

De Klerks Kraal Sand Mine – Social and Labour Plan (2023 – 2027)

**VENGABLOX (PTY) LTD**  
**DE KLERKS KRAAL SAND MINE**  
**THEUNNISSEN, FREE STATE PROVINCE**

**SOCIAL AND LABOUR PLAN**

**FS 30/5/1/2/2/10071 MR**

**2023 – 2027**

**Version: June 2022**

**Prepared for:**

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## **EXECUTIVE SUMMARY**

### **Location of the mine:**

De Klerks Kraal Sand Mine will be located on Portion 0 and Portion 1 (Remaining Extent) of the farm De Klerks Kraal No. 231, Magisterial District of Theunissen, Free State Province, which mining right area will extend over an area of approximately 238.5426 ha.

The proposed application area is located approximately 35km North of Theunissen and approximately 25km South of Welkom, in the Free State Province.

### **Operational background:**

Blazecor 226 CC (hereafter referred to as “**Blazecor**”) holds a mining permit to mine aggregate and sand from the banks of the Sand River, which 4.8ha mining permit area extends over the Remaining Extent of the farm De Klerks Kraal No. 231, Magisterial District of Theunissen, which is the Southern bank of the Sand River. The mining permit is currently in its second renewal period, with the third (and last) renewal period still remaining.

This proposed De Klerks Kraal mining right application will incorporate the mining permit held by Blazecor, which mining right area will extend across the entire river front of both Portion 0 and Portion 1 (Remaining Extent) of the farm De Klerkskraal No 231. All rehabilitation liabilities of Blazecor will be transferred to Vengablox (Pty) Ltd (hereinafter referred to as “**Vengablox**”) as part of the mining right application.

### **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 **R360 753.00 (Three Hundred and Sixty Thousand Seven Hundred and Fifty-Three Rand)** on Human Resource Development for the 5-year duration of this SLP.

Furthermore, the applicant intends to spend a total of **R61 594.00 (Sixty-One Thousand Five Hundred and Ninety-Four Rand)** on Local Economic Development Project/s (hereinafter referred to as “**LED project**”) for the 5-year duration of this SLP, within the Matjhabeng Local Municipality.

An LED project is in the process of being identified, in consultation with the Matjhabeng Local Municipality, which approval will be attached to the final SLP 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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**1. PREAMBLE (REGULATION 46(A))**

<b>Name of Company/Applicant</b>	Vengablox (Pty) Ltd
<b>Name of mine/production operation</b>	De Klerks Kraal Sand Mine – Contracted to Monostone (Pty) Ltd
<b>Physical Address</b>	28 Potgieter Street Theunissen 9140
<b>Postal Address</b>	P.O. Box 202 Theunissen 9140
<b>Telephone number</b>	057 733 1626 / 083 410 8286
<b>Fax number</b>	057 733 2682
<b>Location of mine or production operation</b>	The proposed location of the mine is approximately 35km North of Theunissen and approximately 25km South of Welkom, Free State Province, on Portion 0 and Portion 1 (Remaining Extent) of the farm De Klerks Kraal No. 231.
<b>Commodity</b>	Sand
<b>Life of mine</b>	30 years
<b>Financial year end</b>	March to February
<b>Reporting year</b>	2024
<b>Responsible person</b>	Mr. Machiel du Plessis
<b>Geographic origin of employees (mine employees and labour sending areas)</b>	
(a) Mine community	(b) Labour sending area
<b>Province</b>	<b>Province</b>
Free State	Free State
<b>District municipality</b>	<b>District municipality</b>
Lejweleputswa	Lejweleputswa
<b>Local municipality</b>	<b>Local municipality</b>
Matjhabeng	Matjhabeng

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

It is important to point out that it is foreseen that the mine will initially have a very small staff complement of 16 (sixteen) employees, of which 8 (eight) is foreseen to be appointed by the applicant and 8 (eight) appointed by the contractor. This SLP is submitted as part of a new mining right application, and the commitments contained in this section is only an estimated minimum of the expenditure foreseen for the 5-year duration of this SLP.

Due to the initial foreseen size of the operation, De Klerks Kraal Sand Mine will not have the capacity or structure to be comparative in terms of Training and Development and Social Responsibilities, to that of the other large gold and diamond mining operations within the Welkom area. Due to the aforementioned, the Skills Development Plan and Human Resources Development Programme contained herein is simplistic but most of all, achievable and manageable, as far as practically possible.

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The primary objective of the Human Resource Development and Social Programme will be to focus on strategic development initiatives, within pockets of the workforce, rather than a blanket training initiative for all employees.

Although training initiatives will be somewhat restricted, the company has 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 internal 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.

**Table 2.1: Seta Information**

<b>Name of SETA</b>	Mining Qualifications Authority (MQA)
<b>Registration number with relevant SETA</b>	L040786024
<b>Has your company appointed a Skills Development Facilitator? If yes, provide name</b>	Yes, Me. Bianca Wheeler.
<b>To which institution have you submitted your workplace skills plan?</b>	Mining Qualifications Authority To be submitted by 30 April annually.
<b>(i) Department of Labour</b>	
<b>(ii) Mining Qualifications Authority</b>	
<b>(iii) Mine Health and Safety</b>	

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 De Klerks Kraal Sand 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.

De Klerks Kraal Sand 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))

De Klerks Kraal Sand 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 De Klerks Kraal Sand 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 16 (sixteen) employees, are set out below.

**Table 2.2: 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	1								1	
		Grade 7 / Std 5 / ABET 3										
		Grade 8 / Std 6	5							5		
		Grade 9 / Std 7 / ABET 4										
Further Education and Training (FET)	2	Grade 10 / Std 8 / N1	2			1					3	
	3	Grade 11 / Std 9 / N2	2								2	
	4	Grade 12 / Std 10 / N3							1			1
Higher Education and Training (HET)	5	Diplomas / Certificates				1	1				1	1
	6	First degrees / higher diplomas				1			1	1	1	
	7	Honours / Master's degrees										
	8	Doctorates										
		<b>TOTAL</b>	10			3	1		2	13	3	



### 2.2.2. Illiteracy level and ABET needs

The mine proposes to have 6 (six) 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 (Adult Basic Education Training) will be based on the commitment of the employee to accept and embrace the opportunity for ABET and to comply with the rules and requirements of such a programme.

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 and incorporated into this plan.

De Klerks Kraal Sand Mine will make use of an accredited service provider for the implementation of the ABET training mentioned above, in the event that the identified employees would want to take part in this programme.

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

#### APPENDIX 2.2.3 and 2.2.4

#### Staff and present level of competence

The below table indicates the proposed ABET training for this SLP period, which comprise of the proposed identified employees. Should new employees be appointed once this mining right commences, such employees will be included in the subsequent SLP's. The below is based on the presumption that all identified employees who have an education level of less than ABET 4 would want to participate in the ABET programme.

**Table 2.3: Planned ABET Training for a five year period**

Level	2023	2024	2025	2026	2027	Total
ABET 1						
ABET 2						
ABET 3		3	3			6
ABET 4				3	3	6
<b>Total No.</b>	0	3	3	3	3	6
<b>Budget</b>	<b>0</b>	<b>R10 000.00</b>	<b>R12 000.00</b>	<b>R14 000.00</b>	<b>R16 000.00</b>	<b>R52 000.00</b>

The intention of De Klerks Kraal Sand Mine is for all employees to obtain an educational level of at least ABET level 4. In the event that the above budget is not sufficient this will be supplemented accordingly, based on the presumption that the employees would want to participate in this training initiative.

#### **Action plan:**

- The identified employees will be invited to a workshop during the first year after the mining right commences, which workshop will be designed to inform them about ABET training and encourage them to make use of the opportunity at their own discretion.
- Employees who are willing to participate in this programme, will be expected to enrol for ABET training as outlined in the table above, which training will commence during 2024 (which is the foreseen second year of SLP implementation), until they reach ABET 4.



### **2.2.5. Core Business Training / Induction Training**

In addition to the training described in paragraph 2.2.4 above De Klerks Kraal Sand 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.

### **2.2.6 and 2.2.7 Learnerships (Internal and External) and Artisan Training**

#### **APPENDIX 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 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 De Klerks Kraal Sand Mine 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 De Klerks Kraal Sand Mine, as more fully set out in Appendix 2.6.1.

Alternatively employees interested in learnership or artisan training can apply to receive such training internally under mentorship.

**2.2.7. External Learnerships and Artisan Training****Table 2.5: External Learnership & Artisan Training**

Field/ area of training	Targets and timelines									Budget
	2023	2024		2025		2026		2027		
	New intake	New	Cont	New	Cont	New	Cont	New	Cont	
Business administration (or mine related field)	1			1				1		
Health & Safety (or mine related field)		1				1				
<b>Total No</b>	1	1		1		1		0		
<b>Budget</b>	<b>R15 000.00</b>	<b>R15 000.00</b>	<b>0</b>	<b>R15 000.00</b>	<b>0</b>	<b>R15 000.00</b>	<b>0</b>	<b>R15 000.00</b>	<b>0</b>	<b>R75 000.00</b>

De Klerks Kraal Sand Mine intends to collaborate with the Goldfields TVET College Skills Academy in Welkom, for the implementation of the external learnership and artisan training field, which programmes will run for a maximum period of 6 months. The training will be provided by the Goldfields TVET College Skills Academy, where possible, which training will be funded by Vengablox, and once the training has been completed the learner will receive proof of such completion.

The learnership and artisan programmes will be made available to local community members who have completed their schooling and who are interested in and show an aptitude for learning a trade. De Klerks Kraal Sand Mine 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. The learnership and artisan programmes will also be available to female and disabled candidates, to whom preference will be given, as far as possible.

**2.2.8. School Support and Post Matric Programme****APPENDIX 2.2.8****School Support**

De Klerks Kraal Sand Mine will implement a school support programme in which school going children of employees will be funded with regards to school fees, school clothing, sporting equipment, sport clothing, stationary or any relevant educational supplies. Vengablox 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.

**Post Matric**

De Klerks Kraal Sand Mine will implement a post matric programme in which local community members who have completed their matric will be sent for motor vehicle driver licence lessons and in the event that

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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 applicants will be accepted per alternating year. Progress reports will have to be submitted to the mine and payment will be made directly to the relevant service provider.

In the event that there is any excess of the allocated budget these amounts will be spent on the needs of local schools.

In the table below the budget for the 5-year period is set out more fully:

Field/ area of training	Targets and timelines					
	2023	2024	2025	2026	2027	Total Budget
School support	2	1	2	3	2	10
Post Matric	2	0	1	0	2	5
<b>Total No</b>	4	1	3	3	4	15
<b>Budget</b>	<b>R9 996.00</b>	<b>R3 336.00</b>	<b>R4 906.00</b>	<b>R6 721.00</b>	<b>R8 794.00</b>	<b>R33 753.00</b>

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

Table 2.6: 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

#### 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.

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

#### APPENDIX 2.4.2

An employee progression along a career development path at De Klerks Kraal Sand 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.

### 2.4.3. 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 (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 De Klerks Kraal Sand 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.

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- 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 2.7 attached below 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 2.7 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.

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Table 2.7: Five Year Career Progression Plan of current employees

No	Name	Position	Ethnic	Gender	Educational Level	Core Business	Mentorship	2023	2024	2025	2026	2027	
1.	WP Du Plessis	Top Management	White	Male	Degree	All employees to receive annual Induction training as part of Core Business							
2.	MT Du Plessis	Top Management	White	Male	Diploma								
3.	DW McAslin	Mine Manager	White	Male	Gr. 10								
4.	MZ Diphoko	Top Management/Trustee	African	Male	Gr. 11				Green		Green		Green
5.	DW Mokeki	Plant Operator	African	Male	Gr. 8				Green		Green	Blue	Green
6.	LK Mokone	Supervisor	African	Male	Gr. 10					Green		Green	
7.	MD Diphoko	Bin Operator	African	Male	Gr. 8						Blue		Blue
8.	C Minnie	Workshop Assistant	African	Male	Gr. 11			Yellow		Green		Green	
9.	ML Mosoldi	Excavator Operator	African	Male	Gr. 8				Green		Green	Blue	Green
10.	TL Mqongwana	Loader Operator	African	Male	Gr. 10								
11.	NJ Nyila	ADT Operator	African	Male	Gr. 8					Blue		Blue	
12.	B Wheeler	Top Management/ Financial Director	White	Female	Degree								
13.	MC Prinsloo	Debtors Clerk	White	Female	Gr. 12								
14.	TBC	Office support	African	Female	Gr. 12			Yellow		Green		Green	
15.	MS Mciteka	ATD Operator	African	Male	Gr. 8					Green	Blue	Green	Blue
16.	NG Zoki	Water Truck Operator	African	Male	Gr. 6					Green	Blue	Green	Blue

ABET – Blue    Mentorship – Yellow    Portable Skills – Green



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

De Klerks Kraal Sand Mine regards mentorship as helping people realising their potential and maximising their potential through learning and skills development. Mentoring will be a joint venture between the mentor and the mentee whereby the mentor will guide the mentee in terms of personal and career development.

De Klerks Kraal Sand Mine intends to implement a mentorship plan through the action plan listed below, which constitutes the provisional mentorship plan, for the time being.

### Action plan:

- De Klerks Kraal Sand Mine will undertake a survey during the first year of this SLP implementation (foreseen to be 2023) to identify both potential mentors and mentees to take part in the mentorship programme. Additional annual surveys will be conducted as part of the mentorship plan, to ensure that mentors and mentees are identified appropriately.
- Mentors will need to be experienced senior employees who have a personal trait which is conducive to the contribution of their knowledge and acting as a role model.
- Mentees will have to be junior employees who have demonstrated high potential and interests to develop their careers within De Klerks Kraal Sand Mine operation.
- To develop a strategy for implementing a mentorship programme. The strategy should provide guidance on the reasonable expectations of both the mentor and mentee.
- To assign mentees to mentors. This must be done considering the 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.
- To implement the mentorship programme. Each mentorship programme is to run for a minimum period of one year, depending on the circumstances of each mentorship program.
- 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.
- The mentorship programme must be evaluated annually and improved upon, based on the feedback of the mentors and mentees.
- Table 2.8 provides an indication of the number of employees that De Klerks Kraal Sand Mine intends to have within the mentorship programme, which is a provisional forecast.

The following positions are foreseen to be positions which will oversee other personnel at the operation:

- Site/Plant Manager;
- Plant Supervisor.
- Mechanical Technician;
- Welder – Skilled Artisan.

## De Klerks Kraal Sand Mine - Social and Labour Plan (2021 – 2025)

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

**Table 2.8: Mentorship plan targets**

MENTORING PROGRAMME	MENTOR	TARGET			GENDER	
		DURATION	HDSA	NON-HDSA	FEMALE	MALE
Management/ Administration	Me. Bianca Wheeler (or nominee)	1 Year	1	0	1	0
Weighbridge/ Operator	Mr. Andries Pieterse (or nominee)	1 Year	1	0	0	1

**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))**

**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. De Klerks Kraal Sand 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 De Klerks Kraal Sand Mine with proof of the cost of the course as well as cost of the course material.
- The employee must provide De Klerks Kraal Sand 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 De Klerks Kraal Sand 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 2.9: Tertiary Learnership Targets – External Bursary**

Bursary field	Targets and timelines								
	2023	2024		2025		2026		2027	Total Budget
	New	New	Cont.	New	Cont.	New	Cont.	New	
Mechanical or Mine Engineering	1	0	1	0	1	0	1	1	5
<b>Total No</b>	1	0	1	0	1	0	1	1	5
<b>Budget</b>	<b>R20 000.00</b>	<b>0</b>	<b>R20 000.00</b>	<b>0</b>	<b>R20 000.00</b>	<b>0</b>	<b>R20 000.00</b>	<b>R20 000.00</b>	<b>R100 000.00</b>

De Klerks Kraal Sand Mine will collaborate with the Goldfields TVET College Skills Academy for the implementation of the external bursary field. Aspiring students from the Matjhabeng Local Municipal area will be furnished with the opportunity to study Mechanical or Mine Engineering, or any other field of study that will benefit both the student and the operation, at the Goldfields College in Welkom, which field of study must be pre-approved by the operation. De Klerks Kraal Sand Mine will:

- Fund the tertiary course in whole or in part, depending on the facts and circumstances relevant to each particular student and field (internal and external); or
- Fund the learning material in whole or in part, dependent on the circumstances; or
- Fund the student accommodation in whole or in part, dependent on the circumstances; and
- In the event that funds are remaining, the operation will contribute to the student's living costs.

The student will be required to enter into an agreement with De Klerks Kraal Sand Mine for the total duration of the bursary in terms of which they *inter alia* agree to apply themselves and dedicate his/her best efforts to achieve a pass in each year of study. The abovementioned agreement will contain the obligations of De Klerks Kraal Sand Mine as well as the obligations of the student in terms of this bursary programme.

In the event that it becomes clear to De Klerks Kraal Sand Mine that any student is not fully committed to his/her studies, De Klerks Kraal Sand Mine reserves the right to terminate that particular student's bursary and offer the bursary to another student.

De Klerks Kraal Sand Mine will make payment of all the applicable fees directly to the relevant educational institution and/or service provider. The student will be responsible to provide the mine with his/her academic records each semester of the academic year.

**2.6.3. Internship plan (Regulation 46(b)(iv))****APPENDIX 2.6.3****Table 2.10: Internship targets**

Internship field	Targets and timelines									
	2023	2024		2025		2026		2027		Total Budget
	New	New	Cont.	New	Cont.	New	Cont.	New	Cont.	
Mining related	1	0	1	0	1	0	1	1	0	
<b>Total No</b>	1	0	1	0	1	0	1	1	0	
<b>Budget</b>	<b>R7 000.00</b>	<b>0</b>	<b>R7 500.00</b>	<b>0</b>	<b>R8 000.00</b>	<b>0</b>	<b>R8 500.00</b>	<b>R9 000.00</b>	<b>0</b>	<b>R40 000.00</b>

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.

The internship will be offered to 1 student per year during tertiary institution holiday periods (where possible) in order to accommodate the student. De Klerks Kraal Sand Mine 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. The intern will receive a stipend for each month of the programme for the duration of the internship.

The internship will be aimed at exposing tertiary student(s) studying towards a mining related field to the mining industry.

**2.7. EMPLOYMENT EQUITY PLAN (REGULATION 46(B)(V))****APPENDIX 2.7.1**

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.

**Historically Disadvantaged South Africans (HDSA) in management**

De Klerks Kraal Sand Mine intends to have the following management positions, once mining operations commence:

- 4 Board positions, of which 50% is HDSA;
- 2 Senior management positions, of which 50% is HDSA;
- 2 Middle management positions, of which 100% is HDSA;
- 2 Junior management positions, of which 100% is HDSA; and
- 6 Core and Critical Skills positions, of which 100% is HDSA.

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The targets for HDSA in management have been set out in Table 2.11 below as from 2023, which is the foreseen commencement date of the mining operation, dependant on when the mining right is granted. In the event that some management positions set out more fully above do not exist or change, this will be reported on accordingly.

**Table 2.11: Targets for HDSA participation in management**

Occupation levels	2023	Min progress to achieve	2024	Min progress to achieve	2025	Min progress to be achieved	2026	Min progress to be achieved	2027	Compliance Target
<b>BOARD 50% (Foreseen to be 50% upon commencement)</b>										
HDSA Male	25%	25%	25%	25%	25%	25%	25%	25%	25%	30%
Female	25%	25%	25%	25%	25%	25%	25%	25%	25%	20%
<b>SENIOR MANAGEMENT 60% (Foreseen to be 50% upon commencement)</b>										
HDSA Male	0%	0%	0%	0%	0%	33%	33%	35%	33%	35%
Female	50%	50%	50%	50%	50%	33%	33%	25%	33%	25%
<b>MIDDLE MANAGEMENT 60% (Foreseen to be 100% upon commencement)</b>										
HDSA Male	50%	35%	50%	35%	50%	35%	50%	35%	50%	35%
Female	50%	25%	50%	25%	50%	25%	50%	25%	50%	25%
<b>JUNIOR MANAGEMENT 70% (Foreseen to be 100% upon commencement)</b>										
HDSA Male	100%	100%	100%	100%	100%	66.6%	66.6%	66.6%	66.6%	40%
Female	0%	0%	0%	0%	0%	33.3%	33.3%	33.3%	33.3%	30%
<b>CORE AND CRITICAL SKILLS 70% (Foreseen to be 100% upon commencement)</b>										
HDSA	100%	70%	100%	70%	100%	70%	100%	70%	100%	70%
<b>EMPLOYEES WITH DISABILITIES 1.5% (Currently no disabled employees)</b>										
All employees	0%	0%	0%	0%	0%	0%	0.5%	0.5%	1.5%	1.5%

**Women in Mining**

De Klerks Kraal Sand Mine intends to employ women in accordance to the provisions of the Employment Equity Act, in line with the Mining Charter provisions. The mine foresees to employ 3 (three) women time, constituting 19% of the total workforce.

De Klerks Kraal Sand 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.
- De Klerks Kraal Sand Mine will consider suitably qualified women for vacant employment positions as and when new positions become available.
- De Klerks Kraal Sand 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.

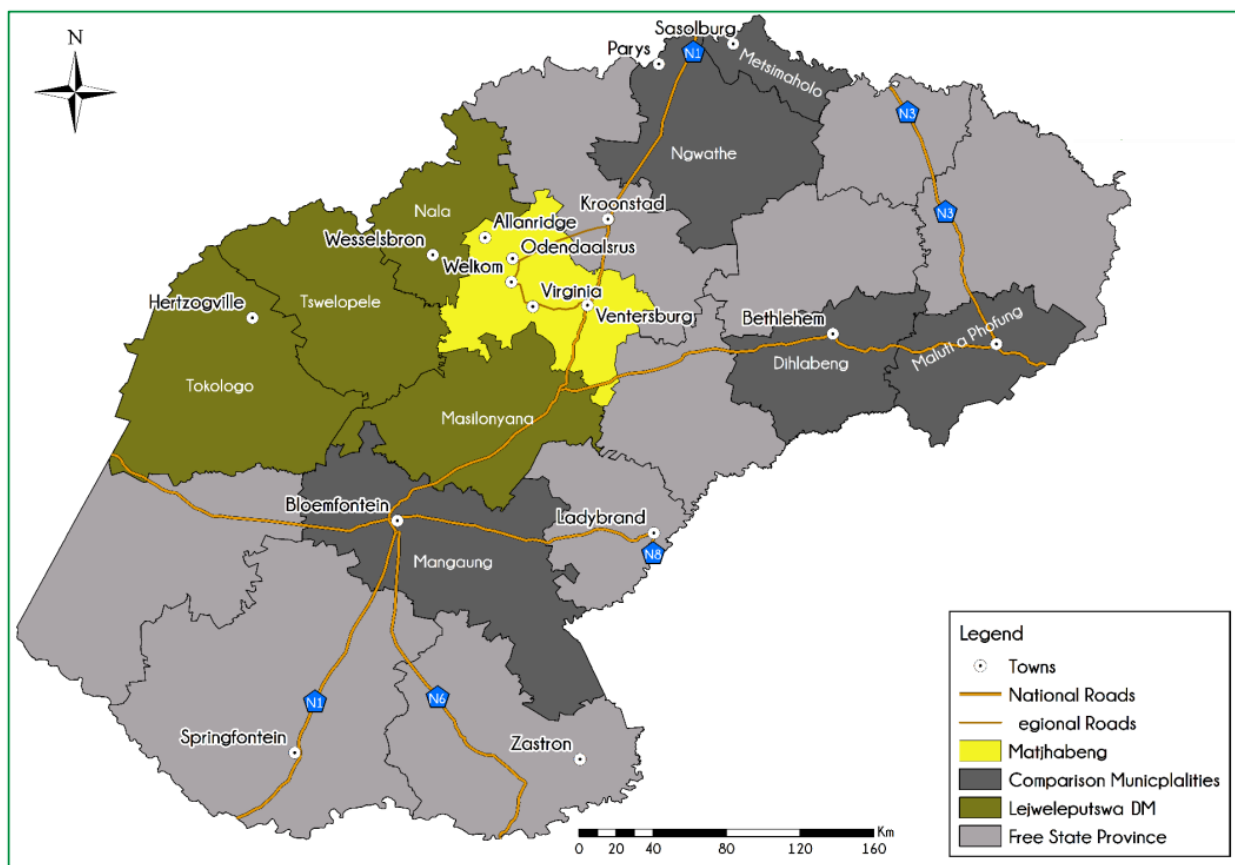
### 3. MINE COMMUNITY ECONOMIC DEVELOPMENT (REGULATION 46(C))

#### 3.1. SOCIAL AND ECONOMIC BACKGROUND INFORMATION (REGULATION 46(C)(I))

##### APPENDIX 3.1

#### 3.1.1. Background

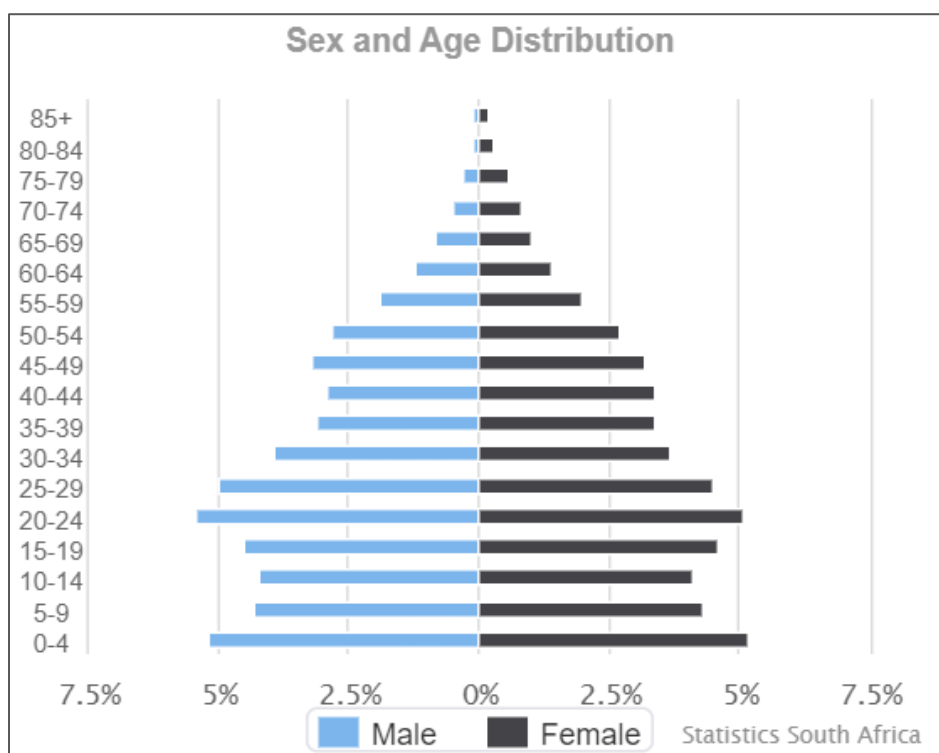
Matjhabeng Local Municipality is situated in the Lejweleputswa District Municipality in the Free State. It is bound by the Nala Local Municipality to the north, Masilonyana Local Municipality to the south, Tswelopele Local Municipality to the east and Moghaka Local Municipality to the west. Matjhabeng represents the hub of mining activity in the Free State province. The municipality encapsulates an area of 51 440 ha consisting of Welkom, Odendaalsrus, Allanridge, Hennenman, Virginia and Ventersburg.



Map: Location of the municipality within the Free State

Source: Matjhabeng Final IDP: 2020/2021

### 3.1.2. Gender Profile



Source: Statistics South Africa ([https://www.statssa.gov.za/?page\\_id=993&id=matjhabeng-municipality](https://www.statssa.gov.za/?page_id=993&id=matjhabeng-municipality))

The figure above depicts the population of the Matjhabeng local municipality by age group and gender. From the pyramid above, Matjhabeng municipality has a young population and most of this young population is youth age group 20 – 24.

### 3.1.3. Population Profile

Group	Percentage
Black African	87,7%
Coloured	2,1%
Indian/Asian	0,4%
White	9,6%
Other	0,2%

According to Census 2011, as depicted in the table above, the municipality has a total population of 406 461 people of which 87,7% were black African, 9,6% were white people and with the other population groups making up the remaining 2,7%.

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The population growth during the 2016 Community Survey was 0.012% per annum.

Municipality	Total population		Population Growth Rate (1996 - 2001)	Total population Census 2011	Population Growth Rate (2001 - 2011)	Total population Community Survey 2016	Population Growth Rate (2011-2016)
	Census 1996	Census 2001					
Masilonyana	65851	64409	-0.44	63334	-0.17	66 080	0.010
Tokologo	26767	32455	4.25	28986	-1.07	29150	0.008
Tswelopele	51648	53714	0.80	47625	-1.13	47 370	-0.001
<b>Matjhabeng</b>	<b>476763</b>	<b>408170</b>	<b>-2.88</b>	<b>406461</b>	<b>-0.04</b>	<b>428843</b>	<b>0.012</b>
Nala	82141	98264	3.93	81220	-1.73	78 520	-0.008
Lejweleputswa	703170	657012	-1.31	627626	-0.45	649 964	0.008

Source: *Matjhabeng Final IDP: 2020/2021*

The table above indicates total population of local municipalities in Lejweleputswa district for the periods 1996 – 2016 together with population growth rates respectively. For two consecutive periods 1996 – 2001 and 2001 - 2011, Matjhabeng Local Municipality experienced a negative growth of 2.88% and 0.04% respectively. All municipalities in the district experienced a negative growth for the period 2001 – 2011 and Matjhabeng was the lowest with a negative growth of 0.04% followed by Masilonyana with 0.17%. Interestingly the community survey of 2016 demonstrate growth of 0.012%.

During the 2016 Community Survey the age structure of the population were as follows:

- Population under 15 years - 25%
- Population between 15 and 64 years - 70.2%
- Population over 65 years - 4.8%

Source: <https://municipalities.co.za/demographic/1044/matjhabeng-local-municipality>



**3.1.4. Distribution of population by Language**

As is clear from the below table the predominant language within the Matjhabeng municipality is Sesotho at 62.2%, followed by IsiXhosa and Afrikaans at 11.9% each. The remaining 14% is made up by the remaining official languages, as more fully set out below.

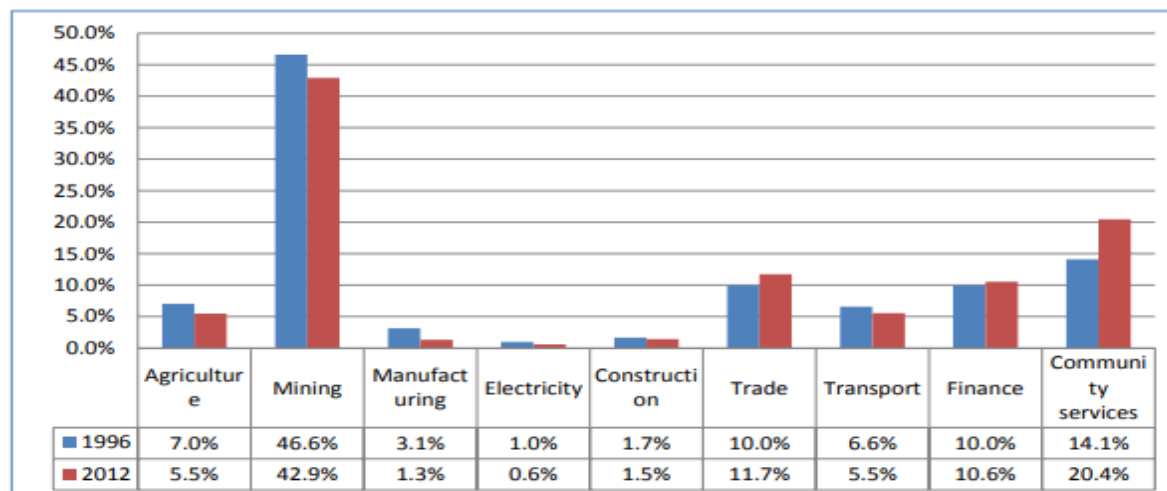
Language	Percentage
Afrikaans	11,9%
English	3,5%
IsiNdebele	0,3%
IsiXhosa	11,9%
IsiZulu	1,7%
Sepedi	0,3%
Sesotho	62,2%
Setswana	1,7%
Sign Language	1,2%
SiSwati	0,2%
Tshivenda	0,1%
Xitsonga	1,1%
Other	1%
Not Applicable	2,8%

Source: Statistics South Africa ([https://www.statssa.gov.za/?page\\_id=993&id=matjhabeng-municipality](https://www.statssa.gov.za/?page_id=993&id=matjhabeng-municipality))

### 3.1.5. Economic Profile

The GDP Contribution by industry in the Lejweleputswa District Municipality is set out more fully in the table below:

**GDP CONTRIBUTION BY INDUSTRY**



Source: Global Insight, Regional Explorer, 2013

As is clear from the above the predominant contributor in the district municipality is mining, followed by community services and trade.

Sectoral composition of Lejweleputswa's economy by local municipalities, 2014.

2014	Lejweleputswa	Masilonyana	Tokologo	Tswelopele	Matjhabeng	Nala
1 Agriculture	5.6%	6.2%	24.6%	36.9%	0.8%	17.7%
2 Mining	46.5%	50.3%	21.6%	1.2%	56.0%	4.7%
3 Manufacturing	2.5%	2.1%	2.9%	2.2%	2.1%	5.2%
4 Electricity	1.5%	1.2%	2.9%	2.8%	1.3%	2.3%
5 Construction	1.7%	2.2%	2.5%	1.8%	1.5%	2.6%
6 Trade	11.0%	8.3%	12.3%	15.4%	10.0%	17.6%
7 Transport	6.3%	5.2%	5.0%	7.8%	5.6%	11.8%
8 Finance	10.8%	8.4%	7.6%	10.6%	10.8%	13.9%
9 Community services	14.2%	16.2%	20.7%	21.4%	11.9%	24.0%
Total Industries	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: IHS Global Insight Regional Explorer, 2015

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The five predominant economic contributors in the Matjhabeng local municipality during 2014 was mining at 56%, Community services and 11.9%, Finance at 10.8%, Trade at 10% and Transport at 5.6%.

In recent years the contribution of mining in Lejweleputswa's economy has been declining due to several reasons and recently the effect of lower world commodity prices has fuelled the decline of the sector. The share of the primary sector in Lejweleputswa's GVA has also been on a decline, indicating a shift away from the primary sector to the tertiary sector. The community services sector is growing strongly in all of Lejweleputswa's municipalities and is also forecasted to grow further.

### 3.1.6. Education Levels

Of those aged 20 years and older, 3% have no schooling, 33.8% have completed matric and 7.9% have some form of higher education.

Group	Percentage
No Schooling	3,5%
Some Primary	38%
Completed Primary	5,8%
Some Secondary	35,1%
Completed Secondary	13,7%
Higher Education	2%
Not Applicable	1,9%

In terms of the table above most of the population has some primary school education at 38%, followed by some secondary school education to an extent of 35.1%. 13.7% of the population has completed secondary school education whereas 7% has completed primary school education.

Source: Statistics South Africa ([https://www.statssa.gov.za/?page\\_id=993&id=matjhabeng-municipality](https://www.statssa.gov.za/?page_id=993&id=matjhabeng-municipality))

### 3.1.7. Employment Profile

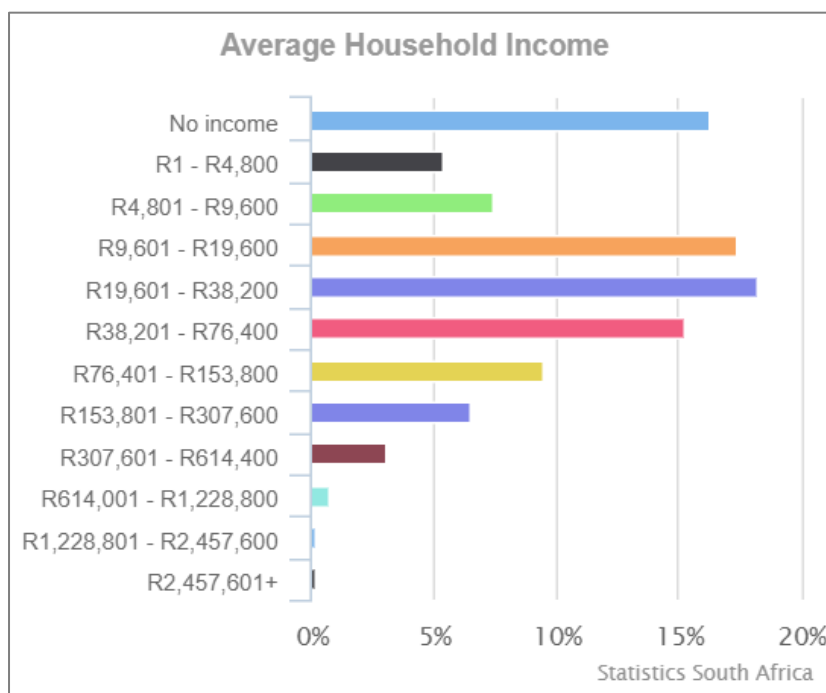
There are 158 174 economically active (employed or unemployed but looking for work) people, and of these 37% are unemployed. 105 159 are not economically in the area.

Employment Status	Number
Employed	99650
Unemployed	58524
Discouraged Work Seeker	13290
Not Economically Active	105159

Source: Statistics South Africa ([https://www.statssa.gov.za/?page\\_id=993&id=matjhabeng-municipality](https://www.statssa.gov.za/?page_id=993&id=matjhabeng-municipality))

### 3.1.8. Income Profile

The majority household income is between R19 601 to R38 200 at 18.2%, followed by 17.4% at R9 601 to R19 600 and 16.3% of the population has no income. As per the graph below the majority of the economically active population falls within the higher income bracket, with 35.1% earning between R38 201 to R1 228 800, and only 0.4% earning between R1 228 801 and above.



Source: Statistics South Africa ([https://www.statssa.gov.za/?page\\_id=993&id=matjhabeng-municipality](https://www.statssa.gov.za/?page_id=993&id=matjhabeng-municipality))

### 3.1.9. Infrastructure

#### Municipal Roads

The municipality has well established road and transportation infrastructure. The main challenge for over the years has been maintenance of such infrastructure due to escalating cost due to its age. This has major implication to the budget of the municipality as whole.

Our Municipality consist of the following types of roads: gravel and surfaced (tar and paved roads). The municipality has a total length of 156.13km inclusive of provincial, private and municipal road, of which 51km is gravel and 105.13 km are surfaced. Mostly in our Towns roads are surfaced and in townships roads are gravelled but gradually township roads are now being given attention by upgrading from gravel to surfaced road using internal and external resources (i.e. MIG and Public Works funds).

The public transport system operating in Matjhabeng is privately owned taxis. The rail network that passes through Hennenman, and Virginia is mainline service linking the Municipality with Gauteng, Kwazulu Natal, Eastern Cape and the Western Cape. However, there is local railway network mainly servicing mines. The local railway network remains property of the municipality. Matjhabeng remains the main route of national bus services, however there are no bus service operating locally in Matjhabeng Municipality except mine workers' dedicated transport. In most towns tarred roads are in a fair state. The design life of most tarred roads has lapsed and there seems to be lack of regular maintenance of the roads by the local authority. The lack of maintenance also led to the rapid deterioration of the tarred road network in MLM.

### **Educational Facilities**

As reflected in the plan below, there are presently a total of 275 educational facilities in Matjhabeng Local Municipality.

These are made up of the following:

- 1 Adult Basic Education and Training Facilities (ABET);
- 7 Early Childhood Development Facilities (ECD);
- 3 Further Education and Training (FET) Facilities;
- 129 Rural / Farm Schools;
- 5 Independent Schools;
- 1 Private School;
- 129 Public Schools.

In terms of the existing provision of educational facilities measured against the proposed standards, the anticipated need is indicated in the table below.

Urban area	Population	Required		Provided		Vacant school sites
		1 per 7000	1 per 12 500	Primary	Secondary	
		Primary	Secondary			
Allanridge / Nyakallong	19 337	3	2	4	2	8
Odendaalsrus /Kutloanong	63 743	9	5	10	7	22
Welkom / Thabong	211 011	28	17	31	11	37
Virginia / Meloding	66 208	9	5	15	6	21
Hennenman /Phomolong	24 167	3	2	4	2	12
Ventersburg/Mmamahabane	11 260	2	1	3	1	5

Source: Matjhabeng Final IDP: 2020/2021

#### **3.1.10. Housing**

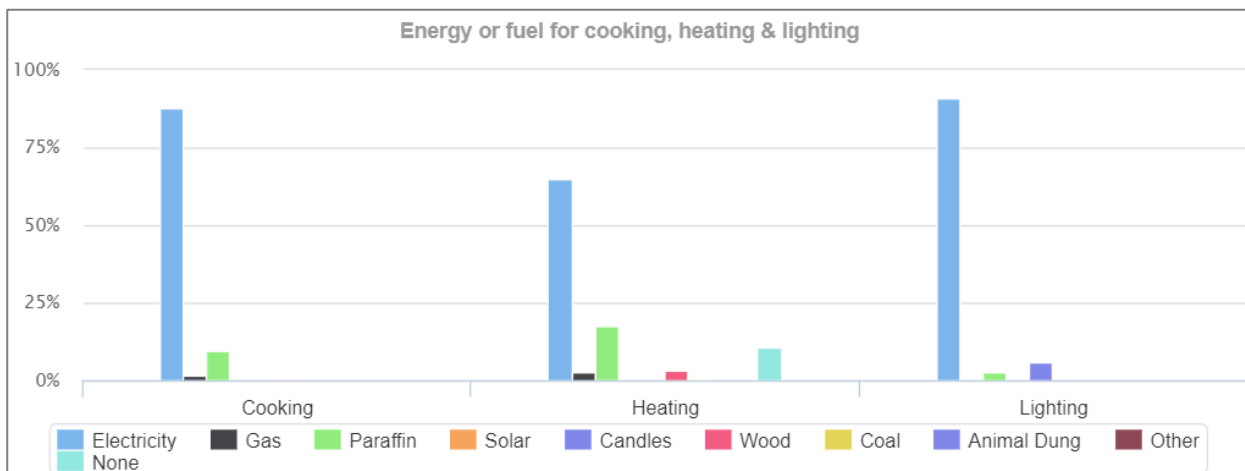
There are 123 195 households in the Matjhabeng municipality, with an average household size of 3.1 persons per household. 54.8% of households have access to piped water either in their dwelling. Only 2.5% of households do not have access to piped water. 95% of the households have access to municipal water and 81.1% of the households have flush toilets, which are connected to sewerage line.

Of the 123 195 households, 16 810 thereof are agricultural households. 88.2% of the population live in Urban areas, whereas 97.7% live on farms.

Tenure Status	Percentage
Rented	23,3%
Owned and fully paid off	48,7%
Owned but not yet paid off	9,9%
Occupied rent free	15,3%
Other	2,8%

De Klerks Kraal Sand Mine - Social and Labour Plan (2021 – 2025)

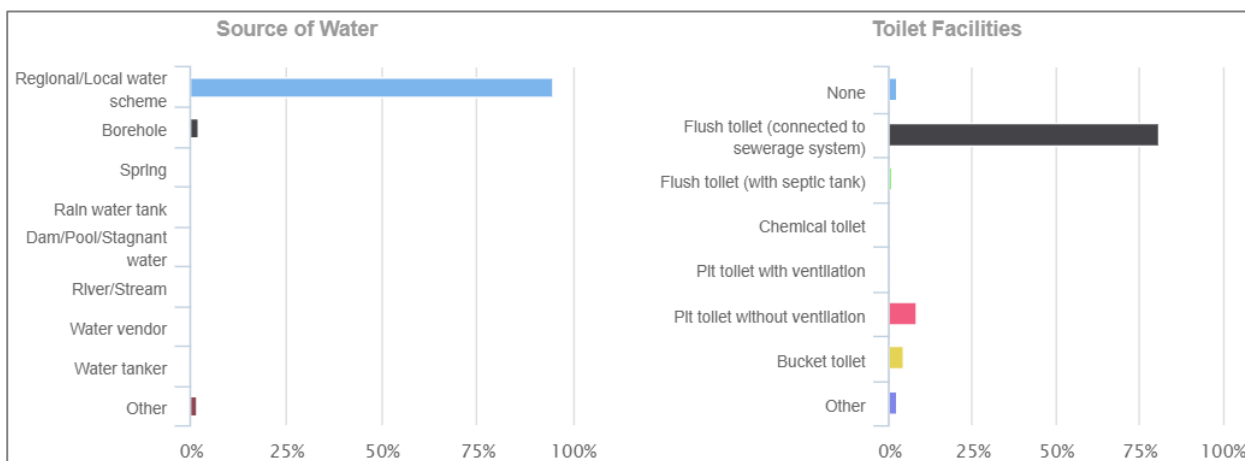
The majority of the households, 48.7% own their houses, which houses have been fully paid off. 23.3% rent their houses, whereas 15.3% occupy their houses rent free. 9.9% own their houses, which houses are still in the process of being paid off.



With regards to energy used for cooking, heating and lighting, as set out in the graph above, the majority of households' make use of electricity, which is followed by paraffin and gas. For heating 10.7% of households make use of no resources.

**3.1.11. Water and Sanitation**

During 2011 81.1% of households had access to flush toilets connected to sewerage line. This percentage increased to 84.6% from 2011 to 2016, which is an increase of 3.5%. However, the amount of households that have access to piped water inside the dwelling decreased from 54.8% to 53.3% between 2011 and 2016.



86.3% of the households has access to the removal of refuse by the local authority or a private company at least once a week, whereas 6.7% has access to its own refuse dumps.

### **Water Services**

Matjhabeng has a well-established Water infrastructure consisting mostly of reservoirs (4) and 99 Km of bulk pipelines of Sedibeng Water, 5 pump stations, 1,540,862 m of reticulation pipeline. More than 1/3 of reticulation system is more than 40 years old and 36% of water reticulation consists of old AC pipe which is prone to damage. Sedibeng Water is the water service provider and supply mainly the Goldfields region and the mines with water from the Vaal River, Bulkfontein near Bothaville and to a lesser extent from the Sand River.

Main reservoirs are east of Allanridge, in Welkom, north and south of Virginia. Pump stations are east of Allanridge and at Virginia where purification plant exist. Other water infrastructure resources were constructed by the Department of Water Affairs including dams in Allemanskraal and canals serving the Sand – Vet irrigation scheme.<sup>31</sup>

Matjhabeng Local Municipality is confronted by numerous challenges that relates to the provision these services. They range from planning, coordination, financing, execution and reporting. The absence of a comprehensive Water Services Development Plan (WSDP) in the municipality is an indictment.

### **Sanitation**

The second generation of democratic local government was mandated to among others to improve levels of sanitation and eradicate bucket system as form of sanitation. In this regard these mandates were fulfilled. However, challenges were identified, among others were poor project planning, execution and reporting. This has led to a particular number of households still not able to use proper sanitation thus reverting back to old system.

Matjhabeng has 12 wastewater treatment works (1 Decommission), 49 sewage pump stations and 1,255,501m of reticulation infrastructure. More than 1/3 of reticulation system is more than 40 years old. Reticulation consists mostly of vitrified clay pipes (prone to roots penetration and joint dislocation), old AC pipes used mainly on rising mains and frequent bursts have been reported.

The other challenge that came with expansion of service has been the capacity of wastewater Treatment plants and pump stations. It is also important to note that one of the major challenges is a general decay of infrastructure due to its age, this leads to regular sewage spillage due to blockage and pipe brakeage.

#### ***3.1.12. Electricity and Energy***

The bulk electrical network is well established around the Matjhabeng area. Eskom serves all mines and all townships in the municipal area and thus there is sufficient bulk infrastructure available to serve the whole area. Main challenge however remains an aging electrical infrastructure in particular in towns where the municipality is provider. However, a change in cost recovery and their subsidization policy has made it very expensive to electrify the rural areas, and these include farms and farming communities who need such basic power support.

Matjhabeng Local Municipality will develop the Energy Resource Plan to guide and address energy needs and that will be aligned with the national plan. The Municipality is trying level best to decrease its carbon footprint thus moving towards green economy.

## De Klerks Kraal Sand Mine - Social and Labour Plan (2021 – 2025)

Province, District and Local municipality	Household access to electricity									
	In-house conventional meter	In-house prepaid meter	Connected to other source which household pays for (e.g. ...)	Connected to other source which household is not paying for	Generator	Solar home system	Battery	Other	No access to electricity	Total
<b>Free State</b>	<b>108973</b>	<b>761009</b>	<b>17676</b>	<b>2466</b>	<b>209</b>	<b>992</b>	<b>179</b>	<b>4786</b>	<b>50349</b>	<b>946638</b>
<b>DC18: Lejweleputswa</b>	<b>34255</b>	<b>167983</b>	<b>4449</b>	<b>623</b>	<b>30</b>	<b>156</b>	<b>106</b>	<b>1285</b>	<b>10126</b>	<b>219014</b>
FS181: Masilonyana	2803	17890	477	87	-	-	26	134	1385	22802
FS182: Tokologo	1533	7342	203	75	-	39	-	79	561	9831
FS183: Tswelopele	1147	10864	923	118	-	-	-	33	621	13705
FS184: Matjhabeng	25575	114481	2421	235	30	87	80	388	5726	149021
FS185: Nala	3198	17407	425	109	-	30	-	652	1833	23653

The national electricity crises of 2010 and the resultant effects on South African residents and the economy has highlighted how highly reliant we are on electricity as a source of energy. Government has committed to developing measures to promote energy saving, reduce energy costs to the economy, and reduce the negative impact of energy use on the environment.

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

#### 3.2.1. Key Economic Activities in the Mining Community

Activity	Percentage of Employment
Mining	37.9%
Community Services	15.9%
Finance	11.8%
Trade	14.7%
Agriculture	1.1%
Transport	6.2%
Construction	2.4%
Manufacturing	8%
Electricity	1.9%
Total	100%

#### 3.2.2. Mining Companies in the area

Name of Mining Company	Commodity
Harmony Gold Mine – Joel Plant	Gold
Goldfields Beatrix Mine – Sibanye-Stillwater	Gold
Star Diamond Mine	Diamonds

De Klerks Kraal Sand Mine intends to employ 16 (sixteen) full time employees who will support approximately 37 (thirty-seven) dependents, keeping in mind that each household is an average size of 3.3.



## De Klerks Kraal Sand Mine - Social and Labour Plan (2021 – 2025)

Due to the fact that most of the employees reside within the Matjhabeng Municipal area, it is fair to presume that the majority of monthly earned salaries will be spent within the local community.

Indirectly, through the payment for services and suppliers the mine also supports employment of the procurement service providers.

### 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
TBC	TBC	TBC	Matjhabeng

### 3.5. PROJECT PLAN FORMAT (REGULATION 46(C)(III))

See table 3.2 below.

#### Type of project and locality

De Klerks Kraal Sand Mine is in the process of liaising with the Matjhabeng local municipality in terms of the identification and allocation of an LED project

#### 3.5.1. Stakeholder's involved in the project

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

- De Klerks Kraal Sand Mine;
- The local authority;
- The local community;
- SMME suppliers and local labour;
- The Department of Mineral Resources and Energy.

**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**

De Klerks Kraal Sand Mine is able to contribute a total amount of R61 594.00 (Sixty-One Thousand Five Hundred and Ninety-Four 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 (2023) - R 11 663.00
- Year 2 (2024) - R 11 202.00
- Year 3 (2025) - R 12 018.00
- Year 4 (2026) - R 12 890.00
- Year 5 (2027) - R 13 822.00
- Total R 61 594.00

**3.5.4. Company's exit strategy after implementation**

De Klerks Kraal Sand Mine will request the local authority to provide De Klerks Kraal Sand Mine with written confirmation which confirms that the Mine has fulfilled its obligations in respect of the project.

## De Klerks Kraal Sand Mine - Social and Labour Plan (2023 – 2027)

Table 3.2: Project Plan

Project Name	To be confirmed		Classification of project		Proposed to be infrastructure (to be confirmed)			
<b>Background</b>	The applicant is in the process of liaising with the local authority in the identification and approval of a project most suitable to area.							
<b>Timeframe</b>								
Geographical Location	District Municipality	Local Municipality	Village / Town		Project Start Date		Project End Date	
Free State	Lejweleputswa	Matjhabeng	Theunissen		± 2023		± 2027	
Output	Key performance indicators	Responsible Entity	2023	2024	2025	2026	2027	Total
<b>Infrastructure</b>	Community Consultation & local authority	Applicant and local authority	R11 663.00	R11 202.00	R12 018.00	R12 890.00	R13 822.00	R61 594.00
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		
<b>Completion</b>	± 2027	<b>Exit strategy</b>	Upon confirmation from local authority			<b>Total:</b>	<b>R61 594.00</b>	

### 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. Municipality's plan to address housing

The local authority has adopted an Integrated Human Settlements Plan which aims to identify the housing backlog and provide the manner in which the housing backlog will be eradicated. Although the housing provisioning rests with the Department of Human Settlements, the municipality together with the officials from the department work together to have the housing backlog eradicated and housing projects implemented.

#### 3.6.3. 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 Matjhabeng 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.

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

Table 3.4: Housing and living conditions

Type of accommodation	2023 Baseline	2024 25%	2025 50%	2026 75%	2027 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 De Klerks Kraal Sand Mine will reside within the local Matjhabeng Municipality.
- De Klerks Kraal Sand 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.
- De Klerks Kraal Sand 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.
- De Klerks Kraal Sand Mine will provide employee transport to and from the site at no cost to the employee.
- The employees will also undergo annual medical examinations, at the expense of De Klerks Kraal Sand Mine.

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

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

De Klerks Kraal Sand Mine undertakes to do the following in order to facilitate procurement progression:

- **STEP 1:** De Klerks Kraal Sand Mine will ensure that where possible all suppliers of goods and services will be BEE compliant entities, or BEE entities being either HDP, women or youth owned;
- **STEP 2:** Submit a list of the needs of De Klerks Kraal Sand Mine to the local authority, as well as request for local SMME and BEE supplier list, after which the local authority will be able to provide the relevant information contained on their database;
- **STEP 3:** De Klerks Kraal Sand Mine will investigate each supplier taking inter alia the following into account namely:
  - Quality of the product and service;
  - Price of the product and service;
  - Availability of the product and service;
  - De Klerks Kraal Sand Mine's needs.
- **STEP 4:** De Klerks Kraal Sand Mine 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 De Klerks Kraal Sand Mine 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, De Klerks Kraal Sand Mine 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))**

**De Klerks Kraal Sand Mine will establish a future forum within 6 (six) months from date of commencement of the mining right.**

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 a minimum of **three times annually** 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 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 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

## De Klerks Kraal Sand Mine - Social and Labour Plan (2023 – 2027)

- 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 pays 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:

- Determine whether there is a suitable position available at a different site owned and operated by De Klerks Kraal Sand Mine 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 De Klerks Kraal Sand Mine 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.

**4.3. 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 high percentage of unemployment within the Matjhabeng municipality, keeping in mind that mining is one of the biggest contributors to the GDP of the district municipality. It is foreseen that the mine employees will provide for approximately 37 dependents, which workforce might increase once operational requirements increase.

**4.3.1. Management of Retrenchments**

**APPENDIX 4.4.1**

In the event that dismissals ensue as a direct result of the mine's operational requirements, De Klerks Kraal Sand Mine 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.

De Klerks Kraal Sand Mine 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. De Klerks Kraal Sand Mine will inform the affected employee/s of the existence of these services and skills programmes.

De Klerks Kraal Sand Mine 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;



## De Klerks Kraal Sand Mine - Social and Labour Plan (2023 – 2027)

- 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))**

	Financial provision for a 5-year period					
Item	2023	2024	2025	2026	2027	Total
HR development	R63 996.00	R67 836.00	R71 906.00	R76 221.00	R80 794.00	<b>R360 753.00</b>
Local Economic Development	R11 663.00	R11 202.00	R12 018.00	R12 890.00	R13 822.00	<b>R61 594.00</b>
Management of downscaling	R10 000.00	R10 600.00	R11 236.00	R11 910.00	R12 625.00	<b>R 56 371.00</b>
<b>Total</b>	<b>R85 660.00</b>	<b>R89 638.00</b>	<b>R95 160.00</b>	<b>R101 020.00</b>	<b>R107 240.00</b>	<b>R478 717.00</b>

**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 forth therein.
Full name(s) and surname	Mr. Machiel Du Plessis
Identity number	880213 5144 088
Signature	
Date	

## De Klerks Kraal Sand Mine - Social and Labour Plan (2023 – 2027)

## 7. ANNEXURES

## 7.1. Annexure 1: Form Q (DME 327)

DEPARTMENT: MINERALS AND ENERGY  
PROPOSED EMPLOYEES – June 2022

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	1								1	
		Grade 7 / Std 5 / ABET 3										
		Grade 8 / Std 6	5								5	
		Grade 9 / Std 7 / ABET 4										
Further Education and Training (FET)	2	Grade 10 / Std 8 / N1	2			1				3		
	3	Grade 11 / Std 9 / N2	2							2		
	4	Grade 12 / Std 10 / N3							1		1	
Higher Education and Training (HET)	5	Diplomas / Certificates				1	1			1	1	
	6	First degrees / higher diplomas				1			1	1	1	
	7	Honours / Master's degrees										
	8	Doctorates										
		<b>TOTAL</b>	8			3	1		2	13	3	

De Klerks Kraal Sand Mine - Social and Labour Plan (2023 – 2027)

## De Klerks Kraal Sand Mine - Social and Labour Plan (2023 – 2027)

**7.2. Annexure 2: Form R (DME 328)**

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

**HARD-TO-FILL VACANCIES AS AT June 2022**

[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).

<b>Occupational Level</b>	<b>Job title of Vacancy</b>	<b>Main Reason for being unable to fill the vacancy</b>
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

## De Klerks Kraal Sand Mine - Social and Labour Plan (2023 – 2027)

## 7.3. ANNEXURE 3: FORM S (DME 325)



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

**PROPOSED EMPLOYMENT EQUITY STATISTICS AS AT June 2022**

[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	1			2				1	4		
Senior Management				1				1	2		
Professionally qualified and experienced specialist and mid-management	1				1				2		
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	2								2		
Semi-skilled and discretionary decision making.	6								6		
Unskilled and defined decision making											
<b>TOTAL PERMANENT</b>	10			3	1			2	16		
Non-permanent employees											
<b>TOTAL</b>	10			3	1			2	16		

## De Klerks Kraal Sand Mine - Social and Labour Plan (2023 – 2027)

## 7.4. ANNEXURE 4: FORM T (DME 326)



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

**PROCUREMENT AS AT JUNE 2022**

[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
<b># The below is an example of how the procurement reporting will be done in future, as currently there is no operations under the mining right.</b>								
SPH Kundalila	80.3%	41.61%	Eskom		Level 8	Bearings Distributors		Level 2
Blasting & Excavation	13.3%	60%	Pulse trading		non	Saldanha Steel and Tool supply		Level 2
Raubex	6.3%	41.61%	FJS boerdery		non	PPC cement		Level 3
			<b>Service</b>	<b>Capital</b>	<b>Consumables</b>			
	Total Expenditure	R 4 970 187.39	R32 738 716.00	R643 358.70				
	BEE compliant expenditure	R2 092 427.64	R32 738 716.00	R622 030.70				
	BEE owned (>51%) expenditure	R416 828.40	R4 362 087.69	R556 506.30				
	Percentage BEE owned expenditure	8%	13%	86%				
	Percentage BEE compliant expenditure	42%	100%	97%				

**7.5. ANNEXURE 5: QUESTIONNAIRE**

<b>SOCIAL AND LABOUR PLAN QUESTIONNAIRE FOR DE KLERKS KRAAL SAND MINE EMPLOYEES</b>				
<b>“PLEASE COMPLETE AND RETURN TO THE TEAM LEADER”</b>				
<b>BACK GROUND INFORMATION</b>				
NAME:		IDENTITY NUMBER:		GENDER (M OR F):
POSITION:		RESPONSIBILITIES		
RACE:	<b>African:</b>	<b>Coloured:</b>	<b>Indian:</b>	<b>White:</b>
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 <b>YOUR FAMILY LIVES?</b>				

## De Klerks Kraal Sand Mine - Social and Labour Plan (2023 – 2027)

<b>EDUCATION AND TRAINING</b>	
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?	
<b>WORK SKILLS NEEDS ANALYSES</b>	
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?	
<b>PORTABLE SKILLS NEEDS ANALYSES</b>	
IF YOU WERE <b>NOT</b> WORKING AT THE MINE, WHAT WORK WOULD YOU <b>WANT</b> TO DO?	
IF YOU WERE <b>NOT</b> WORKING AT THE MINE, WHAT WORK DO YOU <b>THINK</b> YOU COULD DO?	



**7.6. ANNEXURE 6: LOCAL ECONOMIC DEVELOPMENT PROJECT – MUNICIPAL APPROVAL**