senior member of staff; and
- Interns will be employed for a period of 2 to 3 years (role dependent) at either Sefateng Chrome Mine or a sourced mine where the necessary skills can be learned and applied by the Intern.

3.8 Human Resources Development Financial Provision

Programmes	2020		2021		2022		2023		2024		Total	
	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment	Target	Financial Commitment
1 Adult Education Training (AET)	4	R 28 000,00	4	R 28 000,00	4	R 28 000,00	9	R 63 000,00	9	R 63 000,00	30	R 210 000,00
2 Core Business Skills	228	R 107 455,27	238	R 196 230,00	438	R 243 513,80	587	R 806 017,88	636	R 819 145,80	2127	R 2 172 362,74
3 Bursaries	0	R -	1	R 100 000,00	1	R 100 000,00	5	R 213 150,00	3	R 408 100,00	10	R 821 250,00
4 Learnerships	0	R -	4	R 540 000,00	5	R 795 000,00	4	R 703 734,00	4	R 581 238,68	17	R 2 619 972,68
5 Internships	2	R 540 000,00	2	R 540 000,00	4	R 1 056 000,00	4	R 1 536 000,00	3	R 1 656 000,00	15	R 5 328 000,00
6 Portable Skills	3	R 36 000,00	3	R 36 000,00	3	R 36 000,00	12	R 144 000,00	11	R 132 000,00	32	R 384 000,00
TOTAL SLP PROVISION	237	R 711 455,27	252	R 1 440 230,00	455	R 2 258 513,80	621	R 3 465 901,88	666	R 3 659 484,48	2231	R 11 535 585,42

NOTE: Although the SLP periods of 2020 to 2022 have passed as at the date of printing, the mine will catch up all targets committed to herein by year end 2024.

3.9 Human Resources Development Project Plan

HRD Element	Responsible Person	Start Date	End Date	Deliverables
Provider Selection	HR Manager	3 Jan 2022	3 Feb 2022	Provider Selection to deliver AET, Core Skills and Learnership Outputs
In House Training Centre	HR Manager	Nov 2021	April 2022	
AET	HR Manager	Jan 2022	Dec 2022	Source on site provider to offer learning to 18.1 and 18.2 students on site.
Core Business Training	HR Manager	Jan 2022	Dec 2022	In-house where possible and the balance will be done through registered providers.
Learnerships	HR Manager	Jan 2022	Dec 2022	Source on site provider to offer learning to 18.1 and 18.2 students on site.
Artisans	HR Manager	Jan 2022	Dec 2022	
Hard-to-fill vacancies	HR Manager	Jan 2022	Dec 2022	All cv's are capture onto a Recruitment Database which will serve as a resource pool as and when vacancies occur. For more senior roles, where possible, development programs will be put in place to develop local and employees.
Career Progression	HR Manager	Feb 2022	Aug 2022	Each role to have a career plan drawn up.

Mentorship Plan	HR Manager	Jan 2022	Dec 2022	All learners on Development, Learnerships and Bursar will receive mentorship. For Management skills this will be built into their Career Progression.
Bursary	HR Manager	Jan 2022	Dec 2022	
Internship / Graduate	HR Manager	Jan 2022	Dec 2022	

4 Employment Equity Plan

4.1 Form S: Employment Equity Statistics

Table 14: Employment Equity Demographics

Category	Male				Female				Total	HDSA
	A	C	I	W	A	C	I	W		
Top Management	8	1		4	1				14	10
Senior Management	6		1	7	1				15	8
Professionally qualified and experienced specialists and mid management	45			10	8			1	64	54
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	50			10	11			3	74	64
Semi-skilled and discretionary decision making	110				20				130	130
Non-permanent employees	80				21				101	101
Total Personnel	299	1	1	31	60			4	398	367

4.2 Targets as per the 2018 Mining Charter

Table 15: HDP Targets in line with Mining Charter III

Levels	2020		2021		2022		2023		2024	
	HDP Target	Female Target	HDP Target	Female Target	HDP Target	Female Target	HDP Target	Female Target	HDP Target	Female Target
Board										
Executive Management										
Senior Management	0%	0%	50%	25%	50%	25%	50%	25%	50%	25%
Middle Management	0%	0%	60%	15%	60%	20%	60%	25%	60%	25%
Junior Management	0%	0%	80%	23%	80%	25%	80%	30%	80%	30%
Core & critical Skills	50%	7%	60%	10%	60%	10%	60%	10%	60%	10%
Disability	0%		0.75%		1%		1.5%		1.5%	

5 Mine Community Development

5.1 Stakeholder Engagement

5.1.1 Consultation

The following stakeholders have been consulted on the draft SLP Term 2:

- Fetakgomo-Tubatse Local Municipality; Mayor, Municipal Manager, IDP & LED Manager and Ward Councillors & Committee (minutes to be submitted with the final SLP Term 2).
- Community Structure meetings held with Jibeng, Phasha-Makgalanoko and Ga-Mampa (minutes to be submitted with the final SLP Terms 2).

5.1.2 Planning Documents taken into Consideration

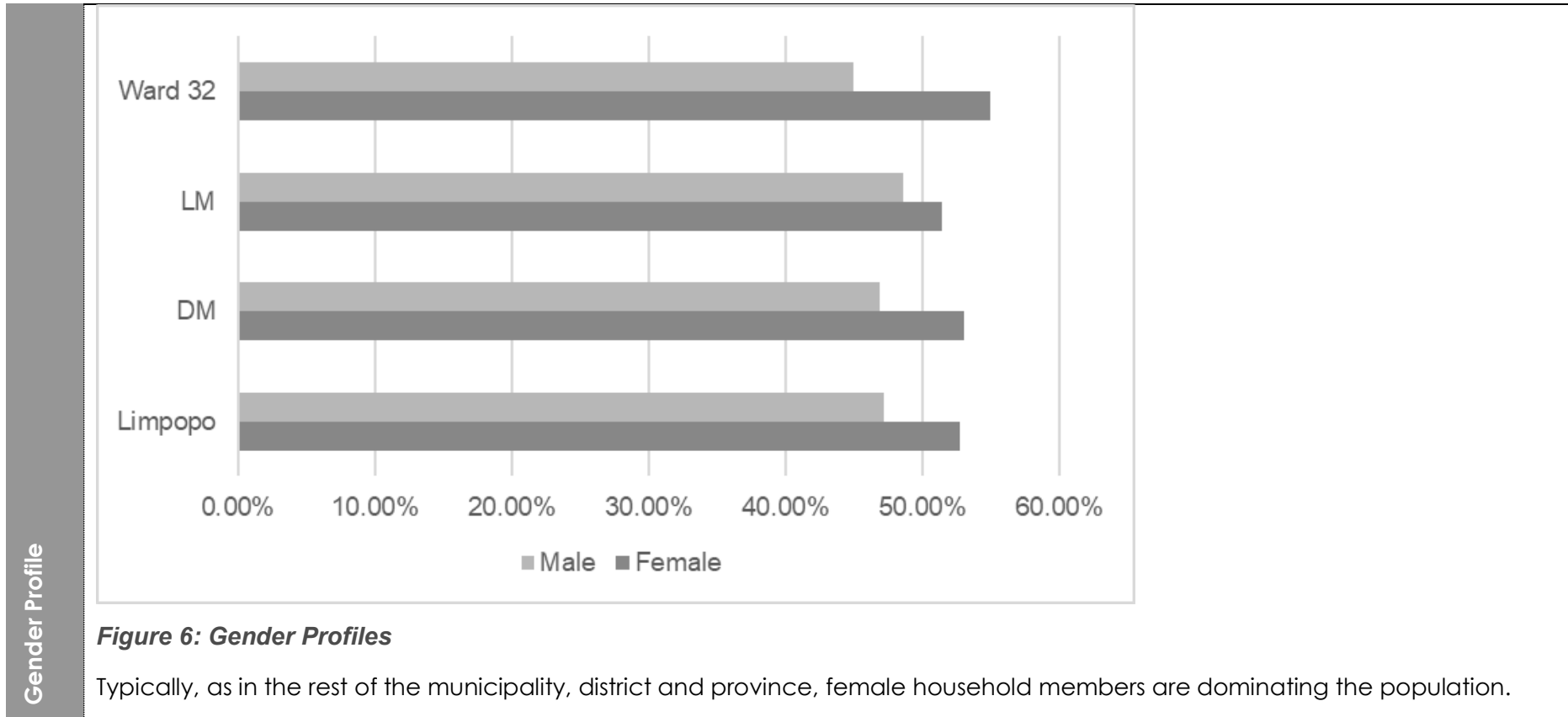
The following socio-economic indicators have been sourced from:

- The released community profiles based on the 2011 national census and 2016 Community Surveys. These are currently available for limited statistics and only at ward level but are being upgraded to sub-place level in the near future.
- The IDP document entitled "DRAFT INTEGRATED DEVELOPMENT PLAN 2021-2022". The Ward level needs assessment is extracted from this IDP document for the Fetakgomo-Tubatse Local Municipality.
- Provincial Growth and Development Strategy (PGDS)

5.1.3 Municipal Agreements

During the consultation with the Fetakgomo-Tubatse Local Municipality, support for the projects will be sought, and a written confirmation obtained from the Municipality. Thereafter the projects will be incorporated into the Final IDP. The Municipality approval letter will be submitted with the final SLP Term 2.

5.2 Social and Economic Background Information⁶



⁶ Regulation 46 (c) (i)

Table 16: Population and Households

Village	Population	Households
Jibeng	2325	501
Ga-Phasha	2214	531
Ga-Mampa	1377	312
Seokodibeng	2040	459
Total	7956	1803

Source: Census 2011

Mining

Fetakgomo-Tubatse Municipality is the largest mining area within the Sekhukhune District. The Eastern Limb Platinum belt and Chrome belt has caused enormous development within the municipal area contributing to job creation and economic growth.

Agriculture

The main agricultural activities within the immediate region are focussed on subsistence farming either arable or livestock. The subsistence farming in some areas have grown to a small commercial scale where surplus is sold for an additional income. Farming in the area is under immense pressure due to the mining development, population expansion and changing economic base from subsistence to wage earnings.

Tourism

The area is rich in cultural history, but it is largely unexploited.

Construction

The improved economic growth of the area has seen a number of infrastructure development projects such as roads, water supply, electrification, and housing.

Manufacturing

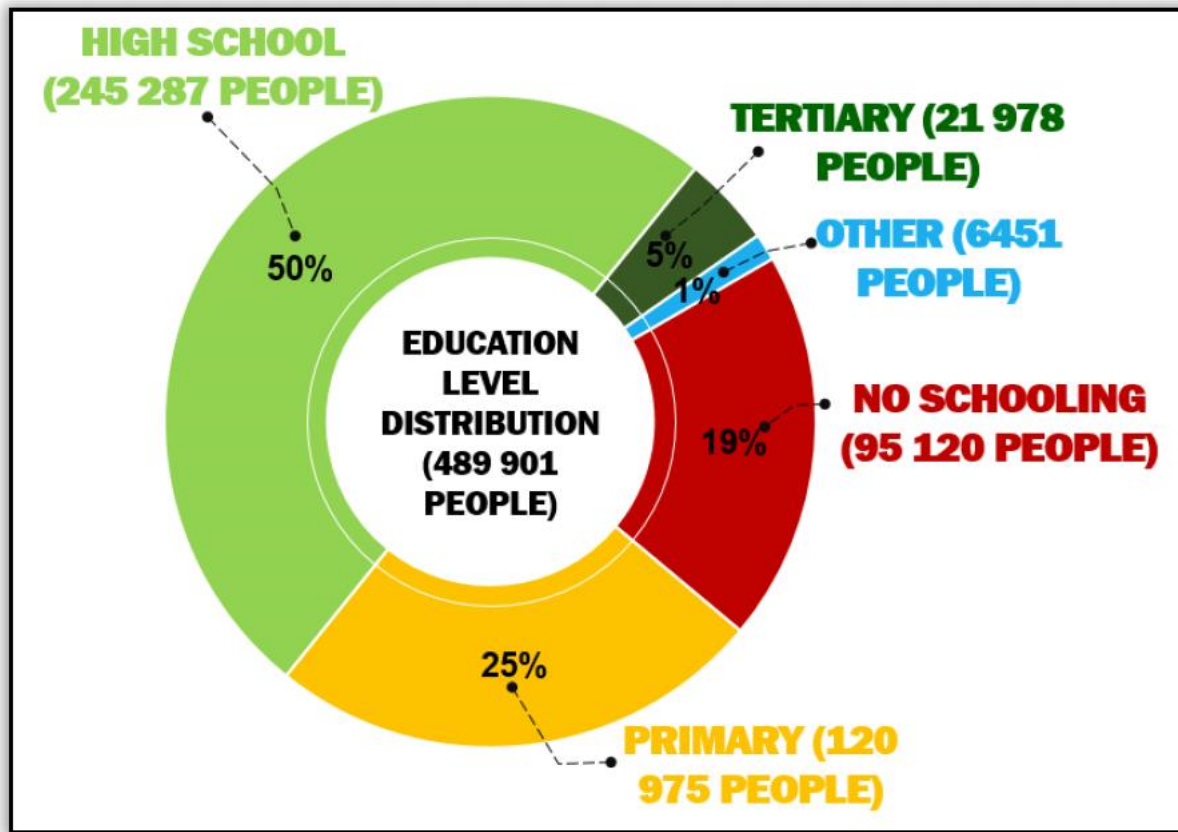
Current local manufacturing activities are limited mainly to serving local needs in the absence of other competitors. Current manufacturing needs are supplied by companies from the larger cities with established industrial complexes.

Retail, Trade and Services

The previously uncompetitive retail sector, consisting of spaza shops, is currently being superseded by the establishment of a modern shopping centres with well-known retail chain stores and franchises. The market has responded to the local demand and is growing as local consumer and business spending power increases.

Transport and Logistics

The public transport and logistics sector consists of taxi and bus operators (consumer transport) and a few individuals with trucks that transport local goods. There has been a growth in this sector due to mining product and staff transport that is in high demand.



(Municipality, 2023)

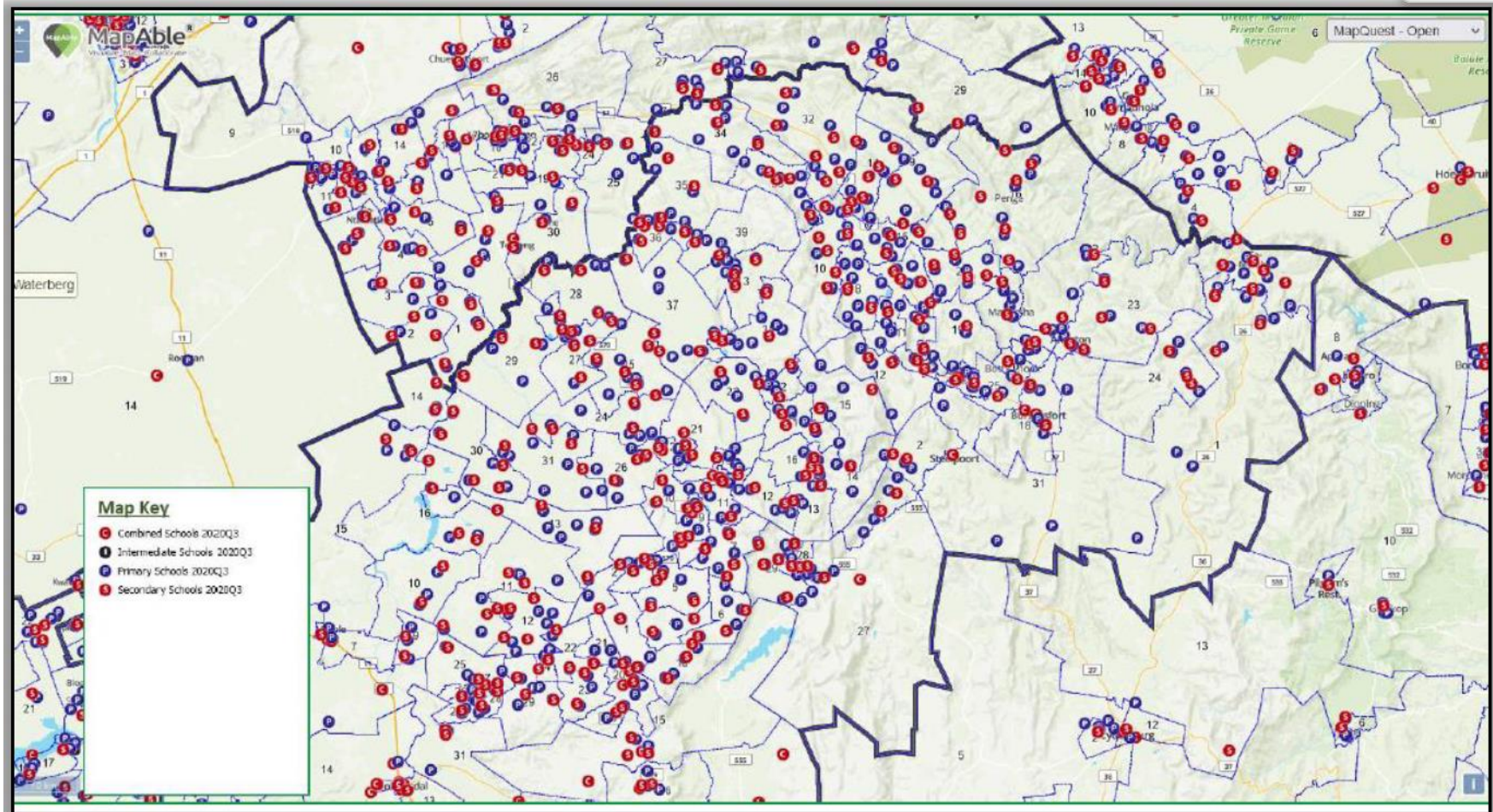
Figure 7: Educational Levels

**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 50% of the population that have completed some high school education. Of this, only 29% have completed their education to Grade 12. 50% of the population have less than Grade 10, and only 5% have higher education.

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



(Municipality, 2023)

Figure 8: FTLM Area Schools

Infrastructure

Majority of the households have access to adequate housing (76.49%) in the study area, however, it is imperative to note that this number has decreased since the 2011 statistics report.

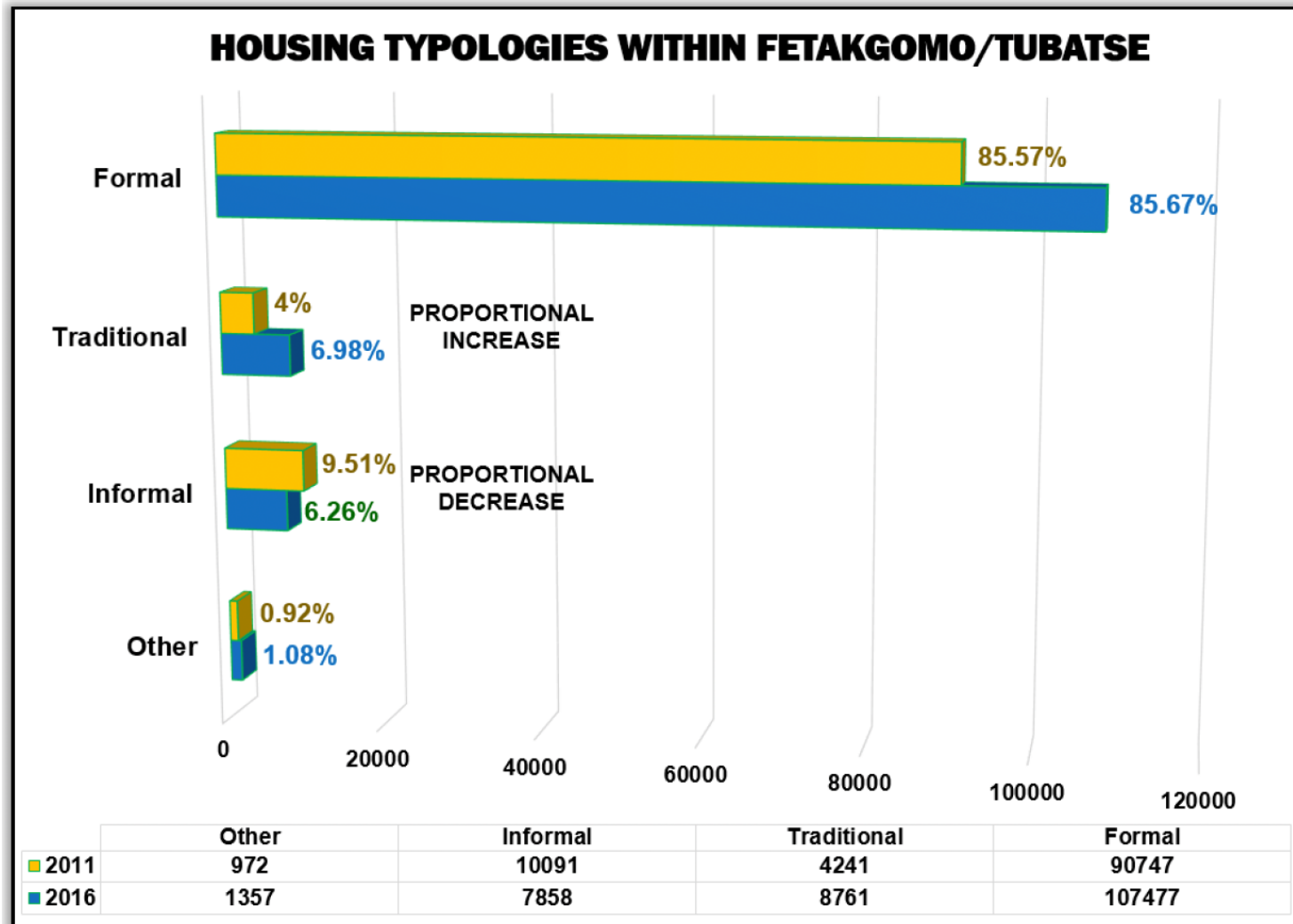
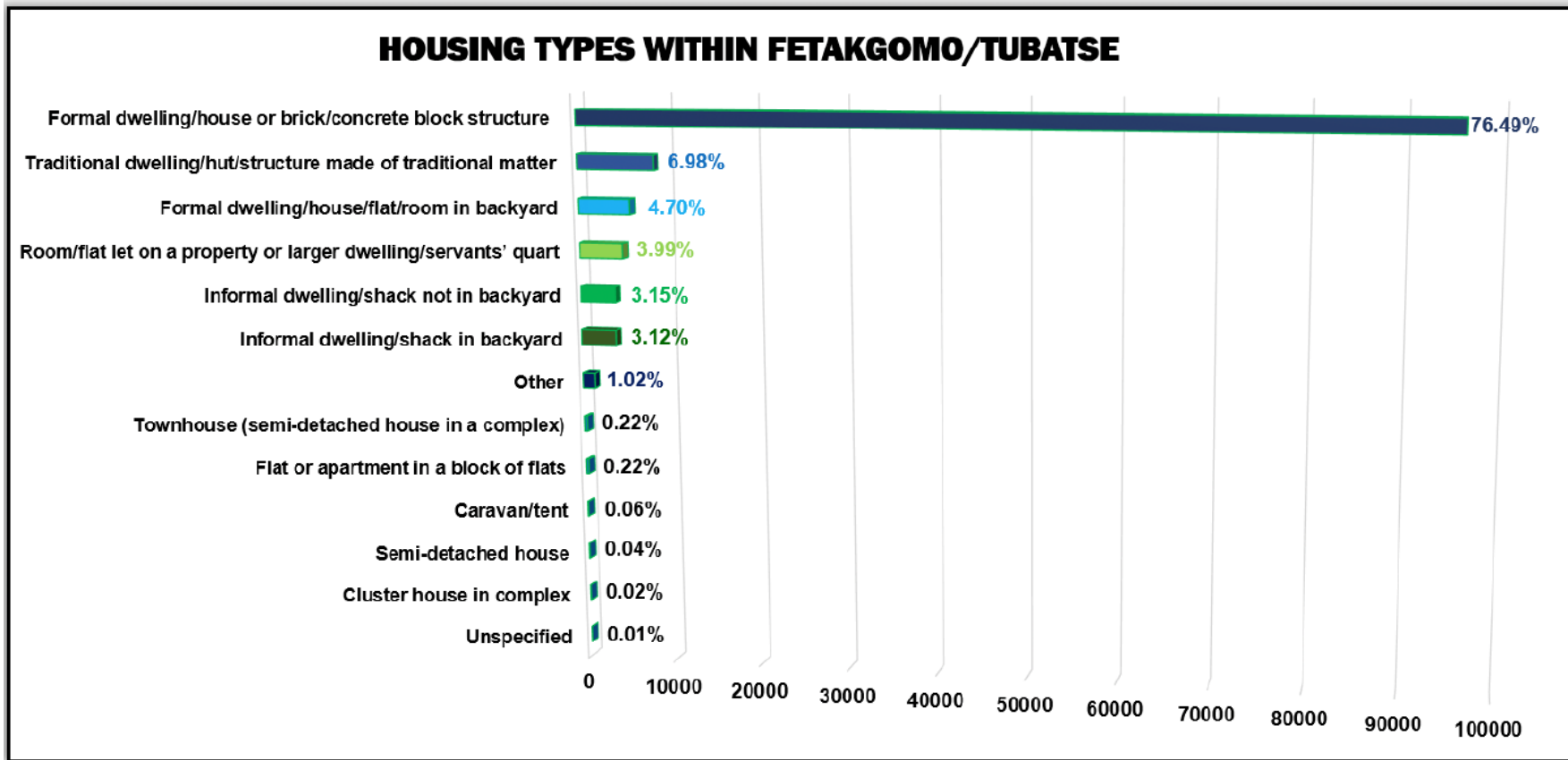


Figure 9: Housing Typologies

Housing

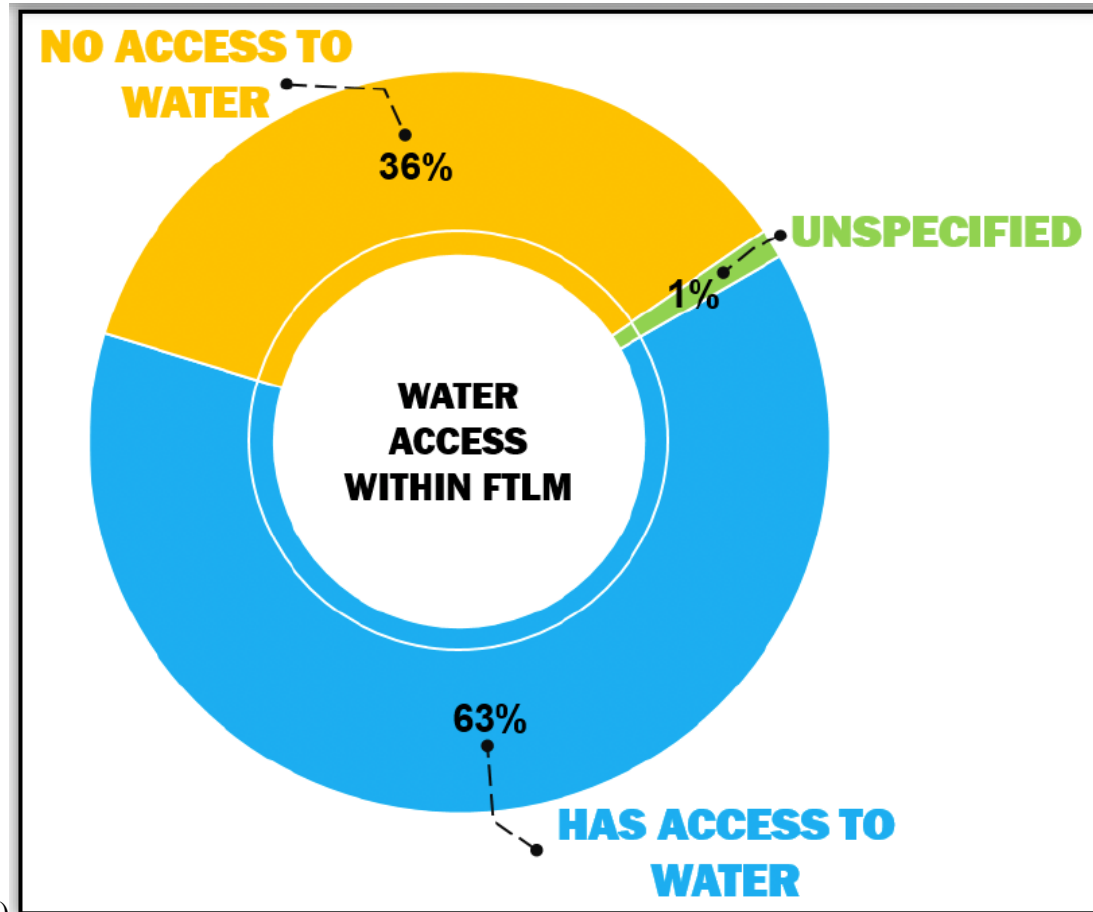
(Municipality, 2023)



(Municipality, 2023)

Figure 10: Accommodation Types

Majority of the households do not have access to tap water via public tap or piped into households, the balance relies on rainwater tanks or private boreholes. Only 63% of the local community have access to water. Such access includes boreholes, water points, rivers etc. This does not indicate the potability of the water. In the communities, more than 36% of the population have no access to water.



(Municipality, 2023)

Figure 11: Access to Water

	<p>In terms of sanitation, only 16.70% of the community households have access to appropriate minimum sanitation standards (VIP) or better.</p>
<p>Electricity</p>	<p>Electricity sources within the communities include electricity, paraffin, and wood. Majority of the population in the study area utilise wood for cooking and heating.</p>
<p>Other (Specify)</p>	

5.3 Economic Profile⁷

Employment Profile

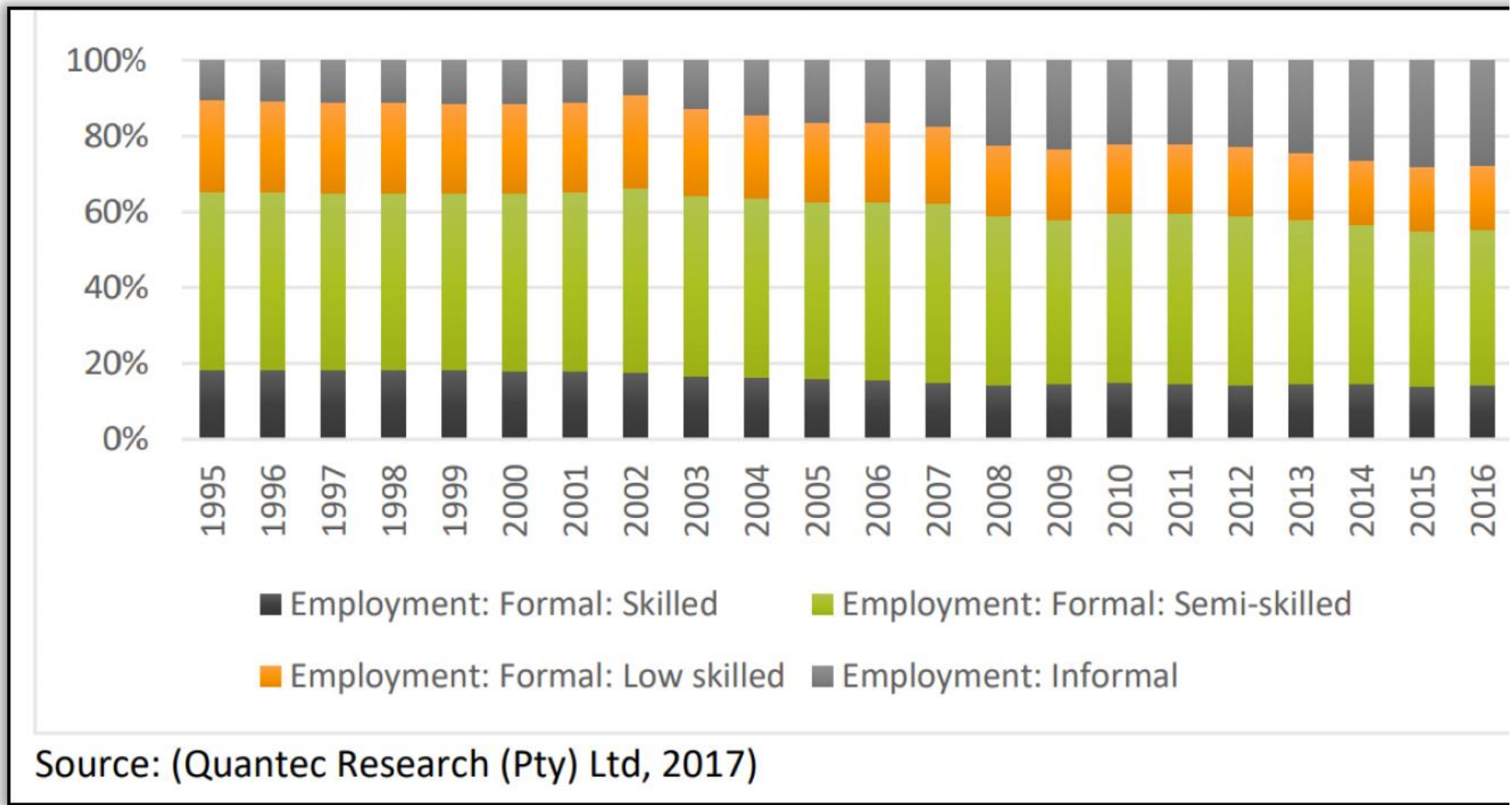


Figure 12: Employment Statistics

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

⁷ Regulation 46 (c) (ii)

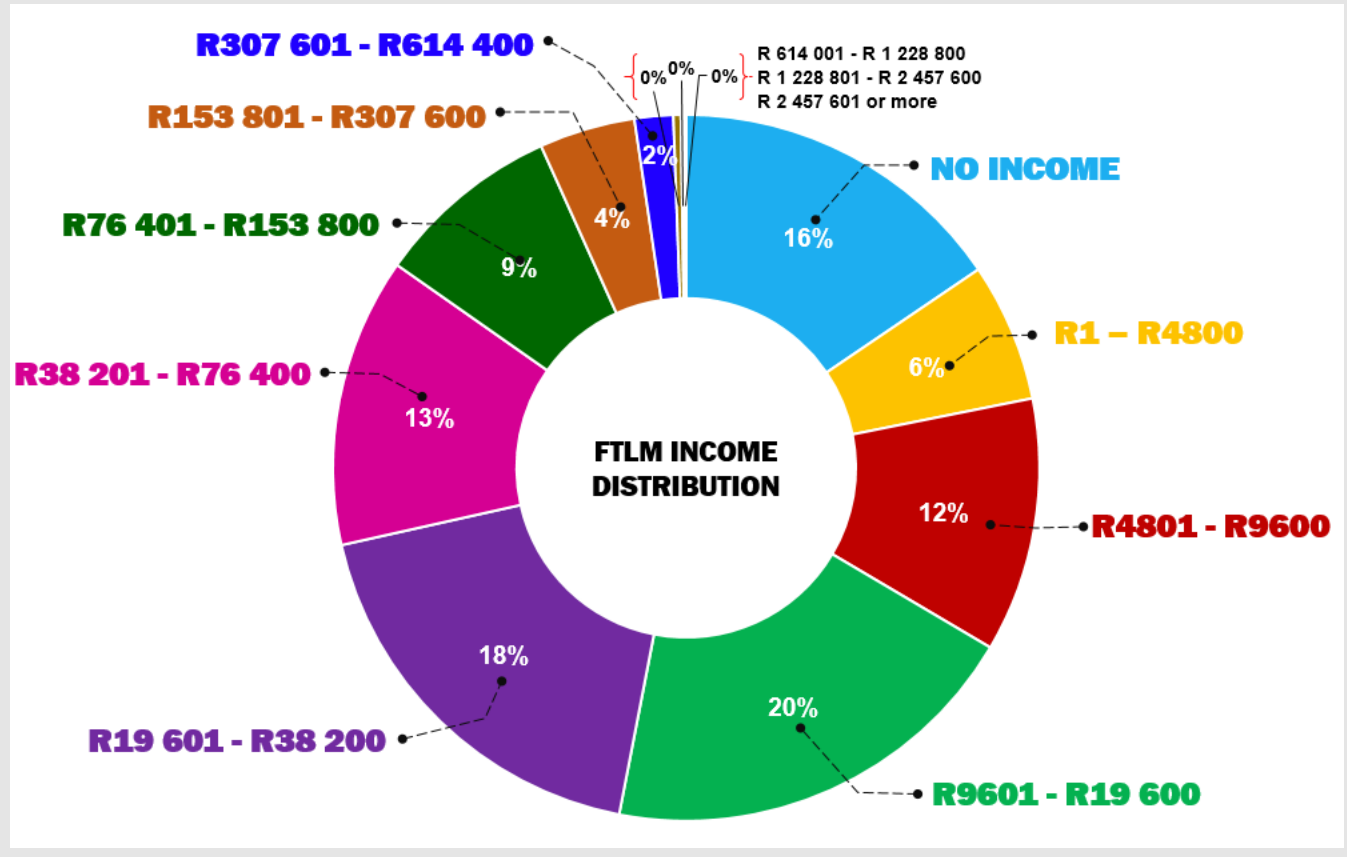
Income
Profile

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.

INDUSTRY	GVA (2016)	EMPLOYMENT (2016)	EMPLOYMENT (2018)
	Share of GVA	Share of Employment	Share of Employment
Mining and Quarrying	67% (1 st)	20% (2 nd)	23.1% (1 st)
General Government	9% (2 nd)	15% (3 rd)	13.1% (3 rd)
Wholesale and Retail, Catering, and Accommodation	8% (3 rd)	59% (1 st)	20.5% (2 nd)
Finance, Insurance, Real Estate, and Business Services	5%	0%	9.1%
Manufacturing	4%	8%	8.4%
Transport, Storage, and Communication	3%	2%	3%
Community, Social, and Personal Services	2%	7%	12.2%
Construction	2%	9%	6.3%
Electricity, Gas, and Water	1%	0%	0.3%
Agriculture, Forestry, and fishing	0%	4%	4.1%

Figure 13: GVA and Employment per Economic Sub-Sector (FTLM SDF 2020)



(Municipality, 2023)

Figure 14: Remuneration Levels

5.4 Mining companies that operate around Sefateng

Fetakgomo Local Municipality has been identified as a Platinum Group Metals and Chrome Belt and has attained the status of national development node.

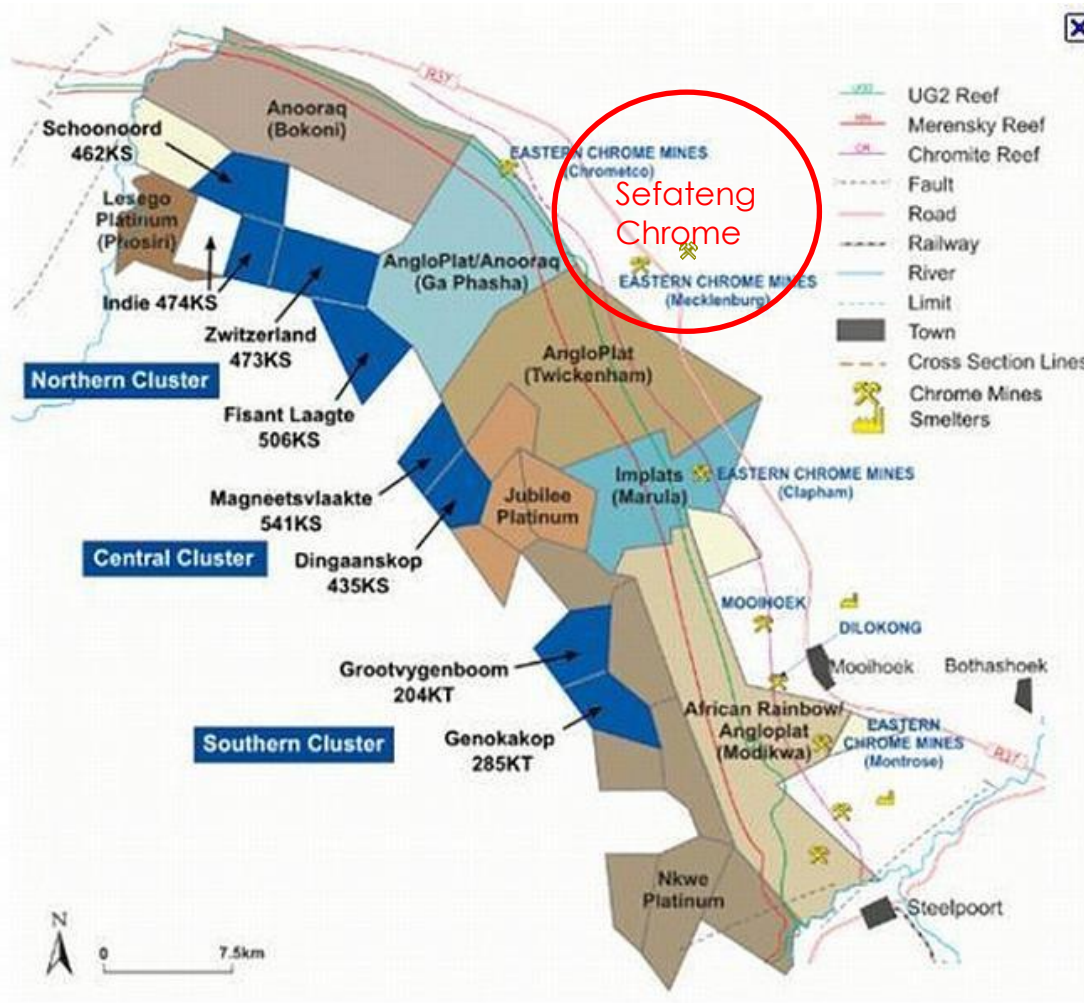


Figure 15: Locality of Mines relative to Sefateng Chrome Mine

5.5 Negative Impact of the Mining Operation

Table 17: Key Impact Areas and solutions imposed.

Impact	Yes	No	If Yes, how will you address it?
Exhumation of graves	X		Graves already exhumed prior to development of the mine through accredited providers.
Resettlement of housing	X		Houses have already been resettled prior to development started
Influx of people	X		Influx management plan in collaboration with Municipal authorities
Air quality impact – dust	X		Dust suppression
Blasting vibration impact	X		Blast Management Plan
Noise increase	X		Noise reduction technology
Visual Impact	X		Visual Berms
Groundwater	X		Provision of water if affected

5.6 IDP Needs in Order of Priority

The FTLM IDP for 2023/2024 identified several areas of focus for local communities, these include:

- Roads to Meshate
- Provision of Water
- Electrification
- Access Roads
- Housing
- Fencing of Cemeteries
- Street Lighting
- Grading of Sports Facilities
- Access to Health Services
- Internships and Learnerships
- Bursaries
- Support to Cooperatives and SMME's
- Mining Beneficiation

In terms of the draft 2023/2024 IDP, the following Ward level needs were identified for Ward 32.

Table 18: Community Needs

Element	Community	Needs Description
Water	The whole ward	The whole ward still fetched some water to a long distance. Community used to buy water. Most of boreholes not functioning because of mortars need to be fixed e.g. at Seokodibeng community did not have water for couple of four months.
Road	Tjibeng via Mooiluk, Mahlabeng, Rostock to Shubushubung village	Road from R37 Tjibeng via Mooiluk, Mahlabeng, Rostock to Shubushubung village are in bad condition that during rainy season community of that villages are not able to access their essential needs and services e.g. access to health, education, work, food etc. The road to that villages is in need of re-gravelling and bridges for four valleys. Road from Ledingwe need re-gravelling and the bridge to cemeteries, also colvet for two dongas. Access roads from Tjibeng village are in need of re-gravelling and one bridge from Moraswi secondary to graveyard. Road from R37 to via Ga-Phasha to Ga-Mampa need re-gravelling and bridges for two valleys. Road from Seokodibeng to Kgagudi primary school need bridge.
Electricity	All villages	High mass light not functioning Most of new settlement in need of new electrification project.
Sanitation	All villages	Some of the members of the community are still in need of sanitation.
Housing	The whole ward	Unfinished RDP HOUSES. Most of the beneficiaries not being approved and are mostly in need.
Clinic	Tjibeng	Full-service clinics are few and far between, this is further exacerbated by transportation and access to public transport.
Community Hall	Mahlabeng	The Community Halls are important facilities that seek to give people opportunities to socialize, learn and access key services and in some areas, they could be used as community centres where members of community tend to gather for groups' activities, social support, public information, and many other unspecified purposes. (Municipality, 2023)
Library	Motswadibe	
Network Tower	All villages	

5.7 Project Budgets

Based on engagements with both communities and the municipality, as well as review of the IDP, the following projects have been proposed:

LED Projects		YEAR 5 2024	Previous Total Financial Commitment	Proposed 102 Total Financial Commitment
Infrastructure and services that enable productive local economic development.				
1	Water Provisioning Project: Ga-Mampa: <i>Scope: Installation and equipping 2 (two) fully functional boreholes providing potable water.</i>	R 3,000,000.00	R 1,740,000.00	R 3,000,000.00
Empowerment of women, youth and local people to meaningfully participate in the economy				
2	Renovation of Matianyanne School: Tjibeng: <i>Scope: Construction of a new block of classrooms, including 3 classrooms and 1 Computer Room to be renovated and equipped with computers, desks, chairs and WI-Fi functionality.</i>	R 2,500,000.00	R 1,490,000.00	R 2,500,000.00
Social welfare, health and culture of families and communities as a foundation for local economic development				
3	Re-building existing Community Hall: Ga-Mampa: <i>Scope: Ga-Mampa Community Hall, reconstruction of existing framework into a complete and functional community hall with one office</i> <i>Section 102 Scope Extension: Demolish existing community hall and rebuild to accommodate no less than 1000 participants. Including ablution facilities, offices and a meeting hall with stage.</i>	R 3,230,000.00	R 1,500,000.00	R 3,230,000.00
TOTAL SLP PROVISION		R 8,730,000.00	R 4,730,000.00	R 8,730,000.00

Table 19: SLP LED Projects Summary (Note budget remains unchanged, however time frames have been adjusted to accommodate final SLP Approval periods)

Project Plans


5.7.1 Ga-Mampa Water Project

Project Name	Mampa Water Project: Installation and equipping 3 (three) fully functional boreholes providing potable water.					Classification	Infrastructure								
Background	The Limpopo region has seen a small increase in the access to water for households, however reliability has declined, leaving households unable to source water closer to their dwellings. The Mampa community have expressed a need to have their existing water supplies improved and additional piping and reticulation introduced to improve potability and reliability of the water supply.														
Stakeholder Engagement	Mass Meetings held in 2021, Stakeholder Leadership meeting held 15 November 2022. Mass meeting held on 23 April 2023 FTLM meeting held on 4 May 2023				IDP Reference	Ward Priority for 2022/23, Pg 232 - IDP/Budget 2022/2023, for FTLM, Adopted 26 May 2022			Community Notes:						
Geographical Location	-24.360810828585972, 30.012883365332662 (Note: 1 to be placed within the Community Hall Area	District Municipality	Sekhukhune District Municipality (SDM)		Local Municipality	Fetakgomo Tubatse Local Municipality (FTLM)		Village Name	Ga-Mampa (Ward 32)		Project Start Date	Sep-24	Project End Date	Dec-24	
Output	Existing Water System Evaluation, Installation and replacement of service pipes, Increase water supply to Ga-Mampa village.				Responsible Entity	Sefateng Chrome Mine					Budget	R	3,000,000.00		
K.P.A	Increased reliability of Ga-Mampa water supply. Installation and full equipping of 3 Boreholes.		K.P.I	Water delivery reports		Q timelines & year	2024 - Provider Selection		Q timelines & year	2024 Q3 - Feasibility Study		Q timelines & year	2024 Q4 - Ground breaking		
Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments								
Short Term	Casual Labourer	10	7	3	7	3	10								
Medium Term	Casual Labourer	0	0	0	0	0	0								
Long Term	Casual Labourer	0	0	0	0	0	0								
Completion Date	Dec-23				Exit Strategy	Handover of Sekukhune District Municipality and to the Ga-Mampa community via the Ga-Mampa Trust.									

Project Plan per SLP Guidelines:

Event	Date	Details	Spend (estimated - final cost from supplier)	
Supplier Tender	18/08/2024	Tender Submitted for supplier application. Anticipated ring fenced element - In review		
Site Selection	01/07/2024	Evaluation by water experts to select borehole sites	R	200,000.00
Site Establishment	01/09/2024	Supplier to establish site	R	80,000.00
Test Drilling	01/09/2023	Exploratory drilling - Completed	R	200,000.00
Site Evaluation	15/09/2024	Testing and evaluation of water supplies	R	100,000.00
Final Installation	31/01/2024	All supporting structures installed	R	2,260,000.00
Close Out	15/10/2024	Final Close out and hand over	R	160,000.00
Total			R	3,000,000.00

5.7.2 Matianeyane School Block and Computer Room

Project Name	Construction of 1 block of classrooms, including 3 classrooms and 1 Computer Room to be renovated and equipped with computers, desks, chairs and wifi functionality.					Classification	Infrastructure & Education								
Background	The students at Matianeyane have limited access to tablets during their school day. In order to adequately prepare for life after school, students must be exposed to computers. The computer class will provide a safe environment for the classes, the storage of the equipment and an ergonomically designed room fit for purpose.														
Stakeholder Engagement	Mass Meetings held in 2021, Stakeholder Leadership meeting held 15 November 2022. Mass meeting held on 23 April 2023. FLM meeting held on 4 May 2023.					IDP Reference	Ward Priority for 2022/23, Pg 232 - IDP/Budget 2022/2023, for FTLM, Adopted 26 May 2022			Community Notes:					
Geographical Location	-24.28739029004558, 29.954036489118305		District Municipality	Sekhukhune District Municipality (SDM)		Local Municipality	Fetakgomo Tubatse Local Municipality (FTLM)		Village Name	Tjibeng (Ward 32)		Project Start Date	Sep-24	Project End Date	Jan-25
Output	Building Structure, Desks, and Chairs, 8 x Computers and prepaid ready WiFi network set up.					Responsible Entity	Sefateng Chrome Mine					Budget	R 2,500,000.00		
K.P.A	Computer Class Room. New construction of 4 classroom structure and equipment.		K.P.I	Operational Class			Q timelines & year	2024 - Provider Selection		Q timelines & year	2024 Q3 - Construction		Q timelines & year	2025 Q1 - Equipment Delivery	
Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments								
Short Term	Casual Labourer	10	7	3	7	3	10								
Medium Term	Casual Labourer	0	0	0	0	0	0								
Long Term	Casual Labourer	0	0	0	0	0	0								
Completion Date	Feb-25					Exit Strategy	Handover of Venue and Equipment to the School								

Project Plan per SLP Guidelines:

Event	Date	Details	Spend (estimated - final cost from supplier)	
Supplier Tender	18/08/2024	Tender Submitted for supplier application. Anticipated ring fenced element		
Site Establishment	15/09/2024	Supplier to establish site	R	150,000.00
Construction	01/10/2024	Repair of walls, windows, doors, floors, ceilings, white boards & Electrification.	R	2,020,000.00
Equipment	20/01/2025	8 Desks and 16 Chairs	R	60,000.00
Final Installation	20/02/2025	8 Desktop Computers	R	120,000.00
Close Out	28/02/2025	Finishes and Final Close out and hand over	R	150,000.00
Total			R	2,500,000.00

5.7.3 Ga-Mampa Community Hall

Project Name	Ga-Mampa Community Hall: Construction of new community hall with one office						Classification	Infrastructure										
Background	The Ga-Mampa community hall burnt down several years ago and has left the community without adequate gathering space. The Community halls provide necessary support for the community and individuals.																	
Stakeholder Engagement	Mass Meetings held in 2021, Stakeholder Leadership meeting held 15 November 2022. Mass meeting held on 23 April 2023. FTLM meeting held on 4 May 2023. Request by community to increase budget to allow for new construction.						IDP Reference	Ward Priority for 2022/23, Pg 161 - IDP/Budget 2022/2023, for FTLM, Adopted 26 May 2022			Community Notes:							
Geographical Location	-24.35217977519133, 30.00703409478037		District Municipality	Sekhukhune District Municipality (SDM)		Local Municipality	Fetakgomo Tubatse Local Municipality (FTLM)		Village Name	Ga-Mampa (Ward 32)		Project Start Date	Jan-24	Project End Date	May-25			
Output	Rebuild existing Community Hall and provide furniture (1 podium, 200 chairs, 1 office desk with 2 office chairs and 1 computer for use in the hall).						Responsible Entity	Sefateng Chrome Mine				Budget	R 3,230,000.00					
K.P.A	Functional Community Hall			K.P.I			Use by community			Q timelines & year	2024 - Provider Selection		Q timelines & year	2024 Q2 - Technical Drawings		Q timelines & year	2024 Q4 - Ground breaking	
Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments											
Short Term	Casual Labourer	20	14	6	14	6	20											
Medium Term	Casual Labourer	10	7	3	7	3	10											
Long Term	Casual Labourer	0	0	0	0	0	0											
Completion Date	May-25					Exit Strategy	Handover of the Community Hall to the FTLM in conjunction with Ga-Mampa Community Trust											

Project Plan per SLP Guidelines:

Event	Date	Details	Spend (estimated - final cost from supplier)	
Supplier Tender	18/08/2024	Tender Submitted for supplier application. Anticipated ring fenced element	R	350,000.00
Site Establishment	15/09/2024	Location and technical drawings. Supplier to establish site	R	2,700,000.00
Construction	01/10/2024	Full construction	R	120,000.00
Equipment	20/02/2025	1 Podium, 200 Chairs and 1 Office (Table 3 Chairs and Desktop Computer)	R	60,000.00
Close Out	20/05/2025	Finishes and Final Close out and hand over	R	3,230,000.00
Total				

6 Procurement Enterprise and Supplier Development

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, 2018.

The Procurement Progression Targets as per the Mining Charter 2018 will be strived towards to in the following progressive plan.

Table 20: Procurement Targets⁸

Element Description	ELEMENT	MEASURE AND DESCRIPTION	MC III TARGET	2020	2021	2022	2023	2024
Total Procurement budget spend	Procure 70% locally manufactured mining goods with a 60% local content	21% of total mining goods procurement budget must be spent on South African manufactured goods produced by Historically Disadvantaged Persons owned and controlled company	21,00%	5%	10%	18%	21%	21%
		5% of total mining goods procurement budget must be spent on South African manufactured goods produced by women owned and controlled company or youth owned and controlled company	5,00%	1%	1%	3%	5%	5%
		44% of total mining goods procurement budget must be spent on South African manufactured goods produced by BEE compliant company	44,00%	10%	20%	30%	44%	44%
	80% Services	50% of total services budget must be spent on services supplied by Historically Disadvantaged Persons	50,00%	15%	20%	30%	50%	50%
		15% of total services budget must be spent on services supplied by women owned and controlled companies	15,00%	5%	8%	10%	15%	15%
		5% of total services budget must be spent on services supplied by youth owned and controlled companies	5,00%	1%	2%	3%	5%	5%
		10% of total services budget must be spent on services supplied by a BEE compliant company	10,00%	3%	5%	8%	10%	10%

⁸ Amendment subject to High Court Ruling September 2021

Research & Development	A minimum of 70% of total research and development budget to be on South African based research development entities	70,00%	30%	50%	60%	70%	70%
Sample Analysis	Utilise South African based facilities or companies for the analysis of 100% of all mineral samples across the mining value chain. (i.e. % of spend)	100,00%	80%	90%	100%	100%	100%

The policy will make provision for the following methodology:

- New suppliers will be required to disclose information regarding their ownership/control and internal B-BBEE (Broad-Based Black Economic Empowerment) programmes.
- The Company will put measures in place to monitor and verify the status quo of all suppliers and to ensure that such information is reliable.
- Preference will be given to products supplied and services rendered by HDP suppliers.
- The Company will encourage suppliers to form partnerships or joint ventures with HDP supplier companies where there is no HDP company tendering to supply the required goods or services.
- Tender requirements will be comprehensively communicated to HDP companies.
- Aspiring HDP 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 HDP vendors in the mine's upstream value chain, and to ensure that HDP suppliers have access to the Operations supply chain. This is expected to promote an increase in the levels of benefits to HDP's from the secondary and tertiary aspects of the mine's value chain. Specific objectives for the Project are to:

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

7 Measures to Address Housing and Living Conditions⁹

Sefateng open cast mine has been in operation for few years, along with Bauba and Samancor as its neighbours. Many employees of the mine are sourced from local labour sending areas and come from established homes. Despite this, the mine pays a flat fee to all its employees as a housing Subsidy.

7.1 Baseline Housing Situation

Table 21: Housing Profiles

Housing	Limpopo	DM	LM	Ward 32
House	80.50%	77.00%	76.50%	89.70%
Traditional	5.10%	4.90%	7.00%	1.70%
Shack	5.10%	6.60%	6.60%	6.40%
Flat in Backyard	5.50%	7.30%	4.70%	0.10%
Room or flatlet	1.60%	2.40%	4.00%	0.10%
Other	2.20%	1.80%	1.20%	2.00%
	100.00%	100.00%	100.00%	100.00%

Due to increased industrial development and population growth, there is an increased demand for housing in the area, this is according to municipal officials. However, officials have noted that there has been an oversupply of upper income housing and a deficit in the supply of lower income and affordable housing. Proposed further developments in the area will increase the demand for low-cost and affordable accommodation in the area. Recent statistics suggest that approximately 76.5% of the households in the Fetakgomo-Tubatse LM reside in formal housing units in the form of a house or other brick structures on a separate stand or yard. There is currently a housing backlog of 16755 units in the LM. The backlog of housing and the increased population because of a migrant influx puts pressure on service delivery, particularly with the growth of informal settlements, which are found adjacent to nodes—most of these being mining developments. Majority of the households have access to adequate housing (83%) in the study area. Only 6.6% still live in the shacks.

⁹ Regulation) 46 (c) (iv)

7.2 Municipality's strategy to address housing.

Fetakgomo-Tubatse Municipality's Housing Strategy is currently under review, information obtained from the IDP and SDF on planned projects have been included here:

- Tenure upgrading
- Social and Rental housing
- Building Control

7.3 Housing and Living conditions Plan.

The applicants Housing and Living Conditions Plan is based on the following principles:

- Promoting a home ownership programme amongst employees.
- Assist employees that qualify for government housing programme by liaising with relevant government department so that they can get the houses.
- Providing a Rental Allowance which will ultimately ensure that all employees stay in decent accommodation and there is natural attrition from informal settlements.
- Conducting a financial literacy and debt rehabilitation programme, so that our employees are able to access, and responsibly manage, credit and home loan facilities from commercial banks.

Based on the current and planned employees, the following is envisaged in terms of the housing and living conditions plan:

- Company is currently issuing all employees with Living out allowance as a means of ensuring accommodation.
- The Underground mine is still under development.
- Survey will be conducted through SLP relevant committee to establish the needs and number of employees with housing ownership.
- Company will engage with benefits institution partners to establish other avenues to enhance home ownership in the next 2 to 5 years.

7.4 Health Care and Nutrition Programme

As the workforce will reside in either rented or owned accommodation, the mine therefore cannot directly influence the diet of their employees. However, through indirect nutrition programmes it can influence the diets of the workforce and their families. The Health Care and Nutrition Programme will ensure the following:

- Water to Community and employees
- Medica on Site
- All employees are subsidized with a medical aid and medical insurance to ensure a balanced healthy life at minimal costs.
- The mine launched its first of annual Wellness and Awareness Programmes in December
- will be launched to ensure balance nutrition.

8 Processes Pertaining to Management of Downscaling and Retrenchment

The Sefateng Underground Mine provides a 30-year Life of Mine, meaning it is unlikely that the mine will be required to undergo any downsizing. The mine remains committed to its employees and the massive impact downsizing and or closure could have on the local communities, and as such, the mine will continue to evaluate its production against the predicted Life of Mine to avoid downsizing.

In the event, that such an undertaking is necessary, the mine will comply with all guidelines laid down by the Labour Relations Act, Section 189(a).

8.1 Establishment of a Future Forum

The Sefateng Chrome Mine Future Forum was established in April 2021 and is represented by both labour and management. The mine is currently in negotiations with NUM regarding a Recognition Agreement. In the event that the mine and union are able to settle on a Recognition Agreement, the Constitution of the Future Forum will be modified to accommodate.

Current employees nominate the Employee representation according to the ratio required as per the labour build up.

Verification will include:

- Future forum undertaking document and/or
- Signed terms of Reference to regulate the Forum.
- Formal appointment letters of the future forum members nominated.

Meeting schedule and Minutes

Future Forum meetings will be held every 6 – 12 months and will be continuously capacitated on:

- Department of Labour's national social plan policy,
- Social and labour plan regulation, and their functions.

8.2 Mechanisms to Save Jobs and/or Provide Alternative Solutions for Job Security¹⁰

The Company will develop strategies to introduce measures that could prevent job loss in the event of circumstances threatening guaranteed employment. This will be done by proactively monitoring the current Life of Mine plan on an ongoing basis and will make regular recommendations aimed at helping to extend the Life of Mine. The recommendations may include the following measures:

- Exploring synergies and trade-offs between mines
- Mining of low-grade areas
- Reduction of costs
- Exploration of new technology in mining for longer term sustainable mines
- Conducting strategic assessment and set performance goals to reduce high costs.
- Growth and acquisition objectives of Sefateng Chrome Mine as a whole
- Redeployment where possible
- Managing/cessation/stopping recruitment of new employees
- Voluntary/compulsory early retirement
- Voluntary severance packages
- Termination of services of temporary and contract labour
- Employment in other companies outside the company
- Adjustment to working arrangements.
- Portable skills training

However, in the event that it becomes impossible to avoid downscaling, despite the efforts of the management and the work of the future forum, the future forum will be tasked with finding alternatives to retrenchment and the loss of jobs. This process has been well established in South African labour relations practices and is comprehensively set out in section 189A of the Labour Relations Act (LRA). The provisions of the Act allow the representatives of affected employees the opportunity to examine the reasons for the proposed downscaling and to present and consider alternatives to job losses, as well as to propose measures to mitigate the effects of the loss of jobs on employees and communities.

¹⁰ Where Job Losses Cannot Be Avoided

8.3 Management of Retrenchments¹¹

Section 189 and 189A of the LRA: The Operation will engage in formal Section 189A consultations with recognised employee representatives as soon as retrenchments are contemplated.

Section 52 of the MPRDA: The company will provide the DMRE with a letter for submission to the Minerals and Mining Development Board, as required by this section.

National social plan guidelines: The consultation process as set out in the national social plan guidelines will be followed whereby employees' representatives and the Department of Labour are notified of, and consulted on, the contemplated downscaling.

Moratorium recruitment of new employees: The Operation will discontinue the recruitment of new employees while attempting to fill vacant positions with existing over-complement employees who are suitably qualified, skilled, and experienced, provided that the company will be entitled to recruit employees with specialist skills and where a shortage of labour has occurred in a particular category.

National Economic Development and Labour Council social plan agreement: In accordance with the NEDLAC social plan agreement the Department of Labour will be notified of:

- Number of employees possibly affected.
- The employees' job categories
- Timing of the proposed retrenchments
- The assistance being offered includes training.
- Prospects for re-employment
- Languages and areas of origin of affected employees
- The employees' skill profiles
- The resources available to assist employees.
- Details of the agreements and disagreement or disputes with recognised and affected unions.

Discussions will also be held with the department regarding any additional services that may be required, including the deployment of a retrenchment response team.

8.3.1 CCMA Involvement

The mine will make use of the CCMA's Pre-Dismissal Process and report any pending retrenchments to the CCMA for the appointment of a commissioner to aid the process. The mine will set up job advice centres for affected employees, provide affected employees with

¹¹ IN LINE WITH THE TERMS OF SECTION 52(I) OF THE MPRDA AND SECTION 189 OF THE LRA.

information packs, and advise on Unemployment Insurance Fund, assist with their registration with the department as work seekers, and advise on labour market and employment opportunities. The mine plans to reach an agreement with the department regarding the provision of services to assist employees, including group counselling, employment counselling, training of affected employees and placement services. If necessary, additional staff will be contracted to assist the department and the mine in ensuring that these services are provided. Where necessary the above services provided for the affected employees will be for the mine's cost.

8.3.2 Collective agreements

Where collective agreements exist with organised labour which deal with downscaling and retrenchments, these agreements will be honoured and incorporated into the process.

Together with the Department of Labour's retrenchment response team, the downscaling mines will assist employees with the registration and collection of UIF benefits.

8.4 Mechanisms to ameliorate the Social and Economic Impact¹²

Should the measures set out above not be sufficient to avoid retrenchments, and the region from which the operation recruits' employees will be adversely affected the following processes will be followed to ameliorate the hardships which results from job losses:

Implementation of portable skills training for employees for absorption into other sectors of the economy and for job creation and poverty alleviation through self-employment projects

Skills training: Other mechanisms to provide alternative solutions to avoid retrenchments include the following:

- Training and development
- Relocation of employees to other mines
- Productivity improvement measures

Portable skills training: Portable skills training is one of the most sustainable methods of mitigating the effects of downscaling and industry job losses. It gives affected employees the opportunity of viable long-term independence from the mining industry's uncertainties. For this reason Sefateng plan to make resources available for this type of training. Although it is possible to arrange for training after the

¹² ON INDIVIDUALS, REGIONS AND ECONOMIES WHERE RETRENCHMENT OR CLOSURE OF THE OPERATION IS CERTAIN

downscaling occurs and employment has been reduced, the mine plan to start training before the need arises, thereby minimising the impact on affected employees and enabling them to take up alternative employment immediately when the need arises.

Element		YEAR 1 2020	YEAR 2 2021	YEAR 3 2022	YEAR 4 2023	YEAR 5 2024	Total Financial Commitment
1	Severance Pay	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00
2	Skills Development	R50 000,00	R53 000,00	R56 180,00	R119 101,60	R126 247,70	R404 529,30
3	Administrative	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00
4	Other	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00
5	Other	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00
TOTAL SLP PROVISION		R50 000,00	R53 000,00	R56 180,00	R119 101,60	R126 247,70	R404 529,30

9 FINANCIAL PROVISION

Element		YEAR 1 2020	YEAR 2 2021	YEAR 3 2022	YEAR 4 2023	YEAR 5 2024	Total Financial Commitment
1	Human Resource Development	R711 455,27	R1 440 230,00	R2 258 513,80	R3 465 901,88	R3 659 484,48	R11 535 585,42
2	Local Economic Development Projects	R0,00	R0,00	R870 000,00	R4 365 000,00	R3 495 000,00	R8 730 000,00
3	Downscaling and Retrenchment	R100 000,00	R110 000,00	R110 000,00	R120 000,00	R130 000,00	R570 000,00
TOTAL SLP PROVISION		R811 455,27	R1 550 230,00	R3 238 513,80	R7 950 901,88	R7 284 484,48	R20 835 585,42

Table 22: Financial Provision

10 Undertaking

REGULATION 11 (1) (g): UNDERTAKING, SIGNED BY THE 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	Alexandra Janet King
Identity Number	7605060090080
Signature	