

Social and Labour Plan

Of

Invest in Property 126 (Pty) Ltd

Boshof, Free State Province

DME Reference Number: FS 30/5/1/2/5/2/10064MR

To be submitted for the Mining Rights Application in Terms of the Mineral and Petroleum Resources Development Act, 2002, (Act No. 28 of 2002) Regulation 11(1)

Compiled by: Peter de Bruin
Cell: 071 116 7759 | **Email:** peter@bruinbox.co.za

Date: January 16, 2023



Table of Contents

Section 1 - Preamble

1.1. Preamble	Page 5
---------------	--------

Section 2 - Human Resource Development

2.1 Compliance with Skills Development Legislation	Page 6
2.2 Skills Development Plan	Page 7
2.3 Learnerships	Page 9
2.4 Hard-to-fill Vacancies	Page 11
2.5. Career Progression Path	Page 11
2.6. Mentorship Plan	Page 14
2.7. Bursary Plan	Page 15
2.8. Internship Program	Page 15
2.9 Employment Equity	Page 16
2.10. HDSA in Management	Page 17

Section 3 - Mine Community Economic Development

3.1. Social & Economic Background Information	Page 18
3.2. Demographics	Page 18
3.3. Key Economic Activities	Page 22
3.4. Negative Impact of the Mining Operation	Page 22
3.5. Infrastructure Development	Page 22
3.6. Development Projects	Page 22

Section 4 - Process Pertaining to Management of Downscaling & Retrenchment

4.1. Establishment of Future Forum	Page 22
4.2. Mechanism to Save Jobs & Avoid Job Losses & A Decline in Employment	Page 23
4.3. Management of Retrenchments	Page 23
4.4. Mechanisms to Provide Alternative Solutions & Procedure for Creating Job Security where Job Losses cannot be Avoided	Page 23
4.5. Mechanisms to Ameliorate the Social & Economic Impact on Individuals, Region & Economies Where Retrenchments or Closure of the Operation is certain	Page 24

Section 5 - Financial Provision

5.1. Financial Provision towards the Plan	Page 24
---	---------

Section 6 - Undertaking	Page 25
--------------------------------	---------

Section 7 – References	Page 26
-------------------------------	---------

List of Abbreviations

ABET	Adult Based Education and Training
BBBEE	Broad Based Black Economy Empowerment
DMR	Department of Mineral Resources
HDSA	Historically Disadvantaged South African
IDP	Integrated Development Plan
LED	Local Economic Development
MPRDA	Mineral and Petroleum Resources Development Act
MQA	Mining Qualifications Authority
RSA	Republic of South Africa
SLP	Social and Labour Plan
DOL	Department of Labour
CCMA	Commission for Conciliation, Mediation & Arbitration
CIPC	Companies & Intellectual Property Commission
CEO	Chief Executive Officer
SHEP	Safety, Health & Environmental Practitioner
SHE REP	Safety Health & Environmental Representative
OHSA	Occupational Health & Safety Act
MM	Mine Manager
HRM	Human Resources Management
IR	Industrial Relations
CFO	Chief Financial Officer
MERSETA	Manufacturing Engineering & Related Services Sector
SETA	Sector Education & Training Authority
ATR	Annual Training Report
AWSP	Annual Workplace Skills Plan
EPWP	Extended Public Works Program
CWP	Community Works Program

Appendixes

(i) Annexure 2 Form Q

(ii) Annexure 2 Form R

(iii) Annexure 2 Form S - Employment Equity Statistics

(iv) Annexure 2 Form T – Procurement

(v) Annexure A – Agreement with Tokologo Municipality

(vi) Annexure B – Public Participation Meeting - Invitation to Tokologo Municipality

(vii) Annexure C – Recruitment drive/Advertisements

(viii) Annexure D – Attendance Registers of Meeting

SECTION 1: PREAMBLE

1.1. PREAMBLE

- 1.1.1. Name of company/applicant : Invest in Property 126 (Pty) Ltd
- 1.1.2. Name of mine/production operation : Invest in Property
- 1.1.3. Physical Address : Farm Viljoenshof, Boshof
- 1.1.4. Postal Address : P.O. Box 408, Standerton, 2430
- 1.1.5. Telephone Number : 017 712 3266
- 1.1.6. Fax Number : 017 712 3266
- 1.1.7. Location of Mine : Farm Viljoenshof 1655 & Rowden 703, Boshof
- 1.1.8. Commodity : Alluvial Diamonds
- 1.1.9. Life of Mine : 20+ years
- 1.1.10. Financial Year : February
- 1.1.11. Responsible Person : Verdi Scholtermeyer

1.2.12. Geographic origin of Employees (Breakdown of Employees per labour sending area):
Workers originate from the following areas:

LABOUR SENDING AREA (Area where employees are actually from (i.e., where their core families live, where they go to when they go "home" during holidays and where they send money to, include the local community as well as employees from other places)	NUMBER OF EMPLOYEES (number of employees from the particular area)
Workers from the Local Community	
Local Community	50
Not from Local Community	0
Total	50

1.2.13. Number of Workers: (as indicated in Form Q, Annexure 2)

SECTION 2: HUMAN RESOURCE DEVELOPMENT PROGRAMME

The primary objectives of the human resource development program are:

- To maximize positive job creation related impacts of the mine on the local community through skills transfer, bursaries, internships, learnership, etc.
- To facilitate the availability of mining and related skills and competencies of the workforce through mentorship, training and other means
- To provide workers with a fair opportunity for career progression
- To facilitate the transformation of the mining industry
- To provide workers with portable skills utilizable outside the mining industry

2.1. Compliance with Skills Development Legislation

2.1.1. Summary of compliance with Skills Development Legislation

Name of SETA	Mining Qualifications Authority (MQA)
Registration number with the SETA (MERSETA)	Not an existing mine yet, therefore no registration took place yet. The MQA Levy Number will be submitted within 3 months after mining right were granted to DMR and MQA.
Confirmation of having appointed a Skills Development Facilitator	A Skills Development Facilitator has been appointed and his duties will resume as soon as the mining license is received from the DMR.
Proof of submission of Workplace Skills Plan	Not an existing mine yet, therefore no registration took place yet. Will be submitted within 3 months after mining right were granted to DMR and MQA.

2.1.2. Appointment of a Skills Development Facilitator (SDF)

Due to the fact that the mine is not operational yet, a Skills Development Facilitator has been appointed, but has not resumed duty yet. The mining operation in its totality, is also 4646.0052 hectares in size. It was very challenging task recruiting a Skills Development Facilitator in the area where minimum/small mining activity takes place. However, the company has taken the route of appointing a Skills Development Facilitator from outside the province and will resume his duties as a Skills Development Facilitator as soon as the mining right is issued to Invest in Property 126 (Pty) Ltd. The Skills Development Facilitator is registered with the Mining Qualifications Authority as a Skills Development Facilitator.

It is the Skills Development Facilitator's task to do develop the Annual Workplace Skills Plan (AWSP), to submit such a plan to the Mining Qualifications Authority (MQA), to implement the plan, design a training quality assurance system and compile the Annual Training Report (ATR) in relation to the approved Workplace Skills Plan.

2.1.3. Developing and Submitting the Workplace Skills Plan (WSP)

Invest In Property 126 (Pty) Ltd will annually compile a Workplace Skills Plan (WSP) in the prescribed format of the Mining Qualifications Authority and submit such report timeously.

The Workplace Skills Plan includes the following information:

- The current skills profile by number of employees, population group and educational levels
- The skills priorities and the number of skills development beneficiaries by population, gender and occupational groups
- The process followed to develop the Workplace Skills Plan
- The steps used to consult with employees regarding the Workplace Skills Plan
- The Workplace Skills Plan's relationship to the mine's Employment Equity Plan (EEP)

2.1.4. Annual Training Report (ATR)

An Annual Training Report will be submitted every year in due time to the Mining Qualifications Authority reporting on the following:

- Number of employees who received training
- Number of learners who completed ABET (Adult Based Education and Training)
- Number of learners who completed Learnerships and Skills Programs
- Number of Learners supported with bursary and study assistance

2.2. Skills Development Plan

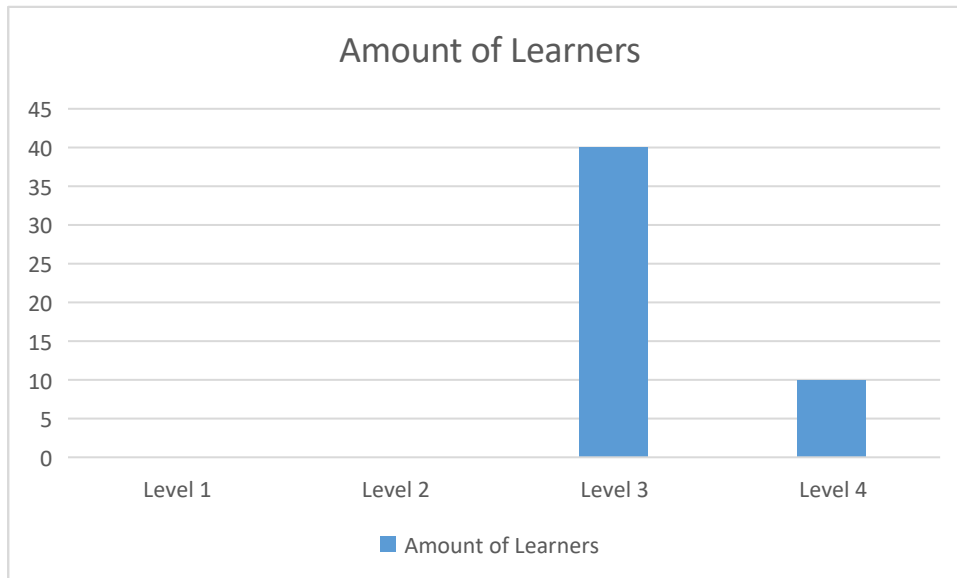
Current Education levels of the Workforce, further skills development planning and implementation of training.

2.2.1. Current Education Levels of the Workforce

See Annexure 2 Form Q annexed for details of the current skills levels of the workforce. Invest In Property 126 (Pty) Ltd will conduct a skills gap analysis on a yearly basis in order to identify a business strategy and goals that must be attained in order to remain economically viable, preventing job losses. Training programs will be constantly held to ensure the development of industry specific skills and non-industry specific skills or portable skills.

2.2.2. ABET Related Training

The following graph illustrates the current ABET level status of the workforce. Workers with educational levels lower than ABET 4 are in need of further ABET training, however there are no workers on levels lower than Level 3.



(Table/Graph)

The company undertakes to train all employees who are interested in wanting to improve their ABET levels. Employees not interested will be encouraged to participate in the learning program. The following table indicated the training need for ABET at each ABET level:

Table: Projected ABET training need at each ABET level

Training needed at each ABET Level	Number of Workers at this level who ideally should receive ABET training
Number of workers that need only ABET level 4 training (Workers who currently are at ABET level 3)	40
Number of workers that need only ABET level 3 & 4 training (Workers who currently are at ABET level 2)	0
Number of workers that need only ABET level 2, 3 & 4 training (Those who currently are at level 1)	0
Number of workers that need all of ABET level 1, 2, 3, & 4 training (those who have no schooling)	0

2.2.3. How Training will be implemented

The following table indicates the number of workers that will be provided with training by year at each ABET level. Training will be done at a local public school.

Level of ABET Training	YEAR					Total number of employees to receive ABET training at specific levels
	Year 1	Year 2	Year 3	Year 4	Year 5	
Level 1	0	3	0	6	0	0
Level 2	0	0	4	0	0	0
Level 3	5	0	0	0	0	0
Level 4	5	7	0	0	10	40
Total number of workers that will receive ABET training per year, by year	10	10	4	6	10	40
Budget allocation for ABET Training in Rand (ZAR)	R15 000	R15 000	R7 000	R16 000	R15 000	R68 000

2.3. Learnerships

Invest in Property 126 (Pty) Ltd will provide learnership opportunities, structured learning with work experience that may lead to a qualification on a NQF level. People, especially the youth from the local community, will be the beneficiaries of the learnership program. The learnership will be available to workers as well as other members of the community not employed on the mine. An agreement will be entered into between the worker and the company and such an agreement may include the following:

- Outcomes that need to be achieved
- What the responsibilities of the learners are
- Period of the learnership
- Induction Training

Qualifications that will be provided in the form of learnership	Projected number of learnership per year for each specific qualification						Total number of learnership per area of training
	Year 1	Year 2	Year 3	Year 4	Year 5		
Learnership to External candidates (Non-Employees)							
General mine operations	1	-	-	1	-		2
General Machine operations course (Excavator/Front End Loader/TLB)	2	1	-	1	1		5
Diesel Mechanic	1	-	1	-	1		3
General quarry operations	1	-	-	1	-		2
Production process skills	1	-	1	-	1		3
Geology & Exploration course	1	-	-	1	-		2
Commodity quality Assessment course	-	1	-	-	2		3
Total number of learnership per year	7	2	2	4	5		20
Budget allocations for learnership per year in Rand (ZAR)	R45 000	R10 000	R10 000	R20 000	R25 000		R110 000

The following table provides targets and time-frames for management, administrative, environmental and health and safety training:

Area (Specific discipline)	Number of employees provided with the specific type of training per year						Total number of employees
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	
Advanced HR related course	1	-	-	1	-		2
First Aid Training	2	-	-	2	-		4
SHE Rep training	1	-	1	-	1		3
SHEP Training	1	-	-	1	-		2
Supervisory Skills course	1	2	1	-	-		4
General Business Management related course	1	-	-	1	-		2
Total number of employees to receive training per year	7	2	2	4	1		17
Budget allocation in Rand	R10 000	R6 000	R6 000	R7 000	R4 000		R33 000

The following table refers to the portable skills training that can be attained and/or transferred at the mine, to other employees as well as institutions and other sectors in the business industry.

Area of training related to portable skills	Number of employees provided with the specific type of training per year						Total number of employees per area of training
	Year 1	Year 2	Year 3	Year 4	Year 5		
Mechanical maintenance & Repairs	0	0	1	0	0		1
Basic farming skills	2	0	0	2	0		4
Business Management Course	0	1	0	0	0		1
Code EC Driver's License	1	0	0	0	1		2
General Health Awareness - TB, Sanitation, Family Planning, etc.	1	1	0	0	1		3
HIV/Aids Awareness Training	1	2	0	0	1		4
Drug & Alcohol Abuse Awareness Program	1	2	2	1	0		6
Total Number of people on training	6	6	3	3	3		21
Budget allocation for training	R20 000	R20 000	R15 000	R10 000	R10 000		R75 000

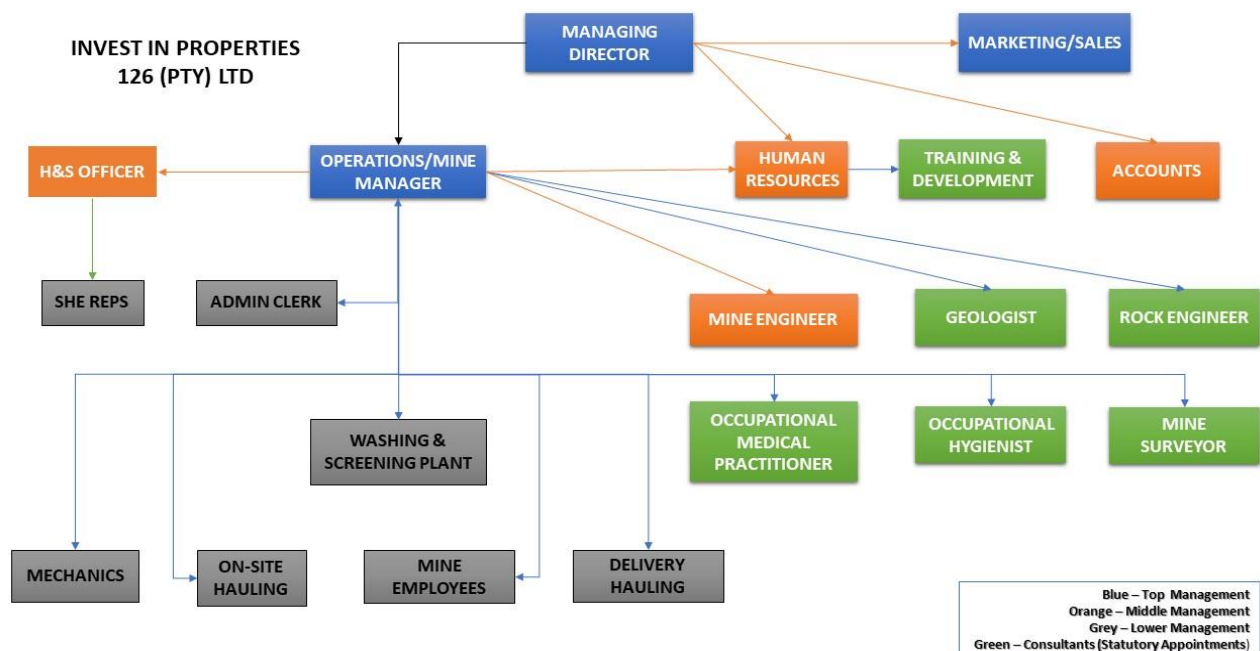
2.4. Hard-to-fill vacancies

See Annexure 2 Form R annexed. Seen the fact that the mine is relatively small, employing 50 people and still in its commencement stage, at this stage it is not difficult for the company to do recruitment for any occupations. We will however report on an annual basis in the Social and Labour Plan Monitoring Report.

2.5. Career Progression Path

2.5.1. Career Development Matrix

The following chart illustrates the hierarchical levels and typical career progression paths at



2.5.2. Individual Development Plans

The Career Progression Path we envisage will look as follow:

Chief Executive Officer (CEO)

Requirements: A post graduate Degree in Business Administration; Minimum of 10 years working experience in senior/executive position in mining; responsible for strategic leadership, artistic direction and overall management; governance and operations management; People management and planning. Must be willing to undergo security clearance and qualifications to be verified.

Requirements to be promoted to the next level: Not Applicable

Health, Safety and Environmental Practitioner

Requirements: A worker must be willing to be trained as a Health, Safety and Environmental Practitioner. Worker must have at least a Matric Certificate coupled with a relevant qualification e.g. A degree and/or diploma and/or a certificate in Health and Safety or Environmental management. Preference will be given to candidates who have worked on mines for at least 5 years.

Requirements to be promoted to the next level: Must be willing and show interest in the job at hand. Willing to work and learn more about the environment and safety in the workplace. Note that due to the small size of the operation, there will only be one Health and Safety candidate employed to oversee the proceedings on the mine.

Health & Safety Representatives

Requirements: A worker must be willing to be trained as a SHE Rep. Must be skilled and health and safety issues especially on mines, with no particular requirement regarding level of experience. The worker must be literate and observant. Must be able to identify potential dangers and hazards.

Requirements to be promoted to the next level: Worker must show interest in Health and Safety and Environmental practices. Worker could progress to supervisor/foreman. Worker can also progress to Safety Officer.

Vehicle Drivers/Mobile Plant Operators

Requirements: A worker needs to be skilled in this position. Must have a valid unendorsed driving license in their position. A valid Mobile Plant Operators certificate is required for the operating of heavy-duty vehicles on site. The worker must be literate and have at least 2 years functional experience in driving and operating heavy duty vehicles.

Requirements to be promoted to the next level: A worker needs to be skilled in driving under a variety of different circumstances and conditions. Must show a good track record of their working ability and commitment towards the company. The worker should also show interest in growing to operate other mobile plant machines.

Supervisor/Foreman

Requirements: A worker must be willing to be trained in an operational position and should be familiar with the Diamond environment. No relevant qualification is required although the worker must have at least 5 years' experience and knowledge of the trade. The worker must preferably be literate.

Requirements to be promoted to the next level: With at least 5 years' experience, the worker could be promoted to be an assistant to the Mine Manager or at Senior management level.

Mechanics/General Workers

Requirements: A worker must be willing to put in the hard work and show dedication and class. The worker must be willing to be trained for the next level. Although there are no educational requirements necessarily needed for this position, workers will have to opportunity to be trained and get a qualification. No experience is needed in this category as worker will receive the necessary training they need.

Requirements to be promoted to the next level: Workers here must be willing to work hard and show dedication. Promotion to supervisor, SHE rep and mobile plant operators are a definite, based on their track record and commitment towards the company.

Mechanisms will be put in place based on performance management tool to calculate and determine who is ready to progress from their respective levels, to skilled operational and management levels by means of:

- Conducting individual needs assessment with all employees to determine their career aspirations
- Provision for relevant literacy courses
- Provision for more advanced training and skills development
- Provision of career incentives to employees
- And the implementation of Mentorship program

2.5.3 Implementation of the Plan

Current Position	Training Programs & Interventions	Target Position working towards	Year 1	Year 2	Year 3	Year 4	Year 5
Mine Manager	<ul style="list-style-type: none"> ● Advance Industrial Relations Course ● Business Development Course ● Ecological rehabilitation & Mine Closure course ● Production Planning 	Executive Manager	5	-	3	-	-
Foreman / Supervisor	<ul style="list-style-type: none"> ● Project Management Course ● Mentoring & Coaching course ● Conflict Handling Skills ● Environmental Management Course ● Geology & Exploration Course ● Production Planning ● General Quarry Operations Course ● Health & Safety Course 	Mine Manager	10	-	1	-	-
Plant Operators, Mechanics/Driver	<ul style="list-style-type: none"> ● Supervisory Skills ● General Quarry Course ● Mine Surveying ● Mechanical Skills ● Excavator Operation Skills ● Front End Loader Operations 	Drivers	10	2	-	5	-
Labourers	<ul style="list-style-type: none"> ● Production Related Course ● General Workshop skills ● Various Plant Operation Courses ● Health & Safety course 	Drivers / Plant Operators / Supervisors	40	-	-	2	2

2.6. Mentorship Plan

2.6.1. Area of development that require Mentoring

The following objectives of the company's mentoring plan are as follow:

- Worker development and performance enhancement
- Skills transfer enhancement
- To give expression to learnership and other training initiatives
- To fast-track talent pool of HDSA Women for EE target achievement
- Enhance the promotion of HDSA individuals in the mining sector

There will only be a mentor appointed, which will be coordinated in conjunction with the Skills Development Facilitator. The Mentor will ensure that the Program is implemented and maintained to the advantage of the mentees. The Mentor will also keep record of progress of each mentee. The mentor should have extensive experience in the Diamond mining.

The Mentor should be eager and willing to teach and learn all and/or new employees. All workers on management levels (Supervisors/Foreman/Mine Manager/etc.) are strongly encouraged to participate in the mentorship program.

The Mentors and mentees will meet on a regular at the site office to discuss and elaborate on proposed plans and strategies. This will encourage all workers as issues and challenges can be discussed and resolved whilst everyone is available. Record keeping will be in place in order to reflect back on issues that were discussed previously.

At individual mentor-mentee relationship level, the following will serve as evaluation criteria:

- Quality or degree of rapport established between the mentee and mentor;
- Frequency and duration of meetings and adequacy thereof;
- Degree to which the mentor and mentee value the mentorship program;
- Quality of learning as experienced by both mentor and mentee, and what has been learned by them;
- Number of learning/mentoring objectives that has been reached;
- Improvement of key scores on performance appraisal of mentee;
- Attitude of mentor regarding the degree to which the mentorship program is developing the mentee.

Apart from mentorship to workers only, the company will also provide mentorship to non-workers and members from the local community, especially women, in the different disciplines of business-related activities.

2.6.2. Career Progression of the Mentorship Plan

Mentoring Program	Career Deliverables	Duration	Target		Gender	
			HDSA	Non-HDSA	Female	Male
Mine Managers and Executive Directors	Continual Professional Development	On-going as Mentor	3	-	3	-
Foreman / Supervisor / Production Manager	Competence in job related skills areas (Work & Social)	5 years	2	-	2	-
Plant Operators	Competence in job related skills	5 years	1	-	-	1
External People involved in the Mentorship Program	Receive mentorship in the discipline of entrepreneurship and other skills	5 years	2	2	3	1

2.7 Bursary Plan

2.7.1. Criteria for Bursary Intakes

Invest In Property 126 (Pty) Ltd will provide and make available bursaries for employees as well as members of the community who are not employees. There will only be two open bursaries awarded once every three years for any course in a skills shortage area, however preference will be given in mining and geology.

Selection criteria for this bursary are based on fairness and ideally include:

- Matric exemption;
- 3 or more distinctions;
- Math's and Science as subjects;
- The candidate should not be a holder of another bursary;
- The candidate should be accepted by the educational institution for the specific course;
- The educational institution and the course should be SAQA accredited;
- Equity (preference to historically disadvantaged individuals);
- Preferably a long-term resident of the local area (to optimize sustainable economic and social development of the local community);

This bursary may or may not be coupled with an internship contract.

2.7.2. Area of Learning in line with Need of Company

	Number of bursaries provided in specific fields of study per year					
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
There will be one open bursary, awarded once every 3 years (or sooner if learner terminate his/her studies sooner), for any course in a skills shortage area, as identified as a skills shortage area, but preference will be given to studies in geology .	INTERNAL			INTERNAL		
	1			1		
	EXTERNAL			EXTERNAL		
	1			1		
Budget allocation for external bursary in Rand	R80 000.00			R80 000.00		

2.8. Internship Program

2.8.1. Targets, Timelines and Budget

An internship is a mechanism to provide opportunities for new entrants to the labour market to gain work experience and exposure. Invest In Property 126 (Pty) Ltd will make provision for learners originating from the local community to part-take in the internship program.

The following table summarizes internship targets and fields of study:

Internship Opportunities	Total number of interns					
	Year 1	Year 2	Year 3	Year 4	Year 5	TOTAL
Number of external learners to be accommodated in the internship program per year	0	0	2	0	0	2
Career Areas available for interns						
Budget Allocations for internship program in Rand	0.00	0.00	R120 000	0.00	0.00	R120 000

2.9. Employment Equity

The company is committed in making sure that the correct numbers across all gender and race is adhered to when coming to employing the right person for the job. The following table is an illustration of the diversity of employees that will be working:

Occupational Level	Male				Female				Total	Disabled	
	African	Coloured	Indian	White	African	Coloured	Indian	White		Male	Female
Top Management (Board)	3	2	-	1	2	3	-	-	11	-	-
Senior Management	2	1	-	-	-	-	-	-	3	-	-
Middle Management	3	5	-	-	-	2	-	-	10	-	-
Junior Management	-	-	-	-	-	-	-	-	-	-	-
Core Skills	13	17	-	-	6	4	-	-	40	-	-

2.10. HDSA in Management

Seen that the project is relatively so small, it is mostly dominated by males. However, we envisage getting more female employees on board in order to empower them more. The current method of doing the job is by shovel and pick. It is therefore very labour intensive. We envisage opening a manufacturing complex in the near future in order for women to be trained in cutting and polishing of the stones, as well as making jewelry and other commodities. Women will receive the necessary trainings and will not be excluded from it. We envisage also appointing more women in senior positions in order to uplift them and key positions.

The following criteria will be employed in order to fast-track HDSA in management:

- HDSA status;
- Management potential (note that potential management skills, not current management skills, will be considered, because management skills will be developed as part of the training program);
- Willingness and enthusiasm to participate in the program, including their willingness to participate in the training and the mentorship program.
- Suitable, focused and career-specific training will be provided, focusing on both technical as well as leadership/managerial skills.
- Additional effort shall be made regarding the training and development of designated persons to contend with the effects of past policies and ensure competent performance.
- Employees from the talented pool will receive the best mentors, and will receive “Multiple Mentoring” until they reach supervisor and/or foreman level, from where they will receive “Executive Coaching”.
- a variety of intensive leadership development efforts will be provided.
- Assessment will be regularly and fairly conducted, and the candidates will be openly and sensitively briefed on their current strengths, level of performance and further development needs.
- HDSA workers will be provided with support and motivation to create a sense of self-efficacy and a belief that they are able to master their job tasks.

SECTION 3: Mine Community Economic Development

The primary objective of the mine community development is to meaningfully contribute towards community development, both in terms of size and impact, in keeping with the principals of the social license to operate.

3.1. Social and economic background information

This section provides a summary overview of some of the key socioeconomic characteristics relevant to the study area and its surrounding area.

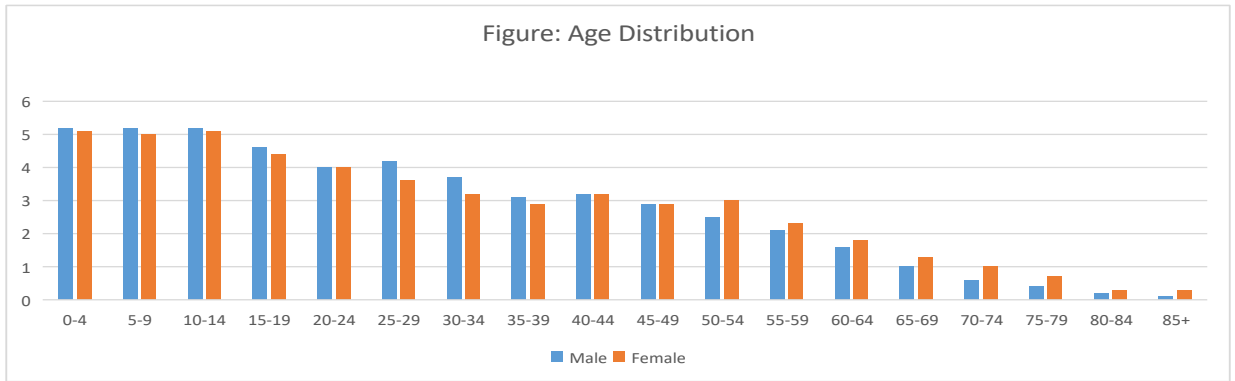
The total population of the town in general is 8509 people. As mentioned earlier, the mining site is located on a farm 20km from the local town of Boshof. The proposed development will increase the supply of jobs, which will have significant positive impact on the community of Boshof. The community is facing many ills such as unemployment, poverty and health issues. Teenage pregnancies, drug abuse, alcohol abuse, lack of leisure resources, primary health care, etc. are some of the issues that are plaguing the community of Boshof. In this section we have prepared different tables and graphs which indicates the levels of struggle in its different categories.

3.2. Demographics

3.2.1. Age Distribution

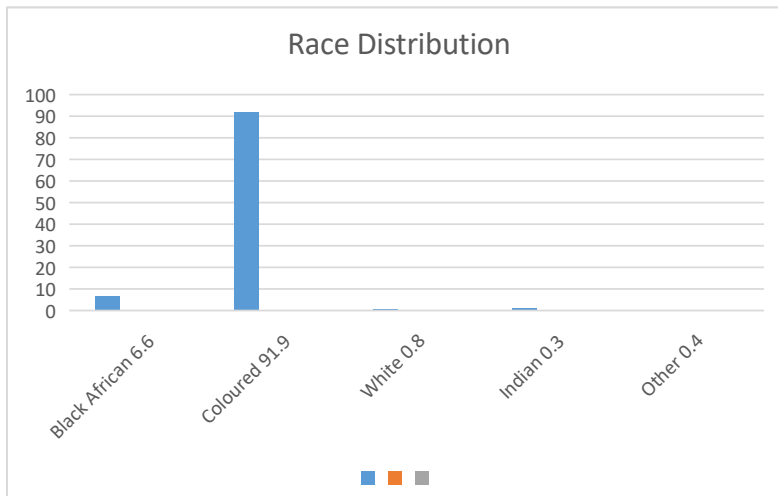
Number of persons per age category

Age	Male	Female
0-4	5.2%	5.1%
5-9	5.2%	5%
10-14	5.2%	5.1%
15-19	4.6%	4.4%
20-24	4%	4%
25-29	4.2%	3.6%
30-34	3.7%	3.2%
35-39	3.1%	2.9%
40-44	3.2%	3.2%
45-49	2.9%	2.9%
50-54	2.5%	3%
55-59	2.1%	2.3%
60-64	1.6%	1.8%
65-69	1%	1.3%
70-74	0.6%	1%
75-79	0.4%	0.7%
80-84	0.2%	0.3%
85+	0.1%	0.3%



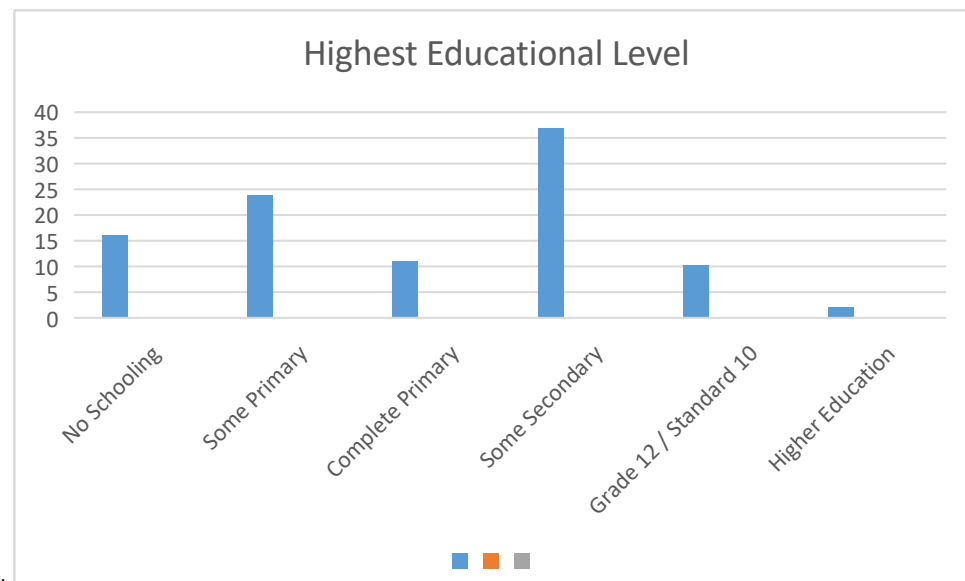
Source: Municipal Demarcation Board

3.2.2. Race Distribution



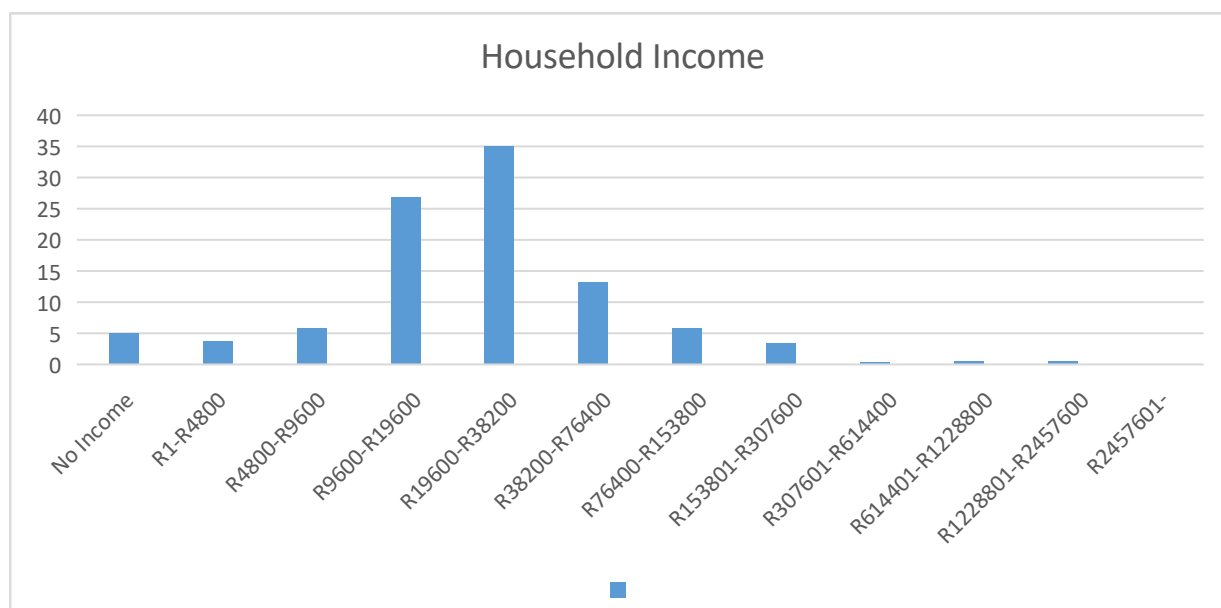
Source: Municipal Demarcation Board

3.2.3. Educational Level



Source: Municipal Demarcation Board

3.2.4. Annual Household Income



Source: Municipal Demarcation Board

3.2.5. Access to basic services

The following table indicates that a very high percentage of the population have access to pipe water directly in their dwelling:

3.2.5.1. Table: Access to water

Source of Water	Percentage of Population with access to water
Regional/Local Water Scheme	97.3%
Borehole	1.3%
Other	1.3%
Spring/Dam/River/Stream/Tanker/Water Vendor	0%

3.2.5.2. Table: Access to Sanitation

Sanitation Facilities	Percentage of Population with access to water
Flush Toilet (Sewerage System)	23.9%
Flush Toilet (Septic Tank)	5.1%
Pit Toilet (Ventilation System)	66.1%
Pit Toilet (Without Ventilation)	1.8%
Other	0.4%
None	2.7%

3.2.5.3. Table: Access to Refuse Removal

Refuse Removal Methods	Percentage of Population i.t.o. Refuse Removal
Municipality Refuse Removal	95.1%
Communal Refusal	2.4%
Own Refuse Removal	1.8%
No Disposal	0.7%
Other	0%

3.2.5.4. Table: Access to Energy Source

Energy Source	Cooking	Heating	Lighting
Electrical	85.1%	35.5%	35.5%
Gas	0.9%	0.4%	0.4%
Paraffin	0.9%	0%	0%
Solar	0.2%	0%	1.3%
Candles	0%	0%	61.2%
Wood	12.4%	61.2%	0%
Coal	0%	1.3%	0%
None	0.4%	1.6%	0%

3.2.5.5. Table: Access to Internet

From Home	1.3%
From Cellphone	3.8%
From Work	1.1%
From Elsewhere	0.2%
None	93.6%

3.2.5.6. Table: Household Goods

Refrigerator	63.9%
Electrical / Gas Stove	83.8%
Computer	4.7%
Satellite Television	9.8%
Television	61.6%
Car	16.9%
Radio	46.8%
Telephones (Landlines)	6.7%
Cellphones	63.9%

3.2.5.7. Table: Housing Units

Brick Houses on a Separate Plot	73.6%
Traditional Dwelling	2.1%
Flat in Block of Flats	3.1%
Semi-Detached Household	5.3%
Flat/Backroom in the Yard	1.6%
Flat/Backroom not in the Yard	1.1%
Informal Dwelling/Shack in backyard	0.9%
Informal Dwelling/Shack not in Backyard	12.3%
Caravan/Tent/Boat	0%

3.3. Key Economic Activities

3.3.1 Key Economic Role Players in the Area

The working class population are mostly employed in two major sectors which is government services and agriculture. Due the high unemployment rate and the devastating effects of the COVID-19 viral infection, the community has been dealing with several social dilemmas such as unemployment, drug abuse, teenage pregnancies and high immorality rate. The importance of community services is a matter of concern because such activities do not contribute directly to income generation in most circumstances; however, certain community services (most notably, health and especially education) are vital to economic growth over the long term. Mining is also an important industry. Overall, the area is highly dependent on the primary sector (agriculture and government), with the tertiary sector, especially business services, lacking behind. Industrial diversification efforts are needed, and opportunities too. The rest of the population is either employed in the transport & commuter services, wholesale & retail, manufacturing and other business services.

3.3.2. Other mining companies in the area

There is no mine located in the area that the company is aware of.

3.4. Negative Impact of the Mining Operation

There are however a number of factors that could impact negatively namely:

- Mine rehabilitation
- Balancing of Eco-system
- The endangering of certain species such as plants and animals.

3.5. Housing, Infrastructure Development & Poverty Eradication Projects

3.5.1. Measures to address Housing and Living Conditions

The mining industry is facing enormous challenges to reverse the widely acknowledged historical problem of housing and to provide reasonable and affordable accommodation to all employees.

Invest in Property 126 (Pty) Ltd. housing strategy consists of considerations to provide employees with a housing allowance which will give the employee the opportunity to reside in formal housing structures of an acceptable standard in line with the relevant legislation in South Africa. The details of the Housing Allowance Scheme, should it be the preferred option, will be incorporated into the SLP at the end of Year 2.

Action Plan: Housing and living conditions - Commitments, activities and timeframes

- Timeframe Housing determine accurate housing requirement during Feasibility Study
- The companies housing strategy, policy and plan which is in line with the requirements of the MPRDA and the Mining Charter will be used
- Consult with internal stakeholders
- Collaborating with surrounding land owners to prevent and control informal settlement on mine owned properties Update SLP with strategy, plan and commitments
- Budget proposal will be put together and tabled for all stakeholders to partake in and set for approval by all stakeholders.

3.5.2. Needs in the Area in order of priority

The community has a number of issues that need to be addressed. These issues are essential and affect the day-to-day living of certain individuals. We have compiled a list of issues that need attention:

- Primary Health Care services (HIV/Aids- & Rape Victim Counseling, TB Treatment campaign, Alcohol & Substance Abuse, Sanitary Towel Supply in schools)
- Electricity shortage
- Proper Water Reticulation facilities
- High Unemployment rate

3.6. Development Projects

There are a number of developmental projects that Invest in Property 126 (Pty) Ltd. are looking into engaging in, having discussions with different stakeholders. Once the company have concluded with the different stakeholders, a formal letter of agreement will be submitted and included in this plan.

3.6.1. Infrastructure Projects

The local community of Boshof have a number of infrastructure projects that urgently requires attention. Invest in Property 126 (Pty) Ltd. has formalized an agreement with the Tokologo Municipality to address these infrastructure projects with the different stakeholders in the local community. Underneath is a list of projects that we will embark on:

- Paving of at least one gravel road per annum which makes it five gravel roads in the 5-year term;
- Upgrading and refurbishment of five old and cracked households;
- Upgrading of Kgatelopele ECD Center;
- Provide effective and efficient WIFI hotspots for the previously disadvantaged community;

3.6.2. Income Generating Projects

The company has also concluded with Tokologo Municipality that it will assist in other project that might lead to income generating. The Municipality itself has projects such as the Extended Public Works Program (EPWP) and the Community Works Program (CWP) that has been running over the number of years in this community. The company has decided to contribute the following items out of their own however:

- Upgrading and maintaining of the municipal cemetery
- Cleaning of the town in general

3.6.3. Socio Economic Development

The following projects have been identified that will contribute towards the socio-economic development of the community:

- The establishment of a SMME funding trust for enterprise development;
- Bursary funding scheme for youth and women to further their studies and careers

PROJECT NAME	Street Paving Project				CLASSIFICATION: Infrastructure		
BACKGROUND	<ul style="list-style-type: none"> Boshof has a number of streets in the townships that are still gravel roads The purpose of this project is to identify five streets that are gravel All gravel roads will be paved in the townships and necessary areas 						
GEOGRAPHICAL LOCATION OF PROJECT	<i>Lejweleputswa District Municipality</i>	<i>Tokoloko Municipality</i>	<i>Boshof</i>	PROJECT START DATE: <i>Year 1</i>		PROJECT END DATE: <i>Year 5</i>	
OUTPUT	KEY PERFORMANCE AREA: <i>One street per annum to be paved</i>	KEY PERFORMANCE INDICATOR: <i>Project to be executed during Q1-Q3 & evaluated in Q4</i>	RESPONSIBLE ENTITY: <i>Invest in Property 126 (Pty) Ltd</i>	QUARTERLY TIMEFRAMES & YEAR: <i>Term 2 to 4 of year 1 to 5</i>	QUARTELY TIMEFRAMES & YEAR: <i>Term 2 to 4 of year 1 to 5</i>	QUARTELY TIMEFRAMES & YEAR: <i>Term 2 to 4 of year 1 to 5</i>	BUDGET <i>R100 000.00</i>
CLASSIFICATION OF JOB: <i>Paving Technicians</i>	NUMBER OF JOBS TO BE CREATED:	MALE ADULTS	FEMALE ADULTS	MALE YOUTH	FEMALE YOUTH	TOTAL	COMMENTS
SHORT TERM	0						
MEDIUM TERM	15	0	6	4	5	15	
LONG TERM	0						
COMPLETION DATE & EXIT STRATEGY	<p>Completion Date & Exit Strategy:</p> <ul style="list-style-type: none"> Completion date of the project will be at quarter 4 of each year in the 5-year term A completion certificate will be issued by Tokoloko Municipality upon completion of each project <p>Beneficiaries:</p> <ul style="list-style-type: none"> Road users that are using the roads on a daily basis The residents that are currently residing in those streets The broad community of Boshof 						

PROJECT NAME	Upgrading of Old/Cracked Households				CLASSIFICATION: Infrastructure		
BACKGROUND	<ul style="list-style-type: none"> Boshof has a number of old houses in the townships that are old & cracked The purpose of this project is to identify five households that needs repairing All houses that needs repairing will be repaired during this project 						
GEOGRAPHICAL LOCATION OF PROJECT	<i>Lejweleputswa District Municipality</i>	<i>Tokoloko Municipality</i>	<i>Boshof</i>	PROJECT START DATE: <i>Year 1</i>		PROJECT END DATE: <i>Year 5</i>	
OUTPUT	KEY PERFORMANCE AREA: <i>Two houses per annum will be renovated</i>	KEY PERFORMANCE INDICATOR: <i>Project to be executed during Q1-Q3 & evaluated in Q4</i>	RESPONSIBLE ENTITY: <i>Invest in Property 126 (Pty) Ltd</i>	QUARTERLY TIMEFRAMES & YEAR: <i>Term 2 to 4 of year 1 to 5</i>	QUARTELY TIMEFRAMES & YEAR: <i>Term 2 to 4 of year 1 to 5</i>	QUARTELY TIMEFRAMES & YEAR: <i>Term 2 to 4 of year 1 to 5</i>	BUDGET <i>R150 000.00</i>
CLASSIFICATION OF JOB: <i>Paving Technicians</i>	NUMBER OF JOBS TO BE CREATED:	MALE ADULTS	FEMALE ADULTS	MALE YOUTH	FEMALE YOUTH	TOTAL	COMMENTS
SHORT TERM	0						
MEDIUM TERM	7	0	2	3	2	7	
LONG TERM	0						
COMPLETION DATE & EXIT STRATEGY	<p>Completion Date & Exit Strategy:</p> <ul style="list-style-type: none"> Completion date of the project will be at quarter 2 & 4 of each year in the 5-year term A completion certificate will be issued by Tokoloko Municipality upon completion of each project <p>Beneficiaries:</p> <ul style="list-style-type: none"> The residents that are currently residing in broken-down houses The broad community of Boshof 						

PROJECT NAME	Upgrading of Kgatelopele ECD Center				CLASSIFICATION: Infrastructure		
BACKGROUND	<ul style="list-style-type: none"> Boshof has a number of swimming pools that needs attention This project will add to the upgrading of the Kgatelopele ECD Center 						
GEOGRAPHICAL LOCATION OF PROJECT	<i>Lejweleputsa District Municipality</i>	<i>Tokoloko Municipality</i>	<i>Boshof</i>	PROJECT START DATE: <i>Year 2</i>		PROJECT END DATE: <i>Year 2</i>	
OUTPUT	KEY PERFORMANCE AREA: <i>Upgrading of Kgatelopele ECD Center</i>	KEY PERFORMANCE INDICATOR: <i>Project to be executed during Q1-Q3 & evaluated in Q4</i>	RESPONSIBLE ENTITY: <i>Invest in Property 126 (Pty) Ltd</i>	QUARTERLY TIMEFRAMES & YEAR: <i>Term 2 to 4 of year 2</i>	QUARTELY TIMEFRAMES & YEAR: <i>Term 2 to 4 of year 2</i>	QUARTELY TIMEFRAMES & YEAR: <i>Term 2 to 4 of year 2</i>	BUDGET <i>R20 000.00</i>
CLASSIFICATION OF JOB: <i>Paving Technicians</i>	NUMBER OF JOBS TO BE CREATED:	MALE ADULTS	FEMALE ADULTS	MALE YOUTH	FEMALE YOUTH	TOTAL	COMMENTS
SHORT TERM	5	0	0	2	3	5	
MEDIUM TERM	0						
LONG TERM	0						
COMPLETION DATE & EXIT STRATEGY	<p>Completion Date & Exit Strategy:</p> <ul style="list-style-type: none"> Completion date of the project will be at quarter 3 of Year 2 A completion certificate will be issued by Tokologo Municipality upon completion of each project <p>Beneficiaries:</p> <ul style="list-style-type: none"> The residents that are currently residing in the vicinity of the swimming pool All youth and children living in Boshof The broad community of Boshof 						

PROJECT NAME	Provide WIFI hotspots in disadvantaged communities				CLASSIFICATION: Infrastructure		
BACKGROUND	<ul style="list-style-type: none"> Boshof does not have an internet cafe This project will see previously disadvantaged persons to gain access to free internet usage 						
GEOGRAPHICAL LOCATION OF PROJECT	<i>Lejweleputsa District Municipality</i>	<i>Tokoloko Municipality</i>	<i>Boshof</i>	PROJECT START DATE: <i>Year 3</i>		PROJECT END DATE: <i>Year 3</i>	
OUTPUT	KEY PERFORMANCE AREA: <i>Providing internet by setting up WIFI hotspots</i>	KEY PERFORMANCE INDICATOR: <i>Project to be executed during Q1-Q3 & evaluated in Q4</i>	RESPONSIBLE ENTITY: <i>Invest in Property 126 (Pty) Ltd</i>	QUARTERLY TIMEFRAMES & YEAR: <i>Term 2 to 4 of Year 3</i>	QUARTELY TIMEFRAMES & YEAR: <i>Term 2 to 4 of Year 3</i>	QUARTELY TIMEFRAMES & YEAR: <i>Term 2 to 4 of Year 3</i>	BUDGET <i>R50 000.00</i>
CLASSIFICATION OF JOB: <i>Paving Technicians</i>	NUMBER OF JOBS TO BE CREATED:	MALE ADULTS	FEMALE ADULTS	MALE YOUTH	FEMALE YOUTH	TOTAL	COMMENTS
SHORT TERM	0						
MEDIUM TERM	10	2	2	3	3	10	
LONG TERM	0						
COMPLETION DATE & EXIT STRATEGY	<p>Completion Date & Exit Strategy:</p> <ul style="list-style-type: none"> Completion date of the project will be at Quarter 4 of Year 3 A completion certificate will be issued by Tokologo Municipality upon completion of each project <p>Beneficiaries:</p> <ul style="list-style-type: none"> The residents that are currently residing in Boshof The broad community of Boshof The rural community in and around of Boshof 						

SECTION 4: PROCESS PERTAINING TO MANAGEMENT OF DOWNSCALING AND RETRENCHMENT

4.1. Establishment of future forum

Invest In Property 126 (Pty) Ltd has decided to establish a forum and will be operational within 6 months after the mining license is obtained. This forum, which will include management and workers, will work hand-in-hand to proactively work together in preventing job losses. The forum will evaluate the progress of the mine on regular intervals in order to stay economically viable.

The fundamental objectives of the forum's plan for managing retrenchments are as follow:

- To minimize, as far as possible, job losses resulting from major restructuring or retrenchment exercises
- To facilitate access to suitable training programs which will facilitate access to alternative employment outside of the mine or even the mining industry
- Look ahead to identify problems, challenges and possible solutions
- Develop turnaround strategies to help reduce job losses and to improve business sustainability
- To ensure the relevant processes for effective closure management are in place some years prior to planned mine closures
- Structure and implement proposals agreed on by both the employer and the worker parties.

4.2. Mechanisms to save jobs and avoid Job losses and a decline in Employment

Section 52(1) of the MPRDA requires that, on identifying the need to curtail mining operations due to several reasons, a comprehensive consultation process with the relevant trade union structures, worker representative committees or affected employees should commence in terms of Section 189 of the Labour Relations Act, 1995 (Act No. 66 of 1995). This requirement will be adhered to by the management of Invest In Property 126 (Pty) Ltd.

In addition, the Department of Labour and the Department of Mineral Resources will be notified of the need for downscaling and retrenchment processes if and when required during the life of the mine. The aforementioned government authorities will also be given notice of the time-frame for the closure process, as well as details on the ongoing consultations via forum structures.

4.3. Management of retrenchments

The management of Invest In Property 126 (Pty) Ltd will implement the following mechanisms to save jobs and to avoid job losses wherever possible:

- Early Retirement
- Voluntary retirement
- Wage moderations
- Alternative Work provision

4.4. Mechanisms to Provide Alternative Solutions and Procedures for Creating Job Security where job losses cannot be avoided

The applicant will endeavor to manage possible retrenchment exercises in such a way that employees affected thereby feel that they have been kept informed in an open and continuous manner and that the company has been professional and responsible towards its employees throughout.

The following mechanisms will be implemented to provide alternative solutions and procedures for creating job security where job losses cannot be avoided:

- The development of portable skills to ensure that the acquired skills can be used elsewhere
- Mentoring of the local community and empowerment groups
- The re-skilling of employees
- Recalling affected employees in the event of changing manpower requirements.
- The Department of Labour's Provincial Office and Labour Centre will also provide the following services to those retrenched: Group counseling, Employment Counseling, Placement Services

4.5. Mechanisms to ameliorate the social and economic impact on individuals, region and economies where retrenchments or closure of the operation is certain

Although the Human Resources and Local Economic Development Programs have been planned and will be implemented with the objective of facilitating sustainable social and economic growth in the local community during the life of the mine, additional measures for managing the impact of closure on the local community at key points will be necessary.

Detailed planning some years (± 5) prior to the anticipated date of mine closure will take place in conjunction with the affected stakeholders and the relevant government departments.

The development of the closure plan will place great emphasis on comprehensive and sensitive consultation with all stakeholders, including businesses (both reliant on and independent of the mine operation). Consultation and communication with stakeholder groups from local source communities, relevant government departments and local business forums will also be carried out. These stakeholders may participate on the established forum thereof and facilitate discussions on priorities for local economic development within the closure planning framework and ensure community interventions are sustainable during closure periods.

SECTION 5: FINANCIAL PROVISION

5.1. Financial Provisions

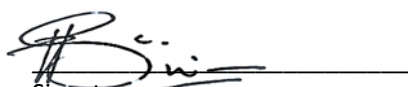
The following table indicated the budget to implement this Social and Labour Plan.

Budget Component	RAND (ZAR)
	YEAR 1 till YEAR 5 (5-year period)
Human Resources	R566 000
Local Economic Development	R320 000
Retrenchments/Downscaling	R480 000
GRAND TOTAL PER YEAR FOR THE ENTIRE SOCIAL AND LABOUR PLAN IMPLEMENTATION (RAND)	R1 366 000

SECTION 6: UNDERTAKING

I, **PETER DE BRUIN**, the undersigned and duly authorized thereto by Invest in Property 126 (Pty) Ltd, have studied and understand the contents of this document in its entirety and hereby duly undertake to adhere to the information, requirements, commitments and conditions set out therein.

Signed at **BOSHOF, FREE STATE PROVINCE** (place) on this **16th** (day) of **JANUARY** (month) **2023** (year).


Signature

HUMAN RESOURCES MANAGEMENT

Designation

Section 7 - References

1. Department of Mineral Resources - Revised Social and Labour Plan Guidelines, October 2010
2. Tokologo Municipality - Municipal Demarcation Board, Boshof
3. Statistics South Africa - www.statssa.gov.za
4. DERA Environmental Consultants – Projecting Work Programme

ANNEXURE 2 FORM Q: THE NUMBER AND EDUCATION LEVELS OF EMPLOYEES

The following table will be updated on an annual basis and annually reported in the Social and Labour Plan Monitoring Report.

BAND	NQF LEVEL		OLD SYSTEM	Male				Female				Total	
	OLD	NEW		African	Colored	Indian	White	African	Colored	Indian	White	Male	Female
General Education & Training (GET)			No Schooling	-	-	-	-	-	-	-	-	-	-
			Grade 0 / Pre School	-	-	-	-	-	-	-	-	-	-
			Grade 1 / Sub A	-	-	-	-	-	-	-	-	-	-
			Grade 2 / Sub B	-	-	-	-	-	-	-	-	-	-
			Grade 3 / Std. 1 / ABET 1	-	-	-	-	-	-	-	-	-	-
			Grade 4 / Std. 2	-	-	-	-	-	-	-	-	-	-
			Grade 5 / Std. 3 / ABET 2	-	-	-	-	-	-	-	-	-	-
			Grade 6 / Std. 4	-	-	-	-	-	-	-	-	-	-
			Grade 7 / Std. 5 / ABET 3	9	15	0	0	6	10	0	0	24	16
			Grade 8 / Std. 6	-	-	-	-	-	-	-	-	-	-
	1	1	Grade 9 / Std. 7 / ABET 4 / N1 / General Education & Training Certificate / Some National Certificate	2	2	0	0	2	4	0	0	4	6
Further Education & Training (FET)	2	2	Grade 10 / Std. 8 / Some Certificates / Some National Certificates	-	-	-	-	-	-	-	-	-	-
	3	3	Grade 11 / Std. 9 / N3 / Some National Certificate / Some other Certificates	-	-	-	-	-	-	-	-	-	-
	4	4	Grade 12 / Std. 10 / Further Education & Training Certificates / National Certificate: Vocational / National Senior Certificate / Some other National Certificates	-	-	-	-	-	-	-	-	-	-
Higher Education & Training (HET)	5	5	2 year National Diploma / 1 year Higher Certificate / N4, N5 & N6 National Certificates	-	-	-	-	-	-	-	-	-	-
		6	3 year National & Higher Diploma / Some other 2-3 year Diploma / Advanced Certificate	-	-	-	-	-	-	-	-	-	-
	6	7	3 year Degrees / Higher or Advanced Diplomas	-	-	-	-	-	-	-	-	-	
	7	8	4 year Degrees and Honor's Degrees	-	-	-	-	-	-	-	-	-	-
		9	Master's Degree	-	-	-	-	-	-	-	-	-	-
	8	10	Doctorates	-	-	-	-	-	-	-	-	-	-
Total				11	17	-	-	8	14	-	-	28	22

ANNEXURE 2 Form R: HARD-TO-FILL VACANCIES

The following table indicates skills areas where it is difficult to find a suitable candidate for employment. This table will be updated on an annual basis, and annually submitted in the Social and Labour Plan Monitoring Report, to the Department of Mineral Resources.

Occurrence of hard-to-fill vacancies will also be reported annually to MQA.

Note that at this stage, **no hard-to-fill vacancies** can be reported because it is relatively easy to fill all vacancies at present.

Occupational Level	Job Title of Vacancy	Main Reason for being unable to fill the vacancy
Top Management	--	--
	--	--
	--	--
Senior Management	--	--
	--	--
	--	--
Professionally Qualified & Experienced specialists and mid management	--	--
	--	--
	--	--
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	--	--
	--	--
	--	--
Semi-skilled and discretionary decision making	--	--
	--	--
	--	--
Unskilled and defined decision making	--	--
	--	--
	--	--

ANNEXURE 2 Form S: EMPLOYMENT EQUITY STATISTICS

The following table presents employment equity statistics, which will be updated on an annual basis, and annually submitted in the Social and Labour Plan Monitoring Report, to the Department of Mineral Resources.

Occupational Levels	Male				Female				Total	Disabled	
	African	Coloured	Indian	White	African	Coloured	Indian	White		Male	Female
Top Management (Patterson Level F / board level)	3	2	-	1	2	3	-	-	11	-	-
Senior Management (Patterson Level E / exco level)	2	1	-	-	-	-	-	-	3	-	-
Professionally qualified & experienced specialist & mid-management (Patterson Level D)	3	5	-	-	-	2	-	-	10	-	-
Skilled Technical & academically qualified workers, junior management, supervisors, foremen & superintendents (Patterson Level C)	-	-	-	-	-	-	-	-	-	-	-
Semi-skilled & discretionary decision making (Patterson Level B)	-	-	-	-	-	-	-	-	-	-	-
Unskilled & defined decision making (Patterson Level A)	13	17	-	-	6	4	-	-	40	-	-
Total Permanent	21	25	-	1	8	9	-	-	64	-	-
Non-permanent	-	-	-	-	-	-	-	-	-	-	-
Total by Race	21	25	-	1	8	9	-	-	64	-	-
Total by Gender	47				17				64		

ANNEXURE 2 Form T: PROCUREMENT

The mine is a new planned mine and has not yet been constructed, therefore no procurement figures can be provided yet. A procurement system will be introduced whereby local SMME's will be invited to a tendering system in which certain products and services will be procured from them. Advertisements in the local newspaper, Facebook page, Whatsapp platforms, etc. will be used as mediums to advertise available services/goods for procurement by the company. Emphasis will be placed on services providers that are BBBEE compliant.

The following table will be updated on an annual basis, and annually reported in the Social and Labour Plan Monitoring Report, to be submitted (annually) the Department of Mineral Resources.

Note that the following new Mining Charter Targets apply regarding procurement from BBBEE entities:

- Minimum 40% of capital goods.
- Minimum 50% of consumer goods.
- Minimum 70% of services.

CAPITAL GOODS (e.g. machines, equipment, vehicles, etc.)			SERVICES (e.g. professional services, consultation fees, catering, etc.)			CONSUMABLE (e.g. chemicals, diesel, production input materials, etc.)		
Provider and address	Percentage of total capital goods procurement	HDSA composition (% or Level)	Provider and address	Percentage of total services procurement	HDSA composition (% or Level)	Provider and address	Percentage of total consumables procurement	HDSA composition (% or Level)
Because the mine is a new planned mine only and has not yet been constructed, no procurement figures can be provided yet.								

ANNEXURE A



P/Bag x46
BOSHOF
8340

Website: www.tokoloko.gov.za
Fax: 053 -5410360

Tel: 053- 5410014
053- 5410052

P.O. Box 18
DEALESVILLE
9348
Tel: 051-811029
Fax: 051-8110225

P/Bag X04
HERTZOGVILLE
9482
Tel: 053-4219051
Fax: 053-4219244

OFFICE OF THE TECHNICAL SERVICES

13/JAN/2023

TO: Invest in Properties 126 (Pty) Ltd

RE: ACKNOWLEDGEMENT OF CONSULTATIVE MEETING BETWEEN TOKOLOGO MUNICIPALITY AND INVEST IN PROPERTY 126 (PTY) LTD IN TERMS OF THEIR SOCIAL & LABOUR PLAN AND THEIR APPLICATION FOR A MINING RIGHT

To whom it may concern

This writing finds reference to the consultative meeting, held on 13 January 2023 at Hertzogville, between Winky Nkokoane from the Tokologo Municipality and Invest in Property 126 (Pty) Ltd regarding the socio-economic development projects Invest in Property 126 (Pty) Ltd has undertaken to perform as required through their Social & Labour Plan.

We would like to confirm that Invest in Property 126 (Pty) Ltd is a diamond mining company that seeks to mine diamonds in the Tokologo Municipal District area. In terms of their engagement with the Department of Mineral Resources regarding their Social & Labour Plan, numerous projects have been identified and agreed upon.

The following points-of-interest have been identified by Tokologo Municipality and are hereby agreed to with and that Invest in Property 126 (Pty) Ltd will embark on:

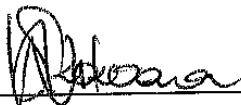
1. That the company will provide all materials and pave five (5) gravel streets, the municipality will identify the streets and share with us the necessary expertise and knowledge to complete the work;

2. That the company will provide the materials and rebuild/refurbish five (5) cracked/old/burnt down (due to loadshedding) houses; the municipality will identify the houses and share with us the necessary expertise and knowledge to complete the work;
3. Upgrading and refurbishment of the Kgatelopele Early Childhood Development (ECD) pre-school/creche. A site visit must be arranged so that necessary assessment be done and the budget be determined for the project by the company.
4. Provide effective and efficient WIFI hotspots for host communities

In the interest of the broad community of Tokologo Municipality, I would like to extend a hand of gratitude to Invest in Property 126 (Pty) Ltd for partnering with us in an effort to prioritize the basic needs of the community, and to promote the social and economic developmental needs of the community. Our doors are open to assist them in any way necessary.

We wish them well in the execution of their tasks.

Yours in writing,



Signature of Designated Official
Tokologo Municipality

Invitation to Tokologo Municipality to attend public meeting with Interested & Affected Parties on the draft Environmental Impact Assessment and Social & Labour Plan...

File Message Tell me what you want to do...

Ignore Delete Reply Forward Meeting

Junk Delete Reply Forward More

Archive Team Email Reply & Delete Create New

Quick Steps To Manager

Rules OneNote

Move Actions

Mark Follow Unread Up

Tags

Find Related

Zoom

Wed 2022/12/21 15:52

Peter de Bruin <peter@bruinbox.co.za>

Invitation to Tokologo Municipality to attend public meeting with Interested & Affected Parties on the draft Environmental Impact Assessment and Social & Labour Plan for a mining right application

To 'caswellhokwe88@gmail.com'; 'info@tokologo@gmail.com'; 'refloesebiso50@gmail.com'

Cc 'Geo Chad Ulanzky'; 'Verdi Invest'; 'byselani@biomental.co.za'

You forwarded this message on 2022/12/21 15:53.

This message was sent with High importance.

Invest in Property SLP I... 488 KB

IIP Notice is given in t... 152 KB

Mr. L.C. Thokwe

Hope this mail finds you well.

Biomental Services (Pty) Ltd and Bruinbox Enterprise (Pty) Ltd to undertake a Public Participation process for a draft Environmental Impact Assessment & Social & Labour Plan with all interested and affected Parties (I&AP) as prescribed by the Minerals & Petroleum Development Act (Act 28 of 2002). This process relates to a mining right application for the proposed Diamond Kimberlites and Diamond General mine on Farm Viljoenshof 4695, Boshof, Free State Province. The agenda of this public meeting is to discuss and agree upon the social contributions the mining company must adhere to in relation to the mine host community and what impact the mine will have on the host community from an environmental point-of-view. An application for a mining right to mine Kimberlites Diamonds on Farm Viljoenshof, Boshof has already been lodged with the Department of Mineral Resources (DMR).

Herewith, I would like to inform you that a public meeting has been scheduled for Friday, 23 December 2022 at 09h00 with I&AP.

We would like to invite any delegates from the Tokologo Municipality to this meeting this meeting is in the interest of the municipality. I have already has deliberations with the local Economic Development Coordinator (LED), Ms. Winky Mkokwana, regarding this process. Unfortunately the projects she identified is not tangible enough and needed to be reviewed. Your presence and support in this process is of significant importance for the granting of the mining right, as well as the social upliftment of the community of Boshof.

Attached please find the notices that's already been disseminated in the mine host community.

If you have questions relating to this mail, please do not hesitate to give me a call.

Hope you find this in order.

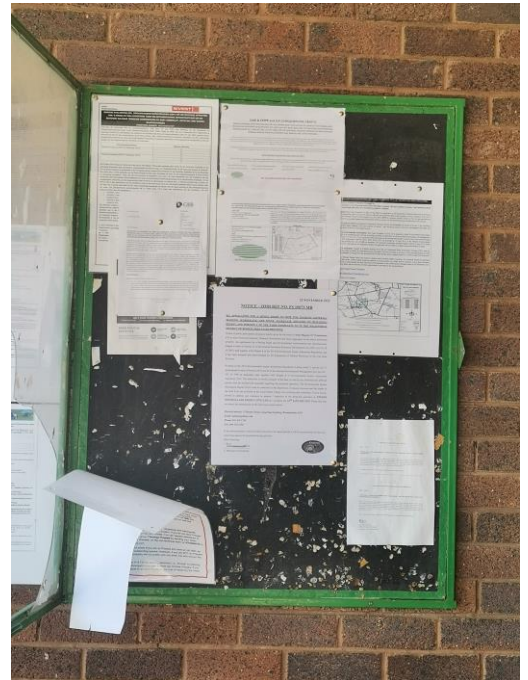
Regards,



ANNEXURE B

Windows taskbar showing icons for Start, Search, File Explorer, Microsoft Edge, Teams, Word, and other applications. System tray shows language (ENG US), date (2023/01/16), and time (12:17).

ANNEXURE C



ANNEXURE D

EIAR & EMPR and SLP CONSULTATIONS (I&AP's)

Biometrial Services (Pty) Ltd and Brunibox Enterprise (Pty) Ltd has been appointed as independent consultants by Invest In Properties 126 (Pty) Ltd to undertake the Consultative Process on the draft EIAR & EMPR and SLP in terms of Section 29(b) of the MPRD Act, 2002 (Act 28 Of 2002)(as amended), Section 24(5) of the National Environmental Management Act, 1998 in respect of the Mining Right Application on the Remaining Extent of Farm Vrijenshof 1655, Boshof situated in the Magisterial District of Tokologo Municipality, Free State Province.



ATTENDANCE REGISTER

NO.	NAME & SURNAME	ID NUMBER	TELEPHONE	ADDRESS
1	Mary Kwe	830707057088	07206507254	2224 Leavel Extaction
2	Edabel Tsoibos	9011070513088	0718900008	11 Ribbok St Ribbokhof
3	Maathu Seels	09/09/1977	0764661582	277 New Location
4	Kenneth Mairman	21.3.14	0764661582	NEW LOCATION 1566
5	Buster Goopnye	8509025160080	0712778081	new ext. 2117 -1090
6	Fido Kamma	800218667655	071070582	Sonderwater -1090
7	Turagelo Modisi	9801015249081	078 110 5026	873 Roaden- Water-
8	Mashebin, hebohany	08/18/2000	0844116904	Mag. office 306

9	Keopang David Brown	0102245931083	07222074122	1309 Denkahoek
10	Lehlononolo Ricardo Mntshini	990919S126084	0730690811	544 Moog Str.
11	Bohumele Moleboye	2002-10-01 78/1285522088	0782438991	116 Mopelwa
12	PIET Sthagers	2002-10-01	082702337	102 Makhurane
13	Mmufele Moya	790130048008	082702337	102 Makhurane
14	Mosinathi Ngweni	9801025593089	0671302123	95 Mofibo Street
15	Lethegoane Mntshak	840923594085	0677742255	165 Mopelwa
16	Mami Mntshabi	9306010214080	0734500429	89 Mkhurane
17	Kedibone Mathopiso	7802100215086	0750089089	152 Mopelwa 1389
18	Gift Makgaledi	83050448305087	0719123522	Donkerhoek
19	Malebo Mogerosi	891234032086	0640241399	48 Medibo Street
20	Tobuane Modigofola	99091255108089	0713711159	137 Mopelwa



BIOMETAL



BRUINNOX

2009

BIAR & EMPR and SLP CONSULTATIONS (I&AP's)

Biometal Services (Pty) Ltd and Bruinnox Enterprise (Pty) Ltd has been appointed as Independent Consultants by Invest In Properties 126 (Pty) Ltd to undertake the Consultative Process on the draft BIAR & EMPR and SLP in terms of Section 29(b) of the MPRD Act, 2002 (Act 28 Of 2002)(as amended), Section 24(5) of the National Environmental Management Act, 1998 in respect of the Mining Right Application on the Remaining Extent of Farm Vlijpshoof 1655, Boshof situated in the Magisterial District of Tokologo Municipality, Free State Province.

ATTENDANCE REGISTER

NO.	NAME & SURNAME	ID NUMBER	TELEPHONE	ADDRESS
1	Sabanekegi Seflhare	19117.05.05	0632465799	4100 Dorkerhoek
2	MACEKA MACHARI	19117.08.06	0657247188	1498 DORKERHOEK
3	Mthembu Benekane	7010305303085	0784256496	1502 Dorkerhoek
4	Daniel MARCUS.	870228575408	—	1528 Dorkerhoek
5	ERNEST MACKAY	6206135737084	0640840474	192 ARREYENG STR.
6	Selobogo Molegedi.	1996-04-20	—	176 Mosk. St
7	Tlolo Granite Gankar	9912205340083	0674918239	ASTA Deurens St
8	Andru Moring	7009305642088	0632753951	209 Arreyeng Str

9	Frederick Starck	197553494	5408	—	187 Moseki
10	Montele Nass	19740824	064603161	256 Dornstr	
11	Keboqile Moreng	10.07.1974	0637497864	009 Areyang	
12	Baitumelo Mofiki	711264855 080	—	145 Mpeleoa	
13	DHENTJE INGOLOKANE	870118 5798 084	078 133 2727	186 Moseki str	
14	Kamogelo Ruelame komama	9812310182083	060 942 2827	377 Mchetsa str	
15	Lesole Tshogo	87.06.16.	0781144184	189 Masasi	
16	Julio Shomolekare	811225638086	0717674220	290 Bogosho	
17	Glong TIKALO	790915083408	023 221 8693	43 Naree	
18	MASIND MASEKE	771006	07350445149	125 BAKHEPHAK	
19	Nuo BETER	810723	0782596906	362 D / HSE	
20	Kagiso KOTSEPE	910131390404	0630035087	703 Tlhave leang	

DISCLAIMER

Neither Bruinbox Enterprise (Pty) Ltd nor any of its family members have a business relationship with the Client or any associated company, nor with any other company mentioned in the Social & Labour Plan (SLP) Report which is likely to materially influence the impartiality of my Report, or create perception that the credibility of the SLP Report could be compromised or biased in any way. The views expressed herein are genuinely held and deemed independent of the Client. Moreover, neither the author of the report, nor family members, has any financial interest in the outcome of any transaction involving the properties considered in the SLP Report, other than the payment of normal professional fees for the work undertaken in its preparation (which is based upon hourly charge- out rates and reimbursement of expenses). The payment of such fees is not dependent upon the content or conclusions of this SLP Report or any consequences of any proposed transaction.

Draft copies of the SLP Report have been reviewed for factual errors by the Client. Any changes made as a result of these reviews did not involve any alteration to the conclusions made. Hence, the statements and opinions expressed in this document are given in good faith and in the belief that such statements and opinions are not false and misleading at the date of this SLP Report.

Bruinbox Enterprise's opinion is provided solely for the purpose as outlined above. Neither the whole nor any part of this SLP Report, nor any references thereto, may be included in or with or attached to any document, circular, resolution, letter or statement to be published or distributed externally without the prior written consent of Bruinbox Enterprise as to the form and context in which it is to be published or distributed. Such consent will not unreasonably be withheld or delayed. Bruinbox Enterprise reserves the right, but will not be obligated, to revise this SLP Report and conclusions if additional information becomes known to Bruinbox Enterprise subsequent to the date of this SLP Report.


Peter de Bruin
Bruinbox Enterprise (Pty) Ltd