

GREENSTONE PLATINUM (PTY) LTD

GREENSTONE MINE

SOCIAL AND LABOUR PLAN

NALEDI

LOCAL MUNICIPALITY

NORTH WEST PROVINCE

OCTOBER 2024

Prepared for:

Greenstone Platinum (Pty) Ltd
Ntokozo Cande/ Dr. Sakhile Ngcobo
Email: info@lmeconsultant.co.za

Mobile: 073 112 5527
63 Peter Place, Erven 5576,
Bryanston, Extension 1
Gauteng
2146
South Africa

Prepared by:

Greenmined Environmental (Pty) Ltd
Ms. Zoë Norval
Email: zoe@greenmined.co.za
Tel: +72 759 9059
106 Baker Square
PO Box 782058
Paardevelei
De Beers Avenue
Somerset West
7130
South Africa



Table of Contents

1. PREAMBLE (Regulation 46(a))..... 6

2. HUMAN RESOURCE DEVELOPMENT PROGRAMME (*Regulation 46(b)*) 6

 2.1. Compliance with skills development legislation..... 7

 2.2. Skills development plan (Regulation 46(b)(i) in conjunction with Regulation 11(g)) 8

 2.2.1. Education levels of the workforce 8

 2.2.2. Illiteracy level and ABET needs. 9

 2.2.3. Training planned in respect of ABET needs (*Regulation 46 (b)(i)*)..... 9

 2.2.4. Portable Skills Programme and Core Business Training 10

 2.2.5. Core Business Training & Induction..... 11

 2.2.6. Internal Learnerships 11

 2.2.7. External Learnerships and Artisan Training 12

 2.3. Form R: Hard to fill vacancies (Annexure 2)..... 13

 2.4. Career Progression Plan (*Regulation 46(b)(ii)*) 14

 2.4.1. Career Development Matrix 14

 2.4.2. Career Progression Plan (*Regulation 46(b)(ii)*) 14

 2.4.3. Action plan to implement Career Development paths:..... 14

 2.5. Mentorship Plan (Regulation 46(b)(iii)) 17

 Action plan:..... 17

 Responsibility of a Mentor:..... 18

 2.6. Bursary and Internship Plan (*Regulation 46(b)(iv)*)..... 18

 2.6.1. Internal Bursaries..... 18

 2.6.2. External Bursary Plan 19

 2.6.3. Internship plan (Regulation 46(b)(iv))..... 20

 2.7. Employment Equity Plan (*Regulation 46(b)(v)*) 20

 HDSA in management..... 20

3. MINE COMMUNITY ECONOMIC DEVELOPMENT (*Regulation 46(c)*) 21

 3.1. Social and economic background information (*Regulation 46(c)(i)*) 21

 3.1.1. Introduction 21

 3.1.2. Population..... 22

 3.1.3. Education profile..... 23

 3.1.4. Macro-economic and Local Economic Development outlook..... 24

3.2.	Key Economic activities (Regulation 46 (c) (ii))	25
3.2.1.	Key Economic Activities in the Mining Community	25
3.2.2.	Mining Companies in the Area	25
3.3.	Negative Impact of the mining Operation	26
3.4.	Infrastructure and Poverty Eradication projects - needs of area (Regulation 46(c)(iv)).....	26
3.5.	Project plan format (Regulation 46(c)(iii))	26
3.5.1.	Stakeholder’s involved in the project	26
3.5.2.	Sustainability of the project.....	26
3.5.3.	Financial provision over a 5-year timeframe	27
3.5.4.	Company’s exit strategy after implementation	27
3.6.	Measures to address housing and living conditions (<i>Regulation 46(c)(iv)</i>)	29
3.6.1.	Current status of available dwelling for employees –	29
3.6.2.	Preferred requirements for housing and living conditions of the workforce.....	29
3.6.3.	Housing and living conditions plan over a five-year period -	29
3.7.	Procurement progression (<i>Regulation 46(c)(vi)</i>)	30
4.	PROCESSES PERTAINING TO MANAGEMENT OF DOWNSCALING AND RETRENCHMENT (<i>Regulation 46(d)</i>)	31
4.1.	The establishment of the future forum (<i>Regulation 46(d)(i)</i>).....	31
4.2.	Job loss prevention and	31
4.3.	Management of retrenchments (<i>Regulation 46(d)(ii)</i>)	31
	Consultation with the Department of Labour	31
	Consultation with Staff and Representatives	31
4.4.	Mechanisms to ameliorate the social and economic impact on individuals, regions and economies where retrenchment or closure of the mine is certain (<i>Regulation 46(d)(iv)</i>).....	34
4.4.1.	Management of Retrenchments.....	34
5.	FINANCIAL PROVISION (Regulation 46(e)(i), (ii) and (iii))	34
6.	UNDERTAKING (<i>Regulation 46(f)</i>)	35
7.	ANNEXURES.....	36
7.1.	Annexure 1: Form Q (DME 327)	36
7.2.	Annexure 2: Form R (DME 328)	38
7.3.	Annexure 3: Form S (DME 325).....	39
7.4.	Annexure 4: Form T (DME 326)	40
7.5.	Annexure 5: Questionnaire	41

Tables:

Table 2.1: Seta Information	7
Table 2.2: Planned ABET Training for a five-year period	9
Table 2.3: Portable skills & Core Business training targets.....	11
Table 2.4: External Learnership & Artisan Training	12
Table 2.5: Hard to fill Vacancies.....	13
Table 2.6: Five Year Career Progression Plan.....	16
Table 2.7: Mentorship plan targets	18
Table 2.8: Tertiary Learnership Targets – External Bursary.....	19
Table 2.9: Internship targets.....	20
Table 2.10: Targets for HDSA participation in management	21
Table 3.14: Needs of the Area	26
Table 3.15:Project Plan	28
Table 3.3: Status of available dwellings for employees	29
Table 3.4: Housing and living conditions	29

EXECUTIVE SUMMARY

1. Greenstone Platinum (Pty) Ltd (**“the Applicant”**), applied to the Department of Mineral Resources and Energy (**“DMRE”**) for a mining right, accompanying environmental authorisation and waste management activities, for the mining of Chrome, Cobalt, Gold Ore, Iron Ore, Nickel Ore, PGMs, Silver Ore and Vanadium over ±15 867.90 ha of Groot Gewaagd 270 IN, Gembok Pan 309 IN, Koodoos Rand 321 IN and Papiessvlakte 323 IN, situated in the Magisterial District of Vryburg, North West Province.
2. The application is made in accordance with Section 22 of the Mineral and Petroleum Resources Development Act, 2002 (as amended) (**“MPRDA”**); the National Environmental Management Act, 1998 (as amended) (**“NEMA”**); the Environmental Impact Assessment Regulations, 2014 (as amended) (**“EIA Regulations”**) and the National Environmental Management: Waste Act, 2008 (as amended) (**“NEM:WA”**). Furthermore, this Social and Labour Plan will be subjected to public participation simultaneous to the environmental impact assessment, as prescribed by the EIA Regulations, as well as the MPRDA Regulations, as amended.
3. The estimated financial provision made by the Applicant for Human Resources Development for the initial 5-year period of this Social and Labour Plan (**“SLP”**) amounts to R3,076,400 (Three Million Seventy-six Thousand and Four Hundred Rand). The estimated number of positions available is 567 employees. The applicant intends to spend a total of R10 000 000 (Ten Million Rand) on Local Economic Development Project/s (hereinafter referred to as “LED project”) for the 5-year duration of this SLP, within the Naledi Local Municipality. It is the Applicants intention to strive to uplift the local community/ies, with a focus on community education, to alleviate the unemployment rate of the area, whether directly or indirectly.

1. PREAMBLE (REGULATION 46(A))

Name of Company/Applicant	Greenstone Platinum (Pty) Ltd
Name of mine/production operation	Greenstone Mine
Physical Address	63 Peter Place, Erven 5576 Bryanston, Extension 1 Gauteng 2196
Postal Address	-
Telephone number	+27 (0) 11 779 1300
Email address	info@lmeconsultant.co.za
Location of mine or production operation	±45m west of the Kalgold open pit gold operations on the Kraaipan Greenstone Belt. The project area lies approximately 25km north of Stella North West Province. It is accessible via the N18/R27 national highway linking the towns of Mafikeng and Vryburg.
Commodity / Mineral	Chrome, Cobalt, Gold Ore, Iron Ore, Nickel Ore, PGMs, Silver Ore and Vanadium over
Life of mine	10 years
Financial year end	June - July
Reporting year	2026
Responsible person	Ntokozo Cande/ Dr. Sakhile Ngcobo
Geographic origin of employees (mine employees and labour sending areas)	
(a) Mine community	(b) Labour sending area
Province	Province
North West Province	North West Province
District municipality	District municipality
Dr Ruth Segomotsi Mompati	Dr Ruth Segomotsi Mompati
Local municipality	Local municipality
Naledi	Naledi

2. HUMAN RESOURCE DEVELOPMENT PROGRAMME (REGULATION 46(B))

It is important to point out, from the onset, that the Applicant proposes to have contracted employees of approximately 567 (five hundred and sixty-seven).

The Applicant’s primary focus will be to present both a Skills Development and Human Resources Development Plan that is simplistic, but more importantly attainable and which will address the requirements of the employees, local community members and the municipality. The Applicant therefore intends to focus on strategic development initiatives, within pockets of the workforce, rather than a blanket training initiative for all employees.

The Applicant has fully embraced the concept of sectoral training and has access to the activities of the Sector Education and Training Authority (“**SETA**”) and the Mining Qualifications Authority (“**MQA**”). An internal training co-ordinator/Skills Development Facilitator will be appointed to implement the training initiatives.

2.1. COMPLIANCE WITH SKILLS DEVELOPMENT LEGISLATION

Skills development levies of all the employees will be paid to the South African Receiver of Revenue as per the legal requirement. Where possible, all training opportunities will be facilitated through the MQA.

Table 2.1: Seta Information

Name of SETA	Mining Qualifications Authority (MQA)
Registration number with relevant SETA	To be confirmed once mine is operational
Has your company appointed a Skills Development Facilitator. If yes, provide name	SDF will be appointed once mine is operational
To which institution have you submitted your workplace skills plan? (i) Department of Labour (ii) Mining Qualifications Authority (iii) Mine Health and Safety	Mining Qualifications Authority

The Skills Development Facilitator (“**SDF**”) will be the main liaison person with the MQA and will have access to company information directly on the MQA Database using a user ID and password. The appointed skills development facilitator will be responsible for the development and submission of the annual workplace skills plan for Greenstone Mine.

The roles of the Skills Development Facilitator will be:

- To assist in developing the Workplace Skills Development plan.
- To ensure the reporting on the SLP is submitted as and when required.
- To advise on the implementation, monitoring and review mechanism of the SLP.

- To serve as a resource in all aspects of skills development, including skills programmes and learnership development.
- To advise on quality assurance requirements as set out by the MQA.
- To serve as a liaison person between the organisation and the MQA.
- To, where possible, assist the employees to claim grants for the training courses which have been undertaken.

The strategic and specific training interventions will form part of the five years' workplace skills development plan that will also take cognisance of the commitments made within this Social and Labour Plan.

2.2. SKILLS DEVELOPMENT PLAN (REGULATION 46(B)(I) IN CONJUNCTION WITH REGULATION 11(G))

The Applicant regards training as an important activity and a simplistic, yet effective and attainable training programme will be established. The objectives of the skills development plan for the Greenstone Mine will be as follows:

- Ensure that selected employees have the ongoing skills required for successful continuation of the mining operations (workplace skills).
- To implement plans to ensure succession of management and career development is achieved through the identification of talent and development of the identified talent.
- Develop plans to provide employees with both life skills and portable skills that they may need either upon closure of the mine or should they choose to leave the employment of the mine.
- Provide Adult Basic Education Training ("**ABET**") training to ensure all employees can obtain an education level of at least ABET 4.

2.2.1. Education levels of the workforce

The applicant is unable to indicate the current education levels of the employees, as no employees have been appointed at this stage. It is however foreseen that the mine will have a staff complement of 567 contract workers, upon commencement of mining activities. The positions available will consist of *inter alia* management, operators, engineering and equipment maintenance, clerical and general.

2.2.2. Illiteracy level and ABET needs.

As soon as the mine is in operation will the Applicant be in a position to identify employees with an education level lower than ABET 4. These employees will be afforded the opportunity to become functionally literate. The success of the ABET will be based on the commitment of the employee to accept and embrace the opportunity for ABET training and to comply with the rules and requirements of such a programme.

If the employees do not wish to take part in the programme, alternative and suitable means of contribution to the development and education of the employees and/or local community members will be investigated and incorporated into this plan.

As far as practically possible, the Applicant intends to liaise with the Department of Higher Education and Training: North West Regional Office, to enrol relevant employees at the North West Community Education and Training College (NCCETC) for such employees to become functionally literate. In the event that this initiative is not viable, the Applicant intends to research and implement alternative ABET training opportunities.

2.2.3. Training planned in respect of ABET needs (*Regulation 46 (b)(i)*)

Staff and present level of competence

The below table indicates the planned ABET training for the initial five-year period. This is based on the presumption that all employees who have a current education level of less than ABET 4 will want to participate in the ABET programme.

Table 2.2: Planned ABET Training for a five-year period

Level	2025	2026	2027	2028	2029	Total
ABET 1	To be confirmed once mine is operational, as at this stage the employee education levels are not available to the Applicant.					
ABET 2						
ABET 3						
ABET 4						
Total No.						
Budget	R75 000	R75 000	R75 000	R75 000	R75 000	R375 000

The applicant's intention will be for all employees to obtain an educational level of at least ABET level 4. The implementation plan will be confirmed as soon as the mine is operational, and the relevant employees have been identified. In the event that the budget allocated for this initiative is not sufficient this will be supplemented accordingly.

Action plan:

- The identified employees will be invited to a workshop designed to inform them about ABET training and encourage them to make use of the opportunity at their own discretion.
- Employees will be expected to enrol for ABET training as outlined in the table above until they reach ABET 4. Should new employees be enrolled within the next 5 years any ABET training they may require will be included in the subsequent SLP.
- ABET will be offered on the basis of balance between the employee`s own personal time and the company time and the cost will be covered by the company.
- Transport will be offered to and from the classes for the interested employees if so required should the ABET be presented off site.
- In the event that the employees are not willing or interested to take part in ABET initiatives, further investigation into possibilities will be made into the development and funding of educational programs in the local areas.
- The above budget includes cost of the training course, material, equipment and transport (where necessary). Costs such as the employee`s salaries have not been incorporated here.

2.2.4. Portable Skills Programme and Core Business Training

The Applicant recognises that the changing nature and demands of any business can result in a reduction in the number of employees at any stage of the business's life. In addition, the Applicant also recognises that employees may seek alternative employment during their careers. In recognition of the above the Applicant will implement the following portable skills plan.

Action plan:

- Table 2.4 below provides an indication of the portable skills that Greenstone Mine will aim to provide employees which will be useful both during their employment as well as after employment at Greenstone Mine.
- The fields identified in the table below is provisional and might change dependent on operational requirements.
- Employees showing interest and ability will be provided with the opportunity to attend a portable skills training workshop over the five-year period.
- Employees will be requested to sign an attendance register.
- The training will be provided by outsourced companies.

- After attending the portable training courses, employees will be provided with a certificate of attendance.

Table 2.3: Portable skills & Core Business training targets

Type / area of training	Number of employees				
	2025	2026	2027	2028	2029
Welding Skills	To be confirmed once mine is operational, as at this stage the employee education levels are not available to the Applicant.				
Engineering Skills					
Machinery operations					
Firefighting					
Vehicle licences					
Induction	All employe	All employe	All employe	All employe	All employe
BUDGET	R110 000	R110 000	R110 000	R110 000	R110 000
TOTAL BUDGET	R550 000				

2.2.5. Core Business Training & Induction

In addition to the Portable Skills training described above Greenstone Mine will also provide all employees training in the following:

- HIV/AIDS Awareness programme
- Tuberculosis awareness training
- Health and Safety training
- Risk assessment training
- Environmental Awareness training
- Introduction to Fire Fighting
- Safety Rep Training
- Multi-Skilled Operator / Driver Training.

The above training will also form part of the employee induction training undertaken when commencing with employment and with recommended refresher courses.

2.2.6. Internal Learnerships

Experience has taught that internal learnerships are not always practical by reason of the fact that full time employees earning a specific salary do not often want to (nor can they afford to) sacrifice their salary and accept the stipend offered as part of a learnership programme. In the circumstances the applicant will direct it's commitment towards external learnerships and artisan training. Having said that, it is not to say that the door is closed to an employee who

would like to participate in a learnership programme. In the event that an employee shows an interest in the learnership programme, such employee will be afforded the opportunity to apply for a particular learnership together with the external applicants. Employees will also have the opportunity to apply for an internal bursary at Greenstone Mine.

2.2.7. External Learnerships and Artisan Training

Table 2.4: External Learnership & Artisan Training

Field/ area of training	Targets and timelines									
	2025	2026		2027		2028		2029		Budget
	New intake	New	Continuous	New	Cont.	New	Cont.	New	Cont.	
Diesel Mechanic	2		2		2	0	2	0	2	R900 000
Electrician	2		2		2	0	2	0	2	R900 000
Fitting & turning	1		1		1	0	1	0	1	R900 000
Total No	5	0	5	0	5	0	5	0	5	5
Budget	R540 000	0	R540 000	0	R540 000		R540 000	0	R540 000	R2 700 000

Learnership/artisan programmes will continue for a maximum period of 12 months. Each learner will receive a monthly stipend for the duration of the learnership/artisan programme, which amount will be calculated upon implementation of the program, once mining operations commence.

The learnership/artisan programme will be advertised to local community members who have completed their schooling or are in the process of completing a tertiary qualification, and who are interested in and show an aptitude for learning a trade. The Applicant firmly believes that the learning of a trade will benefit community members and provide them with a useful skill which will open many doors with regards to employment opportunities in the future. An interview process will be completed in order to identify the successful candidate.

2.2.8 School Support and Post Matric Programme

School Support

As soon as mining activities in terms of this application has commenced, Greenstone Mine will implement a school support programme in which school going children of employees will be sponsored with regards to either school fees, school clothing, sporting equipment, sport clothing, stationary or any relevant educational supplies. Applications must be made to the financial manager of the mine by the employee parent, for the learners/scholars to be considered for this sponsorship. If the application is successful, the mine will make payment

of the relevant educational sponsorship directly to the applicable service provider. Academic or sport reports will have to be submitted to the mine by the relevant parents.

Post Matric

As soon as the mining activities have commenced Greenstone Mine will implement a post matric programme in which employee's children and/or community youth members, who have finished matric will be sent for motor vehicle learners and driver licence lessons. Progress reports will have to be submitted to the mine, by the appointed service provider.

Field/ area of training	Targets and timelines					
	2025	2026	2027	2028	2029	Budget
School support	R10 000	R10 000	R10 000	R10 000	R10 000	R50 000
Post Matric	R10 000	R10 000	R10 000	R10 000	R10 000	R50 000
Budget	R20 000	R20 000	R20 000	R20 000	R20 000	R100 000

2.3. FORM R: HARD TO FILL VACANCIES (ANNEXURE 2)

Table 2.5: Hard to fill Vacancies.

Occupational Level	Job title of vacancy	Main reason for being unable to fill vacancy
Top management	None	None
Senior management	None	None
Professionally qualified and experienced specialists and middle management	None	None
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	None	None
Semi-skilled and discretionary decision making	None	None
Unskilled and defined decision making	None	None

2.4. CAREER PROGRESSION PLAN (*REGULATION 46(B)(II)*)

2.4.1. Career Development Matrix

Career development is aimed at providing better employment opportunities to employees and to develop the skills, competencies and education levels of employees so as to equip them to progress within their existing place of employment, alternatively take up employment in a key position in a different company.

2.4.2. Career Progression Plan (*Regulation 46(b)(ii)*)

An employee progression along a career development path at Greenstone Mine will depend on possible growth and subsequent vacancies within the operation, the employee obtaining the necessary educational level, experience and / or competencies to cope with the complexities of a position with greater responsibility (i.e career development).

The rate of career development for an individual employee will depend on numerous factors, such as:

- The talent and education level of the employee.
- The aspirations and age of the employee.
- Staff turnover of the Mine.
- The availability of a vacant position which represents a career development move. This is influenced by the growth or reduction in activity of the mine and the actual labour turnover rate.

The objectives of a career development path are:

- To develop the competencies and education levels of employees in order for them to fill key positions (management, diesel mechanics, production foreman, fitter and turners and plant operators).
- To give opportunities to Historically Disadvantaged South Africans (HDSAs) and to progress towards Work Skills Plan and Employment Equity (EE) targets.

2.4.3. Action plan to implement Career Development paths:

- Implement a plan to identify the talent pool and aspirations of all the employees. This will be done through informal interviews with employees to determine the individual aspiration and through obtaining feedback from the various supervisors about the competencies of the individuals. A record of aspirations and current talent will be maintained by the mine.

- High potential candidates are to be identified and linked to an accelerated skills development and mentorship plan.
- As and when roles are vacated within Greenstone Mine the position will firstly be offered internally. Should none of the employees have the required skills or aspiration to fill the role, then the mine will have no other choice but to source the skill from outside the company.
- If an employee must be sourced outside, the mine can amend its skills development plan to be able to ensure that the skills for future fulfilment of the role are available internally if such aspirations exist.

Table 2.7 Five Year Career Progression Plans

See Table 2.7 attached for an indication of the Training and Development in respect to the employees over a five-year period. This will be used for updating future progress of employees.

This 5-year progression plan will be confirmed as soon as employees have been employed and within the first year of commencement of mining operations.

Table 2.6: Five Year Career Progression Plan

No	Name	Position	Grade	Age	Ethnic	Educational Level	Qualification to be achieved	Mentorship	Learnership	2025	2026	2027	2028	2029
1.	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC

The above table will be completed once mining operations have commenced, as the information was not available on submission date.

2.5. MENTORSHIP PLAN (REGULATION 46(B)(III))

The Applicant regards mentorship as helping people to realise and maximise their potential through learning and skills development. Mentoring is a joint venture between the mentor and the mentee whereby the mentor guides the mentee in terms of personal and career development.

The Applicant intends to implement a mentorship plan through the action plan listed below, which constitutes a provisional mentorship plan.

Action plan:

- The Applicant will undertake a survey to identify both potential mentors and mentees to take part in the mentorship programme. Mentors will need to be experienced senior employees who are respected and have a personal trait which is conducive to the contribution of their knowledge and acting as a role model. Mentees must be employees who have demonstrated high potential and interests to develop their careers with the Greenstone Mine.
- Develop a strategy for implementing a mentorship programme. The strategy should provide guidance on the reasonable expectations of both the mentor and mentee.
- Assign mentees to mentors. This must be done considering personalities of both the mentor and mentee. Mentees will be either male or female, depending on the workforce profile of the mine at that stage.
- Implement the mentorship programme. Each mentorship programme is to run for a minimum period of one year.
- Once per annum the mentor is to provide feedback to the mentee on performance and strengths and weaknesses and if the mentorship requires a longer period, the mentorship will go on for a longer period, dependent on individual requirements.
- At the end of the mentorship programme the mentee must provide feedback on the success of the mentorship.
- Every year the mentorship programme must be evaluated and improved based on the feedback of the mentors and mentees.
- Table 2.8 provides an indication of the number of employees that the Applicant intends to have within the mentorship programme.
- It is most likely the managers who will fulfil mentorship roles to individuals identified for advancement, as they are the only management positions that oversee other personnel.

The following positions are regarded as positions which oversee other personnel at the operation:

- Site/Plant Manager
- Site Clerk

- Mechanical Technician
- Welder – Skilled Artisan
- Plant Supervisor.

The following mentees could be assigned to the mentors described above:

Table 2.7: Mentorship plan targets

		TARGET			GENDER	
MENTORING PROGRAMME	CAREER DELIVERABLES	DURATION	HDSA	NON-HDSA	FEMALE	MALE
Engineering	TBC	1 Year	5	2	2	5
Management	TBC	1 Year	5	2	2	5
Mechanical	TBC	1 year	5	2	2	5

Responsibility of a Mentor:

- To act as a role-model for the mentee.
- Provide advice in terms of skills development.
- Provide advice on career development.
- To provide practical training concerning on the job skills.
- To provide encouragement to the mentee.

2.6. BURSARY AND INTERNSHIP PLAN (REGULATION 46(B)(IV))

2.6.1. Internal Bursaries

Greenstone Mine will make internal bursaries available to employees who want to study on a part time basis. The Applicant actively optimises on the utilisation of the skills, abilities and efforts of all its employees. To this end the Applicant will encourage and assist its employees in realising their aspirations for personal growth and career advancement. The Applicant will promote, within budget, employee applications for study assistance aligned to the Company's needs, provided the following basic principles are adhered to:

- Studies must be job specific, and company related.
- The employee can apply for the internal bursary at the beginning of each year to cover the costs for that year. The employee must provide Greenstone Mine with proof of the cost of the course as well as the course material.
- Study route, accreditation and educational institutions must be approved by the Company.

No specific budget amount has been set aside for internal bursaries at this stage as it will depend on the employee's participation and needs as to who would like to study part time and the cost of such course, while working at Greenstone Mine. A survey will be conducted during the first year of mining operations to ensure compliance with the SLP commitments.

2.6.2. External Bursary Plan

Table 2.8: Tertiary Learnership Targets – External Bursary

Bursary field	Targets and timelines									Total Budget
	2025	2026		2027		2028		2029		
	New intake	New	Continuous	New	Cont.	New	Cont.	New	Cont.	
Mechanical Engineering	1	0	1	0	1	0	1	0	1	R 375 000
Total No	1	0	1	0	1	0	1	0	1	1
Budget	R75 000	0	R75 000	0	R75 000	0	R75 000	0	R75 000	R 375 000

In order to identify potential students in need of assistance who would benefit from the external bursary programme, the applicant will liaise with the local authority and/or local community and/or local institutions to ascertain how to best source potential students and thereafter develop an application process. Aspiring students from the Naledi Municipal Region will be furnished with the opportunity to study Mechanical Engineering and Metallurgic Engineering (or any other mining related engineering field) at an educational institution of their choosing (to be approved by the mine). The applicant will:

- Fund the tertiary course in whole or in part depending on the facts and circumstances relevant to each particular student (internal and external).
- Fund the learning material in whole or in part.
- Fund the student accommodation in whole or in part.
- The student will also receive a monthly allowance dependant on the amounts paid in terms of the above listed expenses.

The students will be required to enter into an agreement with the Applicant in terms of which they *inter alia* agree to apply themselves and dedicate his/her best effort to achieve a pass in each year of study. If it becomes clear to the applicant that any one or more student/s are not fully committed to their studies, the applicant reserves the right to terminate that particular student's bursary and offer the bursary to another student.

2.6.3. Internship plan (Regulation 46(b)(iv))**Table 2.9: Internship targets**

Internship field	Targets and timelines									Total Budget
	2025	2026		2027		2028		2029		
	New intake	New	Continuous	New	Cont.	New	Cont.	New	Cont.	
Mechanical Engineering	1	1	0	1		1	0	1	0	R25 000
Metallurgical Engineering	1	1	0	1		1	0	1	0	R25 000
Total No	2	2	0	2		2	0	2	0	10
Budget	R10 000	R10 000	0	R10 000	0	R10 000	0	R10 000	0	R50 000

The internship plan will target HDSA students within the local community, who are in the process of completing their mechanical engineering or metallurgical engineering course (or any other tertiary course as approved by the applicant) and who wishes to complete their practical training. Students will be sourced with assistance from the local authority and/or local institutions as well as through an application process.

The internship will be offered to at least 2 students per year during tertiary institution holiday periods (where possible) to accommodate the students. The applicant will ensure that the students have been properly selected prior to the commencement date and will ensure that they are notified of the commencement date not less than 3 weeks prior thereto.

2.7. EMPLOYMENT EQUITY PLAN (REGULATION 46(B)(V))

Refer to Form S, Annexure 3 attached hereto.

Objective and purpose of employment equity plan

The objective of the Employment Equity Act 55 of 1998 is to create equity in the workplace by the furtherance of opportunities and fair labour practices.

HDSA in management

Greenstone Mine intends to have the following management positions, once mining operations commence:

- Boards
- Senior Management
- Middle Management
- Junior Management
- Core & Critical Skills

Table 2.10: Targets for HDSA participation in management

Management levels	2025	Min progress to be achieved	2026	Min progress to be achieved	2027	Min progress to be achieved	2028	Min progress to be achieved	2029	Compliance Target
Board	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%
Exec Management	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Snr Management	30%	30%	40%	40%	55%	55%	55%	60%	60%	60%
Middle Management	40%	40%	50%	50%	50%	55%	55%	60%	60%	60%
Junior Management	50%	50%	50%	55%	55%	60%	60%	70%	70%	70%
Core skills	60%	60%	60%	60%	60%	60%	60%	60%	60%	60%

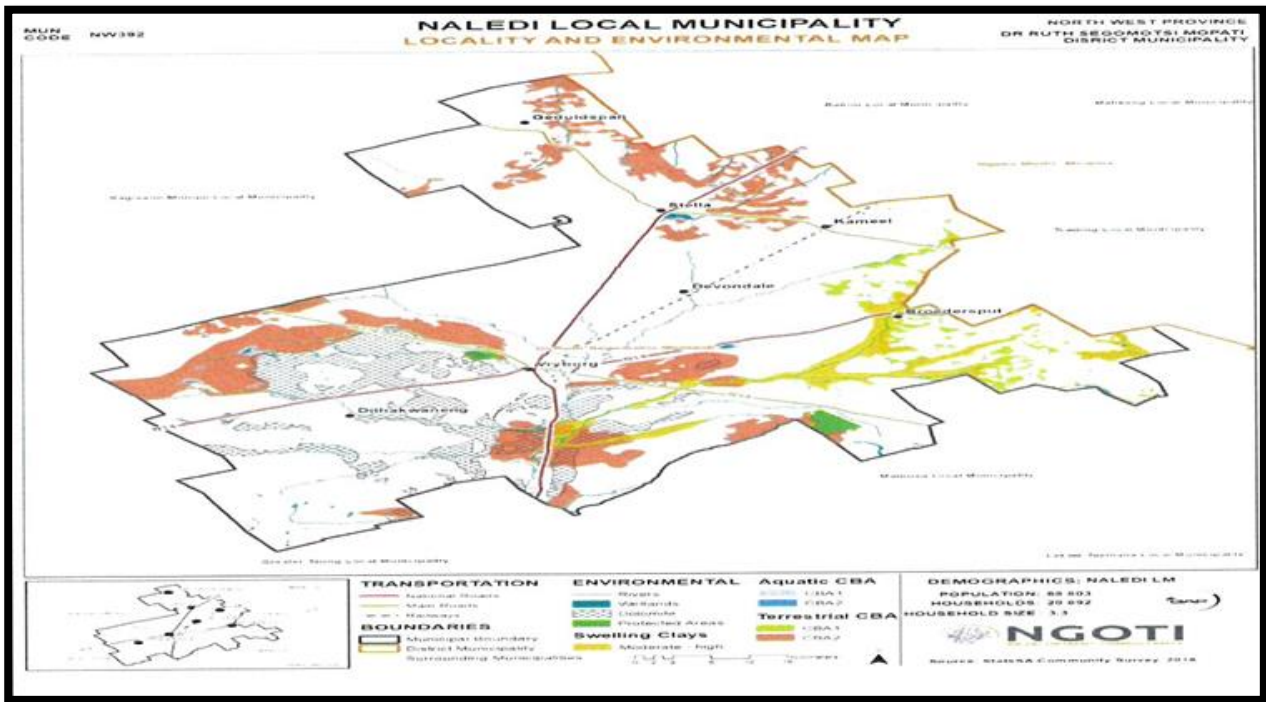
3. MINE COMMUNITY ECONOMIC DEVELOPMENT (*REGULATION 46(C)*)

3.1. SOCIAL AND ECONOMIC BACKGROUND INFORMATION (*REGULATION 46(C)(1)*)¹

3.1.1. Introduction

Naledi Local Municipality is a category B municipality situated in the Dr Ruth Segomotso Mompoti District in the North West province of South Africa. It covers an area of approximately 7 264 square kilometres with an estimated total population of 79218 and 23000 Households - a according to the community survey of 2016 projection by statistics South Africa and is divided into 09 wards representing the interests of the communities of Vryburg, Kismet Park, Huhudi, Colridge, Dithakwaneng, Stella, Devondale, Broedersput (Tlhakeng) and the newly developed extension 25/28.

¹ Naledi Local Municipality –Draft Integrated Development Plan 2022 - 2027



3.1.2. Population

- The total population of the now lady Minnesota area was 6086 thousand 803 in 2016
- The average growth rate of the population from 2011 to 2016 was 2.94%
- Using the same estimates, the population of NLM in is estimated at 79,218 by 2022.
- The total number of households in the Naledi Municipal area was 20 692 in 2016.
- The average growth rate of households from 2011 to 2016 was 10.24%.
- NLM is currently standing at 23000 H/H wit access to Basic services.
- Naledi’s population gender is as follows: male 34032 (See figure below)

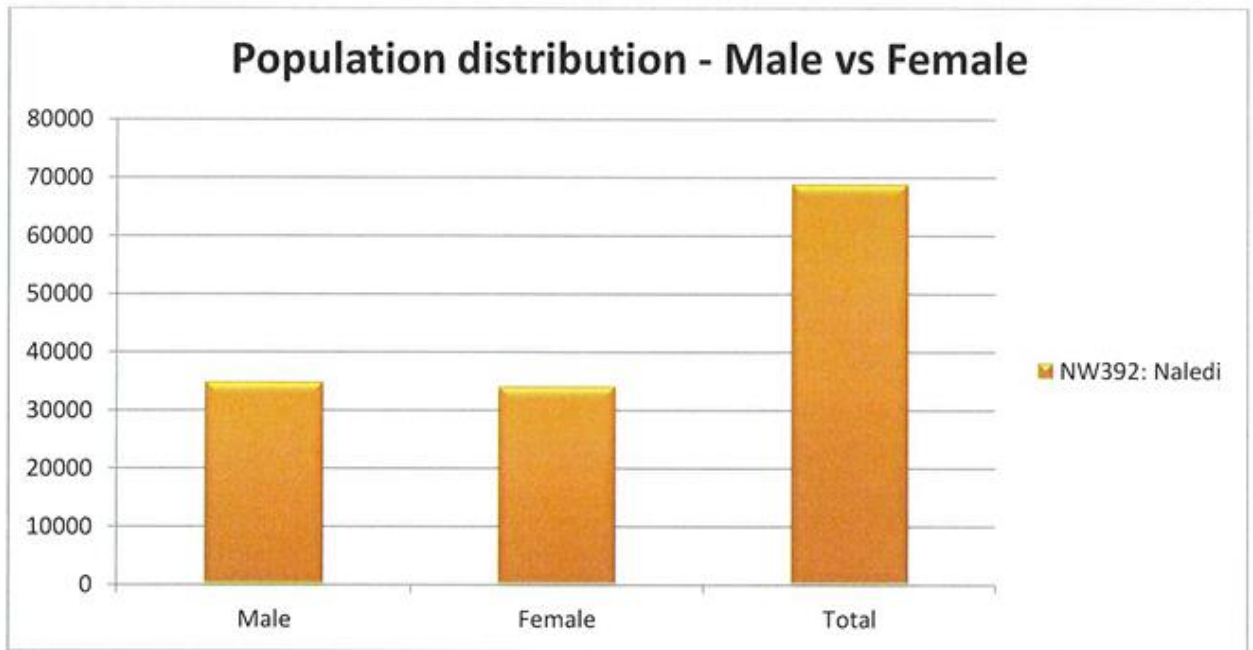


Figure 1: Population distribution by Gender

3.1.3. Education profile

Naledi Local Municipality has all institutions of Basic Education and no Further Education and Training institutions. It is also crowded by Vocational training institutes with no certainty of registration with the Education fraternity.

Higher education institutions/ institutions in the municipality would assist with the improvement of literacy levels within the area of jurisdiction stop

As a result of the unavailability or proximity to tertiary or FET institutions in / with Naledi, people with tertiary institutions are the minority and the majority are those with Secondary Education. The table below highlight the literacy levels prevalent in the area of jurisdiction of Naledi Local Municipality.

Highest Level of Education against total population and Projected estimates		
Type of Education	Number of people	Projected Estimates
Development Phase	11785	13568
Primary	22052	25390
Secondary	30631	35267
FET-(N1-N6)	499	574
Tertiary Education	2836	3266
Unspecified	1000	1152
Total	68803	75337

Table 2: represents the highest level of education against total population (Source: Own Source)

3.1.4. Macro-economic and Local Economic Development outlook

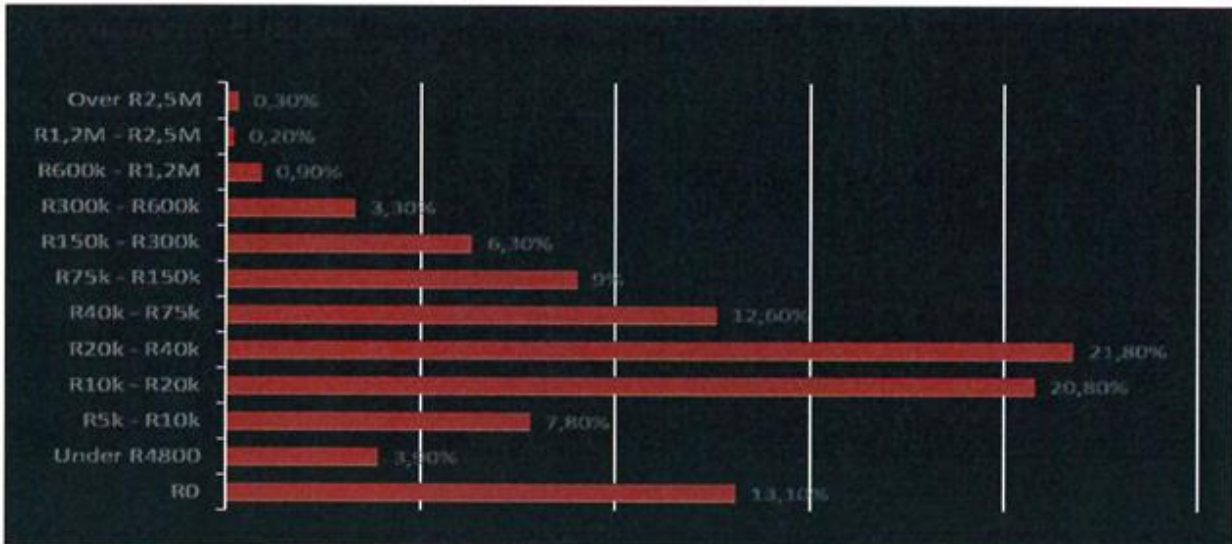
According to research and development, Naledi main macro-economic activities are that of agriculture and hunting which are the strongest contributors to the municipality's economy. Other important job creating sectors are finance and insurance, public administration, health and social and transport.

Naledi Local Municipality aims to tap into this industry through Local Economic objectives and strategies and is broadly explained under development strategies further in the document.

Employment Status	Number of people	Sector	Number of people
Employed	18201	Formal	10710
Unemployed	6415	Informal	3508
Discouraged work seeker	1780	Private Household	4041
Not economically active	16344	Do not know	416
Not applicable	24040	Not applicable	48106
Total	66781	Total	66781

Table 7: Represents the employment status and employment by Sector against the total population (Source: Census 2011 by Statistics South Africa)

The table above indicates the high rate of Unemployment in the area of jurisdiction: this in essence implies that the municipality should plan along the lines of economic development to reduce unemployment and poverty levels in society. The initiative will assist in enhancing revenue for the municipality and improved quality of services in return. The formal employment sector contributes approximately 16% to employment rate in the area of jurisdiction.



The table above indicates that the majority of households in Naledi has a joint income above R396000 only 13% of the household can be recognized and registered in the indigent register. 42% of the households in Naledi has an income between R10 000 and R40 000. The municipality should develop mechanisms of improving on revenue and debt collection for purposes of enhancing the level of service delivery.

3.2. KEY ECONOMIC ACTIVITIES (REGULATION 46 (C) (II))

3.2.1. Key Economic Activities in the Mining Community

Activity	Percentage of Employment
Mining	33%
Other services	16%
Government	14%
Retail	12%
Construction	10%
Utilities	6%
Manufacturing	4%
Healthcare	2%
Finance	2%
Agriculture	1%

3.2.2. Mining Companies in the Area

There are numerous mines in the direct vicinity of Greenstone Mine, of which some are listed below:

Name of Mining Company	Commodity
Dikwena Minerals	Iron Ore

Sishen Iron Ore mine	Iron Ore
----------------------	----------

3.3. NEGATIVE IMPACT OF THE MINING OPERATION

	Yes	No	If yes, how will this be addressed
Relocation of people		x	
Exhumation of graves		x	
Influx of people		x	
Other		x	

3.4. INFRASTRUCTURE AND POVERTY ERADICATION PROJECTS - NEEDS OF AREA (REGULATION 46(c)(iv))

Table 3.1: Needs of the Area

General	Specific	Type of need	Municipality
To be confirmed	To be confirmed	To be confirmed	Naledi

3.5. Project plan format (Regulation 46(c)(iii))

See table 3.2 below.

Type of project and locality

The Applicant is in the process of liaising with the Naledi Local Municipality and local community members in the identification and approval of a Local Economic Development Project.

3.5.1. Stakeholder's involved in the project

The primary stakeholders involved in the project will *inter alia* be the following:-

- The Applicant
- The local authority
- Landowners
- SMME suppliers and local labour
- The Department of Mineral Resources & Energy
- Department of Forestry, Fisheries and Environment

3.5.2. Sustainability of the project

To be confirmed once the LED project has been identified and allocated.

3.5.3. Financial provision over a 5-year timeframe

Greenstone mine is able to contribute a total amount of R10 000 000 (Ten million Rand) in terms of Local Economic Development for the 5-year duration of this SLP.

The expenditure per year will be as follows:

- Year 1 - R 2 000 000
- Year 2 - R 2 000 000
- Year 3 - R 2 000 000
- Year 4 - R 2 000 000
- Year 5 - R 2 000 000
- Total R10 000 000.

3.5.4. Company's exit strategy after implementation

The applicant will arrange a handover event, with the local authority, stakeholders and community members, after which the applicant will request the local authority to provide written confirmation which confirms its fulfilled obligations in respect of the project/s.

Table 3.2: Project Plan

Project Name	To be confirmed. Negotiations with the local municipality and local community is underway.		Classification of project	To be confirmed. Negotiations with the local municipality and local community is underway.				
Background & Timeframe	To be confirmed once negotiations with the Naledi Municipality has been finalised.							
Geographical Location	Local Municipality	Village / Town	Project Start Date		Project End Date			
North West	Naledi	Vryburg	Year 1 – Possibly 2025		Year 5 - Possibly 2029			
Output	Key performance indicators and areas	Responsible Entity	2025 (Year 1)	2026 (Year 2)	2027 (Year 3)	2028 (Year 4)	2029 (Year 5)	Total
Naledi /	Community Consultation & local authority	Greenstone Platinum	0	0	0	0	0	0
Completion	2029	Exit strategy	See Paragraph 3.5.4 above			Total		

3.6. MEASURES TO ADDRESS HOUSING AND LIVING CONDITIONS (*REGULATION 46(C)(IV)*)

3.6.1. Current status of available dwelling for employees –

Table 3.3: Status of available dwellings for employees

	Mark (x) where appropriate	Percentage
Hostels	N/A	
Own home	N/A	
Rentals	N/A	
Other (employees will live off site in their own homes within the local community)	X	100%

3.6.2. Preferred requirements for housing and living conditions of the workforce

Housing will not be required having regard to the distance of the mine from the local community. Furthermore, where possible, employees have been sourced from the local community and all employees currently have their own existing housing. Future employees will also be sourced from within the local community, where possible, whom will most likely already have their own existing housing or rental agreements in place. In the event that an employee does not reside within the Naledi Local Municipality and has to work away from home, the employee will be paid a living out allowance until such time as the employee relocates to the local municipality, at which time the employee will be provided with a once-off relocation allowance.

3.6.3. Housing and living conditions plan over a five-year period -

Table 3.4: Housing and living conditions

Type of accommodation	Year 1 Baseline	Year2 25%	Year 3 50%	Year 4 75%	Year 5 100%
Home ownership					
Family units					
Single quarters					
Intended employees are foreseen to have already established households within the local community which they either rent or own off site	Will remain	Will remain	Will remain	Will remain	Will remain

The underlying principles of the housing strategy are to promote a socially stable community through housing and improved living conditions, which is supported by the following approach:

- A focus on local recruitment. 100% of the employees of Greenstone Mine will reside within the local Naledi Municipality.
- Greenstone Mine will support the Infrastructure and Basic Services projects identified, which will provide skills, finance and encouragement for the development of community related infrastructure.

- Active promotion of home ownership through annual awareness campaigns and continuous consultations with worker representatives, as well as the local authority.

Greenstone Mine also intends to implement regular awareness programmes to inform all employees of the benefits of good nutrition, balanced diets, correct method of food preparation to maximize nutritional benefits of food as well as Water and Sanitation guidelines when preparing food, including the use of nutritional diets in the management of HIV/Aids and Tuberculosis.

3.7. PROCUREMENT PROGRESSION (*REGULATION 46(C)(VI)*)

The DMRE procurement reporting tool is attached as Form T, Annexure 4.

The Applicant undertakes to do the following in order to facilitate procurement progression: -

- **STEP 1:** Identify a supplier list which suppliers have BEE status and what level;
- **STEP 2:** Submit a list of the suppliers together with the product/service each supplier is able to provide to the local authority and request a list of all the SMME and/or BEE suppliers on their database who could potentially meet the applicant's needs;
- **STEP 3:** The applicant will investigate each supplier taking *inter alia* the following into account namely:
 - Quality of the product/service;
 - Price of the product/service;
 - Availability of the product/service;
 - The applicant's needs.
- **STEP 4:** The applicant will select the most suitable SMME/BEE suppliers (if any) where possible and contact each supplier in order to obtain a quotation. Should the quotation be acceptable to the applicant the supplier will be selected. It must be pointed out that if there is no suitable SMME/BEE supplier for a specific product or service, the applicant may make use of an alternate suitable supplier which may or may not have a poor BEE rating/no BEE rating;
- **STEP 5:** Facilitate the efficient transition from the old supplier to the new SMME/BEE supplier (where required) and ensure that procurement from SMME/BEE suppliers is upheld and where possible improved upon

The aforesaid process will be implemented and upheld for the 5-year duration of this Social and Labour Plan.

4. PROCESSES PERTAINING TO MANAGEMENT OF DOWNSCALING AND RETRENCHMENT (REGULATION 46(D))

4.1. THE ESTABLISHMENT OF THE FUTURE FORUM (REGULATION 46(D)(I))

Greenstone Mine will establish a Future Forum, as contemplated in Regulation 46(d)(i) of the MPRDA Regulations, within the first year of mining operations.

The function of the Future Forum will be to:

- Promote discussions between the company and the employees.
- To jointly debate potential solutions to any potential job losses.
- To jointly engage in strategic planning to avoid / minimise any job losses.
- To initiate turnaround and / or redeployment or other appropriate strategies to minimise job losses.
- To jointly structure and implement solutions to prevent job losses.

The Future Forum will meet at least **quarterly** to discuss the following issues, if applicable at that time:

- Problems or challenges,
- Possible solutions to the problems and challenges, and
- The future of the mine.

If there is the potential for downscaling or retrenchments, members of the Future Forum will be called to a meeting immediately. Possible solutions or alternative to downscaling and retrenchment will be discussed with all present.

4.2. JOB LOSS PREVENTION AND

4.3. MANAGEMENT OF RETRENCHMENTS (REGULATION 46(D)(II))

Consultation with the Department of Labour

The mine will contact the Department of Labour and inform them of the intention to downscale and / or retrench. Should the Department of Labour feel the necessity to be involved in the process, the mine will either meet with them to discuss the alternative or they can send a representative to the meeting outlined below.

Consultation with Staff and Representatives

The process described below has been developed to include the procedures outlined in Section 52 of the Minerals and Petroleum Resources Development Act, 2002 (Act No. 28 of 2002) and Section 189

or Section 198A, whichever section may be applicable, of the Labour Relations Act, 1995 (Act No. 66 of 1995).

- Call a meeting with the future forum to discuss the potential downscaling because of the economic conditions. When calling this meeting, ensure that the following person(s) have been invited:
 - any person whom the employer is required to consult in terms of a collective agreement,
 - if there is no collective agreement that requires consultation, a workplace forum, if the employees likely to be affected by the proposed dismissals are employed in a workplace in respect of which there is a workplace forum;
 - if there is no workplace forum in the workplace in which the employees likely to be affected by the proposed dismissals are employed, any registered trade union whose members are likely to be affected by the proposed dismissals, or
 - if there is no such trade union, the employees likely to be affected by the proposed dismissals or their representatives nominated for that purpose.

- At the meeting, the employer must disclose, in writing:
 - the reasons for the proposed dismissals,
 - alternatives considered before proposing the dismissals, and the reasons for rejecting alternatives,
 - the employee/s likely to be affected and the job category in which he/she/they are employed,
 - the proposed method for selecting which employee/s to dismiss,
 - the time period during which the dismissals are likely to take effect,
 - the severance pay proposed,
 - any assistance that the employer proposes to offer to the employee likely to be dismissed, and
 - the possibility of the future re-employment of the employee/s who is/are dismissed.

- The group must discuss the information presented by the employer and either accept what the employer proposes or suggest alternatives.

- The consultation process during the meeting must ensure:
 - The employer allows the other consulting party an opportunity to make representations about any matter on which they are consulting.
 - The employer must consider and respond to the representations made by the other consulting party and, if the employer does not agree with them, the employer must state the reasons for disagreeing.

- Subject to the restrictions listed below, an employer must disclose all relevant information to a trade union representative, if any, in order for the representative to
 - perform their functions as outlined in Section 14(4) of the Labour Relations Act, 1995:
 - that is legally privileged,
 - that the employer cannot disclose without contravening a prohibition imposed on the employer by any law or order of any court,
 - that is confidential and, if disclosed, may cause substantial harm to an employee or the employer, or
 - that is private personal information relating to an employee, unless that employee consents to the disclosure of that information.
 - All issues must be resolved by the end of the meeting.
 - With particular reference to selecting employees for dismissal, the employer must make the selection according to selection criteria:
 - that have been agreed to by the consulting parties, or
 - if no criteria have been agreed, criteria that is fair and objective.
 - Minutes of the meeting must be taken.

Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided (*Regulation 46(d)(iii)*)

Where retrenchment or closure of the mine is unavoidable the mine will consider the following measures to assist the employee/s who will be affected, inclusive of but not limited to:-

- The applicant will contact other companies in the same/similar industry and ascertain whether they have any vacant posts suited to the employee's skill set;
- Determine whether there is a suitable position available at a different site owned and operated by the applicant or any of its contractors;
- Assist the employee in obtaining UIF benefits;
- Provide the employee with a certificate of service confirming the employee's retrenchment;
- In the event that the applicant would be able to re-employ in the future (at the mine or at any other site), the employee will be offered the position first.

4.4. MECHANISMS TO AMELIORATE THE SOCIAL AND ECONOMIC IMPACT ON INDIVIDUALS, REGIONS AND ECONOMIES WHERE RETRENCHMENT OR CLOSURE OF THE MINE IS CERTAIN (REGULATION 46(D)(IV))

Considering the high unemployment rate of the area, the impact on the region and local economy should the mine shut down will be significant since the mine intends to employ approximately 567 workers from within the local municipality, which employment will also contribute to the GDP of the municipality.

4.4.1. Management of Retrenchments

In the event that dismissals ensue as a direct result of the mine's operational requirements, the applicant will ensure that consultations take place with the affected employee/s alternatively his/her/their representative (if any) as required by section 189(1) of the Labour Relations Act 66 of 1995.

The applicant will ensure that it complies with its obligations in terms of the Labour Relations Act in so far as severance pay is concerned.

The Department of Labour offers a number of services and skills programmes and information for employees who are about to be retrenched. The applicant will inform the affected employee/s of the existence of these services and skills programmes.

The applicant will together with a suitably qualified person in the field of labour law ensure that the affected employee/s receives substantial information and advice regarding *inter alia* the following: -

- Appropriate centres able to assist the employee such as Social Plan Centres, Job Advice Centres, Labour Centres etc.
- Counselling for the employee to promote their absorption into the labour market.
- How to cope with retrenchment.
- How to draw on support of the community, friends and family.
- What opportunities there are to obtain further training.
- Knowing his/her legal rights.
- Managing money matters.
- Self-employment opportunities and training programmes.
- Job hunting tips.
- Registration as a job seeker.
- Labour market opportunities, local economic development opportunities and other employment opportunities.

5. FINANCIAL PROVISION (REGULATION 46(E)(I), (II) AND (III))

Item	Financial provision for a 5-year period					Total
	Year 1 2025	Year 2 2026	Year 3 2027	Year 4 2028	Year 5 2029	
Human Resources Development	R775 000	R775 000	R775 000	R775 000	R775 000	R3 875 000
Local Economic Development	R2 000 000	R2 000 000	R2 000 000	R2 000 000	R2 000 000	R10 000 000
Management of Downscaling	R86 000	R86 000	R86 000	R86 000	R86 000	R430 000
Total	R2 086 000	R2 086 000	R2 086 000	R2 086 000	R2 086 000	R3 840 000

6. UNDERTAKING (REGULATION 46(F))

	Herewith I, the person whose name and identity number are 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 herein.
Name & Surname	
Identity number	
Signature	
Date	

7. ANNEXURES

7.1. Annexure 1: Form Q (DME 327)



**DEPARTMENT: MINERALS AND ENERGY
EMPLOYEES**

Petroleum Resources Development Act, 2002 (Act No. 28 of 2002)]

REPUBLIC OF SOUTH AFRICA - THE NUMBER AND EDUCATION LEVELS OF
[in terms of regulation 46(b)(i)(aa) of the Social and Labour Plan of the Mineral and

BAND	NQF LEVEL	OLD SYSTEM	Male				Female				Total	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
General Education and Training (GET)	1	No schooling / Unknown	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 0 / Pre	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 1 / Sub A	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 2 / Sub B	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 3 / Std 1 / ABET 1	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 4 / Std 2	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 5 / Std 3 / ABET 2	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 6 / Std 4	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 7 / Std 5 / ABET 3	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 8 / Std 6	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 9 / Std 7 / ABET 4	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	
Further Education and Training (FET)	2	Grade 10 / Std 8 / N1	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
	3	Grade 11 / Std 9 / N2	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
	4	Grade 12 / Std 10 / N3	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
Higher Education and Training (HET)	5	Diplomas / Certificates	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
	6	First degrees / higher diplomas	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
	7	Honours / Master's degrees	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
	8	Doctorates	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		TOTAL	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	

7.2. Annexure 2: Form R (DME 328)



**DEPARTMENT: MINERALS AND ENERGY
REPUBLIC OF SOUTH AFRICA**

HARD-TO-FILL VACANCIES AS AT AUGUST 2024

[in terms of regulation 46(b)(i)(bb) of the Social and Labour Plan of the Mineral and Petroleum Resources Development Act, 2002
(Act No. 28 of 2002)]

INSTRUCTIONS:

1. For any enquiries, contact the relevant Regional office or designated agency during office hours (refer to List 1).
2. Complete the form in block letters and in black pen.
3. Complete the form in English and do not use abbreviations (e.g. Street not St).

Occupational Level	Job title of Vacancy	Main Reason for being unable to fill the vacancy
Top Management	None	None
Senior Management	None	None
Professionally qualified and experienced specialists and mid-management	None	None
	None	None
	None	None
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	None	None
	None	None
	None	None
	None	None
Semi-skilled and discretionary decision making	None	None
	None	None
	None	None
	None	None
Unskilled and defined decision making	None	None
	None	None
	None	None

7.3. ANNEXURE 3: FORM S (DME 325)

**DEPARTMENT: MINERALS AND ENERGY
REPUBLIC OF SOUTH AFRICA**

EMPLOYMENT EQUITY STATISTICS AS AT AUGUST 2024

[in terms of regulation 46(b)(v) of the Social and Labour Plan of the Mineral and Petroleum Resources Development Act, 2002 (Act No. 28 of 2002)]

OCCUPATIONAL LEVELS	Male				Female				TOTAL	Disabled	
	African	Coloured	Indian	White	African	Coloured	Indian	White		Male	Female
Top Management	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
Senior Management	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
Professionally qualified and experienced specialist and mid-management	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
Semi-skilled and discretionary decision making.	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
Unskilled and defined decision making	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
TOTAL PERMANENT	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
Non-permanent employees	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
TOTAL	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC

7.4. ANNEXURE 4: FORM T (DME 326)



**DEPARTMENT: MINERALS AND ENERGY
REPUBLIC OF SOUTH AFRICA
PROCUREMENT AS AT AUGUST 2024**

[in terms of regulation 46(c) (vi) of the Social and Labour Plan of the Mineral and Petroleum Resources Development Act, 2002 (Act No. 28 of 2002)]

CAPITAL GOODS			SERVICES			CONSUMABLES		
Provider and Address	Percentage of total capital goods procurement	HDSA Composition	Provider and Address	Percentage of total capital goods procurement	HDSA Composition	Provider and Address	Percentage of total capital goods procurement	HDSA Composition
To be confirmed once mine is operational.								

7.5. ANNEXURE 5: QUESTIONNAIRE

SOCIAL AND LABOUR PLAN QUESTIONNAIRE FOR GREENSTONE MINE EMPLOYEES				
“PLEASE COMPLETE AND RETURN TO THE TEAM LEADER”				
BACKGROUND INFORMATION				
NAME:		IDENTITY NUMBER:		GENDER (M OR F):
POSITION:		RESPONSIBILITIES		
RACE:	African:	Coloured:	Indian:	White:
HOME ADDRESS: <i>(Family)</i>			WORK ADDRESS: <i>(Only required if different to family address)</i>	
NUMBER OF DEPENDENTS: <i>(How many people do you support with your salary?)</i>				
WHAT PROBLEMS DO YOU THINK NEEDS TO BE ADDRESSED IN THE COMMUNITY WHERE YOUR FAMILY LIVES?				
EDUCATION AND TRAINING				

WHAT IS YOUR HIGHEST SCHOOLING LEVEL?	
DO YOU HAVE A TERTIARY EDUCATIONAL QUALIFICATION, IF YES WHAT?	
DO YOU HAVE ANY OTHER QUALIFICATIONS AND IF YES, WHAT?	
WHAT TRAINING COURSES HAVE YOU DONE IN THE LAST 2 YEAR?	
WORK SKILLS NEEDS ANALYSES	
WHAT ADDITIONAL WORK SKILLS DO YOU THINK WOULD BE USEFUL FOR YOU TO PERFORM YOUR JOB?	
WHAT IS YOUR WORKING AMBITION IN THE NEXT 5 YEARS?	
WHAT IS YOUR IDEAL JOB AT THE MINE?	
PORTABLE SKILLS NEEDS ANALYSES	
IF YOU WERE NOT WORKING AT THE MINE, WHAT WORK WOULD YOU WANT TO DO?	
IF YOU WERE NOT WORKING AT THE MINE, WHAT WORK DO YOU THINK YOU COULD DO?	