

**INVEST IN PROPERTY 84 (PTY) LTD MINING
OPERATION
LEJWELEPUTSWA MAGISTERIAL DISTRICT
FREE STATE PROVINCE**

SOCIAL AND LABOUR PLAN



**2021 - 2025
(Revision: February 2020)**

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EXECUTIVE SUMMARY

The applicant, Invest in Property 84 (Pty) Ltd, applied to the Department of Mineral Resources for a mining right for the mining of Diamonds (Alluvial) and Gold (placer deposits) near the town Boshof, within the Lejweleputswa Magisterial District of the Free State Province.

The applicant intends to appoint approximately 90 employees from within the local community. The average household size of the Tokologo Municipality in terms of Statistics South Africa is 3.2, therefore it is fair to presume that the employees will support approximately 200 dependants.

The amount set aside by the applicant for Human Resource Development of the mine's employees, including external bursaries and learnerships, for the 5-year period of this Social and Labour Plan amounts to R2 107 500-00 (Two Million One Hundred and Seven Thousand Five Hundred Rand). Keeping in mind that the mining right applied for will be for a period of 30 years, the amount to be spend (should this application be granted) on Human Resource Development could easily exceed R12 000 000-00 (Twelve Million Rand) for the total mining right period of 30 years.

The applicant will also have available a total amount of R450 000-00 (Five Hundred and Fifty Thousand Rand) for Local Economic Development of the community for the 5-year period of this SLP. The applicant intends to strive in developing the local infrastructure and to uplift the local communities, to enable community members to become self-sustaining. It is therefore highly likely that the economic development injection to the local communities for the total duration of this mining right, should the mining right be granted, can exceed R2 700 000-00 (Two Million Seven Hundred Thousand Rand).



CONTENTS OF THE SOCIAL AND LABOUR PLAN

SECTION 1 – PREAMBLE (Regulation 46(a))

Name of Company/Applicant	Invest in Property 84 (Pty) Ltd
Name of mine/production operation	Invest in Property 84
Physical Address	14 River Street Christiana 2680
Postal Address	14 River Street Christiana 2680
Telephone number	083 441 6711
Fax number	086 546 0579
Location of mine or production operation	The names of the farms are: a. The whole farm of Van Aswegenshoek 493 RD b. The whole farm of Greylingslyn 355 RD In the Free State Province. Approximately 56 km north of Boshof and 53km west of Hertzogville
Commodity	Diamonds (Alluvial) and Gold (placer deposits)
Life of mine	30 years
Financial year end	February
Reporting year	2021
Responsible person	Mr Shawn Mace
Geographic origin of employees (mine employees and labour sending areas)	
(a) Mine community	(b) Labour sending area
<i>Province</i>	<i>Province</i>
Free State	Free State
<i>District municipality</i>	<i>District municipality</i>
Lejweleputswa District Municipality	Lejweleputswa District Municipality
<i>Local municipality</i>	<i>Local municipality</i>
Tokologo Local Municipality	Tokologo Local Municipality

SECTION 2 – HUMAN RESOURCE DEVELOPMENT PROGRAMME (Regulation 46(b))

This mine proposes to have 3 sites on the mining right application area with 30 employees per site, thus adding up to a total of 90 employees.

It is important to point out that the mine will be a small operation and as such will not have the capacity, structure, finances or economies of scale to be comparative in terms of Training and Development and Social Responsibilities, to that of other larger mining operations.



This operation will have both budgetary and structural constraints in that it will be small sized operation and as such will be relatively restrictive in terms of Training & Development and Social Responsibilities. Due to the aforementioned, the Skills Development Plan “SDP” will be simplistic but most of all, attainable and manageable by an operation of this size.

In considering this application, the Department of Mineral Resources should take into account the budgetary and structural constraints that an operation of this size has in terms of Training, Development and Social Responsibilities and our intentions and cooperation to support initiatives in this regard. The primary focus will be to present both a Skills Development and Social Plan that is simplistic, but more importantly attainable and which will address the requirements of the local municipality and community, by an operation of this nature and size.

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

The company has fully embraced the concept of sectoral training and has access to the activities of MERSETA and the MQA and an external training co-ordinator/Skills Development Facilitator (SDF will be appointed to assist in this regard.

2.1 Compliance with skills development legislation

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

Table 2.1: Seta Information

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

Due to the size of the operation the mine will appoint an external SDF who will be operating as a consultant. The SDF will be the main liaison person with the MQA and will have access to company information directly on the MQA Database (DataNet) through the use of a user ID and password. The appointed skills development facilitator will be responsible for development and submission of the workplace skills plan for Invest in Property.

The roles of the Skills Development Facilitator will be:

- To assist in developing the Workplace Skills Development plan.
- To ensure the reporting on the social and labour plan is submitted as and when required.



- To ensure that the reporting in terms of the Mining Charter is submitted as and when required;
- To advise on the implementation, monitoring and review mechanism of the social and labour plan.
- To serve as a resource in all aspects of skills development including skills programmes, bursaries and learnership development.
- To advise on quality assurance requirements as set out by the MQA.
- To serve as a liaison person between the organisation and the MQA.

Invest in Property will focus on strategic and specific training interventions within pockets of the workforce and not a blanket training approach. Such strategic and specific training interventions are to form part of the five years' workplace skills development plan that will also take cognisance of the commitments made within this Social and Labour Plan.

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

Invest in Property regards training as an important activity and a simplistic yet effective and attainable training programme has been established. The objectives of the skills development plans for Invest in Property are as follows:

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

APPENDIX 2.2.1 and 2.2.2

2.2.1. Education levels of the workforce

Due to the mine not yet being operational there are no employees, therefore the education levels of the employees are also not at this stage available to Invest in Property. As soon as the mine becomes operational and the employees are employed will the mine report on the educational levels of the workforce.

Table 2.2: Education levels of employees.

Education level	African		Coloured		Indian		White		Total	
	M	F	M	F	M	F	M	F	M	F
None	To be confirmed in the first SLP report, as currently this information is not available to the applicant. As soon as the mine becomes operational the employee education levels will be reported on accordingly.									
Grade 0 / Pre										
Grade 1 / Sub A										
Grade 2 / Sub B										
Grade 3 / Std 1 / ABET 1										
Grade 4 / Std 2 / ABET 1										

Grade 5 / Std 3 / ABET 2										
Grade 6 / Std 4 / ABET 2										
Grade 7 / Std 5 / ABET 3										
Grade 8 / Std 6 / ABET 3										
Grade 9 / Std 7 / ABET 4										
Grade 10 / Std 8 / N1										
Grade 11 / Std 9 / N2										
Grade 12 / Std 10 / N3										
Diplomas / Certificates										
First degree / higher diploma										
Honours / Master's degree										
Total										

2.2.2. Illiteracy level and ABET needs

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

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

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

APPENDIX 2.2.3 and 2.2.4

Staff and present level of competence

The below table indicates the planned ABET training budget for five years' period. The amount of employees who might receive ABET training was calculated on 10% of the total employee base. This is based on the presumption that all employees who have an education level of less than ABET 4 will want to participate in the current ABET programme.

Level	2021	2022	2023	2024	2025	Total
ABET 1	9				9	
ABET 2		9				
ABET 3			9			
ABET 4				9		
Total No.	9	9	9	9	9	
Budget	R25 000-00	R30 000-00	R35 000-00	R40 000-00	R45 000-00	R175 000-00

The applicant's intention will be for all employees to obtain an educational level of at least ABET level 4. The implementation plan will be confirmed as soon as the mine is operational



and the relevant employees, and actual ABET levels, have been identified. The applicant therefore ensured that the budget for this ABET training is sufficient. In the event that the above budget is not sufficient this will be supplemented accordingly.

Action plan:

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

2.2.4. Portable Skills Programme and Core Business Training

Invest in Property recognises that the changing nature and demands of any business can result in a reduction in the number of employees at any stage of the business's life. In addition, Invest in Property also recognises that employees may seek alternative employment during their careers.

In recognition of the above Invest in Property will implement the following portable skills plan.

Action plan:

- Table 2.4 below provides an indication of the portable skills that Invest in Property will aim to provide employees which will be useful both during their employment as well as after employment at Invest in Property.
- Employees showing interest and ability will be provided with the opportunity to attend a portable skills training workshop over the five-year period.
- Employees will be requested to sign an attendance register.
- The training will be provided by outsourced companies.
- After attending the portable training courses, employees will be provided with a certificate of attendance.
- After attending the portable training courses, employees will be provided with a certificate of attendance.

Table 2.4: Portable skills & Core Business training targets

Type / area of training	Number of employees				
	2021	2022	2023	2024	2025
Welding Skills	2		2		2
Vehicle Licenses		3		3	
Basic computer skills	3		3		3
First Aid		3		3	
Core Business training (see below)	All	All	All	All	All
BUDGET	R60 000-	R64 000-	R67 500-	R71 000-	R75 000-
TOTAL BUDGET	R337 500-				

Core Business Training

In addition to the training described above Invest in Property will also provide all employees training in the following:

- HIV/AIDS Awareness programme: All employees are encouraged through a presentation to “Know your Status”, for which an external and independent service provider will be used. Should the employee consent, this external service provider will undertake the appropriate testing and the results will be kept confidential. Should the results be positive the external company is to refer the employee to the nearest clinic for counselling and support;
- Tuberculosis awareness training;
- Healthy living and nutrition;
- Health and Safety and risk awareness training;
- Risk assessment training;
- Environmental Awareness training;
- Introduction to Fire Fighting;
- Safety Rep Training;
- Multi-Skilled Operator / Driver Training.

The above training will form part of the employee induction training undertaken when commencing with employment and with recommended refresher courses. Refresher courses will be done at least once per annum.

2.2.5 and 2.2.6 Learnerships (internal and external) and 2.2.7 Artisan Training

APPENDIX 2.2.5; 2.2.6 and 2.2.7

2.2.5. Internal Learnerships

Experience has taught that internal learnerships are not always practical by reason of the fact that full time employees earning a specific salary do not often want to (nor can they



afford to) sacrifice their salary and accept the stipend offered as part of a learnership programme. In the circumstances the applicant will direct its commitment towards external learnerships and artisan training. Having said that, it is not to say that the door is closed to an employee who would like to participate in a learnership programme. In the event that an employee shows an interest in the learnership programme, such employee will be afforded the opportunity to apply for a particular learnership together with the external applicants. Employees will also have the opportunity to apply for an internal bursary at Invest in Property, as more fully set out in Appendix 2.6.1.

2.2.6. External Learnerships and 2.2.7. Artisan Training

Table 2.5

Field/ area of training	Targets and timelines									
	2021		2022		2023		2024		2025	
	New intake	New	Cont	New	Cont	New	Cont	New	Cont	
Mechanical Engineering	1	1	0	1	0	1	0	1	0	
Mine Health and Safety	1	1	0	1	0	1	0	1	0	
Total No	2	2	0	2	0	2	0	2	0	
Budget	R144 000-	R144 000-	0	R144 000-	0	R144 000-	0	R144 000-	0	
Total budget									R 720 000-00	

Learnership and artisan programmes will endure for a maximum period of 12 months. The learner will also receive a monthly stipend for the duration of the learnership/artisan programme.

The learnership and artisan programme will be advertised to local community members who have completed their schooling and who are interested in and show an aptitude for learning a trade. The applicant firmly believes that the learning of a trade will benefit community members and provide them with a useful skill which will open them up to employment opportunities in the future. The learnership/artisan programme will also be available to female candidates. An interview process will be completed in order to identify the successful candidate. After the completion of the programme the candidate will receive a certificate of attendance.

2.2.8 School Support and Post Matric Programme

APPENDIX 2.2.8

School Support

As soon as mining activities in terms of this mining right application has commenced, Invest in Property will implement a school support programme in which school going children of employees will be sponsored with regards to school fees, school clothing, sporting equipment, sport clothing, stationary or any relevant educational supplies. Invest in



Property will accept 2-3 applications per year, which applications must be submitted by the employee parent, for the learners/scholars to be considered for this sponsorship. The mine shall make payment of the relevant educational sponsorship directly to the applicable service provider. Progress reports will have to be submitted to the mine by the parents.

Post Matric

As soon as the mining activities have commenced Invest in Property will implement a post matric programme in which employee's children who have finished matric will be sent for motor vehicle driver licence lessons and in the event that they do not yet have a learner driver licence this will also form part of this programme. The employee parent will have to apply on behalf of their post matric children. Progress reports will have to be submitted to the mine. Provision is currently made for 2 applicants per year, however, once the mine is operational this might increase.

In the event that there is any excess of the allocated budget these amounts will be spent on the renovation and/or upliftment of local schools.

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

Field/ area of training	Targets and timelines									
	2021		2022		2023		2024		2025	
	New intake	New	Cont	New	Cont	New	Cont	New	Cont	
School Support	3	3	-	2	-	2	-	3	-	13
Post Matric	2	2		2		2		2		10
Total No	5	5	-	4	-	5	-	5	-	23
Budget	R41 000-	R34 000-	0	R30 000-	0	R25 000-	0	R25 000-	-	R155 000-

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

Table 2.6

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

Semi-skilled and discretionary decision making	None	None
Unskilled and defined decision making	None	None

2.4 Career Progression Plan (Regulation 46(b)(ii))

2.4.1 Career Development Matrix

APPENDIX 2.4.1

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

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

APPENDIX 2.4.2

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

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

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

The objectives of a career development path are:

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

Action plan to implement Career Development paths:

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

- High potential candidates (approximately 10% of the workforce) are to be identified and linked to an accelerated skills development and mentorship plan.
- As and when roles are vacated within Invest in Property the position will firstly be offered internally. Should none of the employees have the required skills or aspiration to fill the role, then the mine will have no other choice but to source the skill from outside the company.
- If an employee has to be sourced outside, the mine can amend its skills development plan to be able to ensure that the skills for future fulfilment of the role are available internally if such aspirations exist.

At this stage, due to the mine not being operational nor having employees yet, the 5-year Career progression plan will be confirmed as soon as employees have been employed and within the first year of commencement of mining operations.

2.4. Mentorship Plan (Regulation 46(b)(iii))

Invest in Property regards mentorship as helping people realising their potential and maximise their potential through learning and skills development. Mentoring is a joint venture between the mentor and the mentee whereby the mentor guides the mentee in terms of personal and career development. Invest in Property will implement a mentorship plan, as soon as mining operations commence, through the action plan listed below. This constitutes a provisional mentorship plan.

Action plan:

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

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

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



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

Table 2.8: Mentorship plan targets

MENTORING PROGRAMME	CAREER DELIVERABLES	DURATION	TARGET		GENDER		
			HDSA	NON-HDSA	FEMALE	MALE	
Mechanical	Senior Engineer	1 Year	1	0	1	0	
Operator	Senior operator	1 Year	1	0	0	1	
Total provisional mentee amount per year						2	
Total provisional mentees for the duration of this SLP						10	

Responsibility of a Mentor:

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

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

APPENDIX 2.6.1 and 2.6.2

2.6.1. Internal Bursaries

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

- Studies must be job specific and company related.
- The employee can apply for the internal bursary at the beginning of each year to cover the costs for that academic year. The employee must provide Invest in Property with proof of the cost of the course as well as the course material.
- Studies (courses accredited by SAQA) and educational institutions must be approved by the Company.

No specific budget amount has been set aside for internal bursaries at this stage as it will depend on the employee's participation and needs as to who would like to study part time and the cost of such course, while working at Invest in Property. A survey will be conducted during the first year of this SLP and will be reflected in the first report on the progress of the SLP, which will be approximately 12 months from the start date of this SLP. In the event that

certain employees may be keen to study on a part time basis the funds will be separate from the external bursary section and will these funds be in addition of the current funds allocated for this SLP.

2.6.2. External Bursary Plan

Table 2.9: Tertiary Learnership Targets – External Bursary

Bursary field	Targets and timelines									Total Budget
	2021	2022		2023		2024		2025		
	New intake	New	Cont	New	Cont	New	Cont	New	Cont	
Mine or Mechanical Engineering	1	0	1	0	1	0	1	1	0	
Total No	1	0	1	0	1	0	1	1	0	
Budget	R80 000-	0	R100 000 -	0	R120 000-	0	R140 000-	R160 000-	0	R300 000 -

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

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

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

The applicant will make payment of all the fees mentioned above directly to the relevant educational institution/service provider. The student will be required to provide the company with bi-annual progress reports.

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

APPENDIX 2.6.3

Table 2.10: Internship targets

Internship field	Targets and timelines								
	2021	2022		2023		2024		2025	
	New intake	New	Cont	New	Cont	New	Cont	New	Cont
Mine Engineering	1	1	0	1	0	1	0	1	0
Mechanical Engineering	1	1	0	1	0	1	0	1	0
Total No	2	2	0	2	0	2	0	2	0
Budget	R24000	R24000	0	R24000	0	R24000	0	R24000	0
Total Budget	R120 000-00								

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

The internship will be offered to 2 students per year during two tertiary institution holiday periods (where possible) in order to accommodate the student. The applicant will ensure that the students have been properly selected prior to the commencement date and will ensure that they are notified of the commencement date not less than 3 weeks prior thereto. The interns will each receive a monthly stipend for the duration of each internship period and the total budget for the five-year period will be R120 000-00.

The internship will be aimed at exposing 3rd and 4th year student(s) to the mining industry associated with Mechanical and Mine Engineering.

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

APPENDIX 2.7.1

Refer to Form S, Annexure 3 attached hereto.

Objective and purpose of employment equity plan



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

HDSA in management

Invest in Property will ensure that it's management is fully compliant in terms of HDSA participation. At this stage Invest in Property is however unable to provide the exact situation with regards to management positions, as no positions exist at this stage. The only position currently filled is the Board position which is 100% HDSA male. As soon as the management positions become available they will be filled, as far as possible, with HDSA employees. The targets for HDSA in management have been set out in Table 2.11 below as from 2021, but the actual progress will only be reported on once the mining operation commences.

Table 2.11: Targets for HDSA participation in management

Occupation levels	2021	Min progress to be achieved	2022	Min progress to be achieved	2023	Min progress to be achieved	2024	Min progress to be achieved	2025	Compliance Target
Board	100%	100%	100%	100%	100%	100%	100%	100%	100%	50%
Exec Management	TBC	35%	TBC	40%	TBC	40%	TBC	45%	TBC	50%
Snr Management	TBC	35%	TBC	40%	TBC	40%	TBC	45%	TBC	50%
Middle Management	TBC	35%	TBC	45%	TBC	50%	TBC	55%	TBC	60%
Junior Management	TBC	35%	TBC	45%	TBC	50%	TBC	55%	TBC	60%
Core skills	TBC	35%	TBC	50%	TBC	60%	TBC	65%	TBC	70%

Women in Mining

Invest in Property will employ approximately 12 women, which will represent 13.3% of the workforce. Invest in Property will implement the following action plan in order to achieve the women in mining targets:

- Women employed by the mine will be trained in terms of the mining environment and will form part of the mine's skills development plan.
- Invest in Property will target suitable qualified women for vacant employment positions as and when they are available.
- Invest in Property will conduct presentations to educational institutions in the area to specifically target female school learners that have obtained the required standards for the learnership/artisan programme and internships.
- Invest in Property recognises that one of the roles that would suit women is as a vehicle operator in the mine. The mine will develop an implementation training programme whereby HDSA women who have a driver's license are provided with the opportunity to learn to drive a mine vehicle.

SECTION 3 – MINE COMMUNITY ECONOMIC DEVELOPMENT (Regulation 46(c))

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

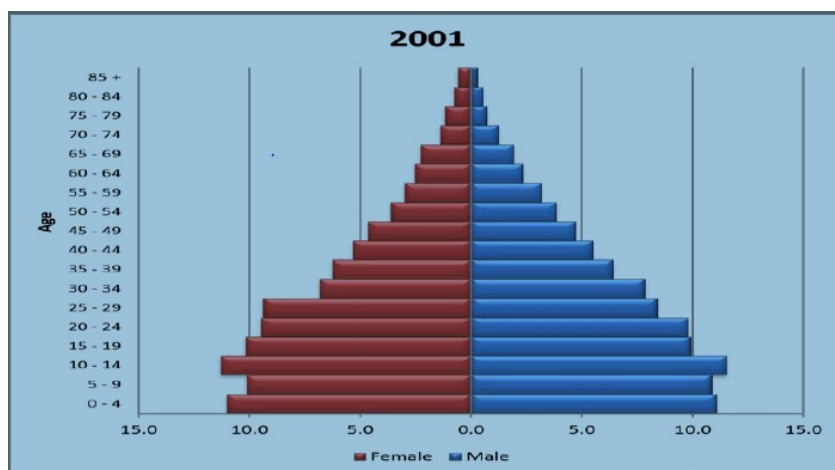
APPENDIX 3.1

The Tokologo local municipality is a category B municipality located within the Lejweleputswa district in the Western Free State province. Its boundaries are the North West Province in the North, the Xhariep district in the South, Tswelopele and Masilonyana local municipality in the East, and the Northern Province in the West. It is one of the five municipalities in the district, making almost a third of its geographical area. Tokologo Local Municipality area covers 9326km² and consists of three former Transitional Local Councils namely Boshof, Dealesville and Hertzogville, as well as a portion of a former Transitional Rural Council (Modderval) which contained approximately 1480 farms. Boshof is the capital town and is situated in the centre, whilst Dealesville is further East of Boshof, and Hertzogville is situated in the north of the municipal area. Dealesville is the smallest town within Tokologo Local Municipality.

Gender Profile

Age and Gender Distribution

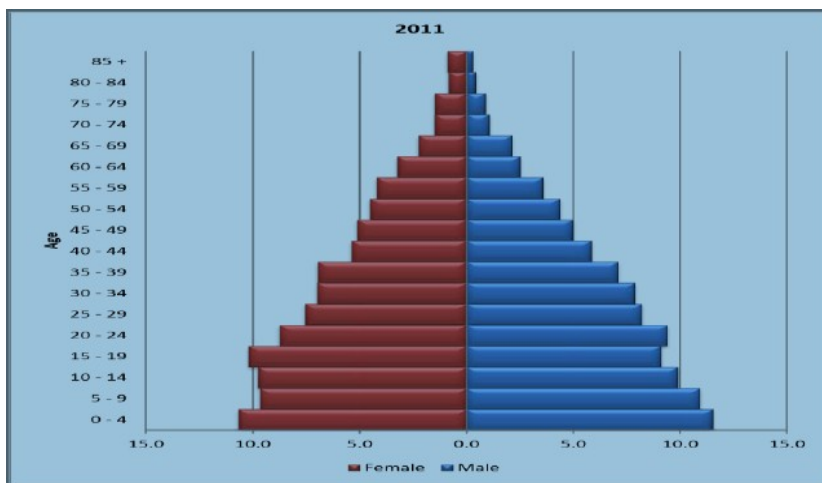
The figure below shows that the largest proportion for both males and females was for people aged between 0-4 years. From age 15 years and above for females and 20 years and above for males, as the age increases, the population decreases. From age 15-19 the female numbers increase whereas at age 20-24 males' increases.



Tokologo population had more male than female from the age of 35-64 with percentage contribution of 1,2%. Even though the male population has been more than the female population since 1996, there was a slight decrease of 0.7% between 2001 and 2011. In terms of gender, the table above shows a slight increase of 1,5 % of male than in 1996, 2001 and 2011 where female was dominating in Tokologo local municipality.

Sex ratio (male per 100 female – 102)

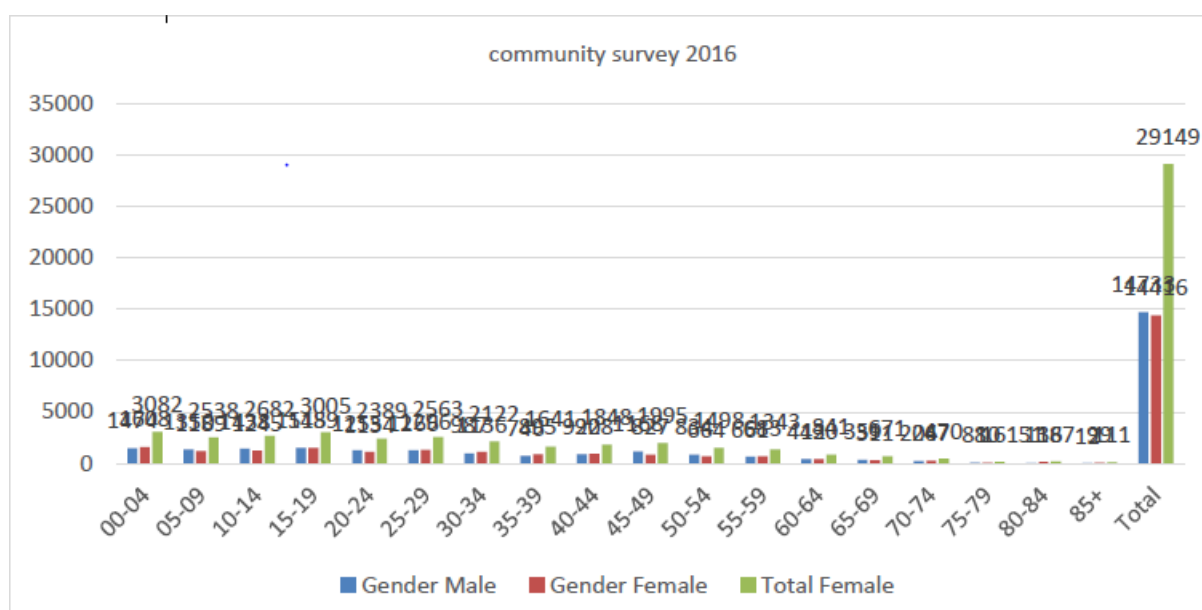
Age group	Gender		Total
	Male	Female	
0-14 (Children)	4262	4042	8303
15-34 (Youth)	5024	5055	10079
35-64 (Adults)	4328	3997	8325
65+ (Elderly)	1120	1322	2442
Total	14733	14416	29149



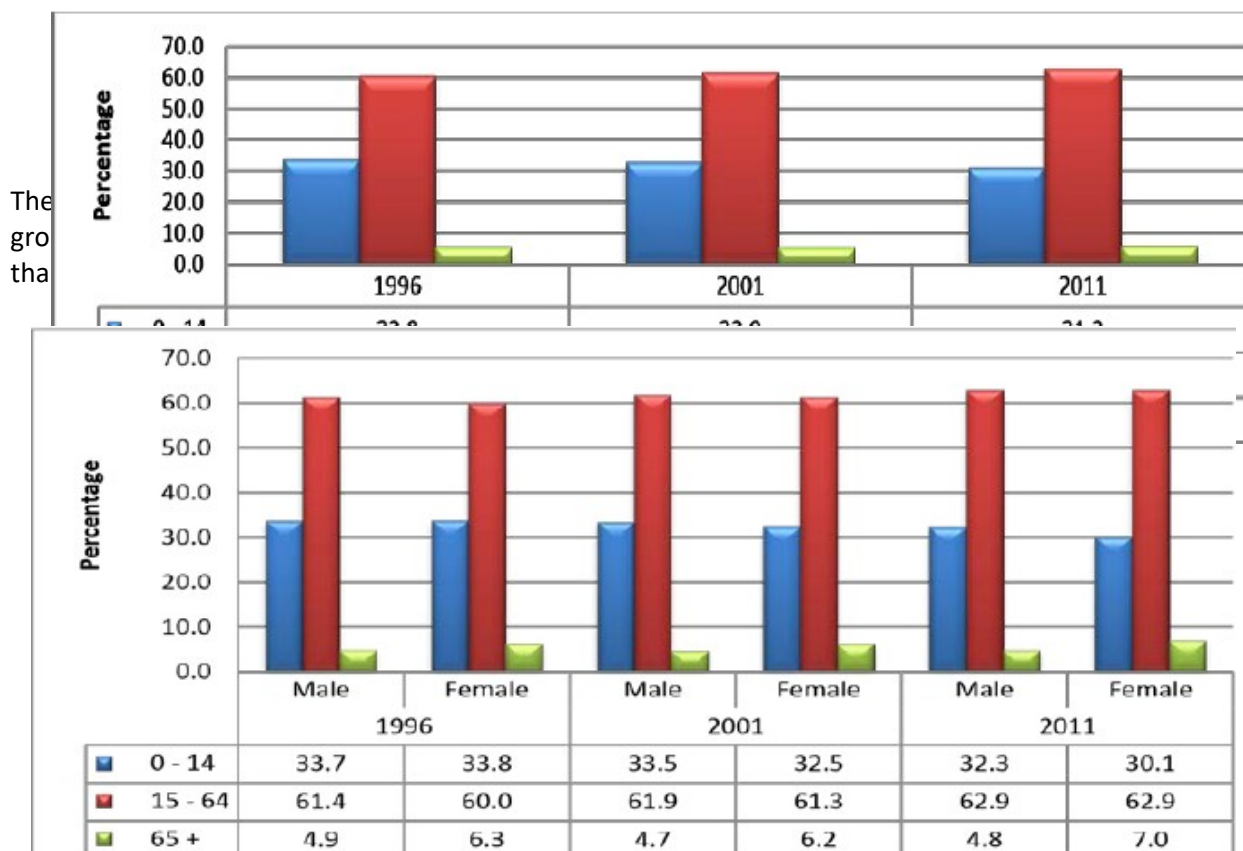
Population Profile

As per Community Survey 2016, the table below shows the large proposition for both male and female is for age 15-34 years, as the age increases the population decrease, from age 15-34 years female number increases compared to their counterpart whereas at age 36-64 years males increases as compare to females.

Ratio. 58,4



The figure below shows percentage distribution of Tokologo local municipality by functional age groups where over census years 1996, 2001 and 2011, the working age group 15-64 years increased gradually from 60.6% in 1996 to 62.9% in 2011, whereas the young population group decreased gradually.



Economic Profile

The primary activities in Boshof are restricted to agriculture which includes livestock farming, game farming and crop farming. The commercial sector mainly consists of service provision to the agricultural community in the rural hinterland. The trade and service sector in Hertzogville is focused on providing for the basic needs of the local urban and surrounding farming community only. The industrial sector in Hertzogville consists of the co-operative where agricultural products are processed, the abattoir and a few light industrial activities relating to vehicle maintenance and the agricultural sector. Dealesville is a service centre to its local residents, providing only the most essential services. Livestock farming and crop farming activities are most common in the area, although salt works on a small scale also exist at some of the numerous salt pans characterizing the area.

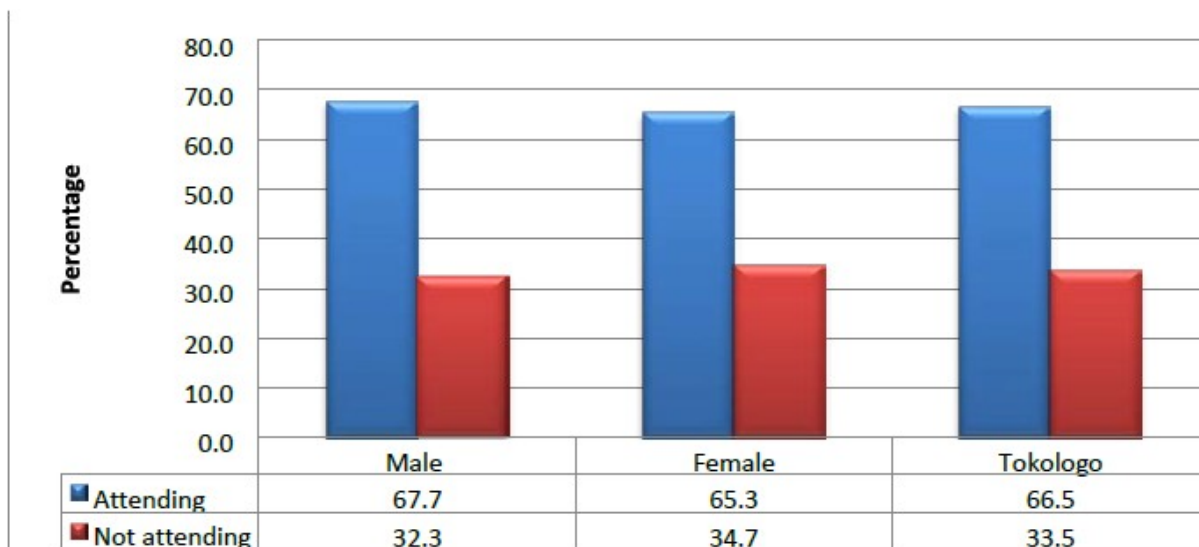
The sectoral composition to the different sectors for the GDP contribution is as follows:

- Agriculture 24.6%
- Mining 21.6%
- Manufacture 2.9%
- Electricity 2.9%

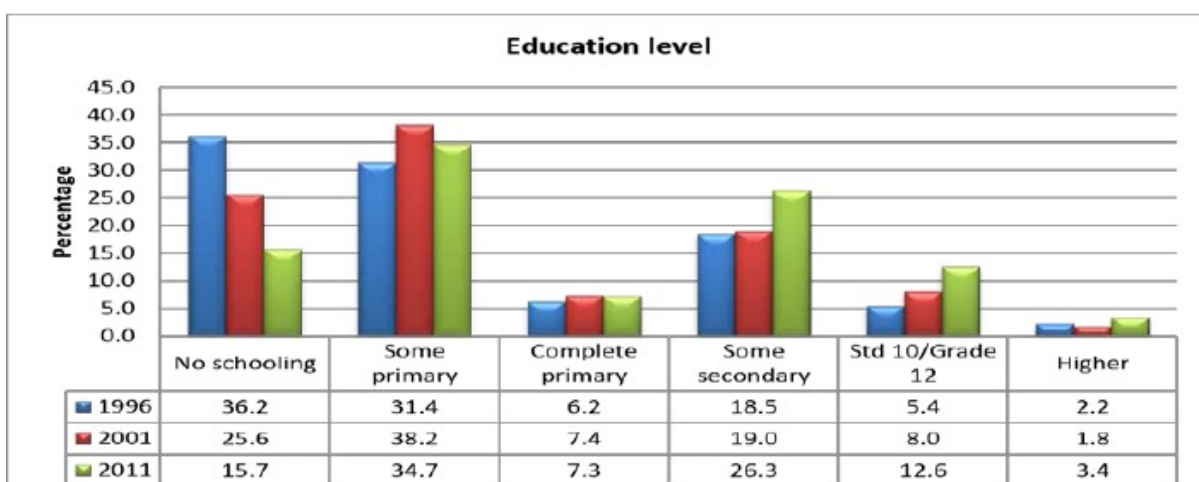
- Construction 2.5%
- Trade 12.3%
- Transport 5.0%
- Finance 7.6%
- Community services 20.7%

Education Levels

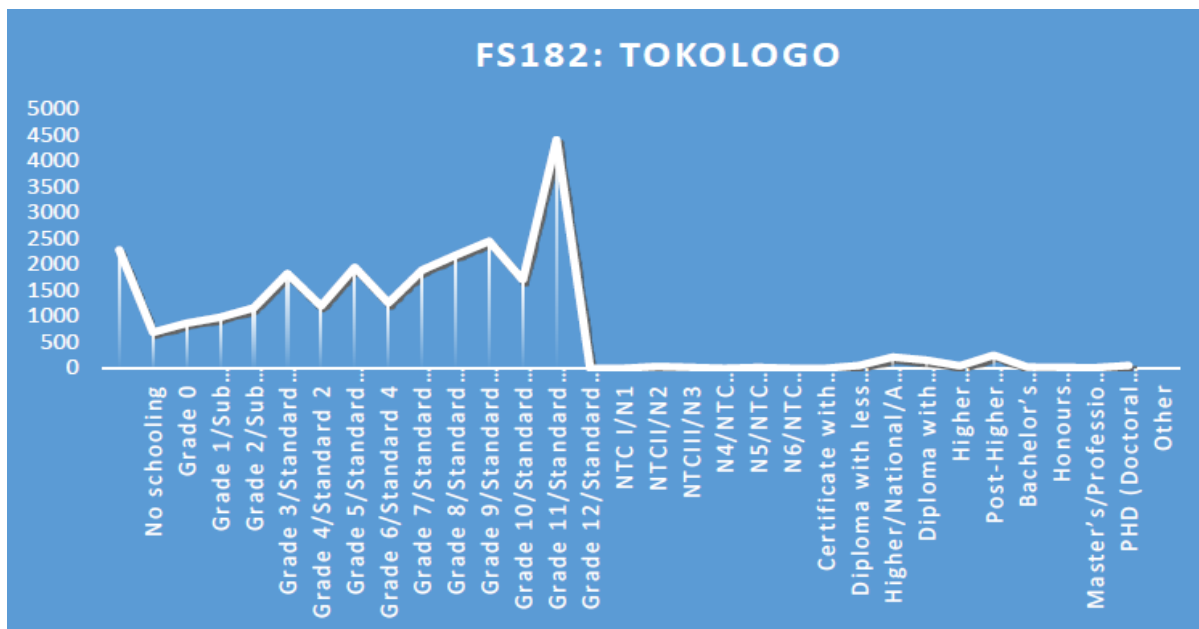
The figure below shows percentage distribution of Tokologo population aged 5-24 years who were attending school during the population census 2011. In 2011, 66.5% were found to be attending school whereas 33.5% were not. Males were found to be attending school more than females with 67.7% and 65.3% respectively.



The figure below shows the education levels of population aged 5 years and above in Tokologo at 12.6% in 2011. As for higher education levels, there was a decrease in number of people who attained higher education level certificates from 1996 to 2001 from 2.2% to 1.8%, however, there was an increase from 1.8% to 3.4% in 2001 and 2011 respective.



The table below show an increase of people who has obtained Grade 12 as compared to 2011. There was also a slight increase in people who obtained higher/national diploma with grade 12/occupational certificate/ NQF 6. One of the concerns in the municipality is an increase of people who doesn't attend school and end-up increasing the number of unemployed people in the municipality.

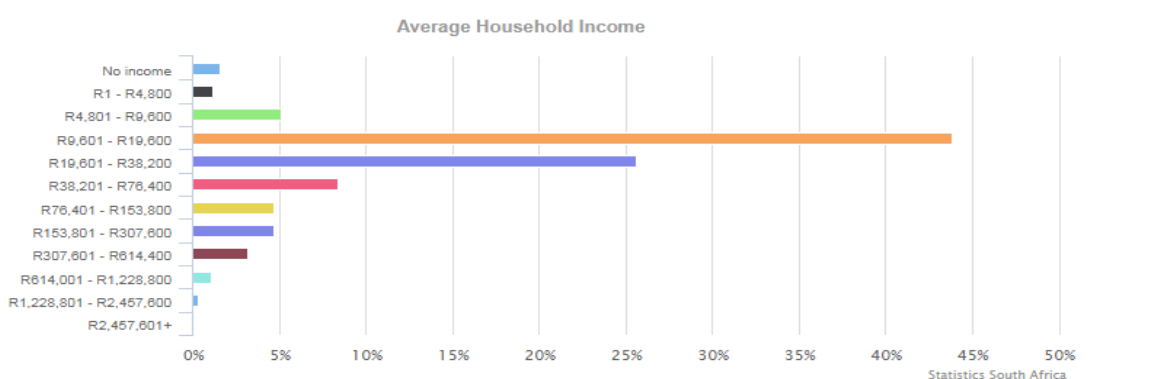


Employment Profile

The indicators show that the overall unemployment rate for Tokologo increased steadily from 22.8% in 1996 to 27.4% in 2011 whereas in 2001 it was 16.9%. Female unemployment rate over the years 1996, 2001 and 2011, is greater than that of males. It is clear that the labour participation rate was the highest in 2001 with 59.5% followed by 1996 with 58.6% then 2011 with 50.0%. Same pattern is shown for both male and female youth participation rate. Labour absorption rate was found to the highest in 1996 with 45.2% and decreased to 36.3% in 2011 whereas for both male and female it was also highest in 1996 with 61.3% and 29.6% respectively.

Income Profile

The people that are employed earn an average wage. 1.2% of the household income is between R 1.00 and R 4,800.00 per month. 5.1% of the household income is between R 4,801.00 and R 9,600.00 per month. 43.9% of the household income is between R 9,601.00 and R 19,600.00 per month. 25.6% of the household income is between R 19,601.00 and R 38, 200.00 per month. 8.4% of the household income is between R 38,201.00 and R 76,400.00 per month. 4.7% of the household income is between R 76,401.00 and R 153,800.00 per month. 4.7% of the household income is between R 153,801.00 and R 307,600.00, 3.2% of the household income is between R 307,601.00 and R 614,400.00, 1.1% of the household income is between R 614,001.00 and R 1,228,800.00, 0.3% of the household income is between R 1,228,801.00 and R 2,457,600.00 and lastly 0.1% of the household income is R 2,457,601.00 +. Please refer to the table below.



Infrastructure

TOKOLOGO LOCAL MUNICIPALITY

Tokologo Local Municipality is in the Western Free State. Tokologo's main resource is agricultural and although the area boasts some tourism sites, they need to be developed and marketed. The region has natural resources, an abundant supply of labour and relatively well-developed infrastructure. With a land surface area of 9,326 square km the major towns that comprise the municipality includes Boshof, Dealesville and Hertzogville. Boshof (the capital town) is situated in the centre; Dealesville is further east, and Hertzogville is situated in the north of the municipal area.

BOSHOF

Boshof is the administrative seat of the Tokologo Local Municipality. The town is located approximately 124km to the west of Bloemfontein and 53km to the east of Kimberley, along the R64 (old Bloemfontein/Kimberley Road). Most commercial and industrial activities are situated in Boshof itself and the CBD of Boshof can be broadly demarcated between Oranje, Fourie and Fontein streets. The business component of Seretse and Kareehof is weakly developed and consists mainly of lower order businesses such as corner shops and taverns. Kareehof and Seretse are predominantly dormitory towns for the low income groups with very few economic activities, save for corner shops and informal traders. Primary activities in Boshof are restricted to agriculture, which includes livestock farming, game farming and crop farming. Longstanding drought conditions have led to a decline in the agricultural sector's ability to absorb labour. The commercial sector mainly consists of service provision to the agricultural community in the rural hinterland. The 27 hunting farms in the Boshof district attract some tourism.

DEALESVILLE

Dealesville/Tshwaraganang is a small town within the region. The town is located approximately 55km to the south east of Boshof and 69km to the west of Bloemfontein along the R64 (old Bloemfontein/Kimberley Road). Dealesville is a service centre to its local residents, providing only the most essential services. The economy in the rural area is focused on agriculture. Livestock farming and crop farming activities are most common in the area, although salt works on a small scale also exist at some of the numerous salt pans in the area. Dealesville and Tshwaraganang are separated by vacant land. The surrounding area comprises irrigation and stock farms. Approximately 200ha of land was available for future development according to the municipality's IDP. Surrounding areas comprise irrigation and stock farms. The municipality owns relatively large portions of commonage land used for agricultural purposes.

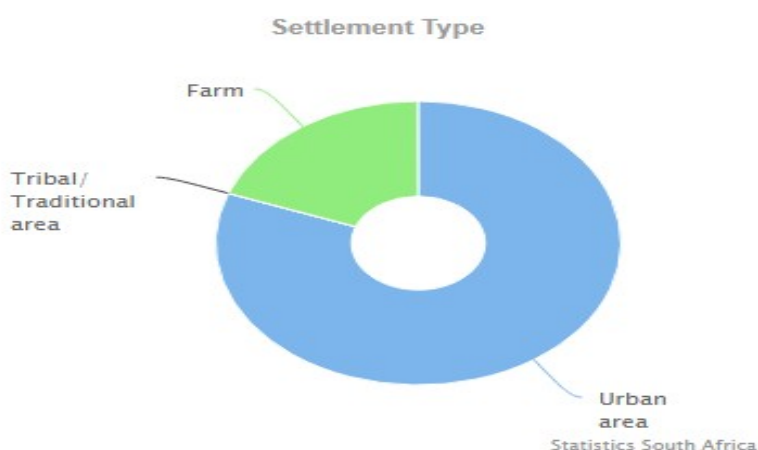
HERTZOGVILLE

Hertzogville/Malebogo is a small town within the region. The town is located approximately 140km to the north of Bloemfontein and 93km to the north of Boshof town along the R59 (Road to Christiana). The trade and service sector in Hertzogville is focused on providing for the basic needs of the local urban and surrounding farming community only. Growth in the retail and service industry is hampered by the fact that Hertzogville is not located along the major thoroughfares between large urban centres and therefore does not have any external source of revenue. The industrial sector in Hertzogville consists of the cooperative where agricultural products are processed, the abattoir and a few light industrial activities relating to vehicle maintenance and the agricultural sector. Tourism is limited to visitors to the municipality's Palmietpan Nature Reserve. Hertzogville serves as a service centre for the surrounding farming community. The Central Business District is situated in the area surrounded by Bornman, du

Plessis, van Rensburg and School streets. The CBD is characterized by small retail businesses, banks and service oriented businesses. Malebogo relies on the core business area found in Hertzogville as it does not have a strong business component of its own. Industrial sites are situated at the northernmost corner of Hertzogville. The co-operative is the most prominent of these light industries. An abattoir is situated at the eastern entrance to Hertzogville.

There is less effective public transportation system in the municipal area. People move about either on foot, in their private vehicles or by means of hitch hiking. Boshof and Dealesville do have taxis that usually ferry people from different locations whilst in Hertzogville minibuses are mostly utilised to travel long distances. The main roads pass through the municipality and are R64 and R59. The R64 runs from Boshof in the centre of the municipality to Kimberley in the west area and to Dealesville. Past Dealesville the R64 links with the N1 National road and continues further to Lesotho. The R59 runs from Boshof north towards Hertzogville and continues onwards to Hoopstad. Secondary roads connect the rural areas with the main urban settlements. There are few cycle and pedestrian routes as most of the residents walk to get access to facilities.

Housing



There are 8698 households in the municipality, with an average household size of 3,2 persons per household. 22,7% of households have access to piped water either in their dwelling or in the yard. Only 2,3% of households do not have access to piped water. The table below shows household distribution in Tokologo local municipality in comparison with other local municipalities within the district between 2001, 2011 and 2016. In 2001, total number of household were 8847 which contributed 4.1% to the total number of households in Lejweleputswa whereas in 2001 and 2011 Tokologo contributed 4.8% and 4.7% to the total number of households in Lejweleputswa respectively.

Municipality	2001		2011		2016	
	Percentage	Households	Percentage	Households	Average HH size	
Masilonyana	17064	9.3	17575	9.6	21558	2.9
Tokoloko	8847	4.8	8698	4.7	9831	3.0
Tswelopele	12430	6.7	11992	6.5	13705	3.5
Matjhabeng	120289	65.2	123195	67.3	149163	2.9
Nala	25839	14.0	21703	11.8	23653	3.3
Lejweleputswa	162195	100.0	184469	100.0	217911	3.0

The municipality currently do not have a Housing Sector Plan as the last was adopted in 2010 and the information contained is outdated. There is a plan by the municipality to develop the new Housing sector plan as interaction with HDA is underway.

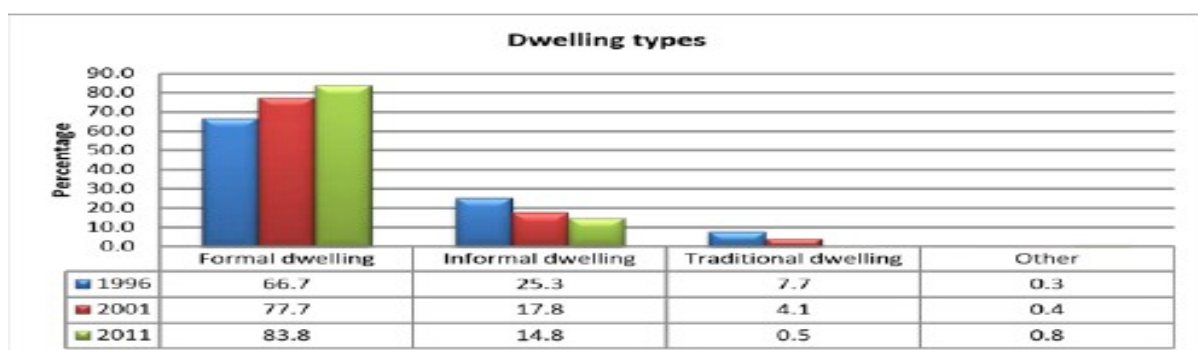
The status in relation to housing is 83.8% provision for formal dwellings and 14.8% with informal dwellings. Housing provision is the competency of Free State Provincial government (Human Settlement). Malebogo has more numbers of infill sites (800 units) fully serviced with water, electricity and sanitation. Tshwaraganang do have 350 unserviced sites and Malebogo has 400 informal dwelling with inadequate services.

In terms of housing the municipality is currently updating information on legible household ownership with indigent registration on continues basis underway for qualifying beneficiary. Currently there is a project underway for demolition of two roomed houses at Seretse and Tshwaraganang. NDP Objective is to indicate and to upgrade all informal settlement on suitable, well located land by 2030 and introduce spatial development framework and norms, including improving the balance between location of jobs and people.

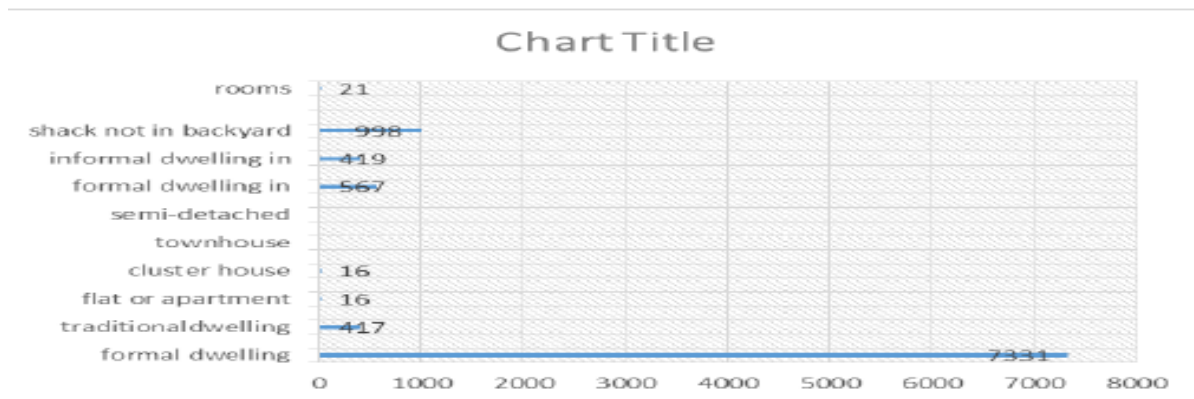
Malebogo is one of the towns with high backlog in terms of housing as there are lot of in-fill sites (600) in a formalised area with available infrastructure, at Seretse about 200 sites are available for housing development. Both Tshwaraganang and Seretse there is a housing project underway for the eradication of two roomed houses with 75 and 35 unit respectively. Asbestos roofing is also identified as one of the project to be established by Human Settlement in the near future for the whole municipality.

The municipality has land available at Hertzogville which is currently used for grazing and communal camps that has been identified for future development for integrated inclusive human settlement as there are a number of middle class who could be able to occupy the area.

The figure below shows types of dwellings that households in Tokologo local municipality occupied since 1996 to 2011. The number of households in formal dwelling increased from 66.7% in 1996 to 83.8% in 2011 whereas those in informal and traditional dwellings decreased from 25.3% and 7.7% to 14.8% and 0.5% respectively.



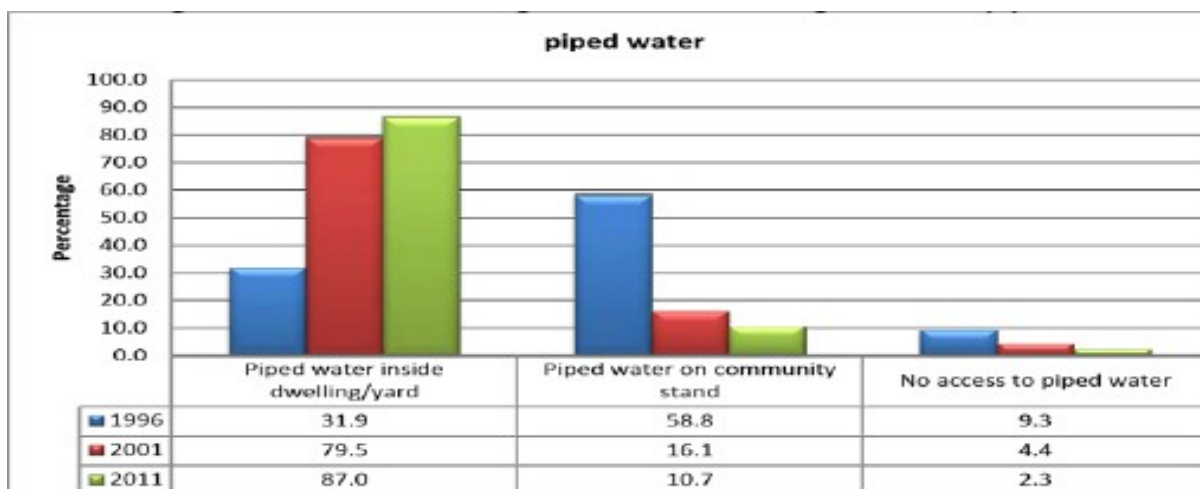
The table below shows that the main dwelling that households currently lives in, the number of formal, informal and traditional dwelling has increased from 83.8% in 2011 to 89% in 2016.

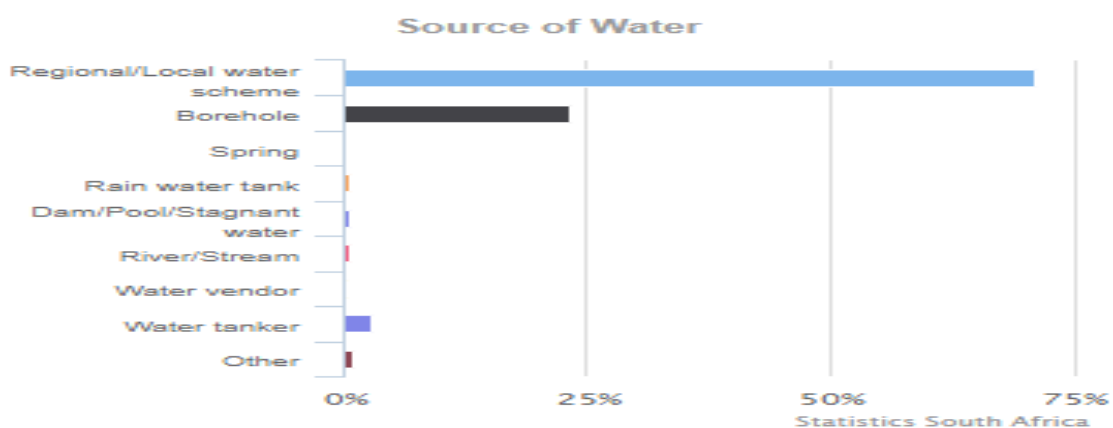
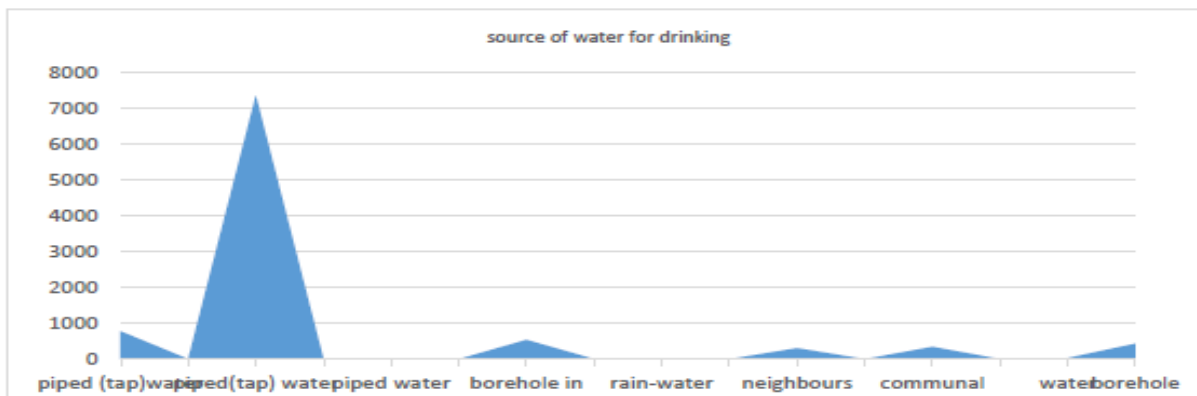


Water and Sanitation

A Water Services Development Plan will be developed in line with current status with a plan to meet the future demand. A Comprehensive Infrastructure delivery plan has been developed providing information on institutional arrangement and operational plan for these services. Hertzogville has a bulk supply of water connected from Christiana and Boshof project is underway with connection from Kimberley with a possibility of extending to Dealesville. Tokologo Local Municipality is a licensed Water Services Authority authorised by Water Affairs to supply and distribute water within its area of jurisdiction. In Dealesville there are currently about 350 sites without water and sanitation infrastructure in a new settlement area where application for funding and business plans were submitted to Human Settlement for funding. Tokologo municipality provide its residents with 6kl water for free, and the number of indigent beneficiaries is 774 to date.

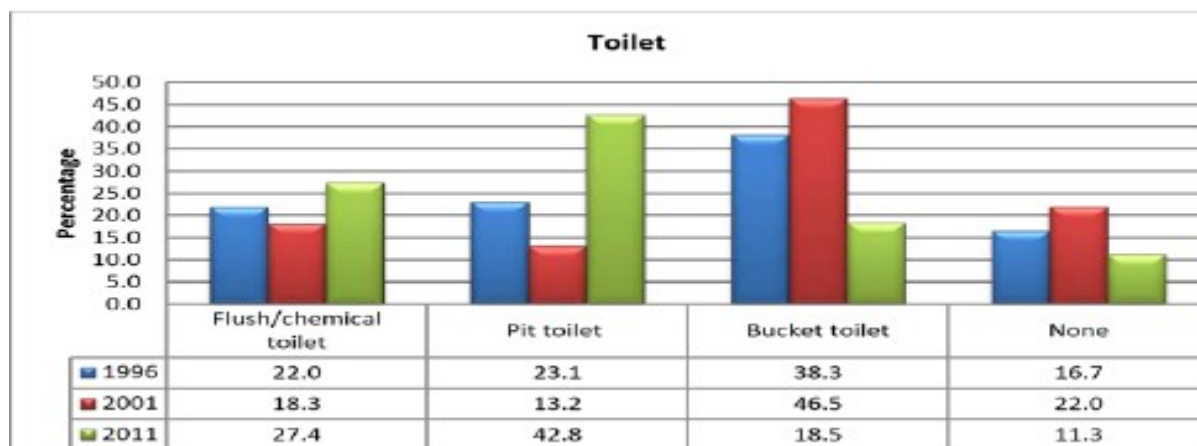
The below figure shows distribution of households in Tokologo local municipality with access to piped water. Accesses to piped water in dwelling/yard increased from 31.9% in 1996 to 87.0% whereas access to piped water on community stands decreased from 58.8% in 1996 to 10.7% in 2011. As for households without water access decreased from 9.3% in 1996 to 2.3% in 2011.





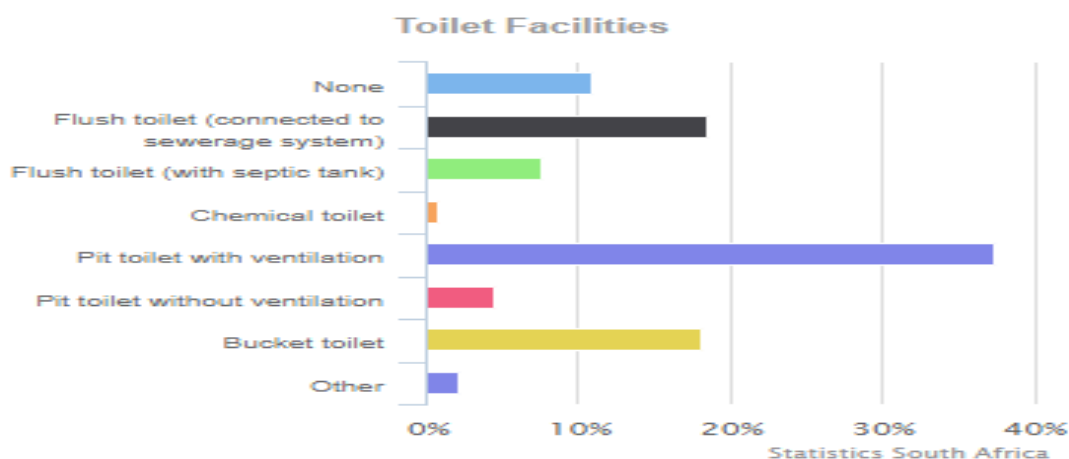
Tokologo Local municipality in responding to FSGDP as it provides about 89% of sanitation services to the residential area within its jurisdiction with various levels of services such as flush toilet connected to sewerage (18.5%), flush toilet with septic tank (7.6%), pit toilet with ventilation (VIP) at 37% and bucket toilet (18.1%).

The below figure shows the distribution of households with type of toilet facilities in Tokologo local municipality. In 1996 and 2001 most of households in Tokologo were found to be using bucket toilets with 38.3% and 46.5% and the number decreased to 18.5% in 2011.



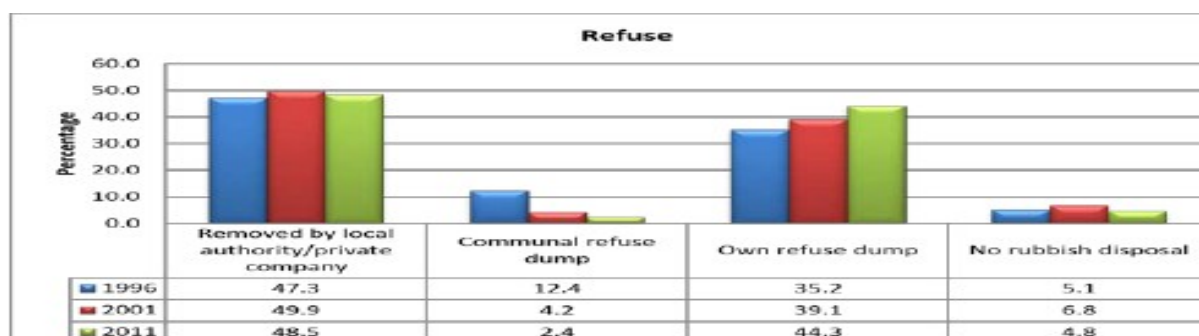
The table below shows an increased number of households using flush toilets connected to public sewerage system and to a septic or conservancy tank, there is a decrease on household using bucket system in Tokologo local municipality.

Flush toilet connected to a public sewerage system	Flush toilet connected to a septic tank or conservancy tank	Chemical toilet	Pit toilet	Bucket toilet
2685	873	37	4898	788

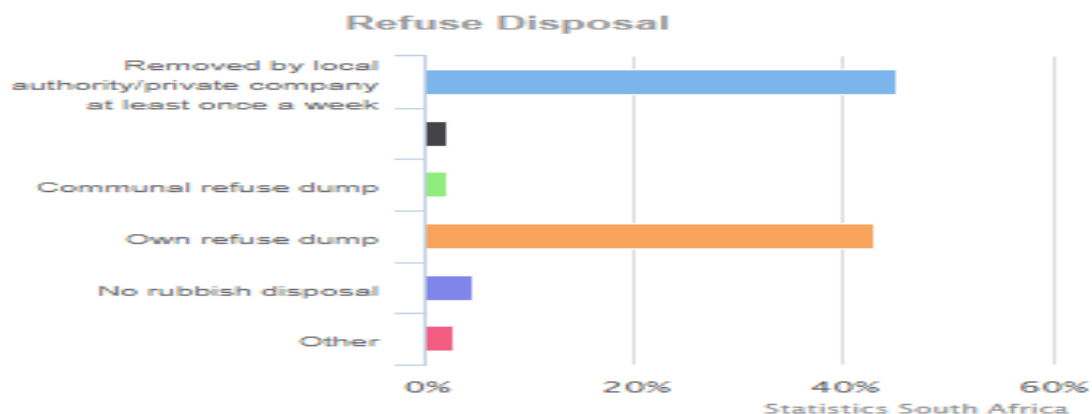


There is generally a problem with the refuse removal and waste disposal sites within Tokologo Local Municipality. The urban areas are serviced, with refuse removal on a weekly basis; the effective and the co-ordinate function of these services need to be addressed. Inadequate human resources are a problem and the municipality is in the process of finalizing placement, fleet was purchased in the current financial year. The municipality provide free basic refuse removal to the households that has been registered as indigent and the number of indigent beneficiaries is 868 to date.

The figure below shows distribution of households with type of refuse removal. Households with own refuse dump increased from 35.2% in 1996 to 44.3% in 2011 whereas households whose refuse are removed by local authority/private company increased from 47.3% in 1996 to 49.9% in 2001 then decreased in 2011 to 48.5%.



Removal by local authority/private company/community members at least once a week	Communal refuse dump	Own refuse dump	No rubbish disposal
4816	762	4109	100



Electricity

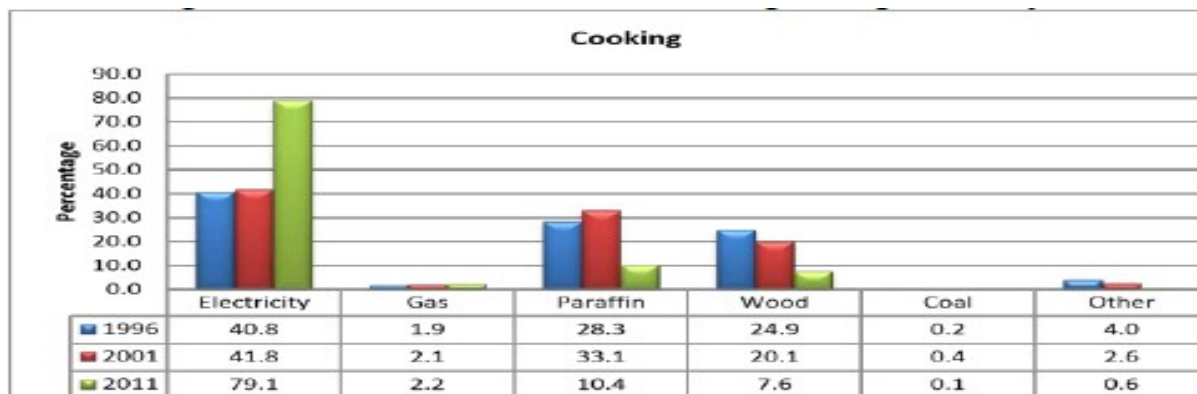
The municipality provides electricity energy to residents for purpose of cooking, heating and lighting for household at 82.2%. The following area is provided by the municipality.

1. Boshof \ Seretse
2. Dealesville \ Dikgalaope.
3. Hertzogville.

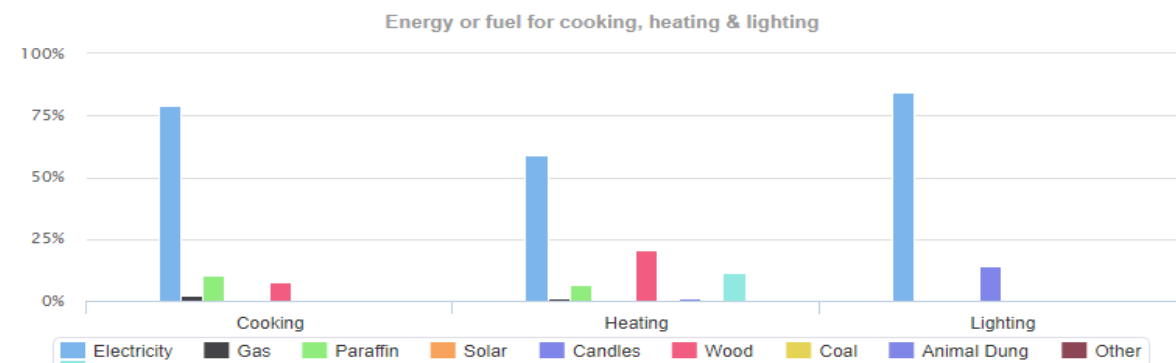
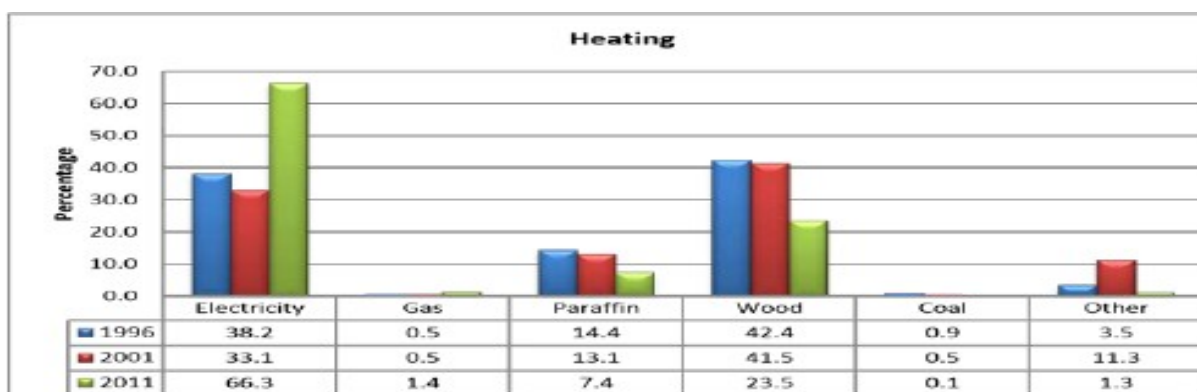
Malebogo and Tshwaraganang electricity is provided by Eskom. There are two major transmission substations of Eskom at Dealesville namely, Perseus and Beta station. In 2015/16 there was a proposed construction of a double circuit 400 KV transmission power line from Beta sub-station to Merapi sub-station in the Free State. Currently there are few challenges within the supply of municipality resulting in theft and loses emanating from ageing infrastructure and old meter box and cable theft. The major source of funding for electrification programmes is electrification grants from the National Government. Electrification programmes are thus able to be implemented effectively when such funds are available. Tokologo local municipality provide registered indigent 50 Kwh per household and the number of indigent beneficiaries is 439 to date. The below figure shows the distribution of households in Tokologo local municipality with access to electricity for lighting. In 1996, 55.4% of households were using electricity for lighting and the number increased in 2001 and 2011 to 73.0% and 84.4% respectively. The number of households with usage of candles for lighting decreased from 32.1% in 1996 to 14.3% in 2011.



The below figure shows the distribution of households in Tokologo local municipality with access to electricity for cooking. In 1996, 40.8% of households were using electricity for cooking and the number increased in 2001 and 2011 to 41.8% and 79.1% respectively. The number of households with usage of paraffin for cooking decreased from 28.3% in 1996 to 10.4% in 2011.



The below figure shows the distribution of households in Tokologo local municipality with access to electricity for heating. In 1996, 38.2% of households were using electricity for heating and the number decreased in 2001 to 33.1% and then increased in 2011 to 66.3%. The number of households with usage of wood for heating decreased from 42.4% in 1996 to 23.5% in 2011.



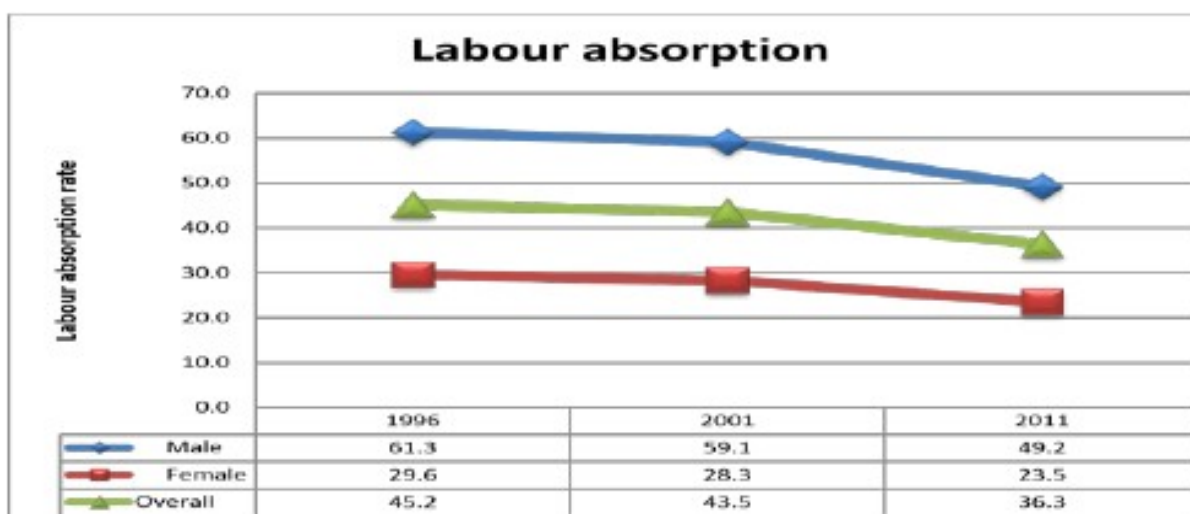
Statistics South Africa



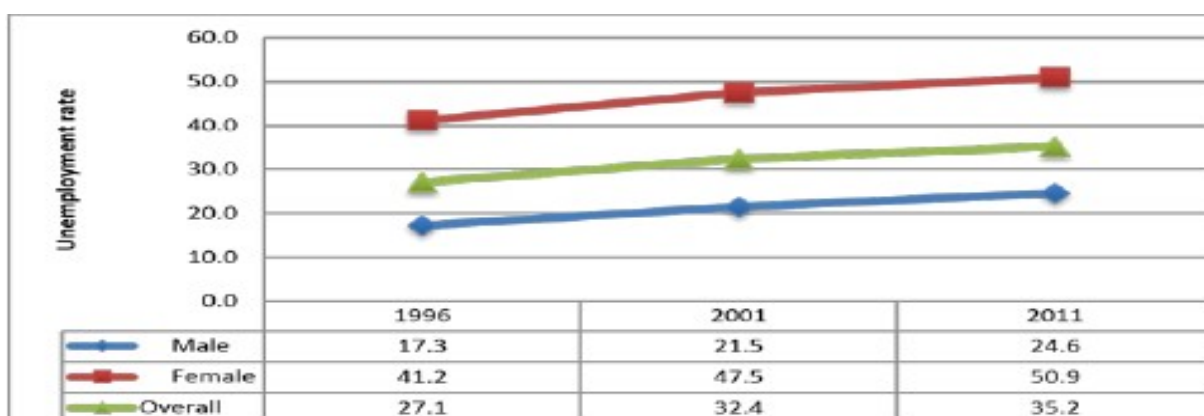
Unemployment

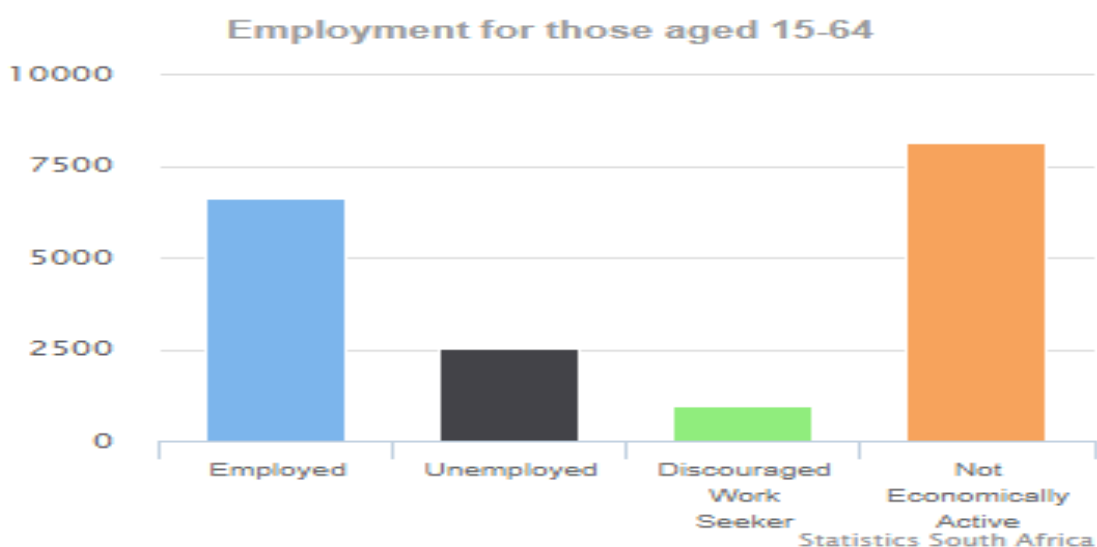
9122 people are economically active (employed or unemployed but looking for work), and of these 27,4% are unemployed. Of the 4647 economically active youth (15 – 34 years) in the area, 35,8% are unemployed. Tokologo Local municipality is the lowest recorded unemployment rate in the district, it has increased from 20.3% in 2005 to 26.8% percent in 2014, with the average of 23% unemployment rate.

The below figure shows labour absorption rates in Tokologo local municipality over census years 1996, 2001 and 2011. Labour absorption rate was found to be the highest in 1996 with 45.2% and decreased to 36.3% in 2011 whereas for both male and female it was also highest in 1996 with 61.3% and 29.6% respectively.



The figure below shows youth (15-35 years) unemployment rate of Tokologo local municipality by gender. Over the years 1996, 2001 and 2011, the unemployment rate was found to be 27.1%, 32.4% and 35.2% respectively and again the female unemployment rate lead over males and Tokologo municipality since 1996 to 2011.





3.2 KEY ECONOMIC ACTIVITIES (REGULATION 46 (c) (ii))

3.2.1. Key Economic Activities in the Mining Community

Activity	Percentage of Employment
Agriculture	24.6%
Mining	21.6%
Community Services	20.7%
Trade	12.3%

3.2.2. Mining Companies in the Area

Name of Mining Company	Commodity
Rovic Mine (Roberts Victor)	Diamonds
Dwyka Diamonds Ltd (Blaauwbosch Mine)	Diamonds

It is proposed that Invest in Property will have 90 employees who will support approximately 200 dependents, taking into account that each household contains an average of 3.2 persons.

Due to the fact that most of the employees reside within the Tokologo Local Municipality, it is fair to presume that the majority of monthly earned salaries will be spent in the local area.

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

3.3. NEGATIVE IMPACT OF THE MINING OPERATION

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

Other		X	
-------	--	---	--

3.4. Infrastructure and Poverty Eradication projects - needs of area (Regulation 46(c)(iv))

Table 3.1

General	Specific	Type of need	Municipality
Work creation	Tokoloko Brick Manufacturing facility	Social upliftment & infrastructure development	Tokoloko
Work creation	Relethabetse sewing factory	Social upliftment & infrastructure development	Tokoloko

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

See table 3.2 below.

Type of project and locality

The Tokologo Local Municipality provided Invest in Property with the needs of the local community and it was confirmed that for this SLP the mine will implement the Relethabetse Sewing project in providing industrial sewing machines to the existing sewing factory in Boshof. This factory is a group of women who is currently situated in the old municipal offices. The factory is unable to expand therefore they are in need of Industrial machines that can do embroidery as well, to enable them to make school clothing for the local schools. Due to the factory's limited space they are also in need of expansion in the form of a mobile building annexed to the current building.

Stakeholder's involved in the project

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

- The applicant;
- The local authority;
- Employees of the Relethabetse sewing factory;
- SMME suppliers and local labour.

Sustainability of the project

As soon as the sewing factory has been provided with the industrial sewing machines the factory will be self-sustainable to enable them to get more and bigger projects.

Financial provision over a 5-year timeframe

The applicant is able to contribute a total amount of R450 000-00 for the duration of this Social and Labour Plan. This will amount to R90 000-00 per year for the 5-year duration. In the event that the applicant is able to make the total contribution at once this will be arranged.

Company's exit strategy after implementation



The applicant will request the local authority to provide the applicant with written confirmation which confirms that the applicant have fulfilled its obligations in respect of the project.

Table 3.2: Project Plan

Project Name	Relethabetse Sewing Factory			Classification of project	Social upliftment and infrastructure			
Background	The Tokologo Local Municipality provided Invest in Property with the needs of the local community and it was confirmed that for this SLP the mine will implement the Relethabetse Sewing project in providing industrial sewing machines to the existing sewing factory in Boshof. This factory is a group of women who is currently situated in the old municipal offices. The factory is unable to expand therefore they are in need of industrial machines that can do embroidery as well, to enable them to make school clothing for the local schools. Due to the factory's limited space they are also in need of expansion in the form of a mobile building annexed to the current building.							
Timeframe	The provision of the industrial machinery will take place over a period of 5 years, but in the event that the applicant is able to provide the full assistance at once this will be communicated and arranged with the factory							
Geographical Location	Local Municipality	Village / Town	Project Start Date		Project End Date			
Lejweleputswa District	Tokologo	Boshof	Year 1 – Possibly 2021		2025			
Output	Key performance indicators and areas	Responsible Entity	2021	2022	2023	2024	2025	Total
	Community Consultation & local authority	Applicant and local authority	R90 000-00	R90 000-00	R90 000-00	R90 000-00	R90 000-00	R450 000-00
Type of jobs	No of jobs	Male adults	Female adults	Male/Fem youth	Total	Comment		
Short-term	TBC	TBC	TBC	TBC	TBC	See above		
Medium term	TBC	TBC	TBC	TBC	TBC	See above		
Long term	TBC	TBC	TBC	TBC	TBC	See above		
Completion	2025	Exit strategy				R450 000-00		

			Upon confirmation from municipality	
--	--	--	-------------------------------------	--



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

3.6.1 Current status of available dwelling for employees – Table 3.3

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

3.6.2 Municipality's plan to address housing – the local authority has not adopted an Integrated Human Settlements Plan. The current housing plan, as implemented in 2010, is outdated and is currently being revised by the municipality to identify the housing backlog and provide a manner in which the housing backlog can be eradicated.

3.6.3 Preferred requirements for housing and living conditions of the workforce

See paragraph 3.8.4 below. Housing will not be required having regard to the distance of the mine from the local community. Furthermore, where possible, employees have been sourced from the local community and current employees already have their own existing housing. Future employees will also be sourced from the local community, where possible, whom will most likely already have their own existing housing or rental agreements in place. In the event that an employee does not reside within the Tokologo local municipality and has to work away from home, the employee will be paid a living out allowance until such time as the employee relocates to the local municipality, at which time the employee will be provided with a once-off relocation allowance.

3.6.4 Housing and living conditions plan over a five-year period- Table 3.4

Type of accommodation	2021 Baseline	2022 25%	2023 50%	2024 75%	2025 100%
Home ownership					
Family units					
Single quarters					
Other – Employees have established household that either they rent/own off site	Most likely	Will remain	Will remain	Will remain	Will remain

Please refer to paragraph 3.8.3 above.

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

- A focus on local recruitment. 100% of the employees of Invest in Property will reside within the local Tokologo Municipality.
- Invest in Property will support the Infrastructure and Basic Services projects identified, which will provide skills, finance and encouragement for the development of community related infrastructure.
- Active promotion of home ownership through annual awareness campaigns and continuous consultations with worker representatives, as well as the local authority.

- The mine will engage with third parties (such as but not limited to, the local authority, banking institutions and property developers) with a view in promoting the provision of affordable housing for all employees.
- Should the revenue of the mine exceed the expected amounts as set out in the Mine Works Programme the mine will liaise with the local authority for the implementation of a housing project for mine employees on a municipal approved and owned site.

Invest in Property intends to implement regular awareness programmes to inform all employees of the benefits of good nutrition, balanced diets, correct method of food preparation to maximize nutritional benefits of food as well as Water and Sanitation when preparing food, including the use of nutritional diets in the management of HIV/Aids and Tuberculosis. Invest in Property will provide employee transport to and from the site, where necessary, at no cost to the employee. The employees will also undergo annual medical check-ups, at the expense of Invest in Property.

3.7. Procurement progression (Regulation 46(c)(vi))

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

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

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

The aforesaid process will be implemented and upheld for the 5-year duration of this social and labour plan.

SECTION 4 – PROCESSES PERTAINING TO MANAGEMENT OF DOWNSCALING AND RETRENCHMENT (Regulation 46(d))

4.1 The establishment of the future forum (Regulation 46(d)(i))

Invest in Property will establish a Future Forum within the first year of mining operations.



The function of the Future Forum will be to:

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

The Future Forum will meet **bi-annually** to discuss the following issues, if applicable at that time:

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

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

4.2 and 4.3 Job loss prevention and management of retrenchments (Regulation 46(d)(ii))

Consultation with the Department of Labour

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

Consultation with Staff and Representatives

The process described below has been developed to include the procedures outlined in Section 52 of the Minerals and Petroleum Resources Development Act, 2002 (Act No. 28 of 2002) and Section 189 of the Labour Relations Act, 1995 (Act No. 66 of 1995).

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

- the employee/s likely to be affected and the job category in which he/she/they are employed,
 - the proposed method for selecting which employee/s to dismiss,
 - the time period during which the dismissals are likely to take effect,
 - the severance pay proposed,
 - any assistance that the employer proposes to offer to the employee likely to be dismissed, and
 - the possibility of the future re-employment of the employee/s who is/are dismissed.
- The group must discuss the information presented by the employer and either accept what the employer proposes or suggest alternatives.
 - The consultation process during the meeting must ensure:
 - The employer allows the other consulting party an opportunity to make representations about any matter on which they are consulting.
 - The employer must consider and respond to the representations made by the other consulting party and, if the employer does not agree with them, the employer must state the reasons for disagreeing.
 - Subject to the restrictions listed below, an employer must disclose all relevant information to a trade union representative, if any, in order for the representative to
 - perform their functions as outlined in Section 14(4) of the Labour Relations Act, 1995:
 - that is legally privileged,
 - that the employer cannot disclose without contravening a prohibition imposed on the employer by any law or order of any court,
 - that is confidential and, if disclosed, may cause substantial harm to an employee or the employer, or
 - that is private personal information relating to an employee, unless that employee consents to the disclosure of that information.
 - All issues must be resolved by the end of the meeting.
 - With particular reference to selecting employees for dismissal, the employer must make the selection according to selection criteria:
 - that have been agreed to by the consulting parties, or
 - if no criteria have been agreed, criteria that is fair and objective.
 - Minutes of the meeting must be taken.

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

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

- The applicant will contact other companies in the same/similar industry and ascertain whether they have any vacant posts suited to the employee's skill set;
- Determine whether there is a suitable position available at a different site owned and operated by the applicant or any of its contractors;
- Assist the employee in obtaining UIF benefits;

- Provide the employee with a certificate of service confirming the employee's retrenchment;
- In the event that the applicant would be able to re-employ in the future (at the mine or at any other site), the employee will be offered the position first.

4.4. Mechanisms to ameliorate the social and economic impact on individuals, regions and economies where retrenchment or closure of the mine is certain (Regulation 46(d)(iv))

The impact on the region and local economy should the mine shut down may be significant due to the fact that the mine will assist in the provision of approximately 90 jobs within the local municipality and will also contribute to the GDP of the municipality.

4.4.1 Management of Retrenchments

APPENDIX 4.4.1

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

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

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


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

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

SECTION 5 – FINANCIAL PROVISION (Regulation 46(e)(i), (ii) and (iii))

Item	Financial provision for a 5 year period					Total
	2021	2022	2023	2024	2025	
HR development	R374 000-	R396 000-	R420 500-	R444 000-	R473 000-	R2 107 500-
Local Economic Development	R90 000-	R90 000-	R90 000-	R90 000-	R90 000-	R450 000-
Management of downscaling	R15 000-	R20 000-	R25 000-	R30 000-	R35 000-	R125 000-
Total	R479 000-	R506 000-	R535 500-	R564 000-	R598 000-	R2 682 500 -

SECTION 6 – UNDERTAKING (Regulation 46(f))

	Herewith I, the person whose name and Identity Number is stated below, confirm that I am the Applicant or the person authorised to act as representative of the Applicant in terms of the resolution submitted with the application, and undertake that the Applicant will implement this Social and Labour Plan and adhere to the proposals set therein.
Full name(s) and surname	Shawn Mace
Signature	p.p. 
Identity number	650924 5178 08 6



DEPARTMENT: MINERALS AND ENERGY

REPUBLIC OF SOUTH AFRICA - THE NUMBER AND EDUCATION LEVELS OF EMPLOYEES – JANUARY 2020

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

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



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

HARD-TO-FILL VACANCIES AS AT JANUARY 2020

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

INSTRUCTIONS:

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

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

Form S, Annexure 3

DME 325



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

EMPLOYMENT EQUITY STATISTICS AS AT JANUARY 2020

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

OCCUPATIONAL LEVELS	Male				Female				TOTAL	Disabled	
	African	Coloured	Indian	White	African	Coloured	Indian	White		Male	Female
Top Management			1						1		
Senior Management	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
Professionally qualified and experienced specialist and mid-management	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
Semi-skilled and discretionary decision making.	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
Unskilled and defined decision making	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
TOTAL PERMANENT	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
Non-permanent employees	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
TOTAL	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC

Form T, Annexure 4

DME 326



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

PROCUREMENT AS AT JANUARY 2020

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

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

ANNEXURE 5 - QUESTIONNAIRE

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

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



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8340

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9482
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Fax: 053-4219244

OFFICE OF THE TECHNICAL DIRECTOR

31 January 2019

The Green minded company
Unit Mo1,no.36 AECI
Site,Baker
Square, Paardevlei
De Beers Avenue
Somerset West
7130

Dear Sir/Madam

Re.FUNDING APPROVAL FOR THE TOKOLOGO BRICK MAKING COOPERATIVE AS IDENTIFIED TO BE BENEFICIARIES FOR THE SLP PROGRAM OF THE APPLICANT FOR 2019/2020 PROJECTS.

The above matter has reference.

We confirm that the above mentioned municipality, have identified the two projects that is Relethabetse sewing projects and the Tokologo brick making cooperative to benefit from the SLP program of the applicant as the company is benefiting from the area ,the residents of the area must therefore benefits from all the angels of development. We wish to submit that Tokologo Local Municipality relies heavily on governmental grants due to the high level of indigency in our municipality. As a result, in most instances, we are unable to implement any projects of note which may assist in our endeavours to alleviate poverty in the area and create much needed employment for our community, due to the fact that the municipality does not collect sufficient revenue for the services we provide.

We have therefore identified Tokologo brick making cooperative as one of the projects to bring change in resuscitating the economy and create job opportunities for the youth.

Thank you in anticipation

Regards,

**MR M.SEHLOHO
TECHNICAL DIRECTOR**