

VENGABLOX (PTY) LTD
DOLERITE MINE
THEUNNISSEN, FREE STATE PROVINCE

SOCIAL AND LABOUR PLAN

FS 30-5/1/2/2/10040 MR

2024 – 2028

Version: April 2024

Prepared for:

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EXECUTIVE SUMMARY

Blazecor Crushers is operating as the mining contractor on behalf of Vengablox (Pty) Ltd, which is the holder of a mining right for the mining of Dolerite and Aggregate over the farm Louterbronnen 250, Theunissen, Free State Province, under DMRE reference number: FS 30/5/1/2/2/10040 MR.

Blazecor Crushers has showcased a dedication and commitment for the enrichment of their employees as well as the community in which they operate, which is evident in the social investment implemented and planned throughout the course of the Social and Labour Plan.

Funds available for Human Resources Development and Local Economic Development:

As part of this Social and Labour Plan (hereinafter referred to as “SLP”) and the commitments thereto, the Applicant intends to spend at least **R802 500 (Eight Hundred Two Thousand Five Hundred Rand)** on Human Resource Development for the 5-year duration of this SLP.

Furthermore, the applicant intends to spend a total of **R230 330 (Two Hundred and Thirty Thousand Three Hundred and Thirty Rand)** on Local Economic Development Project/s (hereinafter referred to as “LED project”) for the 5-year duration of this SLP, within Ward of the Masilonyana Local Municipality. In consultation with the Masilonyana Municipality a LED project has been identified and approved, which approval is attached hereto as Annexure 6.

Meaningful consultation and collaboration in terms of the provisions of the Amendments to the Mineral and Petroleum Resources Development Regulations for Implementation, as published on 27 March 2020:

This SLP will be subjected to meaningful consultation with the landowners, mine employees, the municipality and other interested and affected parties, proof of which will be submitted to the DMRE once the collaboration process has been finalised. Once approved the SLP will also be made available in Sesotho, which is the most dominant official language spoken within the mine community. The approved SLP will be published on the consultant website and hard copies of the SLP will be made available at the site office. Once approved a notice will be placed in a local newspaper about the availability of the SLP, and all stakeholders will be notified of the approval of the SLP.

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CONTENTS OF SOCIAL AND LABOUR PLAN**1 PREAMBLE (REGULATION 46(A))**

Name of Company/Applicant	Vengablox (Pty) Ltd
Name of mine/production operation	Vengablox Dolerite Mine
Physical Address	Remaining Extent of Portion 2 of the farm Louterbronnen 250, Theunissen, Free State Province
Postal Address	PO Box 348, Theunissen, 9410
Telephone number	057 733 0072
Fax number	086 762 8559
Location of mine or production operation	Remaining Extent of Portion 2 of the farm Louterbronnen 250, Theunissen, Free State Province
Commodity	Sand and Gravel
Life of mine	Approximately 30 years
Financial year	End of February
Reporting year	2024 - 2028
Responsible person	Mr Andries Pieterse
Geographic origin of employees (mine employees and labour sending areas)	
(a) Mine community	(b) Labour sending area
<i>Province</i>	<i>Province</i>
Free State	Free State
<i>District municipality</i>	<i>District municipality</i>
Lejweleputswa District	Lejweleputswa District
<i>Local municipality</i>	<i>Local municipality</i>
Masilonyana	Masilonyana

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

It is important to point out, at the onset, that the mine has a small staff complement of 43 (forty - three) employees, who reside within the local community.

In light of the above, and that it is a small operation, the quarry does not have the capacity or structure to be comparative in terms of Training and Development and Social Responsibilities, to that of other larger mining operations. Due to the aforementioned, the Skills Development Plan “SDP” is simplistic but most of all, attainable and manageable.

Our primary focus is to present both a Skills Development and Social Plan that is achievable and which will address the requirements of the employees, local community and local authority.

The primary objective of the Human Resource Development and Social Programme is to focus on strategic development initiatives, within pockets of the workforce, rather than a blanket training initiative for all employees. Unfortunately, the mine does not have the necessary capacity to

implement a blanket training initiative and these initiatives are not realistic for an operation of this size.

The company has however fully embraced the concept of sectoral training and has access to the activities of SETA (Sector Education and Training Authority) and MQA (Mining Qualifications Authority) and an external training co-ordinator/Skills Development Facilitator (SDF) has been appointed to assist in this regard.

2.1 Compliance with skills development legislation

The mine will pay the skills development levies of all its employees to the South African Receiver of Revenue as a legal requirement. Where possible, all training opportunities will be facilitated through the Mining Qualification Authority (MQA) (011) 832 1022.

Name of SETA	Mining qualifications Authority (MQA)
Registration number with relevant SETA	L040786024
Has your company appointed a Skills Development Facilitator. If yes, provide name	Yes, Mr. Machiel du Plessis
To which institution have you submitted your workplace skills plan? (i) Department of Labour (ii) Mining Qualifications Authority (iii) Mine Health and Safety	MQA – April of each year

The SDF is the main liaison person with the MQA and has access to company information directly on the MQA Database through the use of a user ID and password. The appointed skills development facilitator is responsible for the development and submission of the workplace skills plan for Louterbronnen Dolerite Mine.

The roles of the Skills Development Facilitator are *inter alia*:

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

Louterbronnen Dolerite Mine will focus on strategic and specific training interventions as part of the workplace skills development plan, which plan 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))

Louterbronnen Dolerite Mine regards training as an important activity and a simplistic yet achievable training programme has been established. The objectives of the skills development plans for Louterbronnen Dolerite Mine are 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 ABET training, where possible, to ensure all employees have the opportunity to obtain an education level up to ABET 4.

APPENDIX 2.2.1 and 2.2.2

2.2.1 Education levels of the workforce

The education levels of the foreseen workforce, consisting of 43 (forty - three) employees, are set out below.

Table 2.1: Education levels of employees.

BAND	NQF	OLD SYSTEM	Male				Female				Total	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
General Education and Training (GET)	1	No schooling / Unknown										
		Grade 0 / Pre										
		Grade 1 / Sub A										
		Grade 2 / Sub B										
		Grade 3 / Std 1 / ABET 1										
		Grade 4 / Std 2										
		Grade 5 / ABET 2										
		Grade 6 / Std 4		2							2	0
		Grade 7 / Std 5 / ABET 3		5							5	0
		Grade 8 / Std 6		1				1			1	1
Grade 9 / Std 7 / ABET 4		1							1	0		
Further Education and Training (FET)	2	Grade 10 / Std 8 / N1	7			1			1	8	1	
	3	Grade 11 / Std 9 / N2	9			2				11	0	
	4	Grade 12 / Std 10 / N3	2			5	1		1	7	2	
Higher Education and Training (HET)	5	Diplomas / Certificates				2				2	0	
	6	First degrees / higher diplomas				1			1	1	1	
	7	Honours / Master's degrees										
	8	Doctorates										
TOTAL			27			11	2		3	38	5	

2.2.2 Illiteracy level and ABET needs

The mine has 10 (ten) employees with an education level lower than ABET 4. If the employees do not want to take part in the ABET programme, alternative and suitable means of contribution to

the development and education of the relevant employees and/or local community will be investigated. Louterbronnen will make use of accredited service providers for the implementation of the training initiatives, as contained in this HRD section.

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

APPENDIX 2.2.3

After consultation with the foreseen employees, none are interested to participate in any ABET training initiative (please see Resolution - Annexure 8 attached). In light of the above, Louterbronnen mine will focus on other HRD commitments. However, if employees wish to participate in any ABET training program, this will be investigated, and if feasible such employees will have the opportunity to do so in the subsequent SLP's.

2.2.4 Portable skills Programme Training

Louterbronnen Dolerite Mine 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, Louterbronnen Dolerite Mine also recognises that employees may seek alternative employment during their careers.

In recognition of the above Louterbronnen Dolerite Mine will implement the following core business skills plan.

Action plan:

- Table 2.4 below provides an indication of the portable skills training that Louterbronnen Dolerite Mine will aim to provide employees, which will be useful both during their employment as well as after employment at the mine.
- 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, as far as possible.
- After attending the portable training courses, employees will be provided with a certificate of attendance.

Table 2.2: Portable skills training targets

Type / area of training	Number of employees					TOTAL
	Year 1	Year 2	Year 3	Year 4	Year 5	
Computer Skills		1		1		2
Welding	1		1		1	3
Health and Safety		1		1		2
Basic Electrical	1		1		1	3
BUDGET	R18 000	R18 000	R18 000	R18 000	R18 000	R90 000

2.2.5 Core Business / Induction Training

In addition to the training described in paragraph 2.2.4 above, Louterbronnen Dolerite Mine will also provide all employees induction training on the following:

- HIV/AIDS awareness and healthy living programme;
- Tuberculosis awareness training;
- Introduction to Health and Safety in the workplace training;
- Risk assessment training;
- Introduction to Environmental Awareness;
- Introduction to Fire Fighting.

The above training will form part of the employee induction training undertaken when commencing with employment, which induction will include annual refresher courses.

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Table 2.4: Core Business training targets

Type / area of training	Number of employees					TOTAL
	Year 1	Year 2	Year 3	Year 4	Year 5	
Conveyor Belt	37	37	37	37	37	37
Machine Operator		7		7		7
BUDGET	R57 500	R57 500	R57 500	R57 500	R57 500	R287 500

2.2.6 Learnerships (internal and external) and 2.2.7 Artisan Training

APPENDIX 2.2.5, 2.2.6 and 2.2.7

2.2.6 Internal Learnerships

Experience has taught that internal learnerships are not always practical by reason of the fact that existing 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/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.

2.2.7 External Learnerships/Artisan Training

Field/ area of training	Targets and timelines									
	Year 1	Year 2		Year 3		Year 4		Year 5		Budget
	New intake	New	Cont	New	Cont	New	Cont	New	Cont	
Business administration (or mine related field)	1		1		1		1		1	1
Total No	1		1		1		1		1	1
Budget	R24 000		R24 000		R24 000		R24 000		R24 000	R120 000

Learnership/artisan programmes will endure for a maximum of 12 months. The learner will receive a monthly stipend of R1 000-00 for the duration of the learnership/artisan programme.

The learnership/artisan programme will be advertised to local community members who have completed their schooling 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 them up to employment opportunities in the future. The learnership/artisan programme will be available to female candidates. An interview process will be completed in order to identify the successful candidate.

Examples of learnership/artisan programmes could include a diesel mechanic, welder etc.

2.2.8 2.2.8 School Support and Post Matric Programme

APPENDIX 2.2.8

School Support

Louterbronnen Dolerite Mine will implement a school support programme in which school going children of employees and/or community members will be funded with regards to school fees, school clothing or any relevant educational supplies. Louterbronnen Dolerite Mine will approve at least 2 applications per year, which applications must be submitted by the employee parent or community member, for the learners/scholars to be considered for this sponsorship. The mine shall make payment of the relevant educational sponsorship directly to the applicable service provider, which payments will be reported on in the annual reporting of this SLP. Progress reports of the scholar will have to be submitted to the mine by the parents.

Post Matric

Louterbronnen Dolerite Mine will implement a post matric programme in which children from the local community who have completed their matric will be sent for motor vehicle driver licence lessons and in the event that they do not yet have a learner driver licence this will also form part of this programme. This programme will be advertised at local community centres and 2 applicants will be accepted per year. Progress reports will have to be submitted to the mine and payment will be made directly to the relevant service provider.

Field/ area of training	Targets and timelines					
	Year 1	Year 2	Year 3	Year 4	Year 5	Total Budget
School support	2	2	2	2	2	10
Budget	R4,000	R4,000	R4,000	R4,000	R4,000	R20 000

2.3 Form R: Hard to fill vacancies

Table 2.3: 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 Development Matrix

APPENDIX 2.4.1

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.

2.4.1 Career Progression Plan (*Regulation 46(b)(ii)*)

APPENDIX 2.4.2

An employee progression along a career development path at Louterbronnen Dolerite 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 (for example management, diesel mechanics, production foreman, fitter and turners and plant operators).
- To give opportunities to Historically Disadvantaged South Africans (HDSAs) and to progress towards Employment Equity (EE) targets.

2.4.2 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 (approximately 10% of the workforce) are to be identified and linked to an accelerated skills development and mentorship plan.
- As and when roles are vacated within Louterbronnen Dolerite 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 has to 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.

See Table 2.8 attached for an indication of the Training and Development in respect to the current identified employees over a five-year period. This proposed plan will be used for updating future progress in this regard.

In the event that new employees are appointed after approval of this SLP such employees will be incorporated into the subsequent Career Progression Plans. The Career Progression Plan set out in Table 2.8 below is a provisional plan and is subject to change depending on the actual operational requirements of the mine. The implementation of this Career Progression Plan will be reported on annually.

Table 2.4: Five Year Career Progression Plan of current employees

Training programmes within career progression paths	Core Mining Occupations	Position starting from	Current training intervention	Target position working towards	Year 1	Year 2	Year 3	Year 4	Year 5
Machine operator licenses Supervisory development programme	Plant	Plant Attendant	Core Business training	Multi-skilled Plant Operator	4	4	4	4	4
	Plant	Control room operator		Plant supervisor	2	2	2	2	2
	Plant	Conveyor Belt assistant	Mentorship program	Conveyor Belt operator	1	1	1	1	1
	Mechanical	Mechanic assistant		Mechanic	1	1	1	1	1
Management/ Administration	Admin	Admin assistant	Mentorship program	Admin manager	1	1	1	1	1

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

ANNEXURE 2.5.1

The mentorship plan is designed to assist specific employees in realising his/her potential and to maximise this potential through learning and skills development.

During the first year of this SLP the applicant will observe employees and identify possible mentors and mentees. Mentors will typically need to be senior employees with experience in their employment role and have the ability to act as a role model to a junior employee.

The mentor will have *inter alia* the following responsibilities:-

- Provide advice regarding skills development and career development;
- Practical on-the-job training;
- Encouragement;
- Explanation of company policy and key tasks;
- Act as back-up when necessary.

The potential mentee must be an employee with a keen interest to learn and develop his/her potential. In order to determine which mentee should be assigned to which mentor, the personality traits of each must be considered.

Each mentor will be assigned one mentee per year and the mentorship programme will run for the duration of one year. In the circumstances each mentor will (for the duration of the SLP) have mentored four mentees. Should it be necessary to extend any one mentorship programme for more than a year, this will be considered. The applicant will ensure that feedback is obtained from both mentors and mentees to determine the success or failure of the mentorship plan and to determine whether the plan can be improved upon.

Table 2.5: Mentorship plan targets

MENTORING PROGRAM	MENTOR	TARGET			GENDER		Mentee	Timeframe
		DURATION	HDSA	NON-HDSA	FEMALE	MALE		
Management/ Administration	Leandri Prinsloo G Nel	1 month per year	1	1	1	1	M Makhoe W Sempe	Year 1 - 5
Weighbridge/ Operator	Amanda Rautenbach	1 month per year	2	1	1	2	M Makhoe R Sani C Minnie	Year 1 - 5
Control room operator	Walter Sempe	1 month per year	2	0	1	1	M Makhoe R Sani E Panana	Year 1 - 5

Maintenance supervisor	Isaac & Louw	1 month per year	1	0	0	1	I Makokoakoa	
Front end loader	Z Dlohoko	1 month per year	1	0	0	1	T Khomo	Year 1 - 5

2.6 Bursary Plan (Regulation 46(b)(iv))

APPENDIX 2.6.1 and 2.6.2

2.6.1 Internal Bursaries

Due to the foreseen operational constraints in terms of the number of identified employees, internal bursaries will not be made available to employees at this stage. Louterbronnen Dolerite Mine will actively optimise on the utilisation of skills, abilities and efforts of all its employees, therefore all employees will be afforded the opportunity to apply for the external bursary option, together with external applicants.

The company will however promote, within budget, additional employee applications for study assistance aligned to the operation's needs, provided the following basic principles are adhered to:

- Studies must be job specific and company related.
- The employee must provide Louterbronnen Dolerite Mine with proof of the cost of the course as well as cost of the course material.
- The employee must provide Louterbronnen Dolerite Mine with a motivation as to the reason why the employee's course will benefit the operation.
- Studies (which courses must preferably be accredited by SAQA) and educational institutions must be approved in advance by Louterbronnen Dolerite Mine.
- Once the financial abilities and the workforce the company increases, the internal bursary option will once again be made available to employees, with a committed allocated budget and field of training.

2.6.2 External Bursary Plan

Table 2.6: Tertiary Learnership Targets – External Bursary

Bursary field	Targets and timelines								
	Year 1	Year 2		Year 3		Year 4		Year 5	Total Budget
	New	New	Cont.	New	Cont.	New	Cont.	New	
Mechanical or Mine Engineering	1		1		1		1	1	5
Total No	1		1		1		1	1	5
Budget	R50 000	R50 000	1	R50 000	1	R50 000	1	R50 000	R250 000

In order to identify potential students in need of assistance who would benefit from the external bursary programme, Louterbronnen Dolerite Mine will liaise with local schools to ascertain how many possible applicants there might be. Aspiring students from the Masilonyana Metropolitan region will be furnished with the opportunity to study Mechanical Engineering, or any other field of study that will benefit both the student and the operation, at an educational institution of their choosing (to be approved by the mine).

Louterbronnen Dolerite Mine 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 student will be required to enter into an agreement with Louterbronnen Dolerite Mine 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. In the event that it becomes clear to Louterbronnen Dolerite Mine that any one or more student/s are not fully committed to their studies, Louterbronnen Dolerite Mine reserves the right to terminate that particular student's bursary and offer the bursary to a new student.

Louterbronnen Dolerite Mine will make payment of all the applicable fees directly to the relevant educational institution/service provider. The student will have to provide Louterbronnen Dolerite Mine with bi-annual progress reports.

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

APPENDIX 2.6.3

Table 2.7: Internship targets

Internship field	Targets and timelines															
	Year 1			Year 2			Year 3			Year 4			Year 5			Total Budget
	New	Cont.		New	Cont.		New	Cont.		New	Cont.		New	Cont.		
Mining related	1			1			1			1			1			
Total No	1			1			1			1			1			
Budget	R7 000			R7 000		0	R7 000			R7 000		0	R7 000		0	R35 000

The internship plan will target HDSA students within the local community, who are in the process of completing their diploma or degree. This internship programme can go hand in hand with the external bursary programme set out more fully in paragraph 2.6.2. above, in terms of accommodating the student taking part in the external bursary programme and to expose said student to the mining industry.

Women	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	20%
SENIOR MANAGEMENT 66.67%										
HDSA (Male)	0%	0%	0%	0%	0%	0%	0%	0%	0%	35%
Women	35%	25%	35%	25%	35%	25%	35%	25%	35%	25%
MIDDLE MANAGEMENT 80%										
HDSA	50%	35%	50%	35%	50%	35%	50%	35%	50%	35%
Women	20%	25%	20%	25%	20%	25%	20%	25%	20%	25%
JUNIOR MANAGEMENT 100%										
HDSA	100%	40%	100%	40%	100%	40%	100%	40%	100%	40%
Women	0%	0%	0%	0%	0%	0%	0%	0%	0%	30%
CORE AND CRITICAL SKILLS 82%										
HDSA	82%	82%	82%	82%	82%	82%	82%	82%	82%	70%
EMPLOYEES WITH DISABILITIES										
All employees	0%	0%	0%	0%	0%	0%	0%	0%	0%	1.5%

Women in Mining

Louterbronnen Dolerite Mine intends to employ women in accordance with the provisions of the Employment Equity Act, in line with the Mining Charter provisions. The mine currently has 5 women in working which constitutes 11.6% of the total workforce.

Louterbronnen Dolerite Mine will implement the following action plan in order to maintain and/or increase the women in mining targets:

- Women employed by the mine will be trained in terms of the mining environment and will form part of the mine's skills development plan.
- Louterbronnen Dolerite Mine will consider suitably qualified women for vacant employment positions as and when new positions become available.
- Louterbronnen Dolerite Mine recognises that one of the roles that would suit women is as a vehicle operator, weighbridge operator, engineer or administrator in the mining environment.

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

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

APPENDIX 3.1

Population profile

Masilonyana Local Municipality consists of a total population of 63 333 people. The figures below appear to indicate that the total population figures have not been constant since 1996. Census data for 2007 shows the highest total population figure since 1996 compared to 2011 which shows a significant decline in the total population. The dominant racial demographic residing within the municipality are black Africans.

Year	Population Size
2011	63 333
2007	80080
2001	64402
1996	65882

Population comparison of Masilonyana

Source: Statistics South Africa (Stats SA) Census 1996; 2001; Census Community Survey 2007 (CSS 2007); and Census 2011

Economic profile

The economy of Masilonyana is largely dependent on agriculture. Livestock farming is dominant in the southern and western parts of the municipality, while crop production combined with livestock farming are predominantly found in the northern and eastern parts of the municipality.

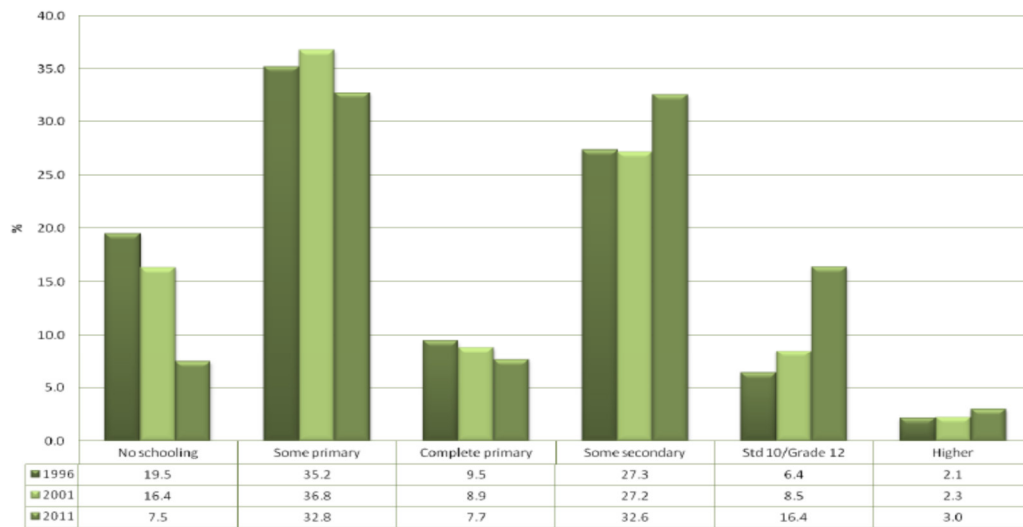
Mining activities are situated north of Theunissen (Free State Goldfields) and represent the greatest contribution to the GGP. Secondary mining activities (diamonds and salt) are also present.

The municipality's economic base comprises agriculture, particularly intensive potato, maize and sunflower farming. Industrial opportunities arising from this include:

- Agro-industry such as milling;
- Existing supply chains via the main silos and road and rail network to major urban centres and export ports which could assist emerging farmers, progressing through the stages identified in the CRDP.

Education profile

Percentage distribution of population aged 20+ by highest level of education, Masilonyana: 1996-2011



Source: (Stats SA; Census 2001; 2011)

Source: Census 2011, Statistics South Africa

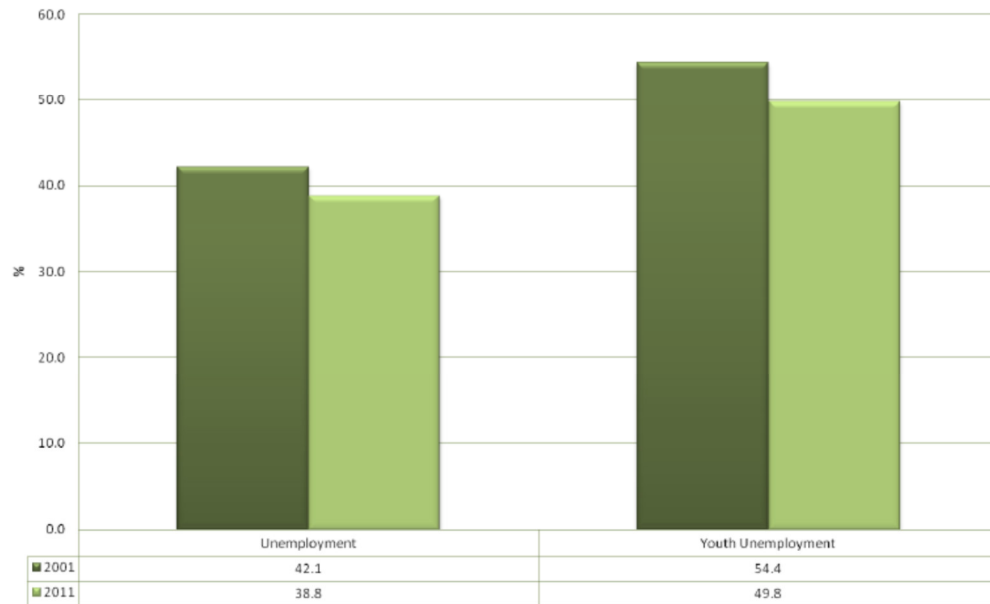
The above figure represents the percentage distribution of population aged 20+ years by highest level of education within the Masilonyana local municipality. It shows that among the population aged 20 years and over, there was a significant decrease of 12 percent from 19.5 percent to 7.5 percent in respect of the population reported to have no schooling. The figures further show an increase of 5.4 to 7.9 percent among the population reported to have some secondary and matric education.

The graph also illustrates that low levels of income/no income for individuals/households are still present. This is a major challenge within the municipality.

Employment and Unemployment profile

The agricultural sector of certain areas in the district is extremely prominent and contributes largely to the GDP of the Lejweleputswa District which emphasizes the agricultural significance of this district. This contributes to industrial development that is agriculturally orientated. The municipal area has significant weekend related tourism potential that could, in future, contribute to the GDP of the district and should be further exploited. Brick Making projects operate in Masilo, Tshepong (Verkeerdevlei) and Makeleketla (Winburg).

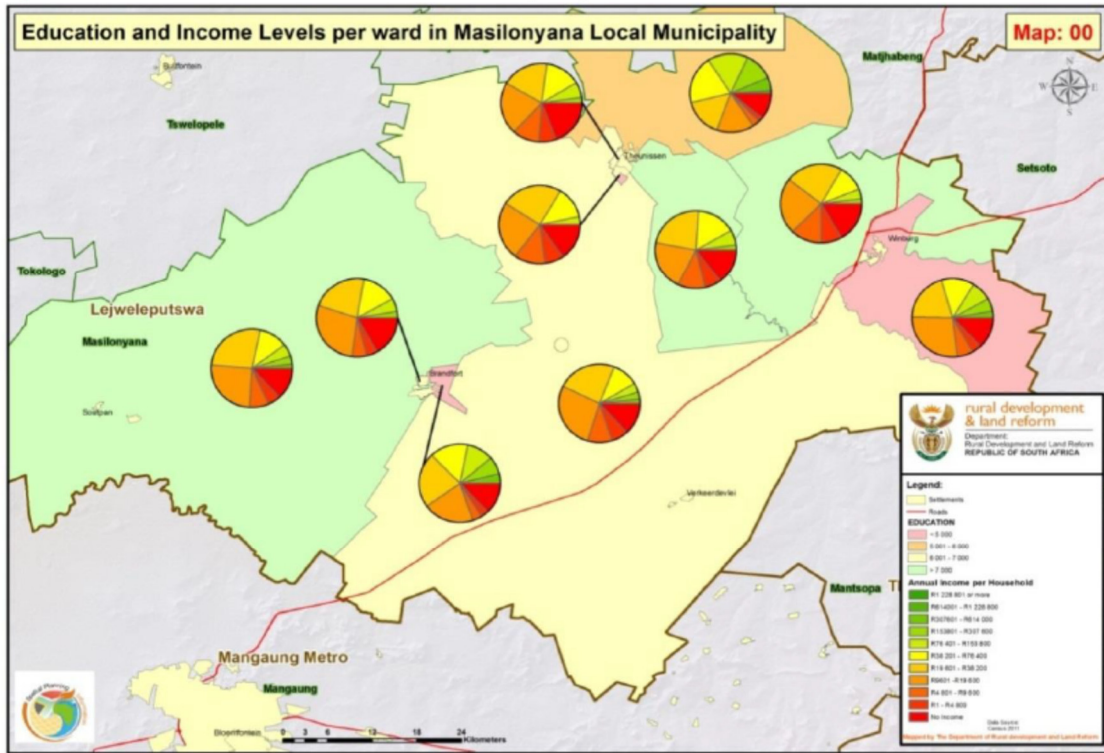
Unemployment rates (official definition) of Masilonyana Local Municipalities, 2001-2011



Source: Statistics SA, Census 2001; 2011

The above figure illustrates the percentage distribution of general and youth unemployment trends within the municipality. The results show a 3.3 % decline in the overall unemployment rate between the 2001 and 2011 census. Similarly, results show a minimal decline of 4.6 percent of youth unemployment during the same period. Generally unemployment remains a serious challenge in the municipality.

Income profile



Source: Department of rural development & land reform

Income bracket	Legend
No income	[Red]
R 1 – R 4 800	[Orange]
R 4 801 – R 9 600	[Light Orange]
R 9 601 – R 19 600	[Yellow]
R 19 601 – R 38 200	[Light Green]
R 38 201 – R 76 400	[Yellow-Green]
R 76 401 – R 153 800	[Green]
R 153 801 – R 307 600	[Light Green]
R 307 601 – R 614 400	[Medium Green]
R 614 001 – R 1 228 800	[Dark Green]
R 1 228 801 or more	[Darkest Green]

Infrastructure

Masilonyana is centrally located in the Free State Province of South Africa and benefits from the N1 linking Cape Town to Johannesburg and also the (R30) ZR Mahabane as Theunissen and Brandfort towns are situated next to this major route. The main railway line connecting the northern area with the most southern areas of South Africa also traverses the area. Transportation modes predominantly used by residents consist of private vehicles buses,

minibuses/ taxis, bicycles, motor cycles and non-motorized transport, walking is also common.

A major challenge faced by the municipality is that the infrastructure for basic service delivery is rapidly ageing and in certain cases the capacity will not be sufficient to cater for the demand. A possible way to overcome this challenge is to replace 3% of old basic service delivery infrastructure every financial year.

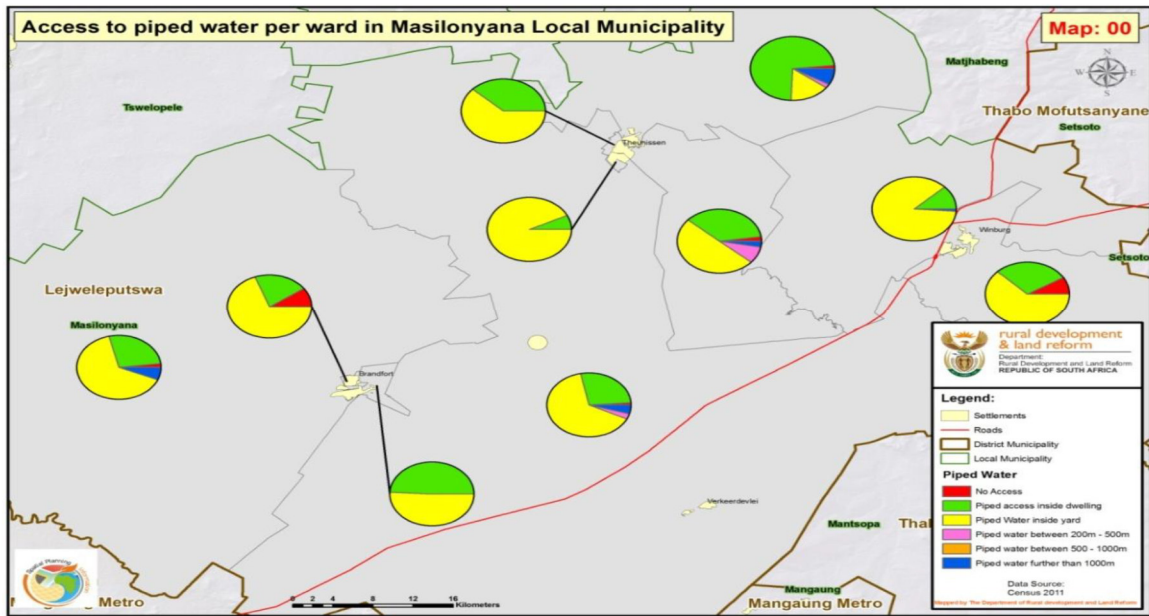
Housing

In line with the Housing Act, the Municipality has developed the Integrated Human Settlement Plan. Although the Municipality has continued to provide housing opportunities to the people, it must be borne in mind that the number of people who qualify for a housing subsidy grows on daily basis particularly because a large number of people continue to migrate to the area in search of employment opportunities.

The Integrated Human Settlements Plan recognizes the fact that the Municipality cannot on its own provide housing and related infrastructure if does not work closely with relevant departments. In the spirit of intergovernmental relations and line with *Intergovernmental Relations Act*, the Municipality is working closely with the *Department of Human Settlements* as well as the *Department of Agriculture and Rural Department* to solicit land for housing development.

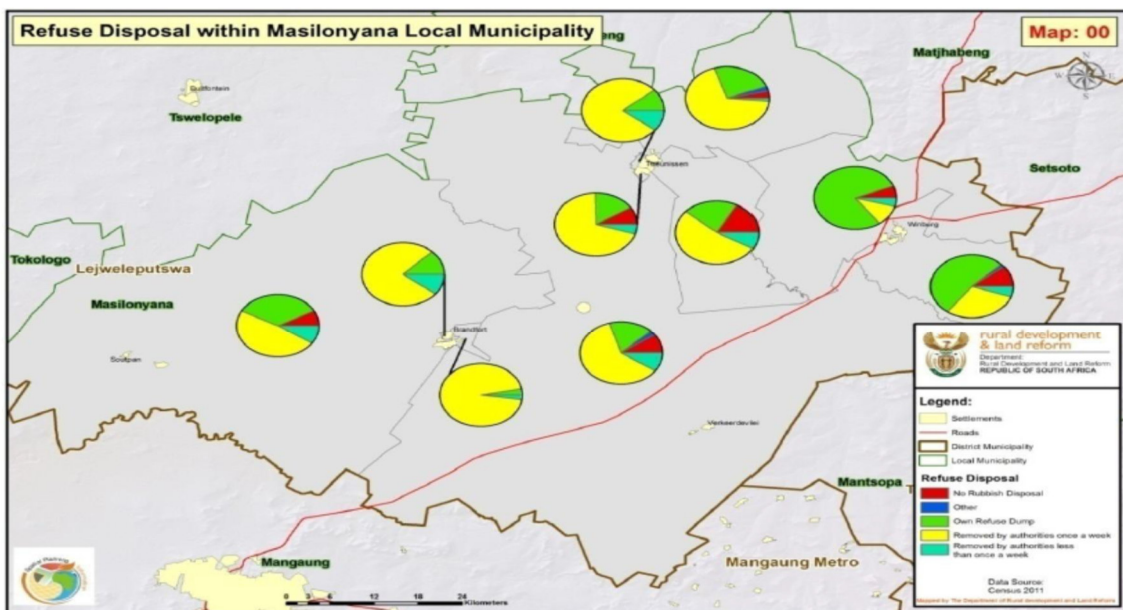
Middle income housing is one area which has been neglected for too long. Many developers have promised to address it only to find that the proposed houses were out of reach for the middle income group. The municipality will continue to aim to address the middle income housing backlog.

Water, Sanitation and Electricity



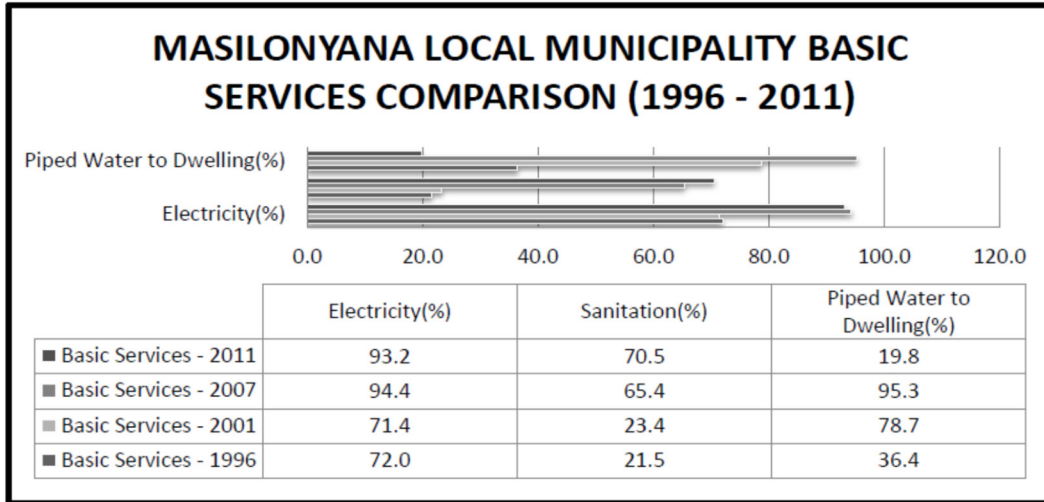
Access	Legend
No access	Red
Piped water inside dwelling	Green
Piped water inside yard	Yellow
Piped water between 200 – 500 m	Pink
Piped water between 500 – 1000 m	Orange
Piped water further than 1000 m	Blue

Source: Census 2011, Statistics South Africa.



Source: Department of rural development & land reform

Access	Legend
No rubbish disposal	Red
Other	Blue
Own refuse dump	Light Green
Removed by authorities once a week	Yellow
Removed by authorities less than once a week	Cyan



Source: Statistics SA - Census 1996-2011

The above demonstrates the percentage distribution of basic services of Masilonyana Local Municipality in relation to electricity, sanitation and piped water to dwelling. According to Census 2011, electricity provision has increased significantly (by 93.2 %) compared to Census 2001 figures, furthermore the results also indicate an increase of access to sanitation by 70.5 % as compared to 23.4 % in census 2001 respectively. However, the results of Census 2011 further shows a significant decline of piped water to dwelling as compared to 78.7 % in census 2001.

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

3.2.1 Key economic activities of the mining community

We refer to key economic activities specified on page 21 under the sub-heading “economic profile”.

3.2.2 Other mining companies operating around area of operation

Name of mining company	Commodity
Harmony Joel Mine	Gold
Goldfields Beatrix Mine	Gold
Star Diamond Mine	Diamonds
Blazecor Crushers Koppiesvlei	Sand

3.3 Negative impact of the mining operation

	Yes	No	If yes, how will you address it
Relocation of people		X	
Exhumation of graves		X	
Influx of people		X	
Other		X	

3.4 Needs of the area

General	Specific	Type of need	Municipality
Infrastructure	Upgrade of roads within the Theunissen area.	Infrastructure	Masilonyana
Agriculture	Upgrading of the surrounding existing fence, upgrading of animal camp, upgrading of animal shelters and upgrading of animal feed holding facilities	Upgrade of Municipal Agriculture Project	Masilonyana
Economic	Vocational Training Centre	Economic and Education	Masilonyana
Economic	Stalls for informal traders	Economic	Masilonyana

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

APPENDIX 3.5

Project Name	Pothole Repairs in Theunissen			Classification of project	Road Infrastructure			
Background	Louterbronnen Dolerite Mine, in consultation with the Masilonyana local municipality and community members, identified the need to repair the potholes in Theunissen between Andries Pretorius Street and Jim Fouche Road and intends to spend a total of R230 330 (Two Hundred and Thirty Thousand Three Hundred and Thirty Rand) on the project for the 5-year duration of this SLP, within Ward 10 of the Masilonyana Local Municipality, as approved by said municipality, which approval is attached hereto as Annexure 6.							
Timeframe								
Geographical Location	District Municipality	Local Municipality	Village / Town		Project Start Date		Project End Date	
Theunissen	Lejweleputswa	Masilonyana	TBC		2024		2028	
Output	Key performance indicators	Responsible Entity	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Infrastructure	Community Consultation & local authority	Applicant and local authority	R40 545	R43 383	R45 986	R48 746	R51 670	R230 330
Type of jobs	No of jobs	Male adults	Female adults	Youth	Total	Comment		
Short-term	TBC	TBC	TBC	TBC	TBC	See above		
Medium term	TBC	TBC	TBC	TBC	TBC	See above		
Long term	TBC	TBC	TBC	TBC	TBC	See above		
Completion	2028	Exit strategy	Upon confirmation from local authority			Total: R230 330		

Type of project and locality

Louterbronnen Dolerite Mine, in consultation with the Masilonyana local municipality and community members, identified the need to repair the potholes in Theunissen between Andries Pretorius Street and Jim Fouche Road and intends to spend a total of R230 330 (Two Hundred and Thirty Thousand Three Hundred and Thirty Rand) on the project for the 5-year duration of this SLP, within Ward 10 of the Masilonyana Local Municipality, as approved by said municipality, which approval is attached hereto as Annexure 6.

3.5.1 Stakeholders involved in the project

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

- The applicant;
- The local authority;
- The local community;
- SMME suppliers and local labour;

3.5.2 Sustainability of the project

The resurfacing of potholes will provide the community with safer road infrastructure which reduces the risk of accidents and injuries caused by vehicles hitting the potholes.

3.5.3 Financial provision over a 5-year timeframe

The mine is able to contribute a total amount of R230 330 (Two Hundred and Thirty Thousand Three Hundred and Thirty 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 40 545
- Year 2 - R 43 383
- Year 3 - R 45 986
- Year 4 - R 48 746
- Year 5 - R 51 670
- Total R 230 330

3.5.4 Company's exit strategy after implementation

Louterbronnen Dolerite Mine will request the local authority to provide the Mine with written confirmation which confirms that the Mine has fulfilled its obligations in respect of the project.

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

3.6.1 Current status of available dwelling for employees

	Mark (x) where appropriate	Percentage
Hostels	N/A	

Own home	N/A	
Rentals	N/A	
Other (employees will most likely 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 most likely not be required having regard to the distance of the mine from the local community. Furthermore, employees will be sourced from the local community and will more than likely already have existing housing. What the applicant will consider is transport on a daily basis to and from site if necessary.

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

APPENDIX 3.8.4

Type of accommodation	Year 1 Baseline	Year 2 25%	Year 3 50%	Year 4 75%	Year 5 100%
Home ownership					
Family units					
Single quarters					
Other – Employees have established household that either they rent/own off site	Most likely	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 Louterbronnen Dolerite Mine will reside within the local Masilonyana Municipality.
- Louterbronnen Dolerite Mine will support the community upliftment projects identified, which will provide finance and encouragement for the social development.
- Active promotion of home ownership through annual awareness campaigns and continuous consultations with worker representatives, as well as the local authority.

Louterbronnen Dolerite Mine 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 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 DMR procurement reporting tool is attached.

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 make contact with 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 the 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))

Date of establishment	23 November 2023 (Latest meeting)
No. of planned meetings per annum	One annual meeting per annum between applicant and employees. Additional meetings possible at the request of either party.

The future forum will meet annually to discuss any one or more of *inter alia* the following matters affecting the mine which may exist at the time of meeting:

- Identification of problems and challenges facing the mining operation which affect productivity and/or the operation and/or employment;
- Identification of solutions to any problems identified;
- Identification of production turnaround strategies;
- The future of the mine;
- Procurement progression;
- Employee well-being.

Please take note that neither the representatives of the applicant nor the employees will be precluded from convening any additional meetings during the year as and when the same may be required in the event that issues arise which must be dealt with immediately.

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 their intention to downscale and / or retrench. Should the Department of Labour feel that it is necessary 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 of the Labour Relations Act, 1995 (Act No. 66 of 1995).

- Call a meeting with the future forum to discuss the potential downscaling as a result 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)*)

The impact on the region and local economy should the mine shut down may be significant due to the fact that the mine will assist in the provision of approximately 36 jobs within the local municipality and will also contribute to the GDP of the municipality.

4.4.1 Management of Retrenchments

ANNEXURE 4.4.1

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	Year 2	Year 3	Year 4	Year 5	
HR development	R160 500	R160 500	R160 500	R160 500	R160 500	R802 500
Local Economic Development	R40 545	R43 383	R45 986	R48 746	R51 670	R230 330
Management of downscaling	R10 000	R10 000	R10 000	R10 000	R10 000	R50 000
Total	R350 080	R350 080	R350 080	R350 080	R325 080	R1 082 830

SECTION 6 – UNDERTAKING (Regulation 46(f))

	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	Machiel du Plessis
Identity number	880213 5144 088
Signature	

6 ANNEXURES

6.1 Annexure 1: Form Q (DME 327)



DEPARTMENT: MINERALS AND ENERGY
EMPLOYEES – OCTOBER 2023

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										
		Grade 0 / Pre										
		Grade 1 / Sub A										
		Grade 2 / Sub B										
		Grade 3 / Std 1 / ABET 1										
		Grade 4 / Std 2										
		Grade 5 / Std 3 / ABET 2										
		Grade 6 / Std 4	2								2	0
		Grade 7 / Std 5 / ABET 3	5								5	0
		Grade 8 / Std 6	1					1			1	1
		Grade 9 / Std 7 / ABET 4	1							1	0	
Further Education and Training (FET)	2	Grade 10 / Std 8 / N1	7			1				1	8	1
	3	Grade 11 / Std 9 / N2	9			2					11	0
	4	Grade 12 / Std 10 / N3	2			5	1			1	7	2
Higher Education and Training (HET)	5	Diplomas / Certificates				2					2	0
	6	First degrees / higher diplomas				1				1	1	1
	7	Honours / Master's degrees										
	8	Doctorates										
TOTAL			27			11	2			3	38	5

6.2 Annexure 2: Form R (DME 328)

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

HARD-TO-FILL VACANCIES AS AT OCTOBER 2023

[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

6.3 Annexure 3: Form S (DME 325)



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

EMPLOYMENT EQUITY STATISTICS AS AT OCTOBER 2023

[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 (not included in full time employees)	1			2				1	4		
Senior Management				1	1			1	3		
Professionally qualified and experienced specialist and mid-management	3			1				1	5		
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	2								2		
Semi-skilled and discretionary decision making.	21			3					24		
Unskilled and defined decision making	2			2	1				5		
TOTAL PERMANENT	29			9	2			3	43		
Non-permanent employees											
TOTAL	29			9	2			3	43		

6.4 Annexure 4: Form T (DME 326)



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

PROCUREMENT AS AT OCTOBER 2023

[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 services procurement	HDSA Composition	Provider and Address	Percentage of total consumables procurement	HDSA Composition
			Astec		Level 8			
			Remca		Level 4			
			Bell Equipment		Level 1			
			African Daze Trading t/a DC Hydraulics		Level 1			
			Icalc		Level 4			
			Fire quip		Level 2			
			Welkom winder services		Level 2			
			Agri Hydraulics					
			Bearings Int		Level 4			
			Crt Supplies					
			Eagle construction		Level 2			
			Pc Electrical		Level 4			
			Magnum springs		Level 4			
			Gesenza konke		Level 2			
			Tecroq sebenza		Level 4			

			Filter quip		Level 4		
			Goldco				
			Interdaf				
			Nics airbrakes		Level 4		
			JT Trailers				
			Senwes				
			Simlab		Level 1		
			Smartsurv		Level 4		
			Sureblast		Level 4		
			X Tream safety		Level 2		
			Tyre Pro				
			Universal bolts		Level 2		
			Eagle towing		Level 6		
			GKD		Level 2		
			Lillies		Level 2		
			Diesel tech		Level 2		
			PR Customs				
			Mime logistic		Level 2		
			JNT Maintanance		LEVEL 2		
			Rocks sss				
			Wimanzi		Level 4		
			Nube technologies		Level 4		
			Rewind centre		Level 4		
			Alro security		Level 4		
			Elphin Equipment				
			Gearbox a-z		Level 4		
			Imperial development		Level 2		
			SLT Auditors		Level 4		

	Service	Consumables
Total Expenditure	R 7 576 985.07	R0
BEE compliant expenditure	R6,088,690.01	R0
BEE owned (>51%) expenditure	R1,078,228.30	R0
Percentage BEE owned expenditure	18%	0%
Percentage BEE compliant expenditure	80%	0%

6.5 Annexure 5: Questionnaire

SOCIAL AND LABOUR PLAN QUESTIONNAIRE FOR VENGABLOX MINE EMPLOYEES				
“PLEASE COMPLETE AND RETURN TO THE TEAM LEADER”				
BACK GROUND 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?	

ANNEXURE 6

LED confirmation letter





MUNICIPAL MANAGER
MASILONYANA
LOCAL MUNICIPALITY

13 February 2024

Vengablox (PTY) LTD
Farm Louterbronne
Theunissen
9400

Attention: Mr Andries Pieterse
Vengablox

Cc: DMRE Regional Office

Re: Confirmation of SLP Funded project by Vengablox (PTY) LTD to fix potholes in Theunissen Town.

The above subject matter refers.

This letter serves to confirm that permission has been granted by Masilonyana Municipality to Vengablox (PTY) LTD to fix the potholes in Theunissen starting from Andries Pretorius Street, and Jim Fouche Street.

Vengablox will be working according to their budget as determined in the SLP mentioned below:

1st Year – R40 545.00

2nd Year – R43 383.00

3rd Year – R45 986.00

4th Year – R48 746.00

The total budget of R230 330.00 over the 5-year term

This letter does not exempt Vengablox (PTY) LTD from following any legislative processes that may be associated with the project.

Hope you find the above in order.

Regards



.....
MJ Matlole
Municipal Manager

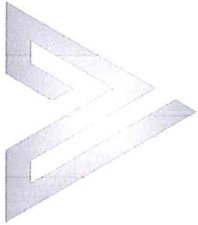
Address: 47 Le Roux Street, PO Box 8, Theunissen, 9410
Tel: (057) 733 0106, Fax: (057) 733 2217/2417, Email: info@masilonyana.co.za
Website: www.masilonyana.fs.gov.za

ANNEXURE 7

Proof of Public Participation

Process





VENGABLOX

ATTENDANCE REGISTER

PURPOSE OF THE VISIT		MONOSTONE CRUSHERS						
MINE NAME	MONOSTONE CRUSHERS							
DATE								
NAME	SURNAME	ORGANIZATION	DESIGNATION	CELLPHONE No.	EMAIL ADDRESS	SIGNATURE		
Moneta	Uiso	Masibongana	Councillor	08336455346	manidav@tlokwifi.net			
Brunhilde	Rossouw	Masibongana	Cellr	0824604762	birynr@dankesochon.co.za			
Wbraierel		Masibongana	cell	082773645	willpotgieter@gmail.com			
Andre	Kruger	Lejwekephutso	Cellr	0824964191	draywille@gmail.com			
Mphathelam Khemola	Khemola	DMRE	SLP OFFICER	0573911399 0820405156	mpathelam.khemola@dmre.gov.za			
Khangwelo	Mphaphubi	DMRE	ASD: Mine Economics	0573911306 0820416267	khangwelo.mphaphubi@dmre.gov.za			
Mbaleni	Mbhele	DMRE	SLP	0573911327 0635187240	Mbaleni.Mbhele@dmre.gov.za			



VENGABLOX (PTY) LTD

Reg no: 2013/013444/07

Vat no: 4280265879

E-mail: vengablox@gmail.com

Meeting Minutes

Date: 13/07/2023

Mr. Pieterse welcomes everyone.


Apologies for the major's office.

Mr. Pieterse gave a background on Vengablox. He then also presented the presentation, regarding the projects Vengablox did for their SLP.

Mr. Mkombeni asks the DMRE is the are satisfied with the amount that was allocated for the LED project. The DMRE ~~is~~ answered and said that they approved it. There is a whole audit process that took place.

All the attendees of the meeting then went up to the tank and borehole on the farm Louerbronnen. The project was handed over.

The DMRE said that they are more than satisfied with our work. Mrs Rossouw, from the Masilonyana municipality, a Counssolor said that we set the bar very high.



**PUBLIC TO
PARTICIPATE FOR
THE SOCIAL LABOUR
PLAN PROJECT, FOR
VENGABLOX**

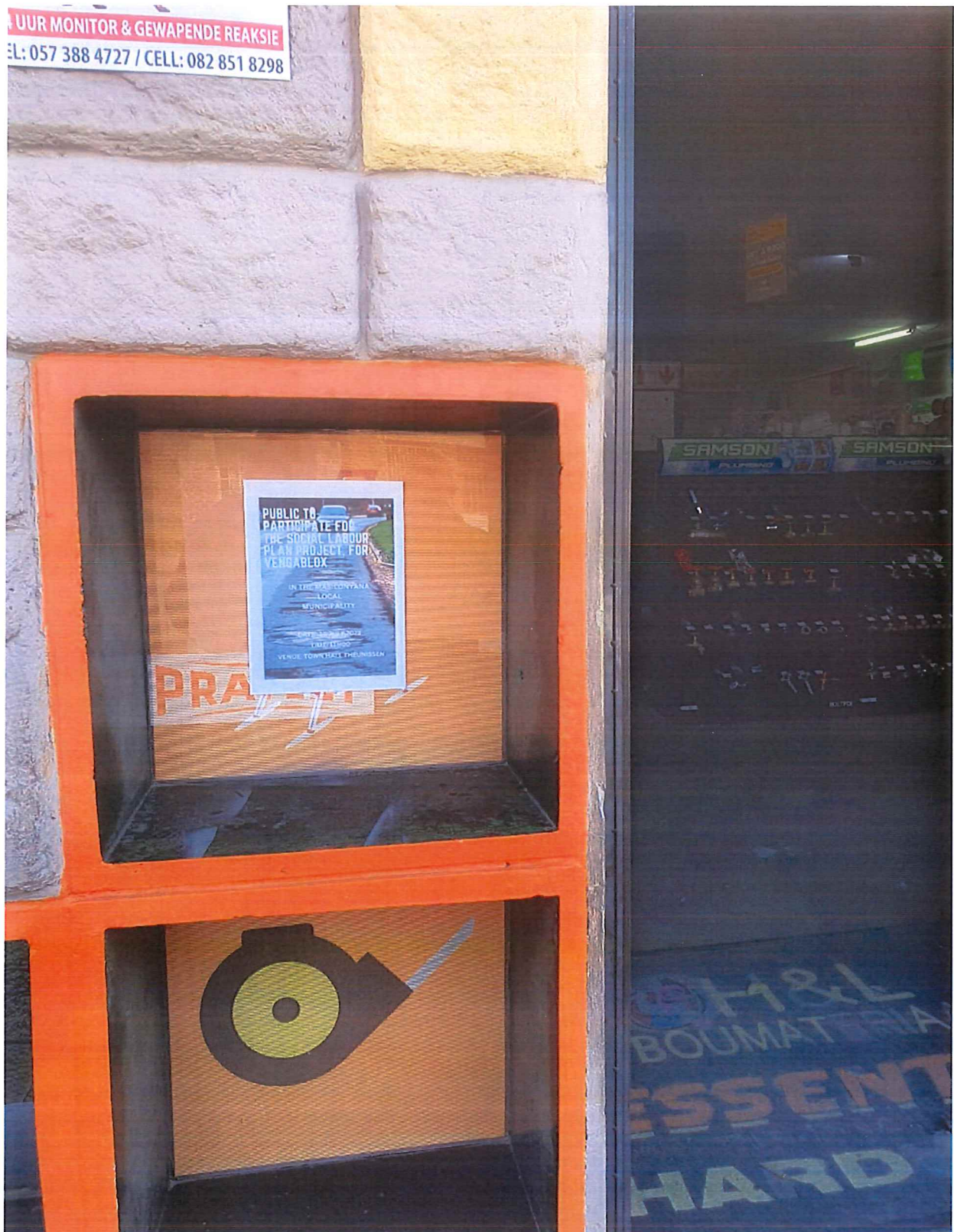
**IN THE MASILONYANA
LOCAL
MUNICIPALITY**

DATE : 19 JULY 2023

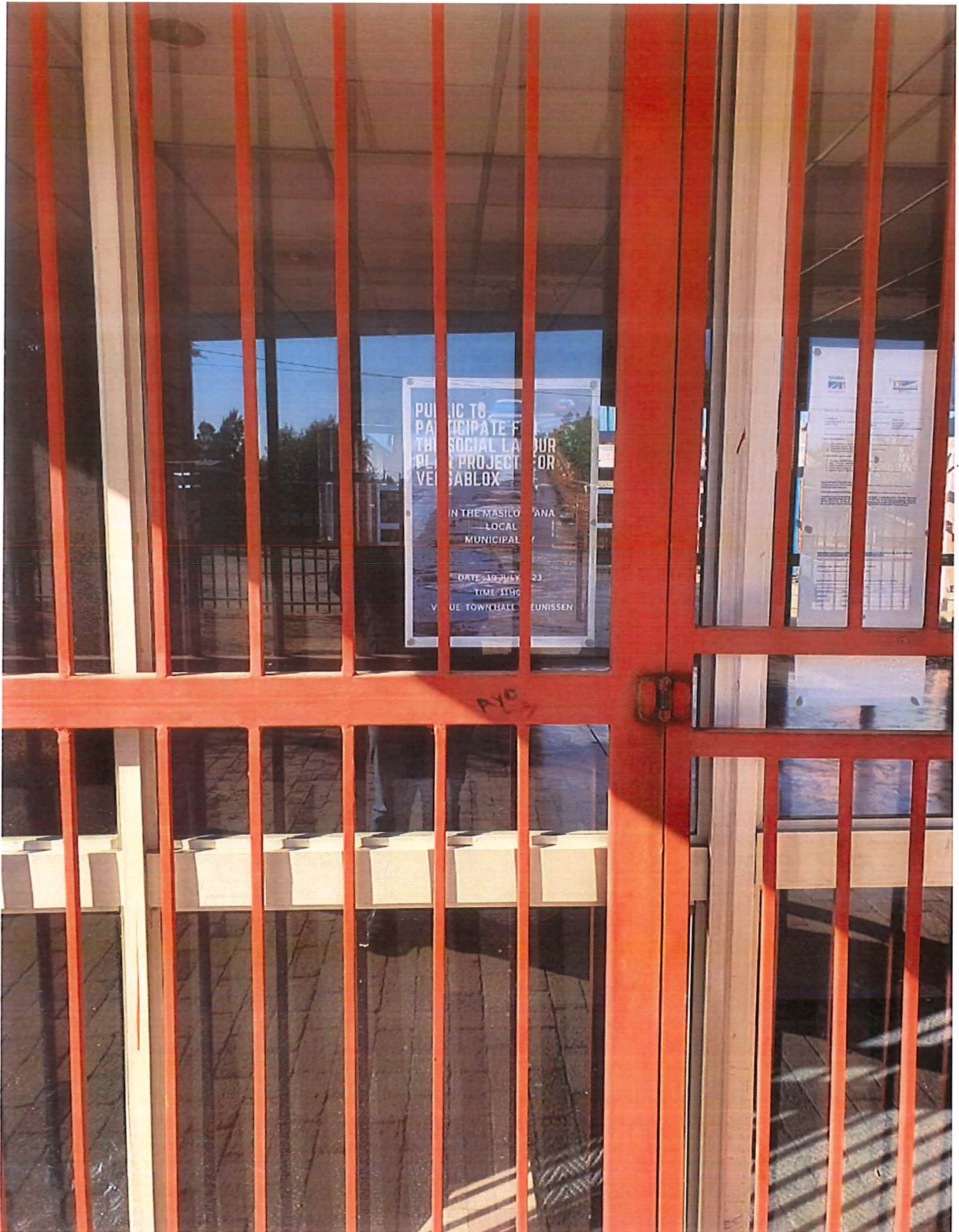
TIME: 11H00

VENUE: TOWN HALL THEUNISSEN

UUR MONITOR & GEWAPENDE REAKSIE
TEL: 057 388 4727 / CELL: 082 851 8298



H&L HARDWARE THEUNISSEN



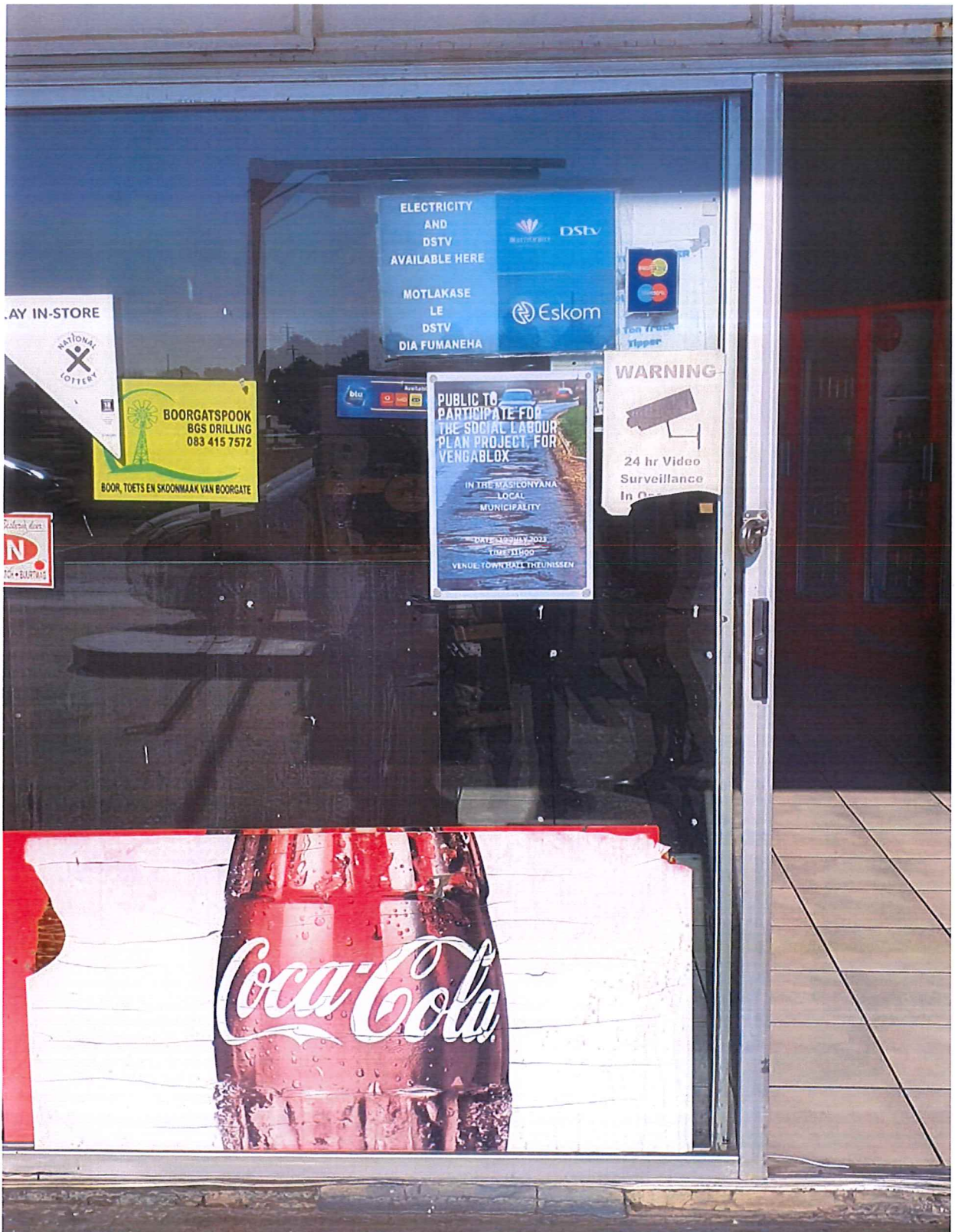
LIBRARY IN THEUNISSEN LOCATION



MASILONYANA LOCAL MUNICIPALITY



CLINIC IN THEUNISSEN LOCATION




CHICK 'N RIB TAKE AWAYS THEUNISSEN



OK THEUNISSEN

purchase must be presented for redemption of prizes.

Creating Concrete Possibilities

The poster background features a photograph of a wet, paved road with a blue car in the foreground and a red car in the distance. The text is overlaid on this image.

**PUBLIC TO
PARTICIPATE FOR
THE SOCIAL LABOUR
PLAN PROJECT, FOR
VENGABLOX**

**IN THE MASILONYANA
LOCAL
MUNICIPALITY**

DATE : 19 JULY 2023

TIME: 11H00

VENUE: TOWN HALL THEUNISSEN

HINTERLAND THEUNISSEN

ANNEXURE 8

ABET refusal





28 Potgieter Street
Theunissen
9410

REG NO: 2020/021670/07
VAT: 4730 2898 18

TEL: (083) 455 6640
FAX: (057) 733 2682
Email: office@stonecrushers.co.za

MEMORANDUM

From : **A Pieterse**

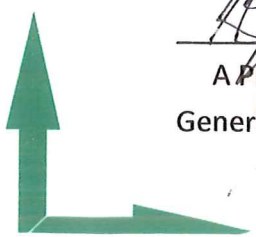
Subject : **ABET Learning**

Date : **09 April 2024**

We the employees Monostone crushers on the farm Louterbronnen confirm that we are not interested to take part in the ABET Learning program.

WALTER	SEMPE	9008265255067	CONTROL ROOM	
Ernest	Pano Pano	8611225255083	Belt .A.	
Reginald	Sani	980923552408	Assis Plant opo	
Kenneth	Motsaki	84108135268080	Belt .A	
John	Diphue	6905075833081	Belt A	Diphue
Isaac	Dlangamandla	940813593908	Belt A	
BAAC	MAKIBH	670923550408	B.M	
Thabiso	LIEGLAME	0604428624	Belt operator	Thabiso
Pat	Motsoabon	7809085522086	Driver	
ZACHARIA	DIPHOKO	9012135664080	OPERATOR	
Rudolf	nd White	831403502708	Welding	
Jenies	Munni	9007235015	Mechanic	
William	Masoka	6005395083	Front load	Masoka
Christopher	khatholo	8505075983081	Belt .A	
ANDRIS	George	780616601108	Belt operator	

A Pieterse
General Manager





28 Potgieter Street
Theunissen
9410

REG NO: 2020/021670/07
VAT: 4730 2898 18

TEL: (083) 455 6640
FAX: (057) 733 2682
Email: office@stonecrushers.co.za

MEMORANDUM

From : A Pieterse

Subject : ABET Learning

Date : 09 April 2024

We the employees Monostone crushers on the farm Louterbronnen confirm that we are not interested to take part in the ABET Learning program.

MPHO	DIPHOKO	6501135372075	D. TRUCK	
LOUW	SMITH	9005085017089	Boilermaker	
LUKAS	MCHITHAKA	560226584400	EXCAVATOR	
DAMEE	CLAASSEN	6806254051082	DRYWER	
CHRISTOPHER	MINNIE	0003255178082	STOORMAN	
SELLO	TSIBELA	8604086077082	Lub.	

A Pieterse
General Manager

