

SOCIAL AND LABOUR PLAN
WITKOP FLOURSPAR MINING COMPANY
(PTY) LTD

KANAKIES GYPSUM MINE

PROSPECTING RIGHT NUMBER
NC 30/5/1/1/2/12013 PR

January 2019 to December 2023

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GLOSSARY OF TERMS

ABBREVIATION	MEANING
AET	Adult Basic Education and Training
BEE	Black Economic Empowerment
CPP	Career Progression Plans
DMR	Department of Mineral Resources
DoL	Department of Labour
EE	Employment Equity
FY	Financial Year
HDSAs	Historically Disadvantaged South Africans
HRD	Human Resources Development
HRDP	Human Resources Development Programme
IDPs	Integrated Development Plans
KPA	Key Performance Area
KPI	Key Performance Indicator
LED	Local Economic Development
MPRDA	Minerals and Petroleum Resources Development Act (no. 28, 2002)
MQA	Mining Qualifications Authority
NQF	National Qualifications Framework
RSA	Republic of South Africa
SDF	Skills Development Facilitator
SETA	Sector Education and Training Authority
SLP	Social and Labour Plan
SMMEs	Small, Medium and Micro Enterprises
WIM	Women in Mining
WSP	Workplace Skills Plan

1. Introduction and Preamble

1.1 Introduction

This Social and Labour Plan (SLP) for Kanakies Gypsum Mine 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 (MRPDA) 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; and
- Ensure that holders of mining rights contribute towards the socio-economic development of the areas in which they operate.

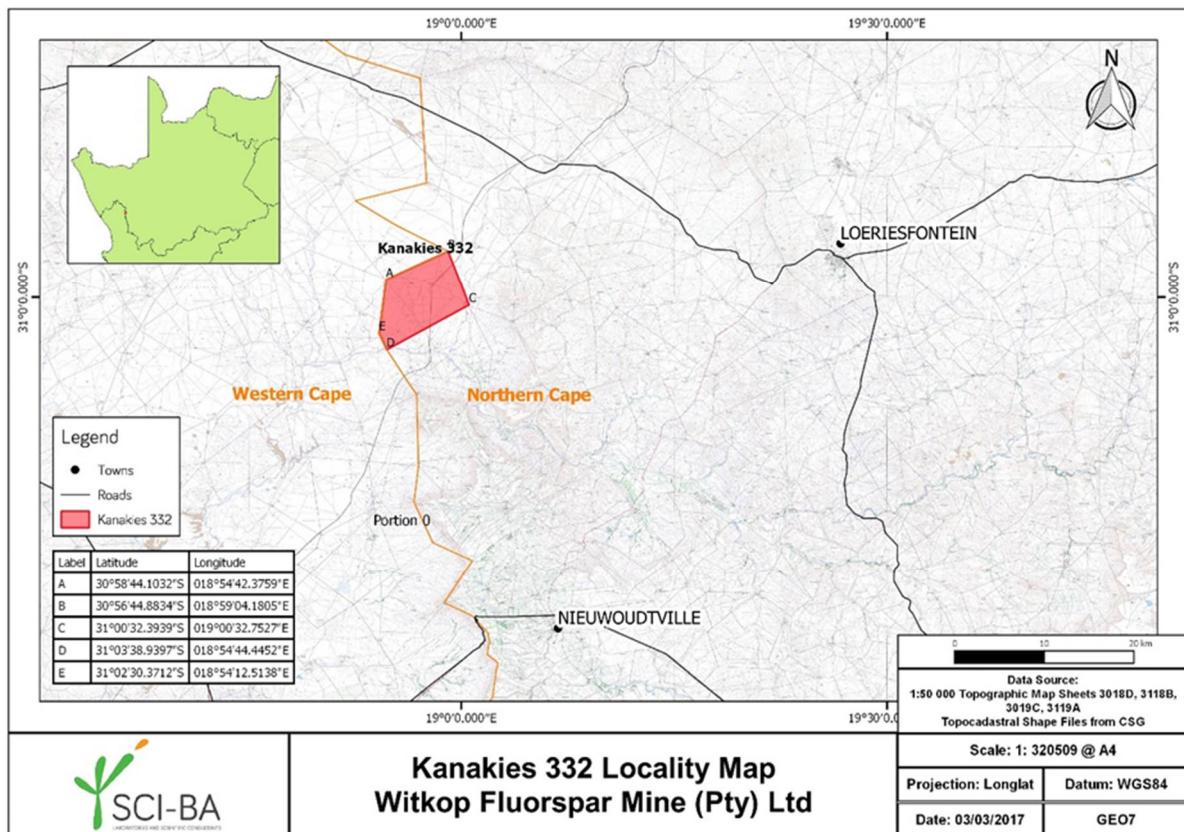
The Kanakies Gypsum Mine is planned to be a small-scale mining operation, with a life of mine of 34 years and the information on planned social and labour programmes contained within this SLP is based on projected / estimated scenarios. The Mine is situated within the Namakwa District Municipality in the Hantam Local Municipality, 45km east-south-east of the town of Loeriesfontein and 40km north-north-west of the town of Nieuwoudtville.

1.2 Preamble

Table 1: Company Information as at 31st January 2018

Name of Company:	Witkop Fluorspar Mine (Pty) Ltd
Name of Mine:	Kanakies Gypsum Mine
Physical Address:	Kanakies 332 Calvinia Rd
Postal Address:	Witkop Fluorspar Mine (Pty) Ltd P/A Head Office: P.O. Box 688, Technopark, Stellenbosch, 7599
Contact Person:	Dr Johannes J.C. Erasmus
Telephone Number:	0860 103 515
Fax Number:	0860 103 516
Location of Mine:	45km east-south-east of the town of Loeriesfontein and 40km north-north-west of the town of Nieuwoudtville.
Commodity	Gypsum
Life of Mine:	34 Years
Financial Year:	January to December

Figure 1: Map Showing Kanakies Gypsum Mine



1.3 Mining Methodology

The deposit will be harvested by means of simple trench mining and the depth of trenching will vary between 1.4 and 2.5m. The first step involves removing the overburden layer of between 0.2 and 0.7m, followed by the selective removal of the powder layer of approximately 0.4 meter and subsequently by removal of the crystal-containing clay layer of between 0.9 and 1.3m. The powder will be screened to remove foreign materials and is expected to be recovered by a minimum margin of at least 40% by volume harvested, inclusive of waste generated during screening, which should be less than 2% combined from dust generated and foreign objects removed during screening. The clay layer will be roll-crushed and screened by means of high frequency technology alongside the trench to concentrate the average gypsum composition from between 40 and 50 percent to between 80 and 90%. The harvesting recovery margin is estimated at 65% by volume extracted whilst the efficiency of the high frequency screening process is expected to be no less than 37%, calculating to an overall 76% mean loss by volume material harvested.

1.4 Workforce for Kanakies Gypsum Mine

The following is a representation of the Mine's workforce Plan for the next five (5) years.

Table 2: Summary of Workforce at Kanakies Gypsum Mine for 2019 to 2023

Occupational Level	Current:	Year 1	Year 2	Year 3	Year 4	Year 5
Top management (F)	0	0	0	0	0	0
Senior management (E)	0	1	1	1	1	1
Professionally qualified and experienced specialists and middle management (D)	0	1	1	1	1	1
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents (C)	0	3	3	3	3	3
Semi-skilled and discretionary decisions making (B)	0	2	4	7	7	7
Unskilled and defined decision making (A)	0	1	1	2	2	2
Total Permanent	0	8	10	14	14	14
Non-permanent						
TOTAL	0	8	10	14	14	14

1.5 Use of Contractors at the Mine

As per the requirement of Section 101 of the MPRDA, Kanakies Gypsum Mine Company will ensure through contractual agreement that any additional appointments of mining contractors comply with the MPRDA including reporting their progress compliance against the commitments in the SLP for their respective operations in Kanakies Gypsum Mine's Annual SLP Reports to the DMR.

1.6 Local Recruitment

All novice and entry level positions will be filled from the local community with only positions that cannot be filled locally, advertised and filled from outside the local community. Local community members will be developed through training opportunities at the Mine. The Mine has made a commitment to source most of its employees from the local labour sending areas made up of local villages existing within the local municipality of the main operation.

Table 3: Local Recruitment Undertaking Summary and Strategic Action Plan

Undertaking Summary	The Mine will ensure that it sources its labour from local communities.	
Responsible Position	Strategic Plan	Timeframe
Human Resources Manager	All employment opportunities arising at the Mine will be presented to local communities for first preference of employment.	Continuous

Section 1 of the Kanakies Gypsum Mine SLP provides an overview of the company, planned labour and recruitment strategy. Section 2 of this SLP presents the plans to suitably skill the workforce for the next 5-year period.

2. HUMAN RESOURCE DEVELOPMENT PLAN

2.1 Introduction

Kanakies Gypsum Mine is committed to the development and retention of its workforce. The primary objective of the Human Resource Development programme will be to achieve the optimal development of its human resources through Education, Training and Development as well as other training initiatives reflective of demographics as defined in the amended Mining Charter, and as envisaged in the MPRDA. The Mine will provide proof of its compliance with the relevant skills development regulatory requirements within six (6) months of being operational.

2.2 Skills Development Plan

The Mine's Skills Development Plan will be aligned to the needs of the mining operation once it starts operating. The Mine's intention is to stay committed to ensuring that compliance with the Human Resource Development (HRD) requirements is achieved as envisaged in this SLP as well as in all the relevant labour legislation. This legislation includes, but is not limited to, the following:

- The Labour Relations Act
- The Basic Conditions of Employment Act
- The Skills Development Act
- The Skills Development Levies
- The Employment Equity Act
- The Mines Health and Safety Act

Table 4: Skills Development Plan Undertaking Summary and Strategic Action Plan

Undertaking Summary	The Mine commits to investing in skills development of both the employees and the community to ensure availability of qualified candidates for future employment.	
Responsible Position	Strategic Plan	Timeframe
Human Resources Development	The Mine will participate in programmes such as AET, Learnerships, Bursaries and Internships to develop its employees.	Continuous

2.3 Adult Education and Training

Adult Education Training (AET) will be provided by Kanakies Gypsum Mine to increase the Mine's and local community's literacy and numeracy levels. Those engaged in AET will be offered the opportunity to progress into advanced skills training programmes leading to attainment of registered qualifications and access to career paths, thus creating an opportunity for the full potential of individuals to be realised in terms of career advancement and life-long learning.

Table 5: AET Undertaking Summary and Strategic Action Plan

Undertaking Summary	The Mine will ensure that all its employees are functionally literate and numerate throughout its life.	
Responsible Position	Strategic Plan	Timeframe
Human Resources Management	The Mine will keep record of all employees' qualifications to ensure that they are functionally literate using Form Q.	Continuous
Human Resources Development	The Mine will offer AET programmes to all the employees and community members with AET need.	Continuous

The workforce of the Mine has not yet been recruited, as such, there is no profile of the employees' educational qualifications. Form Q on Functional Literacy will be provided within twelve (12) months of the Mine commencing its operations.

2.4 Community AET Programme

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

- Afford the previously illiterate and innumerate community members with an opportunity to access Learnerships or employment opportunities either with Kanakies Gypsum Mine or elsewhere; and
- Create a pool of candidates within the host community from which the Mine can either recruit future employees.

Table 6 below shows the target for AET Community for the period 2019 to 2023.

Table 6: AET Community Targets for Kanakies Gypsum Mine for 2019– 2023

Community ABET	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Pre-AET						0
AET Level 1						0
AET Level 2						0
AET Level 3	2	2	2	2		8
AET Level 4	2	2	2	2		8
Total AET Enrolment	4	4	4	4	0	16
Total Budget	R136 168	R 136 168	R 136 168	R136 168	R -	R544 672

2.5 Learnerships

The Learnership contract enables the learner to register on a programme which will include both theory and practical, which is assessed by a registered moderator or assessor who is registered with a recognised Sectional Educational and Training Authority (SETA). Opportunities will be communicated to the Employees and the Community for both Section 18,1 and 18,2 Learnerships as and when they arise throughout the Life of Mine.

Table 7: Learnership Plan Undertaking Summary and Strategic Action Plan

Undertaking Summary	The Mine commits to the development of employees and community members through Learnership Programmes.	
Responsible Position	Strategic Plan	Timeframe
Human Resources Development	Learnership programmes will be planned and executed according to the skills needs of the Mine at any given point.	Continuous
Human Resources Development	Learnerships will be advertised on the Mine's notice boards as well as community newspapers and through the Local Municipality.	Continuous

Tables 8 below presents Section 18,2 Learnerships at Kanakies Gypsum Mine for the period 2019 to 2023.

Table 8: Section 18,2 Learnership Targets at Kanakies Gypsum Mine for 2019– 2023

Learnership Programme	Length of Programme	Year 1		Year 2			Year 3			Year 4			Year 5		
		New Target Enrolment	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
Diesel Mechanic	2 Years			1				1	1	1				1	
Total		0	0	1	0	0	0	1	1	1	0	0	0	1	0
Total Learnerships at the Mine		0		1			1			1			1		
Budget		R0		R61 705			R67 101			R73 898			R82 129		

2.7 Core Business Skills Programme

The Mine will ensure that all employees are fully equipped and competent to carry out the fundamental tasks and core business of the mine through the facilitation of Core Business Skills Training. The Mine will also offer refresher training over periods of time to ensure that all employees are fully knowledgeable and acquire the necessary experience to do their job. The Core Business Skills training offered will depend on the core skills needs at the Mine at a given time. The number of employees trained within the various areas will be reported in the Annual SLP Report. Table 9 below shows the target for the Core Business Skills Training for the period 2019 to 2023.

Table 9: Core Business Skills Training Targets for Employees at Kanakies Gypsum Mine for FY 2019 – 2023

Training Course	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Loader Operators	1	1	2	2	8	14
Safety Rep training	1	1	1	1	2	6
First Aid Training	1	1	1	1	2	6
Microsoft Office Skills Programme		1			3	4
Total	3	4	4	4	15	30
Budget:	R 6 459	R 8 205	R 10 332	R 11 365	R 34 908	R 71 269

2.8 Portable Skills Programme

Kanakies Gypsum Mine is committed to training both employees and local community members in both mining and non-mining related skills. Training in this area will be undertaken by Kanakies Gypsum Mine and its appointed Portable Skills provider(s). Table 11 presents the Portable Skills Training Target for the period 2019 to 2023.

Table 10: Portable Skills Training Undertaking Summary and Strategic Action Plan

Undertaking Summary	The Mine will identify and offer mining and non-mining skills to employees and community members which they can use in other industries apart from Mining.	
Responsible Position	Strategic Plan	Timeframe
Human Resources Development	The Mine will identify skills from prevailing industries and offer short skills courses through accredited service provider(s).	Continuous
Human Resources Development	The Mine will give preference to employees approaching retirement age or employees that have disabilities.	Continuous

Table 11: Portable Skills Training Targets for Employees at Kanakies Gypsum Mine for FY 2019 - 2023

Training Course	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Loader Operators	4	2	2	2	8	18
First Aid Training	4		1		4	9
Fire Fighting	4	2		1		7
4x4 driving		2			3	5
Total	12	6	3	3	15	39
Budget:	R 68 753	R 59 325	R 5 627	R 5 627	R 117 788	R 257 120

2.9 Hard-to-Fill Vacancies

The Mine undertakes to fill all vacancies as and when they arise; where vacancies remain unfilled for a period exceeding twelve (12) months, the Mine will record these and report them as Hard to Fill Vacancies. The Mine has not commenced with its recruitment process; therefore, there are currently no Hard to Fill Vacancies.

2.10 Career Progression Plan

The overall objective of the Career Progression Plan (CPP) will be to ensure that all managerial and any other key posts within the organisation will always be filled by competent candidates; therefore, the availability of the appropriate people to achieve strategic objectives is central to this. The Individual Development Plan (IDP) and CPP discussions will commence within 12 months of the implementation of this SLP submission. Generic Career Paths for the mining contractor will be made available to DMR with 12 months of appointment and commencement of production aligned to the policies and standards of the appointed contractor.

Table 13 below provides the targets for Individual Development Plans for the employees at Kanakies Gypsum Mine for the period 2019 to 2023.

Table 12: Career Progression Plan Undertaking Summary and Strategic Action Plan

Undertaking Summary	The Mine undertakes to develop a structured programme to create available and suitable talent pool for managerial positions at different levels in case vacancies arise.	
Responsible Position	Strategic Plan	Timeframe
Human Resources Manager	Develop, implement and communicate generic career paths for all disciplines and job profiles to all employees.	Human Resources Manager
Human Resources Manager	Ensure that all employees have agreed upon Individual Development Plans.	Human Resources Manager

2.11 Mentorship Plan

The Mine will develop a Mentoring Plan (MP) from the commencement of the operation. This mentoring process will be run by experienced managers and supervisors who will provide guidance and training to the junior employees and facilitate in their personnel development as an ongoing programme. Each manager and supervisor will then be allocated individuals to mentor. Table 13 shows the targets made towards mentorship in relation with other initiatives such as Learnerships, bursaries, internships and Career Progression Plans.

Table 13: Mentorship Targets at Kanakies Gypsum Mine Company for 2019 - 2023

	2019	2020	2021	2022	2023
Employee Categories	No of Employees being mentored	No of Employees being mentored	No of Employees being mentored	No of Employees being mentored	No of Employees being mentored
Learnerships	0	1	1	1	1
Bursaries and Internships	0	0	2	2	2
Career Progression Plan	0	0	0	0	0
Total	0	1	3	3	3
Mentors Available					
	2019	2020	2021	2022	2023
Mentors	0	1	1	1	1
Total	0	1	1	1	1

2.12 Internship and Bursary Plan

The Mine has a plan to put in place a Bursary and Internship programme through which employees and students from higher learning institutions will be offered bursaries and internships. Preference will be given to those students that are studying in the fields related to the Mine's main activities. Table 14 and 15 below show the targets for bursaries and internships within Kanakies Gypsum Mine. The specific programmes will be ascertained once recruitment of the production employees has been completed and hard to fill vacancies mapped out.

Table 14: Bursary Targets at Kanakies Gypsum Mine for 2019- 2023

Bursary Programme	Length of Programme	Year 1		Year 2			Year 3			Year 4			Year 5		
		New Target Enrolment	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
Geology	4 years						1				1			1	
Total		0	0	0	0	0	1	0	0	0	1	0	0	1	0
Total Bursaries at the Mine		0		0			1			1			1		
Budget		R 0,00		R 0,00			R 133 088,02			R 146 396,82			R 161 036,51		

Table 15: Internship Targets at Kanakies Gypsum Mine for 2019- 2023

External Internships						
Internships	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Geologist			1	1	1	3
Total External Internships	0	0	1	1	1	3

2.13 Employment Equity Plan

The Mine is committed to the principles set out in the Employment Equity Act, Act 55 of 1998. The Mine's employment equity targets are to achieve a minimum of 10% women participation in mining and align all its achievements on HDSA participation in management to the Mining Charter Targets. In order to achieve this, the local talent pool will be identified and fast-tracked into the organisation. The workforce will be appointed when the production phase commences in 2019; therefore, the Form S, Employment Equity is currently unavailable. When appointing the employees, the Mine and the Contractor will strive to promote the objectives of the Employment Equity Act of a diverse workforce and promote the advancement of HDSAs.

2.14 Participation of Historically Disadvantaged South Africans

Table 16 below reflects the commitment made by Kanakies Gypsum Mine and the strategic plan towards the fulfilment of HDSAs targets. Table 17 shows the targets for HDSA in Management aligned to the Mining Charter targets, these will be reviewed once the approved revised Mining Charter targets have been released.

Table 16: HDSAs in Management Plan Undertaking Summary and Strategic Action Plan

Undertaking Summary	The Mine is committed to promoting HDSAs in its management structure by instituting a framework geared towards human resources development.	
Responsible Position	Strategic Plan	Timeframe
Human Resources Manager	Preference will be given to qualified HDSA candidates when filling managerial positions. Only when not available will other candidates be considered.	Continuous
Human Resources Manager	Training, development and mentoring programmes will be offered to all potential HDSA candidates to prepare them to fulfil future positions when they arise in the company.	Continuous

Table 17: HDSAs in Management Targets Kanakies Gypsum Mine for the period 2019 - 2023

Occupational Level	Current Total Labour	Year 1			Year 2			Year 3			Year 4			Year 5		
		Total	HDSAs		Total	HDSAs		Total	HDSAs		Total	HDSAs		Total	HDSAs	
Top management (F)	0	0			0			0			0			0		
Senior management (E)	0	1		0%	1		0%	1		0%	1		0%	1		0%
Professionally qualified and experienced specialists and middle management (D)	0	1	1	100%	1	1	100%	1	1	100%	1	1	100%	1	1	100%
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents (C)	0	3	2	67%	3	2	67%	3	2	67%	3	2	67%	3	2	67%
Total:	0	5	3	60%	5	3	60%	5	3	60%	5	3	60%	5	3	60%

2.15 Participation of Women

Kanakies Gypsum Mine is committed to offering females an equal opportunity to participate in its operations at all levels. Local recruitment initiatives will provide the opportunity for females to enter the mining environment. Provision will be made for females within the mine's skills development and training programmes, with a view to developing the pool of female talent within the industry. These include opportunities for females within core training programmes, Learnership programmes, bursary schemes and internships. The Mine is also mindful of the physical working environment and the necessary provisions that must be made for female facilities at the operation.

Table 18 below reflects the targets envisaged on Women at the Mine for the Mine for the period 2019 to 2023.

Table 18: Women at the Mine Targets Kanakies Gypsum Mine for 2019 - 2023

Occupational Level	Current Labour	Current Women	Year 1			Year 2			Year 3			Year 4			Year 5		
			Total	Women		Total	Women		Total	Women		Total	Women		Total	Women	
Top management (F)	0	0	0			0			0			0			0		
Senior management (E)	0	0%	1		0%	1		0%	1		0%	1		0%	1		0%
Professionally qualified and experienced specialists and middle management (D)	0	0%	1		0%	1		0%	1		0%	1		0%	1		0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents (C)	0	0%	3	1	33%	3	1	33%	3	1	33%	3	1	33%	3	1	33%
Semi-skilled and discretionary decisions making (B)	0	0%	2	1	50%	4	1	25%	7	1	14%	7	1	14%	7	1	14%
Unskilled and defined decision making (A)	0	0%	1	0	0%	1	0	0%	2	1	50%	2	1	50%	2	1	50%
Total:	0		8	2	25%	10	2	20%	14	3	21%	14	3	21%	14	3	21%

3 Local Economic Development Programme

3.1 Introduction

LED Projects will be aimed at ensuring poverty eradication and community up-liftment in the area within which Kanakies Gypsum Mine operations will take place and in areas from which most employees will be 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 and labour source communities. The Kanakies Gypsum Mine is situated within the Northern Cape Province, in the Namakwa District Municipality under the Hantam 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 the 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 legacy.

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

Table 19: Socio-Economic Profile of Surrounding Region - Population

Population	Northern Cape				Namakwa District Municipality				Hantam Local Municipality			
	Female	Male	Total	%age Population	Female	Male	Total	%age Population	Female	Male	Total	%age Population
Black African	283332	290914	574246	48,10%	696	1987	2683	2,32%	26	174	200	0,93%
	49,34%	50,66%			25,94%	74,06%			13,00%	87,00%		
Coloured	266673	254588	521261	43,66%	51105	50594	101699	88,06%	9360	9169	18529	86,01%
	51,16%	48,84%			50,25%	49,75%			50,52%	49,48%		
Indian/Asian	1883	4603	6486	0,54%	63	275	338	0,29%	21	76	97	0,45%
	29,03%	70,97%			18,64%	81,36%			21,65%	78,35%		
White	45470	46316	91786	7,69%	5435	5331	10766	9,32%	1263	1452	2715	12,60%
	49,54%	50,46%			50,48%	49,52%			46,52%	53,48%		
Total Population	1193782				115489				21544			
Percentage of Males	49,96%				49,61%				49,53%			
Percentage of Females	50,04%				50,39%				50,47%			
Size of Households												
1 - 3 Members	29,85%				39,13%				37,85%			
4 - 6 Members	45,05%				46,05%				47,22%			
7 - 10 Members	19,97%				12,36%				13,31%			
More than 10	5,13%				2,46%				1,62%			
Analysis	<p>The information provided above reveals that in the Northern Cape Province, the population is mainly dominated by Black African and Coloured ethnic groups with each showing percentages of 48,10% and 43,66% respectively. Throughout the Province, District and Local Municipalities, there are more females than males although the difference is by small margins. The Hantam Local Municipality is small accounting for just 18,65% of the total population of Namakwa District Municipality. The Hantam Local Municipality is mostly dominated by the Coloured ethnic group accounting for 86,01% of the whole population followed by Whites at 12,60% and the rest constituting of just very small percentages. The Local Municipality compares well with the District Municipality and Province 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 concern that 13, 31% of households within the Local Municipality have between seven (7) and ten (10) members. This means that extended families may be living together under one roof which suggests that there might be a shortage of housing infrastructure to accommodate everyone adequately. There is a need to give attention to the households' living conditions as some households even have more than ten (10) members; this suggests that other household facilities and services may be overstretched to accommodate a lot of people.</p>											

Table 20: Socio-Economic Profile of Surrounding Region - Dwelling Type

Dwelling Type	Northern Cape Province	Namakwa District Municipality	Hantam Local Municipality
Formal dwelling/house or brick/concrete block structure	77,12%	88,95%	81,25%
Traditional dwelling/hut/structure made of traditional matter	2,13%	1,31%	0,00%
Flat or apartment in a block of flats	0,65%	0,37%	0,00%
Cluster house in complex	0,10%	0,04%	0,00%
Townhouse (semi-detached house in a complex)	0,31%	0,08%	0,00%
Semi-detached house	1,79%	3,50%	13,21%
Formal dwelling/house/flat/room in backyard	4,88%	2,73%	1,04%
Informal dwelling/shack in backyard	3,77%	1,44%	2,84%
Informal dwelling/shack not in backyard	7,72%	0,34%	0,60%
Room/flatlet on a property or larger dwelling/servant's quarters	0,24%	0,07%	0,00%
Caravan/tent	0,07%	0,04%	0,13%
Other	1,20%	1,13%	0,93%
Unspecified	0,01%	0,02%	0,00%
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. Within the Local Municipality this is followed by semi-detached housing with 13,21% occupying such dwellings. A small percentage of 3,44% constitutes of those households that use informal dwellings such as shacks as their dwellings; whether in the backyard or not. The rest of the households use caravans or other forms of dwellings within the Local Municipality at 0,13% and 0,93% respectively. There is a need to focus on eradicating informal dwelling structures and formalising housing within the Local Municipality 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 21: Socio-Economic Profile of Surrounding Region - Toilet Facilities

	Northern Cape Province	Namakwa District Municipality	Hantam Local Municipality
Flush toilet connected to a public sewerage system	65,74%	71,08%	83,63%
Flush toilet connected to a septic tank or conservancy tank	5,44%	10,36%	7,45%
Chemical toilet	0,25%	0,21%	0,86%
Pit latrine/toilet with ventilation pipe	9,54%	7,63%	3,24%
Pit latrine/toilet without ventilation pipe	9,35%	4,79%	1,06%
Ecological toilet (e.g. urine diversion; enviroloo; etc.)	0,31%	0,82%	0,00%
Bucket toilet (collected by municipality)	3,11%	0,92%	0,10%
Bucket toilet (emptied by household)	1,26%	1,69%	0,93%
Other	0,97%	0,67%	1,52%
None	4,02%	1,83%	1,20%
Analysis	<p>The statistics given above on toilet facilities suggest a more formalised system especially within the District and Local Municipalities. In the Hantam Local Municipality, the most dominant toilet facility is the flush toilet, either that is connected to the public sewerage system or connected to a septic tank with 91,08% using either of the two. 4,30% of the households still uses Pit latrines with or without ventilation pipes which may suggest the existence of rural or semirural communities within the Local Municipality. A small percentage of 1,03% still uses the bucket toilet. There is a need to improve the toilet facilities for those that still use the Bucket toilet system as this is not a dignified method of service and it impacts on the health in the communities and for individuals. It is important to ensure that there is provision of adequate sanitation for all to avoid spreading social ills such as diseases.</p>		

Table 22: Socio-Economic Profile of Surrounding Region - Potable Water Access

	Northern Cape Province	Namakwa District Municipality	Hantam Local Municipality
Piped (tap) water inside the dwelling/house	45,30%	72,09%	67,22%
Piped (tap) water inside yard	34,31%	23,87%	26,97%
Piped water on community stand	8,40%	0,47%	0,70%
Borehole in the yard	1,26%	0,76%	1,47%
Rain-water tank in yard	0,10%	0,39%	0,04%
Neighbours tap	0,98%	0,37%	0,25%
Public/communal tap	6,78%	0,13%	0,00%
Water-carrier/tanker	0,85%	0,07%	0,39%
Borehole outside the yard	0,75%	1,16%	2,73%
Flowing water/stream/river	0,71%	0,28%	0,00%
Well	0,05%	0,04%	0,00%
Other	0,51%	0,37%	0,24%
Analysis	<p>Most households (67,22%) within the Hantam Local Municipality have access to piped (tap) water inside the dwelling/house. A significant percentage of 26,97% also has access to piped water inside the yard while 0,70% sources its water from the community stand. A total of 4,27% sources its water from borehole in or outside the yard. 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.</p>		

Table 23: Socio-Economic Profile of Surrounding Region - Refuse Removal

	Northern Cape Province	Namakwa District Municipality	Hantam Local Municipality
Removed by local authority/private company/community members at least once a week	64,89%	86,23%	82,48%
Removed by local authority/private company/community members less often than once a week	2,98%	3,61%	2,27%
Communal refuse dump	3,52%	0,33%	0,62%
Communal container/central collection point	0,95%	0,38%	0,00%
Own refuse dump	21,45%	8,26%	13,58%
Dump or leave rubbish anywhere (no rubbish disposal)	4,36%	0,51%	0,67%
Other	1,85%	0,68%	0,39%
Analysis	<p>The most prevalent refuse removal method throughout the Province including the District and Local Municipalities is removal by the local authority at least once a week. This is followed by now refuse disposal 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.</p>		

Table 24: Socio-Economic Profile of Surrounding Region - Energy Source used for Cooking

	Northern Cape Province	Namakwa District Municipality	Hantam Local Municipality
Electricity from mains	83,97%	88,50%	85,57%
Other source of electricity (e.g. generator; etc.)	0,36%	0,45%	2,14%
Gas	6,71%	5,60%	5,46%
Paraffin	1,77%	0,03%	0,00%
Wood	5,97%	2,87%	3,51%
Coal	0,04%	0,19%	0,26%
Animal dung	0,01%	0,00%	0,00%
Solar	0,34%	1,67%	2,38%
Other	0,48%	0,11%	0,41%
None	0,30%	0,57%	0,27%
Unspecified	0,05%	0,00%	0,00%
Analysis	<p>83,97% of households throughout the Northern Cape Province have access to electricity for cooking purposes while in the Local municipality 85,57% of the households use electricity for the same purpose. Gas is also quite significant source for cooking within the local municipality after electricity at 5,46%. 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.</p>		

Table 25: Socio-Economic Profile of Surrounding Region - Energy Source used for Heating

	Northern Cape Province	Namakwa District Municipality	Hantam Local Municipality
Electricity from mains	85,09%	88,82%	84,66%
Other source of electricity (e.g. generator; etc.)	0,30%	0,22%	0,68%
Gas	3,22%	2,54%	3,20%
Paraffin	1,73%	0,09%	0,00%
Wood	6,80%	4,26%	6,44%
Coal	0,08%	0,06%	0,00%
Animal dung	0,03%	0,00%	0,00%
Solar	0,81%	3,05%	4,38%
Other	0,72%	0,13%	0,34%
None	1,01%	0,77%	0,29%
Unspecified	0,20%	0,05%	0,00%
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 gas and wood although wood seems to be the second most dominant energy source. 0,29% 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 26: Socio-Economic Profile of Surrounding Region - Energy for Lighting

	Northern Cape Province	Namakwa District Municipality	Hantam Local Municipality
Electricity from mains	90,45%	92,12%	86,36%
Other source of electricity (e.g. generator; etc.)	0,46%	0,61%	2,22%
Gas	0,47%	0,09%	0,06%
Paraffin	1,49%	0,16%	0,64%
Candles	4,88%	1,80%	3,04%
Solar	1,19%	4,22%	6,43%
Other	0,63%	0,14%	0,39%
None	0,23%	0,60%	0,07%
Unspecified	0,20%	0,27%	0,79%
Analysis	Between 85% and 93% of 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.		

Table 27: Socio-Economic Profile of Surrounding Region - Educational Profiles

	Northern Cape Province	Namakwa District Municipality	Hantam Local Municipality
No schooling	14,71%	10,58%	14,83%
Some Primary Schooling	24,95%	22,70%	23,77%
Completed Primary Schooling	5,56%	7,04%	5,31%
Some Secondary Schooling	30,31%	33,93%	30,24%
Completed Grade 12	17,77%	17,58%	17,06%
Further Education and Training	1,28%	1,32%	0,28%
Certificate, Higher Certificate, Diploma and Higher Diploma	2,21%	3,16%	3,97%
Bachelor's degree/Occupational certificate NQF Level 7	0,91%	0,88%	0,49%
Post Graduate Studies (Honours, Masters, PhD)	0,58%	0,67%	0,73%
Other	0,33%	0,32%	0,62%
Do not know	1,22%	1,63%	2,51%
Unspecified	0,16%	0,20%	0,19%

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. This results in a shortage of educated labour, which is a critical problem in the province. In the local municipality, only 17,06% of the population have attained a Grade 12 qualification and only 5,47% have higher qualifications (post high school). In terms of the available skills within all industries in the provincial economy, finance for the extension of education and training will be essential to provide the skills required for a growing regional, district and local economy.

The tables below depicting the economic background (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 28: Socio-Economic Profile of Surrounding Region – Employment

	Northern Cape Province	Namakwa District Municipality	Hantam Local Municipality	Nieuwoudtville	Loeriesfontein
Employed	24,67%	29,07%	28,95%	24,41%	25,72%
Unemployed	9,32%	7,32%	3,88%	1,59%	2,74%
Discouraged work-seeker	3,48%	3,49%	2,06%	1,20%	1,02%
Other not economically active	26,73%	26,24%	29,35%	38,37%	34,64%
Age less than 15 years	0,00%	0,00%	0,00%	0,00%	0,00%
Not applicable	35,80%	33,88%	35,76%	34,42%	35,88%

Analysis

The province, district and local municipalities all show levels of employment that are less than 30% of the people within the economically active population. The identified communities also complement the local levels of employment with employed percentages of less than 30%. 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 these individuals is also related to the income distribution across the various areas in the Northern Cape 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 29: Socio-Economic Profile of Surrounding Region – Individual Monthly Income

	Northern Cape Province	Namakwa District Municipality	Hantam Local Municipality	Nieuwoudtville	Loeriesfontein
No income	38,99%	34,55%	34,61%	42,17%	33,31%
R 1 - R 400	18,48%	15,25%	17,45%	9,20%	19,61%
R 401 - R 800	3,43%	4,58%	4,68%	3,81%	5,26%
R 801 - R 1 600	15,81%	18,35%	17,67%	17,59%	18,55%
R 1 601 - R 3 200	5,36%	6,71%	6,96%	7,08%	4,89%
R 3 201 - R 6 400	3,88%	4,85%	4,49%	4,67%	4,31%
R 6 401 - R 12 800	3,54%	3,98%	3,81%	3,18%	3,21%
R 12 801 - R 25 600	2,18%	2,31%	2,24%	1,49%	1,83%
R 25 601 - R 51 200	0,62%	0,61%	0,62%	0,34%	0,51%
R 51 201 - R 102 400	0,15%	0,17%	0,25%	0,19%	0,33%
R 102 401 - R 204 800	0,09%	0,10%	0,16%	0,05%	0,22%
R 204 801 or more	0,06%	0,06%	0,09%	0,00%	0,04%
Unspecified	5,82%	4,80%	3,22%	6,80%	0,80%
Not applicable	1,59%	3,68%	3,76%	3,42%	7,12%
Analysis	Quite a large percentage 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. Less than 10% of the population (7,17%) 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 30: Sectoral Contribution to the GDP within the Surrounding Region in 2011

	Northern Cape Province	Namakwa District Municipality	Hantam Local Municipality	Nieuwoudtville	Loeriesfontein
In the formal sector	17,96%	21,05%	17,81%	17,34%	12,02%
In the informal sector	3,83%	5,83%	6,45%	4,77%	9,97%
Private household	2,81%	2,55%	5,26%	2,26%	3,40%
Do not know	0,54%	0,46%	0,60%	0,82%	1,28%
Unspecified	0,00%	0,00%	0,00%	0,00%	0,00%
Not applicable	74,86%	70,10%	69,89%	74,81%	73,33%
Analysis	17,96% of individuals are employed in formal sectors throughout the Northern Cape region, with less than 4% of individuals being employed in informal sectors, with many individuals (more than 72%) being categorised as Not applicable, which may mean that there is a large number of individuals who are in the less formalised 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 Local Economic Development Planning: Integrated Development Planning: Namakwa District Municipality¹

Namakwa District Municipality is in the Northern Cape Province and is comprised of six local municipalities: Nama Khoi, Hantam, Khai-Ma, Kamiesberg, Karoo Hoogland and Richtersveld.

The Namakwa District Municipality Growth and Development Strategy seeks to achieve a shared vision, amongst all sectors of its society, for the achievement of its goal of reducing poverty and improving the quality of life all its citizens. The Strategy reinforces the following principles:

- Integrated, sustainable, holistic and participatory growth and development,
- Providing for the needs of all the people,
- Ensuring community and/or beneficiary involvement and ownership,
- Long term sustainability on all levels,
- Equitable socio-economic development with equitable benefits for all.

The following are the Namakwa District Strategic Objectives;

- Monitor and support local municipalities to deliver basic services which include water, sanitation, housing, electricity and waste management
- Support vulnerable groups
- Improve administrative and financial viability and capability
- Promote and facilitate Local Economic development
- Enhance good governance:
 - Promote and facilitate spatial transformation and sustainable urban development
 - Improve communication and communication systems
 - Establish a customer care system
 - Invest in the improvement of ICT systems
 - To render a municipal health services
 - To coordinate the disaster management and fire management services in the district
 - Implement the climate change response plan
 - Caring for the environment

The main economic sectors for the Namakwa District Municipality include; agriculture, stock farming, mari-culture, tourism, industry, electricity and mineral resources.

3.5 Integrated Development Planning: Hantam Local Municipality²

The Hantam Municipality covers approximately 30 000 square kilometres and includes Calvinia, the centre, as well as Brandvlei, Loeriesfontein, Middelpoos, Nieuwoudtville and Swartkop. The Hantam local municipality is one of six local municipalities that form part of the Namakwa District Municipality.

Economic development opportunities in the Hantam municipal area are currently based on the following four main growth factors:

¹ Namakwa District Municipality, Integrated Development Plan 2017 – 2022.

² Hantam Local Municipality, Integrated Development Plan 2015 - 2020

- 1) Agriculture - Sheep farming for meat and wool, Beneficiation plants of sheep farming (sheep skin and offal), Goat farming, Game farming, Farming of flower bulbs, Rooibos tea production, Seed potato production, Lucerne and wheat production.
- 2) Mining - There are some mining activities in the Hantam, which include salt and gypsum mining, but are not a labour-intensive opportunity.
- 3) Tourism - The main growth point for the region as it is the main driver behind boosting the money supply of marginalized towns.
- 4) Climate related opportunities - the Northern Cape has some of the world's best conditions for solar power. Hantam Municipality has already been approached by some solar companies to establish solar farms and negotiations are in an advanced stage.

Table 31 summarizes the key strategic focus areas and their corresponding objectives for the Municipality, as contained within the IDP.

Table 31: IDP Strategies and Objectives for Hantam Local Municipality

Strategy	Key developmental objectives
1. Sustainable Infrastructure Development and Basic Service Delivery	1) To improve & maintain current basic service delivery & infrastructure development through provision of basic services & specific infrastructural development projects
	2) To collaborate with other provincial and national government departments to respond to the current needs in the community around water, electricity, sanitation, housing, roads and sport and recreation
	3) To provide good quality water available to citizens & income generated through provision of this service
	4) To provide free basic service, i.e. water, electricity, sanitation and refuse removal; To maintain a fully functional sewerage system; To maintain the road infrastructure; To improve storm water management
	5) To improve community safety through adequate street lighting
	6) To provide waste management services
2. Development and transformation of the institution to capacitate Hantam Municipality	1) To embark on strategy to address administrative and financial challenges
	2) To fill budgeted vacant posts
	3) To develop a comprehensive skills development plan based on actual training needs To secure funds from SETAs and training delivered
	4) To implement an organizational performance management system
	5) To improve the utilization of staff
3. Facilitate Economic Development in the Hantam Municipal Area	1) To implement a LED strategy leading to economic growth
	2) To facilitate job creation
	3) To improve the municipal procurement processes and related programmes to promote local economic development
	4) To respond to environmental challenges and how the environment can be used to contribute to social and economic development
4. Maintain a financially sustainable and viable municipality	1) To pay all grants and creditors due To increase the revenue base during the next 5 years To increase accountability and fiscal discipline To work towards achieving a clean audit

Strategy	Key developmental objectives
	To develop financial policies, budget management system, asset and liability control mechanisms and strategies. To develop ongoing skills of staff
5. Promote good governance and public participation	1) To improve communication to all municipal stakeholders, including the public
	2) To strengthen the public participation processes

3.6 Kanakies Gypsum Mine’s Infrastructure Development and Poverty Alleviation Programmes

Throughout the life of the Mine, Kanakies Gypsum Mine Company intends playing an ongoing role in the formulation and implementation of the IDP for the areas surrounding the Mine. The Mine will participate in local economic development through the established IDP frameworks. Following approval for funds 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. Both quantitative and qualitative information will be reported in the Mine’s Annual SLP Report to be submitted to the regional DMR. Table 32 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 Kanakies Gypsum Mine in alignment with the IDP as well as consultations with various stakeholders are as shown below in Table 33 to 35.

Table 32: Kanakies Gypsum Mine 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
Introduction of the Mine, potential socio-economic impact and LED Projects	Hantam Local Municipality	09 th February 2018	Jan I Swartz – Municipal Manager Elise De Wet – Secretary Municipal Manager Nothabo Tshuma – Transformation Advisor MTS	Yes (See Appendix A)
Introduction of the Mine potential socio economic impact and employment prospects.	Department of Labour - Calvinia	09 th February 2018	Dion Leukes – Regional Manager Department of Labour Nothabo Tshuma – Transformation Advisor MTS	Yes (See Appendix A)
Introduction of the Mine, potential socio-economic impact as well as Safety and Security	Loeriesfontein SAPS	09 th February 2018	M J Greeff – Station Commander Loeriesfontein SAPS Nothabo Tshuma – Transformation Advisor MTS	Yes (See Appendix A)
Public Participation Meeting	Loeriesfontein Community	09 th February 2018	Attendance Register attached as Appendix	Yes (See Appendix A)

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

Table 33: Kanakies Gypsum Mine 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
						2018	2019	2020	2021	2022	Male	Female	
1	Conversion of Old Horse Stables to Economic Hubs	Infrastructural Development - Education Poverty Alleviation	01-Jan-19	31-Dec-23	Calvinia	R 120 000	R 220 000	R 370 000	R 600 000	R 450 000	10	10	20
2	Installation and facilitation of the Seebox Learning Technology	Skills Development	01-Jan-19	31-Dec-23	Loeriesfontein	R 180 000	R 180 000	R 180 000	R 0	R 200 000	Approximately 60 per year		5
Total Expected Contribution per project						R 300 000	R 400 000	R 550 000	R 600 000	R 650 000			
Total Expected Contribution all projects						R 2 500 000							

Table 34: Conversion of Old Horse Stables to Economic Hubs

Project Name	Conversion of Old Horse Stables to Economic Hubs				FY of Project Sheet	2019 - 2023			
Background to project	The Integrated Development Plan (IDP) for the Hantam Local Municipality identifies the Facilitation of Economic Development as part of its main strategies. The key objectives of this strategy include facilitation of job creation, implementation of an LED strategy that will lead to economic growth as well as improving the procurement process to facilitate local economic development. Through the IDP as well as consultations with the Hantam Local Municipality, one of the economic development drivers identified was the conversion of old Horse stables in Calvinia West into Economic Hubs. Kanakies Gypsum Mine will as part of its contribution to local economic development convert the old horse stables into economic hubs and later introduce an enterprise development programme to support the effective functioning of these economic hubs and to promote sustainability.				Project start date	2019			
					Project End Date	2023			
Project Partners	Kanakies Gypsum Mine, Hantam Local Municipality				Information Valid as at:	February 2018			
Project Incorporated into which IDP	2018			Beneficiaries (Community Specific)	Calvinia West				
IDP Reference Number of Project	Total Expected Number of Jobs to be created	Male	Female	Youth	Disabled	Geographical Location of Project	Calvinia		
N/A	Spin off employment opportunities	10	10	12	4				
		Male	Female	Youth	Disabled				
		10	5	10	4				
		Total Employment Opportunities Created:							
	Short Term	Medium Term	Long Term						
	15	20	40						
Output	Responsible Entity	Activity		Timeframe					Budget Allocation
		KPA (key performance area)	KPI (key performance indicator)	2019	2020	2021	2022	2023	

Planning and preparation for conversion of stables	Kanakies Gypsum Mine and Hantam Local Municipality	Meetings with Hantam Local Municipality	Kick-off on Project Implementation	X					R120 000
Appointment of Service Provider	Kanakies Gypsum Mine	Tender process	Appointment of Service Provider		X				R100 000
Commencement of project implementation	Kanakies Gypsum Mine	Commencement of conversion/reconstruction	Setting up by Service Provider for conversion/reconstruction		X				R120 000
Project Implementation	Kanakies Local Municipality	Construction and Conversion of Stables	Construction and Conversion of Stables			X			R370 000
Project Implementation	Kanakies Local Municipality	Construction and Conversion of Stables	Construction and Conversion of Stables				X		R600 000
Enterprise Development Programmes	Kanakies Gypsum Mine	Implement enterprise development Programme with identified candidate	Identify and enrol potential businesses for enterprise development					X	R450 000
Project Handover	Kanakies Gypsum Mine and Hantam Local Municipality	Handover project to Hantam Local Municipality	Project completion and handover					X	0
Total Budget									R1 760 000

Table 35: Installation and Facilitation of Seebox Learning Technology

Project Name	Installation and facilitation of the Seebox Learning Technology	FY of Project	2019 - 2023
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				Sheet						
Background to project	The Socio-economic background of the Hantam Local Municipality suggests that only 3,97% of its population is in possession of Certificate, Higher Certificate, Diploma or Higher Diploma as proof of qualifications. The lack of qualifications is a big hinderance for the access to better employment opportunities which in turn affects individual and household income. During consultations with the Loeriesfontein Community, one of the major need identified was the need for skills development and further training. To ensure that there is significant contribution to skills development in the area, Kanakies Gypsum Mine will install the Seebox Learning Technology at various identified areas. The Seebox offers Electronics Fundamental Courses (technical skills) which are accredited by the Energy and Water Sector Education and Training Authority (EWSETA).			Project start date	2019					
				Project End Date	2023					
Project Partners	Kanakies Gypsum Mine, Hantam Local Municipality			Information Valid as at:	February 2018					
Project Incorporated into which IDP	2018		Beneficiaries (Community Specific)	Loeriesfontein						
IDP Reference Number of Project	Total Expected Number of Jobs to be created	Male	Female	Youth	Disabled	Geographical Location of Project	Loeriesfontein			
N/A	To be confirmed									
	Male	Female	Youth	Disabled						
	To be Confirmed									
	Total Employment Opportunities Created:									
	Short Term	Medium Term	Long Term							
	5	5	To be confirmed							
Output	Responsible Entity	Activity		Timeframe						
		KPA (key performance area)	KPI (key performance indicator)	2019	2020	2021	2022	2023	Budget Allocation	
		Meetings with the Seebox	Kick-off on Project	X					R 0	

		Learning Service Provider	Implementation						
Installation of Seebox Learning	Kanakies Gypsum Mine	Delivery and Installation	Delivery and Installation	X					R0
Technical Training with Seebox Learning and Project Management	Kanakies Gypsum Mine	Skills development	Consultations with users of Seebox	X					R180 000
Technical Training with Seebox Learning and Project Management	Kanakies Gypsum Mine	Skills development	Consultations with users of Seebox		X				R180 000
Technical Training with Seebox Learning and Project Management	Kanakies Gypsum Mine	Skills development	Consultations with users of Seebox			X			R180 000
Technical Training with Seebox Learning and Project Management	Kanakies Gypsum Mine	Skills development	Consultations with users of Seebox					X	R200 000
Total Budget									R740 000

3.7 Procurement

The objective of the Mine’s preferential procurement policy is to maximize opportunities for HDSAs to supply goods and services to the Mine. This will contribute to the development of sustainable HDSA business enterprises and will contribute to the purchasing and procurement requirements of the MPRDA and Mining Charter. Table 37 presents the targets for procurement as aligned to the Mining Charter and these will be aligned accordingly should a new Mining Charter be passed.

Table 36: Procurement Progression Plan Undertaking Summary and Strategic Action Plan

Undertaking Summary	The Mine undertakes wherever possible to procure goods and services from the local communities as well as HDSA suppliers.	
Responsible Position	Strategic Plan	Timeframe
Procurement Manager	Identify and record the level of procurement from HDSA companies on a quarterly basis as well as geographical sources of procurement.	Continuous
Procurement Manager	Encourage all suppliers to form partnerships with HDSA companies without overlooking the necessary requirements of the tender process.	Continuous

Table 37: Preferential Procurement Kanakies Gypsum Mine for 2019 – 2023

Procurement Category	Targets				
	2019	2020	2021	2022	2023
Procurement of capital goods	40%	40%	40%	40%	40%
Procurement of services	70%	70%	70%	70%	70%
Procurement of consumables	50%	50%	50%	50%	50%

3.8 Housing and Living Conditions of Employees at the Mine

Kanakies Gypsum Mine's focus will remain on local recruitment. The employees will have the opportunity to live with their families in a sustainable social environment and can participate in wealth accumulation through ownership of property. The Mine will monitor accommodation issues closely and the information will be used by Management in ensuring that living conditions of the employees are of an acceptable standard. Reporting will focus on the following:

- To determine improvements in the housing and living conditions;
- To determine the number of employees purchasing and occupying houses; and
- To determine any further housing interventions and strategies for the employees.

3.9 Health Care and Nutrition

The Mine is committed to contributing to a healthy, productive and motivated workforce through its nutrition education programmes. Further information on measures to address nutrition will be provided after the recruitment of the labour force and once the mine is operational.

4 Downscaling and Retrenchment

4.1 Introduction

This section deals with the management of downscaling and retrenchment. It is Kanakies Gypsum Mine'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 the Mine 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.

Kanakies Gypsum Mine recognizes that to successfully downscale or close a Mine, a problem-solving process is required between the Mine, 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, the Mine will take note of the following regeneration focus areas where planning for Mine 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

The Mine undertakes to establish a Future Forum within 6 months of the granting of the mining right. The Future Forum shall comprise of management and employee representative. The functions of the Future Forum will be guided by the Future Forum's Constitution and will involve but not limited to the following functions:

- a) Promote ongoing discussions between employee representatives and employers, about the future of the Mine;

- b) Examines future scenarios to identify problems, challenges and possible solutions, about 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 the Mine operates.

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 DMR 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 meet the corrective measures as stipulated by the Board.

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

To ensure long term sustainability, production must be sustained and as such the retention of skilled staff is paramount. If skilled staff cannot be accommodated at Kanakies Gypsum Mine, 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 mine closure to be able to meet these needs where practicable and possible will include the following actions as set out in Table 38.

Table 38: 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 3-month period to 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, mine 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 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.

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 39: Social and Labour Plan (SLP) Communication Plan

Responsible Department	Action	Timeframe
Mine Manager	Kanakies Gypsum Mine will be responsible for communicating SLP related matters to their employees at the Mine	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 the Mine 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 the Mine	Ongoing
Mine Manager	Presentation to be conducted to the Mine's Future Forum and the employee representatives on the Social and Labour Plan process and requirements.	Ongoing
Mine Manager	The Mines' Annual SLP Report will be presented and reported to the Future Forum and the employee representative structures.	Ongoing

5 Financial Provision

5.1 Introduction

This section intends to outline the manner in which The Mine aims to provide financially for each component of the Social and Labour Plan. Table 40 provides a summary of the financial commitment by the Mine for the next 5 years.

Table 40: Summary of Financial Provision for Key Elements of Kanakies Gypsum Mine Company's SLP for 2019 – 2020

SLP Programme	2019	2020	2021	2022	2023	Total (2019 to 2023)
Human Resource Development Programmes	R 211 380	R 265 403	R 352 316	R 373 455	R 395 862	R 1 598 416
Local Economic Development and Infrastructure Programmes	R 300 000	R 400 000	R 550 000	R 600 000	R 650 000	R 2 500 000
Closure & Retrenchment Management	R 0	R 0	R 0	R 0	R 0	R 0
Total	R 511 380	R 665 403	R 902 316	R 973 455	R 1 045 862	R 4 098 416

5.2 Human Resources Development Programmes

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

Table 41: Summary of Financial Undertakings in respect of the Kanakies Gypsum Mine's Human Resources Development Programmes

HRD	2019	2020	2021	2022	2023	Total (2019 to 2023)
AET Programmes	R 136 168	R 136 168	R 136 168	R 136 168	R 0	R 544 672
Core Business Training Programmes	R 6 459	R 8 205	R 10 332	R 11 365	R 34 908	R 71 269
Portable Skills Training Programmes	R 68 753	R 59 325	R 5 627	R 5 627	R 117 788	R 257 120
Learnership Programmes	R 0	R 61 705	R 67 101	R 73 898	R 82 129	R 284 833
Bursaries and Internships	R 0	R 0	R 133 088	R 146 397	R 161 037	R 440 522
Total Financial Provision for Human Resource Development Programme	R 211 380	R 265 403	R 352 316	R 373 455	R 395 862	R 1 598 416

5.3 Local Economic Development Programmes

Section 3 details the integrated LED programme initiated by Kanakies Gypsum Mine. Table 42 provides a summary of the financial provision for LED programmes for the next 5 years.

Table 42: Summary of Financial Undertakings in respect of the Kanakies Gypsum Mine’s Local Development Programmes

Local Economic Development Programmes	2019	2020	2021	2022	2023	Total (2019 to 2023)
Local Economic Development Programmes	R300 000	R400 000	R550 000	R600 000	R650 000	R2 500 000
Total	R300 000	R400 000	R550 000	R600 000	R650 000	R2 500 000

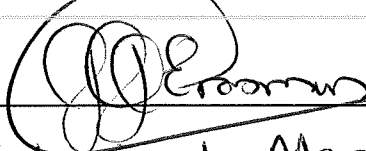
5.4 Management of Downscaling and Retrenchment Management Programmes

The ongoing investment in HRD Programme and facilitation of training during the life of Kanakies Gypsum Mine are intended to support the acquisition of skills that will provide employability to the workforce beyond the life of the operations. Negotiations regarding 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.

6 STATEMENT OF UNDERTAKING

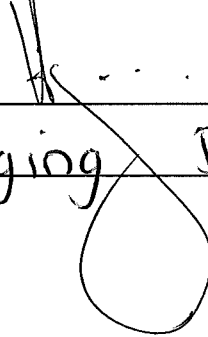
I Johannes JC Erasmus the undersigned and duly authorized thereto by Witkop Fluorspar Kanakies Gypsum Mine (Pty) Ltd undertake to adhere to the information, requirements, commitments and conditions as set out in the SLP, and to communicate the SLP once it has been accepted by the DMR to all relevant stakeholders and to further report on progress achieved on an annual basis to these stakeholders.

Signed at Stellenbosch on this 8th day
of March 2018

Signature of responsible person 
Designation Group Technical Manager

Approved

Signed at Stellenbosch on this 8th day
of March 2018

Signature of responsible person 
Designation Managing Director

APPENDICES

APPENDIX A: MEETING MINUTES

MEETING MINUTES

HANTAM LOCAL MUNICIPALITY

DATE: FRIDAY 09 FEBRUARY 2018 AT 08H00

VENUE: OFFICE OF THE MUNICIPAL MANAGER

PRESENT

J. I. Swartz - Municipal Manager

E. de Wet – Secretariat

Nothabo Tshuma - MTS Transformation Advisor

Meeting was held on Witkop Fluorspar, which is applying for Mining Right in the Hantam Municipal Area (Gypsum in Loeriesfontein) and their Social and Labour Plans.

The 2010 Mining Charter requires a contribution of 1% of NPAT to be spent on Community Development. The proposed new Mining Charter by Department of Mineral Resources requires that Community Development Budget be proportionate to the size of the operation.

Local communities considered for community projects are those in the Local Municipality within which the Mining Operation will be located.

They are working on the application process and will hold a community meeting in Loeriesfontein today (Friday 9 February 2018) to get community input.

Based on the 1% of NPAT, the Mine has a budget of R2 500 000 over a period of five (5) years for Community Development Projects.

The Municipal Manager requests that the funds be placed in a Trust Fund of the Municipality for Procurement Purposes.

Projects must be visible and benefit from all communities in the Hantam Municipal area.

Highlighted Possible Projects:

- Additional Infrastructure - Upgrading Water Pipelines
- Tar of land road between Loeriesfontein and Calvinia
- Discharge plant in Brandvlei
- Development of horse stables in Calvinia to small business units with mentor for projects
- Fulfil VIP Toilette (CSI)
- Awareness programs - banners, gazebo's, mobile toilets, mobile kitchens (CSI)

The Municipal Manager would like to review the Social and Labour Plan LED Projects before submission to the DMR.

The MM requested to have the copy of the 2010 Mining Charter and the Proposed Mining Charter to be sent to him so that they can be aware of obligations by Mining Companies.

Meeting adjourned.

MEETING MINUTES

DEPARTMENT OF LABOUR

DATE: FRIDAY 09 FEBRUARY 2018 AT 09H45

VENUE: DION LEUKES'S OFFICE

PRESENT

Dion Leukes – Regional Manager

Nothabo Tshuma – Transformation Advisor

Unemployment is very high in the area

The Department of Labour keeps a database of unemployed work seekers known as "ESSA"

The Mine wants to promote local recruitment, and this will be much easier through engagement with the Department of Labour.

The employer can visit the Department when seeking specific employees and register the vacancy on the DoL database. The ESSA system matches the right candidates registered on the database to the registered vacancy profile. Although this is a national database for the department in the whole of South Africa, it is very ideal for local recruitment as it allows an employer to specify and narrow their search to a specific area.

Meeting adjourned

MEETING MINUTES

LOERIESFONTEIN SAPS

DATE: FRIDAY 09 FEBRUARY 2018 AT 09H45

VENUE: STATION COMMANDER'S OFFICE

PRESENT

M J Greeff – Station Commander Loeriesfontein SAPS

Nothabo Tshuma – Transformation Advisor MTS

Influx of People is expected

Safety and Security is very important

The area is not characterised by a lot of crime, it is usually petty crimes; however, from time to time there are reports on domestic violence.

MINUTES

PUBLIC PARTICIPATION MEETING

DATE: FRIDAY 09 FEBRUARY 2018 AT 11H00

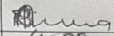
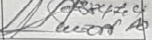
VENUE: LOERIESFONTEIN COMMUNITY HALL

Key Points for the Social and Labour Plan

- Skills development is of paramount importance as there is no skills development centre in the area.
- There should also be visible economic development in the area
- Loeriesfontein is the closest community to the mining project in relation to distance hence the focus for development and recruitment is Loerisfontein
- The mine will employ 14 permanent employees and will use subcontractors from time to time. The subcontractors will be mandated to employ people from the local communities rather than bringing their own from outside.
- The communities would like the product to be processed within the local area rather than to be mined and then taken elsewhere. (beneficiation must happen locally)
- Other companies have done nothing but brought their own skilled people from outside.
- Skills development must take place before the mining starts so that local people can legible for jobs when mining begins.
- The nearest FET college is in Vredendal
- Females must also be considered in technical training.
- Local entrepreneurs must be considered for tender opportunities as there are a lot of small businesses operation in the area such as; Waste management, catering, transport, cleaning, maintenance and fencing.











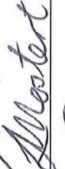


Date and Time: 09 February 2018 @ 1:30 PM

Purpose: KANAKIES GYPSUM MINE

Name	Company	Job Title	Phone Number	Email	Signature
Nothabo Tshuma	MTS	Transformation Advisor	074 582 4384	nothabo@mtsholdings.co.za	
M. J. (Sesosa)	SAPS	Vic For Command	082 448 2113	Creeppm@saps.gov.za	

ATTENDANCE REGISTER:

MEETING: Kanaries Mining Right Application - Witkop - PPP Open Day DATE: 7th Feb 2018

NAME:	COMPANY:	CELL NO.:	SIGNATURE:	E-MAIL ADDRESS:
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Jan Basson		0716128823		
Kevin Swartz		-		
M N.P. Basson		0787825298		
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JAW Hugo				
LEROY MOSTERT				
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Sarja Beukes			M. Pelese	
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Gerrit Muller Matthys		0735250716	<i>Gerrit Muller</i>	
Janeline Stout		0731098805	<i>J. Stout</i>	
Sonames Malgas			<i>S. Malgas</i>	
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PATRICK SAAR				
ANDRÉYI RUYH			<i>A. Ruyh</i>	
Alister Barkas		0635496648	<i>A. Barkas</i>	
Leticia Swarts			<i>L. Swarts</i>	
Roslin Mouton			<i>R. Mouton</i>	
Nerthia Gaus			<i>N. Gaus</i>	
WILLEM BASSON			<i>W. Basson</i>	
Johanna Basson	WHA BEE CONSTR.	0718707019	<i>J. Basson</i>	
EUZE BASSON-GAUS	Dump It Recycle	0725522189	<i>E. Basson</i>	
Johanna Kotse	Hantam Munisipaliteit	027 6628600	<i>J. Kotse</i>	lorenzfontein@hantam.gov.za
Benjamin Waterboer	Hantam Munisipaliteit	027 6628600	<i>B. Waterboer</i>	benjaminwaterboer58@gmail.com



ATTENDANCE REGISTER:

MEETING: _____ DATE: _____

NAME:	COMPANY:	CELL NO.:	SIGNATURE:	E-MAIL ADDRESS:
Alicia Bass		060 405 8402	A Bass	
Bewkes			Bewkes	
Charmaine Manis		078 468 3471	Charmaine Manis	
Milly STRAUSS			Milly Strauss	
Hendrieka KIMBOI		0736848068	H.K. Kimboi	
Johanna WITBOOI		078 634 9781	J. Witbooi	
M. Strauss		091 008 1620	M. Strauss	
Kathleen Spangenberg		0838254264	K. Spangenberg	
Verily - Witbooi		075 645 6455	Verily Witbooi	
Aneen Gouws			Aneen Gouws	
ALBERT BASSON			Albert Basson	
Lydia van ZYL		0785003530	Lydia van Zyl	
Bewkes			Bewkes	

NAME	COMPANY	SELL
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ABRAHAM WITBES		0653653107
WILCO RASTIE		011012712
DOCOUW VAN ROOIJEN		0810592068
MARIA STRAUSS		0730454895
ZACHARY VAN ZYL		0887120186
LINDA AMUND		0786981231
CATHERINE GROWER		-
BONNEN OLIVIER		-
GUEN BASSON		-
JOHN BOUT		0618476974
GERY BRUKES		-
CECILE DREGER		0786948525
DUNCAN BASSON		0736242426
SCHANNUS GROSS ->		0547662655
FRANKLIN RYLE -		
LEANDRO BON ->		0736242426
MAGDELINA FARMER		0790111467
CLAIR STEYN		
RICHARD MOTT	0795316421	STHAK BIZ. OWNER
NEWILL KREYMHANS	0636091457	
KEIT WITZOW	0730487702	

~~SELL~~ MICHAEL KOOPMAN
 SELL 0736365386
 ANDREW ARDOLANS
 SELL 0661186984

richardmott@ppp@gmail.com [RH BOOKS & ELECTRONICS]





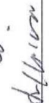
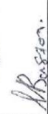
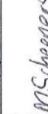







ATTENDANCE REGISTER:

MEETING: _____ DATE: _____

NAME:	COMPANY:	CELL NO.:	SIGNATURE:	E-MAIL ADDRESS:
Willem Stout	ASLA	0761526098	<i>[Signature]</i>	
Wayne Opperman		0730064110	<i>[Signature]</i>	
ELTONZO HAMMAN		0638936575	<i>[Signature]</i>	
Giel NieHofte		0825142734	<i>[Signature]</i>	
DAVID Tromp		074 575 3088	<i>[Signature]</i>	
DAVID OUPUIS.	OBM BUSINESS & CONSTR.	078 276 8386.	<i>[Signature]</i>	
SUSSETT HOOPEMAN		0640169597	<i>[Signature]</i>	
Antonio Seckes		0710800697	<i>[Signature]</i>	
Ashiano v. Lyl		0630535713	<i>[Signature]</i>	
Pharadisi A. Louza		0754768321	<i>[Signature]</i>	
REGANON LYCE		0630057973	<i>[Signature]</i>	
JONATHAN LUTEN JANSSEN			<i>[Signature]</i>	
S. & M. GEPERS			<i>[Signature]</i>	

ATTENDANCE REGISTER:

MEETING: _____ DATE: _____

NAME:	COMPANY:	CELL NO.:	SIGNATURE:	E-MAIL ADDRESS:
Jenny Bouw		071 0420616		
Ro-Jean van Zyl		062 895 4105		
Louisa Kirion		—		
Sonnia Basson		0730072083		
Marilyn Scheepers				
PZBUS Sout				
frittie Gous			f. Gous	
Sylvia Gous			Sylvia Gous	
Janine Sout		0747321626		
Hendrina Beukes		—		
Maria Hufto		—		
Eugene Thomaj		0619707259		
Jeanré Farmer		078 4458145		
Nerichia Gouws		0711506306	N.C. Gouws	
Adriaan Stout		—		

Naam	Company	Sell	E-mail
Whitney Beukes		0781582017	
Enrico Mostert		072 414 9607	
Juanitka Andrews		062 127 7011	
Beaumont Swartz		0843817388	
André Cloete		078 620 8923	
Carl Jordaan		071 042 0676	
Jayden Gous		071 042 0676	
Pina v/o Prens		083 64 35352	