



Reference Number

DMRE REF: NW/30/5/1/2/5/2/08 SLP

Report Type

Social and Labour Plan

Bushveld Vametco Holdings Report

Period

Jan 2018 to Dec 2022

SOCIAL AND LABOUR PLAN

BUSHVELD VAMETCO HOLDINGS

NW/30/5/1/2/5/2/08 MR

January 2018 to December 2022



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GLOSSARY OF TERMS

ABBREVIATION	MEANING
AET	Adult Education and Training
BEE	Black Economic Empowerment
BBBEE	Broad Based Black Economic Empowerment
CSI	Corporate Social Investment
CPP	Career Progression Plans
DMRE	Department of Mineral Resources and Energy
DoL	Department of Labour
BVH	Bushveld Vametco Holdings
ED	Enterprise development
EME	Exempt Micro Enterprise
FY	Financial Year
HDSAs	Historically Disadvantaged South Africans
HRD	Human Resources Development
IDPs	Integrated Development Plans
LED	Local Economic Development
MLM	Madibeng Local Municipality
MPRDA	Minerals and Petroleum Resources Development Act (no. 28, 2002)
MQA	Mining Qualifications Authority
MVO	Modified Vanadium Oxide
NQF	National Qualifications Framework
RSA	Republic of South Africa
SDF	Skills Development Facilitator
SEIA	Socio-Economic Impact Analysis
SETA	Sector Education and Training Authority
SLP	Social and Labour Plan
SMMEs	Small, Medium and Micro Enterprises
STATSSA	Statistics South Africa
UCAR	Union Carbide

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1. Introduction and Preamble

1.1 Introduction

This Social and Labour Plan (SLP) for Bushveld Vametco Holdings, Mining Right Reference Number NW/30/5/1/2/5/2/08 MR, is a submission in terms of the requirements of Regulation 10(1) (g) and Regulation 42(1) (a) of the Mineral and Petroleum Resources Development Act (MPRDA) Regulations.

The objectives of the SLP as contemplated in Regulation 41 are to:

- Promote employment and advance the social and economic welfare of all South Africans;
- Contribute to the transformation of the mining industry;
- Ensure that holders of mining rights contribute towards the socio-economic development of the areas in which they operate; and
- Utilise and expand the existing skills base for empowerment of HDSA.

Bushveld Vametco is located within Ward 20 and 18 of the Madibeng Local Municipality, Bojanala District Municipality, North West Province. Bushveld Vametco lies about 6.5 Km to the North East of Brits, 1 km of Mothutlung, 5 km North West of Garankuwa and 4 km South of Lerulaneng (Rabokala).

The Mine, operated under the name "Vametco", started - as a single mining operation in 1967 on two farms called Krokodilkraal and Uitvalgrond located in the Brits District, Province of North-West RSA.

These farms have been co-owned by a large group of HDSA persons since 1912, and this is still the case today. The then "UCAR" entered into lease agreements with the co-owners in 1988 for a period of 25 years.

At start-up in 1967, the business was owned, and the Mine was operated by Union Carbide (USA Company) and was known as UCAR Minerals Corporation. In 1986, the Mine was taken over by Strategic Minerals Corporation (USA) (SMC). The company was then known as Vametco Minerals Corporation (a fully owned American subsidiary of SMC).

In November 2006, Vametco Minerals Corporation converted to a South African Company under the name Vametco Holdings (Pty) Ltd. A total of 75% of Vametco Holdings was owned by SMC and 25% was owned by BEE partners (with AVACAP being the lead partner). In 2011 the Company changed its name to Evraz Vametco Holdings, Alloys and Properties.

In 2017 April, Bushveld Minerals acquired a 27% effective interest in Vametco. The Company name then changed to Vametco Holdings. In December 2017, Bushveld Minerals increased its effective interest to 59%. In September 2018, Bushveld Minerals increased the effective interest to 74% through a series of transactions.

Bushveld Vametco Alloys (Pty) Ltd is a fully owned subsidiary of Bushveld Vametco Holdings (Pty) Ltd.

Bushveld Vametco mines vanadium bearing magnetite ore from an opencast mine situated 6.5km north east of Brits, in Wards 14 and 18 of the Local Municipality of Madibeng, in the North West Province. Extensive processing is required to produce saleable vanadium products.

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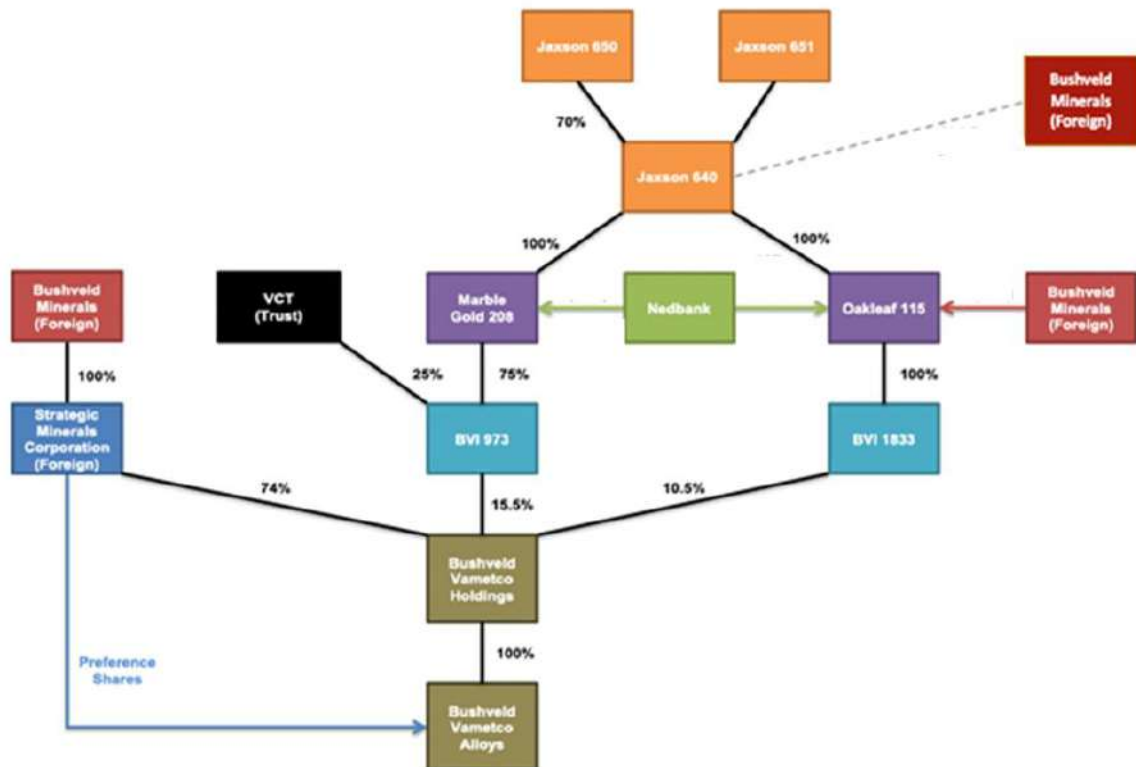
Bushveld Vametco applied for conversion of an old Order Mining Right over certain portions of the farms Krokodilkraal 426JQ and Uitvalgrond 431JQ in the Local Municipality of Madibeng, in mid-2004. The new order mining right was executed in April 2013 and the approval of the Social and Labour Plan.

Bushveld Vametco has been seriously affected by the recent decreased commodity pricing. Sales volumes and sales prices in 2016 has been the lowest in the last 15 years dating back to the early 2000’s. Production had to be optimised with further organisational restructuring performed.

The company has been marginally profitable during the last 5 years after it had to repay the debt incurred during the 2009 / 2010 financial years. The company had to exercise very strict cash management during 2011 to 2016 to survive.

Considering the above financial constraints and community dynamics, the company has managed to honour its commitments within the approved SLP submitted during 2011 which formed part of the New Order Mining Right Execution.

Figure 1: Ownership Structure of Bushveld Vametco Holdings





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1.2 Preamble

Table 1: Company Information

Name of Company:	Bushveld Vametco Holdings
Name of Mine:	Bushveld Vametco Alloys
Physical Address:	Main Mothotlung Road Mothotlung Brits, 0250
Postal Address:	P. O. Box 595 Brits 0250
Contact Person(s) at the Mine:	<p>Primary Contact Person: Bertina Symonds – General Manager: Bushveld Vametco Holdings E-mail address: bsymonds@bushveldvametco.co.za Telephone Number: +27 12 318 3209</p> <p>Secondary Contact Person: Thabisile Mchunu – Transformation & Stakeholder Engagement Manager E-mail address: tmchunu@bushveldvametco.co.za Telephone Number: +27 12 318 3237</p>
Company Telephone Number:	+27 12 318 3200
Location of Mine:	Portions of farms: Farm Krokodilkraal 426 JQ and Uitvalgrond 431 JQ, Madibeng Local Municipality (MLM) Bojanala District Municipality North West Province (See figure 2 below)



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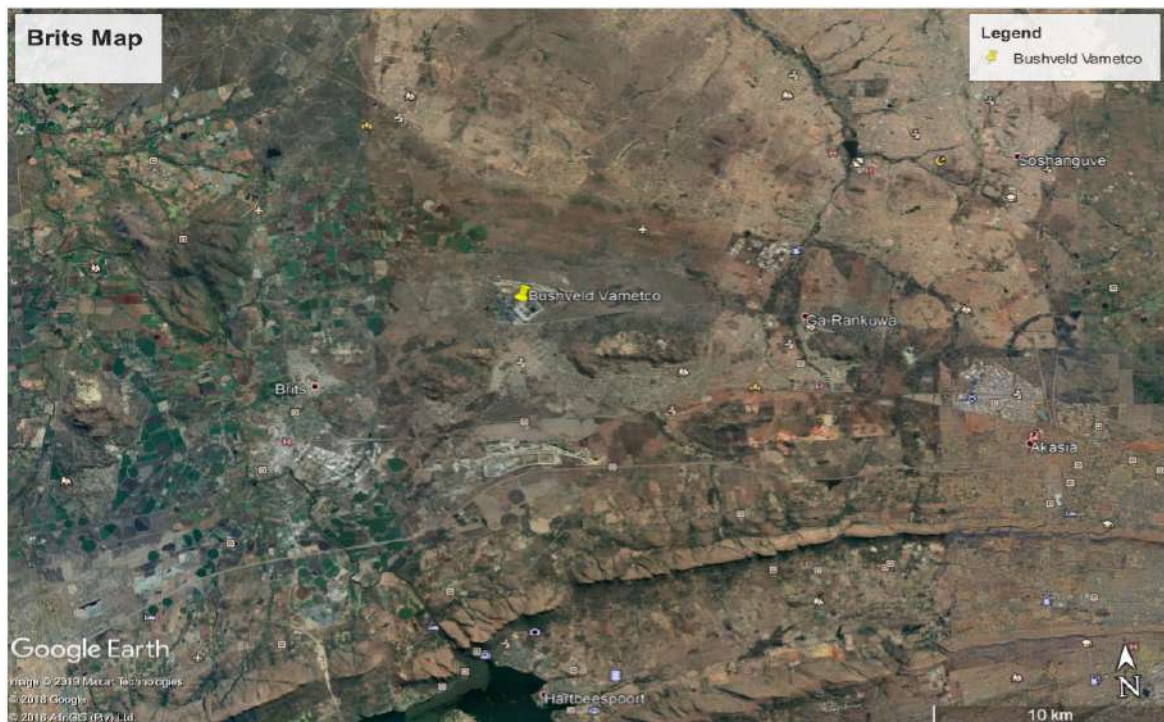
Commodity	Vanadium bearing magnetite ore Products: Vanadium products comprising of Nitrovan (Vanadium Carbonitride) and MVO (Modified Vanadium Oxide) or else referred to as V2O3
Life of Mine:	20 Years
Financial Year:	December


1.3 Locality

Bushveld Vametco is located within Ward 20 and 18 of the MLM, Bojanala District Municipality, North West Province. Bushveld Vametco lies about 6.5 Km to the North East of Brits, 1 km of Mothutlung, 5 km North West of Garankuwa and 4 km South of Lerulaneng (Rabokala).

The company is operating within MLM, Brits Town, Bojanala District in the North West Province. Bushveld Vametco mining communities are Rabokala (Uitvalgrond), Rankotea (Krokodilkraal), Mothotlung (Ward 20 & 21), Mmakau (ward 17, 18 & 19) and Damonsville.

Figure 2: Map Showing – Bushveld Vametco Holdings




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1.4 Mining Methodology

Bushveld Vametco Alloys has a processing plant which is situated inside the mine. Vametco employs the standard salt roast and leach process to produce a trademark VCN product called Nitrovan. The process involves the following stages:

- Step 1: Mining which include drilling and blasting;
- Step 2: Crushing, milling and magnetic separation to produce a magnetite concentrate with average grades of approximately 2% V₂O₅ in magnetite;
- Step 3: Salt-roasting of concentrate, involving roasting of the concentrate with sodium salts in a kiln at approximately 1,150°C to form a water-soluble sodium vanadates material;
- Step 4: Leaching and purification involving dissolution of roasted vanadium concentrate in water, purification and precipitation of vanadium through the addition of ammonium sulphate followed by drying and then processing in a reducing environment to produce an Modified Vanadium Oxide product; and
- Step 4: Nitrovan production: the Modified Vanadium Oxide is briquetted and fed into a shaft induction furnace in a nitrogen atmosphere to produce Nitrovan, a trade-mark vanadium product used in the steel industry, and Modified Vanadium Oxide.



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1.5 Labour Plan

Bushveld Vametco has a total number of five hundred and twenty (520) employees excluding the core contractors. Table 2 to Table 4 below presents the planned workforce at Bushveld Vametco and fixed term contractors for the next five (5) years. The majority of the Bushveld Vametco's permanent workforce constitutes of Paterson C and B band employees.

Table 2: Function and Associated Employees

Mining Operation/ Contractor	Service Provided to the Mine	BEE Classification	Number of Employees
Bushveld Vametco Holdings	Core Mining		520
Total :			520

Table 3: Summary of Workforce of Mine Employees at Bushveld Vametco for 2018 -2019 Current Status

Occupational Level	FY19
Top management (F)	7
Senior management (E)	8
Professionally qualified and experienced specialists and middle management (D)	25
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents (C)	171
Semi-skilled and discretionary decisions making (B)	238
Unskilled and defined decision making (A)	0
Total Permanent	449
Non-permanent	71
TOTAL	520


1.6 Labour sending areas and Local Recruitment

The majority (77, 91 %) of Bushveld's permanent employees currently live in the Madibeng Local Municipalities. Table 4 below presents a summary of Labour Sending Areas for Mine employees, with Appendices outlining a detailed breakdown of the Labour Sending Areas.

Table 4: Local Recruitment Undertaking Summary and Strategic Action Plan (excluding contractors)

Sending Area	Province	Town	Count	Percentage
Local	North West	Brits	102	19,62%
		Mothotlung	164	31,54%
		Mmakau	56	10,77%
		Rankotea	38	7,31%
		Damonsville	6	1,15%
		Lethabile	11	2,12%
		Uitvalgrond	7	1,35%
		Ntswapilong	1	0,19%
		Rabokala	4	0,77%
		Oukasie	3	0,58%
		Bapong	1	0,19%
		Maboloka	3	0,58%
		Mamogaleskraal	3	0,58%
		Mooinooi	1	0,19%
		Hartbeespoort	8	1,54%
		Jericho	2	0,38%
		Bethanie	1	0,19%
		Kgabalatsane	4	0,77%
Roodekopjes	2	0,38%		
Modderspruit	1	0,19%		
Rustenburg	6	1,15%		
In-Province	North West	Makapanstad	2	0,38%
		Koster	1	0,19%
		Klerksdorp	1	0,19%
		Potchefstroom	1	0,19%
Inter-Provincial	Gauteng	Bronkhorstspuit	1	0,19%
		Centurion	1	0,19%
		Gezina	1	0,19%
		Hebron	5	0,96%
		Johannesburg	1	0,19%
		Karen Park	2	0,38%
		Mabopane	2	0,38%
		Midrand	1	0,19%
		Pretoria	63	12,12%
		Johannesburg	4	0,77%
	Rossllyn	2	0,38%	
	Mpumalanga	Emalahleni	3	0,58%
		Nelspruit	1	0,19%
		Zwelihle	1	0,19%
		Ga-Matimpula	1	0,19%
Kwaggafontein		1	0,19%	
Limpopo		Majaneng	1	0,19%
			520	100,00%

- **Current Total Workforce is 520**

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The following Section (Section 2), outlines the Human Resource Development focus areas at Bushveld through which a strategy will be implemented to support the local recruitment initiative, as well as, deliver required skills development programmes to ensure efficient and cost effective production at the operation during the life of mine.

2. Human Resource Development Plan

2.1 Introduction

The primary objective of the Human Resource Development (HRD) Plan is to enable transformation and empowerment of the workforce; in particular, the Historically Disadvantaged South African (HDSA) employees to progress to higher levels of employment in the organisation. This section will outline Bushveld’s HRD Programmes as required by Section 46 (b) of the Regulations to the MPRDA.

The purpose of the Human Resource Development Plan is to ensure that every effort is made to provide on-going and relevant training for employees at Bushveld Vametco. This process also includes all staff and contractors ensuring that they are competent to be on the mine.

2.2 Skills Development Plan

The purpose of the Skills Development Plan is to provide skills development for employees through the creation of a skills base necessary for the achievement of Bushveld’s business strategies and objectives. This includes the proactive development of individuals, including career planning and continuous benchmarking to ensure best practice, as well as alignment with current legislation.

The objectives for skills development are:

- Developing and growing the existing internal talent pool to meet current and future business needs with a strong emphasis on **transformation** and redressing past practices;
- Establishing a cachè of skilled workers that can potentially fulfil the Company’s **hard-to-fill vacancies** and transformation requirements;
- Allowing new entrants into the labour market to gain **relevant work experience**;
- Improving the **quality of life** of employees;
- Providing **core and critical skills** opportunities to improve and enhance employees’ capabilities and competencies in line with their responsibilities.


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Table 5 below provides Bushveld Vametcos' SETA registration details as proof of the Mine's compliance with the relevant skills development regulatory requirements.

Table 5: Compliance with Skills Development Legislation – Bushveld Vametco

SETA Information Required	SETA Details
Name of SETA:	MQA
Registration Number with relevant SETAs:	L080757893
Skills Development Facilitator:	Moipone Magdeline Mtileni
Proof of submission of Workplace Skills Plan and date of submission	L080757893 (Vametco Alloys) 26/04/2019

2.3 Adult Education and Training

Bushveld Vametco will continue providing Adult Education Training (AET) to increase Bushveld Vametco's and its local community's literacy and numeracy levels. Successful candidates engaged in AET will be offered the opportunity to progress into advanced skills training programmes leading to the attainment of registered qualifications and access to career paths, thus creating an opportunity for individuals to realise their potential in terms of career advancement and life-long learning.

Table 6 below presents Bushveld Vametco's Implementation Plan for the AET Programme, Table 7 reports on Form Q for Bushveld as at October 2019, Table 8-10 reports on the targets set against various AET programmes at Bushveld.

Table 6: AET Undertaking Summary and Strategic Action Plan

Programme Description: The AET Programme offers literacy training opportunities to Mine employees with an education level less than Grade 9. The purpose of the AET training programme is to raise overall levels of literacy of employees, thereby raising employment potential and developing literacy and numeracy skills.		
Undertaking Summary:	Bushveld is committed to ensuring that all employees become functionally literate and numerate through AET programmes. Further, in respect of the community AET programme, Bushveld intends to utilise the community skills development programmes to create a pool of appropriately skilled workers from which the mine can recruit.	
	Person accountable for the overall AET: Human Resources Development Manager	Person Responsible
		Timeframe
1. Plan the AET Programme for SLP 3		
a. Confirm targets for each training course.	Human Resources Development Manager	Continuous
b. Determine suitability of current AET providers aligned to procurement strategy.		
2. Promote the AET Programme to all qualifying employees		
a. Identify the target audience.	Human Resources Development Manager	Continuous
b. Develop a programme communication plan.		
c. Use staff engagements such as meetings and performance discussions to create awareness of programme to identified potential candidates.		
d. Encourage participation in the programmes.		
e. Obtain signed letters of declination from uninterested potential candidates.		

3. Deliver the AET Programme a. Ensure that training is delivered by the contracted service provider. b. Keep accurate records of attendance and results. c. Provide monthly status reports.	Human Resources Development Manager	Continuous
4. Report, review and revise the AET Programme a. Compile SLP compliance report of progress and achievements and submit to the DMRE. b. Evaluate the implementation against targets for the current year. c. Identify critical success factors and lessons learnt from the current year. d. Revise the action plan for the following year.	Human Resources Development Manager	Continuous

Table 7: Form Q – Bushveld Workforce literacy as at October 2019

BAND	NQF LEVEL	OLD SYSTEM	Male				Female				Total	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
General Education and Training (GET)		No Schooling	2								2	0
		Grade 0 / Pre school									0	0
		Grade 1/ Sub A									0	0
		Grade2/ Sub B	7								7	0
		Grade 3/ Std1/ABET 1	2								2	0
		Grade4/ Std 2	1								1	0
		Grade 5/ Std 3/ ABET 2	6								6	0
		Grade 6/ Std 4									0	0
	Grade 7/Std 5/ABET 3	9								9	0	
	Grade 8/ Std 6	8			1	1				9	1	
	1	Grade 9 /Std 7/ ABET 4 / N1 General Education and Training Certificate / Some National Certificates	5			1	2				6	2
Further Education and Training	2	Grade 10/ Std 8/ N2 Some Certificates / Some National Certificates	32			1	3				33	3
	3	Grade 11/ Std 9/ N3 Some Certificates / Some National Certificates	52	2		4	16				58	16
	4	Grade 12/ Std 10/ N4 Further Education and Training Certificates / National Certificate: Vocational / National Senior Certificate / Some other National Certificates	128			15	34			1	143	35
Higher Education and Training (HET)	5	2 year National Diplomas / 1 year Higher Certificates / N4, N5 & N6 National Certificates	66			35	15				101	15
	6	3 year National & Higher Diplomas / Some other 2-3 year Diplomas / Advanced Certificate	16			6	11	1		2	22	14
	7	3 year Degrees / Higher or Advanced Diplomas	9			3	9			4	12	13
	8	4 year Degrees and Honour's Degrees						1		1	0	2
	9	Master's degrees	1			1				2	2	2
	10	Doctorates								0	0	
		TOTAL	344	2	0	67	91	2	0	10	413	103


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Table 8: AET Needs and Processes followed to Identify AET Learners:

AET Level	AET Need	Background on Employees and Process Followed to Determine AET Intake Target:
Basic	2	One (1) learner on the program, and The other employee.
AET 1	7	Seven (7) learners on the program.
AET 2	3	Three (3) learners on the program.
AET 3	6	Six (6) learners on the program.
AET 4	19	Only one (1) learner out of the 19 that were registered continued with the training. Letters were signed by other employees not interested in the programme.
	37	

Table 9: AET Targets for Employees at Bushveld Vametco for the period 2018 to 2022

Employees	FY18	FY19	FY20	FY21	FY22	Total
Pre-AET	0	0	0	0	0	0
AET Level 1	0	0	0	0	0	0
AET Level 2	0	2	0	0	0	2
AET Level 3	0	0	1	0	0	1
AET Level 4	2	0	3	3	0	8
AET Learners	2	2	3	3	0	10
BUDGET	R 2 000,00	R 2 500,00	R 4 300,00	R 4 800,00	0	R 13 600,00

NB: Bushveld Vametco will use the 27 employees that need AET training according to the Form Q in the Social and Labour Plan 2018 -2022 to address the old Social and Labour Plan 2012 to 2017 targets shortfall. The 2012-2017 action plan commitments will be implemented in parallel with the 2018-2022 targets.

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2.4 Community AET Programme

Bushveld Vametco aims to have a positive effect on the socio-economic climate within the local communities by continuing affording community members the opportunity to become functionally literate and numerate through its Community AET Programme. The objectives of providing AET to the community are:

- Affording the previously illiterate and innumerate community members with an opportunity to access further education or employment opportunities either with Bushveld Vametco or elsewhere; and
- Creating a pool of candidates within the host communities from which Bushveld Vametco can recruit future employees

Table 10: AET Community Undertaking Summary and Strategic Action Plan

Undertaking Summary	Bushveld will ensure that the literacy levels of the local communities are improved through AET for the community.	
Responsible Position	Strategic Plan	Timeframe
Human Resources Development Manager	Bushveld will offer AET training to interested community members to create a sufficient pool of literate potential employees.	Continuous
Human Resources Development Manager	If Bushveld employees decline AET opportunities to fulfil AET targets, the AET training opportunities will be offered to the Communities.	Continuous

2.5 Learnerships

The purpose of the 18.1 learnership is to equip employees with skills to obtain a trade certificate and assist them in undertaking their responsibilities more efficiently, which may allow their progression into other positions at Bushveld Vametco, where a need exists. Bushveld Vametco will continue to increase its learnership programme and will offer learnership in disciplines that are relevant to its operation and develop skilled people for the Bushveld Vametco operation.

The purpose of the 18.2 learnership program is to focus on skills development to equip unemployed youth with transferable skills to enter the labour market. Every effort is made to ensure an 80/20 ratio in respect of HDSA participation in the learnership programme, with emphasis being placed on recruiting women into the various learnerships.

The specific Learnership programmes offered have been informed by both the skills requirements of the Mine (in line with the WSP, Hard-to-Fill Vacancies and the business plan) as well as the forecasted skills scarcity within the mining industry over the next five (5) years.

Table 11 below illustrates the implementation plan for the Learnership Programme at. Table 12 to Table 13 below show the targets committed to by Bushveld Vametco for the period 2018 to 2022 on the Learnership programme for both Section 18.1 and section 18.2 learnerships.


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Table 11: Learnership Plan Undertaking Summary and Strategic Action Plan

Undertaking Summary	Bushveld Vametco is committed to offering Learnership opportunities to employees and interested community members that meet the requirements. Learnership opportunities on offer will be in line with the Bushveld Vametco and Mining Industry's Hard to Fill Vacancies.	
Responsible Position	Strategic Plan	Timeframe
Human Resources Development Manager	Learnership Programmes will be informed by the Hard to fill vacancies at the Mine in order to create a pool of potential employees within the company and within local communities.	Continuous
Human Resources Development Manager	Plan the Learnership Programme <ol style="list-style-type: none"> Finalise the annual programme, including confirming future skill needs for the mine, targets, enrolment criteria, selection process, facilitators, facilities, resources, timeframes and budgets. Review the previous year's Intake training schedule and develop the next year's training schedule accordingly. Arrange the necessary logistics. 	Continuous
Human Resources Development Manager	Implement Learnerships <ol style="list-style-type: none"> Ensure that training is delivered by the contracted service provider. Keep accurate records of attendance, scores and outcomes (e.g. Performance appraisals). Provide monthly status reports to programme sponsor. 	Continuous
Human Resources Development Manager	Report, review and revise the Learnership Programme <ol style="list-style-type: none"> Compile SLP compliance report of progress and achievements and submit to the DMRE. Evaluate implementation against targets for current year. Identify critical success factors and lessons learnt from current year. <p>Revise the action plan for the following year, incorporating recommendations.</p>	Continuous

Table 12: Learnership Targets (18.1) for Bushveld Vametco for 2018 – 2022

Learnership (18.1) Programme	Length of Programme		2018			2019			2020			2021			2022			
			New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	
Fitter	3 Years		0			1				1			1	1	1		1	
Boilermaker	2 Years		0			2				1	2	2	1	1	1	1	1	1
Electrician	3 Years		0							1			1	1			2	1
Diesel Mechanic	2 Years		0															
Total		0	0	0	0	3	0	0		2	3	2	3	3	2	1	4	2
Total Learnerships at the Mine		0	0			3				5			6			5		
Budget			R 0,00			R 272 250,00				R 499 125,00			R 658 845,00			R 603 941,25		

Table 13: Learnership Targets (18.2) for Bushveld Vametco for 2018 – 2022

Learnership (18.2) Programme	Length of Programme		2018			2019			2020			2021			2022		
			New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out
Fitter	3 Years		3			3	3		2	6	3	2	5	3	2	4	2
Boilermaker	2 Years		2			2	2	2	3	2	2	2	3	3	3	2	2
Instrumentation	3 Years		1			2	1		2	3	1	3	4	2	2	5	2
Rigger	2 Years		1			0	1	1	0	0		0			0		
Electrician	3 Years		2			2	2		2	4	2	2	4	2	2	4	2
Total			9	0	0	9	9	3	15	15	8	9	22	13	9	15	8
Total Learnerships at the Mine			9			18			30			31			27		
Budget			R 675 000,00			R 1 485 000,00			R 2 722 500,00			R 3 094 575,00			R 2 964 803,50		

2.6 Core Business Skills Programme

Programme Description: The Skills Development Programmes offer employees the opportunity to acquire the necessary skills and competencies to successfully implement their employment responsibilities, either via on-the-job training or formal accredited training. These programmes are also designed to equip employees with the required capacity and skills to progress to higher levels of employment within Bushveld Vametco, in line with mentorship programmes and HDSA participation (employment equity).

Skills development is planned on an annual basis and documented in the form of the Workplace Skills Plan (WSP) as required by the Mining Qualification Authorities (MQA). The Workplace Skills Plan is compiled in consultation with all relevant interested stakeholders and signed off by the relevant skills development consultative committee.

The planning and training of skills for individuals are based on following factors:

- Requirements for the relevant job (as per job description);
- Health, Safety and legal requirements;
- Candidates capabilities;
- Employment equity requirements; and
- Individual development.

All legal and safety training requirements are determined by company policy, e.g. renewal of licenses to drive heavy earthmoving machinery or first aid certification. This is also included in the WSP. Most training conducted at Bushveld Vametco is outcomes-based training and complies with the MQA and NQF requirements. Skills programmes and learnerships are conducted internally and externally. For external training the procurement system ensures that the service providers are reputable and accredited. The Core Business Skills Training Programmes is outlined in Table 14 to 22 which detail the targets for Core Business Skills Training at Bushveld Vametco for the period 2018 to 2022.

Table 14: Core Business Skills Training Programme at Bushveld Vametco:


Undertaking Summary	Bushveld Vametco is committed to ensuring that all employees involved in all the core occupancies at Bushveld Vametco are given regular training to enable them to perform their duties competently.	
Responsible Position	Strategic Plan	Timeframe
Human Resources Development Manager	<p>1. Determine the skill development needs</p> <ul style="list-style-type: none"> • Review Training Needs Analysis to determine the current and skills gaps for each employee within their current role. • Consider future roles, career goals and employment equity requirements when compiling the final workforce plan and training requirements. 	Continuous
Human Resources Development Manager	<p>2. Plan annual Skills Development Programme</p> <ul style="list-style-type: none"> • Develop a Skills Development Plan which: <ul style="list-style-type: none"> ○ Details the initiatives, targets, employees, facilitators, facilities, resources, career paths, mentorships, timeframes and budgets. • Meets the specific guidelines and targets for HDSAs in Management. • Integrates Core Contractors into the skill development plan as per the MPRDA (Act No 28 of 2002). • Addresses training requirements for training plans 	Continuous

Human Resources Development Manager	<p>3. Deliver Annual Skills Development Programme</p> <ul style="list-style-type: none"> Ensure that training is delivered by the contracted service provider or in-house personnel. Use the tracking tools to keep accurate records of attendance, scores and outcomes. 	Continuous
Human Resources Development Manager	<p>4. Report, review and revise Annual Skills Development Programme</p> <ul style="list-style-type: none"> Compile SLP compliance report of progress and achievements and submit to the DMRE. Evaluate implementation against targets for current year. Identify critical success factors and lessons learnt. 	Continuous

Table 15 below shows the targets for Core Business Skills Training for the five (5) years.

Table 15: Core Business Skills Training Targets for Employees at Bushveld Vametco for FY 2018 - 2022

Training Course	Target Enrolment FY18	Target Enrolment FY19	Target Enrolment FY 20	Target Enrolment FY 21	Target Enrolment FY 22
Leadership / Management Skills Training	10	10	10	10	10
Human Resources Disciplinary Code and Procedure Training	38	38	38	38	38
HIV/AIDS Awareness	466	418	418	418	418
First Aid General and Advance Training	127	127	127	127	127
SHE Representative Training	3	3	3	3	3
Rigging Training Courses	19	19	19	19	19
Earth Moving Equipment Training	20	20	20	20	20
Area Process Knowledge Training	8	8	8	8	8
Employee Health and Safety Training	466	418	418	418	418
HIRA (Hazard Identification & Risk Assessment)	127	127	127	127	127
QA Auditing	3	3	3	3	3
Overhead Crane Operator Training	63	63	63	63	63
Metallurgy Training	10	10	10	10	10
Total	13960	1264	1264	1264	1264
Budget:	R 2 154 500	R 2 199 050	R 2 406 455	R 2 509 455	R 2 885 561

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2.7 Portable Skills Programme

The primary objective of Bushveld Vametco's skills development strategy will be to ensure that employees have the necessary skills to support business operations. Given the nature of the operation and the skills and competencies required, many of the mining related skills are portable beyond the mining industry. In addition to developing skills required for the Bushveld Vametco, will be the provision of skills that can be portable beyond the Mining industry.

Bushveld Vametco is committed to training employees and local community members in both mining and non-mining related skills. It is a reality that many employees, after working at Bushveld Vametco will not be able to find employment in the formal sector. These employees need to gain skills which they can utilise in the informal sector to gain income.

Table 16 below outlines the Portable Skills Action Plan:-

Table 16: Portable Skills Training Undertaking Summary and Strategic Action Plan

Undertaking Summary	Bushveld Vametco is committed to training employees in both mining and non-mining related skills.	
Responsible Position	Strategic Plan	Timeframe
Human Resources Development Manager	Assess possible portable skills training courses through an assessment of the potential opportunities in the area.	Annually
Human Resources Development Manager	Advertise and communicate the Portable Skills Training opportunities to employees.	Annually

Table 17 below outlines the Portable Skills Training Targets for the five (5) years;

Table 17: Portable Skills Training Targets for Communities for FY 2018 - 2022

Training Course Employees	Target Enrolment FY18	Target Enrolment FY19	Target Enrolment FY20	Target Enrolment FY21	Target Enrolment FY22
Basic Computer Skills	9	9	9	9	9
Basic Bricklaying	15	15	15	15	15
Basic welding	9	9	9	9	9
Basic Plumbing	15	15	15	15	15
Tiling	5	8	7	5	5
Plastering	10	10	10	10	10
Sewing/Embroidery	5	5	5	5	5
Total	68	71	70	68	68
Budget	R544 000	R624 800	R677 600	R724 064	R796 470

Table 18: Portable Skills Training Targets for Employees at Bushveld Vametco for FY 2018-2022


Learning area	Number of identified learners					Total five year Target
	Target Enrolment FY19	Target Enrolment FY19	Target Enrolment FY20	Target Enrolment FY21	Target Enrolment FY22	
Basic Computer Skills	0	3	3	3	3	12
Basic Bricklaying	0	2	2	3	3	10
Basic welding	0	1	4	2	3	10
Basic Plumbing	0	0	2	3	2	7
Tiling	0	0	3	3	5	11
Total number	0	6	14	15	16	50
Total Budget	0	R 48 000	R 119 000	R 135 000	R 152 000	R 454 000

2.8 Hard-to-Fill Vacancies

Form R reflects those vacancies that Bushveld Vametco finds difficult to fill for a period in excess of 12 months. All Hard to Fill vacancies will be recorded and reported on annually.

Table 19: Hard-To-Fill Vacancies Undertaking Summary and Strategic Action Plan

Occupational Level	Job Title/Vacancy	Main Reason for Inability to Fill the Vacancy	Interventions
Top Management			None
Senior Management	Engineering Manager	Skills not easily available and affordability of skills	<ol style="list-style-type: none"> 1. Long term actions implemented including succession planning/career progression programmes (talent pool). Programmes include developing identified pool by providing mentoring and experience. Programmes also include developing identified pool by sending them for training/courses - especially focusing on leadership development. 2. Long term actions implemented including graduate recruitment and bursary programmes to feed the talent pool. 3. Advertising in local newspapers and on an online portal. 4. Arrange a career day (inviting local schools to visit Bushveld Vametco - inspiring students/scholars to study Engineering). 5. Making use of recruitment agencies. 6. Referrals (head-hunting suitable individuals with the relevant skills/qualifications).
Middle Management			None
Junior Management - C-Upper			None
Junior Management - C-Lower			None
Semi-skilled			None

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2.9 Career Progression Plan

The overall objective of the Career Progression Plan (CPP) is to ensure that all managerial and any other key posts within the organisation will at all times be filled by competent incumbents. The availability of the appropriate people to achieve strategic objectives is central to this. **Annexure A** provides generic Career Paths specific to the different disciplines and operational activities at Bushveld Vametco.

Bushveld Vametco recognises that, it is necessary to allow employees the opportunity to develop within their respective disciplines according to their individual ambitions and potential for them to remain motivated, stable and competent. Career progression paths were developed for all categories of employees within all disciplines. While each employee is encouraged to take ownership of his or her own career development, the Company communicates with all employees to create awareness on the available career paths and opportunities.

Progression into upper levels is determined by performance, aptitude and enthusiasm, as well as the availability of career opportunities within a given occupation.

The following criteria are considered:

- Level of education / qualification;
- Experience;
- Job competencies; and
- Approval by line management where service is provided.

Individual development plans describe objectives and activities for the employee's individual career development path. An IDP include all of the developmental assignments, activities, and training courses of the preceding year as well as any activity that is intended to improve performance of the employee's present position or a target position, inclusive of the desired time frame for completion of the training.

The career development initiatives will place emphasis on women in mining and HDSAs. Employees will be encouraged to take responsibility for planning their careers and development by assisting in establishing and meeting the objectives and performance requirements for their initial jobs and following through with their development plans.


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Table 20 below outlines Career Progression Plan Action plan.

Table 20: Career Progression Plan Undertaking Summary and Strategic Action Plan

Undertaking Summary	Bushveld Vametco undertakes to develop structured programmes to create a suitable talent pool for managerial positions at different levels in the event vacancies arise.	
Responsible Position	Strategic Plan	Timeframe
Human Resources Manager	<p>1. Talent pool and PDP development</p> <ul style="list-style-type: none"> a. Communicate generic career paths and job profiles to all employees. b. Communicating the benefits and available career development opportunities to employees in line with the strategic objectives of Bushveld Vametco. c. Review the current talent pool candidates and Identify promising employees d. Earmark highfliers (specifically HDSA's and women) e. Develop fast-tracking plans for succession of talent pool candidates <p>Link talent pool and fast-track plans to hard-to-fill vacancies and leadership positions</p>	Continuous
Human Resources Manager	<p>2. Review and update Career Plans Annually</p> <ul style="list-style-type: none"> a. Assess the effectiveness of the fast-tracking plans for those HDSA employees (in talent pool) identified as having significant potential to progress to higher skilled and managerial roles within a short timeframe b. Amend the individual development plans as required c. Identify new candidates (including new employees over the past 12 months) for the talent pool <p>Assess and refine the Career Progression paths for key roles (not only HDSAs), taking the latest business strategies into consideration</p>	Continuous
Human Resources Manager	<p>3. Deliver support programmes for the Annual Career Development Programme</p> <ul style="list-style-type: none"> a. Align the AET, FLC, skills development, learnership, mentorship and performance management plans to support the career progression of employees at the Mine. b. Continue to provide training and career advice to employees that have not been identified to have potential for further development, or who are not interested in further development <p>Implement the aligned plans to support career progression paths and Individual Development Plans of employees.</p>	Continuous
Human Resources Manager	<p>4. Report, review and revise the Annual Career Development Programme</p> <ul style="list-style-type: none"> a. Compile SLP compliance report of progress and achievements, and submit to the DMRE b. Evaluate implementation against targets for current year. Identify critical success factors and lessons learnt from current year <p>Revise the action plan for the following year, incorporating recommendations</p>	Continuous

Table 21: Career Progression Programme at Bushveld Vametco for the period 2018 to 2022

	Gender	Race	Training programmes within career progression paths	Position Starting From	Development/Training Intervention	Target Position working towards	2018	2019	2020	2021	2022
1	F	A	Process Engineer	Chemist	Management Development Program Acting Experiences	Production Manager: Metallurgy	X	X	X		
2	M	A	Production Manager	Process Engineer	Management Development Program Acting Experiences	Works Manager	X	X	X	X	
3	M	A	Production Manager	Process Engineer	Management Development program Acting experience	Production Manager: Metallurgy		X	X		
4	M	A	Production Manager	Production Foreman	Tertiary Qualification Management Development Program Acting Experiences	Production Manager: Metallurgy	X	X	X		
5	M	A	Engineering Manager	Section Engineer	Management Development program Acting experience	Engineering Manager			X	X	X
6	M	A	Engineering Manager	Section Engineer	Management Development program Acting experience	Engineering Manager			X	X	X
7	M	A	Mining Manager	Production Manager	Management Development Program Acting Experiences	Mine Manager	X	X	X	X	
8	F	A	HR Manager	Training Manager	Management Development Program Acting Experiences	HR Manager			X	X	X

Table 22: Summary of the Job Requirements for the Operation

NQF level	Job title	Educational requirement
Mining Department		
6	Mine Manager	<ul style="list-style-type: none"> Mining/Surveying degree and Opencast Mining Blasting Certificate and MSD
5	Mine Foreman	<ul style="list-style-type: none"> Opencast Blasting Certificate & basic surveying and MSD
5	Miner	<ul style="list-style-type: none"> Opencast Blasting Certificate and MSD
2	Mining Assistant	<ul style="list-style-type: none"> Grade 10
Engineering Department		
6	Engineering Manager	<ul style="list-style-type: none"> Government Certificate of Competency (GCC) Relevant Engineering Qualification Senior managerial skills
6	Section Engineer	<ul style="list-style-type: none"> Relevant Engineering Degree or equivalent tertiary qualification
4	Foreman	<ul style="list-style-type: none"> Trade test Minimum of N4 Supervisory skills
4	Artisan	<ul style="list-style-type: none"> Trade test
2	Engineering artisan aide	<ul style="list-style-type: none"> Grade 10 / N3
Production Department		
6	Production Manager	<ul style="list-style-type: none"> Tertiary Qualification Senior managerial skills
6	Process Engineer	<ul style="list-style-type: none"> Tertiary Qualification Supervisory skills
4	Plant Foreman	<ul style="list-style-type: none"> Grade 12 with Mathematics and Physical Science Supervisory skills
4	Shift Foreman	<ul style="list-style-type: none"> Grade 12 with Mathematics and Physical Science Supervisory skills
4	Process Controller+ Process Operator	<ul style="list-style-type: none"> Grade 12 with Mathematics and Physical Science. Internally trained and qualified

NQF level	Job title	Educational requirement
Procurement Department		
5	Procurement Controller	<ul style="list-style-type: none"> National Diploma in Stores Management National Diploma in Procurement or alternative suitable Tertiary qualification
5	Buyer	<ul style="list-style-type: none"> National Diploma in Procurement or alternative suitable qualification
4	Stores Receivers	<ul style="list-style-type: none"> Grade 12 with Mathematics and Physical Science Code 8 driver's license
Human Resources Department		
6	HR Manager	<ul style="list-style-type: none"> Tertiary Qualification specialising in HR / HRM / IR Senior management skills
5	HR Officer	<ul style="list-style-type: none"> National Higher Certificate in HR / IR
4	HR Clerk	<ul style="list-style-type: none"> Certificate, Grade 12
Financial Department		
6	Financial Manager	<ul style="list-style-type: none"> Tertiary Qualification in Accounting Senior Management skills
5	Accountant	<ul style="list-style-type: none"> Tertiary Qualification in Accounting
5	Cost Accountant	<ul style="list-style-type: none"> Relevant National Higher Certificate
4	Creditors Clerk	<ul style="list-style-type: none"> Grade 12
SHEQ Department		
		<ul style="list-style-type: none"> Tertiary Qualification in SHEQ SAMTRAC Senior Management skills
5	Chief Safety Officer	<ul style="list-style-type: none"> Tertiary Qualification in Safety & Health SAMTRAC
4	Quality Officer	<ul style="list-style-type: none"> Relevant National Higher Certificate SAMTRAC
4	Safety Officer	<ul style="list-style-type: none"> Relevant National Higher Certificate


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Table 23 illustrates the primary talent pool established.

Bushveld Vametco will review the detailed pool of individuals comprising exceptional performers, as well as potential management candidates with potential at various levels. The targets on the career progression are employees who will be tracked and placed into a talent pool for succession and accelerated development.

Progression into upper levels is determined by performance, aptitude and enthusiasm, as well as the availability of career opportunities within a given occupation.

Table 23: Talent pool per department

Training category	Workforce								Total
	African		Coloured		Asian		White		
	M	F	M	F	M	F	M	F	
Mining Department	0	1	0	0	0	0	0	0	1
Production	13	13	0	0	0	0	0	0	26
Engineering	6	6	0	0	1	0		0	13
Human Resources	3	5	0	0	0	0	0	0	8
Total	22	25	0	0	1	0	0	0	48


2.10 Mentorship Plan

Bushveld Vametco believes that the expected development outcomes of the Learnership, CPP, Bursary and internship programmes is supported by a robust Mentoring Plan. This mentoring process will be run by experienced managers and supervisors who provide guidance and training to the junior employees and facilitate in their personnel development.

Mentorship is a key process and tool in support of people development, HRD planning, performance management and employment equity. It is a formal relationship between a mentor and a mentee and is established to enhance the mentee's career by building skills and knowledge. A mentorship programme is a process to foster a continuous mentorship relationship between the mentor and the mentee. The objective is to ensure that the maximum potential of the mentee is unlocked for the mutual benefit to the mentee, mentor and the mine.

Internal mentorship refers to "in-house" mentorship, whereby lower level employees are paired with higher level employees in order that enhancement of skills and sharing of experience may take place. External mentorship refers to the coaching of Bushveld Vametco's BEE partners, with specific focus on the communities that will have an interest in the Company.



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The Bushveld Vametco Mentorship Plan represents a carefully planned and professional intervention to facilitate a larger initiative to support skills development and employment equity within the operation. The Company believes that newly appointed and/or promoted employees should be assisted to reach full productivity in the shortest possible time. Mentorship, therefore, is part of this developmental process and can take the form of either formal or informal mentorship.

The tables below present the Implementation plan and the mentorship targets, respectively at Bushveld Vametco for the period 2018 to 2022.

Table 24: Mentorship Plan Undertaking Summary and Strategic Action Plan

Undertaking Summary	Bushveld Vametco is committed to ensuring that an effective mentorship programmes are implemented at Bushveld Vametco.	
Responsible Position	Strategic Plan	Timeframe
Human Resources Manager	1. Review of current Mentorship Plan a. Interview the current Mentors and Mentees to determine level of satisfaction with current programme. b. Revise plan based on outcome of review of current programme. c. Revise contract and procedures of mentorship relationships to be more effective.	Ongoing
Human Resources Manager	2. Plan Annual Mentorship Programme a. Plan annual mentorship activities. b. Assign mentors to “highflyers” from the talent pool of employees, as identified in the career progression programme. Match mentor with mentee.	Ongoing
Human Resources Manager	3. Deliver annual Mentorship Programme a. Develop a measurement system to measure the effectiveness (deliverables) of the mentoring process. b. Monitor progress and keep record of mentee-mentor engagements. c. Provide evidence that the required mentorship activities took place	Ongoing
Human Resources Manager	4. Report, review and revise Mentorship Programme annually a. Compile SLP compliance report of progress and achievements and submit to the DMRE. b. Evaluate implementation against targets for the current year. c. Identify critical success factors and lessons learnt from current year. d. Review and revise mentorship policies and procedures to align with most recent company strategy. e. Revise the action plan for the following year, incorporating recommendations	Ongoing


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Table 25 below shows the targets on Mentorship for the SLP based on the different mentoring programmes at Bushveld Vametco.

Table 25: Mentorship Targets at Bushveld Vametco for 2018 – 2022

Employee Categories	Number of Employees in Mentorship Programmes				
	FY18	FY19	FY20	FY21	FY22
Learnerships	9	21	29	31	29
Bursaries	11	19	27	30	20
Internships	5	4	5	4	5
Career Progression Plans	4	5	8	5	3
Total	29	49	69	70	57
Number of Mentors	5	6	6	6	6

2.11 Internship and Bursary Plan

Bushveld Vametco is aware of the need not only to assist its own employees with development opportunities, but also to provide opportunities for members of the local community and surrounding areas to access tertiary education opportunities (bursaries) and experiential work opportunities (internships). The bursary and internship plan links in with developing individuals to supply the operation with its required skilled people. Apart from business related qualifications, the Company is also aware of the need to develop qualified individuals from communities, affected by the operation, in other sectors of the economy. In line with the Portable Skills Programme, Bushveld Vametco will equip its employees with skills which are portable to other sectors of the economy upon downscaling or closure.

Bushveld Vametco will continue to provide tertiary education bursaries to qualifying learners to pursue courses in various fields of study, whether at university or university of technology, and to employees and their dependents as well. The bursaries are awarded based on professional qualifications required within the business. Bushveld Vametco has an extensive bursary system where young South Africans are afforded full bursaries in areas determined by the Company as a means of closing the skills gap. Bushveld Vametco is also aware that it is over-investing for its own requirements in this area, but this is a contribution to South Africa as well as building up a talent pool towards reducing the existing critical skills shortage in South Africa.

Bushveld Vametco will ensure that mentors are assigned to mentor the students on bursaries while studying at their tertiary institutions as well as when they are on the mine for experiential training.

Table 26: Bursary and Internship Plan Undertaking Summary and Strategic Action Plan

Undertaking Summary	Bushveld Vametco is committed to ensuring the training and development of skilled personnel at all levels through the provision of Internships and Bursaries.	
Responsible Position	Strategic Plan	Timeframe
Human Resources Manager	Preference will be given to students from local communities.	Annually
Human Resources Manager	Bursaries and Internships will be advertised in the local media (newspaper and radio) as and when they become available.	Annually
Human Resources Manager	Bursaries and Internships will be offered in the Core skills Areas of Bushveld Vametco and in alignment with the Hard to Fill Vacancies.	Annually

Table 27, 28 and table 29 below show the bursary and internship targets respectively for Bushveld Vametco.

Table 27: Bursary Targets (Internal) and Budgets at Bushveld Vametco for 2018 – 2022

Bursaries	Length of Programme	Current Candidates	2018			2019			2020			2021			2022		
			New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out
Bursaries / Study assist for employees	4 years	0	7			4	7		4	11		5	15	7	5	13	4
Bursaries for employees will not be broken down in terms of fields or area of learning. Applications will inform the learning areas																	
Total		0	7	0	0	4	7	0	4	11	0	5	15	7	5	13	4
Total Bursaries (Internal) at the Mine		0	7				11			15			20			13	
Budget			R 630 000,00			R 1 089 000,00			R 1 633 500,00			R 2 395 800,00			R 1 712 997,00		

Table 28: Bursary Targets (External) and Budgets at Bushveld Vametco for 2018 – 2022

Bursaries	Length of Programme	Current Candidates	2018			2019			2020			2021			2022		
			New Enrolment	Continuation	Pass	New Enrolment	Continuation	Pass	New Enrolment	Continuation	Pass	New Enrolment	Continuation	Pass	New Enrolment	Continuation	Pass
Mining	4 years	0	1			1	1		1	2		1	3	1	0	3	1
Engineering	4 years	0	1			1	1		1	2		0	3	1	0	2	1
Support services	4 years	0	2			2	2		2	4		1	6	2	1	5	2
Total		0	4	0	0	4	4	0	4	8	0	2	12	4	1	10	4
Total Bursaries (External) at the Mine		0	4				8			12			10			7	
Budget			R 521 997,00			R 1 148 393,40			R 1 894 849,11			R 1 629 136,01			R 922 383,00		



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Table 29: Internship Targets and Budget at Bushveld Vametco for 2018 – 2022

Internship Programme	Length of Programme	2018			2019			2020			2021			2022		
		New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out
Mining	2 Years	1			0	1	1	1	0	0	0	1	1	1	0	0
Engineering	2 Years	1			1	1	1	1	1	1	1	1	1	1	1	1
Support Services	2 Years	3			3	3	3	3	3	3	3	3	3	3	3	3
		0														
Total		5	0	0	4	5	5	5	4	4	4	5	2	5	4	4
Total Internship at the Mine		5			9			9			9			9		
Budget		R540 000,00			R1 069 200,00			R1 176 120,00			R1 293 732,00			R1 423 105,20		

2.12 Employment Equity Plan

Bushveld Vametco is committed to the principles set out in the Employment Equity Act, Act 55 of 1998 as well as the provisions outlined in the revised mining charter scorecard, September 2018.

Bushveld Vametco fully subscribes to the principles of the Mining Charter and strives to achieve more than the minimum requirements. The mine believes that Employment Equity is an integral part of building an effective and representative workforce and to ensuring equality for all employees.

Bushveld Vametco will, through a skills assessment and performance management process, identify a pool of individuals who have the potential to be trained or equipped with skills that may service the needs of the mine. This talent pool will be provided with sufficient capacity to serve the mine and its employment needs, with the main focus on increasing the participation of HDSAs and women in mining.

Bushveld Vametco will also utilise the Senior Leadership Team to identify and mentor the talent pool of employees at supervisory and management levels. The Mine will maintain focus on the identified talent pool by implementing interventions to fast track the development of these employees.

Table 30: Employment Equity Plan Undertaking Summary and Strategic Action Plan

Undertaking Summary	Bushveld Vametco is committed to creating and maintaining a workforce that will promote the objective of the Employment Equity Act.	
Responsible Position	Strategic Plan	Timeframe
Human Resources Manager	Bushveld Vametco will promote the recruitment of HDSAs, especially females, into core positions within Bushveld Vametco.	Continuous
Human Resources Manager	Bushveld Vametco will encourage HDSAs and Female employees to participate in Career Development programmes, such as, Learnerships, bursaries, internships, among others.	Continuous

Table 31: Form S as at October 2019

Occupational Level	Non-Designated		White Male	Designated							Total	HDSAs	Women
	Foreign			Male			Female						
	Female	Male		African	Coloured	Indian	African	Coloured	Indian	White			
Top management (F)			3	2						2	7	57%	29%
Senior management (E)			5	1			1			1	8	38%	25%
Professionally qualified and experienced specialists and middle management (D)			9	7			3			6	25	64%	36%
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents - C Upper (C4)			13	9			2	2		1	27	52%	19%
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents - C Lower (C1 - C3)			32	92			20				144	78%	14%
Semi-skilled and discretionary decision making (B)			3	183	1		51				238	99%	21%
Total permanent			65	294	1		77	2		10	449	86%	20%
Non-permanent			4	52	1		14				71	94%	20%
TOTAL			69	346	2		91	2		10	520	87%	20%
Core & Critical			38	117	1		19			2	177	79%	12%

2.13 Participation of Historically Disadvantaged People/Person

Bushveld Vametco is committed to promoting HDP in its management structure by instituting a framework geared towards human resources development. The HDP and Women in Management Targets for the five (5) years in the Mining Charter III will be addressed as planned in Table 32 and Table 33.

Table 32 below shows the HDP in Management Targets for the five (5) years aligned to the Mining Charter.

Table 32: HDP in Management Targets (2018 - 2022)

Occupational Level	2018 HDP							
	HDP MCIII FIVE YEAR TARGET	CURRENT STATUS			HDP BVA LABOUR PLAN TARGET	2018 HDP APPOINTMENT PLAN TO ADDRESS TARGET	TOTAL MANAGEMENT	HDP BVA ACHIEVED TARGET
		TOTAL MANAGEMENT	HDP	%				
Top Management (F)	50%	7	3	43%	3	0	7	43%
Senior Management (E)	60%	3	1	33%	1	0	3	33%
Middle Management (D)	60%	19	10	53%	10	0	19	53%
Junior Management (C-Upper)	70%	25	11	44%	11	0	25	44%
Total HDP in Management		54	25		25	0	54	

Occupational Level	2019 HDP							
	HDP MCIII FIVE YEAR TARGET	CURRENT STATUS			HDP BVA LABOUR PLAN TARGET	2019 HDP APPOINTMENT PLAN TO ADDRESS TARGET	TOTAL MANAGEMENT	HDP BVA ACHIEVED TARGET
		TOTAL MANAGEMENT	HDP	%				
Top Management (F)	50%	7	3	43%	3	0	7	43%
Senior Management (E)	60%	3	1	33%	1	0	3	33%
Middle Management (D)	60%	19	11	58%	11	0	19	58%
Junior Management (C-Upper)	70%	29	15	52%	15	0	29	52%
Total HDP in Management		58	30		30	0	58	

Occupational Level	2020 HDP							
	HDP MCIII FIVE YEAR TARGET	CURRENT STATUS			HDP BVA LABOUR PLAN TARGET	2020 HDP APPOINTMENT PLAN TO ADDRESS TARGET	TOTAL MANAGEMENT	HDP BVA ACHIEVED TARGET
		TOTAL MANAGEMENT	HDP	%				
Top Management (F)	50%	7	4	57%	4	0	7	57%
Senior Management (E)	60%	8	3	38%	6	3	11	55%
Middle Management (D)	60%	24	17	71%	17	0	24	71%
Junior Management (C-Upper)	70%	27	14	52%	19	5	32	59%
Total HDP in Management		66	38		46	8	74	

Occupational Level	2021 HDP							
	HDP MCIII FIVE YEAR TARGET	CURRENT STATUS			HDP BVA LABOUR PLAN TARGET	2021 HDP APPOINTMENT PLAN TO ADDRESS TARGET	TOTAL MANAGEMENT	HDP BVA ACHIEVED TARGET
		TOTAL MANAGEMENT	HDP	%				
Top Management (F)	50%	7	4	57%	4	0	7	57%
Senior Management (E)	60%	11	6	55%	6	0	11	55%
Middle Management (D)	60%	24	17	71%	18	1	25	72%
Junior Management (C-Upper)	70%	32	19	59%	24	5	37	65%
Total HDP in Management		74	46		52	6	80	

Occupational Level	2022 HDP							
	HDP MCIII FIVE YEAR TARGET	CURRENT STATUS			HDP BVA LABOUR PLAN TARGET	2022 HDP APPOINTMENT PLAN TO ADDRESS TARGET	TOTAL MANAGEMENT	HDP BVA ACHIEVED TARGET
		TOTAL MANAGEMENT	HDP	%				
Top Management (F)	50%	7	4	57%	4	0	7	57%
Senior Management (E)	60%	11	6	55%	8	2	13	62%
Middle Management (D)	60%	25	18	72%	18	0	25	72%
Junior Management (C-Upper)	70%	37	24	65%	30	6	43	70%
Total HDP in Management		80	52		60	8	88	

2.14 Participation of Women

Bushveld Vametco is committed to offering women an equal opportunity to participate in its operations at all levels. Local recruitment initiatives will provide the opportunity for women to enter the mining environment. Provision is made for females within the company's skills development and training programmes, with a view of developing the pool of female talent within the industry. These will include opportunities for females within core training programmes, Learnership programmes, Bursary schemes and Internships.

Bushveld Vametco is also mindful of the physical working environment and the necessary provisions that must be made for female facilities at the operations. Bushveld Vametco is further committed to implementing a diversity management plan, aimed at sensitizing the workforce on race and gender issues and to ensure that women are integrated into the predominantly male environment. Table 33 below reflects the target for Women in Mining at Bushveld Vametco.

Table 33: Women in Mining Targets Bushveld Vametco for 2018 – 2022


Occupational Level	2018 HDP							
	HDP MCII FIVE YEAR TARGET	CURRENT STATUS			HDP BVA LABOUR PLAN TARGET	2018 HDP APPOINTMENT PLAN TO ADDRESS TARGET	TOTAL MANAGEMENT	HDP BVA ACHIEVED TARGET
		TOTAL MANAGEMENT	HDP	%				
Top Management (F)	50%	7	3	43%	3	0	7	43%
Senior Management (E)	60%	3	1	33%	1	0	3	33%
Middle Management (D)	60%	19	10	53%	10	0	19	53%
Junior Management (C-Upper)	70%	25	11	44%	11	0	25	44%
Total HDP in Management		54	25		25	0	54	

Occupational Level	2019 Women							
	WOMEN MCIII FIVE YEAR TARGET	CURRENT STATUS			WOMEN BVA LABOUR PLAN TARGET	2019 WOMEN APPOINTMENT PLAN TO ADDRESS TARGET	TOTAL MANAGEMENT	WOMEN BVA ACHIEVED TARGET
		TOTAL MANAGEMENT	Women	%				
Top Management (F)	20%	7	1	14%	1	0	7	14%
Senior Management (E)	25%	3	0	0%	0	0	3	0%
Middle Management (D)	25%	19	6	32%	6	0	19	32%
Junior Management (C-Upper)	30%	29	6	21%	6	0	29	21%
Total Women in Management		58	13		13	0	58	

Occupational Level	2020 Women							
	WOMEN MCIII FIVE YEAR TARGET	CURRENT STATUS			WOMEN BVA LABOUR PLAN TARGET	2020 WOMEN APPOINTMENT PLAN TO ADDRESS TARGET	TOTAL MANAGEMENT	WOMEN BVA ACHIEVED TARGET
		TOTAL MANAGE- MENT	Women	%				
Top Management (F)	20%	7	2	29%	2	0	7	29%
Senior Management (E)	25%	8	2	25%	3	1	11	27%
Middle Management (D)	25%	24	9	38%	9	0	24	38%
Junior Management (C-Upper)	30%	27	5	19%	9	4	32	28%
Total Women in Management		66	18		23	5	74	

Occupational Level	2021 Women							
	WOMEN MCIII FIVE YEAR TARGET	CURRENT STATUS			WOMEN BVA LABOUR PLAN TARGET	2021 WOMEN APPOINTMENT PLAN TO ADDRESS TARGET	TOTAL MANAGEMENT	WOMEN BVA ACHIEVED TARGET
		TOTAL MANAGE- MENT	Women	%				
Top Management (F)	20%	7	2	29%	2	0	7	29%
Senior Management (E)	25%	11	3	27%	3	0	11	27%
Middle Management (D)	25%	24	9	38%	9	0	25	36%
Junior Management (C-Upper)	30%	32	9	28%	12	3	37	32%
Total Women in Management		74	23		26	3	80	

Occupational Level	2022 Women							
	WOMEN MCIII FIVE YEAR TARGET	CURRENT STATUS			WOMEN BVA LABOUR PLAN TARGET	2022 WOMEN APPOINTMENT PLAN TO ADDRESS TARGET	TOTAL MANAGEMENT	WOMEN BVA ACHIEVED TARGET
		TOTAL MANAGE- MENT	Women	%				
Top Management (F)	20%	7	2	29%	2	0	7	29%
Senior Management (E)	25%	11	3	27%	4	1	13	31%
Middle Management (D)	25%	25	9	36%	9	0	25	36%
Junior Management (C-Upper)	30%	37	12	32%	14	2	43	33%
Total Women in Management		80	26		29	3	88	

	Reference Number	DMRE REF: NW/30/5/1/2/5/2/08 SLP
	Report Type	Social and Labour Plan
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3 Local Economic Development Programme

3.1 Introduction

LED Projects are aimed at ensuring poverty eradication, job creation and community up-liftment in the area within which the mining operation is situated as well as in areas from which most employees are sourced. These are identified in consultation with the local authorities and flow from the Integrated Development Plans (IDPs) of the respective Local and District Municipalities of the host communities. Bushveld Vametco is situated 8km northeast of the town of Brits; within the North West Province, in the Bojanala District Municipality under the Madibeng Local Municipality.

3.2 Socio-Economic Background of the identified areas

The Socio-Economic Analysis is based on a desktop study of existing socio-economic information and development strategies contained in the provincial, district and local databases (Statistics South Africa: Census 2011 and Community Survey 2016) This SLP, particularly LED, has been aligned to the district and local municipalities' IDPs to ensure effective integration in the identification, planning and implementation of projects with economic impact and sustainability.

The tables below depicting the social background and service delivery (population, dwelling type, toilet facilities, water access, refuse removal and energy sources) of the area within which the Mine is situated are based on the Community Survey 2016 from Statistics South Africa.

Table 34: Socio-Economic Profile of Surrounding Region - Population

Population	North West				Bojanala District Municipality				Madibeng Local Municipality			
	Female	Male	Total	%age Population	Female	Male	Total	%age Population	Female	Male	Total	%age Population
Black African	1683151	1749228	3432379	91,57%	733364	821362	1554726	93,82%	228761	263311	492072	91,79%
	49,04%	50,96%			47,17%	52,83%			46,49%	53,51%		
Coloured	30166	30844	61010	1,63%	3852	4554	8406	0,51%	1816	1784	3600	0,67%
	49,44%	50,56%			45,82%	54,18%			50,44%	49,56%		
Indian/Asian	5750	10936	16686	0,45%	1947	3953	5900	0,36%	549	1556	2105	0,39%
	34,46%	65,54%			33,00%	67,00%			26,08%	73,92%		
White	119778	118582	238360	6,36%	41296	46820	88116	5,32%	17710	20621	38331	7,15%
	50,25%	49,75%			46,87%	53,13%			46,20%	53,80%		
Total Population	3748435				1657148				536108			
Percentage of Males	50,94%				52,90%				53,58%			
Percentage of Females	49,06%				47,10%				46,42%			
Size of Households												
1 - 3 Members	32,58%				36,52%				36,12%			
4 - 6 Members	44,26%				43,94%				44,30%			
7 - 10 Members	18,92%				16,74%				16,84%			
More than 10	4,24%				2,80%				2,74%			
Analysis	<p>The information provided above reveals that in the North West Province, the population is mainly dominated by the Black African ethnic group with a percentage of 91,57% of the population. Throughout the District and Local Municipalities, there are more males than females which can be explained by the dominant economic sectors which are mining and agriculture; these two (2) sectors are largely male dominated and most males have migrated to the Bojanala District in search for job opportunities. The Madibeng Local Municipality is fairly small contributing just 14% of the total population of Bojanala District Municipality. The Local Municipality compares well with the District Municipality in terms of the size of households as most of the households have between four (4) and six (6) members followed by household with one (1) to three (3) members. It is a cause for concern that 16,84% of households within the Local Municipality have between seven (7) and ten (10) members suggesting overcrowding within households. 2,74% of the households have more than 10 occupants. There is a need to evaluate the availability of housing infrastructure in order to accommodate everyone adequately as most household facilities and services may be overstretched to cater for a lot of people.</p>											

Table 35: Socio-Economic Profile of Surrounding Region - Dwelling Type

	North West	Bojanala District Municipality	Madibeng Local Municipality
Formal dwelling/house or brick/concrete block structure on a	73,09%	65,10%	59,04%
Traditional dwelling/hut/structure made of traditional mater	2,01%	0,95%	0,67%
Flat or apartment in a block of flats	0,86%	0,60%	0,50%
Cluster house in complex	0,25%	0,29%	0,32%
Townhouse (semi-detached house in a complex)	0,52%	0,51%	0,52%
Semi-detached house	0,45%	0,24%	0,54%
Formal dwelling/house/flat/room in backyard	6,40%	8,19%	7,34%
Informal dwelling/shack in backyard	6,35%	9,36%	12,29%
Informal dwelling/shack not in backyard (e.g. in an informal	8,27%	12,75%	17,39%
Room/flatlet on a property or larger dwelling/servants' quart	0,34%	0,36%	0,35%
Caravan/tent	0,01%	0,01%	0,00%
Other	1,43%	1,60%	0,99%
Unspecified	0,02%	0,04%	0,04%
Analysis	<p>The most dominant type of dwelling throughout the Province, District Municipality and Local Municipality is the Formal dwelling/ house or brick/ concrete block structure which may suggest developing and developed semi-urban communities. Within the Local Municipality this is followed by Informal dwelling/shack not in backyard (e.g. in an informal with 17,39% occupying such dwellings. Most Mining towns are characterised by migrant labour which leads to sprouting of informal settlements due to overcrowding. Informal settlements may seem like a cheaper option to formal housing, but they lead to social ills such diseases and crime due to lack of service delivery. There is a need to focus on eradicating informal dwelling structures and formalising housing within the Local Municipality in order to provide decent housing for all. The increase in informal dwellings maybe because of migrant workers moving into the area for employment purposes. The private sector and the Local Municipality must work to ensure that the employees and all community members are accommodated adequately and decently.</p>		

Table 36: Socio-Economic Profile of Surrounding Region - Toilet Facilities

	North West	Bojanala District Municipality	Madibeng Local Municipality
Flush toilet connected to a public sewerage system	43,30%	33,16%	27,43%
Flush toilet connected to a septic tank or conservancy tank	3,69%	5,25%	6,02%
Chemical toilet	0,96%	0,86%	0,26%
Pit latrine/toilet with ventilation pipe	18,82%	18,21%	10,18%
Pit latrine/toilet without ventilation pipe	28,36%	38,10%	52,54%
Ecological toilet (e.g. urine diversion; enviroloo; etc.)	0,35%	0,41%	0,07%
Bucket toilet (collected by municipality)	0,11%	0,04%	0,04%
Bucket toilet (emptied by household)	0,40%	0,53%	0,16%
Other	1,06%	1,37%	1,50%
None	2,95%	2,06%	1,80%
Analysis	The statistics given above on toilet facilities suggest various patterns on the provision of toilet facilities for the Province, District and Local Municipality. The provision of toilet facilities through the province suggests a more formalised system with Flush toilets being the most dominant while in the Local Municipality, the most dominant toilet facility is the pit latrine, either with the ventilation pipe or without the ventilation pipe with a combined percentage of 62,72%. The use of the pit latrines may be due to the nature of the communities which are rural or semirural communities. 2,06% of households within the District Municipality still have no access to any toilet facilities. There is a need to improve the toilet facilities for those that still use undignified toilet facilities such as the Bucket toilet as well as provide facilities for those that do not have access as it impacts on the health of the communities and individuals.		

Table 37: Socio-Economic Profile of Surrounding Region - Portable Water Access

	North West	Bojanala District Municipality	Madibeng Local Municipality
Piped (tap) water inside the dwelling/house	23,45%	19,83%	16,81%
Piped (tap) water inside yard	39,72%	45,59%	45,00%
Piped water on community stand	9,53%	5,90%	5,94%
Borehole in the yard	4,43%	4,67%	5,25%
Rain-water tank in yard	0,34%	0,61%	0,52%
Neighbours tap	4,57%	5,26%	5,65%
Public/communal tap	8,86%	6,91%	4,71%
Water-carrier/tanker	5,00%	5,54%	6,15%
Borehole outside the yard	2,55%	3,40%	6,19%
Flowing water/stream/river	0,17%	0,23%	0,67%
Well	0,07%	0,11%	0,00%
Spring	0,03%	0,01%	0,00%
Other	1,29%	1,95%	3,11%
Analysis	Most households (45,00%) within the Madibeng Local Municipality have access to piped (tap) water inside the yards while 16,81% have access to piped water inside their houses. More than 10% sources its water from borehole in or outside the yard. Only a small percentage of 0,67% accesses water from unprotected sources such as Flowing river or stream which may be due to the communities' rural settings. Clean and safe water has been made accessible to communities depending on the type of area they live in hence the sources range from taps to boreholes as well as water carriers. It is important to ensure that water remains an accessible source to all communities to avoid negative impact on the quality of life for all households.		

Table 38: Socio-Economic Profile of Surrounding Region - Refuse Removal

	North West	Bojanala District Municipality	Madibeng Local Municipality
Removed by local authority/private company/ community members at least once a week	54,99%	59,60%	35,63%
Removed by local authority/private company/ community members less often than once a week	2,94%	4,55%	4,07%
Communal refuse dump	2,87%	2,83%	4,22%
Communal container/central collection point	0,96%	1,36%	1,27%
Own refuse dump	33,75%	27,10%	50,34%
Dump or leave rubbish anywhere (no rubbish disposal)	3,20%	3,18%	3,41%
Other	1,29%	1,38%	1,07%
Analysis	The most prevalent refuse removal method in the Local Municipality is own removal of refuse with 50,34% of households using such method. This is followed by removal by local authority once a week which can be explained by the nature of communities, some are largely rural with no refuse removal services available for them. Refuse Removal is a very important service necessary for most if not all households in order to curb health risks within communities. There is a need to establish ways in which the communities that do not have disposal methods can do so without being exposed to health hazards such as recycling initiatives.		

Table 39: Socio-Economic Profile of Surrounding Region - Energy Source used for Cooking


	North West	Bojanala District Municipality	Madibeng Local Municipality
Electricity from mains	85,10%	86,56%	87,44%
Other source of electricity (e.g. generator; etc.)	0,20%	0,12%	0,13%
Gas	1,90%	1,20%	1,74%
Paraffin	5,39%	6,95%	7,19%
Wood	6,94%	4,82%	3,01%
Coal	0,04%	0,04%	0,07%
Animal dung	0,06%	0,02%	0,01%
Solar	0,03%	0,04%	0,02%
Other	0,09%	0,08%	0,14%
None	0,24%	0,15%	0,17%
Unspecified	0,02%	0,04%	0,08%
Analysis	85,10% of households throughout the North West Province have access to electricity for cooking purposes while in the Local municipality 87,44% of the households use electricity for the same purpose. Paraffin is also quite significant source for cooking within the local municipality after electricity at 7,19%. It is worth noting that some households use animal dung, and some have no source of energy available to them. Generally, electricity is an expensive source of energy and households may opt for cheaper alternatives such as wood or paraffin; however, there is still a need to improve access to energy sources for all households especially in areas where have no access to any source of energy. The municipality can consider the use of Solar (as some households are already doing) as an energy source that is much cheaper and efficient.		

Table 40: Socio-Economic Profile of Surrounding Region - Energy Source used for Heating

	North West	Bojanala District Municipality	Madibeng Local Municipality
Electricity from mains	83,35%	84,95%	87,51%
Other source of electricity (e.g. generator; etc.)	0,15%	0,13%	0,15%
Gas	0,70%	0,51%	0,73%
Paraffin	4,43%	5,84%	5,33%
Wood	8,80%	6,42%	4,46%
Coal	0,05%	0,04%	0,02%
Animal dung	0,07%	0,01%	0,01%
Solar	0,28%	0,18%	0,24%
Other	0,27%	0,22%	0,29%
None	1,76%	1,52%	0,98%
Unspecified	0,14%	0,16%	0,28%
Analysis	Electricity seems to be the most dominant energy source for heating at various percentages throughout the Province and the Municipalities. Other popular and widely used energy sources include paraffin and wood although wood seems to be the second most dominant energy source throughout the province. 0,98% of households in the Local Municipality still have no access to any source of energy for heating. It might be useful to explore other cheaper and environmentally friendly methods of providing energy such as solar energy to ensure that most, if not all the households have access to an energy source.		

Table 41: Socio-Economic Profile of Surrounding Region - Energy for Lighting

	North West	Bojanala District Municipality	Madibeng Local Municipality
Electricity from mains	91,38%	91,15%	91,07%
Other source of electricity (e.g. generator; etc.)	0,22%	0,16%	0,19%
Gas	0,13%	0,10%	0,19%
Paraffin	2,13%	3,13%	2,38%
Candles	5,42%	4,76%	5,34%
Solar	0,17%	0,21%	0,32%
Other	0,16%	0,11%	0,17%
None	0,22%	0,19%	0,14%
Unspecified	0,16%	0,18%	0,21%
	100,00%	100,00%	100,00%
Analysis	More than 90% households have access to electricity for lighting purposes throughout the Province as well as in the Municipalities. The above statistics suggest that more households have access to electricity; however, most of them prefer to use cheaper methods for heating and cooking probably in an effort to avoid higher electricity tariffs. Candles are also a widely used source of lighting which suggests that they are the preferred option where households do not have access to energy for lighting and in areas that are rural or semi-rural with no access to electricity as an energy source.		

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The tables below depicting the education and the economic background (education, employment, individual income and Sectorial Employment) of the area within which the Mine is situated is based on the Census 2011 from Statistics South Africa.

Table 42: Socio-Economic Profile of Surrounding Region - Educational Profiles

	North West	Bojanala District Municipality	Madibeng Local Municipality	Brits
No schooling	8,41%	5,94%	6,25%	3,08%
Some primary	25,69%	22,07%	21,25%	14,47%
Completed primary	5,11%	5,11%	5,05%	3,59%
Some secondary	26,95%	29,78%	30,89%	23,35%
Grade 12/Std 10	15,96%	19,22%	18,65%	26,82%
Higher	4,72%	4,77%	5,07%	13,71%
Unspecified	0,15%	0,17%	0,17%	0,41%
Not applicable	13,00%	12,94%	12,67%	14,58%
Analysis	Overall statistics at district and local levels indicate poor educational profiles with most of the population having completed some secondary or some primary education. In the local municipality and in particular Brits, only 18,65% and 26,82% of the population; respectively, have attained a Grade 12 qualification and only 13,71% in the Brits area only have higher qualifications (post high school). This results in a shortage of educated labour which is a critical throughout South Africa. Provision for the extension of education and training will be essential to provide the skills required for a growing regional, district and local economy.			

Table 43: Socio-Economic Profile of Surrounding Region – Employment

	North West	Bojanala District Municipality	Madibeng Local Municipality	Brits
Employed	24,03%	28,97%	31,36%	42,21%
Unemployed	11,04%	12,81%	13,72%	6,84%
Discouraged work-seeker	3,63%	2,74%	2,48%	0,86%
Other not economically active	26,03%	23,77%	21,68%	22,83%
Age less than 15 years	0,00%	0,00%	0,00%	0,00%
Not applicable	35,28%	31,72%	30,77%	27,26%

Analysis

While the province and district municipality all show levels of employment that are less than 30% of the people within the economically active population, more than 40% of people in the Brits area are employed which can be explained by the availability of opportunities in the mining, agriculture and tourism industries within the area and surrounds. When compared to the educational levels the employment rate of the population is closely linked to the educational qualifications. Improved educational levels will lead to increased employment. The employment status of individuals is also related to the income distribution across the various areas in the North West Province and more needs to be done to create a sustainable economy to help eradicate poverty; such as skills development initiatives or local economic development projects.

Table 44: Socio-Economic Profile of Surrounding Region – Individual Monthly Income

	North West	Bojanala District Municipality	Madibeng Local Municipality	Brits
No income	42,63%	43,72%	43,25%	34,02%
R 1 - R 400	18,21%	12,69%	13,06%	3,26%
R 401 - R 800	3,40%	2,86%	2,99%	1,35%
R 801 - R 1 600	12,92%	11,61%	12,84%	6,41%
R 1 601 - R 3 200	5,35%	6,92%	7,86%	7,35%
R 3 201 - R 6 400	4,75%	6,89%	6,87%	7,84%
R 6 401 - R 12 800	3,06%	3,64%	3,33%	8,61%
R 12 801 - R 25 600	1,79%	1,93%	1,78%	7,55%
R 25 601 - R 51 200	0,58%	0,72%	0,73%	3,09%
R 51 201 - R 102 400	0,15%	0,19%	0,24%	0,62%
R 102 401 - R 204 800	0,08%	0,08%	0,11%	0,25%
R 204 801 or more	0,05%	0,05%	0,07%	0,22%
Unspecified	5,51%	6,76%	5,27%	13,59%
Not applicable	1,51%	1,94%	1,60%	5,85%

Analysis

Quite a large percentage (43,25%) of the population within the Local Municipality receive no income at all which resembles the individual income profile of the Province and District Municipality. Most of the population survives on a monthly income of less than R1 600 per month or less which shows how a significant number of people survive below the minimum wage. The statistics for individual monthly income are complementary to those of employment status in the Brits area; Brits shows a higher employment rate and a lesser percentage for individuals with no monthly income. Less than 15% of the population earns above R6 400 per month within the Local Municipality. Improved employment rates will also improve the individual monthly income. Both employment and income are heavily reliant on improved education and skills. Education needs to be improved so that people can get better qualifications to enable them to access career opportunities.

3.3 Key Economic Activities

Table 185: Sectoral Contribution to the GDP within the Surrounding Region in 2011

	North West	Bojanala District Municipality	Madibeng Local Municipality	Brits

In the formal sector	16,69%	20,89%	21,84%	31,81%
In the informal sector	3,65%	3,91%	4,49%	3,77%
Private household	3,60%	3,90%	4,68%	5,85%
Do not know	0,52%	0,68%	0,84%	1,78%
Unspecified	0,00%	0,00%	0,00%	0,00%
Not applicable	75,55%	70,61%	68,16%	56,79%

Analysis

16,69% of individuals are employed in formal sectors throughout the North West region, with less than 5% of individuals being employed in informal sectors. Due to the semi-urban nature and available industry opportunities a larger percentage (31,81%) of working individuals in the Brits area are employed in the formal sector. It is important to establish under which sectors most of the population falls so that the distribution of wealth and access to resources can be assessed. Effort must be made by both the public and private sector to promote initiatives within the communities that will improve their economic life so that they contribute positively to their own local economic development.

3.4 Provincial Development Plan: North West Province

The North West province shares its border with Gauteng (east), Limpopo (north-east), Botswana (north), Free State (south) and the Northern Cape (south west). The capital of the province is Mahikeng. The North West PDP focused primarily on the province by incorporating the characteristics and opportunities of each district municipality and by implication, each local municipality. The province consists of four district municipalities namely¹:


- Bojanala Platinum District Municipality (BPDM)
- Ngaka Modiri-Molema District Municipality (NMMDM)
- Dr. Ruth Segomotsi Mompati District Municipality (DRSMDM)
- Dr. Kenneth Kaunda District Municipality (DKKDM)

Of all the key development priorities identified in the National Development Plan, North West Province identified eight of those as the Province's key development areas. The selected key priorities are as follows;

- Economy and employment
- Economic infrastructure
- An integrated and inclusive rural economy
- Human settlement and spatial transformation
- Improving education, training and innovation
- Building a capable and developmental state
- Fighting corruption
- Transforming society and uniting the province

The above areas have been identified as the most important areas slowing down growth in the North West Province. The Province is mostly rural in nature; therefore, focus will not just be on the urban but also the rural economy such that the growth and development of the economy is overall and has the potential to sustain employment. The North West is largely a mining province and due to the challenges presented with housing and living conditions in mining communities; transformation of human settlements will be prioritised including the eradication of corruption.

¹ North West Planning Commission. North West Provincial Development Plan, Page 10.

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3.5 Local Economic Development Planning: Integrated Development Planning: Bojanala District Municipality²

The Bojanala Platinum District Municipality is a Category C municipality situated in the North West Province. It is bordered by the Waterberg District Municipality to the north, Dr Kenneth Kaunda District Municipality to the south, City of Tshwane Metro to the east, West Rand District Municipality to the south-east, and Ngaka Modiri Molema District Municipality to the west. It is one of four district municipalities in the province and comprises five local municipalities: Kgetlengrivier, Madibeng, Moses Kotane, Moretele and Rustenburg.³

The priority areas reflected in the list below are the District Priorities as a cumulative priority of local municipalities⁴.

- 1) Infrastructure
 - a. Water & sanitation
 - b. Roads & Storm water
 - c. Electricity
- 2) Economic Issues
 - a. Economic Development
- 3) Development and Planning
 - a. Land Use planning & Housing
- 4) Social Infrastructure
 - a. Community facilities (halls, sport grounds & libraries)
- 5) Financial Management
 - a. Financial Management

The BDM's strategic objectives on Local Economic Development identified are as follows;⁵


Objectives	Strategies
Local Economic Development	<ul style="list-style-type: none"> • Promote agriculture • Support Enterprise Development • Promote Rural Development • Promote Enterprise Development • Support Tourism and Marketing development • Support Job Creation initiatives

² Bojanala District Municipality, Draft Review Integrated Development Plan 2019/2020.

³ <https://municipalities.co.za/overview/139/bojanala-platinum-district-municipality>

⁴ Bojanala District Municipality, Draft Review IDP, Page74

⁵ Bojanala District Municipality, Draft Review IDP, Page 98

	Reference Number	DMRE REF: NW/30/5/1/2/5/2/08 SLP
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3.6 Integrated Development Planning: Madibeng Local Municipality⁶

Madibeng Local Municipality is classified as a category B Municipality, functioning through the Executive Mayoral System. Madibeng consists of several urban and rural areas, villages, farm portions, as well as a proper established and serviced industrial area. One of the advantages of Madibeng is its central location in the North West Province, with Pretoria, Johannesburg, Rustenburg and Krugersdorp as bordering neighbours. As the neighbouring towns are easily accessible through road networks, residents are not confined to employment in the Madibeng jurisdiction alone but can easily commute to workplaces in the cities and other towns.⁷

The Main Priorities for the Madibeng Local Municipality are as follows;

- Priority 1: Water and Sanitation
- Priority 2: Roads and Storm water
- Priority 3: Electricity
- Priority 4: Social Services
- Priority 5: Land and Housing
- Priority 6: Local Economic Development

Although the above priorities may differ from ward to ward in terms of sequence, they are common throughout Madibeng Local Municipality areas. The following development strategies have been identified by the Madibeng Local Municipality under Local economic development:

⁶ Madibeng Local Municipality, IDP Review 2018/2019.

⁷ <https://www.madibeng.gov.za/about-madibeng/index.html>

Table 46: IDP Issues, Strategies and Outcomes for Madibeng Local Municipality

Issues	Strategy	Short Term Outcomes	Long Term Outcome
<ul style="list-style-type: none"> • Youth unemployment • Industries shutdown due to poor economic performance • ineffective investment scheme • Negative development of SMMÉ's • Poor performance in tourism, agricultural output 	<ul style="list-style-type: none"> • Research on investment incentive scheme • Development of Investment attraction policy • Support of SMMEs through training • Link SMMEs to established businesses • Empowered Cooperatives through LED initiatives • Facilitation of Tourism events • Development of Strategy for street/ informal traders 	<ul style="list-style-type: none"> • Increased capacitation and support provided to SMMEs • Stimulation and promotion of tourism development • Formalised and capacitated street/ informal traders 	<ul style="list-style-type: none"> • Increased economic growth, enhanced tourism, Capacitated SMMEs and Well Administered Economic Activities
	<ul style="list-style-type: none"> • Integration of Municipal projects in the SLPs of Mining Houses • Creation of temporary jobs • Development of a feasibility study and business plan. • Facilitation of agricultural development projects • Signed MOUs with Social Economic Development Partners and local businesses • Facilitation of projects on the STR Programme. 	<ul style="list-style-type: none"> • Improved implementation of Projects with the Mining Industry aligning the SLP to IDP Projects • Increased implementation of Madibeng Brick Factory • Increased implementation of the Small-Town Regeneration Programme 	
	<ul style="list-style-type: none"> • Research on Madibeng Vegetable Market and development of business plan • Facilitation of agricultural projects • Development of Business Plan for SMME Incubation • Development of Incubation Centre • Facilitation of tourism workshops 	<ul style="list-style-type: none"> • Increased implementation of Madibeng Vegetable Market to grow agriculture and food security • Increased implementation SMME incubation centre to support and develop emerging business • Increased Implementation of integrated contractor development strategy (ICDS) to rationalise SMME's 	

3.7 Bushveld Vametco's Infrastructure Development and Poverty Alleviation Programmes

The Mine will participate in local economic development through the established IDP frameworks within its available financial means. The projects will be monitored, and progress recorded on a regular basis indicating information such as, the number of jobs created, the number of beneficiaries and the financial expenditure on the projects and reported in the Mine's Annual SLP Report to be submitted to the regional DMRE. Table 46 below shows a record of Stakeholder Engagement with regard to LED projects and socio-economic impact of the Mine. The SLP LED Projects as identified by Bushveld Vametco in alignment with the IDP as well as consultations with various stakeholders are as shown below in Table 48 to 54.

Table 47: Bushveld Vametco Record of Stakeholder Engagements for LED Project Identification

Record of Stakeholder Engagement				
Objectives of Meeting	Name of Stakeholder	Date of attendance	Name & Position of Attendees	Minutes of Meeting Received
SLP Consultation	MLM EDTA	See the attached attendance register	Mr Mnisi – EDTA Director	Received
	Ward 21 Ward councillor	See the attached attendance register	ClIr W Motlhasedi – Ward Councillor	Received
	Ward 20 Ward councillor	See the attached attendance register	ClIr Chris Seabi - Ward councillor	Received
	Ward 35 Ward councillor	See the attached attendance register	ClIr N Maqakamba -Ward Councillor	Received
	Rankotea Co Owners & community Representatives	See the attached attendance register	Task Team & community representatives	Received

All Signed attendance registers are attached to the SLP as Appendix B.

Table 48: Bushveld Vametco LED Project Summary

No.	Name of Identified Project	Focus Area	Start Date	End Date	Location	Expected Financial Contribution				Expected No. of Beneficiaries		Expected No. of Jobs to be created
						2019-2020	2020-2021	2021-2022	2022-2023	Total Expected Contribution per project	Male	
1	High Mast Lights in 3 Wards(20, 21 & 35)	Rankotea, Switch-Thetele & Mothotlung	4 th Quarter 2019	3 rd Quarter 2022	Madibeng Local Municipality	1.5 m		3.2 m		4.7 m	Communities from Switch-Thetele, Rankotea & Mothotlung	TBC
2	Roads and Storm Water	Ward 21, Rankotea & Switch - Thetele	2 nd Quarter 2019–	4 th Quarter 2022	Madibeng Local Municipality	1.2 m		1.8 m		3.0 m	Communities from Switch-Thetele, Rankotea & Mothotlung	TBC
3	Sports Facility (Cluster 2)	Mothotlung Ward 20	Quarter 3 2019	4 th Quarter 2021	Madibeng Local Municipality	600 000		2.4 m		3.0 m	Communities from Switch-Thetele, Rankotea & Mothotlung	TBC
4	Provision of Clean Water to Rankotea Community	Rankotea	Quarte 2 2021	Quarter 4 2022	Krokodilkraal farm, Madibeng	2.0 m				2.0 m	Rankotea Community	TBC
5	Sports Ground	Rankotea	Quarter 3 2020	Quarter 2 2021	Krokodilkraal farm, Madibeng	500 000				500 000	Rankotea community	TBC
6	Mmakau Heritage Site	Mmakau	Quarter3 2021	Quarter3 2022	Krokodilkraal farm, Madibeng			300 000		400 000	Mmakau and the nearby communities (Mothotlung, Moumong, Swiyich Thetele, etc)	TBC
7	STR-Brits Town Regeneration (Widening of the walk way-Murray Avenue)	Brits				400 000				400 000	Madibeng Local Municipality	TBC
	Total Expected Contribution all projects									14.3 m		

Table 49: Infrastructure: Project 1 - Infrastructure: Solar High Mast Light in three (3) wards

Project Name	Installation of Mastlights					FY of Project Sheet			
Background to project	The project is in the Madibeng Local Municipality' IDP. It is a need in all of Bushveld Vametco affected communities, being Rankotea -3 Mastlights, Rabokala/Uitvalgrond -2 Mastlights, Switch -1, Thetele -1 Mastlight , Mothotlung 1, Mothotlung Extension 1 & 2 and Damonsville – 2 Mastlights.					Project start date	4 th Quarter 2019		
						Project End Date	3rd Quarter 2022		
Project Partners	MLM & BUSHVELD VAMETCO,					Information Valid as at:	October 2019		
Project Incorporated into which IDP	Madibeng Local Municipality IDP			Beneficiaries (Community Specific)	Mothotlung, Ext 1 & 2, Damonsville, Rankotea, Uitvalgrond/Rabokala, Switch Thetele				
IDP Reference Number of Project	Total Expected Number of Jobs to be created	Male	Female	Youth	Disabled	Geographical Location of Project	Ward 20, 21 & 35		
		tbc	tbc	tbc	tbc				
	Spin off employment opportunities	Male	Female	Youth	Disabled				
		To be confirmed							
		Total Employment Opportunities Created:							
		Short Term	Medium Term	Long Term					
Output	Responsible Entity	Activity		Timeframe				Budget Allocation	
		KPA (key performance area)	KPI (key performance indicator)	2018-2019	2019-2020	2020-2021	2021-2022		
Installing 2 High Mast light in Ward 35 in 2019 to 2020 -Rankotea – 2,	MLM & BVA	Rankotea			1.2 m			1.2 m	
Installing 2 High Mast light in Ward 35 in 2019 to 2020 Rabokala/Uitvalgrond –1,Switch – Thetele 1,						900 000		900 000	
Installing 2 High Mast light in Mothotlung -1, Mothotlung Extension - 1 & 2 & Damonsville - 1						1.1 m		1.1 m	
Installing 3 High Mast light in Ward 35 in 2021 to 2023: Rankotea 1, Switch Thetele -1 Uitvalgrond/Rabokala - 1						1.5 m		1.5 m	
Total Budget								R4.7 mil	

Table 50: Project 2 - Roads and Storm water in 2 wards

Project Name	Roads and Storm Water					FY of Project Sheet		
Background to project	Project is in the IDP of the Municipality. It has been a challenge that has been discussed quiet often in the meetings we held with communities of the affected areas.					Project start date	2 nd Quarter of 2019	
	To address the storm water that is flooding into residential areas during rainy periods. There are no roads that lead to the residential areas which also makes it more difficult for communities to reach their homes during rainy periods. This will end the frequent request to scrape the roads almost every week.					Project End Date	4 th Quarter of 2022	
Project Partners	MLM & Bushveld Vametco Alloys					Information Valid as at:		
Project Incorporated into which IDP	MADIBENG LOCAL MUNICIPALITY IDP			Beneficiaries (Community Specific)	Switch, Thetele (Ward 35) Mothotlung Extension 1 & 2 (Ward 21)			
IDP Reference Number of Project	Total Expected Number of Jobs to be created	Male	Female	Youth	Disabled	Geographical Location of Project	Ward 21 and 35	
	To be confirmed when project start							
	Spin off employment opportunities	Male	Female	Youth	Disabled			
		To be confirmed when project start						
		Total Employment Opportunities Created:						
		Short Term	Medium Term	Long Term				
Output	Responsible Entity	Activity		Timeframe				
		KPA (key performance area)	KPI (key performance indicator)	2018-2019	2019-2020	2020-2021	2021-2022	Budget Allocation
Paving of ward 35 internal roads and storm water drainage	BVA & MLM	Switch Thetele	1 KM of roads paved and storm water drainage done		600000		600000	
Paving of ward 21 internal roads and storm water drainage	BVA & MLM	Mothotlung Ext.1 & 2	1 KM of roads paved and storm water drainage done			600000	600000	
Paving of Internal Roads in Rankotea	BVA, MLM & CO Owners Association	Rankotea	1 km of roads paved in Rankotea				600000	
							Total Budget	R3 mil

Table 51: Project 3 - Cluster sports facility in ward 20

Project Name	Cluster sports facility				FY of Project Sheet				
Background to project	The project is in the IDP of the Municipality and it has been subject of discussion in our meeting with ward councillors. The project will be in the centre of the schools as it is aimed at being used by school kids during their sports activities. All the primary and high schools for all the wards are in Mothotlung. The facility will be used by all wards/ cluster 2 To encourage and give school kids and youth opportunity to participate in sports activities which will keep children busy by participating in different sporting and be away from substance abuse, etc				Project start date	3 rd Quarter 2019			
					Project End Date	4 th Quarter 2021			
Project Partners	MADIBENG LOCAL MUNICIPALITY & BUSHVELD VAMETCO				Information Valid as at:				
Project Incorporated into which IDP	MLM IDP			Beneficiaries (Community Specific)	WARD 20, 21, 35 (CLUSTER 2)				
IDP Reference Number of Project	Total Expected Number of Jobs to be created	Male	Female	Youth	Disabled	Geographical Location of Project Ward 20			
	To be confirmed								
	Spin off employment opportunities	Male	Female	Youth	Disabled				
		Total Employment Opportunities Created:							
		Short Term	Medium Term	Long Term					
Output	Responsible Entity	Activity		Timeframe					
		KPA (key performance area)	KPI (key performance indicator)	2018-2019	2019-2020	2020-2021	2021-2022	Budget Allocation	
Sports facility	BVA & MLA	Ward 20	Complete sports facility		600000	1 200 000	1 200 000		3 000 000
Total Budget								R3 mil	

Table 52: Project 4 – Provision of Clean Water for Rankotea Community

Project Name	Provision of Clean Water to the Rankotea Community					FY of Project Sheet			
Background to project	Rankotea village falls under Ward 35 in Madibeng Local Municipality. The project is in the Integrated Development Plan of the Madibeng Local Municipality. The Rankotea Community has serious water access challenges. In line with the required developmental needs in the area, Bushveld Vametco in its commitment to improve community living conditions, will support the Rankotea community by installing boreholes, steel tank reservoir(s), and communal taps. This will ensure that community members have access to clean water at all times.					Project start date	3 rd Quarter 2020		
						Project End Date	4 th Quarter 2022		
Project Partners	MADIBENG LOCAL MUNICIPALITY, BUSHVELD VAMETCO, DEPARTMENT OF WATER & SANITATION & RANKOTEA COMMUNITY					Information Valid as at:			
Project Incorporated into which IDP	The Project is in the Integrated Development Plan of Madibeng Local Municipality.			Beneficiaries (Community Specific)	WARD 35 (Rankotea)				
IDP Reference Number of Project	Total Expected Number of Jobs to be created	Male	Female	Youth	Disabled	Geographical Location of Project	Ward 35 (Rankotea)		
	To be confirmed								
	Male	Female	Youth	Disabled					
	Total Employment Opportunities Created:								
	Short Term	Medium Term	Long Term						
Output	Responsible Entity	Activity		Timeframe					
		KPA (key performance area)	KPI (key performance indicator)	2018-2019	2020	2020-2021	2021-2022		Budget Allocation
Clean Water supply / reticulated to the community through Communal Taps	Dept Of Water & Sanitation, BVA & MLM	Ward 35 (Rankotea)	Boreholes, Steel Tank Reservoir and Communal Taps		400 000	800 000	800 000		2.0 m
Total Budget									2.0 m

Table 53: Project 5 – Sports Ground in Rankotea

Project Name	Sports Ground in Rankotea					FY of Project Sheet				
Background to project	There is an existing sports ground which is close by the school. It is the only sports facility in the area used by the community and the school. The project is not in the IDP of the Municipality and it has been discussed in our meetings with Rankotea Community Representatives and the Co owners representatives. BVA will inform the Municipality of the project even though its not in the IDP for acknowledgement. The request is that BVA plant the lawn and put stands and goal posts and tracks.					Project start date	3 rd Quarter 2020			
						Project End Date	2 nd Quarter 2021			
Project Partners	MADIBENG LOCAL MUNICIPALITY, BUSHVELD VAMETCO, CO OWNERS ASSOCIATION					Information Valid as at:				
Project Incorporated into which IDP	Privately owned land, Project agreed to by the Co owner representative and community representatives..			Beneficiaries (Community Specific)	WARD 35 (Rankotea)					
IDP Reference Number of Project	Total Expected Number of Jobs to be created	Male	Female	Youth	Disabled	Geographical Location of Project	Ward 35 (Rankotea)			
	To be confirmed									
	Male	Female	Youth	Disabled						
	Total Employment Opportunities Created:									
	Short Term	Medium Term	Long Term							
Output	Responsible Entity	Activity			Timeframe					
		KPA (key performance area)	KPI (key performance indicator)	2018-2019	2019-2020	2020-2021	2021-2022		Budget Allocation	
Sports ground, Lawn planted, track fields and stands erected and goal posts	Co Owners Association, BVA & MLA	Ward 35 (Rankotea)	A complete sports ground with lawn planted, stand erected, tracks and goal post		500 000				500 000	
Total Budget									500 000	

Table 54: Project 6 – Tourism: Heritage Site

Project Name	FENCING OF THE MMAKAU HERITAGE SITE					FY of Project Sheet				
Background to project	The Mmakau Heritage is the Century Tswana Settlement Site Situated at the Swartkoppies mountain on the farm Hoekfontein 432 JQ. The Hoekfontein sites cover an area of about 1000 hectors. This is most probably one of the oldest and richest late Iron Age sites in the NorthWest Province. The reconstruction of the site includes historic houses, stone circles, stone walls, chief's fire place, tswana traditional houses, amongst other. The Madibeng Local Municipality's Local Economic Development department presented the project to Bushveld Vametco and requested that the company allocate a portion of the budget to fence a 16 hectare site. From a heritage point of view, the area can be developed into an educational and tourism facility to make the South African Public and other Tourists aware of the importance of this archaeological site and all its rich history. This project is part of the Madibeng Local Municipality's Integrated Development Plan (IDP). Bushveld Vametco is committed to participate and invest in this important and historical project and its partnership with the Madibeng Local Municipality.					Project start date	3 rd Quarter 2020			
						Project End Date	2 nd Quarter 2022			
Project Partners	MADIBENG LOCAL MUNICIPALITY, BUSHVELD VAMETCO, DEPARTMENT OF TOURISM, MMAKAU COMMUNITY, ALL SURROUNDING COMMUNITIES.					Information Valid as at:				
Project Incorporated into which IDP	Project is in the Madibeng Local Municipality IDP		Beneficiaries (Community Specific)	WARD 17, 18, & 19)						
IDP Reference Number of Project	Total Expected Number of Jobs to be created	Male	Female	Youth	Disabled	Geographical Location of Project			Ward 17,18 & 19 (MMAKAU)	
	To be confirmed									
	Male	Female	Youth	Disabled						
	Total Employment Opportunities Created:									
	Short Term	Medium Term	Long Term							
Output	Responsible Entity	Activity			Timeframe				Budget Allocation	
		KPA (key performance area)	KPI (key performance indicator)	2018-2019	2020	2020-2021	2021-2022			
MmakauHeritage site fencing	BVA, MLM & Dept of Tourism	Ward 17, 18, 19	Fencing 16 hacters which is part of this site, Train youth- tourist guide,		200 000	250 000	250 000		700 000	
Total Budget									700 000	

S T R PROJECTS FOR BRITS TOWN – CBD REGENERATION

Table 55: Project 7 – Widening of walkway – Murray Road

Project Name	WIDENING OF WALKWAY – MURRAY ROAD, BRITS				FY of Project Sheet				
Background to project	The project is from the Municipality Small Towns Regeneration, wherein the Municipality is requesting the mining companies in the Madibeng Local Municipality to participate. The reason for the STR is to address poverty in small towns, address economic marginalisation, to address imbalances created by spatial deficiencies and build more inclusive society and economy. The objective is to develop infrastructure and reduce unemployment through infrastructure and Local Economic Development initiatives.				Project start date		To be guided by the Master plan from DMRE		
					Project End Date				
Project Partners	MADIBENG LOCAL MUNICIPALITY & MINING COMPANIES IN MADIBENG LOCAL MUNICIPALITY – BUSHVELD VAMETCO FOR WIDENING OF WALKWAY – MURRAY ROAD, BRITS				Information Valid as at:				
Project Incorporated into which IDP	STR – A MUNICIPAL DOCUMENT (MLM)			Beneficiaries (Community Specific)	WARD 35 (Rankotea)				
IDP Reference Number of Project	Total Expected Number of Jobs to be created	Male	Female	Youth	Disabled	Geographical Location of Project		BRITS TOWN	
	To be confirmed								
	Spin off employment opportunities	Male	Female	Youth	Disabled				
	Total Employment Opportunities Created:								
	Short Term	Medium Term	Long Term						
Output	Responsible Entity	Activity		Timeframe				Budget Allocation	
	KPA (key performance area)	KPI (key performance indicator)		2018-2019	2019-2020	2020-2021	2021-2022		
WIDENING OF WALKWAY – MURRAY ROAD, BRITS	MLM & BVA	Brits	A green prosperous town						
Total Budget								400 000	

3.9 Housing and Living Conditions

Bushveld Vametco remains committed to developing Housing and Living Conditions (HLC) Plan aimed at ensuring compliance with the requirements of the Mining Charter. Currently, employees at Bushveld Vametco receive Home Ownership Subsidies and Housing Allowances as outlined in Table 56 below:

Table 56: Current Status of Housing and Living Conditions of Employees at Bushveld Vametco

Number of Employees Accommodated in Single Units	Number of Employees Accommodated in Family Units	Number of Employees Receiving Rental Subsidies	Number of Employees Receiving Homeowners Subsidies	Number of Employees Housing Allowances	Total Number of Employees
<u>N/A</u>	<u>N/A</u>	<u>N/A</u>	<u>28 Employees</u>	<u>412 Employees</u>	<u>520</u>

Accordingly, Bushveld Vametco will continue to undertake the following:

1. Establish measures for improving the standards of housing and the promotion of homeowner options for its employees;
2. The Company has started with a strategy for facilitation of Homeownership.
3. Provide education and awareness on where to access suitable houses, the benefits of home ownership, accessing bonds, paying rates and taxes, etc.;
4. Establish measures for improving access to basic services, specifically health care, sanitation and water supply;
5. Establish measures for improving the nutrition of Bushveld Vametco’s employees.
6. Report on the company’s progress in this regard

3.10 Health Care and Nutrition Plan

Regulation 46 (c) (v) requires that mines put measures in place to ensure that employees have adequate access to a well-balanced diet and meals. Bushveld Vametco will assess various measures regarding the healthcare of its employees and will implement those that yield a high impact.

Bushveld Vametco has engaged in the following general measures regarding **healthcare**:

1. Catering services provider (Fedics) utilise their dietician to set up the meal options, inclusive of healthy options and light lunches;
2. HIV-Aids Awareness Campaign;
3. Voluntary Counselling and Testing (VCT) programme;
4. EAP Programme through which Bushveld Vametco enables financial provisions for potential future medical costs and employee support programmes;
5. Assist HIV positive employees, as well as Aids patients to develop and adhere to supportive diets through an HIV/Aids programme; and
6. Assess the quality, cost and appropriateness of medical services available to the employees.

Bushveld Vametco commits to assessing the following general measures regarding **nutrition**, and implement those that yield a high impact on the employees:

- Create awareness around the importance of a balanced diet and what healthy eating is; and
- Assess the nutritional intake of employees and explore the idea of opening a subsidized canteen.

3.11 Procurement Progression Plan

Regulation 46 C (vi) requires the inclusion of a procurement progression plan and its implementation for HDSA companies in terms of goods and services

Table 57: Targets for Inclusive Procurement at Bushveld Vametco for the period 2018 to 2022

Category	Current Target 2018	2019	2020	2021	2022
Goods: Inclusive Procurement of total Mining goods procurement spend (Excluding non-discretionary expenditure) from South African Based Companies	10%	20%	35%	50%	70%
Services: Inclusive Procurement of total Services procurement spend (Excluding non-discretionary expenditure) on South African Manufactured Goods	70%	80%	80%	80%	80%

Bushveld Vametco will strive to meet the inclusive procurement targets as contemplated by the Mining Charter; however, with the following concerns and provisions;

- That SABS is able to verify Bushveld Vametco local content on all SA manufactured items by end of 2021.
- That support from government and industry to establish competitive local manufacturing industry where it does not currently exist.
- That permissible use of affidavits since no new generation BEE certificates are available.
- That the stability of SA manufacturers supplying Bushveld Vametco remains.

In order to identify the prospective entrepreneurs for development and inclusion in the Company supply chain, Bushveld Vametco Holdings will implement the following action plan:

1. Identify procurement opportunities in the current value chain to make accessible to local host community members for participation;
2. Focus to be on women and youth from Mothotlung, Rankotea (Krokodilkraal), Mmakau (Ward 17, 18 & 19) Damonsville, Rabokala (Uitvalgrond) & Switch and Thetele in the Madibeng Municipality;
3. Develop and implement an Enterprise and Supplier development strategic plan/process;
4. Identify strategic partners in specialised services/ goods to partner with local black owned companies;
5. Ring fence Enterprise Development & Supplier Development exclusively for businesses within the local host municipality with preferences to youth and women owned residing and historically connected to Mothotlung, Rankotea (Krokodilkraal), Mmakau (Ward 17, 18 & 19) Damonsville, Rabokala (Uitvalgrond) & Switch and Thetele communities; and
6. Enterprise Development Specialist contracted in, whom will set up contractual obligations and define performance criteria's and benefits to local communities.

As per Table 58, the following supply chain opportunities have been identified in the preliminary assessment.

3.11.1 Area of development of prospective Entrepreneurs with clear timelines

Prospective Entrepreneurs

- Equipment Hire
- Tailing Dam Rehabilitation
- Information Technology & Training
- Construction, Civil Works and Plumbing
- Core-Mining/Plant Operators
- Cleaning & Catering Services
- Ring Fence opportunities included in current tender contracts with generic suppliers:
 - Diesel and Petroleum Product
 - Maintenance
 - Hydroponics
 - Brickmaking

Table 58: Breakdown of development plan for prospective Entrepreneurs with respect to monetary and time contributions

Prospective Entrepreneurs	Development Plan
Supplier Development	
Equipment Hire	Y1 - Set up Supply Development Contract with CM Workshop, Mining Goods; Ring-Fence Opportunities Y2 – Incubation, Business Skills and Operational Skills Training and Mentorship; Market Develop Y3 – Monitoring and Support Y4 – Diversify to Non-mining Businesses – guided by the outcomes tabled in the Socio-Economic Baseline Study E.g. surrounding companies Y5 –Develop Exit Strategy with limited monitoring and support
Tailings Dam Rehabilitation	Y1 - Set up Supply Development Contract with Bokatumi Projects Rehabilitation of Tailings Dam; Ring-Fence Opportunities Y2 – Incubation, Business Skills and Operational skills Training and Mentorship; Market Develop Y3 – Monitoring and Support Y4 – Diversify to other mining Businesses - guided by the outcomes tabled in the Socio-Economic Baseline Study E.g. surrounding companies Y5 –Develop Exit Strategy with limited monitoring and support
Information Technology & Training	Y1 - Set up Supply Development Contract with Mers Connection; Ring-Fence IT Training Opportunities Y2 – Incubation, Business Skills Training and Mentorship; Market Develop Y3 – Monitoring and Support Y4 – Diversify to Non-mining Businesses - guided by the outcomes tabled in the Socio-Economic Baseline Study E.g. surrounding companies Y5 –Develop Exit Strategy with limited monitoring and support
Diesel and Petroleum products	Y-1 Approach current service providers to jointly develop strategic plan for local black owned business. Identify area of opportunities for Yule Trading and Maetane Energy Y2-Incubation, Business Skills Training and Mentorship; Market Develop Y3 – Monitoring and Support Y4 – Diversify to Non-mining Businesses Y5 –Develop Exit Strategy with limited monitoring and support
Cleaning and Catering	Y1- Set up Supply Development Contract with Tshemelelo; Cleaning and Catering; Ring-Fence Opportunities Y2-Incubation, Business Skills Training and Mentorship; Market Develop Y3 – Monitoring and Support Y4 – Diversify to Non-mining Businesses - guided by the outcomes tabled in the Socio-Economic Baseline Study E.g. surrounding companies Y5 –Develop Exit Strategy with limited monitoring and support
Core-Mining/Plant Operations	Y1- Set up Supply Development Contract with MJMA; Core-Mining/Plant Operations; Ring-Fence Opportunities and Further Development Y2-Incubation, Business Skills Training and Mentorship; Market Develop Y3 – Monitoring and Support Y4 – Diversify to other Mining Businesses - guided by the outcomes tabled in the Socio-Economic Baseline Study E.g. surrounding companies Y5 –Develop Exit Strategy with limited monitoring and support

Prospective Entrepreneurs	Development Plan
Human Resources Sourcing (Specialised – Core)	Y1- Set up Supply Development Contract with Uvuyelwauvuyisile PTY LTD; Y2-Incubation, Business Skills Training and Mentorship; Market Develop Y3 – Monitoring and Support Y4 – Diversify to other Mining Businesses - guided by the outcomes tabled in the Socio-Economic Baseline Study E.g. surrounding companies Y5 –Develop Exit Strategy with limited monitoring and support
Enterprise Development	
Paving Bricks & Shotcrete	Y1 to focus on preliminary research and feasibility assessments to determine appropriate programme and deliverables; Alignment to Mentor, business skills training, set up of offices (not construction of offices – possibly a container) equipment within office. Y2 - Developing identified service providers to ensure readiness for take on. E.g assist with example of scope of work and request for quote to local business – mine, roads and storm water project, local municipality etc. Y3 – Supply too identified service providers Y4 – handing over project to business forum Y5 – BVA exit but in the background monitor progress and report internally on investment
Hydroponic Tunnels	Y1 to focus on preliminary research and feasibility assessments to determine appropriate programme and deliverables; Alignment to Mentor, business skills training, set up of offices (not construction of offices – possibly a container) equipment within office. Y2 - Developing identified service providers to ensure readiness for take on. e.g. assist with example of scope of work and request for quote to local business – Woolworths, Spar, Pick & Pay, Checkers, Offices and Canteen on the mine. Y3 – Supply to identified service providers Y4 – handing over project to business forum Y5 – BVA exit but in the background monitor progress and report internally on investment

3.11.2 Facilitation of funding to obtain permit and licenses by prospective entrepreneurs

Funding and other support for qualifying entrepreneurs to be finalised as part of the Enterprise and Supplier Development Strategy and Plan to be developed for each qualifying beneficiary.

3.11.3 Indication of expected outcome

- Increased procurement spends on localised and black suppliers as a result of the inclusion of Entrepreneurs in the supplier database and improved spend with local black owned businesses.
- Improved spend across the Mining Charter III spend categories for women and youth.

4 Downscaling and Retrenchment

4.1 Introduction

This section deals with the management of downsizing and retrenchments. It is Bushveld Vametco's intention to abide by the guidelines as set out in the Labour Relations Act. The Downscaling and Retrenchment Plan will seek to implement measures, which may mitigate the adverse social impacts caused by eventual downscaling, retrenchment and Mine closure.

The following key strategies have been established and are focused on ensuing sections:

1. Establishment of a Future Forum;
2. Mechanisms to save jobs and avoid downscaling and retrenchment;
3. Measures during downscaling and retrenchment;
4. Alternative livelihood opportunities and integration with the IDP.

The continual investment in Human Resource Development and facilitation of training during the lifetime of Bushveld Vametco has the purpose to sustain skills that will support employment of the workers beyond life of the Mine. The Mine intends to comply with the Basic Conditions of Employment Act in respect of specific skills development directed at facilitating the further acquisition of skills that will be of value to employees at the Mine at the time of downscaling and retrenchment. The Mine will preside over the portable skills development initiatives.

The applicable authorities and employees will be notified of the planned retrenchments in accordance with legislative requirements. Negotiations with regards to retrenchment packages will be carried out in line with applicable legislation and company's Human Resource's policies for retrenchment. In addition, provisions for downscaling and retrenchment will be finalised in the Future Forum when the need arises.

Table 59: Downscaling and Retrenchment Plan Undertaking Summary and Strategic Action Plan

Undertaking	Bushveld Vametco is committed to putting together strategies measures in preparation for any downscaling and retrenchment on Bushveld Vametco.	
Responsible Position	Strategic Plan	Timeframe
Human Resources Manager	Use Bushveld Vametco Future Forum as a platform to manage the impacts of downscaling and retrenchment.	Continuous
Human Resources Manager	Ensuring that the business remains viable by keeping the cost structure as low and competitive as possible.	Continuous
Human Resources Manager	Ensuring a productive and skilled workforce through training and motivation.	Continuous
Human Resources Manager	Making continuing adjustments to production methods to remain competitive.	Continuous
Human Resources Manager	Continuously seeking ways of growing and extending the business to ensure enhanced future sustainability.	Continuous
Human Resources Manager	Sound labour and succession planning in line with the Mine Work Plan.	Continuous
Human Resources Manager	Recruitment Policy and practices that will support the labour plans.	Continuous
Human Resources Manager	The continuous monitoring and evaluation of natural attrition (retirements; resignations etc.).	Continuous

Undertaking	Bushveld Vametco is committed to putting together strategies measures in preparation for any downscaling and retrenchment on Bushveld Vametco.	
Responsible Position	Strategic Plan	Timeframe
Human Resources Manager	Continuous consultation with Organised Labour (through the Future Forum) to identify and implement strategies and initiatives to avoid job losses and a decline in employment.	Continuous
Human Resources Manager	Contractors will be encouraged to place workers on other sites within their company in the event of downscaling or closure.	Continuous

Bushveld Vametco recognizes to successfully downscale or close a Mine, a trilateral consultation and problem-solving process is required between Bushveld Vametco, relevant government departments and the local communities surrounding the area of operation. For communities, closure can cause severe distress due to the threat of economic and social collapse. As South Africa is a developing country, Bushveld Vametco will take note of the following regeneration focus areas where planning for Bushveld Vametco closure is concerned:

- Restoration of ecological functioned mined land;
- Efficient alternative use of mine infrastructure should be encouraged where economically justified;
- Job creation through education and stimulation of the economic activity;
- Skills and literacy training for community members and employees.

4.2 Future Forum

A Future Forum has been established by Bushveld Vametco chaired by the General or Mine Manager of Bushveld Vametco. The Future Forum collaborates with unions and provides the capability to monitor progress and implementation of the SLP against the backdrop of the role and responsibilities of the Group Social Plan Forum. The Future Forum manages the following areas:

- a) Promote ongoing discussions between employee representatives and employers, about the future of Bushveld Vametco;
- b) Examines future scenarios to identify problems, challenges and possible solutions, with regard to productivity and employment;
- c) Identifies production and employment turn-around strategies;
- d) Implements strategies which are discussed by both the employer and employee parties; and
- e) Considers interventions which will benefit the community within which Bushveld Vametco operates.

This forum will operate as per its terms of reference.

4.3 Communication with authorities

In compliance with Section 52 (1) of the MPRD Act, on identifying the need to reduce mining operations, should the profit revenue ratio of the relevant operation be less than 6% on average for a continuous period of 12 months or should 10% or more of the workforce (or more than 500 employees) have to be retrenched, a comprehensive consultation process with the relevant trade union structures or affected employees will commence in compliance with Sections 189 and 189(A) of the Labour Relations Act, 1995 (As Amended) through the established Future Forum structure.

As planning for the Social Plan and its associated job loss and retrenchment management programmes commences, the DoL and the DMRE will be notified. The government authorities will be given notice of the timeframe for the closure

process as well as the ongoing consultation and Social Plan through the Future Forum structure. Regular progress reports will subsequently be distributed to the necessary departments, Compliance to the Board’s directive will be adhered to in order to meet the corrective measures as stipulated by the Board.

4.4 Mechanisms to Save Jobs and Avoid Job Losses and a Decline in Employment

In order to ensure long term sustainability, production must be sustained and as such the retention of skilled staff is paramount. In the event that skilled staff cannot be accommodated at Bushveld Vametco, the employees will be offered the opportunity to be reabsorbed into other operations. Further strategies for avoiding job losses and a decline in employment are as follows:

- Ensuring that the business remains viable by keeping the cost structure as low and competitive as possible;
- Ensuring a productive and skilled workforce through training and motivation;
- Making continuing adjustments to production methods to remain competitive;
- Continuously seeking ways of growing and extending the business to ensure enhanced future sustainability;
- Sound labour and succession planning in line with the Mine Work Plan;
- Recruitment Policy and practices that will support the labour plans;
- The continuous monitoring and evaluation of natural attrition (retirements; resignations etc.); and
- Continuous consultation with Organised Labour (through the Future Forum) to identify and implement strategies and initiatives to avoid job losses and a decline in employment such as:
 - Job sharing
 - Abolish and/or reduction of overtime
 - Moratorium on new recruitment
 - Redeployment of current employees
 - Termination of temporary employees and contractors (based on their contractual agreements)
 - The termination of non-core production contracts

4.5 Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided

To address employee needs in preparation for and during periods of downscaling and Bushveld Vametco closure to be able to meet these needs where practicable and possible will include the following actions as set out in Table 60.

Table 60: Plan of Action to Provide Alternative Solutions and Procedures for Creating Job Security

Mechanism	Action
Provision of financial security until a new means of income is established	Severance benefit to provide employee with sufficient income for a 1-month period to be re-establish.
Access to training	<ul style="list-style-type: none"> ▪ Skills training whilst employed. ▪ Provision for skills training upon exiting a job to prepare for an alternative career.
Access to advice	<ul style="list-style-type: none"> ▪ Financial advice to employees to plan for retrenchment/ retirement. ▪ Financial advice upon termination of service to deal with capital and income preservation adequately.
Access to job opportunities	<ul style="list-style-type: none"> ▪ Access to alternative employment opportunities inside the Mine. ▪ Access to employment opportunities when new jobs are created (recall provisions). ▪ Access to employment opportunities in open market.
Access to state assistance	<ul style="list-style-type: none"> ▪ UIF. ▪ DoL training and employment opportunities.

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

To ameliorate the social and economic impact on individuals, regions and economies where retrenchment or closure of the operation is certain, Bushveld Vametco management, together with the Future Forum, will assess in advance the impact that will be caused by the retrenchment and/or closure of its operations. This will be communicated to the affected individuals and communities involved so as to make all affected parties aware of what the outcome of the retrenchment and/or closure will be. Proposals to lessen the impact on the socio-economic situation of the area concerned will be considered. In order to assess this impact a socio-economic impact analysis (SEIA) will be carried out by specialist consultants prior to the development of detailed closure management plans. Such an impact assessment will incorporate interaction with both the Future Forum and relevant community structures. Bushveld Vametco will implement the mechanisms below (Table 61 below).

Table 61: Plan of action to Ameliorate the Socio-Economic Impact of Retrenchments and/or Closure

Mechanisms to Ameliorate Socio-Economic Impact Strategic Action Plan	Responsible Department
Psychological counselling to be provided to employees.	Human Resources Department
Portable skills training interventions to be uplifted and to include comprehensive self-employment opportunities.	Human Resources Department
In conjunction with the DoL, the Mine to facilitate retrenched employees in the completion of UIF claim forms at the Mine premises.	Human Resources Department
Bushveld Vametco to ensure that sufficient financial provisioning is in place for the implementation of all plans relating to the process of downscaling and retrenchments.	Human Resources Department

4.7 Post-Closure Planning

Management strategies for the post-closure period will also be developed with local stakeholders within the closure planning process. Strategies that avoid dependency amongst the social intervention beneficiaries and promote independence amongst individuals and businesses in the community will be developed to ensure post-closure sustainability. Ongoing consultation and advisory roles facilitated through the Future Forum structure will be utilised to ensure that the programmes and plans continue to deliver sustainable and effective benefits. The continued contribution and ongoing management role of local government in this respect will be essential to this post-closure management process.

Table 62: Social and Labour Plan (SLP) Communication Plan

Responsible Department	Action	Timeframe
Mine Manager	Bushveld Vametco and the core contractors will be responsible for communicating SLP related matters to their employees at Bushveld Vametco	Ongoing
Mine Manager	Each party will be required to hold dedicated meetings on an annual basis to provide feedback to its employees with regards to the progress made within the SLP	Ongoing
Mine Manager	Feedback sessions must be presented in an appropriate format which will be understood by all employees and may include verbal, face-to-face communications with the assistance of interpreters	Ongoing
Mine Manager	Further communication structures to be set up by Bushveld Vametco and its contractors and will be utilised as a mechanism to address all SLP related issues	Ongoing
Mine Manager	Distribute a copy of the SLP to all the shareholders of Bushveld Vametco	Ongoing

Responsible Department	Action	Timeframe
Mine Manager	Presentation to be conducted to Bushveld Vametco's Future Forum and the employee representatives on the Social and Labour Plan process and requirements.	Ongoing
Mine Manager	Bushveld Vametco's Annual SLP Report will be presented and reported to the Future Forum and the employee representative structures.	Ongoing

5 Financial Provision

5.1 Introduction

In terms of Section 23(1) (e) of the MPRDA “The Minister grants a mining right if the applicant has provided financially and otherwise for the prescribed Social and Labour Plan”. This section intends to outline the manner in which Bushveld Vametco aims to provide financially for each component of the Social and Labour Plan.

Table 63 provides a summary of the financial commitment by the Mine for the next 5 years.

Table 63: Summary of Financial Provision for Key Elements of Bushveld Vametco's SLP for 2018 - 2022

SLP Programme	2018	2019	2020	2021	2022	Total (2018 to 2022)
Human Resource Development Programmes	R5 278 497	R8 253 293	R10 880 309	R12 300 429	R11 405 339	R48 117 867
Local Economic Development and Infrastructure Programmes	R1 800 000	R1 800 000	R1 800 000	R1 800 000	R1 800 000	R 13 900 000
Closure & Retrenchment Management	R3 650 042	R4 015 047	R4 416 551	R4 858 206	R5 344 027	R22 283 874
STR Projects Brits Town Regeneration			R 400 000			R400 000
Total	R10 728 539	R14 068 340	R17496 860	R18 958 635	R18 549 366	R84 701 741

5.2 Human Resources Development Programmes

Section 2 outlines the Human Resources Development (HRD) Programmes to be adopted by Bushveld Vametco. However, based on current planning, Bushveld Vametco has provided for approximately 5% of the total wage bill per annum for expenditure on HRD programmes.

Table 64: Summary of Financial Undertakings in respect of the Bushveld Vametco's Human Resources Development Programmes

HRD Budget	FY18	FY19	FY20	FY21	FY22
Learnership (18.1)	R0,00	R272 250,00	R499 125,00	R658 845,00	R603 941,25
Learnership (18.2)	R675 000,00	R1 485 000,00	R2 178 000,00	R2 495 625,00	R2 635 380,00
Core Business	R 2 029 500,00	R 2 074 050,00	R 2 281 455,00	R 2 509 600,50	R 2 760 560,55
AET Training	R 70 000,00	R 77 000,00	R 84 700,00	R 93 170,00	R 0,00
Portable Skills	R 704 000,00	R 800 800,00	R 871 200,00	R 937 024,00	R 1 030 726,40
Bursaries (Internal & External))	R 1 151 997,00	R 2 237 393,40	R 3 528 349,11	R 4 024 936,01	R 2 635 380,00
Internships	R 648 000,00	R 1 306 800,00	R 1 437 480,00	R 1 581 228,00	R 1 739 350,80
Total Budget	R 5 278 497,00	R 8 253 293,40	R 10 880 309,11	R 12 300 428,51	R 11 405 339,00

5.3 Local Economic Development Programmes

Section 3 details the integrated LED programme initiated by Bushveld Vametco. Table 65 provides a summary of the financial provision for LED programmes for the next 5 years.

Table 65: Summary of Financial Undertakings in respect of the Bushveld Vametco's Local Development Programmes

No.	Local Economic Development Project	Expected Financial Contribution				Total Expected Contribution per project
		2019-2020	2020-2021	2021-2022	2022-2023	
1	High Mast Lights in 3 Wards(20, 21 & 35)	R 3.2 m		R 1.5 m		R 4.7 m
2	Roads and Storm Water	R 1.2 m		R 1.8 m		R 3.0 m
3	Sports Facility (Cluster 2)	R 0.6 m		R 2.4 m		R 3.0 m
4	Provision of Clean Water to Rankotea Community	R 0.4 m		R 1.6 m		R 2.0 m
5	Sports Ground	R 0.5 m		-		R 0.5 m
6	Mmakau Heritage site	R 0.3 m		R 0.4 m		R 0.7 m
7	STR-Brits Town Regeneration	R 0.4		-		R 0.4
	Total For Five Years	R 6.6 m		R 7.7 m		R 14.3 m

5.4 Management of Downscaling and Retrenchment Management Programmes

The ongoing investment in HRD Programme and facilitation of training during the life of Bushveld Vametco are intended to support the acquisition of skills that will provide employability to the workforce beyond the life of the operations.

Negotiations with regard to retrenchment packages will be carried out at the time these take place. Such negotiations and consultation will be in line with prevailing legislation and best practice. Provision for downscaling and retrenchments is included within Table 66.

Table 66: Summary of Financial Undertakings in respect of the Bushveld Vametco's Closure and Retrenchment Management Programmes

SLP Programme	2018	2019	2020	2021	2022	Total (2018 to 2022)
Closure and Retrenchment Management	R3 650 042	R4 015 047	R4 416 551	R4 858 206	R5 344 027	R22 283 874

6 Statement Of Undertaking

I _____ the undersigned and duly authorized thereto by Bushveld Vametco Holdings undertake to adhere to the information, requirements, commitments and conditions as set out in the SLP, and to communicate the SLP once it has been accepted by the DMRE to all relevant stakeholders and to further report on progress achieved on an annual basis to these stakeholders.

Signed at _____

On this _____ day of _____ 2019.

Signature of responsible person _____

Designation _____




ANNEXURE A: CAREER PROGRESSION PLAN CAREER PROGRESSION ENGINEERING HELPER TO ARTISAN

Position	Grading	Grade 4 to artisan level	Time frame and requirements	Mentor/Coach
		Artisan		<ul style="list-style-type: none"> Forman is coach
↑ Artisan	(C2)	<ul style="list-style-type: none"> Trade assessment section 28 (subject to MQA 7 step process) N2 x 4 subjects 	<ul style="list-style-type: none"> ± 6-8 months Formal evaluation report 	<ul style="list-style-type: none"> Master artisan is coach Trade training Centre
↑ Maintenance operator (artisan level)	(C1)	<ul style="list-style-type: none"> Practical training Preparation for section 28 trade assessment (subject to MQA 7 step process) N1 x 4 subjects 	<ul style="list-style-type: none"> Experience (3 years working in trade) Medical 	<ul style="list-style-type: none"> Artisan is coach Technical college Trade training Centre
		Grade 10		
↑ Maintenance operator (artisan level)	(B5)	<ul style="list-style-type: none"> Grade 10 technical college Practical training Theoretical training 	<ul style="list-style-type: none"> 1 year ± 6 months ± 4 months 	<ul style="list-style-type: none"> Technical college Trade training Centre
		Grade 9 (ABET 4)		
↑ Maintenance helper	NQF 1	<ul style="list-style-type: none"> ABET level 4 (8 learning areas) ABET level 3 ABET level 2 ABET level 1 Mother tongue 	<ul style="list-style-type: none"> Course hours ± 1920 plus additional for 8 learning areas ABET 4 	<ul style="list-style-type: none"> Facilitator of ABET is coach Supervisor is mentor Development officers are mentors Mine management are mentors
Maintenance helper	(A4)	Grade 4		<ul style="list-style-type: none"> Artisan is coach
Total timeframe from Grade 4 to artisan ± 5,5 years				

ANNEXURE B: ENGINEERING ARTISAN TO MANAGEMENT LEVEL

Position	Grading	Negotiation to management category artisan to manager engineering	Time frame and requirements	Mentor / Coach
		Manager engineering		
Manager engineering ↑	(E1)	<ul style="list-style-type: none"> • Practical experienced • Government Certificate of Competency (GCC) • Requirement for professional registration (ECSA) • Management qualification (MEM/MPM/MBA) 	± 5-6 years	Group manager engineering is coach
		Assistant manager engineering		
Assistant manager engineering ↑	(D4)	<ul style="list-style-type: none"> • Government Certificate of Competency (GCC) • Requirement for professional registration (ECSA) 	± 3 years	Discipline manager engineering is coach
		Maintenance engineering		
Maintenance engineering ↑	(D3)	<ul style="list-style-type: none"> • Application for engineering ticket (Government Certificate of Competency (GCC)) • Requirement for professional registration • Engineering qualification (BTech/BSc/BEng) in electrical or mechanical engineering 	• ± 3 years	• Manager engineering is coach
		Head maintenance		
Head maintenance ↑	(D2)	<ul style="list-style-type: none"> • National "N" diploma (12 subjects above 50%) • N6 	• ± 3 years	<ul style="list-style-type: none"> • Assistant resident engineer coach • Formal mentorship system exists
		Foreman		
Foreman ↑	(C5)	<ul style="list-style-type: none"> • N5 • N4 (Technical college)	• ± 2 years	Head maintenance is coach
		Artisan		
Artisan	(C2)	<ul style="list-style-type: none"> • N3 • N2 		Foreman master artisan is coach
Total timeframe from artisan to manager engineering is ± 10 years				

ANNEXURE C: ENGINEERING GENERAL WORKER TO ARTISAN

Position	Grading	General worker to artisan level	Time frame and requirements	Mentor / Coach
		Artisan		<ul style="list-style-type: none"> Forman is coach
Artisan 	(C-Lower)	<ul style="list-style-type: none"> Trade assessment section 28 (subject to MQA 7 step process) Registered learnership N2 x 4 subjects for single trades and N3 x 4 subjects for double trades such as millwrights (specified) 	<ul style="list-style-type: none"> ± 18 months through formal learnership Formal evaluation reports 	<ul style="list-style-type: none"> Master artisan is coach Trade training Centre
Maintenance operator (artisan level) 	(B-upper)	<ul style="list-style-type: none"> Practical training Preparation for section 28 trade assessment (subject to MQA 7 step process) N1 x 4 subjects (specified) 	<ul style="list-style-type: none"> Experience (4 years working in trade as helper) N1 x 4 subjects (comply to requirements) Psychometric evaluation	<ul style="list-style-type: none"> Artisan is coach Technical college / Trade training Centre
		Maintenance operator		
Maintenance operator 	(B-lower)	<ul style="list-style-type: none"> Grade 10 / N1 Practical training Theoretical training 	<ul style="list-style-type: none"> 3-5 years 	<ul style="list-style-type: none"> Technical college / Trade training Centre
		Maintenance helper / General worker		
Maintenance helper / General worker	(A-band)	<ul style="list-style-type: none"> NQF 1 / ABET 4 ABET level 4 (8 learning areas) ABET level 3 ABET level 2 ABET level 1 Mother tongue 	<ul style="list-style-type: none"> Course hours ± 1920 plus additional for 8 learning areas ABET 4 	<ul style="list-style-type: none"> Facilitator of ABET is coach Supervisor is mentor

Total timeframe from general worker / maintenance helper to artisan ± 5,5 years depending on the potential of the employee, availability of positions and the selection process.

ANNEXURE D: GENERAL WORKER TO MINER




Position	Grading	Grade 8 to pit worker level	Time frame and requirements	Mentor / Coach
		Pit worker / Miner		
Pit worker / Miner ↑	(C-lower)	<ul style="list-style-type: none"> Trade assessment section 28 N3 x 4 subjects in mining at Technicon. 	<ul style="list-style-type: none"> ± 3-5 years Formal evaluation report Diploma in mining Blasting certificate 	<ul style="list-style-type: none"> Foreman is coach
Operator Grade 1 ↑	(B-upper)	<ul style="list-style-type: none"> Theoretical training Practical training 	<ul style="list-style-type: none"> Must be P6 Experience and knowledge of pit. Evaluation 	<ul style="list-style-type: none"> Supervisor is coach
		Grade 10		
Operator Grade 2 and Grade 3 / Driver tractor ↑	(B-lower)	<ul style="list-style-type: none"> Grade 9 / ABET 4 Practical training Theoretical training 	<ul style="list-style-type: none"> 1 year ± 1 month ± 1 month 	<ul style="list-style-type: none"> Pit worker / Miner is coach
		Grade 9 (ABET 4)		
General worker / Drilling helper / Blaster assistant	(A-band)	<ul style="list-style-type: none"> ABET level 4 (8 learning areas) ABET level 3 ABET level 2 ABET level 1 Mother tongue 	<ul style="list-style-type: none"> Course hours ± 1920 plus additional for 8 learning areas ABET 4 	<ul style="list-style-type: none"> Facilitator of ABET is coach Supervisor is mentor
<p>Total timeframe from A-band to pit worker / miner is ± 5 years for high potential candidates depending on availability of positions and selection processes.</p>				

ANNEXURE E: MINER TO MANAGEMENT LEVEL

Position	Grading	Pit worker / Miner to manager mining	Time frame and requirements	Mentor / Coach
		Manager mining / Underground / Production manager		
Manager mining department ↑	(E-lower)	<ul style="list-style-type: none"> • Government ticket and / or • BSc engineering degree • Requirement for registration as professional engineer • Practical experience as pit superintendent 	<ul style="list-style-type: none"> • 8-12 years' experience applicable experience 	<ul style="list-style-type: none"> • Mine manager / General manager / Business unit manager
		Pit superintendent / Senior mining engineer		
Pit superintendent / Senior mining engineer ↑	(D-upper)	<ul style="list-style-type: none"> • Government ticket and / or • BSc engineering degree • Requirement for registration as professional engineer • Practical experience 	<ul style="list-style-type: none"> • ± 5-6 years previous experience of the mine 	<ul style="list-style-type: none"> • Manager mining is coach
		Head production / Mine overseer		
Head production / Mining engineer ↑	(D-lower)	<ul style="list-style-type: none"> • Mine overseers' certificate • Grade 12 	<ul style="list-style-type: none"> • ± 3 years 	<ul style="list-style-type: none"> • Assistant resident engineer coach • Formal mentorship system exist
		Foreman / Shift boss		
Foreman ↑	(C-upper)	<ul style="list-style-type: none"> • Blasting certificate • Grade 12 / Mining diploma 	<ul style="list-style-type: none"> • ± 2 years 	<ul style="list-style-type: none"> • Head maintenance is coach
		Pit worker / Miner		
Pit worker / Miner	(C-lower)	<ul style="list-style-type: none"> • N2 	<ul style="list-style-type: none"> • 2 years 	<ul style="list-style-type: none"> • Foreman / Miner is coach

Total timeframe from pit worker / miner to manager mining is ± 10 years for high potential candidates. Employees will be promoted when positions are available, and the employee is successful as applicant for the position.

ANNEXURE F: GENERAL WORKER TO SENIOR PROCESS CONTROLLER

Position	Grading	General Worker to Senior Process Controller level	Time frame and requirements	Mentor / Coach
		Senior process controller		
Senior process controller 	(C-middle band)	<ul style="list-style-type: none"> • Skills programme as learner completed • N3 / Grade 12 with mathematics and science • Psychometric evaluation 	<ul style="list-style-type: none"> • ± 3-5 years • Formal evaluation report 	<ul style="list-style-type: none"> • Foreman is coach
Process controller  Process operator	(C-lower) (B-middle band)	<ul style="list-style-type: none"> • Skills programme as learner completed • N3 / Grade 12 with mathematics and science • Psychometric evaluation • N1 / Grade 9 / ABET 4 	<ul style="list-style-type: none"> • Minimum 18 months training as learner. • 12-24 months 	<ul style="list-style-type: none"> • Foreman is mentor • Process controller is coach
		General worker		
General worker 	(A Band)	<ul style="list-style-type: none"> • NQF level 1 / Grade 9 • ABET level 4 (8 learning areas) • ABET level 3 • ABET level 2 • ABET level 1 • Mother tongue 	<ul style="list-style-type: none"> • Course hours ± 1,920 plus additional for 8 learning areas ABET 4 	<ul style="list-style-type: none"> • Facilitator of ABET is coach • Supervisor is mentor
		Plant skills programme		
Learner (Not employee of Bushveld)		<ul style="list-style-type: none"> • N3 / Grade 12 with mathematics and science • Psychometric Tests 	<ul style="list-style-type: none"> • No experience required 	<ul style="list-style-type: none"> • Senior training officer (plant) • Foreman
Total timeframe from general worker to senior process controller is ± 6 years for candidates with high potential depending on the availability of positions and selection of candidates for specific positions				

ANNEXURE G: SENIOR PROCESS CONTROLLER TO MANAGER PLANT

Position	Grading	Senior process controller to manager plant	Time frame and requirements	Mentor / Coach
		Manager plant		
Manager plant ↑	(E-lower)	<ul style="list-style-type: none"> • BSc degree – metallurgy / chemical • BTech degree 	<ul style="list-style-type: none"> • 8 -10 years • experience 	<ul style="list-style-type: none"> • General manager is the mentor
Chief engineer process development	(E-lower)	<ul style="list-style-type: none"> • BSc degree – metallurgy / chemical • BTech degree 	<ul style="list-style-type: none"> • 8 years • experience 	<ul style="list-style-type: none"> • Manager plant is the mentor / coach
Senior engineer / Plant superintendent ↑	(D-upper)	<ul style="list-style-type: none"> • BSc degree – metallurgy / chemical • BTech degree 	<ul style="list-style-type: none"> • Applicable experience as head • 8 years 	<ul style="list-style-type: none"> • Manager plant is the mentor / coach
		Head production		
Head production / Head laboratory ↑	(D-lower)	<ul style="list-style-type: none"> • National “N” diploma • N4 • Advanced coal preparation • Skills programme as learner completed 	<ul style="list-style-type: none"> • ± 6-8 years 	<ul style="list-style-type: none"> • Superintendent is coach
		Foreman		
Foreman ↑	(C-upper)	<ul style="list-style-type: none"> • N4 skills programme as learner completed • N3 / Grade 12 with mathematics and science • Basic management programme • First line management programme • Coal preparation 	<ul style="list-style-type: none"> • ± 6 years 	<ul style="list-style-type: none"> • Head production is coach
		Senior Process Controller		
Senior process controller	(C-middle band)	<ul style="list-style-type: none"> • Skills programme as learner completed • N3 / Grade 12 with mathematics and science • Psychometric evaluation 	<ul style="list-style-type: none"> • 3-5 years 	<ul style="list-style-type: none"> • Foreman master artisan is coach
<p>Total timeframe from senior process controller to plant manager is ± 10 years if employee has potential to be developed and positions are available.</p>				

ANNEXURE H: CLEANER TO GENERAL WORKER/GENERAL WORKER TO ACCOUNTANT/PRACTITIONER/BUYER

Position	Grading	Cleaner to accountant / Practitioner / Buyer level	Time frame and requirements	Mentor / Coach
		HR practitioner / Buyer / Accountant		
HR practitioner ↑	(C-middle band)	<ul style="list-style-type: none"> • Grade 12 N3 technical college • Practical training • Theoretical training • Microsoft qualification • Diploma / Certificate 	<ul style="list-style-type: none"> • Experience (3-4 years applicable) 	<ul style="list-style-type: none"> • Supervisor is coach
		Clerk / Administrative assistant / Bookkeeper		
Clerk / Administrative assistant / Bookkeeper ↑	(B-upper)	<ul style="list-style-type: none"> • Grade 12 N3 technical college • Practical training • Theoretical training • Microsoft qualification 	<ul style="list-style-type: none"> • 1 year • ± 6 months • ± 4 months 	<ul style="list-style-type: none"> • Technical college • Supervisor
		Cleaner / General worker		
Cleaner / General worker ↑	(A-band)	<ul style="list-style-type: none"> • NQF 1 / Grade 9 • ABET level 4 (8 learning areas) • ABET level 3 • ABET level 2 • ABET level 1 • Mother Tongue 	<ul style="list-style-type: none"> • Course hours ± 1920 plus additional for 8 learning areas ABET 4 	<ul style="list-style-type: none"> • Facilitator of ABET is coach • Supervisor is mentor
<p>Total timeframe from general worker / cleaner to practitioner / buyer level depending on the potential of the employee, positions available and the selection of candidates for the position when more than one applied.</p>				

ANNEXURE I: PRACTITIONER TO DEPARTMENTAL MANAGER

Position	Grading	Practitioner to department manager	Time frame and requirements	Mentor / Coach
		Departmental manager		
Departmental manager ↑	(E-lower)	<ul style="list-style-type: none"> • Applicable BA / BCom degree • BTech degree • First line management programme • Middle management programme • Application for (government ticket) 	<ul style="list-style-type: none"> • ± 8-10 years' relevant experience 	<ul style="list-style-type: none"> • General manager is coach and mentor
Senior business partner/ Senior accountant ↑	(D-upper)	<ul style="list-style-type: none"> • Applicable BA / BCom degree • BTech degree • First line management programme • Middle management programme 	<ul style="list-style-type: none"> • ± 5-8 years' experience. • Trained as graduate in training in the specific field of expertise 	<ul style="list-style-type: none"> • Departmental manager
		Head of section / HR consultant / accountant		
Head of section / HR business partner / Accountant ↑	(D-lower)	<ul style="list-style-type: none"> • Applicable BA / BCom degree • BTech degree • First line management programme 	<ul style="list-style-type: none"> • ± 2-5 years' experience • Trained as graduate in training 	<ul style="list-style-type: none"> • Manager organizational performance • Supervisor
		Senior buyer / Senior training officer / Subject expert		
Senior buyer / Senior training officer	(C-upper)	<ul style="list-style-type: none"> • Applicable diploma / certificate • Basic management programme 	<ul style="list-style-type: none"> • ± 4 years 	<ul style="list-style-type: none"> • Consultant / Supervisor is coach
		HR Practitioner / Buyer / Accountant		
HR practitioner ↑	(C-middle band)	<ul style="list-style-type: none"> • Grade 12 N3 technical college • Practical training • Theoretical training • Microsoft qualification • Diploma / certificate 	<ul style="list-style-type: none"> • Experience (3-4 years applicable) 	<ul style="list-style-type: none"> • Supervisor is coach.

Total timeframe from practitioner to department manager is ± 8-10 years depending on the potential of the employee, positions available and the selection of candidates for the position when more than one applied.

ANNEXURE J: ATTENDANCE REGISTER PUBLIC PARTICIPATION

Local Municipality of Madibeng		
Councillor C Seabi		
WARD COUNCILLOR		
WARD 20		
P O Box 266 Mothotlung 0268		Cell: 078 880 0012

05 July 2018

CONFIRMATION OF PROJECTS PROPOSED BY WARD 20

As a councillor of ward 20 I confirm that these are prioritized programs by our community that we want Bushveld Vametco to assist us with:

1. Sports complex entailing sports grounds, grandstands and ablution block, under social services in the IDP
2. Regravelling and paving of internal roads which falls under Roads and Storm water in the IDP

Hoping our projects can be speedily implemented to assist our community

Yours in governance



Councillor C SEABI

Local Municipality of Madibeng

Councillor M W Motlhasedi

WARD COUNCILLOR

WARD 21

2895 Ext 2

Mothotlung

0268



Cell: 076 597 7647

26 July 2018

Bushveld Vametco

P.O.Box 595

Brits

Dear Sir / Madam

CONFIRMATION OF PROPOSED PROJECTS FROM IDP BY WARD 21

The above mentioned councillor and SLP & Stakeholder manager have met and confirmed that the below mentioned projects are prioritized and should be included in the Social & Labour Plan.

Roads and Stormwater

High mast light

Yours service delivery

CLR M.W MOTLHASEDI

(WARD COUNCILLOR)

1. MINUTES OF ENGAGEMENTS

Local Municipality of Madibeng		
Councillor C Seabi		
WARD COUNCILLOR		
WARD 20		
P O Box 266		Cell: 078 880 0012
Mothotlung		
0268		

19 February 2019

COMMUNITY MEETING MINUTES

AGENDA

1) Opening & Welcome

- Cllr Seabi welcomed the community members and introduced Mr Papi Ratele from the mayor office and Mr Russell Mosime from Thari Transport Forum

2) Apologies

- MMC Nthangeni will arrive late

3) Review of Prioritized Ward Needs and Project

- (1) Mr Mashigo Questioned the councillor that before they can further engage about other priorities he must explain what happened to the promised sports arena by Vametco.

4) The councillor explained that they had an engagement with the management of Bushveld Evraz regarding the proposed plan to build a sports arena. All stakeholders have been consulted which include the following :

- 5) Local Schools (Mothotlung High School, Katakane Primary, Mohajane Primary and Mokwena Primary School) which comprises of roughly 4 253 learners in total.

- 6) All Principals of the above mentioned schools agree that the building of the sports arena which include athletics tracks would be to the benefit to all of the learners.
- 7) All the sports clubs around ward 20 / 21 / 35 / 19 welcome the proposed sports arena.
- 8) Councillor also explained that Evras Vametco management have agreed pending the approval from the DMR.

9) Roads & Storm Water:

- i) Tarring or paving main internal roads
- ii) Maintenance of existing tar roads
- iii) Proper storm water drainage water network
- iv) Street names
- v) Upgrading of internal roads
- vi) Side walks
- v) Speed humps have been prioritized

10) Water & Sanitation

- a. Upgrading of cemetery, ablution block & fencing
- b. New water & Sanitation
- c. Additional Reservoir

11) Land & Housing

- a. Land (Agricultural, Industrial SMME's and Settlement with the infrastructure)
- b. Title Deeds
- c. Property development site
- d. RDP stands properly serviced to infrastructure (2500) RDP Houses
 - i. The community wants to be notified when is the registration of RDP houses because some lost their houses back then even when they had numbers. They want assessment of allocation of RDP

- ii. Mme Khureshi request for an extension of her old RDP house she has the material

12) Electricity

- a. Street lights
- b. Additional High must lights
- c. Maintenance of high must lights and streets
- d. Solar geysers
- e. Uplifting of crossing electric cables network
- f. Electric network upgrading

13) Social Services

- a. Cement palisade fence at cemetery
- b. Paving of internal roads at cemeteries
- c. Police Station
- d. Old Age Home
- e. Multipurpose Sports complex
- f. Development of Parks and maintenance
- g. Clinic operational 24hours and additional staff viii) Shopping complex
- h. Youth centre

14) LED

- a. Skills development and Job creation
- b. SMME's development
Some elderly women were not allowed farm at Agrico they need help with the problem

15) Thari Bus Service

- i) The youth made a strike that affected a lot people in the community and one student in the community couldn't write the exam because there were no buses available

- ii) If the people continue to strike the company will start to make plans on moving the depot to other places
- iii) The demands are employment, poverty alleviation & skills development based on code 14. The company refused all the demands
- iv) The passengers were dropped off at the crocodile mine to pass at the bridge which is a high risk
- v) The youth apologised to the community and Thari representative
- vi) On Monday there will be a meeting with Thari representative and Cllr Seabi will mediate between the managers and youth representative and the bus will go on as usual
- vii) Thari bought the land that they occupy it's not easy for them to move away but the trouble is that when the new contractors come they might not want to use the land
- viii) They will also ask about the commuters tickets and they will request for management to participate in community meetings at least twice a year

16) Announcements

- a) The next community meeting will be held on the 26 of March 2018

17) Closure

- a. The meeting was closed with a prayer.



PROGRAMME FOR INAUGURAL MINING FORUM

DATE : 15TH FEBRUARY 2018

VENUE : HARTEBESPOORTDAM - CABLEWAY

- 1. WELCOME ADDRESS : MMC EDTA - DS MAIMANE**
- 2. ACKNOWLEDGEMENT OF ATTENDANCE**
- 3. STATUS CORE PRESENTATION ON SLP : DIRECTOR: EDTA - STN MNISI**
 - **SLP STATUS QUO REPORT**
 - **STR URBAN DESIGN**
- 4. CONSOLIDATION/AFFIRMATION OF SOCIAL PARTNERSHIP : EXECUTIVE MAYOR- HON CLR J. MOTHIBE**
- 5. RESPONSES**
 - **DMR-REGIONAL MANAGER**
 - **MINING HOUSES REPRESENTATIVES**
- 6. ANNOUNCEMENTS**
- 7. CLOSING REMARKS**



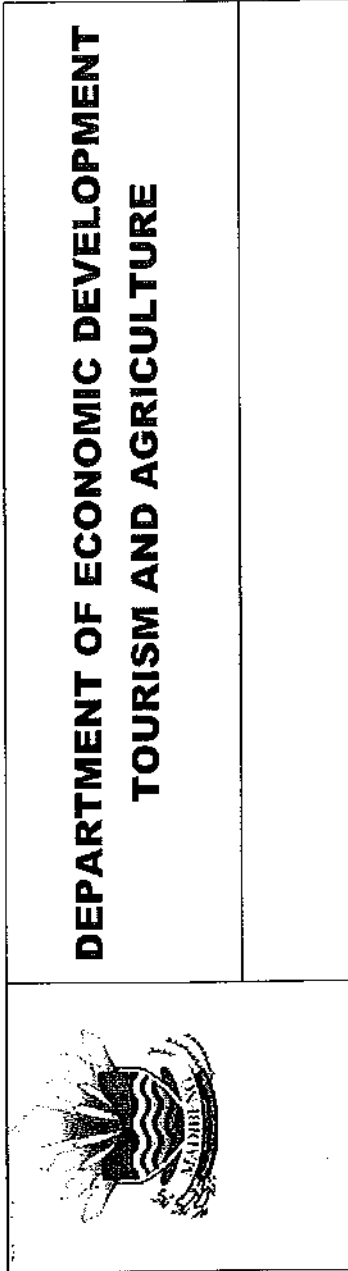
**DEPARTMENT OF ECONOMIC DEVELOPMENT
TOURISM AND AGRICULTURE**

ACTION LIST - MINING FORUM HELD 3RD MAY 2018

ITEM(s)	RESOLUTION(s)	ACTION BY WHEN	BY WHOM	STATUS QUO/PROGRESS
1.STR and IDP	That the two documents(IDP and STR Implementing Plan) are both development strategic plans for the municipality That both plans must be implemented concurrently. Mining houses without both strategic documents will access them through	Ongoing	Municipality/EDTA	Informed continuous engagements with companies informed by IDP and STR IP. Standing resolution of Mining Forum. Secretariat activated to respond to all requests

	EDTA. Companies should indicate need for documents.				
	Continuous engagements between EDTA and mining houses to finalise alignment of SLP to IDP.	Ongoing	EDTA and Mining houses	Continuous work and to date we engaged Lonmin,Sogima,Norplats,PPC	
	All Councillors to be invited to a briefing update meeting on STR project		MMC and Speaker Director	Work in progress. Date to be set with Speaker of Council.	
	SLP's are to be synergised for mining houses operating within common area(s)		EDTA and Mining Houses	Joint meeting held with Lonmin,Sogima and Samancor	
	A detailed report on status of SLP's to be tabled at forum meeting.	Next SLP	EDTA	Part of the report presented at 3 rd May 2018 Mining Forum.	
2.Outstanding matters with Granite /Quarries	Convene meeting with all granite mines to discuss and finalise consolidated SLP contribution.	ASAP	EDTA, DMR and Granite mines	Engaged DMR on the matter and await commitment on date.	

	Invite communities and Councillors adjacent to Granite operations to an engagement meeting		EDTA,DMR,Councillors	Await confirmation of availability from DMR
3.Mining Forum Terms of Reference	Mining Forum Terms of reference are to be circulated for purposes of editing.	Before next meeting	EDTA	Distributed 6 th June 2018
4.Human Relations and mining communities	Given the need to normalise relations and clarify roles within and among mining houses and Traditional Councils, there is a need to convene all parties in order to address matters of relations.	ASAP	Municipality(EDTA) DMR	To finalise date after proper consultation with Executive Mayor
5.DMR engagement with Municipality	Bi-lateral engagement to be held as soon as possible to address outstanding matters.	ASAP	EDTA and DMR	Continuous Meeting held 4 th June 2018



**DEPARTMENT OF ECONOMIC DEVELOPMENT
TOURISM AND AGRICULTURE**

ACTION LIST - MINING FORUM HELD 14 JUNE 2018

ITEM(s)	RESOLUTION(s)	ACTION BY WHEN	BY WHOM	PROGRESS
1.SEDA PRESENTATION	<ul style="list-style-type: none"> • SEDA will formalise its partnership with Madibeng (LED) to provide support and development to SMME's. • SEDA through DFI's is committed to support Madibeng STR (Urban Regeneration) through progressive partnership. • The relationship between SEDA and DMR should be channelled 	Ongoing	MLM SEDA DMR	Follow-up meeting to be arranged

SLP-IDP STATUS QUO	<p>towards assistance to develop and support SMME's.</p> <ul style="list-style-type: none"> • Consultation and confirmation on SLP and IDP are central responsibility by all mining houses. • The municipality remains the authority that ensures compliance and consistency with regards to SLP- IDP implementation. • That the report on state of SLP-IDP presented was aimed to trigger intensive discussions on SLP's. • The resolution by mining forum on SLP collaboration to avoid duplication remains relevant for continuous implementation. • Mining houses are urged to adopt STR projects as presented in the STR implementation plan. 	Before next Mining Forum	Municipality/ EDTA DMR	<p>Consolidation cluster program in place and implemented.</p> <p>Confirmed IDP documents for all wards(communities) have been distributed to all mining houses</p> <p>SLP status awaited from DMR and to be presented at next Mining Forum</p>
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	<ul style="list-style-type: none"> • DMR will avail a comprehensive and detailed report on status of mining SLP's to assess outstanding funds therein. • All mining houses without exception must consult with the municipality with regards to SLP's before submission for approval by DMR. • Section 102 (amendment of SLP) must be done with the municipality before it could be considered by DMR. 	Ongoing	EDTA DMR ALL MINING HOUSES	Meetings with Mining Houses held regularly
FOLLOW-UP BRIEFING- DMR	<ul style="list-style-type: none"> • Mining Houses need to embrace the fact that SLP's are meant for the improvement of socio-economic development for communities contributing towards creation of sustainable jobs and development. 			

	<ul style="list-style-type: none"> • Mining houses must respect mining forum meetings-attend and be on time. • DMR in partnership with LED and Mining Houses will convene “Sustainable Economic Investor Summit” with the intent to introduce economic opportunities for the municipality. • The municipality through LED need to commission rezoning of mining areas to verify if opportunities have not been missed as a result of erroneous zoning. 			
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**MADIBENG LOCAL MUNICIPALITY OF MADIBENG:
ATTENDANCE REGISTER**



**INAUGURAL MINING FORUM @ 10:00 HARTEBEEESPOORTDAM - CABLEWAY
DATE: 15 FEBRUARY 2018**

NAME & SURNAME	DESIGNATION	CONTACT NO.	SIGNATURE	EMAIL ADDRESS
1. D.S. Platane	MWC ESTA	0733490633	<i>[Signature]</i>	
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				

[Handwritten signature]

LOCAL MUNICIPALITY OF MADIBFNG:
ATTENDANCE REGISTER



INAUGURAL MINING FORUM @ 10:00 HARTEBESPOORTDAM - CABLEWAY
DATE: 15 FEBRUARY 2018

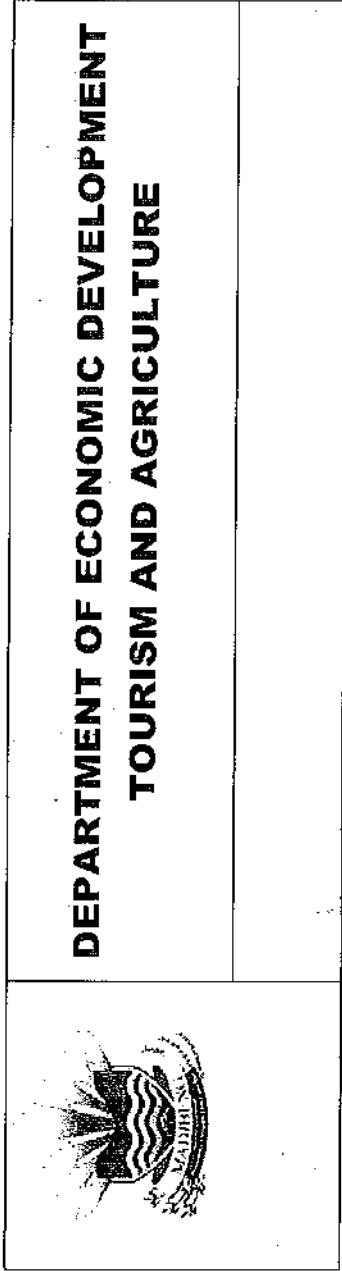
NAME & SURNAME	DESIGNATION	CONTACT NO.	SIGNATURE	EMAIL ADDRESS
1. SC Solomon	Plant Manager	012 377 7312	<i>[Signature]</i>	SSolomon@ppc.co.za.
2. D. N. N. N. N. N.	HR MANAGER	012 377 7314	<i>[Signature]</i>	duemundzi.vandi@ppc.co.za
3. Marti De Agreia	HR Officer	012 377 7314	<i>[Signature]</i>	mdeagreia@ppc.co.za.
4. MC Mlapolosa	HR Manager	012 381 1800	<i>[Signature]</i>	chlopin@ppc.co.za.
5.				
6.				
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10.				

**METSHIPOORTDAM LOCAL MUNICIPALITY OF MADIBENG'S
ATTENDANCE REGISTER**



**INAUGURAL MINING FORUM @ 10:00 HARTEBEEESPOORTDAM - CABLEWAY
DATE: 15 FEBRUARY 2018**

NAME & SURNAME	DESIGNATION	CONTACT NO.	SIGNATURE	EMAIL ADDRESS
1. Somo Mofusho	Env. Mgr	012-31809110	[Signature]	jsomo@mmomog.co.za
2. Bathapi Sethaeb	Stakeholder	082-3550799	[Signature]	baipha@sethaeb.com
3. Kealeboga Senonono	Stakeholder	083-3539274	[Signature]	ksenonono@bathveld.com
4. Jacobs Peter	Stakeholder	012-318-3378	[Signature]	jacobs.peter@netshiphone.co.za
5. Constance Metshiphone	Group stakeholder	082-5016450	[Signature]	constance.netshiphone@netshiphone.co.za
6. Michael Maseko	Comm	072-3455532	[Signature]	mmaseko@sigmail.com
7. Moleka Thobelane	Transformation	082-5937210	[Signature]	moleka.thobelane@samancor.com
8. Ellan Kwele	DMR	082-4874300	[Signature]	ellankwele@dmr.gov.za
9. Thozama Basi	DMR	018-4874300	[Signature]	thozama.basi@dmr.gov.za
10.				



ACTION LIST - MINING FORUM HELD 3RD MAY 2018

ITEM(s)	RESOLUTION(s)	ACTION BY WHEN	BY WHOM	STATUS QUO/PROGRESS
1. STR and IDP	That the two documents (IDP and STR Implementing Plan) are both development strategic plans for the municipality	Ongoing	Municipality/EDTA	Informed continuous engagements with companies informed by IDP and STR IP.
	That both plans must be implemented concurrently.	Ongoing	Municipality/EDTA And All Partners	Standing resolution of Mining Forum.
	Mining houses without both strategic documents will access them through	Ongoing	EDTA	Secretariat activated to respond to all requests

	EDTA. Companies should indicate need for documents.				
	Continuous engagements between EDTA and mining houses to finalise alignment of SLP to IDP.	Ongoing	EDTA and Mining houses	Continuous work and to date we engaged Lonmin, Sogima, Norplats, PPC	
	All Councillors to be invited to a briefing update meeting on STR project		MMC and Speaker Director	Work in progress. Date to be set with Speaker of Council.	
	SLP's are to be synergised for mining houses operating within common area(s)		EDTA and Mining Houses	Joint meeting held with Lonmin, Sogima and Samancor	
	A detailed report on status of SLP's to be tabled at forum meeting.	Next SLP	EDTA	Part of the report presented at 3 rd May 2018 Mining Forum.	
2. Outstanding matters with Granite /Quarries	Convene meeting with all granite mines to discuss and finalise consolidated SLP contribution.	ASAP	EDTA, DMR and Granite mines	Engaged DMR on the matter and await commitment on date.	

	Invite communities and Councillors adjacent to Granite operations to an engagement meeting		EDTA,DMR,Councillors	Await confirmation of availability from DMR
3.Mining Forum Terms of Reference	Mining Forum Terms of reference are to be circulated for purposes of editing.	Before next meeting	EDTA	Distributed 6 th June 2018
4.Human Relations and mining communities	Given the need to normalise relations and clarify roles within and among mining houses and Traditional Councils, there is a need to convene all parties in order to address matters of relations.	ASAP	Municipality(EDTA) DMR	To finalise date after proper consultation with Executive Mayor
5.DMR engagement with Municipality	Bi-lateral engagement to be held as soon as possible to address outstanding matters.	ASAP	EDTA and DMR	Continuous Meeting held 4 th June 2018

Meeting attended on the 26th September 2017 @ 12H30.
Madibeng Municipality - Business Support Centre.



Madibeng Local Municipality

PO Box 106
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0250
Tel: 012 318 9100
Fax: 012 318 9203
e-mail:
registry@madibeng.gov.za

Reference	10/1/1
Contact Person	Given Motoma

Civic Centre
53 Van Velden Street
BRITS

23 August 2017

TO : ALL MINING HOUSE IN MADIBENG MUNICIPALITY
ATT : GENERAL MANAGER
SOCIAL LABOUR PLAN SPECIALISTS

FROM : SOLINDA MNISI
DIRECTOR ECONOMIC DEVELOPMENT, TOURISM AND
AGRICULTURE

RE : MINING FORUM AND RELATED OBLIGATIONS

This communicate serves to highlight to our mining houses matters that relates to our individual-collective responsibilities as imposed by the Mining Charter. Also raise challenges related to the functionality of the Mining Forum- as coordinating structure for collective assessment towards implementation of our legal- socio-economic responsibilities towards our communities (mining).

It is an open secret that the Madibeng Mining Forum, has not been optimally functional for some time, and last well attended meeting was on 24 March 2017 at Bapo-Ba Mogale Royal Palace (attached attendance register), which was followed by the visit of the Mining Portfolio Committee on 28-30 March 2017.

Accordingly, the Mining Forum has not been able to meet for the past 146 days (one-hundred forty six) despite 8 attempts made to have the meeting to sit.


Hopefully, the above situation cannot be left to continue unattended lest we abdicate our responsibilities.

On the basis of the above, the following mitigating measures are put forward:

- o That we (Madibeng) meet individual with mining houses to attend to specific matters (SLP).
- o That each mining house confirm calendar date put forward in the attached calendar meeting schedule.
- o That relevant officials with authority are delegated to attend such meetings.
- o That the mining forum continues with its principled bi-monthly meetings as stipulated by the MOU's.

The above is intended to resuscitate the mining forum and allowing the facilitation and implementation of our collective obligations.

Regards



SOLINDA MNISI

DIRECTOR ECONOMIC DEVELOPMENT and TOURISM

CALENDER MEETING SCHEDULE

NO.	MINING HOUSE	DATES
1	BUSHVELD/VAMETCO MINE	06-Sep-17
2	SAMANCOR MINE	07-Sep-17
3	PPC	18-Sep-17
4	HERNIC FERROCHROME MINE	20-Sep-17
5	EASTPLATS/BARPLATS MINE	26-Sep-17
6	GLENCORE MINE	28-Sep-17
7	KALI GRANITE	02-Oct-17
8	LONMIN MINE	04-Oct-17
9	LEKA MINE WEST	09-Oct-17
10	AFICAN NATIONAL GRANITE	11-Oct-17
11	KUDU GRANITE	17-Oct-17
12	SLAP GRANITE	19-Oct-17
13	ROLFES SILICA	23-Oct-17
14	BUSHVELD/VAMETCO MINE	27-Oct-17
15	SAMANCOR MINE	02-Nov-17
16	PPC	10-Nov-17
17	HERNIC FERROCHROME MINE	14-Nov-17
18	EASTPLATS/BARPLATS MINE	16-Nov-17
19	GLENCORE MINE	20-Nov-17
20	KALI GRANITE	29-Nov-17

**LOCAL MUNICIPALITY OF MADIBENG:
ATTENDANCE REGISTER**



MEETING WITH BUSHVELD VAMETCO ALLOYS MINE @ 12:00 LBSC BOARDROOM
DATE: 26 SEPTEMBER 2017

NAME & SURNAME	DESIGNATION	CONTACT NO.	SIGNATURE	EMAIL ADDRESS
1. Koobloga Senenud	Sup & Sr. Bushveld Vamets	082 7099959		Ksenenud@bushveldvamets.co.za
2. SOLINDA MIBI	DIRECTOR EDTA	012 438 9680		solindamibi@madibeng.gov.za
3. M. MIBI	SEC	072 315 8532		MIBI@madibeng.gov.za
4. J.B. SMU		073 262 5351		bsmu@madibeng.gov.za
5.				
6.				
7.				
8.				



MEETING ATTENDANCE REGISTER

Reference Number	Frm-HRV/0033
Implementation Date	2 November 2016
Revision / Amendment Number	1.00
Revision / Amendment Date	08 May 2017

Meeting : MUM LED Director & BVA SR&E
 Date : 30 January 2018
 Venue : Dismore Vametro

No.	Surname	Name	Position / Stakeholder	e-mail address	Contact No.	Signature
1.	Mlisi	SOLINDA	DIR. LED MATHIBEOS C	collymlisi@mathibengqa.co.za	072438 9680	
2.	Semauo	Kekelaga	SRP SEM MATHIBEOS C	ksmauao@bushveldvametro.co.za	0823099959	
3.						
4.						
5.						
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MEETING: WARD 35 WARD COUNCILLOR & COMMUNITY REPRESENTATIVES

Date: 07 February 2019

Time: 10H30

Present: See attached attendance register

Meeting was held on the 07th February 2019. The purpose of the meeting was to introduce Dr M Makgae and Dr Mphephuto stakeholders. Dr Makgae explained to the Ward Councillor and representatives from community that CEO Bushveld Mineral have dedicated or appointed them to:

- Support the team to improve on stakeholder engagement and management
- Issues must be directed to the team
- Move their focus from SLP and focus on community development broadly, SLP is very small, lets look at the bigger picture, and
- be the spokesperson of Bushveld Vametco to condense the attempts to shut down the mine, market the company
- our commitment is to work with all stakeholders
- To have the understanding that the mine cannot employ everybody
- Everybody wont benefit from procurement
- Lets look at entreprise development as they create jobs
- If there are jobs, let everybody benefit equally
- How do we deal with expectation as they existing
- Acquire skills that are not only for the mines but for other industries

Dr Makgae insisted that Bushveld Vametco and the Communities must work as partners

INTRODUCTION OF ATTENDANTS

No.	NAME & SURNAME	COMMENTS	COMMUNITY REPRESENTATIVE
1	Sarah	Need to know details around SLP	X switch

2.	Lesego		X switch
3.	Tsona		X Thetele
4.	Simon Mathobela		Switch
5	Nomsa Maqakamba	<ul style="list-style-type: none"> - Ward 35 comprise of Thetele, Switch, Rabokala, Rankotea, Ntswapijlong & Kgalalatsane - There is Traditional Leadership in his war - There are also head man and mentioned Kgosana Mshye as one of them 	WARD 35 WARD CNCLLR
	Ward Councilior & Community Representatives	<ul style="list-style-type: none"> - Needed to know if they are included in the SLP - They don't get Bursary & Learnership advertisements - Portable skills they are included - Employment, people from other wards attend medicals but non from her ward - Procurement – there are business opportunities and they are not considered, requested to be considered also - They have sports ground which they often request the mine to assist with cleaning, will the mine assist to upgrade their football and netball grounds - Requested that they be assisted with parking at the cemetery - Fencing off of the cemetery which BVA has rejected - Assist the with lights, street light/ high mast light - For Rabokala and Oskraal can they be assisted with Jojo tanks - Dust from the tailings need to be attended to urgently 	
	Dr Makgae	<ul style="list-style-type: none"> - Asked all on how they are going to assist the mine to develop our communities - They must go back and think about projects that will assist in eradicating poverty - Also requested that they must shift their focus from SLP as it is very minute part of development 	

In closing, Councilior Maqakamba said that she brought them to the mine so that they can hear from us what she has been communicating with the mine in terms of the SLP as they seem to have not believed her.

End



Reference Number	Frm-HRV0033
Implementation Date	2 November 2016
Revision / Amendment Number	1.00
Revision / Amendment Date	08 May 2017

MEETING ATTENDANCE REGISTER

Meeting : WARD 35
 Date : 07 FEBRUARY 2019
 Venue : MCR BVA

No.	Surname	Name	Position / Stakeholder	e-mail address	Contact No.	Signature
1.	KHOSA	WESEGO	Community Member	khosatsz@gmail.com	026 708520	
2.	MAGAKAMBA	NOMSA	Ward Councilor	nomsa@magakamba@gmail.com	0728131317	
3.	Moye	Sarah	Ward Comm. member	olezilwe20@gmail.com	076 514 4843	
4.	Modau	Tsonah	Community Member		0827958520	
5.	MEIFH	Paulos	Community Member	slomw81ca688@gmail.com	0190155804	
6.	Simoa	Makobela	Community Member	ksennano@bushveldvametco.co.za	0797093829	
7.	Sennano	Kaleboga				
8.	Mphophu	Nodwelan'		frictick.mphophu@bushveldvametco.co.za	0825205949	
9.	MAKGAE	MOSIDI		makgae@gmail.com	0834877735	
10.	Mtiteni	Sam		smtiteni@bushveldvametco.co.za		

MEETING: WARD COUNCILLORS

Date: 28 February 2019

Time: 10H30

Present: Ward Councillors A Mokgoko 17, Maubane 18 & Seabi 20

Dr Makgae, Dr Mphephu, Sam Mtileni & Kealeboga Sennano

Apologies: Councillors Maqakamba 35, Motlhasedi 21 & Tsheko 19 (Attended Regional Council Meeting)

Meeting was held on the 28th February 2019. The purpose of the meeting was to the Ward Councillors of Ward 17, 18, & 19 as the mine has never engage with the before and they are within our 5 kilometre radius. Dr M Makgae and Dr F Mphephu introduced themselves.

Dr Makgae started by affirming that they are impacted and affected parties, Company and them have to build relationship on mutual trust and continued by requesting that they explain the ' burning issues that the Mine need to prioritise.

INTRODUCTION OF ATTENDANTS

No.	NAME & SURNAME	COMMENTS		
1	Cncllr Seabi, W20	Appreciated that the Company has strengthened the team operational level. He mentioned that he has been engaging the team here at the mine where some of the concerns were resolved and others not. He mentioned that his concern is that anyone who wants to come to the mine, do so, or have access. He raised a concern about the business people who are always coming to the mine and creating problems. Mentioned that those are the people who belonged to the Forum that was forced by the then Premier and that Forum has collapsed now they have disintegrate groups that are causing trouble. The structure/forum, VTSD, used to work with councillors but they no longer recognise councillors. After those fractures, there is no representation, and everyone represent him/herself. The two groups are going to different		

		<p>mines in the vicinity and are antagonising each other. Cncllr Seabi mentioned that poverty alleviation projects that the mine is doing has got huge gains for the community, it has a positive impact. They need grading of sports ground, road, fixing of potholes as the present one is not enough.</p> <p>He mentioned that when they ask for donations for their sports activities, there is always assistance from the mine.</p> <p>He mentioned that the sports arena that forms part of the New unapproved SLP 's implementation be expedited. The Board has approved it, informed by Management. This, once completed, will assist all schools in the Cluster, Sports development initiatives, issue of drugs by school kids will decrease, Athletes will be developed, .</p> <p>The place for the Arena has been identified and it is from the IDP. He mentioned the Lights need energising – no power connection Roads need to be fixed.</p>		
2.	Dr Makgae	Requested the Councillors to assist in names of villages in their wards		
3.	COUNCILLORS	<p>WARD 17:</p> <ul style="list-style-type: none"> - New Town, Mapetla, Polonia, Ramogodi, Mangopeng <p>Ward 18:</p> <ul style="list-style-type: none"> - Naledi, Mashiapere, Mmakau Central <p>Ward 19:</p> <ul style="list-style-type: none"> - Mmakau/ Moumong 		
4.	Cncllr Mokgokong	<p>Wishlist:</p> <ul style="list-style-type: none"> - Storm water Drainage which will cover Waeds 17, 18, 19 & 35 - Roads - Clearing of sports grounds (4 sports ground) 		
5.	Dr Makgae	<ul style="list-style-type: none"> - Requested that focus be shifted from SLP and come up with: sustainable poverty alleviation initiative, e.g. Farming, production ,manufacturing etc. - Education, lets target kids from Gr10 – 12, Maths & Science 		

		Wishlist: <ul style="list-style-type: none"> - Roads - Applo lights - Water - Sewerage –Pit Latrines - Assistance to get soil from the hill to regrade the road- have people to work 		
6.	Cncllr Maubane			
7.	Dr Makgae	Roads – Reasonable request it can be done Cncllr Mokgoko asked when they can bring a list of kids. Needs the Principal's endorsement		
8.	Cncllr Maubane	Business opportunities How do we see BVA procurement benefitting all the communities To Have a business Forum where Councilors are part Water – Have 9 boreholes but water salty. Dr Makgae said the water have to be tested		
9.	Cncllr Mokgoko	Unemployment Waste Heritage site Bursaries		

The next meeting was suggested to be on the 28th March 2019



Reference Number	Fm-HRV0033
Implementation Date	2 November 2016
Revision / Amendment Number	1.00
Revision / Amendment Date	08 May 2017

MEETING ATTENDANCE REGISTER

Meeting : WARD COUNCILLORS
 Date : 28 FEBRUARY 2019
 Venue : BUSHVELD VAMETCO: MCR

No.	Surname	Name	Position / Stakeholder	e-mail address	Contact No.	Signature
1.	Mabane	Barney	Wase 18 Cils Madibeng	Mosimebm@gmail.com	0723753994	
2.	Seah	Umy	Madibeng Wase 18 Cils	shmytoseah@gmail.com	075550712	
3.	Mokoko	Aurea	Wase 17 Cils Madibeng LCM	mekokoko@gmail.com	0722829057	
4.	MPHEPHU	NNDWELANI	Bushveld mbuswa	fredrick.mphphu@bushveldvametco.com	0825205794	
5.	Mtsheni	Sam	BUA	smtsheni@bushveldvametco.co.za	0824085295	
6.	MALGAE	Mosim	Bushveld	malgaem@gmail.com	0834877775	
7.	Sennano	Kealeboga	Bushveld Vameto	ksennano@bushveldvametco.co.za	0827099959	
8.						
9.						
10.						

Meeting held between Bushveld Vametco and the Rankotea, Interim Committee (KKK) on the 17th October 2017; Bushveld Vametco

Attendees:

See the attached attendance Register

Welcome:

Mr Mtileni welcomed the interim committee.

BACKGROUND

Bushveld Vametco was invited to a meeting held at Madibeng Local Municipality. Department of Mineral Resources, Krokodilkraal Interim Committee was also present. The meeting was chaired by the Regional Manager, North West.

Different issues were discussed including Social and Labour Plan. The approved SLP document shows that the LED/ Infrastructure project that is still outstanding is Protected Agri business project which was supposed to be implemented in Rankotea and Rabokala. The Committee stressed that the budget for the remaining projects must be spent. The Regional Manager gave an instruction that the company and the Committee must have a meeting where the SLP commitment and progress thereof can be discussed and come up with a way forward and that copy of the minutes be sent to DMR Klerksdorp, Regional Manager's attention.

During the meeting of the 17th October 2017, progress on commitments in the approved SLP was presented. The committee raised issues on what we have done for Mothotlung and have not done for them. But the company referred the committee to the approved SLP which was only focusing on Co – owners.

The committee raised issues of communication siting that there is no communication between them and the Company, and this leads to mistrust. Vametco built an Industrial place for Mothotlung/Mmakau and it is now demolished. Also a sports facility was done and it is now vandalised but nothing for Rankotea. The response was the two projects mentioned were implemented before the SLP and they don't form part of the SLP.

ITEMS RAISED

A request for assistance with Abet :

- Company assist with facilities and facilitator
- The Ramadikela School can be used for the Abet learners
- Revive the school by putting up sports facilities, Computer lab, etc
- Engage with the Department of Education and SGB.

The company asked how will the parents of the school kids who are attending schools outside Rankotea be convinced to bring back their kids to Ramadikela. This will be discussed with the community and feedback will be submitted to company. The advice was, cash must not be injected into this initiative before the school roll increase.

BUSHVELD
VAMETCO FININGS

MEETING ATTENDANCE REGISTER

Reference Number	Frm-HRV0033
Implementation Date	2 November 2016
Revision / Amendment Number	1.00
Revision / Amendment Date	08 May 2017

Meeting : RANKOTA FORTUNA COMMITTEE

Date : 17 October 2017

Venue : Bushveld Vanuatu (VCA)

No.	Surname	Name	Position / Stakeholder	e-mail address	Contact No.	Signature
1.	Maiese	Cecil	Krisnallikant		0735936196	
2.	M.D. Nyuato	Molise David	"		0736851244	
3.	TF unanavive	TENA GO	"	nkmanas@gnpsic.com	073700700	
4.	Matefe Hetege	Matege				
5.	Molajone	Moneke	"	molajonest@07662228761		
6.	MOTSEPE	THATI	"	emolobeged@dmu.kulpsa.com	053804004	
7.	Mokgetuna	Matefe Athem	Kristhaldread	matefe@matkege.com	0726086882	
8.				matkege@matkege.com		
9.	Mtikin	Saru	Bushveld Vanuatu	smtikini@bushveld.com	0824485295	
10.	Isabelle Muelet	Isabella h.	Korobal Koral	vameto.com.vu imuellet@qpsu.com	0768554113	

11. K. Senauo Kaleboga Badoch Muelet Kauruwa@kubmfi.com 0824099959



Madibeng Local Municipality

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.za

Reference	14/20/R
Contact Person	STN MNISI

Civic Centre
53 Van Velden Street
BRITS

29 NOVEMBER 2019

Department of Mineral Resources and Energy

The Regional Manager

Mr. Phumudzo

Mr. STN Mnisi

Re: **CONFIRMATION ON VAMETCO BUSHVELDT MINE SOCIAL AND LABOUR
PLAN ENGAGEMENT**

The matter has reference

The Madibeng Local Municipality through department Local Economic Development, has started engagements with Vametco Bushveldt mine since 2018 on their 2019-2023 Social and Labour Plan.

An engaged process involved confirmation of community needs from the municipal IDP, engagements with IDP and Planning including meeting councillors.

The process culminated in the following outcome:

No.	Name of Identified Project	Focus Area	Start Date	End Date	Location	Expected Financial Contribution				Expected No. of Beneficiaries		Expected No. of Jobs to be created
						2019 - 2020	2020 - 2021	2021 - 2022	2022 - 2023	Total Expected Contribution per project	Male	
1	High Mast Lights in 3 Wards(20, 21 & 35)	Rankotea, Switch - Thetele & Mothotlung	4 th Quarter 2019	3 rd Quarter 2022	Medibeng Local Municipality	1.5 m		3.2 m		4.7 m	Communities from Switch-Thetele, Rankotea & Mothotlung	TBC
2	Roads and Storm Water	Ward 21, Rankotea & Switch - Thetele	2 nd Quarter 2019--	4 th Quarter 2022	Medibeng Local Municipality	1.2 m		1.8 m		3.0 m	Communities from Switch-Thetele, Rankotea & Mothotlung	TBC
3	Sports Facility (Cluster 2)	Mothotlung Ward 20	3 rd Quarter 2019	4 th Quarter 2021	Medibeng Local Municipality	600 000		2.4 m		3.0 m	Communities from Switch-Thetele, Rankotea & Mothotlung	TBC
4	Clinic and Early learning centre in Rankotea	Rankotea	2 nd Quarter 2021	4 th Quarter 2022	Kroodilkraal farm, Madibeng	2.0 m		400 000		2.4 m	Rankotea Community	TBC
5	Sports Ground	Rankotea	3 rd Quarter 2020	2 nd Quarter 2022	Kroodilkraal farm, Madibeng	500 000				500 000	Rankotea community	TBC
6	50 Septic Tanks / Environloo for homesteads	Rankotea	3 rd Quarter 2021	3 rd Quarter 2022	Kroodilkraal farm, Madibeng			300 000		300 000	Rankotea	TBC
7	STR-Brits Town Regeneration (Widening	Brits				400 000				400 000	Madibeng Local Municipality	TBC

of Murray Avenue Road)								
	Total Expected Contribution all projects					14.3 m		

Over and above, Vametco Bushveldt consented to proposals advanced as implementation models adopted to ensure impact with their SLP commitments.

In this regard, the Vametco Bushveldt 2019-2023 is confirmed.

Yours faithfully



for MUNICIPAL MANAGER