

BAKWENA BA MOGOPA



## **SOCIAL AND LABOUR PLAN**

**FOR**

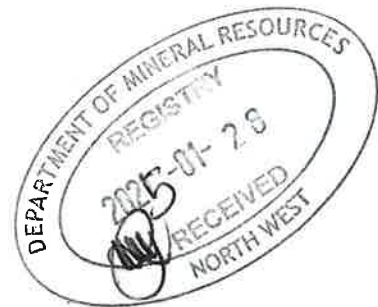
**GLENCORE SA (PTY) LTD – ALLOYS**

**VANADIUM DIVISION – RHOVAN MINE**

**Five Year Period: 2023 – 2027**

**Mining Right Reference Number:**

**NW30/5/1/2/2/87MR**



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# ACKNOWLEDGEMENT OF DOCUMENTS RECEIVED

REGISTRY KLERKSDORP OFFICE

Applicant /Holder of Right: Glenore Phasi Mine

File No: NW 30/5/1/21/87/11/87.....EM

File No: NW 5/3/2/..... NW 6/2/2/.....

## CHECKLIST: MINERAL LAW ADMINISTRATION

- Joint venture agreement / Bee
- Proof Of Consultation with Landowner/Interested/Affected Parties
- Other Social & Labour Plan with P.P.P

## CHECKLIST: MINE ENVIROMENTAL MANAGEMENT

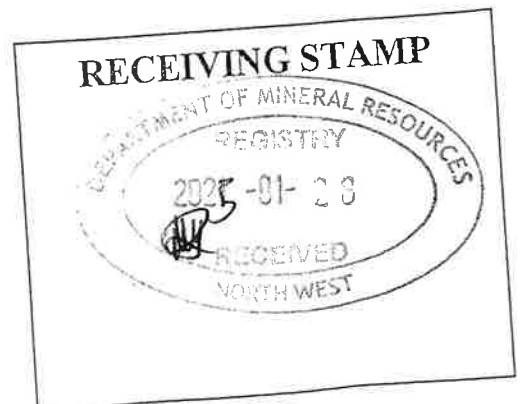
- 1 Original + ..... Copies ( Scoping Report / EMP/BAR / EIA)
- Closure application
- Memorandum Agreement
- Itemisation as required in terms of Section 24 P(3) of NEMA
- Letter from the Bank : Financial Provision
- Bank Guarantee

*Receipt of the above-mentioned documentation is hereby acknowledged and the responsible sub-directorate will revert back to you once the documents has been assessed.*

REGISTRY OFFICIAL .....

CLIENT SIGNATURE .....

*[Handwritten signatures and stamps]*



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## GLOSSARY OF ITEMS

Abbreviations	Meaning
AET	Adult Education and Training
BBBEE	Broad Based Black Economic Empowerment
DMRE	Department of Minerals Resources and Energy
DoL	Department of Labour
DTI	Department of Trade and Industry
EE	Economic Empowering
EIA	Environmental Impact Assessment
FY	Financial Year
HDSAs	Historically Disadvantaged South Africans
HET	Higher Education and Training
HRD	Human Resources Development
ICDP	Individual Career Development Plan
IDPs	Integrated Development Planning
LED	Local Economic Development
LEDP	Local Economic Development Programme
LSA	Labour Sending Area
MWP	Mining Works Programme
MQA	Mining Qualifications Authority
NQF	National Qualifications Framework
NSDP	National Spatial Development Perspective
PGDS	Provincial Growth and Development Strategy
SEP	Social Economic Profile
SETA	Sector Education and Training Authority
SLP	Social and Labour Plan
SMMEs	Small, Medium and Micro Enterprises
VCT	Voluntary Counselling and Testing
WIM	Women in Mining
WSP	Workplace Skills Plan

**SECTION 1**

**PREAMBLE INTRODUCTION AND BACKGROUND INFORMATION OF THE OPERATION**

## 1. INTRODUCTION AND BACKGROUND INFORMATION ON THE OPERATION

This section of the Social Labour Plan (SLP) provides background on the mining operation, structure of the empowerment deal, methodologies of mining, the employment statistics and where labour is sourced.

### 1.1 OVERVIEW

Rhovan mine is operated by Glencore Alloys and is situated approximately 30 km to the north-west of Brits in the Northwest Province. The mining area is in the upper part of the Rustenburg layered suite of the Bushveld Complex. The mineral deposit comprises a vanadiferous, titaniferous magnetite gabbro with the vanadium occurring in the magnetite. The mine is situated within five host communities of Bethanie, Berseba, Modikoe, Makolokwe and Maumong. The operations started in 1989 when the Concentrate Plant was built to supply concentrate to Union Steel Corporation Limited ("USCO") in Vereeniging. The plant to process concentrates to V205 was built in 1993 /1994. Süd Elektra South Africa (a subsidiary of Süd Elektra Holdings) acquired the total share capital in the operations in 1998. In 1999 Süd Elektra South Africa changed its name to Xstrata South Africa (Pty) Ltd and in 2002, the Ferrovanadium Plant was constructed and produced the first ferrovanadium in September 2002.

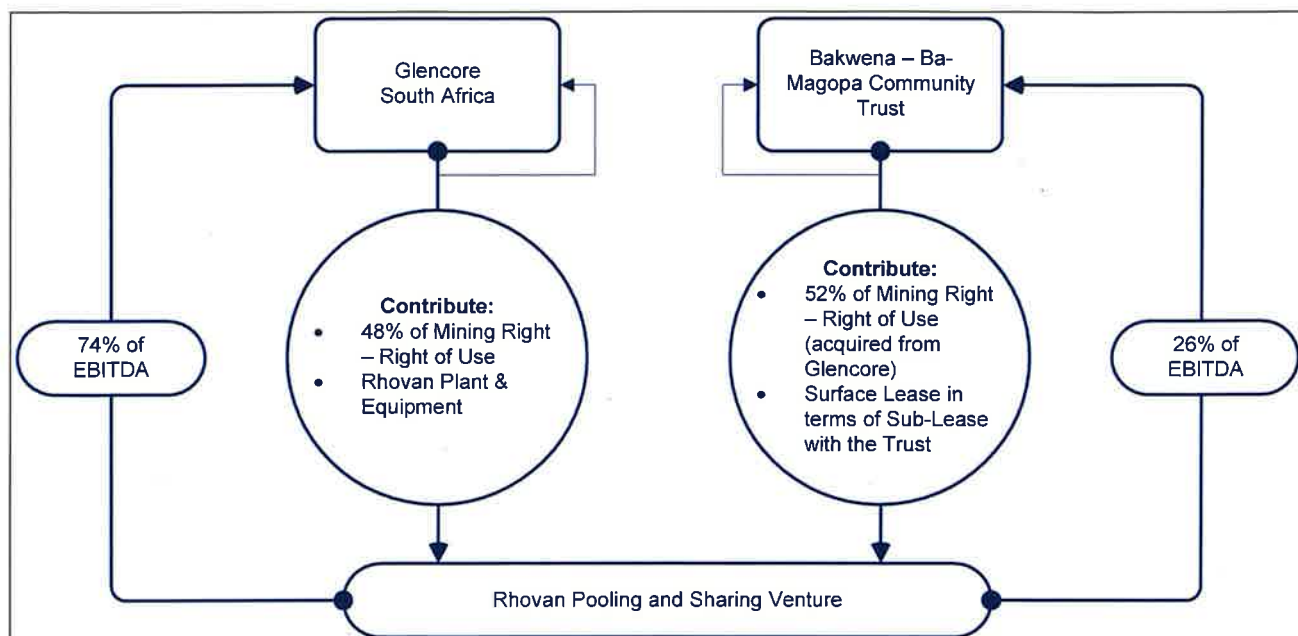
In 2010, the pooling and sharing venture was entered into between Bakwena Ba Mogopa (BBM) and Xstrata. BBM acquired 26% and Xstrata retained 74% shareholding of the mine. In 2013, Xstrata became Glencore, and the shareholding structure remained unchanged.

Rhovan mine will, through its Social and Labour Plan (SLP) contribute to the sustainable socio-economic development of BBM, and the mine is committed to employ most of its labour from the host communities. The mine will ensure that the SLP is inclusive and address the needs of the host communities and aligns to the Integrated Development Planning (IDP) of Rustenburg Local Municipality (RLM). The mine submits the SLP to the Department of Minerals Resources and Energy (DMRE) to comply with the Mining Right in terms of Reference numbers: NW30/5/1/2/2/87MR. The SLP is also submitted in line with section 102 of the Mineral and Petroleum Resources Development Act (MPRDA), Act No.28 of 2002 to amend the current mining right. This SLP is aligned to the principles of the relevant legislation and the prescribed undertakings and objectives of the MPRDA.



## 1.2 THE CURRENT CORPORATE STRUCTURE AND SHAREHOLDING

### 1.2.1 Current Corporate Structure



## 1.3 OBJECTIVES OF THE SLP

The SLP is designed to achieve the following objectives, namely:

- Promote employment.
- Advance the social and economic welfare of the host communities.
- Utilize and expand the existing skills base for the empowerment of HDSA and to serve the community.

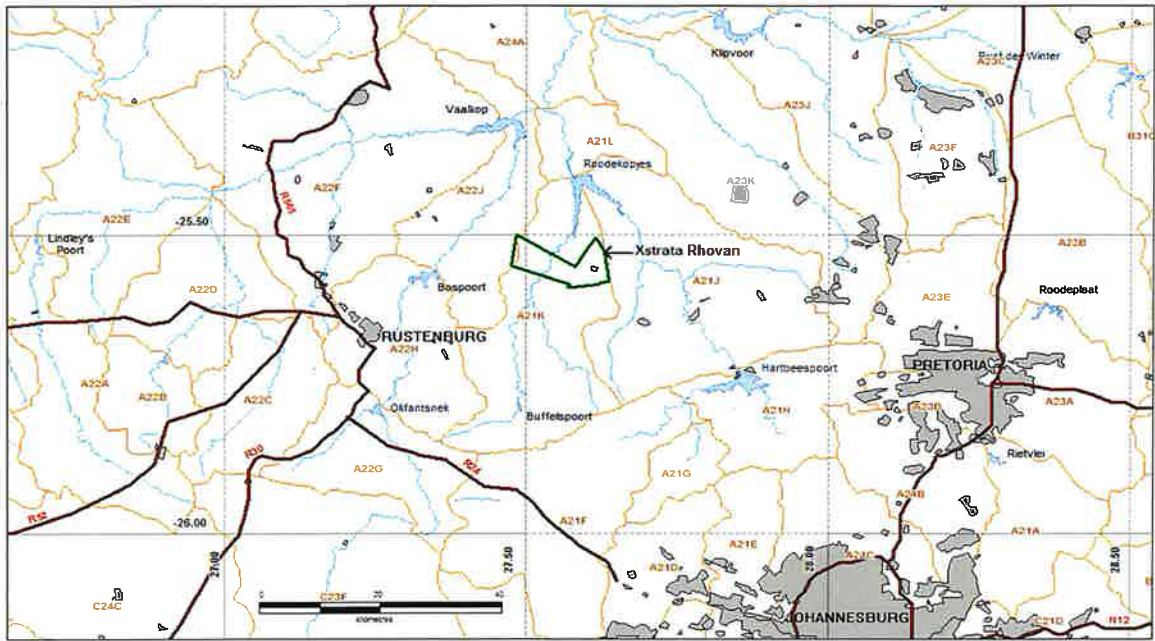
#### 1.4 PREAMBLE

##### 1.4.1 Particulars of the Mine

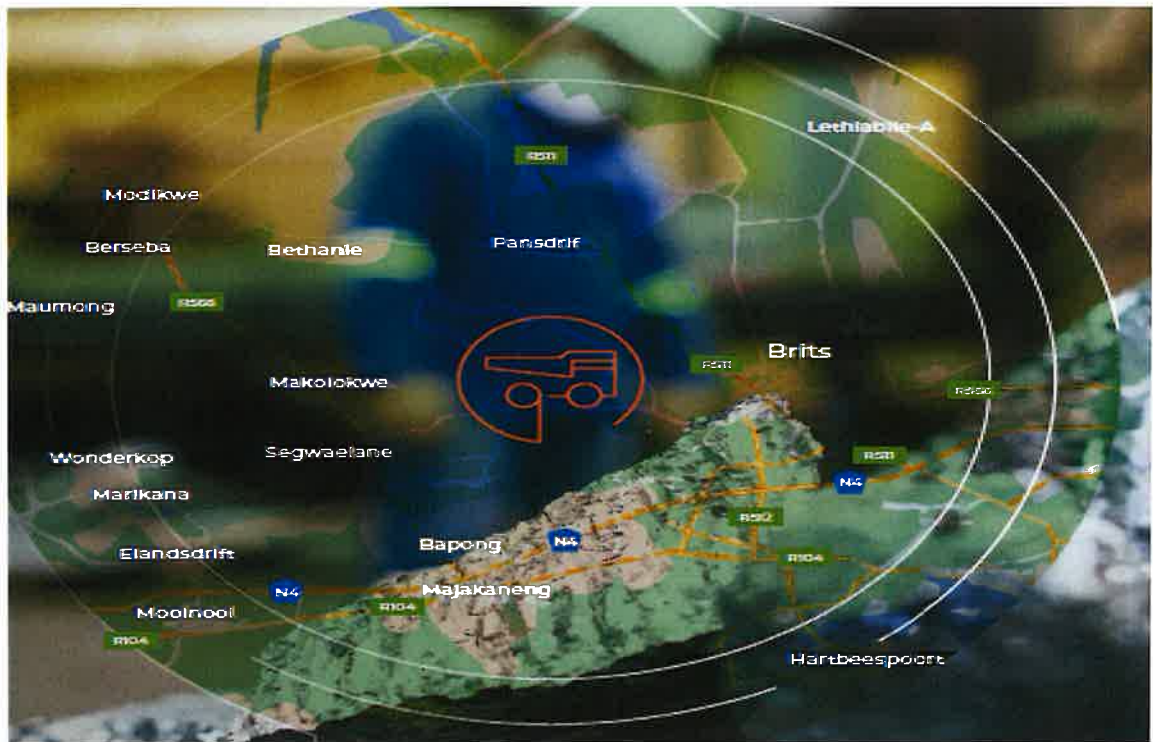
Topic	Explanation
Name of the Company	Glencore SA (Pty) Ltd –Rhovan Mine
Name of the Mine	Glencore SA (Pty) Ltd –Rhovan Mine
Physical Address	Rhovan Mine • Bethanie (Brits) • Bakwena-Ba-Mogopa • Rustenburg Municipality • Northwest Province
Postal Address	P.O. Box 3620 • Brits • 0250
Telephonic Number	+27(0)12 318 0711
Fax Number	+27(0)86 532 1760
Location of Mine	Rhovan Mine • Bethanie (Brits) • Bakwena-Ba-Mogopa • Rustenburg Municipality • Northwest Province
Commodity	Vanadium Pentoxide; Ferrovandium; Ferrovandium Slag
Life of Mine	The current approximated expected life of mine is Nine teen (19) years
Financial Year	December
Reporting Year	31st March of each year
Responsible Person	Adriaan Brugman
Geographic origin of employees (mine community and labour sending areas)	Rhovan Mine • Bethanie (Brits) • Bakwena-Ba-Mogopa • Rustenburg Municipality • Northwest Province

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### 1.4.2 Regional Locality of Rhovan Mine



### 1.4.3 Host Communities Map



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### 1.5 MINING METHODOLOGY

The primary mining activities occurs in the open pits through ripping and stripping overburden and ore near the surface (0-5m depth) and normal drilling and blasting of the un-weathered solid material at horizons approximately 70m below surface. In the past, ore mining operation was straightforward and was thereby regarded as a very low priority. The surface ore did not require drilling and blasting and loading but was done by excavators aided by bulldozers and front-end loaders and trucked to the primary jaw crusher. With the depletion of the Talus Ore, more emphasis was placed on mining the lower magnetite unit, which required drilling and blasting and the development of proper open pit mining practices. With the increasing distance of the mine from the plant and because of dust discharged on the haul roads, overland conveyor belt to transport ore to the plant was installed.

### 1.6 CURRENT AND EXPECTED LABOUR FORCE

The asset is committed to source the majority of labour force from the host communities. The contractors will be encouraged to employ the local community members where this is feasible.

#### 1.6.1 Summary of Permanent Employees versus Fixed Term Contractors

The table below represent the total number of people employed at the mine in 2022.

Name of the Mine	Type of Mining Activities	Commodity Mined	Types of Employees	Count	%
Rhovan Mine	Open Cast Mining	Vanadium	Permanent Employees	621	85%
			Fixed Term Contractors	110	15%
			Total	731	100%

#### 1.6.2 Labour Sending Areas - Fixed Term Employees

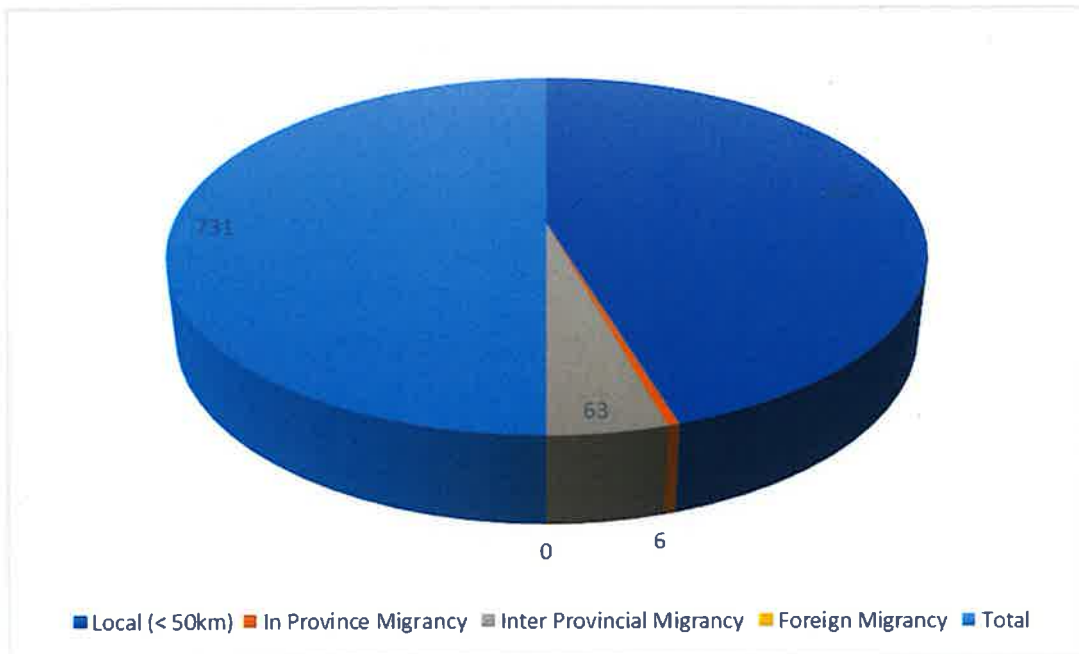
The fixed term employees are sourced from the host communities of the mine, which is Bethanie, Modikoe, Berseba, Makolokwe and Maumong. The radius of the host communities is Bethanie (+-3km), Modikoe (+-10km), Berseba (+-15km), Makolokwe (+-15km) and Maumong (+-20km).



### 1.6.3 Labour Sending Areas

Sending Areas	Count	%
Local (< 50km)	662	91%
In Province Migrancy	6	1%
Inter Provincial Migrancy	63	9%
Foreign Migrancy	0	0%
Total	731	100%

### 1.6.4 Labour Sending Areas at Rhovan Mine as of 31 December 2022



**SECTION 2**

**EMPLOYMENT EQUITY STRATEGIC DEVELOPMENT PLAN**

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## 2. EMPLOYMENT EQUITY STRATEGIC DEVELOPMENT PLAN

The labour movement statistics are monitored and continuously reported on at the Employment Equity Committee (quarterly) and on annual basis to the Department of Labour.

### 2.1 STRATEGIC OBJECTIVES

The mine employment equity strategic objectives intend to:

- Implement non-discriminatory recruitment policy and selection practices.
- Address the imbalances in the composition of the workforce about race, gender, and disability.
- Strive for adequate representation of the designated groups in all occupational categories and levels.
- Implement measures and controls to eliminate unfair discrimination of any kind, including that based on race, gender and/or disability.
- Create an organisational culture which celebrates diversity and employment equity.
- Monitor climate in the organisation through surveys and implement remedial action.
- Ensure that employees commit to EE Policy Principles and Practices.
- Monitor progress towards achieving EE objectives.

#### 2.1.1 Employment Plan Duration

The current Employment Equity Plan (EEP) is valid five years i.e., 01 October 2018 until 30 September 2023.

#### 2.1.2 Composition of the Employment Equity Committee

The EEC comprises of the following representatives, namely:

- Senior Management.
- Professionally Qualified and Experienced Specialist and Middle Management.
- Skilled Technical and Academically Qualified Workers, Junior Management, Supervisors, Foreman, and Superintendent.
- Semi-Skilled and Discretionary Decision Making.
- Unskilled and Defined Decisions Making.
- Organised Labour Formations i.e., NUM, AMCU and Solidarity.

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### 2.1.3 Employment Equity Resources

The mine provides the following resources to enable an environment for proper functional EEC.

- The Chief Operating Officer (Mr Adriaan Brugman) is the Transformation Manager.
- Employment Equity (EE) meetings are held on a quarterly basis.
- Stakeholders are trained on EE laws and policies to create awareness and enhance capacity.
- Budget is allocated to support the cause.

### 2.1.4 Communication Strategy

EE Policies are communicated through the following means:-

- During the Induction Training.
- During the Employment Equity Committee Meetings.
- Policies and any communication is places on the notice boards.

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## 2.2 CURRENT WORKFORCE PROFILE

The current workforce profile reflects the number of people who were employed by the 31 December 2022.

### 2.2.1 Management Organisational

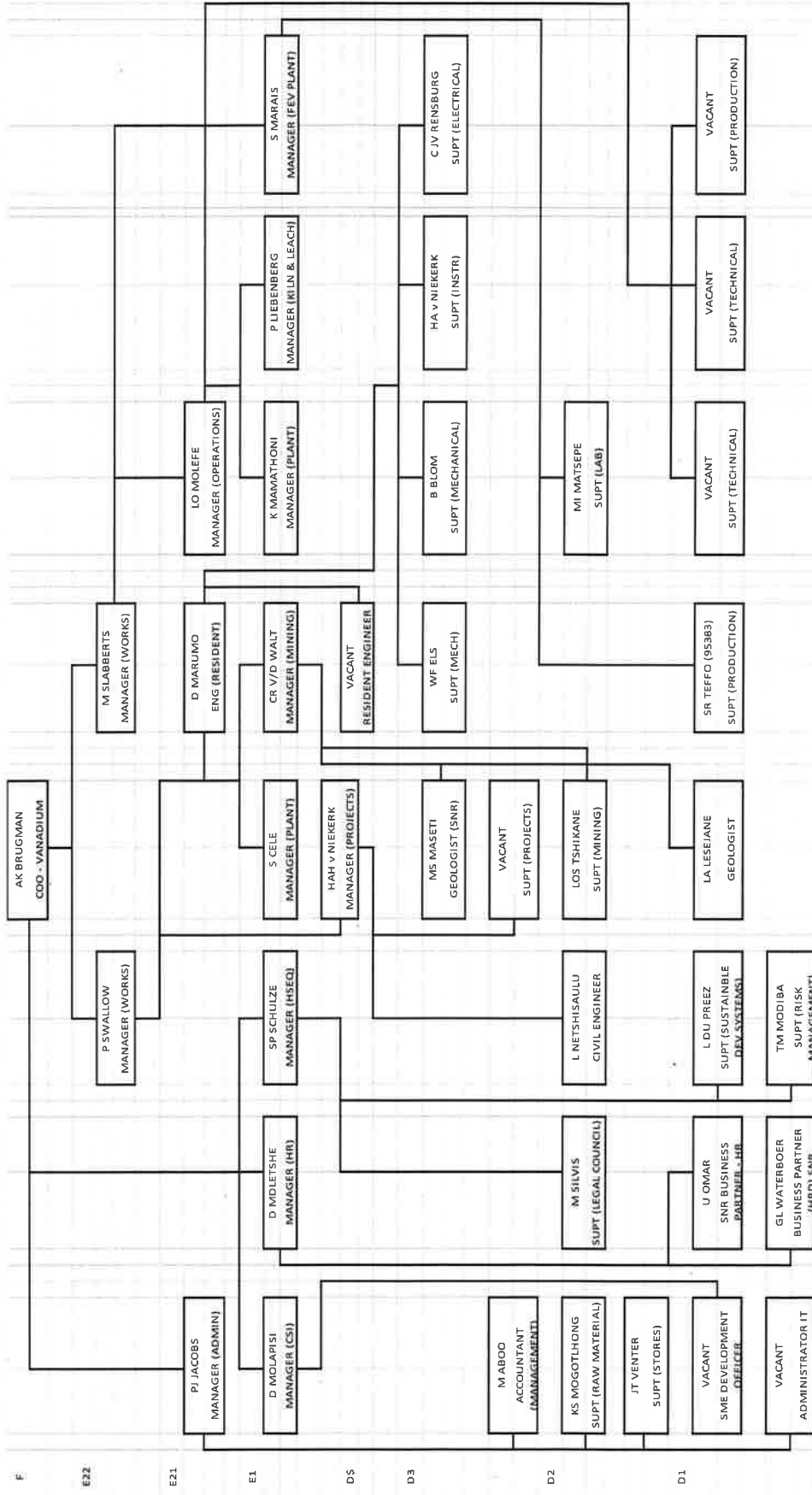
Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
	Top management	0	0	0	1	0	0	0	0	0	
Senior management	5	0	0	8	1	0	0	0	0	0	14
Professionally qualified and experienced specialists and mid-management	6	1	1	6	2	0	0	2	0	0	18
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	142	4	0	61	36	1	0	16	0	0	260
Semi-skilled and discretionary decision making	243	1	1	3	37	1	0	1	0	0	287
Unskilled and defined decision making	24	0	0	0	17	0	0	0	0	0	41
<b>TOTAL PERMANENT</b>	<b>420</b>	<b>6</b>	<b>2</b>	<b>79</b>	<b>93</b>	<b>2</b>	<b>0</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>621</b>
Temporary employees	53	0	0	2	54	0	0	1	0	0	110
<b>GRAND TOTAL</b>	<b>473</b>	<b>6</b>	<b>2</b>	<b>81</b>	<b>147</b>	<b>2</b>	<b>0</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>731</b>

2.2.2 Snapshot of the Workforce of Employees with Disability

Occupational Levels	Male						Female				Foreign Nationals		Total				
	A		C		I		W		A		C			I		W	
	A	C	I	W	A	C	I	W	Male	Female	Male	Female					
Top management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Senior management	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2	
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2	0	0	4	1	0	0	0	0	0	0	0	0	0	0	11	
Semi-skilled and discretionary decision making	16	0	0	1	0	0	0	0	0	0	0	0	0	0	0	17	
Unskilled and defined decision making	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	
<b>TOTAL PERMANENT</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>33</b>	
Temporary employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>GRAND TOTAL</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>33</b>	

### 2.2.3 Organisational Structure

Below is the organisational structure exclusive of Glencore Board and Executive Management.



## 2.3 ECONOMIC ACTIVE POPULATION (NATIONAL)

Table below reflect the national demographics of economic active population:

Gender	A	C	I	W	Total
Male	43.70%	4.80%	1.80%	5.10%	55.40%
Female	35.60%	4.10%	1.00%	3.90%	44.60%

### 2.3.1 Strategies to redress Imbalances.

The following measures are implemented to address potential constraints and redress the imbalances.

- Job opportunities are strategically advertised to attract the underrepresented groups.
- Career Progression Plans are designed to create a pool of talent in the organisation to address the imbalances. Highflyers are identified and enrolled in the developmental programme to skill and make them job ready to occupy strategic position within the company.

### 2.3.2 Potential Constraints

The following conditions were identified as barriers towards achieving the EE objectives:

- The workforce turnover levels are low, hence the EE strategy is built around natural attrition, to address representation aspect as people leave the organisation to retire.
- The mine organisational structure is lean and does not allow for extra vacancies to shadow the existing strategic positions.

2.4 PROGRESSIVE TARGETS AS PER OCCUPATIONAL LEVEL

Legend provides guideline on the representation of the race and gender.

Legend	Reasons
	Over-represented
	Under-represented
	Well-represented

2.4.1 DEMOGRAPHICS

The tables below reflect the national demographics and conducts the comparative analysis exercise to establish the representation.

2.4.1.1 Senior Management

EE TARGETS	Male				Female			
	A	C	I	W	A	C	I	W
EAP (National)	43.70%	4.80%	1.80%	5.10%	35.60%	4.10%	1.00%	3.90%
Senior Management	5	0	0	8	1	0	0	0
% Current Workforce	35.71%	0.00%	0.00%	57.14%	7.14%	0.00%	0.00%	0.00%
Variance	7.99%	4.80%	1.80%	-52.04%	26.46%	4.10%	1.00%	3.90%

2.4.1.2 Middle Management

EE TARGETS	Male				Female			
	A	C	I	W	A	C	I	W
EAP (National)	43.70%	4.80%	1.80%	5.10%	35.60%	4.10%	1.00%	3.90%
Middle Management	4	1	2	6	2	0	0	2
% Current Workforce	23.53%	5.88%	11.76%	35.29%	11.76%	0.00%	0.00%	11.76%
Variance	20.17%	-1.08%	-9.96%	-30.19%	23.84%	4.10%	1.00%	-7.86%

2.4.1.3 Junior Management

EE TARGETS	Male				Female			
	A	C	I	W	A	C	I	W
EAP (National)	43.70%	4.80%	1.80%	5.10%	35.60%	4.10%	1.00%	3.90%
Junior Management	21	0	0	38	9	0	0	5
% Current Workforce	28.77%	0.00%	0.00%	52.05%	12.33%	0.00%	0.00%	6.85%
Variance	14.93%	4.80%	1.80%	-46.95%	23.27%	4.10%	1.00%	-2.95%

2.4.1.4 Employees with Disabilities

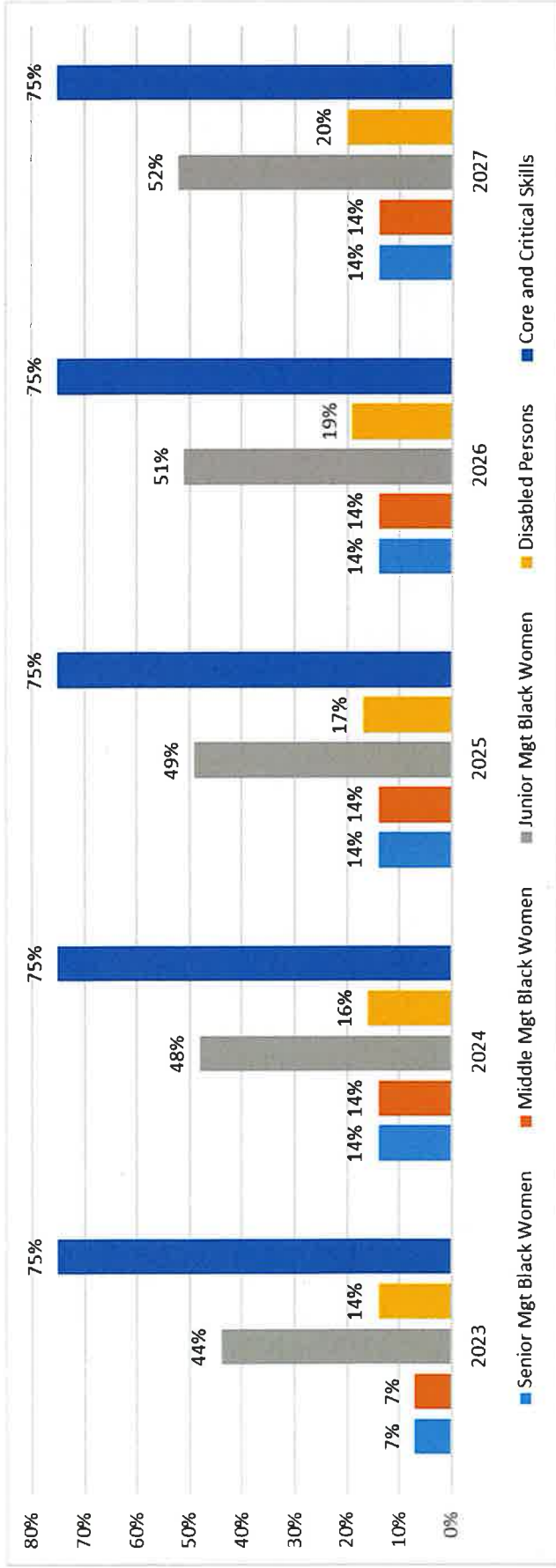
EE TARGETS	Male				Female			
	A	C	I	W	A	C	I	W
EAP (National)	43.70%	4.80%	1.80%	5.10%	35.60%	4.10%	1.00%	3.90%
Employees with Disability	26	0	0	7	1	0	0	4
% Current Workforce	68.42%	0.00%	0.00%	18.42%	2.63%	0.00%	0.00%	10.53%
Variance	-24.72%	4.80%	1.80%	-13.32%	32.97%	4.10%	1.00%	-6.63%

2.4.1.5 Core and Critical

EE TARGETS	Male				Female			
	A	C	I	W	A	C	I	W
EAP (National)	43.70%	4.80%	1.80%	5.10%	35.60%	4.10%	1.00%	3.90%
Core and Critical Skills	73	2	0	25	2	0	0	0
% Current Workforce	71.57%	1.96%	0.00%	24.51%	1.96%	0.00%	0.00%	0.00%
Variance	-27.87%	2.84%	1.80%	-19.41%	33.64%	4.10%	1.00%	3.90%

## 2.4.2 EMPLOYMENT EQUITY REPRESENTATION PROJECTIONS

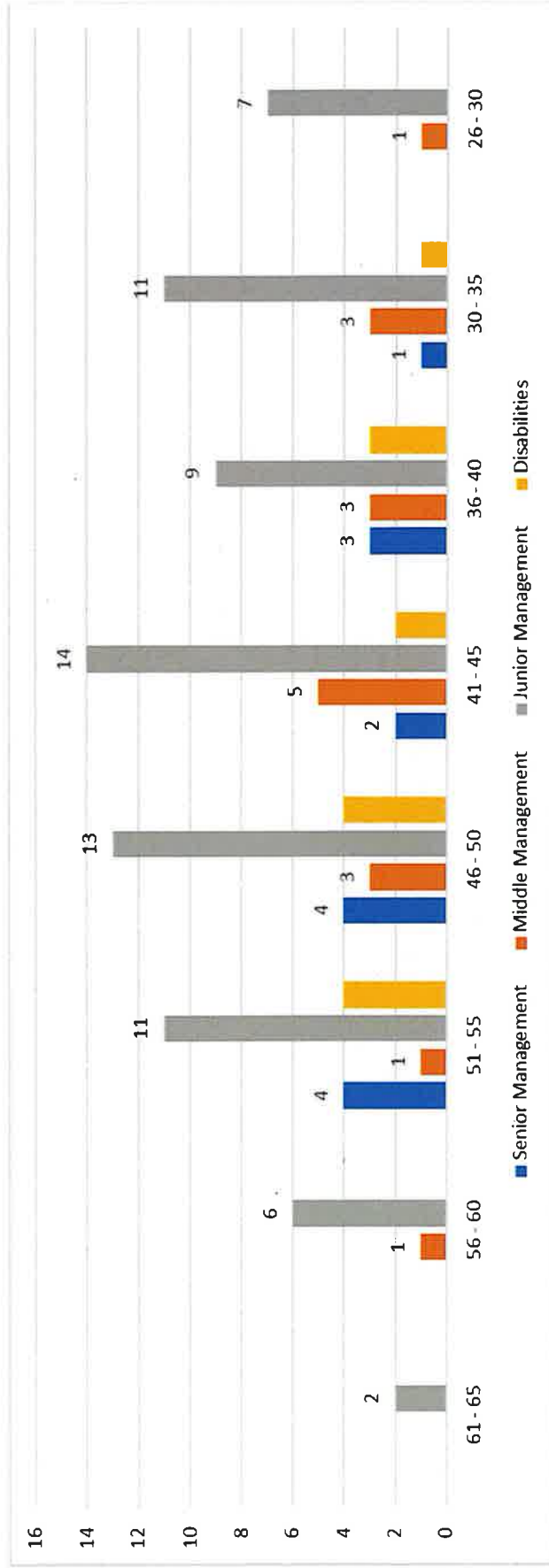
The following graph reflects the employment equity representations on the senior, middle and junior management and disabilities categories.



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### 2.4.3 AGE RANGE

The graph below represents the age range of the senior, middle, junior management and disabilities categories.



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**SECTION 3**

**HUMAN RESOURCES DEVELOPMENT PROGRAMME**

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### 3. HUMAN RESOURCES DEVELOPMENT – BROAD BASED PROGRAMMES

The Human Resources Development (HRD) programmes are designed to address the legal and strategic requirements of the mine.

#### 3.1 DETAILS REGARDING SUBMISSION OF RHOVAN MINE IS SETA REGISTRATION

Seta Information Required	Seta Details
Name of SETA	Mining Qualification Authority
Registration number with the SETA	L12073936416/MQA/0012/AC4/070605
Confirmation of having appointed a Skills Development Facilitator	HRD Practitioner appointed
Proof of submission of workplace skills plan and date of submission	See Annexure A.

#### 3.2 WORKPLACE SKILLS PLAN SUBMISSION

Action	Report	Submission Date
Annual Training Report (ATR) and Workplace Skills Plan (WSP) is submitted annually	ATR and WSP	End of April (every year)

#### 3.3 SKILLS DEVELOPMENT PLAN

The HRD strategy is engineered to develop competencies in the workforce to make them competitive in performing their duties and responsibilities against their peers around the globe. The HRD covers different developmental dimensions in technical, production, engineering human capital etc. Some of the strategic programmes which are addressed are inclusive but not limited to the following:

- Master's in business leadership / administration.
- Business Leadership Programmes.
- Middle Management Programmes.
- Junior Leader Programme.
- Government Certificate of Competence.
- Bursaries.
- Learner ships Programmes.
- Internships.
- Technical Courses including Project in Project Management.
- Adult Education and Training.



3.4 HRD IMPLEMENTATION PLAN

Skills Development Programme		
Undertaking	The mine undertakes to develop employees' competencies to compete with their peers globally	
Guideline	Work performance data is used to identify performance gaps. Training programmes are then engineered to address the undesirable performance	
Skills Development Strategic Action Plan	Responsible Person	Date to be completed
Administer performance management system.	Human Resources	31.12.2027
Evaluate performance.	Human Resources	31.12.2027
Conduct the training needs analysis.	Human Resources	31.12.2027
Identify eligible personnel to be developed.	Human Resources	31.12.2027
Enrol candidates into the programmes.	Human Resources	Annually
Appoint mentors to transfer skills.	Human Resources	Frequently
Monitor progress.	Human Resources	Quarterly

3.5 HRD FINANCIAL PROVISION

Description	2023	2024	2025	2026	2027	Total
Adult Education and Training	R 52 734	R 56 425	R 60 375	R 64 601	R 69 124	R 303 259
L1 Engineering	R 421 440	R 442 512	R 464 638	R 487 869	R 512 263	R 2 328 722
Learnerships	R 6 471 792	R 6 924 817	R 7 409 555	R 8 483 199	R 8 483 199	R 37 772 562
Core and Non-Technical Business Skills Training	R 1 070 553	R 1 145 492	R 1 225 676	R 1 311 473	R 1 403 277	R 6 156 471
Portal Skills Training - Rhovan Mine Employees	R 400 000	R 428 000	R 457 960	R 490 017	R 524 318	R 2 300 296
Portal Skills Training - Community Members	R 500 000	R 535 000	R 572 450	R 612 522	R 655 398	R 2 875 370
Maths and Science Scholarship	R 425 000	R 454 750	R 486 583	R 520 643	R 557 088	R 2 444 064
School Computerization	R 454 750	R 486 583	R 520 643	R 557 088	R 596 084	R 2 615 149
Mentorship	R 100 000	R 107 000	R 114 490	R 122 504	R 131 080	R 575 074
External Full Time Bursary	R 168 576	R 180 376	R 193 003	R 206 513	R 220 969	R 969 437
Internal Full Time Bursary	R 182 325	R 195 088	R 208 744	R 223 356	R 238 991	R 1 048 503
External Internship	R 960 000	R 1 027 200	R 1 099 104	R 1 176 041	R 238 991	R 4 501 336
<b>Total</b>	<b>R11 207 170</b>	<b>R11 983 243</b>	<b>R12 813 220</b>	<b>R14 255 828</b>	<b>R13 630 782</b>	<b>R63 890 243</b>

**3.6 ADULT EDUCATION AND TRAINING**

Employees attend Adult Education and Training (AET) programmes for a duration of three-months per learning programme without work interruptions.

**3.6.1 Objectives of AET**

The objectives of AET is to eradicate illiteracy on the workforce and ensure that the employees develop capacity to read and write in English and Maths literacy.

**3.6.2 Resources to Implement**

AET is conducted at Rhovan mine at a dedicated facilities on a full-time basis by a qualified Educator. The employees are released from their workplace responsibilities to attend AET classes on a full-time basis for three months as per class intervention. The Human Resources Department (HRD) identifies learners through the skills database and eligible learners undertake aptitude tests to determine AET levels. Learners are then placed on the suitable AET level to further their studies. Media works has been employed to assist with the program administration by amongst others:-

- Provision of learning material.
- Training of the AET facilitator.
- Conduct classroom assessment.
- Provide feedback reports.

**3.6.3 Training Undertakings - AET**

Adult Education and Training		
Undertaking	The mine undertakes to eradicate illiteracy or ensure noticeable reduction by 2027	
Guideline	Aptitude test is administered to the workforce on NQ1 level, and the test outcomes is used to determine the placement level. Qualified educator is allocated to train learners on a fulltime basis. Mediaworks is appointed to provide support structure to the learners, administrators and educator.	
AET Strategic Action Plan	Responsible Person	Date to be completed
Conduct literacy assessment.	HRD Department	Yearly
Employees are placed in appropriate class level.	HRD Department	Yearly
Employees attend three months classes full time.	HRD Department	Quarterly
Administer examinations.	HRD Department	Quarterly
Reward successful candidates who pass two subjects on the same level.	HRD Department	Yearly

3.6.4 FORM Q – NUMBER AND EDUCATION LEVELS OF THE WORKFORCE - 31 DECEMBER 2022

Band	NQF Level	Old System	Male			Female			Total			
			A	C	I	W	A	C	I	W	M	F
		Grade 0/Pre	1	0	0	0	0	0	0	0	1	0
		Grade 1/Sub A	0	0	0	0	0	0	0	0	0	0
		Grade 2/Sub B	0	0	0	0	0	0	0	0	0	0
		Grade 3/Std 1/AET 1	10	0	0	0	0	0	0	0	10	0
		Grade 4/Std 2	0	0	0	0	0	0	0	0	0	0
		Grade 5/Std 3/AET 2	8	0	0	0	0	0	0	0	8	0
		Grade 6/Std 4	2	0	0	0	0	0	0	0	2	0
		Grade 7/Std 5/AET 3	9	0	0	0	0	0	0	0	9	0
		Grade 8/Std 6	1	0	0	0	0	0	0	0	1	0
		Grade 9/Std 7/AET 4	12	0	0	0	0	0	0	0	12	0
	2	Grade 10/Std 8/N1	11	0	0	0	0	1	0	0	11	1
	3	Grade 11/Std 9/N2	28	0	0	0	0	6	0	0	28	6
	4	Grade 12/Std 10/N3	180	3	0	0	27	51	1	0	210	61
	5	Diplomas/Certificates	78	2	1	1	43	22	1	0	124	29
Higher Education	6	First Degrees/Higher Diplomas	7	1	1	7	5	0	0	0	16	9
	7	Honours/master's degrees	7	0	0	0	5	0	0	0	7	5
	8	Doctorates	0	0	0	0	0	0	0	0	0	0
<b>Total</b>			<b>420</b>	<b>6</b>	<b>2</b>	<b>79</b>	<b>93</b>	<b>2</b>	<b>0</b>	<b>19</b>	<b>507</b>	<b>114</b>

3.6.5 Adult Education Training - Targets

AET Level	Course Duration	Training Need	2023	2024	2025	2026	2027	Totals
Pre-AET	3 Months	65	12	12	12	14	15	65
AET Level 1	3 Months	10	2	2	2	2	2	10
AET Level 2	3 Months	12	2	2	2	3	3	12
AET Level 3	3 Months	13	3	2	3	2	3	13
AET Level 4	3 Months	12	3	3	2	2	2	12
Total Number		112	22	21	21	23	25	112
Budget		R 606 516	R 52 734	R 56 425	R 60 375	R 64 601	R 69 123	R 303 258

### 3.7 L1 ENGINEERING TRAINING PROGRAMME

Rhovan mine has initiated L1 engineering programmes which entails theoretical and practical exposure on different trades for the unemployed youths from the host communities. The program is advertised on the information portal and at the labour recruitment offices which are strategically located in the five host communities. The program includes pre-trade training in Boiler making, Fitting, Hand Tool Training and Electrical. Upon completion the learners will be empowered to make informed decision on the careers of choice.

#### 3.7.1 Objectives

The objective of the L1 Engineering intervention is to expose learners on different artisan trades (theoretical and practical) through rotation system.

#### 3.7.2 Demand and Placement Element

The L1 Engineering program is structured as a feeder to the Learnerships programs.

#### 3.7.3 Resources to Implement

The program is conducted at an Engineering facility specifically designed for these interventions. Qualified artisans have been assigned on a fulltime basis to train the learners for a period of six months before they are sent to the mine for further development.

#### 3.7.4 L1 Engineering Undertakings

L1 Engineering			
Undertaking	The mine undertakes to provide learners with information and practical experience to enable them (learners) to make an informed career decision.		
Guideline	Learners with N2 Engineering Certificate are provided engineering training on different programmes to ensure broad based understanding of engineering study fields.		
L1 Engineering Programme		Responsible Person	Date to be completed
Aptitude tests is administered on learners.		HRD Department	Annually
Learners enrol on L1 Engineering programme for 12 months.		HRD Department	Annually
Learners spend 6 months at the training centre learning different trades.		HRD Department	6 Months
Learners spend 6 months at the mine doing practical work on different engineering fields.		HRD Department	6 Months



3.7.5 L1 Engineering – Targets

Duration	items	2023	2024	2025	2026	2027	Total
12 Months	Target	15	15	15	15	15	75
	Budget	R 421 440	R 442 512	R 464 638	R 487 869	R 512 263	R 2 328 722

3.8 LEARNER SHIPS TRAINING PROGRAMME

Learner ships training programme is a three-year programme and upon successful completion of studies a Mining Qualification Authority full qualification is conferred.

3.8.1 Objectives

The purpose of the learnership programme is to produce competent artisans capable to produce critical technical skills to the economy whilst creating skills base to address employment equity representations.

3.8.2 Demand and Placement Element

Qualified Artisans are given employment preferences when they qualify.

3.8.3 Resources to Implement

The mine has established a team of competent personnel made of the Administrators (HRD team), Qualified Artisans Mentors and Engineers who ensures that technical skills are transferred to artisan learners. Learners acquire theoretical and practical training as part of the programme both at the technical training facilities and at the mine, respectively. Learner’s progress is measured and recorded on the logbooks.

3.8.4 Training Undertakings - Learnerships

Learner ships Programme		
Undertaking	The mine undertakes to develop artisans in various disciplines to address current and future engineering skills shortage.	
Guideline	Learners will be recruited from the existing workforce (18.1) and externally from the unemployed (18.2) to increase the engineering pool.	
Learner ships Strategic Action Plan	Responsible Person	Date to be completed
Learner ships positions are advertised locally.	HRD Department	Annually
Aptitude tests are administered to potential candidates.	HRD Department	Annually
Learners with potential are interviewed.	HRD Department	Annually
Successful learners are enrolled on learnership.	HRD Department	Annually

3.8.5 Training Targets - Learnerships

Learnership Programmes	Course Duration	2023				2024				2025				2026				2027				Totals						
		Section 18(1)		Section 18(2)		Section 18(1)		Section 18(2)		Section 18(1)		Section 18(2)		Section 18(1)		Section 18(2)		Section 18(1)		Section 18(2)								
		New Intake	Complete	New Intake	Complete	New Intake	Complete	New Intake	Complete	New Intake	Complete	New Intake	Complete	New Intake	Complete	New Intake	Complete	New Intake	Complete	New Intake	Complete							
Boilermaker	3 Years	9	1	0	3	1	12	0	3	5	10	0	1	3	2	10	0	1	3	2	10	1	0	3	3	1	17	
Electrician	3 Years	4	0	0	1	1	4	1	0	2	3	0	1	1	1	2	0	0	1	2	10	0	1	1	0	0	5	
Fitter	3 Years	10	1	2	4	2	11	0	3	2	12	1	2	2	2	11	0	0	2	5	36	0	0	2	3	-1	15	
Diesel Mech	3 Years	1	0	0	1	1	1	0	1	0	2	1	0	1	0	4	0	0	1	1	8	0	0	1	1	0	6	
Auto Electrician	3 Years	2	0	0	0	1	1	1	0	1	1	0	0	1	0	2	0	0	1	0	5	0	1	1	0	0	4	
Instrument	3 Years	2	0	1	0	1	0	0	1	0	1	0	0	2	0	3	1	0	1	0	6	0	0	1	1	0	6	
Rigger	3 Years	1	0	0	1	1	1	0	1	0	2	0	0	0	0	2	1	0	1	0	7	1	0	1	1	1	6	
<b>Total</b>		29	2	3	10	8	30	2	0	9	10	31	2	4	10	5	34	2	1	10	10	82	2	2	10	9	1	59
<b>Total Learnerships</b>		12																				12						
<b>Budget</b>		R 6 471 792				R 6 924 817				R 7 409 555				R 7 928 223				R 8 483 199				R 37 217 586						

### 3.9 CORE BUSINESS SKILLS PROGRAMME

The Core Business Skills Training Programmes consist of the training interventions which improves ability to make judgments, solve problems, and learn added skills. The core business skills programmes play a vital role in equipping individuals with critical skills to perform their work competently and is made of the following interventions:

- Operating Trackless Mobile Machinery.
- Operating a Plant.
- Leadership Training.
- Coaching Skills.
- Health, Safety and Environmental Training.
- Computer Skills Training.

#### 3.9.1 Core Business Skills Undertakings

Core Business Skills Training Programme		
Undertaking	The mine undertakes to make Core Business Skills training interventions available to the employees to improve their essential skills.	
Guideline	Training programmes will be made available to the employees to better their skills set for the immediate and future application.	
Core Business Skills Training Strategic Action Plan	Responsible Person	Date to be completed
Poor performance areas are identified.	HRD Department	Annually
Skills gap analysis is conducted.	HRD Department	Annually
Skills deficiency is identified and addressed through training programmes.	HRD Department	Annually

3.9.2 Core Business Targets

Core Business Areas	Course Duration	2023	2024	2025	2026	2027	Totals
Heavy Duty Vehicles i.e., ADT's, FEL, TLB and other Trackless Mining Machines.	10 Working Days	100	100	100	100	100	500
Plant Operators, process skills training; Kiln, Furnace, FAG mill operators.	10 Working Days	50	50	50	50	50	250
Leadership training (Situational Leadership for Supervisors).	10 Working Days	10	10	10	10	10	50
Coaching Skills training.	10 Working Days	10	10	10	10	10	50
Health, Safety and Environmental Training.	10 Working Days	250	250	250	250	250	1250
Computer Training.	10 Working Days	10	10	10	10	10	50
<b>Totals</b>		<b>430</b>	<b>430</b>	<b>430</b>	<b>430</b>	<b>430</b>	<b>2150</b>
<b>Budget</b>		<b>R 1 070 553</b>	<b>R 1 145 92</b>	<b>R 1 225 676</b>	<b>R 1 311 473</b>	<b>R 1 403 77</b>	<b>R 6 156 471</b>

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### 3.10 PORTABLE SKILLS TRAINING

Portable skills refer to competencies which are relevant across occupations and professions and cut across low and high-level jobs.

#### 3.10.1 Objectives

The purpose of this skills transfer is to prepare participants for life post mining. Rhovan mine is aware of the challenge that the employees may face in the event of mine closure and/or retrenchment. Training will be ramped up in the last two years of the life of life of mine or when downscaling becomes inevitable.

#### 3.10.2 Demand and Placement Element

The portable skills training is designed to address economic skills shortages in the process to prepare the learners to participate in the economies as entrepreneurs in order to lessen dependence in the mine for economic survival whilst creating much needed jobs. The portable skills are advertised in the information portal and the local recruitment offices in the host communities. For the employees, the portable skills training opportunities are communicated through the Head of Departments who then nominate the employees.

#### 3.10.3 Resources to Implement

The HRD serves as an administrative function to the portable skills. Learners are enrolled with the accredited learning institutions.

#### 3.10.4 Portable Skills Undertakings

Portable Skills Training Programme			
Undertaking	Rhovan mine undertake to provide employees with portable skills training interventions during their employment life and towards mine closure.		
Guideline	Employees nearing retirement will be given preference to attend the training courses to prepare them for survival post working period.		
Portable Skills Training Strategic Action Plan		Responsible Person	Date to be completed
Identify eligible employees to attend training.		HRD Department	Annually
Book training courses and arrange for employee's attendance.		HRD Department	Annually
Provide employees with necessary tools and equipment.		HRD Department	Annually



3.10.5 Portable Skills Programme - Employees

Portable Skills	Course Duration	2023	2024	2025	2026	2027	Totals
Enterprise Development Programme with NQF5, 3-unit standard	6 months	5	5	5	5	5	25
Building Construction programme - bricklaying, tiling, carpentry, plumbing	10 months	5	5	5	5	5	25
Agricultural - production farming (Agri seta)	3 months	0	5	0	5	0	10
Agricultural - livestock farming (Agri seta)	3 months	0	0	5	0	5	10
Hospitality (Baking, Cooking and Catering)	12 months	0	5	0	5	0	10
Beautician (Hair and Nail)	6 months	5	0	0	5	0	10
<b>Totals</b>		15	20	15	25	15	90
<b>Budget:</b>		R 400 000	R 428 000	R 457 960	R 490 017	R 524 318	R 2 300 296

3.10.6 Portable Skills Programme - Community Members

Portable Skills	Course Duration	2023	2024	2025	2026	2027	Totals
Enterprise Development Programme with NQF5, 3-unit standard	6 months	10	10	10	10	10	50
Building Construction programme - bricklaying, tiling, carpentry, plumbing	12 months	10	10	10	10	10	50
Agricultural - production farming (Agri seta)	10 months	10	10	10	10	10	50
Agricultural - livestock farming (Agri seta)	10 months	10	10	10	10	10	50
Hospitality (Baking, Cooking and Catering)	12 months	0	15	0	15	10	40
Beautician (Hair and Nail)	6 months	15	0	0	15	0	30
Panel Beating	12 months	0	5	0	5	0	10
TMM (Yellow Machine)	12 months	20	20	20	20	20	100
<b>Totals</b>		<b>75</b>	<b>80</b>	<b>60</b>	<b>95</b>	<b>70</b>	<b>380</b>
<b>Budget:</b>		<b>R 500 000</b>	<b>R 535 000</b>	<b>R 572 450</b>	<b>R 612 522</b>	<b>R 655 398</b>	<b>R 2 875 370</b>

### 3.11 SMMEs DEVELOPMENT PLAN

Glencore has adopted a broad-based development approach to empower the local SMMEs to participate in the economy through accessing markets shares in various business economic sectors. The development programmes caters for the local companies which supply goods and services to the mine and those local businesses which render non-mining related goods and services and conduct the business outside the business realm of mining.

#### 3.11.1 Business Support Structure

The operation provides financial and non-financial business support to the local SMMEs to help them access market share. Support is offered in the form of Enterprise and Supplier Development (ESD).

#### 3.11.2 Enterprise Development Support

The Enterprise Development (ED) is designed to support the local SMMEs which are not doing business with the mine, but their services and goods are supplied to the non-mining related business. The end goal is to build sustainable circular economic system out of the business realms of mining. The ED budget is 1% NPAT per annum.

#### 3.11.3 Supplier Development Support

The Supplier Development (SD) is intended to offer the support to the local SMMEs which supply the mine with goods and service in one form or the other. The SD budget is 2% NPAT per annum.

#### 3.11.4 Capacity Building Programmes

The asset has adopted the ED and SD programmes to capacitate the local businesses with the following skills amongst others:-

- Management & Leadership.
- Marketing and Sales.
- People (HR).
- Operations (2) (Supply chain, risk and project management).
- Financial Management.
- Compliance, Legal and contracting.
- General Management and Planning (for the Future).
- Entrepreneurial.
- Mentoring and Coaching.



### 3.11.5 Capacity Building targets

The following are capacity building targets for the local SMMEs:-

Institution	Program	Course Content	Duration	Intake				Total	
				2022/2023	2023/2024	2024/2025	2025/2026		2027
Gordon Institute of Business Science (GIBS) University of Pretoria	Supplier Development	General Management & Leadership; People; Marketing & Sales; Operations, Legal & Contracting; Financial Management; SHEQ; General Management & Planning	12 months	30	15	0	15	0	60
Gordon Institute of Business Science (GIBS) University of Pretoria	Entrepreneurial Training	Entrepreneurial Mindset: What is Entrepreneurial; Innovation, Ideation and Design, thinking through LEGO play; Strategy and Business Models	6 months	0	20	20	20	20	80
<b>Budget</b>				<b>R 3 505 063</b>	<b>R 1 165 507</b>	<b>R 890 757</b>	<b>R 1 258 747</b>	<b>R 962 018</b>	<b>R 7 782 093</b>

### 3.12 MATHS AND SCIENCE SCHOLARSHIP

The organisation sponsors math and science scholarship programme, with a target population of learners on grade 10 – 12 from the host communities. The learners who successfully pass grade 12 (with math and science subjects) and get acceptance at the Universities serve as a feeder to the pool of learners eligible for Glencore bursary scheme.

#### 3.12.1 Maths and Science Undertakings

Maths and Science Programme			
Undertaking	The mine undertakes to offer grade 10 – 12 students with support structure for math and science studies to prepare academic base for higher learnings.		
Guideline	All grade 10 – 12 learners studying math and science are given extra lessons and support to improve their competencies.		
Bursary Action Plan	Responsible Person	Date to be completed	
Math and science learners are eligible to attend the extra classes and to receive support structure.	HRD Department	Annually	
Learner's progress is monitored.	HRD Department	Annually	

#### 3.12.2 Maths and Science Targets

Grade	Course Duration	2023	2024	2025	2026	2027	Totals
Grade 10	10 Months	289	289	289	289	289	1445
Grade 11	10 Months	251	251	251	251	251	1255
Grade 12	10 Months	220	220	220	220	220	1100
Total		760	760	760	760	760	3800
Budget		R 425 000	R 454 750	R 486 583	R 520 643	R 557 088	R 2 444 064



### 3.13 MENTORSHIP

Mentorship programme is developed to ensure skills transfer for the succession planning candidates to fill strategic positions within the organisation.

#### 3.13.1 Objectives

The objectives of the mentorship program are to capacitate the mentor with skills transferring techniques to mould the skills set of the mentees.

#### 3.13.2 Resources to Implement

Identified candidates are enrolled on a mentorship program and up on completion the learners compile the portfolio of evidence. Mentorship is applicable to all the identified successful candidates, and it occur over the period of succession period.

#### 3.13.3 Mentorship Undertakings

Mentorship Programme		
Undertaking	The mine undertakes to implement mentorship programme to ensure that the system produces competent candidates.	
Guideline	Learners on strategic programmes will be identified and assigned mentors for the duration of their training.	
Mentorship Action Plan	Responsible Person	Date to be completed
Place eligible employees on mentorship programme.	HRD Department	Annually
Assign a mentor.	HRD Department	Annually
Sign mentorship agreement.	HRD Department	Annually
Monitor progress on skills transfer.	HRD Department	Annually

#### 3.13.4 Mentorship Training Plan

Mentors' appointments will be aligned to the intake of the SLP interventions i.e., Learner ships, Bursaries, Internships and Fast Trackers. However Fast Trackers candidate's intake will be done only once in the entire life of the SLP.

Employee Categories	2023	2024	2025	2026	2027	Total
Coaching and Mentoring	12	12	12	12	12	60
Budget	R 100 000	R 107 000	R 114 490	R 122 504	R 131 080	R 575 074

### 3.14 BURSARY PROGRAMME

The mine offers bursaries to the eligible students preferable from the host communities. The bursary scheme covers student's stipend, laptops, tuition fees, books, and accommodation expenses. During the school holidays students are given opportunity to do vacation work at the mine. Upon graduation learners are employed on a six-month fixed term contract and should their performance be impressive, and vacancy exists graduates will be appointed on a permanent basis. The mine is also committed to providing its own employees with development opportunities through educational aid programmes.

#### 3.14.1 Bursary Undertakings

Bursary Programme			
Undertaking	The mine undertakes to offer bursaries and study assistant opportunities to the community members and employees, respectively.		
Guideline	Internal and external bursaries will be allocated to academic deserving individuals and will be aligned to the mining operations' requirements.		
Bursary Strategic Action Plan		Responsible Person	Date to be completed
Identify strategic positions and hard to fill vacancies.		HR Department	31.12.2027
Strategically advertise bursaries to attract academic deserving individuals from the local communities.		HR Department	31.12.2027
Monitor academic progress.		HR Department	31.12.2027
Appoint deserving bursars on permanent employment if the vacancies exist.		HR Department	31.12.2027



3.14.2 External Full Time Bursary - Targets

Course Discipline	Status	Duration	External Full Time Bursary				Total	
			Target					
			2023	2024	2025	2026		2027
Production	New Intake	3 Years	1	1	1	1	1	5
Engineering (Chemical, Mechanical)	New Intake	3 Years	1	1	1	1	1	5
<b>Total</b>			2	2	2	2	2	10
<b>Budget</b>			R 168 576	R 180 376	R 193 003	R 206 513	R 220 969	R 969 437

3.14.3 Internal Full Time Bursary - Targets

Course Discipline	Status	Duration	Internal Time Bursary				Total	
			Target					
			2023	2024	2025	2026		2027
Production	New Intake	3 Years	5	5	5	5	5	25
Engineering (Chemical, Mechanical)	New Intake	3 Years	5	5	5	5	5	25
<b>Total</b>			10	10	10	10	10	50
<b>Budget</b>			R 182 325	R 195 088	R 208 744	R 223 356	R 238 991	R 1 048 503

### 3.15 INTERNSHIP PLAN

Internships is a programme designed to give graduates opportunity to achieve their academic qualifications through structured workplace exposure. Participants are employed on a full-time basis for a period of twelve months at the mine. The objective of the Internships programme is to provide learners with “real world” workplace experience through working on projects which require intensive research to discover solutions to real problems. Internships are given to the eligible individuals who require P1 and P2 to qualify for National Diploma and or Degrees. However, individuals who have already graduated from institutions of higher learning will also be considered for the Internships.

#### 3.15.1 Internships Undertakings

Internship Programme		
Undertaking	The mine undertakes to offer P1 and P2 interns to academic deserving students on a yearly basis.	
Guideline	Hard to fill vacancies and core positions will serve as precursor for providing internship opportunities.	
Internship Strategic Action Plan	Responsible Person	Date to be completed
Identify strategic positions and hard to fill vacancies.	HR Department	31.12.2027
Advertise the Internships opportunities.	HR Department	31.12.2027
Strategically appoint deserving students.	HR Department	31.12.2027
Assign mentors to ensure skills transfers.	HR Department	31.12.2027
Assign research projects.	HR Department	31.12.2027
Allow learners to conduct presentations to management on the project’s findings and recommendations.	HR Department	31.12.2027

### 3.15.2 External Internship - Targets

Discipline	2023	2024	2025	2026	2027	Total
Metallurgy	1	1	1	1	1	5
Chemical Engineering	1	1	1	1	1	5
Mechanical / Electrical Engineering	1	1	1	1	1	5
Geology	0	1	0	1	0	2
Information Technology	1	1	1	1	1	5
Mining Engineering	1	0	1	0	1	3
Finance	0	1	0	0	1	2
HR/HRD / HSEC / CSI	1	1	1	1	1	5
Total	6	7	6	6	7	32
Budget	R 960 000	R 1 027 200	R 1 099 104	R 1 176 041	R 1 258 364	R 5 520 709

### 3.16 HARD TO FILL VACANCIES

The following Hard to Fill Vacancies were identified by reviewing the historical trends:-

Occupational Level	Job title of Vacancy	Main reason for being unable to fill the vacancy	Interventions
Senior Management	Production Manager	Staff turnover due to skills demand in the industry	Bursary Scheme. Master's Qualifications. Individual Development Program. Mentorship. Senior Leadership Program. Executive Coaching.
Middle Management	Enterprise and Supplier Development Superintendents	Scarcity of skills in the workplace market	Bursary Scheme. Mentorship Program. Management Programme (Henley Business School)

The operations currently experience over demand in skills supply because of the shrinking economy which resulted in many operations either downscaling the workforce or closing. This phenomenon has resulted in the surge of unemployed people, hence the oversupply when the vacancies become available.



### 3.17 CAREER PROGRESSION (PATH) PLAN

Career Management is the process that align employee's career aspirations with the company's strategic vision. The process considers knowledge, skills, personal characteristics, and experiences required by the organisation and create a pool from which skills can be drawn to fill vacancies.

#### 3.17.1 Succession Planning / Fast Tracking

Succession Planning is a process to systematically develop talent and ability of individuals to make them ready to occupy strategic positions in the medium and long term. Empirical evidence demonstrates poor outlook on the future capacities to replace retiring baby-boomers in the workplaces.

#### 3.17.2 Succession Planning Process

The following steps are undertaken to create a pool of competent candidates:

- Identify hard to fill positions.
- Identify people about to leave due to natural attrition.
- Map human capital with potential to fill hard to fill positions in future.
- Compile customised development programme to create capacity in the organisation.
- Continuously monitor the skills transfer and progression.

#### 3.17.3 Succession Planning - Guiding Principles

- Succession planning is owned by line management and driven by management.
- Succession planning focusses on long term strategic organisational requirements.
- Candidates are nominated on merit.
- Succession planning develops strategic leadership and technical competencies.
- Succession planning is supported by development programmes matched with practical work experiences.
- Mentorship and coaching form an integral part of the succession planning.
- Nomination in the succession planning programme does not automatically guarantee appointment to a position but improves the likelihood of such appointment.



### 3.17.4 Implementation Plan

Succession planning will be implemented as follows:

- Map talent and match with skills needs.
- Identify potential candidates and link potential with job opportunities.
- Administer career questionnaire to establish their career aspirations.
- Identify highflyers and succession planning candidates.
- Appoint succession planning candidates.
- Compile Individual Development Plan (IDP).
- Introduce monitoring and evaluation plan to measure skills transfers.

### 3.18 CAREER DEVELOPMENT LADDER

The career development ladder highlights the phases which the development path will follow up to the pinnacle of the careers at the mine. The career development ladder provides for possible occupational level in each department which can be pursued by the employees.

#### 3.18.1 Implementation Plan

Undertaking	The mine undertakes to create career paths for highflyers and HDSA including WIM into the strategic positions.		
Guideline	Individual's performance and the mine strategy will guide the identification process of the highflyers and succession planning candidates.		
	Succession Planning Strategy	Responsible Person	Date to be completed
	Development to take place, regardless of availability of vacant positions.	HR Department	31.12.2027
	Individuals are interviewed to match their aspirations with available career opportunities.	HR Department	31.12.2027
	Career paths are developed to ensure focused developmental programme.	HR Department	31.12.2027
	Individual Development Programmes are developed for the highflyers, succession planning candidates and individuals in the strategic positions.	HR Department	31.12.2027
	Mentors will be appointed, and agreement will be entered into between mentor and mentees.	HR Department	31.12.2027

The company will appoint employees whenever the positions become vacant in line with the Company's Recruitment and Selection Policies. The development time from one level to the next will dependent on the interest, skills level and individual capabilities and readiness to assume a higher position.



### 3.18.2 Career Progression Path Plan

Herewith is some of the training programmes which the highflyers and succession planning candidates will be eligible to attend. However, other courses not listed will also be considered.

Training Programmes	Core Mining occupations					Total
	Year 1	Year 2	Year 3	Year 4	Year 5	
Master's in business leadership	1	0	1	0	1	3
Executive Coaching	1	1	1	1	1	5
MHSA - Regulations	3	3	3	3	3	15
Senior Leadership Development Programme	0	1	0	1	1	3
Middle Management Development Programme	0	1	1	1	1	4
Frontline Leadership Development Programme	11	5	5	5	5	31
Situational Leadership Style	5	5	5	5	5	25
Industrial Relations	3	3	3	3	3	15
Project Management Programme	1	0	1	0	1	3
Coaching & Mentoring	10	10	10	10	10	50
Blasting Practices	1	0	1	0	1	3
Safe work 2.0	10	10	10	10	10	50
Introduction to SAMTRAC	5	5	5	5	5	25
SAMTRAC	5	5	5	5	5	25
HIRA	20	20	20	20	20	100
First Aid Level 2	15	15	15	15	15	75
Fire Fighting	10	10	10	10	10	50

3.18.3 Career Progression Path Plan (Continue)

Training Programmes	Core Mining occupations	Year 1	Year 2	Year 3	Year 4	Year 5	Total
ICAM	HODs, Superintendents and Coordinators in Mining, Production, and Engineering	5	5	5	5	5	25
Working at Heights	Personnel in Production, Engineering and Mining	15	15	15	15	15	75
Trackless Mobile Machinery	Operators in Mining	15	15	15	15	15	75
Assessor	Supervisors, Coordinators, Superintendents and HODs	3	3	3	3	3	15
Moderator	Supervisors, Coordinators, Superintendents and HODs	3	3	3	3	3	15
Learner ships	Engineering Artisan Aids	12	11	12	12	12	59
Artisan Aid	Engineering Artisan Aids	1	1	1	1	1	5
<b>Total</b>		<b>155</b>	<b>147</b>	<b>150</b>	<b>148</b>	<b>151</b>	<b>751</b>

### 3.19 SUCCESSION PLANNING

Succession planning programme is designed to fast-track highflyers development in order to form a pool which will be used address representation requirements:-

#### 3.19.1 Succession Planning – Mining Department

Individual Name	Gender		Race	Current Bands	Current Position	Envisaged Position	Mentor	Mentorship Duration	New Intake or Continuation	Department
	Male	Female								
Obed Tshikane	Yes	No	Black	D2	Superintendent (Mining)	Manager (Mining)	Rudi van der Walt	2 Years	Continuation	Mining
Ivan Mahlangu	Yes	No	Black	C4	Jnr Geologist	Manager (Mining)	Rudi van der Walt	10 Years	Continuation	Mining
Maggy Moatshe	No	Yes	Black	C4	Shift Supervisor	Mining Coordinator	Obed Tshikane	5 Years	Continuation	Production
Caroline Molefe	No	Yes	Black	C2	Team Leader	Shift Supervisor	Obed Tshikane	5 Years	Continuation	Production

3.19.2 Career ladder – Mining Department

Occupational Level	Minimum Entry Requirement	Intervention Duration	Grades	Career Ladder - Mining Laboratory	Occupational Level
Senior Management	ND or Degree	10 years management experience	E3		COO
Senior Management	ND or Degree	10 years management experience	E2		Works Manager
Senior Management	ND or Degree	10 years management experience	E1		Ops Manager
Senior Management	ND or Degree	10 years management experience	D4		Manager: Plant
Middle Management	ND or Degree	8 years management experience	D2		Superintendent
Skilled Technical	ND or Degree	3-5 years' experience	C5		Coordinator
Skilled Technical	ND or Degree	3-5 years' experience	C4		Supervisor
Skilled Technical	Grade 12	3-5 years' experience	C2		Team Leader
Semi-Skilled	Grade 8	1 year or more experience	B4		Operator
Semi-Skilled	Grade 8	1 year or more experience	B3		Driver
Unskilled	Grade 8	Novice in the role	B1		Attendant
		Novice in the role	A3		Cleaner

### 3.19.3 Succession Planning – Geology (Integral Part of Mining Department)

The following persons have been identified as the possible successors in the geology department:-

Individual Name	Gender		Race	Current Bands	Current Position	Envisaged Position	Mentor	Mentorship Duration	New Intake or Continuation	Department
	Male	Female								
Sydney Maseti	Yes	No	Black	D3	Chief Geologist	Manager Mining	R v/d Walt	2 Years	Continuation	Geology
Aubrey Lesejane	Yes	No	Black	D1	Geologist	Chief Geologist	S Maseti	5 Years	Continuation	Geology

### 3.19.4 Career Ladder – Geology

The following career positions exist within the department:-

Occupational Level	Minimum Entry Requirement	Intervention Duration	Grades	Career Ladder - Mining Laboratory
Senior Management	ND or Degree	10 years management experience	F	COO
Senior Management	ND or Degree	10 years management experience	E2	Works Manager
Senior Management	ND or Degree	10 years management experience	E1	Ops Manager
Senior Management	ND or Degree	10 years management experience	D4	Manager : Plant
Middle Management	ND or Degree	08 years management experience	D3	Senior Geologist
Skilled Technical	ND or Degree	3 -5 years' experience	C5	Junior Geologist
Semi-Skilled	Grade 8	1 year or more experience	B3	Sample Preparer
Unskilled	Grade 8	Novice in the role	B1	Attendant

### 3.19.5 Succession Planning – Production Department

The following persons have been identified as the possible successors in the Production Departments:-

Individual Name	Gender		Race	Current Bands	Current Position	Envisaged Position	Mentor	Mentorship Duration	New Intake or Continuation	Department
	Male	Female								
Loftus Molefe	Yes	No	Black	E21	Operations Manager	Works Manager	Marius Slabberts	2 Years	Continuation	Production
Khuliso Mamathoni	Yes	No	Black	E1	Manager Plant	Operations Manager	Loftus Molefe	5 Years	New	Production
Sinethemba Cele	Yes	No	Black	E1	Manager Plant	Operations Manager	Phil Swallow	5 Years	New	Production
Shibe Teffo	Yes	No	Black	D1	Superintendent (Production)	Manager Plant	Sarel Marais	5 Years	Continuation	Production
Rendani Mulabisana	Yes	No	Black	C5 + 10%	Supervisor (Despatch)	Superintendent (Production)	Shibe Teffo	5 Years	New	Production
Olebogeng Ramorola	Yes	No	Black	D1	Superintendent (Production)	Manager (Plant)	Khuliso Mamathoni	5 Years	New	Production
Maggy Moatshe	No	Yes	Black	C4	Shift Supervisor	Mining Coordinator	Obed Tshikane	5 Years	Continuation	Production
Caroline Molefe	No	Yes	Black	C2	Team Leader	Shift Supervisor	Obed Tshikane	5 Years	Continuation	Production
Hendrick Mahuma	Yes	No	Black	C4	Shift Supervisor	Coordinator Production	Joel Modiba	5 Years	Continuation	Production
Tebogo Phasha	No	Yes	Black	C4	Shift Supervisor	Coordinator Production	Joel Modiba	5 Years	Continuation	Production

Production Department (Continuation)

Individual Name	Gender		Race	Current Bands	Current Position	Envisaged Position	Mentor	Mentorship Duration	New Intake or Continuation	Department
	Male	Female								
Loftus Molefe	Yes	No	Black	E21	Operations Manager	Works Manager	Marius Slabberts	2 Years	Continuation	Production
Khuliso Mamathoni	Yes	No	Black	E1	Manager Plant	Operations Manager	Loftus Molefe	5 Years	New	Production
Sinethemba Cele	Yes	No	Black	E1	Manager Plant	Operations Manager	Phil Swallow	5 Years	New	Production
Shibe Teffo	Yes	No	Black	D1	Superintendent (Production)	Manager Plant	Sarel Marais	5 Years	Continuation	Production
Rendani Mulabisana	Yes	No	Black	C5 + 10%	Supervisor (Despatch)	Superintendent (Production)	Shibe Teffo	5 Years	New	Production
Olebogeng Ramorola	Yes	No	Black	D1	Superintendent (Production)	Manager (Plant)	Khuliso Mamathoni	5 Years	New	Production
Hendrick Mahuma	Yes	No	Black	C4	Shift Supervisor	Coordinator Production	Joel Modiba	5 Years	Continuation	Production
Tebogo Phasha	No	Yes	Black	C4	Shift Supervisor	Coordinator Production	Joel Modiba	5 Years	Continuation	Production
Itumeleng Rantho	No	Yes	Black	C4+10%	Coordinator Production	Production Technologist	Joel Modiba	5 Years	Continuation	Production
Rose Manaka	No	Yes	Black	C3	Shift Supervisor	Coordinator Production	Joel Modiba	5 Years	Continuation	Production
Elias Mohlala	Yes	No	Black	D1	Superintendent (Production)	Manager Plant	Khuliso Mamathoni	5 Years	New	Production

Production Department (Continuation)

Individual Name	Gender		Race	Current Bands	Current Position	Envisaged Position	Mentor	Mentorship Duration	New Intake or Continuation	Department
	Male	Female								
Mpho Khunou	Yes	No	Black	C4+10%	Coordinator Production	Production Technologist	Khuliso Mamathoni	5 Years	New	Production
McDonald Sekome	Yes	No	Black	C4	Shift Supervisor	Coordinator Production	Khuliso Mamathoni	5 Years	New	Production
Lucky Sedumedi	Yes	No	Black	C4	Shift Supervisor	Coordinator Production	Khuliso Mamathoni	10 Years	New	Production
Mogomotsi Setemela	Yes	No	Black	C2	SNR Process Controller	Shift Supervisor	Elias Mohlala	5 Years	New	Production
Kgomotso Mahuma	Yes	No	Black	B4	Operator Precipitation	Controller Process	Olebogeng Ramorola	5 Years	New	Production
Thabiso Motjedi	Yes	No	Black	C2	Controller (Process) Snr	Shift Supervisor	Joel Modiba	5 Years	New	Production
Joseph Omphile Kgaladi	Yes	No	Black	C1	Controller (Process)	Controller (Process) Snr	Joel Modiba	5 Years	New	Production
Surprise Molongwana	Yes	No	Black	B3	Operator (Filter) Belt	Controller (Process)	Joel Modiba	5 Years	New	Production
Vincent Tembane	Yes	No	Black	C4	Shift Supervisor	Coordinator Production	Sinethemba Cele	5 Years	Continuation	Production
Flytinah Molubi	No	Yes	Black	C4	Shift Supervisor	Coordinator Production	Sinethemba Cele	5 Years	Continuation	Production
Dominic Balephenya	Yes	No	Black	C4	Shift Supervisor	Coordinator Production	Sarel Marais	5 Years	Continuation	Production

**Production Department (Continuation)**

Individual Name	Gender		Race	Current Bands	Current Position	Envisaged Position	Mentor	Mentorship Duration	New Intake or Continuation	Department
	Male	Female								
Thulani Mhlongo	Yes	No	Black	C4+10%	Coordinator Production	Production Technologist	Sarel Marais	5 Years	New	Production
Lucas Williams	Yes	No	Black	C2	Controller (Furnace) Snr	Shift Supervisor	Sarel Marais	5 Years	New	Production
Katlego Mmusi	Yes	No	Black	B4	Controller (Agglomeration)	Controller (Furnace) Snr	Shibe Teffo	5 Years	New	Production

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### 3.19.6 Career Ladder -- Production Department

The following career positions exist in the Mining, Concentrate, Area 700, Kiln & Leach and Ferrovanadium Departments:-

Occupational Level	Minimum Entry Requirement	Intervention Duration	Grades	Career Ladder - Mining
Senior Management	ND or Degree	10 years management experience	E3	COO
Senior Management	ND or Degree	10 years management experience	E2	Works Manager
Senior Management	ND or Degree	10 years management experience	E1	Ops Manager
Senior Management	ND or Degree	10 years management experience	D4	Manager : Plant
Middle Management	ND or Degree	8 years management experience	D2	Superintendent
Skilled Technical	ND or Degree	3 -5 years' experience	C5	Coordinator
Skilled Technical	ND or Degree	3 -5 years' experience	C4	Supervisor
Skilled Technical	Grade 12	3 -5 years' experience	C2	Team Leader
Semi-Skilled	Grade 8	1 year or more experience	B4	Operator
Semi-Skilled	Grade 8	1 year or more experience	B3	Driver
Unskilled	Grade 8	Novice in the role	B1	Attendant
		Novice in the role	A3	Cleaner

### 3.19.7 Succession Planning - Laboratory Department

The following persons have been identified as the possible successors in the Laboratory Department:-

Individual Name	Gender		Race	Current Bands	Current Position	Envisaged Position	Mentor	Mentorship Duration	New Intake or Continuation	Department
	Male	Female								
Ivy Matsepe	No	Yes	Black	D2	Superintendent (Lab)	Manager Plant	Sarel Marais	5 Years	Continuation	Laboratory
Mandi Manana	No	Yes	Black	C3	Controller Sanas	Administrator (SANAS)	Ivy Matsepe	5 Years	Continuation	Laboratory
Patience Mohube	No	Yes	Black	C4	Administrator (SANAS Lab)	Assistant (Chemist) Works	Sarel Marais	5 Years	Continuation	Laboratory
Ruth More	No	Yes	Black	C3	Controller (SANAS Lab)	Administrator (SANAS Lab)	Ivy Matsepe	5 Years	New	Laboratory
Lecely Khosa	Yes	No	Black	C5	Assistant (Chemist) Works	Superintendent (Lab)	Sarel Marais	5 Years	New	Laboratory

### 3.19.8 Career Ladder - Laboratory Department

The following career positions exist within the department:-

Occupational Level	Minimum Entry Requirement	Intervention Duration	Grades	Career Ladder - Main Laboratory
Senior Management	ND or Degree	10 years management experience	F	COO
Senior Management	ND or Degree	10 years management experience	E2	Works Manager
Senior Management	ND or Degree	8 years management experience	D2	Lab Superintendent
Senior Management	ND or Degree	3- 5 years' experience	C4	Assist Works Chemist
Skilled Technical	ND or Degree	3 -5 years' experience	C3	Administrator SANS
Skilled Technical	ND or Degree	3 -5 years' experience	C2	Snr Analyst Lab
Skilled Technical	Grade 12	3 -5 years' experience	C1	Analyst Lab
Skilled Technical	Grade 12	3 -5 years' experience	B5	Sample Preparer
Semi-Skilled	Grade 8	Novice in the role	A3	Cleaner

### 3.19.9 Succession Planning - Engineering Department

The following persons have been identified as the possible successors in the Engineering Department:-

Individual Name	Gender		Race	Current Bands	Current Position	Envisaged Position	Mentor	Mentorship Duration	New Intake or Continuation	Department
	Male	Female								
Donald Marumo	Yes	No	Black	E1	Engineer Manager	Works Manager	Phil Swallow	5 Years	Continuation	Engineering
Kabelo Moyo	Yes	No	Black	C5+10%	Artisan Coordinator	(Superintendent) Engineering	Donald Marumo	5 Years	Continuation	Engineering
Kabelo Bele	Yes	No	Black	C4+10%	Artisan Coordinator Jnr	Artisan Coordinator	Donald Marumo	5 Years	Continuation	Engineering
Vincent Shabangu	Yes	No	Black	C4+10%	Artisan Coordinator Jnr	Artisan Coordinator	Hugo Van Niekerk	5 Years	Continuation	Engineering
Goodman Mahlinza	Yes	No	Black	C3	Artisan (Boilermaker)	Artisan Coordinator Jnr	Hugo Van Niekerk	5 Years	Continuation	Engineering
Katlego Mosue	Yes	No	Black	C4 + 10%	Artisan Coordinator Jnr	Artisan Coordinator	Willie Els	5 Years	Continuation	Engineering
Klaas Nzimande	Yes	No	Black	C3	Artisan (Boilermaker)	Artisan Coordinator Jnr	Willie Els	5 Years	Continuation	Engineering

### 3.19.10 Career Ladder - Engineering

The following career positions exist within the department:-

Occupational Level	Minimum Entry Requirement	Intervention Duration	Grades	Career Ladder - Engineering
Senior Management	ND or Degree	10 years management experience	F	COO
Senior Management	ND or Degree	10 years management experience	E2	Works Manager
Senior Management	ND or Degree	10 years management experience	E1	Resident Engineer
Senior Management	ND or Degree	3-5 years' experience	D3	Eng Superintendent
Skilled Technical	ND or Degree	3-5 years' experience	C5	Artisan Coordinator
Skilled Technical	ND or Degree	3-5 years' experience	C5	Graduate Eng
Skilled Technical	Grade 12	3-5 years' experience	C4	Jnr Coordinator
Skilled Technical	Grade 12	3-5 years' experience	C3	Artisan
Semi-Skilled	Grade 8	3-5 years' experience	C1	Service man
Semi-Skilled	Grade 8	3-5 years' experience	B3	Artisan Assist
Semi-Skilled	Grade 8	Novice in the role	A3	Cleaner

### 3.19.11 Succession Planning – Human Resources Management

The following persons have been identified as the possible successors:-

Individual Name	Gender		Race	Current Bands	Current Position	Envisaged Position	Mentor	Mentorship Duration	New Intake or Continuation	Department
	Male	Female								
Delisile Mdletshe	No	Yes	Black	E1	Manager HR	GM (Human Resources)	Adriaan Brugman	5 Years	Continuation	Human Resources
Isabel Taljaard	No	Yes	White	C5	Business Partner (HR)	Snr Business Partner (HR)	Deli Mdletshe	5 Years	Continuation	Human Resources
Phillipine Lefine	No	Yes	Black	C4	Business Partner (HRD)	Snr Business Partner (HRD)	Gert Waterboer	5 Years	Continuation	Human Resources
Doris Mmusi	No	Yes	Black	C2	Business Partner (Candidate) (HRD)	Business Partner Jnr (HRD)	Gert Waterboer	5 Years	Continuation	Human Resources
Uwais Omar	Yes	No	Indian	D1	Superintendent (HR)	Manager HR	Deli Mdletshe	5 Years	Continuation	Human Resources

3.19.12 Career Ladder – Human Resources Development

The following career positions exist within the department:-

Occupational Level	Minimum Entry Requirement	Intervention Duration	Grades	Career Ladder - Human Resources
Senior Management	ND or Degree	10 years management experience	F	COO
Senior Management	ND or Degree	10 years management experience	E2	Works Manager
Senior Management	ND or Degree	10 years management experience	D4	HR Manager
Senior Management	ND or Degree	3- 5 years' experience	D2	Snr Business Partner HR
Skilled Technical	ND or Degree	3 -5 years' experience	C3	Business Partner HR Candidate
Skilled Technical	ND or Degree	3 -5 years' experience	B5	Secretariate Receptionist

3.19.13 Succession Planning - CSI Department

The following persons have been identified as the possible successors in the CSI Department:-

Individual Name	Gender		Race	Current Bands	Current Position	Envisaged Position	Mentor	Mentorship Duration	New Intake or Continuation	Department
	Male	Female								
Hermina Tshepe	No	Yes	African	C4	CDO	Manager CSI	Dunkeld Molapisi	5 Years	Continuation	CSI
Christo de Jager	Yes	No	White	C5+10%	CSI Project Coordinator	Manager CSI	Dunkeld Molapisi	5 Years	Continuation	CSI

3.19.14 Career Ladder - CSI Department

The following career positions exist within the department:-

Occupational Level	Minimum Entry Requirement	Intervention Duration	Grades	Career Ladder - Human Resources
Senior Management	ND or Degree	10 years management experience	F	COO
Senior Management	ND or Degree	10 years management experience	E2	Works Manager
Senior Management	ND or Degree	10 years management experience	E1	CSI Manager
Senior Management	ND or Degree	5 years management experience	D1	ESD Superintendent
Skilled Technical	ND or Degree	3-5 years' experience	C5	CSI Project Coordinator
Skilled Technical	ND or Degree	3-5 years' experience	C4	Community Development Officer
Skilled Technical	ND or Degree	3-5 years' experience	B5	Secretariate Receptionist

**3.19.15 Succession Planning - HSEC Department**

The following persons have been identified as the possible successors in the HSEC Department:-

Individual Name	Gender		Race	Current Bands	Current Position	Envisaged Position	Mentor	Mentorship Duration	New Intake or Continuation	Department
	Male	Female								
Caroline Tshenye	No	Yes	Black	C5	Practitioner (Occupational Health)	Practitioner (Occupational Health) Senior	Melanie Silvis	2 Years	Continuation	HSEC
Tshegofatso Motthajoe	No	Yes	Black	C5	Risk Officer	Risk Management / Environ Superintendent	Sarel Schulze	5 Years	New	HSEC
Shadrack Molebatsi	Yes	No	Black	C5	Risk Officer	Chief Safety Officer	Sarel Schulze	2 Years	New	HSEC
Melanie Silvis	No	Yes	White	D2	Superintendent (Legal Counsel)	Manager (HSEQ)	Sarel Schulze	5 Years	Continuation	HSEC

3.19.16 Career Ladder – HSEC Department

Occupational Level	Minimum Entry Requirement	Intervention Duration	Grades	Career Ladder - Human Resources
Middle Management	ND or Degree	10 years management experience	F	Chief Health Safety and Environmental Officer
Skilled Technical	ND or Degree	10 years management experience	E	Manager HSEQ
Skilled Technical	ND or Degree	5 - 10 years' experience	D2	Superintendent (Legal Counsel)
Skilled Technical	ND or Degree	3 - 5 years' experience	C5	Risk Officer / Practitioner (Occupation Health)
Skilled Technical	ND or Degree	3 - 5 years' experience	C1	Systems Control Officer

**SECTION 4**

**LOCAL ECONOMIC DEVELOPMENT PROGRAMME**

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#### 4. LOCAL ECONOMIC DEVELOPMENT PROGRAMME

##### 4.1 INTRODUCTION

The Local Economic Development (LED) is intended to empower and improve the living conditions of the host community members by creating employment opportunities, implementing socio-economic legacy and income generating projects.

##### 4.2 RUSTENBURG LOCAL MUNICIPALITY SOCIOECONOMIC MATRICES

Hereunder is the RLM socio-economic matrices.

Rustenburg Local Municipality Statistics	
Total population	719,000
Young (0-14)	25,5%
Working Age (15-64)	72,5%
Elderly (65+)	3,6%
Dependency ratio	40,9%
Sex ratio	118,2
Growth rate	4,33% (2001-2011)
Unemployment rate	31,8%
Youth unemployment rate	43,5%
No schooling aged 20+	12,9%
Higher education aged 20+	6,9%
Matric aged 20+	24,5%
Number of households	113,394
Average household size	3,1
Female headed households	34,5%
Formal dwellings	57,2%
Housing owned/paying off	52,6%
Flush toilet connected to sewerage	39,9%
Weekly refuse removal	43,7%
Piped water inside dwelling	21,3%
Electricity for lighting	71,4%

#### 4.3 HOST COMMUNITIES SOCIO-ECONOMIC MATRICES

Hereunder is the Socio-Economic Matrices of Berseba, Bethanie, Makolokwe, Modikoe and Maumong.

Measuring Matrices	Berseba	Bethanie	Makolokwe	Modikoe	Maumong
Total population	1,709	8,429	1,574	3,395	2,141
Young (0-14)	29%	26,9%	24,5%	29,3%	32%
Working Age (15-64)	61,3%	63,6%	62,8%	61,3%	62,3%
Elderly (65+)	9,7%	9,5%	12,6%	9,4%	5,7%
Dependency ratio	63,1	57,2	59,2	63,2	60,5
Sex ratio	103,8	94,7	105,9	93,7	100,2
Population density	573 persons/km2	302 persons/km2	757 persons/km2	743 persons/km2	822 persons/km2
No schooling aged 20+	6,1%	2,7%	3,6%	5%	7,1%
Higher education aged 20+	4,5%	7,7%	5,7%	5,1%	1,1%
Matric aged 20+	29%	32,9%	26%	30,6%	21,9%
Number of households	580	3,097	648	1,090	621
Average household size	2,9	2,7	2,4	3,1	3,4
Female headed households	52,8%	47,4%	41%	51,9%	37%
Formal dwellings	96%	85%	81,4%	86,2%	41,7%
Housing owned/paying off	69,3%	71,3%	67,5%	20,6%	44,4%
Flush toilet connected to sewerage	3,8%	8,6%	6,6%	2,8%	1,5%
Weekly refuse removal	0,3%	4%	2,2%	1,6%	0,3%
Piped water inside dwelling	7,6%	10,1%	8,6%	6,6%	1%
Electricity for lighting	96,7%	95,8	97,2%	95%	90,7%

#### 4.4 LOCAL ECONOMIC DEVELOPMENT

The adopted LED projects are identified through the consultation process with the different stakeholders from the host communities. The stakeholders which are consulted include the Traditional Council, Royal Family, Ward Councillors, Organised Labour, RLM, the general community members. The mine endeavours to align the projects with the RLM, Integrated Development Plans (IDPs).

##### 4.4.1 RLM Integrated Development Plans

The municipality consults with the wards in establishing the socioeconomic needs, which are integrated into the IDP framework. The IDPs are categorised in terms of safety, education, health, public works and roads, electricity, social services etc.

##### 4.4.2 Safety

- Increased crime rates.
- Additional Police Station/Satellites.
- Additional resources (Cars, Officers).

##### 4.4.3 Education

- Additional Classrooms.
- Primary and Secondary Schools.
- Technical High School.
- Higher Learning Institution.

##### 4.4.4 Health

- Additional Clinics.
- Extension of operating hours in Clinics.
- Medicines supply in Clinic.
- Overcrowding in Clinics.

##### 4.4.5 Public works and roads

- Upgrading and maintenance of Provisional and National Roads.
- Provision of storm-water drainage systems.
- Upgrading and maintenance of internal roads.

##### 4.4.6 Electricity

- Energizing of high mast lights.
- Additional high mast lights.
- Constant / continuous power outages.
- House connections.

#### 4.4.7 Social Services

- Registration of NGO and grant funding.
- Overcrowding in the SASSA offices.
- Support to Early Childhood Development Centres.
- Decentralization of Home Affairs Services.

#### 4.4.8 General

- Water provision.
- Provision of proper sanitation especially in informal settlements.
- Waste removal in all residence including informal settlements and rural areas.
- Housing.
- Formalization of informal settlements.
- Fencing cemeteries.
- Increased unemployment rates.
- De-bushing of overgrown areas.
- Maintenance of streetlights.
- Patching of potholes.
- Provision of sports and recreation facilities.
- Provision of housing and free internet.
- Uncontrolled crime rate.



#### 4.5 FIVE YEAR PROJECT PLAN FOR LOCAL ECONOMIC DEVELOPMENT PROJECTS

Herewith is the SLP budget for the fourth generation (2023 – 2027) projects synopsis:-

Items	Description	2023	2024	2025	2026	2027	Total	Grand total	%
Bethanie Clinic	2 x ambulances (Bethanie Clinic)	R0	R0	R0	R3 000 000	R0	R3 000 000	R3 000 000	1.89%
Multipurpose Centre	Multipurpose Centre Infrastructure	R0	R0	R14 700 000	R7 000 000	R0	R21 700 000	R21 700 000	13.68%
Provision of Water	Water reticulation	R10 000 000	R20 000 000	R0	R0	R0	R30 000 000	R50 621 568	31.91%
	Pumping water services	R3 120 000	R3 369 600	R3 639 168	R0	R0	R10 128 768		
	Solar towers	R1 000 000	R1 000 000	R1 000 000	R1 000 000	R0	R4 000 000		
Resurface Road in Maumong	Drilling boreholes	R2 000 000	R2 160 000	R2 332 800	R0	R0	R6 492 800		
	Resurface (1km) road in Maumong	R0	R7 000 000	R0	R0	R0	R7 000 000	R7 000 000	4.41%
Sports and Recreation	Build sports field - Modikoe	R5 000 000	R2 000 000	R0	R0	R2 000 000	R9 000 000	R34 750 000	21.90%
	Upgrade sports field - Berseba	R3 000 000	R3 000 000	R3 000 000	R2 000 000	R2 500 000	R13 500 000		
	Upgrade sports field - Bethanie	R0	R0	R3 000 000	R1 500 000	R1 000 000	R5 500 000		
Building High School	Upgrade sports field - Makolokwe	R2 000 000	R0	R1 000 000	R3 750 000	R0	R6 750 000		
	Build a new School Infrastructure - Bakwena High School	R0	R30 000 000	R0	R0	R0	R30 000 000	R35 670 000	22.48%
Build School Admin Block	Build Administration Block - Lerothodi High School	R0	R0	R0	R3 000 000	R0	R3 000 000		
	Build toilets - Mojagedi High School	R0	R0	R0	R1 500 000	R0	R1 500 000		
School Classrooms	Build two Classrooms - Mamogate Segale Primary School	R1 170 000	R0	R0	R0	R0	R1 170 000		
	Sponsor Agricultural Business Activities	R1 500 000	R0	R3 000 000	R0	R0	R4 500 000	R4 500 000	2.84%
High Mast Light	Additional and Fixing Existing High Mast Lights	R0	R1 400 000	R0	R0	R0	R1 400 000	R1 400 000	1%
<b>Total</b>		<b>R28 790 000</b>	<b>R69 929 600</b>	<b>R31 671 968</b>	<b>R22 750 000</b>	<b>R5 500 000</b>	<b>R158 641 568</b>	<b>R158 641 568</b>	<b>100.00%</b>

#### 4.5.1 Community Health - Procuring Ambulance

Project Name		The Nature of the Project : Procurement of two Ambulances				Classification of Project : Community Health Services			
<p><b>Background</b></p> <p>Glencore Rhovan Mine built a Clinic in Bethanie (doorstep - host community) to boost community health in the area in which it operates. The Health Facility does not have Ambulances permanent stationed at the facility and the Clinic or Community Members depend on the Ambulances from Rustenburg which is about 50km away. This phenomenon causes delays in the turnaround time to attend to emergency cases. In order to address this phenomenon, the mine will procure two ambulances to improve services.</p>									
Geographical Location of project	District Municipality	Local Municipality	Village Name	Project Start Date	Project End Date	Budget	Total		
Bethanie is located +- 30km northwest of Brits in the Northwest Province	Bojanala Platinum District Municipality	Rustenburg Local Municipality	Bethanie, Modikoe, Berseba and Makolokwe	01 April 2026	31 June 2026				
Output:	Key Performance Area:	Key Performance Indicator:	Responsible entity	Quarterly Timelines and Year	Quarterly Timelines and Year				
Procure two Ambulances	Procure two Ambulances	Procure two Ambulances	Glencore Rhovan Mine	Q2, 2026	Q2,2026	R 3 000 000	R 3 000 000		
Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments		
Short, Medium and Long Term	12	3	3	3	3	12	Jobs will be created for drivers, mechanics and general workers		
<p><b>Completion date and exit strategy : Two Ambulances will be handed over to the Northwest Department of Health in 2024 for care and maintenance.</b></p>									

#### 4.5.2 Building Multipurpose Centre

Project Name		The Nature of the Project : Building Multipurpose Centre				Classification of Project : Infrastructural Project	
Background		The Host Communities does not have multipurpose Centre from which they can source for different services from organs of government and non-governmental entities. The mine will respond to this need by building a one-stop Integrated Community Development Centre from which Community Members can access information services, resources for their upliftment					
Geographical location of project	District Municipality	Local Municipality	Village Name	Project Start Date	Project End Date	Budget	Total
Bethanie is located + -30km northwest of Brits in the Northwest Province	Bojanala Platinum District Municipality	Rustenburg Local Municipality	Bethanie, Modikoe, Berseba and Makolokwe	01 July 2025	30 June 2026	R 21 700 000	R 21 700 000
Output:	Key Performance Area:	Key Performance Indicator:	Responsible entity	Quarterly Timelines and Year		Comments	
Building Multipurpose Centre	Functional Multipurpose Centre	Multipurpose Centre Infrastructure	Glencore Rhovan Mine	Q3,2025	Q2,2026	R 21 700 000	R 21 700 000
Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	12	3	3	3	3	12	Jobs will be created when drawing building plans, clearing sites, construction phase
Medium Term	40	10	10	10	10	40	Jobs will be created for people who will offer services to community and those building maintenance
Long Term	30	8	8	7	7	30	
Completion date and exit strategy : The Multipurpose Centre will be handed over to the Bakwena Ba Mogopa Traditional Council in 2026.							

### 4.5.3 Provision of Water

Project Name	The Nature of the Project : Provision of water to curb water shortages in the host communities		Classification of Project : Infrastructural Project / Income Generating Project / Water provision Services				
Background	Glencore Rhovan operates in the host communities which suffers from water shortages. The communities' members place reliance on Magalies Water for water supply, but the demand far outstrips the supply because of erratic water supply and population growth. As a temporary relief measure the mine drilled boreholes in the host communities to curb the water shortage. Boreholes are energised by generators, but the services are unreliable hence decision to erect solar towers. The mine has entered into MOU with Magalies Water, Rustenburg Local Municipality and Bakwena Ba-Mogopa Traditional Council to increase capacity of the bulk water supply pipeline by installing a parallel 250mm diameter pipeline for 23km from Kortbegrip reservoir to Modikoe and Bethanie reservoirs. The total output will be increased from the current 250mm to 500mm pipeline. The Makolokwe reservoir will be supplied water from Bethanie reservoir with a 12km, 250mm diameter pipeline. Magalies Water committed R85million for bulk water supply pipeline. Glencore Rhovan pledged R20million in the 3rd SLP generation (2018 - 2022) for provision of water supply. R11.5million has been spend on bulk water supply plans and Professional Service Providers. The remaining balance of R8.5million will be used to refurbish the existing water reservoirs in the host communities. The mine has committed R30million in the 4th SLP generation (2023 - 2027) for construction of reservoirs.						
Geographical location of project	District Municipality	Local Municipality	Village Name	Project Start Date	Project End Date	Budget	Total
Bethanie is located +- 30km of Brits in the Northwest Province	Bojanala Platinum District Municipality	Rustenburg Local Municipality	Bethanie, Modikoe, Berseba and Makolokwe	01 January 2023	30 November 2026		
Output:	Key Performance Area:	Key Performance Indicator:	Responsible entity	Quarterly Timelines and Year	Quarterly Timelines and Year		
Water reticulation	Water reticulation	Water reticulation	Glencore Rhovan Mine	Q2,2023	Q4,2024	R30 000 000	
Pumping water service	Pumping water service	Pumping water service	Glencore Rhovan Mine	Q1,2023	Q4,2025	R10 128 768	
Solar towers	Solar towers	Solar towers	Glencore Rhovan Mine	Q3,2023	Q4,2026	R4 000 000	R50 621 568
Drilling boreholes	Drilling boreholes	Drilling boreholes	Glencore Rhovan Mine	Q4,2023	Q4,2025	R6 492 800	
Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Comments	
Short Term	32	9	9	7	7	Jobs will be created during construction and maintenance after project completion	
Medium Term	14	4	4	3	3		
Long Term	16	4	4	4	4		
Completion date and exit strategy : Reticulation and boreholes projects will be handed over to Rustenburg Local Municipality and Bakwena Ba-Mogopa Traditional Council retrospectively in 2026.							

#### 4.5.4 Road Infrastructure

Project Name		The Nature of the Project : Paving the previously tarred 1km road				Classification of Project : Road Infrastructural Project			
Background		The main tarred road to Maumong is damaged (riddled with multiple potholes) and makes it difficult to drive in and out of the village. In response the mine will pave the road to enable easy mobility into the community to amongst others promote economic activities in the host community.							
Geographical location of project		District Municipality	Local Municipality	Village Name	Project Start Date	Project End Date	Budget	Total	
Maumong is located + ~45km northwest of Brits in the Northwest Province		Bojanala Platinum District Municipality	Rustenburg Local Municipality	Bethanie, Modikoe, Berseba and Makolokwe	01 March 2024	31 September 2024			
Output:		Key Performance Area:	Key Performance Indicator:	Responsible entity	Quarterly Timelines and Year	Quarterly Timelines and Year			
Paved 1 km Road		Paving 1km road	Paved 1km Road	Glencore Rhovan Mine	01 March 2024	31 June 2024	R7 000 000	R7 000 000	
Classification of jobs		No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments	
Short Term		30	10	5	7	7	29	Jobs will be created whilst the road is paved	
Medium Term		0	0	0	0	0	0		
Long Term		0	0	0	0	0	0		
Completion date and exit strategy : Infrastructure will be handed over to the Northwest Public Works upon completion in 2024.									

#### 4.5.5 Sports and Recreation Developments

Project Name	Nature of Project : Building two new sports fields and refurbishing the existing ones		Classification of Project : Infrastructural Project / Income Generating Project / Sports and Recreation			
Background	Sport and recreation bring with it many benefits to the host communities' members from healthy benefits to all population groups to preventing youth from being involved in social ills activities. Sports play a meaningful role in the reduction of risk of heart disease and stroke, reduction in high blood pressure, reduction of body fat, control body weight etc. Against this background, the mine will build two new sports fields in Modikoe and Maumong and renovate the existing ones in Bethanie, Berseba and Makolokwe.					
Geographical location of project	District Municipality	Local Municipality	Village Name	Project Start Date	Project End Date	Grand Total
Bethanie is located +- 30km respectively northwest of Brits in the Northwest Province	Bojanala Platinum District Municipality	Rustenburg Local Municipality	Bethanie, Modikoe, Berseba and Makolokwe	01 June 2023	31 November 2027	
Output: Sports and Recreation	Key Performance Area:	Key Performance Indicator:	Responsible entity	Quarterly Timelines and Year	Quarterly Timelines and Year	
Build sports field in Modikoe	Build sports field in Modikoe	Build sports field	Glencore Rhovan Mine	Q3,2023	Q4,2023	R5 000 000
		Build change house	Glencore Rhovan Mine	Q1,2024	Q2,2024	R750 000
		Children playground	Glencore Rhovan Mine	Q3,2024	Q3,2024	R1 000 000
		Install outdoor gym facilities	Glencore Rhovan Mine	Q2,2024	Q3,2024	R250 000
		Athletic tracks	Glencore Rhovan Mine	Q1,2027	Q2,2027	R2 000 000
						R34 750 000

**Continuation – Sports and Recreation Development**

Output: Sports and Recreation	Key Performance Area:	Key Performance Indicator:	Responsible entity	Quarterly Timelines and Year	Quarterly Timelines and Year	Budget	Total	Grant Total
Upgrade sports field in Berseba	Upgrade sports field in Berseba	Build second phase of change house	Glencore Rhovan Mine	Q2,2023	Q3,2023	R750 000	R13 500 000	
		Landscaping (driveway)	Glencore Rhovan Mine	Q3,2023	Q4,2023	R3 000 000		
		Erection of drains	Glencore Rhovan Mine	Q2,2025	Q3,2025	R1 250 000		
		Children playground	Glencore Rhovan Mine	Q2,2027	Q3,2027	R1 000 000		
		Install portable grandstands	Glencore Rhovan Mine	Q1,2024	Q1,2024	R2 000 000		
		Solar power systems	Glencore Rhovan Mine	Q1,2026	Q3,2026	R3 000 000		
		Cricket and Netball Program	Glencore Rhovan Mine	Q2,2023	Q4,2027	R2 500 000		
		Sports field Lights	Glencore Rhovan Mine	Q2,2025	Q4,2025	R2 500 000	R5 500 000	
		Build new change house facilities	Glencore Rhovan Mine	Q1,2026	Q3,2026	R1 500 000		
Upgrade sports field in Makolokwe	Upgrade sports field in Makolokwe	Upgrade netball facility	Glencore Rhovan Mine	Q1,2024	Q1,2024	R500 000		
		Upgrade children play area	Glencore Rhovan Mine	Q1,2027	Q2,2027	R1 000 000		
		Build change house	Glencore Rhovan Mine	Q3,2023	Q4,2023	R1 500 000	R6 750 000	
Upgrade sports field in Bethanie	Upgrade sports field in Bethanie	Clearing the sports field	Glencore Rhovan Mine	Q3,2023	Q4,2023	R500 000		
		Athletic tracks	Glencore Rhovan Mine	Q1,2026	Q2,2026	R3 750 000		
		Outdoor gym facilities	Glencore Rhovan Mine	Q1,2025	Q1,2025	R250 000		
		Children playground	Glencore Rhovan Mine	Q4,2025	Q4,2025	R750 000		
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>	
Short Term	70	30	20	10	10	70	Demand for labour will be high in the beginning of the contract and will reduce with construction stages	
Medium Term	35	15	10	5	5	35		
Long Term	18	3	5	5	5	18		

#### 4.5.6 Educational infrastructure

Project Name	The Nature of the Project : Building and renovation of schools' infrastructural projects		Classification of Project : Infrastructural Project / Income Generating Project / School Infrastructure				
Background	The school infrastructural (classrooms and administration blocks) in Bakwena High School is dilapidated and of some schools in the host communities is inadequate and this negatively affect the effectiveness running of administration functions and oversight. In response the mine will build administration blocks, pre-school classes, classrooms, ablution block and library facilities in the host communities.						
Geographical location of project	District Municipality	Local Municipality	Village Name	Project Start Date	Project End Date	Budget	Total
Bethanie is located + -30km northwest of Brits in the Northwest Province	Bojanala Platinum District Municipality	Rustenburg Local Municipality	Bethanie, Modikoe, Berseba and Makolokwe	01 September 2023	31 August 2026		
Output:	Key Performance Area:	Key Performance Indicator:	Responsible entity	Quarterly Timelines and Year	Quarterly Timelines and Year		
Building High School	Build a new School Infrastructure - Bakwena HS	School Building	Glencore Rhovan Mine	01 November 2023	30 December 2024	R30 000 000	
Build School Admin Block	Build Administration Block - Lerothodi High School	Administration Block	Glencore Rhovan Mine	01 February 2026	30 April 2026	R3 000 000	R35 670 000
Ablution Facilities	Build toilets - Mojagedi HS	Ablution Facilities	Glencore Rhovan Mine	01 June 2026	31 August 2026	R1 500 000	
Build Two Classrooms	Build two Classrooms at Mamogale Segale PS	Classrooms	Glencore Rhovan Mine	01 September 2023	30 December 2023	R1 170 000	
Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	110	30	30	30	20	110	Jobs will be created in the process of project designs, clearing sites and while the actual building is constructed
Medium Term	55	15	15	15	10	55	
Long Term	8	2	2	2	2	8	
Completion date and exit strategy : Infrastructure will be handed over to the NWDOE upon completion as they get completed							

#### 4.5.7 Agricultural

Project Name		The Nature of the Project : Agricultural Support Program				Classification of Project : Income Generating Project			
Background		The mine supports local SMMEs to be sustainable and less dependent on the mining operation so that the local economy can continue to survive post mining era. Agricultural project is one of the earmarked local economic activities because the host communities land is arable farming. This intervention will boost the local farming sector to produce food for local consumption and contribute to the country food security							
Geographical location of project		District Municipality	Local Municipality	Village Name	Project Start Date	Project End Date	Budget	Total	
Bethanie is located + - 30km northwest of Brits in the Northwest Province		Bojanala Platinum District Municipality	Rustenburg Local Municipality	Bethanie, Modikoe, Berseba and Makolokwe	01 February 2023	30 November 2025			
Output:		Key Performance Area:	Key Performance Indicator:	Responsible entity	Quarterly Timelines and Year	Quarterly Timelines and Year			
Production input and livestock farming		Economic self-reliance	Economic self-reliance	Glencore Rhovan Mine	01 February 2023	30 November 2025	R4 500 000	R4 500 000	
Classification of jobs		No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Comments		
Short Term		110	25	25	30	30	The agricultural sector offers both employment and opportunities for sustaining livelihoods, and there are strong 'upstream' and 'downstream' linkages between the sector and the rest of the economy. The sector will create jobs during the economic activities made of production, harvesting, storage and distribution.		
Medium Term		60	15	15	15	15			
Long Term		50	10	10	15	15			
Completion date and exit strategy : Agricultural support project will be handed over to the Bakwena Ba-Mogopa Traditional Council in 2025									

#### 4.5.8 High Mast lights

Project Name		The Nature of the Project : High Mast Lights Repairs				Classification of Project : Infrastructural Project / Community Safety	
Background		The high mast lights will assist to ensure that the host communities are safe from criminal activities by ensuring that the existing high mast lights are functional, and additional ones are installed where the need exist					
Geographical location of project	District Municipality	Local Municipality	Village Name	Project Start Date	Project End Date	Budget	Total
Bethanie is located + -30km northwest of Brits in the Northwest Province	Bojanala Platinum District Municipality	Rustenburg Local Municipality	Bethanie, Modikoe, Berseba and Makolokwe	01 February 2024	30 November 2024		
Output:	Key Performance Area:	Key Performance Indicator:	Responsible entity	Quarterly Timelines and Year	Quarterly Timelines and Year		
Repairing High Mast Lights	Functional High Mast Lights	Operational High Mast Lights	Glencore Rhovan Mine	01 February 2025	30 November 2026	R1 400 000	R1 400 000
Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Comments	
Short Term	10	4	2	2	2	Jobs will be created when High Mast Lights are repaired	
Completion date and exit strategy : High Mast Lights project will be handed over to the Bakwena Ba-Mogopa Traditional Council in 2024							

**SECTION 5**  
**HOUSING AND LIVING OUT ALLOWANCE**

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## 5. HOUSING AND LIVING CONDITIONS

The mine actively promotes home ownership through awareness campaigns and continuous consultations with worker representatives. All employees are receiving a living out allowance. Furthermore, the mine engages third parties (banking institutions and property developers) with a view to fast-tracking and promoting the provision of affordable housing to all employees. In addition to the housing allowance all employees also qualify for a housing subsidy. The housing subsidy is calculated on the difference between the prevailing prime interest rate and 6% per salary level. Employees must have a bond or property registered on their name in order to qualify for this benefit this is specifically structured to encourage home ownership.

### 5.1 HOUSING FINANCIAL GRAND

The mine has also introduced the Housing Finance Grand (HFG) which provides employees on Patterson A+ B grades with **R65 000-00** to build or buy a house in a rural or tribal land. The HFG conditions are as follows:

- The total cost of the house must be for over R120 000-00.
- The employee secures the permission to occupy certificate from the local traditional authority or Relevant government authority.
- The property purchased is not an RDP house.
- Should the employee use the pension backed home loan, it is highly recommended that the funding should be secured from ABSA as they do the inspection.
- If the funding is secured from any other financial institution, and it is NOT pension backed home loan, then the Operating unit should select HR and Union representatives who will do the inspection.
- The house should be built within reasonable time not more than 12 months.

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5.2 Strategic Plan for the Implementation of a Housing Strategy

Housing Strategy			
Undertaking	The mine undertakes to assist the employees to secure affordable and decent accommodation		
Guideline	<p>The mine set up a joint decision-making forum to aid employees in any decisions affecting housing needs. This joint decision-making forum handles:</p> <ol style="list-style-type: none"> <li>1. Implementing a company / mine housing policy.</li> <li>2. Monitoring of housing policy compliance.</li> <li>3. To introduce education, training, and development in all housing aspects to equity employees to take part fully in all housing matters.</li> </ol>		
Housing Strategic Action Plan		Responsible Person	Date to be completed
Recommendations to be made to the company for housing assistance.		HR Department	2027
Implementation of strategies and the housing policy to be monitored and evaluated.		HR Department	2027
Employees to be trained and educated on all housing issues.		HR Department	2027
Employees to be encouraged to build or purchase houses.		HR Department	2027

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**SECTION 6**

**HEALTH CARE AND NUTRITION**

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**6. HEALTH AND NUTRITION**

Rhovan Mine does not supply any meals to employees; however, there is a canteen on site managed by professional food service supplier. Since the mine will not supply food for its employees; the mine has awareness programmes so that workers can be informed on how they can receive help from good nutrition, balanced diets, correct method of food preparation to maximize nutritional benefits of food, as well as the use of nutritional diets in the management of chronic illness including HIV.

**6.1 Implementation of a Strategic Health Care and Nutrition Action Plan**

Health Care and Nutrition Programme		
Undertaking	Although there is a canteen on premises selling food to workers, the mine does not provide or subsidize food for its workers. However, the mine, in partnership with the contracted catering service provider, has awareness programmes about good nutrition to inform workers how they can receive help from good nutrition	
Guideline	Rhovan Mine conduct regular awareness programmes to inform workers of the benefits of good nutrition, balanced diets, correct method of food preparation to maximize nutritional benefits of food, as well as the use of nutritional diets in the management of chronic illness including HIV.	
Health Care and Nutrition Strategic Action Plan		Responsible Person
Nutrition forum to conduct regular awareness programme on nutrition.		SD Department
"Healthy choice meal" plan to be served at the mine canteen to control and to prevent chronic diseases.		SD Department
		Date to be completed
		2027
		2027

**SECTION 7**

**PROCUREMENT PLAN**

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## 7. PROCUREMENT PLAN

The mine recognises Mining Charter aims as business imperative and has put measures in place to work towards compliance. The mine is alive to the fact that local procurement will positively contribute towards sustainable economic ecosystem within the host communities in which it operates. The spinoffs of such interventions will be creation of business opportunities for the local communities which will in turn generate employment opportunities.

### 7.1 Objectives

The objective of the ESD programme is to create a solid business base for the entrepreneurs from the local communities by:

- Developing and empowering entrepreneurs.
- Promoting procurement from local based SMMEs.
- Actively promoting SMMEs self-sustainability.
- Generating meaningful primary and secondary employment.

### 7.2 Principles

The undermentioned principles inform the procurement plan:

- Sound commercial principles will underlie all transactions by ensuring no compromise on quality, delivery, service, SHE or any other commercial or technical requirements.
- The Mine will only conduct business with sole proprietors / partnerships / companies that comply with all legal requirements despite their BEE standing.
- Identify BEE companies on a database to ensure that such companies are invited to participate in all tender processes for services and products that are relevant to them.
- In the process of awarding tenders, preference will be given to BEE suppliers who meet all the tender requirements. All things remaining equal, BEE compliant companies will rank higher than those companies that are non-compliant.
- All tenders related to projects that will be implemented within the mine's host communities will be conducted through an open tender process where all the details will be advertise locally and outcomes will be accessible to local communities.
- Disseminate business opportunities to local SMMEs by subdividing contract packages where proper, to maximize local companies' participation, subject to sound commercial principles and operational / project requirements.
- Develop and implement appropriate enabling systems for the tracking of progress, recording, monitoring, and evaluation of BEE compliant suppliers.

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7.3 Action Plan for the Implementation of a Procurement Strategy

HDSA Procurement Plan		
Undertaking	The mine is committed to ensuring the growth of HDSA suppliers and undertakes to maximize the value of cost effective and reliable procurement of Capital, Consumables and Services from companies owned and controlled by HDSAs of the affected communities from the area in which the operate.	
Guideline	Rhovan mine has implemented a Preferential Procurement Policy and has been fulfilled and maintained as standard operating procedure. As a result of this policy a fair, transparent, and compliant environment at all levels of Procurement officials at operational level.	
HDSA Procurement Strategic Action Plan	Responsible Person	Date to be completed
Identify and record the level of procurement from HDSA companies on a quarterly basis as well as geographical sources of procurement.	Administration Manager	2027
Commit to procurement progression from HDSA over a five (5) year time frame.	Administration Manager	2027
Encourage all suppliers to form partnerships with HDSA companies without overlooking the necessary requirements of the tender process. This may be conducted through the development of a database of accredited local suppliers in various businesses and service delivery areas and directing a portion of the procurement spend and/or focus areas of procurement spend at the mine in JVs with larger established service providers and/or suppliers. Further strategies could involve setting favourable terms of payment for HDSA joint ventures and/or SMMEs.	Administration Manager	2027
Publish a list of suppliers on the Mines database and audit this list monthly for HDSA participation, ownership, and involvement	Administration Manager	2027
Provide mentoring and capacity building assistance to HDSA suppliers to facilitate improvements in their business practices with an aim of facilitating a successful SMME sector operating in conjunction with the Mine.	Administration Manager	2027

#### 7.4 Supplier Development

Supplier Development includes the creation of opportunities whereby local black owned enterprises are afforded the opportunity to participate within the mine mainstream procurement activities.

##### 7.4.1 Supplier Development Supplier Matrix

- Supplier's performance will be monitored against agreed criteria.
- Performance must be measured continuously.
- Manage and monitor improvement.
- Categorisation of Suppliers.

##### 7.4.2 Supplier Categories

Suppliers are grouped in three categories, namely:

Categories	Stages of Development
Category 1	Being developed
Category 2	On hold as a potential for development
Category 3	Identified as not being worth the investment of development

##### 7.4.3 Selecting ESD Beneficiaries

Nomination of entrepreneurial benefactors will not be automatic but subjected to rigorous selection processes.

##### 7.4.4 Selection Criteria

These requirements serve as a guideline in finding suitable candidates to be enrolled into the ESD programme; namely:

- Business owners must be a SA citizen.
- Business owners must be a community member.
- Business must be operational.
- Applicants must have the skills and experience necessary for the business.
- Applicants should be involved in the business' operations.
- Applicants should manage project on a full-time basis.
- Applicants should not be employed by any other organisation.
- Business must have potential to grow and generate employment opportunities.



#### 7.4.5 Selection Committee

The ESD selection committee will comprise of the following representatives:

Department	Representative(s)
Procurement	Superintendent or his alternative
CSI	CSI Manager
CSI	ESD Coordinator
Organised Labour	FTSS or his alternate
Procurement	Superintendent Stores
Development Institutions	SEDA, Productivity SA, Black Umbrella

#### 7.4.6 Selection Process

The underlying process will be followed when nominating the beneficiaries, namely:

- ESD opportunities will be advertised on the portal.
- Applicants will be screened.
- Interviews will be conducted by the selection committee.
- Successful applicants will sign the developmental agreement.

#### 7.5 SMME Development

The mine has developed SMME strategy to encourage local entrepreneurship and increase economic participation.

##### 7.5.1 Objectives

The objective of this strategy is to:-

- Develop and empower entrepreneurs.
- Promoting procurement from local based SMMEs.
- Actively promoting SMMEs self-sustainability.
- Generating meaningful primary and secondary employment.

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### 7.5.2 SMME Support

The mine has built a business hub to offer support to the local businesses. The local companies are offered the following services:-

- Registration of the Companies.
- Facilitation of the mandatory training interventions.
- Registration of the companies on the online HSEQ system.
- Boardroom facilities & Computer room.
- Wi-Fi internet connection.
- Vendor Registration.

### 7.6 Five Year Projects Plan for Procurement Opportunities

No	Description	Timeframe				
		2023	2024	2025	2026	2027
1.	Conveyor Belts Splicing Services		X			
2.	TMM (Yellow Machine) tyre repairs			X		
3.	Electrical Services		X			
4.	Repairs and supply of different types of valves			X		
5.	Supply and installation of rubber linings and HDPE Pipes				X	
6.	Painting of structures		X			
7.	Crane Hire Services		X			
8.	Fettling and Gunmag Services					X
9.	Logistics Services to Transport Final Products			X		
10.	Hygiene Services	X				
11.	Survey Services				X	
12.	Supply of Bolts and Nuts Services					

### 7.6.1 Splicing Conveyor Belts

<b>Project Name</b>	Professional Conveyor Belts Splicing Services as per the asset specifications					
<b>Project to Background</b>	The mine transport ore from the primary mining (pits) to the jaw crusher and is used inside the plant as well. Wear and tear cause the conveyor belt to be damaged and require splicing to repair					2024
<b>Project Incorporate into which IDP</b>	Rustenburg Local Municipality					2027
<b>Number of community members to benefit from the Project</b>	Total Number of Jobs to be created by the Project	Male	Female	Youth	Disabled	Geographical Location of the Project
	2	2	4	1	Bethanie Northwest Province	
<b>Responsible Entity</b>	Key Performance Area					Key Performance Indicator
Glencore Rhovan Mine	Splicing conveyor belts to the required OEM standards					Splicing conveyor belts to the required OEM requirements

### 7.6.2 TMM Tyre Repairs

<b>Project Name</b>	Professional Trackless Mobile Machinery (Yellow Machine) tyre repairs as per the OEM specifications					
<b>Project to Background</b>	Tyres get damaged through wear and tear over time, and this require provisional services to repair					2023
<b>Project Incorporate into which IDP</b>	Rustenburg Local Municipality					2025
<b>Number of community members to benefit from the Project</b>	Total Number of Jobs to be created by the Project	Male	Female	Youth	Disabled	Geographical Location of the Project
	1	1	2	1	Bethanie Northwest Province	
<b>Responsible Entity</b>	Key Performance Area					Key Performance Indicator
Glencore Rhovan Mine	TMM tyre inspections and repairs services in accordance with the OEM requirements					TMM tyre inspections and repairs services in accordance with the OEM requirements

### 7.6.3 Electrical Services

Electrical Services										
Project Name	Electrical Engineering form part of the major and critical component of the operations and require speciality skills set to perform the function									
Project to Background									Project Start Date	2023
Project Incorporate into which IDP	Rustenburg Local Municipality								Project End Date	2025
Number of community members to benefit from the Project	Total Number of Jobs to be created by the Project		Male	Female	Youth	Disabled	Geographical Location of the Project			
Responsible Entity	Output		1	1	2	1	Bethanie Northwest Province			
Glencore Rhovan Mine	Professional electrical services		Key Performance Area			Key Performance Indicator				
	Professional electrical services in accordance with the MHSA		Professional electrical services in accordance with the MHSA			Professional electrical services in accordance with MHSA				

### 7.6.4 Supply of Valves

Professional repairs and supply of different types of valves as per the Original Equipment Manufacturers (OEM) specifications										
Project Name	Professional repairs and supply of different types of valves as per the Original Equipment Manufacturers (OEM) specifications									
Project to Background	Valves get damaged and some require to be repaired, and others need to be replaced								Project Start Date	2024
Project Incorporate into which IDP	Rustenburg Local Municipality								Project End Date	2027
Number of community members to benefit from the Project	Total Number of Jobs to be created by the Project		Male	Female	Youth	Disabled	Geographical Location of the Project			
Responsible Entity	Output		1	1	1	1	Bethanie Northwest Province			
Glencore Rhovan Mine	Supply and repair valves as per the OEM Specifications		Key Performance Area			Key Performance Indicator				
	Supply and repair valves as per the OEM Specifications		Supply and repair valves as per the OEM Specifications			Supply and repair valves as per the OEM Specifications				

### 7.6.5 Supply and Installation of Rubber Linings and HDPE Pipes

<b>Project Name</b>	Professional supply and installation of rubber linings and HDPE Pipes					<b>Project Start Date</b>	2025	
<b>Project to Background</b>	The asset requires professional supply and installation of rubber linings and HDPE Pipes					<b>Project End Date</b>	2027	
<b>Project Incorporate into which IDP</b>	Rustenburg Local Municipality					<b>IDP Project Reference Number</b>		
<b>Number of community members to benefit from the Project</b>	<b>Total Number of Jobs to be created by the Project</b>	<b>Male</b>	<b>Female</b>	<b>Youth</b>	<b>Disabled</b>	<b>Geographical Location of the Project</b>		
		2	2	3	1	Bethanie Northwest Province		
<b>Responsible Entity</b>	<b>Output</b>	<b>Key Performance Area</b>					<b>Key Performance Indicator</b>	
Glencore Rhovan Mine	Professional supply and installation of rubber linings and HDPE Pipes	Professional supply and installation of rubber linings and HDPE Pipes					Professional supply and installation of rubber linings and HDPE Pipes	

### 7.6.6 Painting Structures

<b>Project Name</b>	Professional painting of structures					<b>Project Start Date</b>	2025	
<b>Project to Background</b>	The asset consists of numerous different structures which require to be maintained by painted to prevent corrosion and thereby improve the longevity and safety					<b>Project End Date</b>	2027	
<b>Project Incorporate into which IDP</b>	Rustenburg Local Municipality					<b>IDP Project Reference Number</b>		
<b>Number of community members to benefit from the Project</b>	<b>Total Number of Jobs to be created by the Project</b>	<b>Male</b>	<b>Female</b>	<b>Youth</b>	<b>Disabled</b>	<b>Geographical Location of the Project</b>		
		2	2	6	1	Bethanie Northwest Province		
<b>Responsible Entity</b>	<b>Output</b>	<b>Key Performance Area</b>					<b>Key Performance Indicator</b>	
Glencore Rhovan Mine	Professional painting of structures	Professional quality painting					Professional quality painting of structures	

### 7.6.7 Crane Hire Services

<b>Project Name</b>	Professional Crane Hire Services				
<b>Project to Background</b>	During the shutdown, the demand for a crane increases because of a need to replace and move heavy metal structures from different points				
<b>Project Incorporate into which IDP</b>	Rustenburg Local Municipality				
<b>Number of community members to benefit from the Project</b>	<b>Total Number of Jobs to be created by the Project</b>	<b>Male</b>	<b>Female</b>	<b>Youth</b>	<b>Disabled</b>
		1	1	1	1
<b>Responsible Entity</b>	<b>Output</b>	<b>Key Performance Area</b>			<b>Key Performance Indicator</b>
Glencore Rhovan Mine	Professional Crane Hire Services	Professional Crane Hire Services			Professional Crane Hire Services
					Project Start Date
					Project End Date
					IDP Project Reference Number
					Geographical Location of the Project
					Bethanie Northwest Province

### 7.6.8 Fettingling and Gunmag Services

<b>Project Name</b>	Professional Fettingling and Gunmag Services				
<b>Project to Background</b>	Demand exists at the asset for the professional fettingling and gunmag services				
<b>Project Incorporate into which IDP</b>	Rustenburg Local Municipality				
<b>Number of community members to benefit from the Project</b>	<b>Total Number of Jobs to be created by the Project</b>	<b>Male</b>	<b>Female</b>	<b>Youth</b>	<b>Disabled</b>
		3	2	4	1
<b>Responsible Entity</b>	<b>Output</b>	<b>Key Performance Area</b>			<b>Key Performance Indicator</b>
Glencore Rhovan Mine	Professional Fettingling and Gunmag Services	Professional Fettingling and Gunmag Services			Professional Fettingling and Gunmag Services
					Project Start Date
					Project End Date
					IDP Project Reference Number
					Geographical Location of the Project
					Bethanie North West Province

### 7.6.9 Transportation of Final Product

Project Name	Professional Logistics Services to Transport Final Products from the asset to the required destination					
Project to Background	Demand exists at the asset for logistical services to transport Final Products from the asset to the required destination within the specified turnaround time				Project Start Date	2025
Project Incorporate into which IDP	Rustenburg Local Municipality				Project End Date	2027
Number of community members to benefit from the Project	Total Number of Jobs to be created by the Project	Male	Female	Youth	Disabled	Geographical Location of the Project
		3	3	6	1	Bethanie Northwest Province
Responsible Entity	Key Performance Area					Key Performance Indicator
Glencore Rhovan Mine	Professional Logistical Services	Professional Logistical Services			Professional Logistical Services	

### 7.6.10 Hygiene Services

Project Name	Professional Hygiene Services to the asset to ensure a healthy work environment					
Project to Background	The Mine Health and Safety Act (MHSA) set minimum health standards which the asset is expected to fulfil to create healthy work environment				Project Start Date	2025
Project Incorporate into which IDP	Rustenburg Local Municipality				Project End Date	2027
Number of community members to benefit from the Project	Total Number of Jobs to be created by the Project	Male	Female	Youth	Disabled	Geographical Location of the Project
		2	2	3	1	Bethanie Northwest Province
Responsible Entity	Key Performance Area					Key Performance Indicator
Glencore Rhovan Mine	Professional Hygiene Services	Professional Hygiene Services			Professional Hygiene Services	

### 7.6.11 Survey Services

Professional Survey Services										
Project Name	Professional Survey Services are demanded by the asset to fulfil the legal requirements in the short, medium and long term								Project Start Date	2025
Project to Background									Project End Date	2027
Project Incorporate into which IDP	Rustenburg Local Municipality									
Number of community members to benefit from the Project	Total Number of Jobs to be created by the Project	Male	Female	Youth	Disabled	Geographical Location of the Project				
		2	2	3	1	Bethanie Northwest Province				
Responsible Entity	Output	Key Performance Area				Key Performance Indicator				
Glencore Rhovan Mine	Professional Survey Services	Professional Survey Services				Professional Survey Services				

### 7.6.12

#### Supply Bolts and Nuts

Professional Supply of Bolts and Nuts Services										
Project Name	Professional Supply of Bolts and Nuts in accordance with the Original Equipment Manufacturers specifications								Project Start Date	2023
Project to Background									Project End Date	2025
Project Incorporate into which IDP	Rustenburg Local Municipality									
Number of community members to benefit from the Project	Total Number of Jobs to be created by the Project	Male	Female	Youth	Disabled	Geographical Location of the Project				
		1	1	0	0	Bethanie Northwest Province				
Responsible Entity	Output	Key Performance Area				Key Performance Indicator				
Glencore Rhovan Mine	Professional Supply of Bolts and Nuts Services	Professional Supply of Bolts and Nuts Services				Professional Supply of Bolts and Nuts Services				

**SECTION 8**

**DOWNSCALING AND RETRENCHMENT**

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## **8. MANAGEMENT OF DOWNSCALING AND RETRENCHMENT**

Organizations have to retrench workers from time to time for economic reasons and to remain globally competitive. It is therefore important that employers should first make sure that no viable options to achieve operational requirements are available before considering downscaling of workers. Rhovan Mine will manage all future downscaling and retrenchments in conjunction with the relevant unions at the workplace.

### **8.1 Downscaling and Retrenchment Guidelines**

Prevent job losses and decline in employment through turnaround strategies.

- Seek alternative solutions to the threats to job security and potential measures to prevent a decline in employment.
- Promote a new culture of self-employment and self-maintenance, aimed at improving access to employment opportunities for the host community members that are unemployed.
- Promote meaningful engagement with the various stakeholders in seeking possible alternative job creation projects.
- Engage all stakeholders in openly discussing issues that concern the employees' future and jointly structure and implement potential solutions to job losses.
- Jointly engage in strategic planning, deployment or other proper strategies that affect jobs and evaluate progress at regular intervals.

### **8.2 Establishment of Future Forum**

The core function of the Future Forum at Rhovan Mine is summarised as follows:

- Promote ongoing discussions between the union(s) and Rhovan Mine regarding the future of the mine.
- Proactively find problems, challenges, and possible solutions with regards to production and employment opportunities.
- Identify production and employment turn-around strategies.
- Implement strategies agreed between the parties.
- Attached hereto please find future forum Constitution – Annexure “B”.



### 8.3 Mechanisms to Save Jobs and Avoid Job Losses and Decline In Employment

The Mine operational lifespan is estimated to be 19 years however this picture might be skewed by various economic factors both internal and external. This could negatively affect the future economic viability of the mine which will result in Rhovan Mine been forced to shed jobs or premature closure. The Mine will employ various strategies to prevent job losses and premature closure by employing initiatives but not limited to the following:

- Proactive and timeous consultations with various stakeholders including the unions on measures to reduce operating costs and or productivity improvement to prevent job losses.
- Revision of shift configurations and overtime provision.
- Reduction in the number of contractors and fixed term employees on site.
- Offer voluntary separation and / or early regiment incentives.
- Reduction in working hours as well as a change in shifts which will result in a reduction in reward for the employees, but it will save jobs for a period.
- People leaving for a period until they are required again. These employees will take priority should their services be required again.
- Natural attrition would be encouraged which means should an employee resign then his/her post will not be filled and those taking early retirement would not be replaced. This will result in a lower distribution of employees over the entire mine and could lead to retraining of employees where necessary.
- Multi skilling of all employees and redeployment of workers to other sections within the mine
- Moratorium will be declared on new recruitment.
- Termination of temporary employees and contractors (based on their contractual agreements).
- The termination of non-core production contracts.
- Continuous consultation with organized labour (through the future forum) to identify and implement initiatives to avoid job losses and a decline in employment.



#### 8.4 Notice of Profitability and Curtailment of Mining Operations affecting Employment

The Mine will consult with the unions and thereafter notify the board in accordance with the Mineral and Petroleum Resources Development Act, 2002 Section 52(1) on the following matters:

- Prevailing economic conditions causing the profit to revenue ratio of the mine to be less than 6% on the average for a continuous period of 12 months.
- Intention to scale down or to cease with the possible effect that 10% or more of the labour force or more than 500 employees are likely to be retrenched in any 12-month period.

#### 8.5 Management of Retrenchments

The Mine will adhere to the LRA Section 189 when initiating a retrenchment process. The Mine and the stakeholders will jointly notify the Minerals and Mining Development Board or the General of the situation at the mine in the event that the above initiatives are unsuccessful, the following legislated process will be followed:

- Various stakeholders including the unions will be consulted.
- Rhovan Mine and other consulting parties will engage in a meaningful joint consensus seeking process and attempt to reach consensus on appropriate measures:
  - To avoid dismissals.
  - To minimise the number of dismissals.
  - To change the timing of the dismissals.
  - To mitigate the adverse effects of the dismissals.
  - The method for selecting the employees to be dismissed.
  - The severance pays for dismissed employees.

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## 8.6 Notice to Consult

The Mine will issue a written notice inviting the other consulting party to consult with it and disclose in writing all relevant information, including but not limited to:

- The reason for the proposed dismissals.
- The alternatives that the Mine considered before proposing dismissals and the reasons for rejecting each of those alternatives.
- The number of employees likely to be affected and the job categories in which they are employed.
- The proposed method for selecting which employees to dismiss.
- The time when or the period during which the employees are likely to be dismissed.
- The possibility of the future re-employment of the employees who are dismissed.
- The number of employees employed by the Mine.
- The number of employees that the Mine has dismissed for reasons based on its operation requirement in the preceding 12 months.
- Various stakeholders will be given opportunity during consultation to make representations about any matter discussed and any matter relating to the proposed dismissals.
- Management will consider and respond to the representations made by the other consulting party and if the Mine does not agree with them, Management will state the reasons for disagreeing. The Mine will respond to the representations in writing.
- The Mine will select the employees to be dismissed according to selection criteria:
  - That have been agreed to by the consulting parties; or
  - If no criteria have been agreed, criteria that are fair and objectives.

## 8.7 Mechanism to Improve the Social and Economic Impact On Individuals, Regions, and Economies where Retrenchment or Closure Of The Operation Is Certain

Downscaling and retrenchment have the potential to affect not only employees but also surrounding businesses and communities. Therefore, the mine will endeavour to improve the impact through careful planning to limit the potential fallout of such an event. The plans to manage the socio-economic impact of retrenchments and/or the mine closure must be both comprehensive and inclusive of variety of strategies. Mine management, together with the Future Forum, will assess in advance the impact that will be caused by the retrenchment and/or closure of its operations. The continual investment in Human Resource Development and facilitation of training during the lifetime of mine has the purpose to sustain skills that will support employment of the workers beyond life of mine. The Mine will through effective implementation of its HRD Plan create employee mobility but if it became clear that jobs losses cannot be avoided, intensified Portable Skills training will be implemented.



8.8 The Following Process will be adopted by the Mine together with the affected Parties:

- Early consultation with the Traditional council, municipality, and Department of Mineral Resources on retrenchment.
- Conduct a comprehensive skills audit of the affected employees.
- Identify the Portable Skills which will be aligned to the interests of the affected employees.
- Implement the HRD Plan.
- Encourage community to form SMME projects that will be sustainable.
- This process will ensure that the retrenched employees are more marketable and can capitalise on current and emerging employment opportunities that exist within the local labour market.

8.9 Communication with the Authorities

Rhovan Mine has appointed HR Manager to communicate with the authorities on issue pertaining to Social and Labour Plan.

8.10 Strategic Action Plan to Communicate with the Authorities

Communication with Authorities Strategic Action Plan	Responsible Party	Date to be completed
Communicate with the authorities on issues related to SLP	HR Manager	2027
Submit the annual reports to the DMR	HR Manager	2027
Coordinate the DMR visits to site for audits and inspection	HR Manager	2027

8.11 Post-Closure Planning

Rhovan mine will engage with the Bakwena Ba Mogopa traditional council and municipality on the use of mine property especially buildings for the benefit of the communities. The mining and plant area will be rehabilitated and rendered suitable as grazing land as per environmental management programme. The plant infrastructures will be sold or taken to other Glencore sites; however, the plan is to leave behind the buildings such as operational building, pink palace, administration building, training centre, canteen for community use.

8.12 Social And Labour Plan (SLP) Communication Plan

To follow the requirements of the MPRD Act (specifically regulation 46(f)) Rhovan Mine will ensure that each employee is informed about the provisions laid out in the mine's SLP as well as progress in achieving the aims on an annual basis. Clear, effective, and participative communication of the Social and Labour Plan, including using the Career Progression Plans, Skills Development Plan and Worker's Forums to ensure it is communicated on a level that each worker can grasp.



8.13 Strategic Action Plan to Communicate the Social and Labour Plan

SLP Communication Strategic Action Plan	Responsible Person	Date to be completed
Monthly SLP meeting are held between management and union	HR Manager	2027
Management and Shop steward meeting to be used to communicate SLP	HR Manager	2027
Training and Development meeting to be used to address training and other HRD issues.	HR Manager	2027
Employment Equity meeting to be used to address EE issues	HR Manager	2027
Future Forum meeting to be used to address the SLP Issues	HR Manager	2027

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**SECTION 9**

**FINANCIAL PROVISION**

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**9. FINANCIAL PROVISION**

**9.1 FINANCIAL PROVISION (REGULATION 46 (E))**

In terms of Section 23(1) (e) of the MPRDA “The Minister grant a mining right if the applicant has provided financially and otherwise for the prescribed Social and Labour Plan”. The Mine therefore aims to provide financially for each component of the Social and Labour Plan, with the following measures taken for each of the key elements:-

- Human Resource Development Programme.
- Local Economic Development Programme.
- Management of Downscaling and Retrenchment.

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9.2 SUMMARY OF FINANCIAL PROVISION FOR KEY SLP ELEMENTS FOR 2023 – 2027

9.2.1 Financial Provision for Human Resource Development Programmes

Description	2023	2024	2025	2026	2027	Total
Adult Education and Training	R 52 734	R 56 425	R 60 375	R 64 601	R 69 124	R 303 259
L1 Engineering	R 421 440	R 442 512	R 464 638	R 487 869	R 512 263	R 2 328 722
Learnerships	R 6 471 792	R 6 924 817	R 7 409 555	R 8 483 199	R 8 483 199	R 37 772 562
Core and Non-Technical Business Skills Training	R 1 070 553	R 1 145 492	R 1 225 676	R 1 311 473	R 1 403 277	R 6 156 471
Portal Skills Training - Rhovan Mine Employees	R 400 000	R 428 000	R 457 960	R 490 017	R 524 318	R 2 300 296
Portal Skills Training - Community Members	R 500 000	R 535 000	R 572 450	R 612 522	R 655 398	R 2 875 370
Maths and Science Scholarship	R 425 000	R 454 750	R 486 583	R 520 643	R 557 088	R 2 444 064
School Computerization	R 454 750	R 486 583	R 520 643	R 557 088	R 596 084	R 2 615 149
Mentorship	R 100 000	R 107 000	R 114 490	R 122 504	R 131 080	R 575 074
External Full Time Bursary	R 168 576	R 180 376	R 193 003	R 206 513	R 220 969	R 969 437
Internal Full Time Bursary	R 182 325	R 195 088	R 208 744	R 223 356	R 238 991	R 1 048 503
External Internship	R 960 000	R 1 027 200	R 1 099 104	R 1 176 041	R 1 238 991	R 4 501 336
<b>Total</b>	<b>R11 207 170</b>	<b>R11 983 243</b>	<b>R12 813 220</b>	<b>R14 255 828</b>	<b>R13 630 782</b>	<b>R63 890 243</b>

Financial provision for development to build capacity for employability or entrepreneurial purposes.



9.2.2 Financial Provision for Local Economic Development

Items	Description	2023	2024	2025	2026	2027	Total	Grand total	%
Bethanie Clinic	2 x ambulances (Bethanie Clinic)	R0	R0	R0	R3 000 000	R0	R3 000 000	R3 000 000	1.89%
Multipurpose Centre	Multipurpose Centre Infrastructure	R0	R0	R14 700 000	R7 000 000	R0	R21 700 000	R21 700 000	13.68%
Provision of Water	Water reticulation	R10 000 000	R20 000 000	R0	R0	R0	R30 000 000	R50 621 568	31.91%
	Pumping water services	R3 120 000	R3 369 600	R3 639 168	R0	R0	R10 128 768		
	Solar towers	R1 000 000	R1 000 000	R1 000 000	R1 000 000	R0	R4 000 000		
	Drilling boreholes	R2 000 000	R2 160 000	R2 332 800	R0	R0	R6 492 800		
Resurface Road in Maumong	Resurface (1km) road in Maumong	R0	R7 000 000	R0	R0	R0	R7 000 000	R7 000 000	4.41%
Sports and Recreation	Build sports field - Modikoe	R5 000 000	R2 000 000	R0	R0	R2 000 000	R9 000 000	R34 750 000	21.90%
	Upgrade sports field - Berseba	R3 000 000	R3 000 000	R3 000 000	R2 000 000	R2 500 000	R13 500 000		
	Upgrade sports field - Bethanie	R0	R0	R3 000 000	R1 500 000	R1 000 000	R5 500 000		
	Upgrade sports field - Makolokwe	R2 000 000	R0	R1 000 000	R3 750 000	R0	R6 750 000		
Building High School	Build a new School Infrastructure - Bakwena High School	R0	R30 000 000	R0	R0	R0	R30 000 000	R35 670 000	22.48%
Build School Admin Block	Build Administration Block - Lerothodi High School	R0	R0	R0	R3 000 000	R0	R3 000 000		
	Build toilets - Mojagedi HS	R0	R0	R0	R1 500 000	R0	R1 500 000		
School Classrooms	Build two Classrooms - Mamogale Segale Primary School	R1 170 000	R0	R0	R0	R0	R1 170 000		
Agriculture Sponsorship	Sponsor Agricultural Business Activities	R1 500 000	R0	R3 000 000	R0	R0	R4 500 000	R4 500 000	2.84%
High Mast Light	Additional and Fixing Existing High Mast Lights	R0	R1 400 000	R0	R0	R0	R1 400 000	R1 400 000	1%
<b>Total</b>		<b>R28 790 000</b>	<b>R69 929 600</b>	<b>R31 671 968</b>	<b>R22 750 000</b>	<b>R5 500 000</b>	<b>R158 641 568</b>	<b>R158 641 568</b>	<b>100.00%</b>

**9.2.3 Financial Provisions for Procurement Opportunities**

Items	Description	2023	2024	2025	2026	2027	Total
Procurement Opportunities	Enterprise Development	R3 740 143	R3 893 435	R3 066 139	R3 438 564	R3 500 000	R17 638 281
	Supplier Development	R7 480 287	R7 786 870	R6 132 278	R6 877 123	R7 000 000	R35 276 558
<b>Total</b>		<b>R11 220 430</b>	<b>R11 680 305</b>	<b>R9 198 417</b>	<b>R10 315 687</b>	<b>R10 500 000</b>	<b>R52 914 839</b>

Financial commitment provision for building capacities for enterprise and supplier development purposes

**9.2.4 Financial Provision for the Management of Downscaling and Retrenchment**

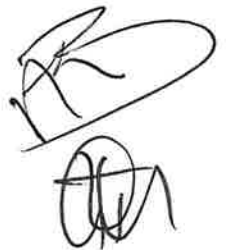
Items	2023	2024	2025	2026	2027	Total
Downscaling and Retrenchment	R3 000 000	R3 000 000	R3 000 000	R3 000 000	R3 000 000	R15 000 000
<b>Total</b>	<b>R3 000 000</b>	<b>R3 000 000</b>	<b>R3 000 000</b>	<b>R3 000 000</b>	<b>R3 000 000</b>	<b>R15 000 000</b>

Financial commitments provisions for retrenchment packages have been made.



**SECTION 10**

**UNDERTAKING**

Handwritten signature and initials in black ink, located in the bottom right corner of the page. The signature appears to be a stylized name, and the initials below it are also stylized.

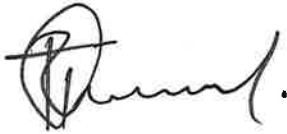
**10. UNDERTAKING**

The undertaking in terms of the Social and Labour Plan for the Rhovan Mine is made Ltd by Mr Adriaan Brugman, General Manager.

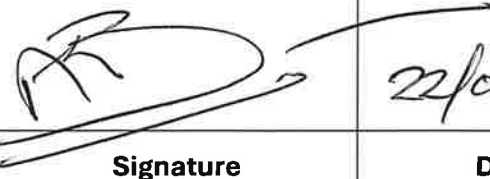
I, \_\_\_\_\_ the undersigned and duly authorised thereto by Rhovan Mine, undertake to adhere to the information, requirements, commitments, and conditions as set out in the Social and Labour Plan for Rhovan Mine.

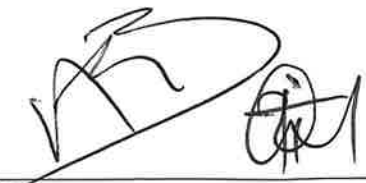
In addition, the contents of this Social and Labour Plan and all subsequent revisions and performance assessments, will be made available to all employees and stakeholders.

**10.1 His Royal Highness TRM Mamogale**

HRH TRM Mamogale	Kgosikgolo Mamogale		22-01-2025
<b>Name and Surname</b>	<b>Designation</b>	<b>Signature</b>	<b>Date</b>

**10.2 Chief Operating Officer - Rhovan Mine**

Adriaan Brugman	COO – Vanadium Division		22/01/25
<b>Name and Surname</b>	<b>Designation</b>	<b>Signature</b>	<b>Date</b>



11. **RLM SLP ENDORSEMENT**

**RUSTENBURG  
LOCAL MUNICIPALITY  
OFFICE OF THE MUNICIPAL MANAGER**



P O Box 16, Rustenburg, 0300, North West Province, South Africa  
Tel: (014) 590 3216 Email [mdire@rustenburg.gov.za](mailto:mdire@rustenburg.gov.za)

**RHOVAN MINE  
PLOT ROAD BAMOGALE MINE  
BETHANIE  
BRITS  
0250  
SOUTH AFRICA**

Ref: 2/4

Attention: Mr. Adriaan Brugman

**ENDOSEMENT LETTER: SUBMISSION OF SOCIAL AND LABOUR PLANS  
PROJECTS AND OTHER DEVELOPMENTAL PROJECTS**

MASECO meeting of the 21 November 2023 matter bears reference.

This serves to acknowledge receipt of your SLP 2023 – 2027 projects list for inclusion in the municipal Integrated Development Plan (IDP).

The projects are accepted as being aligned to the IDP. It will be appreciated if a quarterly progress report in respect of implementation of the projects can be received regularly.

Thanks for your continuous corporation and support.

Yours in service,

  
ADV. Khuduge  
MUNICIPAL MANAGER  
08 December 2024


**RUSTENBURG**  
**LOCAL MUNICIPALITY**  
**OFFICE OF THE EXECUTIVE MAYOR**



P O Box 16, Rustenburg, 0300, North West Province, South Africa  
 Tel: (014) 590 3408 Fax: (014) 590 3176 Email: [nmmemezi@rustenburg.gov.za](mailto:nmmemezi@rustenburg.gov.za)

MINUTES		21 NOVEMBER 2023 08H00-10H00	
MASECO MEETING WITH RHOVAN MINE AT CIVIC CENTRE			
The Executive Mayor			
DISCUSSIONS / ACTION [Decision]		WHO	WHEN
Chairperson of the meeting		MMC PHUTU	
1. OPENING AND WELCOME <ul style="list-style-type: none"> <li>The Acting Executive Mayor welcomed everyone.</li> </ul>		MMC Phutu	
2. INTRODUCTION <ul style="list-style-type: none"> <li>All introduced themselves</li> </ul>			
3. APOLOGIES <ul style="list-style-type: none"> <li>Executive Mayor</li> <li>Municipal Manager</li> </ul>		All	
4. MATTERS FOR DISCUSSIONS <p>4.1 Detailed report on the SLP commitments with budget and actual Expenditure, challenges and milestone on those projects including But not limited to:</p> <ul style="list-style-type: none"> <li>Housing</li> <li>Skills development</li> <li>Employment</li> </ul> <p>4.2 New SLP proposed projects with timelines and its alignment With IDP which include among other roads, water and Electricity.</p>		All	

5. List of procurement opportunities for locals to support local business.		
<p>6. Discussions</p> <ul style="list-style-type: none"> <li>• The presentation is attached.</li> <li>• Both old SLP and the new SLP.</li> </ul> <p>6.1 Questions</p> <ul style="list-style-type: none"> <li>• Why is the Mathematics and Science program not initiated earlier in other lower grades at schools?</li> <li>• Why upgrades of school's classes and clinics forms part of the CSI?</li> <li>• How is the mine assisting in waste management opportunities for locals?</li> <li>• How is the solar plant farm going to assist schools with providing energy?</li> <li>• What is the mine's definition of LED?</li> <li>• How do mines access job and business opportunities in the mine?</li> <li>• What mechanisms can be utilised for the municipality to access data of locals employed and those who got business opportunities in the mine?</li> <li>• Is the mine offering its employees house subsidies?</li> <li>• Why many of the projects done by the mine are benefiting the provincial government?</li> <li>• Which recruitment strategy is the mine using to identify locals for employment?</li> <li>• What platforms are available for local students to apply for the bursary?</li> <li>• What form of assistance is available for locals during disaster periods?</li> <li>• Why don't the mines build a hospital for Rustenburg that will cater for people who are ill from the harmful environment caused by the mines?</li> <li>• What strategy is available for the mine to use when communities vandallse projects they have completed?</li> <li>• How is the community trust that the mine has developed with the traditional authority helps the community around the mine?</li> </ul> <p>6.2 Responses</p> <ul style="list-style-type: none"> <li>• The mine continues with the maintenance of projects completed.</li> </ul>	Rhovan/All	

<ul style="list-style-type: none"> <li>• Communities can always write proposals of waste management to the mine.</li> <li>• The requirements of bursaries are 70% In mathematics and science, studying towards technical courses and must be from the radius within the mine.</li> <li>• The mine communicates with the Ward Councillor and the Traditional Authority. A proof of residence both from the municipality and the traditional authority is utilised for identification.</li> <li>• There are projects that are ring fenced for the locals, as indicated in the presentation.</li> <li>• The mine will provide data quarterly to LED and improve on the communication going forward.</li> <li>• The mine provides subsidies for its employees who bought houses via the banks and gives sleeping allowances for those who stays at its premises.</li> <li>• The budget for socio economic opportunities is available and the mine is open for requests from communities.</li> <li>• The bursary advert is distributed via social media, community facilities and schools around the mine.</li> </ul>		
<p>7. Way forward</p> <ul style="list-style-type: none"> <li>• The mine to engage with the IDP and LED offices for alignment of projects.</li> <li>• The mine to make corrections on the new SLP and submit it back to IDP and LED for ratification.</li> <li>• After ratification of the document, the Chairperson (Acting Executive Mayor) be mandated to engage Municipal Manager to issue endorsement letter to the mine.</li> </ul>	<p>IDP LED IGR</p>	
<p>8. Date of the next meeting</p> <ul style="list-style-type: none"> <li>• Meeting adjourned at 12h23</li> </ul>		
<p>Signature: </p> <p>CUR PHUTU MMG LOCAL ECONOMIC DEVELOPMENT</p>		

# RUSTENBURG LOCAL MUNICIPALITY OFFICE OF THE EXECUTIVE MAYOR



P O Box 16, Rustenburg, 0300, North West Province, South Africa  
Tel: (014) 590 3178 Fax: (014) 590 3178

**SUBJECT:** MASECO MEETING WITH RLM AND RHOVAN MINE  
**DATE:** 21 NOVEMBER 2023  
**VENUE:** CIVIC VENTER, CAUCUS ROOM 2  
**TIME:** 08:130

NAME & SURNAME	DIRECTORATE/ ORGANISATION	CONTACT DETAILS	E-MAIL	SIGNATURE
Executive Mayor: Cllr SSK Huma	RLM- OEM	014 590 3004	Executive.mayor@rustenburg.gov.za	
KARABO PHUZA	RLM MMX DLED	0732105113	carabok@rustenburg.gov.za	
SELEPHENG PULE	RLM MMC IDP	0711052480	cltphule@rustenburg.gov.za	
VIRGINIA MPUTIE	RLM- MMCDPS	08391605512	virmpuise@rustenburg.gov.za	
GLORIA MOOPELWA	RLM - IDT	0838091919	gmoopelwa@rustenburg.gov.za	

LINDA JELE	RUM - DCD	0605436459	jele@matlaburg.gov.za	
Nkomo Mantswe	RUY - BLEED	0605436413	pmantswe@matlaburg.gov.za	
HIRE KIBITZI	RUM - MVL of SPAN	0782390383	C11kibizi@matlaburg.gov.za	
Naudene le Roux	Glencore Mining Rights	0823810217	naudene.roux@glencore.co.za	
<del>Cecil Kmetz</del>	<del>Glencore Pannos</del>	<del>0845714023</del>	<del>gert.matebobe@glencore.co.za</del>	<del></del>
Hannes Venter	Glencore Pannos	0828211694	hannes.venter@glencore.co.za	
Nokuzeka Mwenyezi	RUM - ISR	0827001960	n.mwenyezi@matlaburg.gov.za	
Joseph Mngoleka	RUM - ISR (Gen)	0797747599	j.mngoleka@matlaburg.gov.za	
Dunaid Malopisi	Glencore Pannos	0765509259	dunaid.malopisi@glencore.co.za	
Nambulelo Xatasa	Cik MMC DCD	K3103 0739973602	xatasa.nambulelo@gmail.com, N.Sibela	
Thabang Rampara	MMC DTS	0762605590	thabangrampara1@gmail.com	
Solly Bere	Manyanosentia	X3450	SollyBere@matlaburg.gov.za	
Nkubeng Tsimota	RUM - ISR	X3686	nkubeng@matlaburg.gov.za	

Items	Description	2023	2024	2025	2026	2027	Total	Grand total	% Allocation
Bethanie Clinic	2 x ambulances (Bethanie Clinic)	RO	RO	RO	R3 000 000	RO	R3 000 000	R3 000 000	1.89%
Multipurpose Centre	Multipurpose Centre Infrastructure	RO	RO	R14 700 000	R7 000 000	RO	R21 700 000	R21 700 000	13.68%
Provision of Water	Water reticulation	R10 000 000	R20 000 000	RO	RO	RO	R30 000 000	R50 621 568	31.91%
	Pumping water services	R3 120 000	R3 359 500	R3 639 158	RO	RO	R10 128 758		
	Solar towers	R1 000 000	R1 000 000	R1 000 000	R1 000 000	RO	R4 000 000		
	Drilling boreholes	R2 000 000	R2 160 000	R2 332 800	RO	RO	R6 492 800		
<b>Resurface Road in Maumong</b>	<b>Resurface (1km) road in Maumong</b>	RO	R7 000 000	RO	RO	RO	R7 000 000	R7 000 000	4.41%
Sports and Recreation	Build sports field - Modikoe	R5 000 000	R2 000 000	RO	RO	R2 000 000	R9 000 000	R34 750 000	21.90%
	Upgrade sports field - Berseba	R3 000 000	R3 000 000	R3 000 000	R2 000 000	R2 500 000	R13 500 000		
	Upgrade sports field - Bethanie	RO	RO	R3 000 000	R1 500 000	R1 000 000	R5 500 000		
	Upgrade sports field - Makolokwe	R2 000 000	RO	R1 000 000	R3 750 000	RO	R6 750 000		
Building High School	Build a new School Infrastructure - Bakwena High School	RO	R30 000 000	RO	RO	RO	R30 000 000	R35 670 000	22.48%
Build School Admin Block	Build School Administration Block - Lerathodi High School	RO	RO	RO	R3 000 000	RO	R3 000 000		
Ablution	Build toilets - Molegedi High School	RO	RO	RO	R1 500 000	RO	R1 500 000		
School Classrooms	Build two Classrooms - Mamogale Segale Primary School	R1 170 000	RO	RO	RO	RO	R1 170 000		
Agriculture Sponsorship	Sponsor Agricultural Business Activities	R1 500 000	RO	R3 000 000	RO	RO	R4 500 000	R4 500 000	2.84%
High Mast Light	5 X Additional and Fixing Existing High Mast Lights	RO	R1 400 000	RO	RO	RO	R1 400 000	R1 400 000	1%
<b>Total</b>		R28 790 000	R69 929 600	R31 671 968	R27 750 000	R5 500 000	R158 641 568	R158 641 568	100.00%



# Office of the Premier

North West Provincial Government  
REPUBLIC OF SOUTH AFRICA



3<sup>rd</sup> Floor, Ga-Rona Building  
Private Bag X129,  
MMABATHO  
2735

## COMMUNICATION SERVICES

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E-mail:BSetswambung@nwpg.gov.za

### MINUTES: STAKEHOLDER ENGAGEMENT MEETING – PROVINCIAL GOVERNMENT, GLENCORE AND COMMUNITY

VENUE: BAKWENA BUSINESS HUB – BETHANIE

DATE: FRIDAY, 24 MAY 2024 TIME: 11H00

ITEM NO.	ITEMS	DISCUSSION	RESPONSIBLE	TIME FRAME
	Opening & Welcome	<ul style="list-style-type: none"> <li>- The Chairperson MEC Virginia Tlhapi opened the meeting and welcomed everyone.</li> <li>- MEC emphasized Government's intention to work with community of Bethanie to resolve the impasse between Glencore Mine and the community.</li> <li>- MEC requested cooperation from all attendees.</li> </ul>	MEC Tlhapi	
	Introduction	<ul style="list-style-type: none"> <li>- Provincial Government reps</li> <li>- Bethanie Community Leaders</li> <li>- Maumong Leaders</li> <li>- Kgabalatsane Leaders</li> <li>- Jericho Leaders</li> <li>- Glencore</li> </ul>	All	
	Verification of representation and inputs from attendees	<ul style="list-style-type: none"> <li>- MEC Tlhapi verified the representation of community structures and those from other Bakwena villages by introduction of community reps from all villages.</li> </ul>	MEC Tlhapi & Community Leaders	

		<p><b>Inputs from attendees</b></p> <p><b>Rep -1</b></p> <ul style="list-style-type: none"> <li>- The legitimate structure is the traditional council. Bakwena are not united. People from Jericho and other villages are not well represented and they are not employing people from all the Bakwena villages.</li> <li>- People are using others to push their own interest. People are disrespecting Kgosi and the traditional council.</li> </ul> <p><b>Rep -2</b></p> <ul style="list-style-type: none"> <li>- People from different villages were not represented in the recently held community meeting. They were not transported to the meetings. There's no SLP since 2022.</li> </ul> <p><b>Rep- 3</b></p> <ul style="list-style-type: none"> <li>- Let everyone participate so that we get to resolve the matter.</li> </ul> <p><b>MEC</b></p> <ul style="list-style-type: none"> <li>- You are acknowledging that there is a traditional council and there's Kgosi and that we need to consult with the communities. We must have community engagement so that we can have legitimate structure elected by the community.</li> </ul>		
	<p><b>Further remarks</b></p>	<ul style="list-style-type: none"> <li>- In this emergency meeting how do we make sure that everyone is represented? We are not sure that the community is well represented in this meeting.</li> <li>- We need to do radio announcements and hold meetings to make sure that we cover everyone. Through Kgosi we will host the Kgothakgothe to resolve issues of community representation and community structures.</li> <li>- We are aware of the working committee but some people were not aware of the committee.</li> <li>- The traditional council matter will be handled by the Department of Cooperative Governance and Traditional Affairs.</li> </ul>	<p><b>MEC Tlhapi</b></p>	
	<p><b>FURTHER INPUT ON REPRESENTATION</b></p>	<ul style="list-style-type: none"> <li>- Dr. Bole – Let us deal with opening the mine and getting people employed as soon as possible. We will then deal with forming</li> </ul>	<p><b>Dr Bole</b></p>	

		structure through Kgothakgothe meetings. <b>10 minutes break</b>	ALL
<b>BREAK</b>			
<b>Remarks</b>		<ul style="list-style-type: none"> <li>- We continue with the composition of the meeting and allow Glencore to present.</li> <li>- Issues about traditional council will be handled by CoGTA and the Provincial Government Technical Team.</li> <li>- We will inform Kgosisigolo about the hosting of Kgothakgothe.</li> <li>- They can do SLP public participation during the Kgothakgothe.</li> </ul> <p><b>THE MEETING AGREED TO BREAK AND RECEIVE PRESENTATION FROM GLENCORE</b></p>	<b>MEC &amp; ALL</b>
<b>BREAK</b>		<b>BREAK</b>	ALL
<b>Introduction</b>		<b>Round of introductions with Glencore in the meeting</b>	ALL
<b>Glencore presentation</b>		<ul style="list-style-type: none"> <li>- I'm going to give feedback and clarity on some issues but the community is negotiating in bad faith because we want operations to continue.</li> <li>- There are demands from the community and we are inundated by requests from many groups. We don't know the leaders of the strike. That is why we do things through the traditional council. If this changes, please need to let us know.</li> </ul> <ol style="list-style-type: none"> <li>1. Unemployment – We will employ 70 people which is local labour. Additional intake of 70 will be done soon.</li> <li>2. Currently we are using fixed terms of 180 people already using local labour and local business people.</li> <li>3. All opportunities we advertise them in the portal so that everyone must have equal opportunity to apply or tender.</li> <li>4. Solar farm is a big project that is coming. Electronics and panels have been ordered. We will be using local people. The panels will be cleaned and changed, so we will have a crew to be appointed for maintenance.</li> <li>5. We are planning to do other solar farms and this will help the</li> </ol>	<b>Mr Brugman Mr Molapisi Mr Condrad</b>

		<p>country in terms of generating the electricity because we are experiencing load shedding.</p> <p>6. Local labour used is sourced from labour recruitment office. We are not advertising in other province and we are putting pressure on contractors to use local labour.</p> <p>7. There's always a gap between the mine, contractors and the recruitment office. We need to have a recruitment office at the mine so that we can close this gap.</p> <p>8. We will employ a lot of local to do the cleaning including cleaning of the streets in the community. Those are the jobs we can create. We are using 180 fixed terms. Some will work a bit longer. That's our commitment.</p> <p>9. Vanadium is under pressure and we losing profits. We do have customers to supply. We do 99% exports. South Africa don't use a lot of vanadium. All our supplies are exports. We have built relationships and must maintain them.</p>		
	<p><b>Questions, Comments and Clarity</b></p>	<p><b>Rep 1</b></p> <ul style="list-style-type: none"> <li>- Kgosi and the traditional council is the legitimate structure to report to.</li> <li>- Local business must do 30% in the big contracts.</li> <li>- Who benefits from the solar farm between the community and the mine? If it benefits the mine why is it under SLP?</li> </ul> <p><b>Rep 2</b></p> <ul style="list-style-type: none"> <li>- How soon can we employ people?</li> <li>- Recruitment is very much imbalanced. We need to hire people from other villages.</li> </ul> <p><b>Rep 3</b></p> <ul style="list-style-type: none"> <li>- We are doing our best to hire people from other villages. We are working on a website to ensure that we advertise jobs and that everyone who qualifies gets a fair chance.</li> <li>- One person was drunk and contracts of other workers were terminated. Please assist us on that.</li> </ul>	<p><b>Community Leaders</b></p>	

	<p><b>Rep 4</b></p> <ul style="list-style-type: none"> <li>- On the side of RFQ it must only be locals.</li> <li>- Evergreen projects – when were they signed? We need to review those contracts.</li> </ul> <p><b>Rep 5</b></p> <ul style="list-style-type: none"> <li>- Why is there an exchange of PPEs from one person to the other?</li> </ul> <p><b>Rep 6</b></p> <ul style="list-style-type: none"> <li>- Some villages were not catered for during employment. We need to be clear in terms of how many people per village will be employed. Jericho was not covered when people were hired. We need to divide the employment to other villages in terms of numbers.</li> </ul> <p><b>Rep7</b></p> <ul style="list-style-type: none"> <li>- There should be 40% representation of locals in all levels of mine management.</li> </ul> <p><b>Rep 8</b></p> <ul style="list-style-type: none"> <li>- We need to discuss people that are working already and that are not from Bakwena.</li> <li>- You have 330 contractors. We need to recheck the contractors and see if they are local contractors. The contractors must then hire local and the number will increase.</li> <li>- Is the mine in good standing in terms of the licensing?</li> </ul> <p><b>Rep 9</b></p> <ul style="list-style-type: none"> <li>- We need to get someone who understands human resource management because there are people from outside who are hired. We can tell that there are people who are coming from outside.</li> <li>- Glencore don't have proper development programme for young people. No local economic development programme.</li> <li>- You need to have proper structure to communicate with people about the mine.</li> <li>- Something need to be done to deal with road infrastructure because your trucks are driving on it. You have a tarred road to</li> </ul>		
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		<p>the mine but villages have dusty roads.</p> <ul style="list-style-type: none"> <li>- We need to have water taps in the yards. We need to discuss things with the community. We need to consult with communities.</li> <li>- In Community development you need to be in touch with what is on the ground. Lerethodi High school asked for money and was declined.</li> </ul>		
	<p><b>RESPONSE GLENCORE</b></p>	<ul style="list-style-type: none"> <li>- <b>Employment</b> - We will employ 70 and another 70 soon. This is for a period of 6 months</li> <li>- There are opportunities to develop the youth through bursaries and scholarships. For those who are not employed they can then be trained. There's also agricultural programme to train people to become employers.</li> <li>- <b>Water</b> – SLP is covering water infrastructure. 6km of pipe laying for the project has been covered and we busy doing the remaining distance. Three water reservoirs will be erected in 3 villages.</li> <li>- <b>Education.</b> There will be double-story school that will be build. We will also build multipurpose center and buy ambulances for local clinic. We are going to train nurses as well.</li> <li>- We are committed to the process and we are ready to engage.</li> <li>- We are fragmented at the moment but we want to talk to legitimate structures.</li> <li>- We need to get the mine operational so that we can do all these things.</li> <li>- We have bursaries and scholarships. We are training people.</li> <li>- <b>Lack of representation</b> – As soon as the trustees are appointed then board is appointed, everything business will be discussed with the trust. We will do the double checking of the process. Those elected will vetted by the Master of the High Court. We want to make it work.</li> <li>- <b>Local economic development</b> – We got programmes and opportunities. Percentage on the local business participation is</li> </ul>	<p><b>Mr. Brugman</b> <b>Mr. Conrad</b> <b>Mr Molapisi</b></p>	

very low. We are capacitating the people. If you have business proposal, we have people that can assist you including with the procurement processes and pricing. We have 26% local participation in the procurement.

- **Infrastructure development** – It is done through the SLP even though we are late with 2 yrs because the SLP is not yet approved. The percentage is based on our profit net after tax as prescribed by law.

- **Bakwena Trust** – The trust can't work without the trustees. It is not Glencore's responsibility to appoint board of trustees. If you want the money you must appoint the trustees. The trustees will decide how the money is used and they will give account on the money used. We hope there will be transparency.

- The loan of the community which is 26% percentage has been paid in full. All villages must have the representative in the board.

- **SLP** – The SLP remains very important and it is our vehicle for development. If you go into consultation meetings we will get it approved in 3yrs. We can share the current document with you.

- Recruitment unbalanced - That's your problem to fix.

- For bursaries we have 2 per year. We take as much interns as we can for a year or 2.

- The solar panels are the biggest cost drivers and are available in China. We are open to include local business on the rest of the opportunities. Close to 70 million of contract is allocated to locals and it's for cameras, substation, civil works. The big money is going into local labour

- **Group contracts** – we advertise. We can discuss with the business for some of the products. 4 or 5 trucks go to the coast every week. Every opportunity have its own challenges. There are opportunities but we don't want to set up for failure.

- PPE exchange we will investigate that one.

- We will discuss the laborers with contractors. We are already talking to other contractors.

	<ul style="list-style-type: none"> <li>- With regard to the bus, we can't transport people from everywhere. It is a privilege for closer villages. If they have a problem of transport they must move closer.</li> <li>- <b>SLP</b> – We did follow proper protocol. If you want to know what is in the SLP we can share it. If you want to review the SLP it will take you 3 years to be approved. It is a good SLP the major inputs are coming from the municipality.</li> <li>- With list of contractors, it depends on the POPI Act. We do put out the report on our spending on different categories.</li> <li>- The license is in place. The SLP is the pillar of the mining license.</li> <li>- <b>LED</b> – we can improve on it. We are open for suggestions.</li> <li>- <b>There's a court appeal on Trust</b> – They elected themselves and others cannot be the trustees. We took it upon ourselves to challenge it because it's going to come back to us. We are protecting Glencore and the community. We are waiting for the court date. If the trustees are appointed successfully the case will not be necessary.</li> <li>- <b>Road</b> – There was no maintenance on the road that is why it has collapsed. The department must maintain the road. We are happy that the contractor was announced to fix the road.</li> <li>- We have put solutions in place for water supply so that people must not go around with wheel barrows. One of the priorities is to ensure water provision to the community.</li> <li>- Lerothodi project is progressing. We have put ceilings and other things. It's not only Lerothodi that we are assisting, we are doing other schools. We are building admin block for Lerothodi as well.</li> <li>- The graveyards are being maintained.</li> <li>- We can look at establishing factories like producing PPE, so that you can employ the people. There is a lot that can be done in the community</li> <li>- We can share the CSI policy. We need to look at farming projects to produce food. Bakwena have a lot of land. We can plant sunflower and other things.</li> </ul>		
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	<p><b>Follow Up Questions</b></p>	<p><b>Rep 1</b></p> <ul style="list-style-type: none"> <li>- I have never seen the consultations for SLP. Only one company came for some project and there was no consultation.</li> <li>- 70 Will be employed for 6months and when are others going to be employed?</li> </ul> <p><b>Rep 2</b></p> <ul style="list-style-type: none"> <li>- People are being exploited with rate per hour.</li> </ul> <p><b>Rep 3</b></p> <ul style="list-style-type: none"> <li>- SLP the consultation has not happen.</li> <li>- We request dropping of criminal case against the protester and covering of medical charges.</li> </ul> <p><b>Rep 4</b></p> <ul style="list-style-type: none"> <li>- SLP does not represent the community but the municipality. Let's have the copies of the SLP and verify the submitted projects.</li> </ul> <p><b>MEC</b> - Glencore will avail the SLP documents to us.</p> <p><b>Rep 5</b></p> <ul style="list-style-type: none"> <li>- It is illegal to never have the SLP in place for two years. We need a date for consultation</li> <li>- When are you circulating the CSI policy? Give us dates and programmes.</li> </ul> <p><b>Rep 6</b></p> <ul style="list-style-type: none"> <li>- We needed to know the list of contractor to verify if its local contractors. This might push the numbers up of employment up.</li> </ul>	<p><b>Community Leaders</b></p>	
	<p><b>RESPONSE AND RESOLUTIONS</b></p>	<ul style="list-style-type: none"> <li>- MEC – SLP will be made available and workshopped to all affected parties. Based on the outcome further consultation can still be done.</li> <li>- Establishment of Trustees - The technical team of government will ensure that it gets finalized as a matter of urgency.</li> <li>- Let's allow the opening of the mine immediately and implement the immediate decisions. ie. 70 people must be hired and</li> </ul>	<p><b>MEC Thapi</b></p>	

		<p>additional 70 plus later.</p> <ul style="list-style-type: none"> <li>- Provincial government will engage with Kgosisigolo to start with the Kgothakgothe as soon as possible to establish community structures to ensure fair representation across all villages.</li> <li>- We will have to follow up meeting to discuss all outstanding issues which will be handled by the technical team and ensure full implementation.</li> <li>- Corporate Social Investment be shared with the community and community structures.</li> <li>- <b>Date of the next time – Tuesday, 28 May 2024 (10h00)</b></li> <li>- All parties agreed that the mine will be opened on <b>Saturday 25 May 2024</b></li> <li>- On <b>Monday 27 May 2024</b> - 70 people will be hired.</li> </ul> <p><b>Meeting Closed</b></p> <p><b>END</b></p>		
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# RUSTENBURG

## LOCAL MUNICIPALITY

### OFFICE OF THE MUNICIPAL MANAGER

P O Box 16, Rustenburg, 0300, North West Province, South Africa  
Tel: (014) 590 3216 Email: [info@rustenburg.gov.za](mailto:info@rustenburg.gov.za)



RHOVAN MINE  
PLOT ROAD BAMOGALE MINE  
BETHANIE  
BRITS  
0250  
SOUTH AFRICA

Ref: 2/4

Attention: Mr. Adriaan Brugman

ENDORSEMENT LETTER: SUBMISSION OF SOCIAL AND LABOUR PLANS  
PROJECTS AND OTHER DEVELOPMENTAL PROJECTS

MASECO meeting of the 21 November 2023 matter bears reference.

This serves to acknowledge receipt of your SLP 2023 – 2027 projects list for inclusion  
in the municipal Integrated Development Plan (IDP).

The projects are accepted as being aligned to the IDP. It will be appreciated if a  
quarterly progress report in respect of implementation of the projects can be received  
regularly.

Thanks for your continuous corporation and support.

Yours in service,

  
ADV. S. Khuduge

MUNICIPAL MANAGER  
08 December 2024

# RUSTENBURG

## LOCAL MUNICIPALITY


### OFFICE OF THE EXECUTIVE MAYOR



P O Box 16, Rustenburg, 0300, North West Province, South Africa  
 Tel: (014) 590 3408 Fax: (014) 590 3176 Email: [mmmemezi@rustenburg.gov.za](mailto:mmmemezi@rustenburg.gov.za)

MINUTES		21 NOVEMBER 2023 08H00-10H00	
MASECO MEETING WITH RHOVAN MINE AT CIVIC CENTRE			
The Executive Mayor			
DISCUSSIONS / ACTION [Decision]	WHO	WHEN	
Chairperson of the meeting	MMC PHUTU		
1. OPENING AND WELCOME <ul style="list-style-type: none"> <li>The Acting Executive Mayor welcomed everyone.</li> </ul>	MMC Phutu		
2. INTRODUCTION <ul style="list-style-type: none"> <li>All introduced themselves</li> </ul>			
3. APOLOGIES <ul style="list-style-type: none"> <li>Executive Mayor</li> <li>Municipal Manager</li> </ul>	All		
4. MATTERS FOR DISCUSSIONS <ul style="list-style-type: none"> <li>4.1 Detailed report on the SLP commitments with budget and actual Expenditure, challenges and milestone on those projects including But not limited to:               <ul style="list-style-type: none"> <li>Housing</li> <li>Skills development</li> <li>Employment</li> </ul> </li> <li>4.2 New SLP proposed projects with timelines and its alignment With IDP which include among other roads, water and Electricity.</li> </ul>	All		

<p>5. List of procurement opportunities for locals to support local business.</p>	
<p>6. Discussions</p> <ul style="list-style-type: none"> <li>• The presentation is attached.</li> <li>• Both old SLP and the new SLP.</li> </ul> <p>6.1 Questions</p> <ul style="list-style-type: none"> <li>• Why is the Mathematics and Science program not initiated earlier in other lower grades at schools?</li> <li>• Why upgrades of school's classes and clinics forms part of the CSI?</li> <li>• How is the mine assisting in waste management opportunities for locals?</li> <li>• How is the solar plant farm going to assist schools with providing energy?</li> <li>• What is the mine's definition of LED?</li> <li>• How do mines access job and business opportunities in the mine?</li> <li>• What mechanisms can be utilised for the municipality to access data of locals employed and those who got business opportunities in the mine?</li> <li>• Is the mine offering its employees house subsidies?</li> <li>• Why many of the projects done by the mine are benefiting the provincial government?</li> <li>• Which recruitment strategy is the mine using to identify locals for employment?</li> <li>• What platforms are available for local students to apply for the bursary?</li> <li>• What form of assistance is available for locals during disaster periods?</li> <li>• Why don't the mines build a hospital for Rustenburg that will cater for people who are ill from the harmful environment caused by the mines?</li> <li>• What strategy is available for the mine to use when communities vandalise projects they have completed?</li> <li>• How is the community trust that the mine has developed with the traditional authority helps the community around the mine?</li> </ul> <p>6.2 Responses</p> <ul style="list-style-type: none"> <li>• The mine continues with the maintenance of projects completed.</li> </ul>	<p>Rhovan/All</p>

<ul style="list-style-type: none"> <li>• Communities can always write proposals of waste management to the mine.</li> <li>• The requirements of bursaries are 70% in mathematics and science, studying towards technical courses and must be from the radius within the mine.</li> <li>• The mine communicates with the Ward Councillor and the Traditional Authority. A proof of residence both from the municipality and the traditional authority is utilised for identification.</li> <li>• There are projects that are ring fenced for the locals, as indicated in the presentation.</li> <li>• The mine will provide data quarterly to LED and improve on the communication going forward.</li> <li>• The mine provides subsidies for its employees who bought houses via the banks and gives sleeping allowances for those who stays at its premises.</li> <li>• The budget for socio economic opportunities is available and the mine is open for requests from communities.</li> <li>• The bursary advert is distributed via social media, community facilities and schools around the mine.</li> </ul>		
<p>7. Way forward</p> <ul style="list-style-type: none"> <li>• The mine to engage with the IDP and LED offices for alignment of projects.</li> <li>• The mine to make corrections on the new SLP and submit it back to IDP and LED for ratification.</li> <li>• After ratification of the document, the Chairperson (Acting Executive Mayor) be mandated to engage Municipal Manager to issue endorsement letter to the mine.</li> </ul>	<p>IDP LED IGR</p>	
<p>8. Date of the next meeting</p> <ul style="list-style-type: none"> <li>• Meeting adjourned at 12h23</li> </ul>		
<p>Signature: </p> <p>CLIP PHUTU MMMO LOCAL ECONOMIC DEVELOPMENT</p>		

**RUSTENBURG**  
**LOCAL MUNICIPALITY**  
**OFFICE OF THE EXECUTIVE MAYOR**



P O Box 16, Rustenburg, 0300, North West Province, South Africa  
 Tel: (014) 590 3176 Fax: (014) 590 3176

**SUBJECT:** MASECO MEETING WITH RLM AND RHOVAN MINE  
**DATE:** 21 NOVEMBER 2023  
**VENUE:** CIVIC VENTER, CAUCUS ROOM 2  
**TIME:** 08:H30

NAME & SURNAME	DIRECTORATE/ ORGANISATION	CONTACT DETAILS	E-MAIL	SIGNATURE
Executive Mayor: Cllr SSK Huma	RLM-OEM	014 590 3004	Executive.mayor@rustenburg.gov.za	
KARABO PULU	RLM MMC OED	0725105893	cll@pulu@rustenburg.gov.za	
SELEBALENG PULE	RLM MMC IDP	0711052430	cll@pule@rustenburg.gov.za	
VIRGINIA MPUTLE	RLM-MMC DPS	08395055012	cll@mpule@rustenburg.gov.za	
GLORIA MOOPELWA	RLM - IDP	0838091912	gmoopelwa@rustenburg.gov.za	

LINDA JELE	RLM - DCD	0605436459	ljele@rustenburg.gov.za	Feb
Nkomo Mantswe	RLM - DLED	060543413	pmantswe@rustenburg.gov.za	
Lee Kibeli	RLM - MML of Spain	0782390883 0823610217	clikibeli@rustenburg.gov.za	
Naudene le Royo	Glencore Mining Rights		naudene.leroyo@glencore.co.za	
Ciel Kheleza	Glencore Rhovan	0845914023	gaut.weteboer@glencore.co.za	
Hannes Venter	Glencore Rhovan	0825212694	hannes.venter@glencore.co.za	
Nokubeka Mmemezi	RLM - ISR	0827041960	mmemezi@rustenburg.gov.za	
Joseph Magalefa	RLM - ISR (can)	0797747519	jmagalefa@rustenburg.gov.za	
Dumekel Malapisi	Glencore Rhovan	0765109259	dumekel.malapisi@glencore.co.za	
Nambulelo Xatasu	Cir MMC DCD	x3103 0739973602	xatasu.nambulelo@gmail.com	N. Stélie
Thabang Rampas	MMC DTIS	0762605590	thabangrampas1@gmail.com	
Solly Bele	Manzi, riven K. 3458		sollybele@rustenburg.gov.za	
Nkumbi Tsuneta	RLM - ISR	x3686	ntsuneta@rustenburg.gov.za	

Items	Description	2023	2024	2025	2026	2027	Total	Grand total	% allocation
Bethanie Clinic	2 x ambulances (Bethanie Clinic)	R0	R0	R0	R3 000 000	R0	R3 000 000	R3 000 000	1.89%
Multipurpose Centre	Multipurpose Centre Infrastructure	R0	R0	R14 700 000	R7 000 000	R0	R21 700 000	R21 700 000	13.68%
Provision of Water	Water reticulation	R10 000 000	R20 000 000	R0	R0	R0	R30 000 000	R50 621 568	31.91%
	Pumping water services	R3 120 000	R3 369 600	R3 639 168	R0	R0	R10 128 768		
	Solar towers	R1 000 000	R1 000 000	R1 000 000	R1 000 000	R0	R4 000 000		
	Drilling boreholes	R2 000 000	R2 160 000	R2 332 800	R0	R0	R6 492 800		
	Resurface Road in Maumong	R0	R7 000 000	R0	R0	R0	R7 000 000	R7 000 000	4.41%
Sports and Recreation	Build sports field - Modikoe	R5 000 000	R2 000 000	R0	R0	R2 000 000	R9 000 000	R34 750 000	21.90%
	Upgrade sports field - Berseba	R3 000 000	R3 000 000	R3 000 000	R2 000 000	R2 500 000	R13 500 000		
	Upgrade sports field - Bethanie	R0	R0	R3 000 000	R1 500 000	R1 000 000	R5 500 000		
	Upgrade sports field - Makolokwe	R2 000 000	R0	R1 000 000	R3 750 000	R0	R6 750 000		
Building High School	Build a new School Infrastructure - Bakwena High School	R0	R30 000 000	R0	R0	R0	R30 000 000	R35 670 000	22.48%
Build School Admin Block	Build Administration Block - Lerothodi High School	R0	R0	R0	R3 000 000	R0	R3 000 000		
Ablution	Build toilets - Mojagedi High School	R0	R0	R0	R1 500 000	R0	R1 500 000		
School Classrooms	Build two Classrooms - Mamogale Segale Primary School	R1 170 000	R0	R0	R0	R0	R1 170 000		
Agriculture Sponsorship	Sponsor Agricultural Business Activities	R1 500 000	R0	R3 000 000	R0	R0	R4 500 000	R4 500 000	2.84%
High Mast Light	5 X Additional and Fixing Existing High Mast Lights	R0	R1 400 000	R0	R0	R0	R1 400 000	R1 400 000	1%
<b>Total</b>		<b>R28 790 000</b>	<b>R69 959 600</b>	<b>R31 671 968</b>	<b>R22 750 000</b>	<b>R5 500 000</b>	<b>R158 641 568</b>	<b>R158 641 568</b>	<b>100.00%</b>

*(Signature)*  
20/11/23



## **Programme**

**SLP Consultation Session Between Rhovan Mine with Kgosi Mamogale**

**Rhovan Mine**

**03 April 2023**

**(10h30 – 13h00)**

### **AGENDA**

- |   |   |                         |
|---|---|-------------------------|
| <b>1. Opening and Welcome</b>                         | - | <b>Dunkeld Molapisi</b> |
| 1.1 Attendance  |   |                         |
| 1.2 Apologies   |   |                         |
| <b>2. Matters for Discussion</b>                      |   |                         |
| 2.1 Third SLP generation (2018 – 2022) Closure Report | - | All                     |
| 2.2 Fourth SLP generation (2023 – 2027) Projects      | - | All                     |
| <b>3. Vote of Thanks and Closing</b>                  | - | <b>Adriaan Brugman</b>  |



**MINUTES OF THE SOCIAL LABOUR PLAN (SLP) CONSULTATION SESSION HELD AT RHOVAN MINE  
ON THE 03 APRIL 2023 AT 10H30**

**IN ATTENDANCE**

Adriaan Brugman	-	Glencore Rhovan Mine
Hermina Tshepe	-	Glencore Rhovan Mine
Dunkeld Molapisi	-	Glencore Rhovan Mine
Phil Swallow	-	Glencore Rhovan Mine
Kgosi TRM Mamogale	-	Bakwena Ba-Mogopa (BBM)
Solly Segoati	-	Bakwena Business Forum (BBF)
Wayne Thage	-	BBF and Office of Kgosi Representative
Morule Neo	-	BBF Secretary
Lucky Mokgosi	-	Ward Cllr Delegate
Olebogeng Malao	-	M3B2 Business Council
Phenyo Mogamisi	-	Office of Kgosi

1. OPENING AND WELCOME

Mr Dunkeld Molapisi welcomed all present at the meeting and apologies were noted.

2. THIRD SOCIAL AND LABOUR PLAN (2018 – 2022)

Mr Molapisi highlighted that the third Social Labour Plan (SLP) generation for the period 2018 – 2022, was implemented within a period of three years instead of the expected five-year period because of the two reasons namely (1) The DMRE approved the SLP one year later, in 2019 instead of 2018. (2) Another year was lost during the COVID – 19 pandemic period. The following Local Economic Development (LED) projects were presented:-

2.1 Kortbegrip Bulk Water Supply

Mr Molapisi indicated that the mine entered partnership with Rustenburg Local Municipality (RLM), Magalies Water (MW) and Bakwena Ba-Mogopa Traditional Council to augment constraint water pipes and ensure constant water supply to the host communities. MW will install parallel pipeline of 250mm diameter for 23km from Kortbegrip reservoir to Modikoe and Berseba reservoirs and there will be second phase of the pipeline which will transport water from Bethanie reservoir to Makolokwe reservoir for +- 12km distance. Glencore Rhovan spend R11.5million of its budget on designs and engineers and the R8.5million balance will be used to refurbish the existing boreholes. Mr Thage asked when will the refurbishment happen? It was confirmed that the mine was waiting for the design concepts and will thereafter consult with the Rustenburg Local Municipality for a go ahead. Kgosi appealed that the monies budgeted for Kortbegrip bulk water supply should be spend on reticulation to ensure supply of water to the community members.

Mr Swallow said that the project cost was unknown, and the mine initiated that the project designs should be compiled in order to establish the budgets. Kgosi emphasized that he would like to see the local engineers participating on the project. The mine explained that the scope of work was compiled from the information which was supplied by the municipality and the opportunity was advertised on the information portal, to alert the local companies about the existing opportunity, so that they could participate. It was further highlighted that the project was not completed and there was still an opportunity for the locals to participate.

Kgosi raised his concerns about decision been made on his behalf that the community to the effect that the community monies will be used as a contribution towards the Kortbegrip bulk water project. The mine clarified that it did not make the decision on behalf of the community, but the Traditional Council stated that they will investigate the possibility to participate. Kgosi cautioned against over reliance on the municipalities because they are not functioning optimally at the moment. Mr Malao suggested that Kgosi should convene a meeting with the Mayor to ensure that water is delivered to the people. Mr Swallow stated the Mayor was already involved with the project, as she convened a meeting to discuss the project.

## 2.2 School computerization

Mr Molapisi indicated that the mine procured 40 computers and the remaining balance of the budget will be spend on the information technology structure for the schools. Kgosi asked if the mine intend to buy computers, or they were already procured. Mr Molapisi confirmed that the computers were bought and stored at the mine.

## 2.3 Building classrooms at Dimapo Primary School

Mr Molapisi stated that the mine budgeted R600k but spend R900k, the expenditure included the school furniture.

## 2.4 Development of the Sports fields

Mr Molapisi presented the progress on the development of the sports fields and refurbishments in line with the third SLP generation. Mr Thage asked if the local businesses were forming Joint Ventures with the experienced contractors? Mr Molapisi responded in affirmation and indicated that local business form partnerships with the experts in doing specialized jobs. Mr Brugman said that the mine does not match the local companies with the specialized contractors, but the individuals themselves, approach specialist companies and form JVs. Mr Thage indicated that the procurement department should ensure that all the projects reflect local content. Mr Brugman said that the mine will respond later on the request. The following progress was registered:-

### 2.4.1 Berseba Sports field

The sports field has been completed and the following upgrades are being done:-

- Athletic tracks were constructed.
- Cricket and netball facilities is developed.

### 2.4.2 Makolokwe Sports field

Makolokwe sports field pitch has been completed.

### 2.4.3 Bethanie Sports field

The following refurbishments were done at Bethanie Sports field:-

- Clearview fence was erected around netball facility.
- Netball facility was redone.
- Outdoor gym facilities were installed.

## 2.5 Agricultural projects

Mr Molapisi presented the agricultural interventions which consisted of the following:-

- Agricultural Learnerships whereby 23 local youth were trained
- Agricultural inputs which consisted of the production seeds and fertilizers
- Livestock farming

Kgosi asked if the beneficiaries of these agricultural inputs were self-sustainable. Mr Molapisi stated that the setback to the farming communities was brought about by Covid-19 period because almost everything came to a standstill. Kgosi further asked if there were plans to develop the agricultural learners who completed the program. Mr Molapisi said that there were two learners who have secured a farm and have started with farming and there was another youth who participated in the program (the person holds a degree or diploma in agriculture), whom the mine wanted to sponsor to ensure success. Kgosi asked if there was a plan in place to empower the rest of the agricultural learnership program? Mr Molapisi stated that there was no plan at the moment but has requested the service provider of the agricultural learnership to ask for a meeting with Agri seta to look into the matter. Kgosi indicated that he intended to make land available for the delegates to start farming.

## 2.6 Refurbishment of Schools and Bathrooms

Mr Molapisi indicated that the mine has adopted refurbishment of schools and bathrooms programme to put the students from the local schools on an equal footing with the students from the well-developed schools. The project is broad-based and includes the following interventions:-

### 2.6.1 Building and Renovation of Ablution Facilities

Mr Molapisi indicated that the mine has built three ablution facilities at three local schools namely, Bakwena High School, Modikoe Primary School, and Maumong Primary School. The mine renovated the existing ablution facilities at Lerothodi High School and Mamogale Segale Primary School.

### 2.6.2 Renovation of Lerothodi High School

Mr Molapisi said that the mine has installed electricity at Lerothodi High School (electricity cables were stolen) and erected the ceiling in all the classrooms and administration block. The mine tiled all the classrooms and paved the area around the assembly point.

## 2.7 Solar Farm Project

Mr Thage enquired about the capacity which will be developed for the solar farm project, Mr Brugman responded that 25MW will be supplied because the mine required 20MW and surplus energy will be stored using battery storage facilities. This will assist in the reduction of carbon emissions. Mr Brugman indicated that the mine was waiting for the EIA approvals. Kgosi emphasized that the community members should be involved.

### 3. THE FOURTH SLP GENERATION (2023 – 2027) PROJECTS

The fourth SLP (2023 – 2027) project was presented and it was indicated that the consultation was done on a broad-based manner.

#### 3.1 The fourth SLP budget

Mr Molapisi presented the fourth SLP generation which consisted of the following projects:-

Items	Description	2023	2024	2025	2026	2027	Total	Grand total	% Allocation
Community Health	Nurses' accommodation (Bethanie Clinic)	R3 500 000	R0	R0	R0	R0	R3 500 000	R7 900 000	4.98%
	2 x ambulances (Bethanie Clinic)	R0	R3 000 000	R0	R0	R0	R3 000 000		
	Dentist equipment (Bethanie Clinic)	R700 000	R700 000	R0	R0	R0	R1 400 000		
Provision of Water	Water reticulation	R5 000 000	R5 000 000	R5 000 000	R8 000 000	R7 000 000	R30 000 000	R64 036 997	40.34%
	Pumping water services	R3 120 000	R3 369 600	R3 639 168	R3 930 301	R4 244 726	R18 303 795		
	Solar towers	R1 000 000	R1 000 000	R1 000 000	R1 000 000	R0	R4 000 000		
	Drilling boreholes	R2 000 000	R2 160 000	R2 332 800	R2 519 424	R2 720 978	R11 733 202		
Sports and Recreation	Build sports field - Modikoe	R5 000 000	R2 000 000	R0	R0	R2 000 000	R9 000 000	R41 000 000	25.83%
	Build sports field - Maumong	R0	R0	R0	R5 000 000	R2 000 000	R7 000 000		
	Upgrade sports field - Berseba	R3 000 000	R2 000 000	R3 000 000	R2 000 000	R3 500 000	R13 500 000		
	Upgrade sports field - Bethanie	R0	R2 000 000	R0	R1 000 000	R3 000 000	R6 000 000		
	Upgrade sports field - Makolokwe	R2 000 000	R2 000 000	R0	R0	R1 500 000	R5 500 000		

**THE FOURTH SLP GENERATION (2023 – 2027) PROJECTS – CONTINUATION**

Items	Description	2023	2024	2025	2026	2027	Total	Grand total	% Allocation
Education Infrastructure	Build Admin Block - Bakwena H.S	R0	R0	R0	R3 000 000	R0	R3 000 000	R36 670 000	23.10%
	Build Admin Block - Lerothodi H.S	R0	R0	R3 000 000	R0	R0	R3 000 000		
	Build two Classrooms - Mamogale Segale P.S	R1 270 000	R0	R0	R0	R0	R1 270 000		
	Build four Classrooms - Lerothodi H.S	R0	R3 000 000	R0	R0	R0	R3 000 000		
	Build four Classrooms - Bakwena H.S	R0	R0	R0	R0	R3 000 000	R3 000 000		
	Build four Classrooms - Bethanie P.S	R0	R0	R0	R0	R3 000 000	R3 000 000		
	Build Library - 4IR	R0	R0	R6 000 000	R4 000 000	R0	R10 000 000		
	School renovation - Bakwena High School	R0	R0	R3 000 000	R0	R0	R3 000 000		
	School renovation - Mojagedi High School	R0	R0	R0	R3 000 000	R0	R3 000 000		
	Repair Roof and Electricity - Berseba Primary School	R0	R0	R1 200 000	R0	R0	R1 200 000		
	School Computerisation	R700 000	R0	R1 500 000	R0	R1 000 000	R3 200 000		
	Build toilets - Mojagedi High School	R0	R1 500 000	R0	R0	R0	R1 500 000		0.94%
	Sponsor Agricultural Business Activities	R1 500 000	R1 500 000	R1 500 000	R0	R1 500 000	R6 000 000		3.78%
	High Mast Light	R0	R1 000 000	R650 000	R0	R0	R1 650 000		1%
<b>Total</b>		<b>R28 790 000</b>	<b>R30 229 600</b>	<b>R31 821 968</b>	<b>R33 449 725</b>	<b>R34 465 703</b>	<b>R158 756 997</b>	<b>R158 756 997</b>	<b>100.00%</b>

### 3.2 Responses on the Fourth SLP Presentation

After the SLP projects were presented, Kgosi stated that he was happy with the projects and was optimistic that they will advance the development of the community.

## 4. OTHER MATTERS

The following matters were discussed:-

### 4.1 Local Spend Data Base

Kgosi requested if the database of people who were awarded tenders could be made available to him so that he can take an opportunity to congratulate the entrepreneurs on the public platform about their successes. Mr Brugman raised the issue of the POPI Act and warned of a similar occurrence which created problems in one of the mines. Mr Thage asked if such information can be disclosed to Kgosi and the chairpersons of the business forums, Mr Brugman indicated that he will seek legal advice on the matter.

### 4.2 Bethanie Hall

The question was posed at the meeting if Bethanie hall will be fixed. Mr Brugman stated that the mine has repaired the hall more than once and it was later vandalized. M Molapisi indicated that in the meeting held with the Northwest Department of Sports, the officials stated that should the mine repair the hall, they (NW Department of Sports) will bring cultural activities similar to the ones done at Mmabana in Mafikeng. Mr Segoati stated that they will engage with Amplats to repair the hall and encouraged the mine to rather assist with the repairs at Kgosi's residence.

### 4.3 Repairing Kgosi Residence

Mr Mogamisi asked if the mine can assist with repairs at the Kgosi's residential area. Mr Brugman stated the mine will consider the request.

### 4.4 Filling Station

Kgosi asked if the filling station was owned by a local businessperson? It was clarified that the owner was not a local person but was someone who used to rent a filling station in the community. Kgosi further asked if the mine was somehow linked to the station and Mr Brugman responded that Rhovan mine was not involved but the product belonged to Glencore mine.

### 4.5 Mining Explorations

Kgosi communicated a concern raised by the local community members to the effect that Rhovan was doing explorations outside the lease area, in the area in which people were farming. Mr Brugman explained that the mine conducted the mining activities within the lease area, but people were left previously to continue with their farming activities inside the lease area but when there is a need to use the land they were requested to move from the concerned areas.

#### 4.6 Contract Mining

Kgosi enquired if there were opportunities for the contract mining? Mr Brugman said that Rhovan is doing its own mining activities because should this function be outsourced, it will be expensive to mine, and this might lead to the mine closure.

#### 4.7 Regret Letters to Local SMMEs

Kgosi stated that he also received complaints from the local SMMEs that when they tendered for jobs, they received regret letters from the mine, but no reasons were given on why the bid was unsuccessful. Kgosi requested the mine to consider giving reasons for the regrets so that people can learn from their mistakes and improve in the next biddings. Mr Brugman indicated that he will consider the request and will provide responses later.

#### 4.8 Technical Training for Local SMMEs

Mr Thage pleaded that the technical training should be fast-tracked. Mr Molapisi said that he will consolidate the information and advertise.

#### 4.9 Rehabilitation of the Pits

Kgosi asked if the mine was considering the rehabilitation of the mining pits at this point in time and if so, will the opportunities be made available to the local community members? Mr Brugman said that the mine was busy with plans and will communicate progress later.

#### 5. Meeting Closure

In the absence of any further business for the day the meeting was adjourned at 13h10.

# Rhovan

## Attendance Register

SAP DMS Reference Number  
RL10/115EQ/PRO/009/F/006  
10001355993

Implementation Date  
19 January 2015

Revision / Amendment Number  
03

Revision / Amendment Date  
12 June 2020

Title		Date	Time			
SLP (2023-2027) Consentations		03/04/2023				
Chairperson Dunited Molapisi						
Apologies						
No	Coy No	Name and Surname	Designation	Department	Contact Number	Signature
1	10331	Alikaan Brummer	COO	Rhovan	0824614591	
2		Solly Segobane	Chair BBT		071 307 5197	
3		Wladimir Tanga	DDP / OFFICE OF KPSI		076 279 2757	
4		MORUE VED	BZF Sec		079 967 9283	
5		Lysty Makasi	WARD CLERK Delegate		072 791 9929	
6		Oleboana Malao	MORUE BUSINESS COUNCIL		060 5036 320	
7		Phenik Vlopmisi	OFFICE OF KPSI	"	063 737 0645	
8		Dunited Molapisi	CSI Manager		076 509 239	
9		Kgosi TEM Mamoqale	Kgosi kgold	BEM	064 525 4237	
10		Dunited Molapisi	CSI Manager		076 500 9239	
11						
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19						
20						



# ATTENDANCE REGISTER

[munman@rustenburg.gov.za](mailto:munman@rustenburg.gov.za)

DATE : 20 March 2023  
 TIME : 14H30  
 MEETING : Meeting with Glencore - Rhovan  
 VENUE : Missionary Mpheni House, 7<sup>th</sup> Floor Boardroom,

NAME	DESIGNATION	CONTACT	E-MAIL	SIGNATURE
Mr Radinaledi Mosiane	Acting Municipal Manager	014 590 3551	<a href="mailto:munman@rustenburg.gov.za">munman@rustenburg.gov.za</a>	
Ms Belinda Manuel	Acting Manager Office of the Municipal Manager	014 590 3682	<a href="mailto:bmanuel@rustenburg.gov.za">bmanuel@rustenburg.gov.za</a>	
Vivian Mkhuli	Acting Chief financial officer	X 3129	<a href="mailto:vmkhuli@rustenburg.gov.za">vmkhuli@rustenburg.gov.za</a>	
Heather Morsaa	Manager: Local services	X 3317	<a href="mailto:heathermorsaa@rustenburg.gov.za">heathermorsaa@rustenburg.gov.za</a>	
Godfrey Makhanya DESMOND M'ALLORNE	Acting Director: Technical and Infrastructure Services OEM - MANAGER	X3079	<a href="mailto:gmlkhanya@rustenburg.gov.za">gmlkhanya@rustenburg.gov.za</a>	
Thabo Sehloho	Acting Director: Local Economic Development	X3518	<a href="mailto:tsehloho@rustenburg.gov.za">tsehloho@rustenburg.gov.za</a>	
Dunkeed Molepoa	CSF Manager	0765109259	<a href="mailto:dunkeed.molepoa@glencore.co.za">dunkeed.molepoa@glencore.co.za</a>	
CLEMENT WARE	CHIEF AUDIT EXECUTIVE	014 590 3298	<a href="mailto:clement@rustenburg.gov.za">clement@rustenburg.gov.za</a>	
CONROY VAN DER WESTHUIZEN	CHIEF CORPORATE SOCIAL RESPONSIBILITY OFFICER	0828083296	<a href="mailto:conroy.vanderwesthuizen@glencore.co.za">conroy.vanderwesthuizen@glencore.co.za</a>	
GLORIA MOOPELWA	IDP MANAGER	X 3251	<a href="mailto:gmoopelwa@rustenburg.gov.za">gmoopelwa@rustenburg.gov.za</a>	



**mineral resources  
& energy**

Department:  
Mineral Resources and Energy  
REPUBLIC OF SOUTH AFRICA

SOCIAL AND LABOUR  
DISCUSSIONS

MEETING BETWEEN DEPARTMENT OF MINERAL RESOURCES AND ENERGY AND GlenCore Rhovan Mine  
ON THE 21/02/2023 AT Mining Operation

NAME & SURNAME	COMPANY	E-MAIL ADDRESS	CONTACT DETAILS	SIGNATURE
Lindiwe Mtshisi	DMRE	lindiwe.mtshisi@dmre.gov.za	012 487 4300	
Ewen Kwele	DMRE	ewenkwele@dmre.gov.za	012 487 4300	
Dunkeed Molapisi	GlenCore Rhovan	dunkeed.molapisi@glencore.co.za	0765109259	
Phil Swallow	Rhovan	Phil.Swallow@glencore.co.za	072500987	
Goodman Mahimza	Rhovan	Goodman.Mahimza@glencore.co.za	0716729757	
Motlatso Koba	DMRE	Motlatso.Koba@dmre.gov.za	0823062817	



09 March 2023

The Municipality Manager  
Mpheni House  
159 Nelson Mandela and Beyers Naude  
Rustenburg  
0300

Dear Municipality Manager

RLM ENDORSEMENT LETTER - FOURTH SOCIAL LABOUR PLAN GENERATION (2023 – 2027)

Glencore Rhovan would like to request for a meeting with yourselves, to present the fourth Social Labour Plan (SLP) projects, valid from 2023 – 2027. The projects were identified after the broad based SLP consultations were held with different stakeholders within the host communities and in consideration of the Rustenburg Local Municipality (RLM), Integrated Development Plan (IDP) for the 2022 – 2027 period. Hereunder please find the identified SLP projects (Annexure, "A"). As a point of reference, we have also included the endorsement letter, which was issued by the RLM on the 06 April 2018, (Annexure "B").

Should you require more information please be at liberty to contact the author of the letter at (012) 318 – 0888 / 076 510 9239 or send email to [dunkeld.molapisi@glencore.co.za](mailto:dunkeld.molapisi@glencore.co.za)

Regards,

Brugman, Adriaan (Rhovan - ZA)  
Mar 9 2023 3:51 PM

DocuSign

Adriaan Brugman  
Chief Operating Office – Vanadium

## Rhovan Mine

AN OPERATION OF THE RHOVAN PSV MANAGED BY GLENCORE

Plot Road . Bamagopa Mine . Bethanie . Brits . 0250 . South Africa  
Mailing address: PO Box 3620 . Brits . 0250 . South Africa  
Telephone +27 (0) 12 318 0700 Telefax +27 (0) 86 532 1760

The Rhovan Pooling and Sharing Venture is a pooling and sharing venture between Glencore Operations South Africa (Pty) Ltd (Registration No. 1997/017998/07) and the Bakwena-ba-Mogopa Community Trust  
VAT Registration Number. 4270257969 General Works Manager: A Brugman

RHOVAN

**Fourth SLP Generation Projects – Annexure “A”**

Items	Description	Total	Grand total	% allocation
Community Health	Nurses accommodation (Bethanie Clinic)	R3 500 000	R7 900 000	4.98%
	2 x ambulances (Bethanie Clinic)	R3 000 000		
	Dentist equipment (Bethanie Clinic)	R1 400 000		
Provision of Water	Water reticulation	R30 000 000	R64 036 997	40.34%
	Pumping water services	R18 303 795		
	Solar towers	R4 000 000		
	Drilling boreholes	R11 733 202		
Sports and Recreation	Build sports field - Modikoe	R9 000 000	R41 000 000	25.83%
	Build sports field - Maumong	R7 000 000		
	Upgrade sports field - Berseba	R13 500 000		
	Upgrade sports field - Bethanie	R6 000 000		
	Upgrade sports field - Makolokwe	R5 500 000		
Education Infrastructure	Build Admin Block - Bakwena High School	R3 000 000	R36 670 000	23.10%
	Build Admin Block - Lerothodi High School	R3 000 000		
	Build two Classrooms - Mamogale Segale Primary School	R1 270 000		
	Build four Classrooms - Lerothodi High School	R3 000 000		
	Build four Classrooms - Bakwena High School	R3 000 000		
	Build four Classrooms - Bethanie Primary School	R3 000 000		
	Build Library - 41R	R10 000 000		
	School renovation - Bakwena High School	R3 000 000		
	School renovation - Mojagedi High School	R3 000 000		
	Repair Roof and Electricity - Berseba Primary School	R1 200 000		
	School Computerisation	R3 200 000		
	Ablution	Build toilets - Mojagedi High School		
Agriculture Sponsorship	Sponsor Agricultural Business Activities	R6 000 000	R6 000 000	3.78%
High Mast Light	Fixing of existing and additional high mast light	R1 650 000	R1 650 000	1%
<b>Total</b>		<b>R158 756 997</b>	<b>R158 756 997</b>	<b>100.00%</b>

# RUSTENBURG LOCAL MUNICIPALITY

## OFFICE OF THE MUNICIPAL MANAGER

P O Box 16, Rustenburg, 0300, North West Province, South Africa  
Tel: (014) 590 3551 Fax: (014) 590 3552 Email: [munman@rustenburg.gov.za](mailto:munman@rustenburg.gov.za)

06<sup>th</sup> April 2018

Rhovan Mine  
Plot Road  
Bamagopa Mine  
Bethanie, Brits  
0250

Dear Mr Dunkeld Molapisi

**RE: RHOVAN MINE NEW SLP (2018 – 2022)**

Rustenburg Local Municipality acknowledges presentation of Rhovan Mine's new Social and Labour Plan (SLP) for the period 2018 to 2022 as presented to MASECO on 13<sup>th</sup> December 2017 including consultations with Local Economic Directorate.

The Municipality confirms the following have been identified and committed as Local Economic Development projects to be implemented by Rhovan Mine:

PROJECT	TOTAL BUDGET
Electricity / Solar Farm	R 243 million
Water Supply Projects	R 20 million
Development and Maintenance of sports Fields	R 6, 95 million
School Computerization	R 500 Thousand
Dimapo Primary Schools Extra Classes	R 600 Thousand
Agriculture	R 3 million

The Municipality will appreciate thorough consultation and cooperation by Rhovan mine when implementing the SLP projects in line with the Municipality's Integrated Development Plan in meeting the targeted communities' needs.



Yours Sincerely  
06/04/2018

Nqobile Sithole (Ms)  
Municipal Manager



**MINUTES OF THE SOCIAL LABOUR PLAN (SLP) CONSULTATION SESSION HELD AT PECAN MANOR  
BOUTIQUE ON THE 13 DECEMBER 2022 AT 09H00**

**IN ATTENDANCE**

Dunkeld Molapisi	-	Glencore Rhovan Mine
Hermina Tshepe	-	Glencore Rhovan Mine
Delisile Mdletshe	-	Glencore Rhovan Mine
Uwais Omar	-	Glencore Rhovan Mine
Delisile Mdletshe	-	Glencore Rhovan Mine
Gert Waterboer	-	Glencore Rhovan Mine
Tebogo Marobe	-	National Union of Mineworkers Representative
Lord Boikanyo	-	National Union of Mineworkers Representative
Depper Mahuma	-	Association of Mineworkers and Construction Union
Moleboge Tswaedi	-	Royal Family Representative
Christine Mathibedi	-	Royal Family Representative
Nana Mamogale	-	Royal Family Representative
Kgomotso Kgatshe	-	Royal Family Representative
Adv Thaka Seboka	-	Royal Family Legal Representative

**APOLOGIES**

Mr Adriaan Brugman

1. **OPENING AND WELCOME**

Mr Dunkeld Molapisi welcomed all present at the meeting and apologies were noted.

2. **RUSTENBURG LOCAL MUNICIPALITY - INTEGRATED DEVELOPMENT PLAN**

Mr Molapisi presented the Rustenburg Local Municipality (RLM) Integrated Development Plan (IDP) for 2022 – 2027, particularly focusing on the community needs for ward 29 & 30, made up of five villages of Bethanie, Modikwe, Berseba, Makolokwe and Maumong.

3. **THIRD SOCIAL AND LABOUR PLAN (2018 – 2022)**

The legacy and income project generation projects of the third Social Labour Plan (SLP) (2018 – 2022) were presented and the status thereof in terms of progress made. Explanations were provided on why some of the SLP projects will run parallel with the fourth SLP generation. The audience were informed that the Department of Mineral Resources and Energy (DMRE) was notified of the possible delays of some of the projects and reasons thereof were reflected on the letters sent to the authorities. Mr Molapisi presented the third Social and Labour Plan (SLP) for the period 2018 – 2022. The following Local Economic Development (LED) projects were presented:

- Kortbegrip Bulk Water Supply
- School computerization
- Building classrooms at Dimapo Primary School
- Agricultural projects
- Refurbishment of schools and bathrooms

**4. FOUTH SOCIAL AND LABOUR PLAN (2023 – 2027) PROPOSED PROJECTS**

Mr Molapisi indicated that the mine already had consultation sessions with the Traditional Council and the Ward Councilors, which resulted in the following projects been proposed:

**4.1 Integrated SLP Proposed Projects**

Mr Molapisi presented the fourth SLP integrated proposed projects as follows:

SLP PROJECTS		ENTERPRISE DEVELOPMENT							
Income Generating	Socio Economic Projects	Education	Health	Services	Agriculture	Manufacturing	Building	Vehicles	Engineering
Building Solar Farm	Modikoe Sports field Building a Dam Building Admin Centre Bulk Water Projects Sports field Upgrades Business Hub Model Storm water drainage Construction of Internal Vegetation Management Multipurpose Centre Electrification of Communal taps New Home Based Centre SMME & Youth Development Outdoor gym facilities Park Upgrade Communal Hall Water Reticulation	Capacitate Educators School Early Learning Centres School Laboratories Ablution Facilities 4IR School Infrastructure Learnerships GIBS Programme Library	Nurses Quarters Medichal Staff Complement VIP Toilets	Tyre Repairs Upholstery Beautician Spaza Shops Car Wash Shoes Repair Washing Tekkies Laundry Services Yard Cleaning Selling African Food After Care Services Internet Services	Crop Farming Animal Farming School Yard Farming Backyard Farming Learnerships Poultry	Production of Bakery Production of Tissue Sanitary Pads	Tiling Plumbing Bricklaying Carpentry Building Architecture	Panel Beating Motor Mechanic Motor Electrification	Boiler making Welding

**4.2 Proposed SLP Projects – Royal Family**

The Royal Family Members made the following proposals for considerations:-

- a) Establishment of Bakery (to produce cultural bread – dikgaragana.
- b) Cultural Heritage Village.
- c) Training youth on maintenance and repairs of leaking water pipes to preserve water and create job opportunities.

## 5. PORTABLE SKILLS TRAINING PROGRAM

Mr Molapisi explained that the portable skills were meant to empower the employees to prepare them for life after mining career, to either seek work elsewhere or to be self-employed. The portable skills training was designed to make community members work ready and to start own business. The following training skills were provided in the third SLP generation:

### 5.1 Portable Skills for the Employees : 2018 - 2022

The following portable skills training was provided to the employees:-

- a) Plumbing
- b) Welding
- c) Oxy acetylene
- d) Carpentry
- e) Computer Training
- f) Entrepreneurial Skills Training

### 5.2 Portable Skills for the Community Members : 2018 - 2022

The following portable skills training was provided to the Community members:-

- a) Health and Safety Training
- b) Trackless Mobile Machinery (Yellow Machine)
- c) N2 Engineering Training Courses
- d) Entrepreneurial Skills Training

### 5.3 Learnerships Training Program

The Royal Family asked if the learnership training was beneficial to the youth in the host communities. Mr Waterboer explained that the youth were recruited using the recruitment office and the information portal platform to attract the candidates from the host communities. Mr Waterboer stated that at any given time the learnership intake was made of more than 60% of the local youth.

### 5.4 New Portable Skills Approach

Mr Molapisi indicated that the mine will adopt a completely different approach to the portable skills in the fourth SLP generation (2023 – 2027), which will focus on taking some market share of the following sectors of the economy:-

- Beauticians
- Hair Salons
- Car Wash
- Bakery
- Tyre Repairs
- Manufacturing etc.

6. **GENERAL**

Mr Molapisi stated that he was investigating an approach on how to be proactive on dealing with water challenges. The approach is to plot the existing boreholes and Bophuthatswana old boreholes and establish areas of need and strategy. The Royal Family expressed their appreciation on the development that the mine is doing in the host community

7. **CLOSURE**

In the absence of any further discussion the meeting was adjourned at 13h15.

Rhovan

CSI  
Meeting Attendance Register

RAF DMS Reference Number: R012524/001  
 Implementation Date: 26 July 2023  
 Revision / Amendment Number: 00  
 Revision / Amendment Date:

Meeting Title: SLP CONSULTATION - ROYAL FAMILY  
 Chairperson: DUNKELD MOLAPISI  
 Date: 13 DECEMBER 2023  
 Time: 09:15

Sl No	Name & Surname	Physical Address	Cell phone No	Email Address (if applicable)	Company	Signature
1	HERMINALI TSIHA	BETHANWIE	0609786069	herminia.tsiha@syntec.co.za	DIKOM	[Signature]
2	Other del Marange	Bethanwie	0712236730	omieland@pmail.co.za	Royal family	[Signature]
3	Christine Mokoale	Bethanwie	0763717621	christine.mokoale@gmail.com	Royal Family	[Signature]
4	Kgosiwe J. Kete	Bethanwie	0719477622	kgosiwe.j.kete@gmail.com	Royal Family	[Signature]
5	MALICA BEBOKA	424 Pret. Str. Retolobane	07831249	malica.beboka@gmail.com	"	[Signature]
6	Mokhegetse	Bethanwie	0745176684	mokhegetse@pmail.co.za	Royal F	[Signature]
7	LADYB MOKO	BETHANWIE	0181110184	ladymoko@gmail.com	Royal F	[Signature]
8	Geor Mokoale	Rhovan	0845719023	geormokoale@gmail.com	Rhovan	[Signature]
9	Del Mokoale	Rhovan	0723560255	delmokoale@gmail.com	Rhovan	[Signature]
10	Mokoale	Rhovan	0723560255	delmokoale@gmail.com	Rhovan	[Signature]
11	Lord Bolekano	Rhovan	0723560255	delmokoale@gmail.com	Rhovan	[Signature]
12	Dunkeld Mokoale	Rhovan	0765092359	bolekano@pmail.co.za	Rhovan	[Signature]
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**MINUTES OF THE PROCUREMENT WORKSHOP (SLP CONSULTATION) HELD AT AMIGOS IN BRITS  
ON THE 30 NOVEMBER 2022**

**IN ATTENDANCE**

Adriaan Brugman	-	Glencore Rhovan Mine
Dunkeld Molapisi	-	Glencore Rhovan Mine
Hannes Venter	-	Glencore Rhovan Mine
Hermina Tshepe	-	Glencore Rhovan Mine
Adv Terence Mokale	-	Consultant
Lawrance Mashigo	-	Bakwena Ba-Mogopa Traditional Council
Maetsane Mamogale	-	Bakwena Ba-Mogopa Traditional Council
Jackie Ntsie	-	Bakwena Ba-Mogopa Traditional Council
Lebo Mamogale	-	Bakwena Ba-Mogopa Traditional Council
Tswaedi Moleboge	-	Bakwena Ba-Mogopa Traditional Council
Joas Moropa	-	M3B2 Business Forum Representative
Olebogeng Malao	-	M3B2 Business Forum Representative
Solly Segoati	-	Bakwena Business Forum (Chairperson)
Neo Morule	-	Bakwena Business Forum representative
Wayne Thage	-	Office of Kgosi representative
Victor Monageng	-	Bethanie Community Member

1. OPENING AND WELCOME

Mr Adriaan Brugman welcome all present at the meeting and apologies were noted.

2. CONSULTATION PROGRAM

Hereunder please find the procurement workshop program:

Time	Session details:
8: 00-8:30	<b>Registration</b>
8:30-9:00	<ol style="list-style-type: none"> <li>1. Welcome: GLENCORE official</li> <li>2. Introduction by participants</li> </ol>
9: 00-10:00	<b>Session 1</b> <ol style="list-style-type: none"> <li>1. Workshop overview, objectives, and agenda: Facilitator</li> <li>2. House rules</li> <li>3. The expectations by participants</li> </ol>
10:00-10:10	<b>Tea break</b>
10:15-13:00	<b>Session 2.</b> <ol style="list-style-type: none"> <li>1. Production flow from mining to ferrovanadium: <b>Rhovan Official</b> <ul style="list-style-type: none"> <li>➤ explanation of core business.</li> <li>➤ products produced by the mine.</li> <li>➤ different products and services consumed/used by the mine.</li> <li>➤ corporate structure/ownership.</li> <li>➤ communication and engagement structures with host communities.</li> </ul> </li> <li>2. Procurement process flow: <b>Rhovan officials</b> <ul style="list-style-type: none"> <li>➤ procurement opportunities arising from the production flow.</li> <li>➤ procurement percentage threshold for host communities and target met to date.</li> <li>➤ Number of host community companies doing business with Rhovan</li> <li>➤ What can be made available for procurement in favour of host communities</li> </ul> </li> <li>3. Understanding the level of participation of host community companies in Rhovan's procurement opportunities: <b>Members of business forum</b> <ul style="list-style-type: none"> <li>➤ Details of the structure and membership of the business forum including the constitution or founding documents if available.</li> <li>➤ Database and supply capacities in different products consumed by Rhovan</li> <li>➤ Vetting and database of host community owned companies that benefited from procurement opportunities.</li> <li>➤ Whether the host companies that secured work from Rhovan ensures that the Rand circulate within the host community by employing local communities, buying local to the extent possible and sub-contracting local SMME's to the extent possible.</li> <li>➤ Proposals to increase the scope of procurement for host communities.</li> </ul> </li> </ol>

13:30-15:00	<p>Active participation of attendees: Commissions</p> <p><b>Commission1: Procurement strategy:</b></p> <ul style="list-style-type: none"> <li>• Identified procurement opportunities in goods and services.</li> <li>• Capacity and skills base within the host community companies to deliver goods and services required</li> <li>• Ideas on ringfencing opportunities and sub-contracting</li> <li>• How to keep the Rand circulating within the host community</li> <li>• Capacity building and growing beyond Rhovan</li> </ul> <p><b>Commission 2: Champion:</b></p> <ul style="list-style-type: none"> <li>• Keeping database and vetting of host community companies</li> <li>• Sharing information and feedback mechanisms within the host community.</li> <li>• Reporting system on visible outcomes of the procurement strategy</li> </ul> <p><b>Commission 3: Rules of engagement:</b></p> <ul style="list-style-type: none"> <li>• Rules of engagement with Rhovan management.</li> <li>• Respect for company protocols and procedures.</li> <li>• Entering MOU that would among others set out the roles and responsibilities and the dispute resolution mechanism.</li> <li>• Engagement plan which is reviewable and updated regularly linked to management planning processes</li> </ul>
15:00-16:30	Plenary: Report back from commissions and discussions
16:30:17:00	<p>Closing remarks by the head of CSR.</p> <p>END of Worksoop</p>

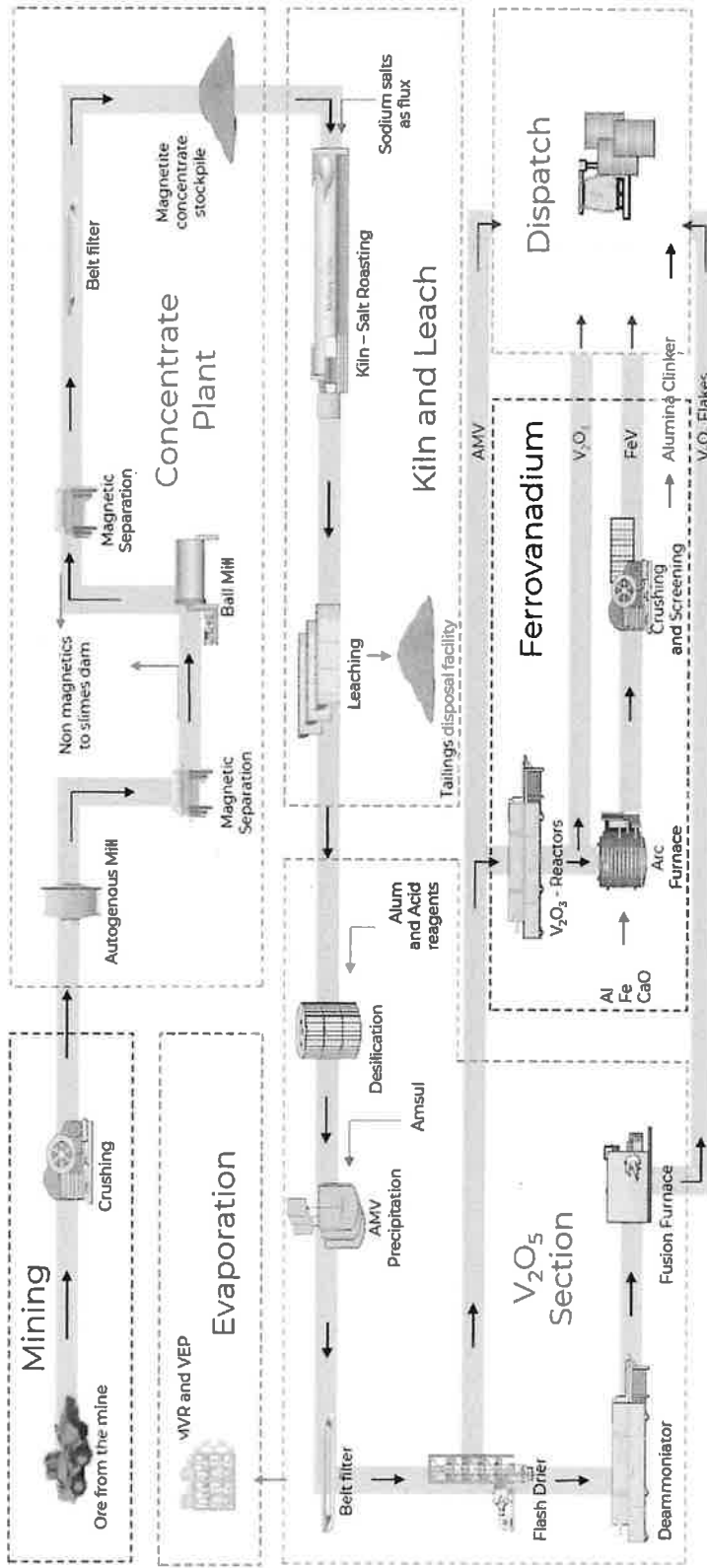
### 3. SESSION OVERVIEW

Adv Mokale presented the workshop overview:-

 <p>Facilitator: Adv Terrence Molaale</p>	<p><b>Purpose</b></p> <ul style="list-style-type: none"> <li>Report back on the performance of the procurement spent on host community businesses</li> <li>The company plan to meet its procurement commitments</li> <li>Collating the inputs from the local business forum to be included in the procurement plan.</li> </ul>	<p><b>2</b></p> <p><b>Rhovani's commitment to stakeholder engagement</b></p>	<p><b>International Council for Mining and Metals (ICMM).</b></p> <p>All ICMM members commit to implement the following ICMM ten (10) Sustainable Development Principles:</p> <ol style="list-style-type: none"> <li>1. Improve and maintain ethical business practices and sound systems of corporate governance</li> <li>2. Adopting sustainable development considerations within corporate decision-making processes</li> <li>3. Establish and maintain strong, equitable relationships with customers and values to develop with employees and others who are affected by your activities</li> <li>4. Implement jobs to improve standards of living and social justice</li> </ol>
<p><b>ICMM Sustainability Principles</b></p> <ol style="list-style-type: none"> <li>5. Seek continual improvement of our health and safety performance</li> <li>6. Seek continual improvement of environmental performance</li> <li>7. Contribute to conservation of biodiversity and integrated approaches to land use planning</li> <li>8. Facilitate and encourage responsible product design, use, reuse, recycling and disposal of our products</li> <li>9. Contribute to the social, economic and institutional development of the communities in which we operate</li> <li>10. Implement effective and transparent engagement communication and independently verified reporting arrangements with our stakeholders</li> </ol>	<p><b>ICMM Sustainability Principles</b></p> <ol style="list-style-type: none"> <li>5. Seek continual improvement of our health and safety performance</li> <li>6. Seek continual improvement of environmental performance</li> <li>7. Contribute to conservation of biodiversity and integrated approaches to land use planning</li> <li>8. Facilitate and encourage responsible product design, use, reuse, recycling and disposal of our products</li> <li>9. Contribute to the social, economic and institutional development of the communities in which we operate</li> <li>10. Implement effective and transparent engagement communication and independently verified reporting arrangements with our stakeholders</li> </ol>	<p>ICMM (Commitments to indigenous communities) Good practice guide: Indigenous people and mining</p> <p>Principle 3</p> <ul style="list-style-type: none"> <li>Engage and consult with Indigenous Peoples in a fair, timely and culturally appropriate way throughout the project cycle and in a form that is acceptable to Indigenous Peoples</li> <li>Engagement will be based on honest and open processes of information exchange, participation and shared responsibility</li> <li>Engagement will have the ability to reach those of potential impact, wherever possible, and be conducted through national and international channels and the respect for national customs, laws, structures and practices</li> </ul>	<p><b>Procurement Integrity Cycle</b></p>  <p>Procurement Integrity Cycle</p> <ol style="list-style-type: none"> <li>1. Supplier selection</li> <li>2. Contract award</li> <li>3. Contract management</li> <li>4. Contract completion</li> <li>5. Supplier evaluation</li> <li>6. Supplier feedback</li> <li>7. Supplier improvement</li> <li>8. Supplier selection</li> </ol> <p>Company Core Business</p> <ol style="list-style-type: none"> <li>1. Supplier selection</li> <li>2. Contract award</li> <li>3. Contract management</li> <li>4. Contract completion</li> <li>5. Supplier evaluation</li> <li>6. Supplier feedback</li> <li>7. Supplier improvement</li> <li>8. Supplier selection</li> </ol>

4. RHOVAN PRODUCTION FLOW

Mr Brugman presented the production flow of the mine and in the process the business opportunities were identified. Herewith please find the production flow:-



5. BUSINESS OPPORTUNITIES PROPOSED BY MR WAYNE THAGE

As per the attached document, please find the business opportunities which were presented by Mr Wayne Thage (Representative of Kgosi Office). The meeting analyzed the presented business opportunities to ascertain if the opportunities can be made available to the communities. After the analysis were done the following business opportunities were identified:

- Conveyor Belts Splicing Services
- Professional Trackless Mobile Machinery (Yellow Machine) tyre repairs
- Electrical Services
- Repairs and supply of different types of valves
- Supply and installation of rubber linings and HDPE Pipes
- Painting of structures
- Crane Hire Services
- Fettling and Gunmag Services
- Logistics Services to Transport Final Products
- Hygiene Services
- Survey Services
- Supply of Bolts and Nuts Services
- Idlers (RFQ)
- Screen panels (RFQ)

6. CONCLUSION

In the absence of any further discussion the meeting adjourned at

# Rhovan

SAP DMS Reference Number  
RH/CSI/F/001  
10002708254  
Implementation Date  
26 July 2021  
Revision / Amendment Number  
00  
Revision / Amendment Date

## CSI Meeting Attendance Register

Meeting Title	Chairperson	Name & Surname	Physical Address	Cell phone No	E-mail Address (if applicable)	Company	Date	Time	Signature	
							30 NOVEMBER 2022	09:15		
			<b>STAKEHOLDER ENGAGEMENT / PROCUREMENT WORKSHOP - SLP</b>							
1	DUNKELD MOLA PISI	Rhovan Mine		0765709239	rhovan@rhovan.co.za	Rhovan				
2	JENNIFER MOKHE	Engineering		0833026388	jenm@rhovan.co.za	Rhovan				
3	Adekan Brumman	Rhovan		0824614391	adekan@rhovan.co.za	Rhovan				
4	Hannes Bentley	Rhovan		0823241694	hannes@rhovan.co.za	Rhovan				
5	Lebo Mamegale	Traditional Council		0725434277	lebo@rhovan.co.za	Rhovan				
6	Joas Moropa	M3B2 BETHANIE		0725434277	joas@rhovan.co.za	Rhovan				
7	Oleboya Mabe	M3B2 B.C		0605034325	oleboya@rhovan.co.za	Rhovan				
8	Tswane Mabe	R/F T/C		0795176634	tswane@rhovan.co.za	Rhovan				
9	Solly Segodi	B/Bf Chibau		0713075199	solly@rhovan.co.za	Rhovan				
10	Morike Mabe	B/Bf		079979283	morike@rhovan.co.za	Rhovan				
11	WALING THAGE	OFFICE OF K4051		076 214 2753	waling@rhovan.co.za	Rhovan				
12	Okulata Mamege	B/MTC/RF		0722261170	okulata@rhovan.co.za	Rhovan				
13	Lawrance Mashigo	B/BMTC		0817554861	lawrance@rhovan.co.za	Rhovan				
14	Jackie Ntshe	TRADITIONAL COUNCIL		0635583970	jackie@rhovan.co.za	Rhovan				
15	Charlin Utali	Glenore Rhovan		0130006780	charlin@rhovan.co.za	Rhovan				
16	HERMINAH TSHETE	GLENORE RHOVAN		0609786069	herminah@rhovan.co.za	Rhovan				
17	Uitso Mamege	Bethanie Coas		0712448180	uitso@rhovan.co.za	Rhovan				
18										
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## Rhovan Vanadium Mine & Smelter

Community workshop agenda: 29 November 2022

Time	Session details:
8:00-8:30	<b>Registration</b>
8:30-9:00	<ol style="list-style-type: none"> <li>1. Welcome: GLENCORE official</li> <li>2. Introduction by participants</li> </ol>
9:00-10:00	<b>Session 1</b> <ol style="list-style-type: none"> <li>1. Workshop overview, objectives, and agenda: Facilitator</li> <li>2. House rules</li> <li>3. The expectations by participants</li> </ol>
10:00-10:10	<b>Tea break</b>
10:15-13:00	<b>Session 2.</b> <ol style="list-style-type: none"> <li>1. <u>Production flow from mining to ferrovanadium: Rhovan Official</u> <ul style="list-style-type: none"> <li>➤ explanation of core business.</li> <li>➤ products produced by the mine.</li> <li>➤ different products and services consumed/used by the mine.</li> <li>➤ corporate structure/ownership.</li> <li>➤ communication and engagement structures with host communities.</li> </ul> </li> <li>2. <u>Procurement process flow: Rhovan officials</u> <ul style="list-style-type: none"> <li>➤ procurement opportunities arising from the production flow.</li> <li>➤ procurement percentage threshold for host communities and target met to date.</li> <li>➤ Number of host community companies doing business with Rhovan</li> <li>➤ What can be made available for procurement in favour of host communities</li> </ul> </li> <li>3. <u>Understanding the level of participation of host community companies in Rhovan's procurement opportunities: Members of business forum</u> <ul style="list-style-type: none"> <li>➤ Details of the structure and membership of the business forum including the constitution or founding documents if available.</li> <li>➤ Database and supply capacities in different products consumed by Rhovan</li> <li>➤ Vetting and database of host community owned companies that benefited from procurement opportunities.</li> <li>➤ Whether the host companies that secured work from Rhovan ensures that the Rand circulate within the host community by employing local communities, buying local to the extent possible and sub-contracting local SMME's to the extent possible.</li> <li>➤ Proposals to increase the scope of procurement for host communities.</li> </ul> </li> </ol>
13:00-13:30	Lunch
13:30-15:00	Active participation of attendees: Commissions

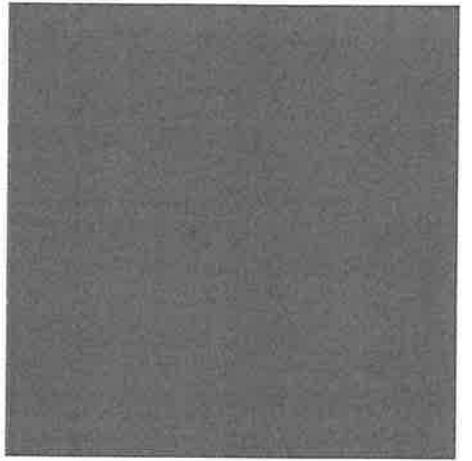
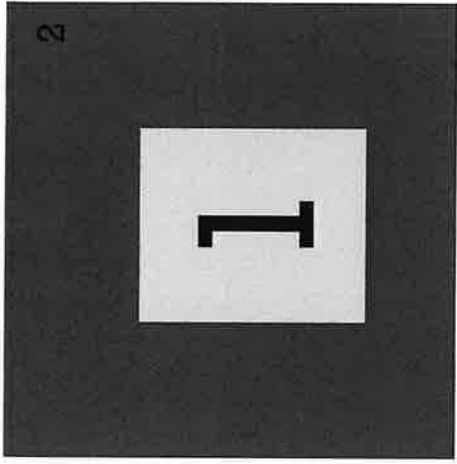
	<p><b>Commission1: Procurement strategy:</b></p> <ul style="list-style-type: none"> <li>• Identified procurement opportunities in goods and services.</li> <li>• Capacity and skills base within the host community companies to deliver goods and services required</li> <li>• Ideas on ringfencing opportunities and sub-contracting</li> <li>• How to keep the Rand circulating within the host community</li> <li>• Capacity building and growing beyond Rhovan</li> </ul> <p><b>Commission 2: Champion:</b></p> <ul style="list-style-type: none"> <li>• Keeping database and vetting of host community companies</li> <li>• Sharing information and feedback mechanisms within the host community.</li> <li>• Reporting system on visible outcomes of the procurement strategy</li> </ul> <p><b>Commission 3: Rules of engagement:</b></p> <ul style="list-style-type: none"> <li>• Rules of engagement with Rhovan management.</li> <li>• Respect for company protocols and procedures.</li> <li>• Entering MOU that would among others set out the roles and responsibilities and the dispute resolution mechanism.</li> <li>• Engagement plan which is reviewable and updated regularly linked to management planning processes</li> </ul>
15:00-16:30	Plenary: Report back from commissions and discussions
16:30:17:00	Closing remarks by the head of CSR. END of Worksop

CONSULTATION

SOCIAL  
LABOUR  
PLAN

COMMUNITY  
PARTICIPATION

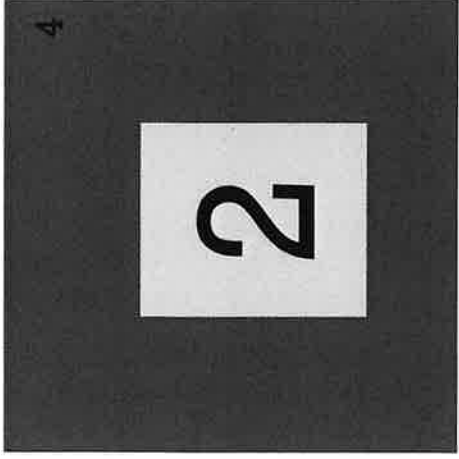
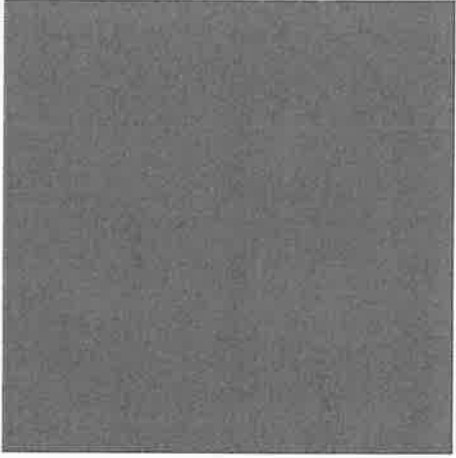
**Facilitator: Adv Terrence Mokale**



# Purpose

- Report back on the performance of the procurement spent on host community businesses
- The company plan to meet its procurement commitments
- Collating the inputs from the local business forum to be included in the procurement plan.

Rubovan's  
commitment  
to stakeholder  
engagement





# International Council for Mining and Metals (ICMM).

All ICMM member companies are committed to implement the following ICMM ten (10) Sustainable Development Principles:

1. Implement and maintain ethical business practices and sound systems of corporate governance
2. Integrate sustainable development considerations within corporate decision making process.
3. **Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities**
4. Implement risk management strategies based on valid data and sound science

# ICMM Sustainability Principles

5. Seek continued improvement of our health and safety performance
6. Seek continual improvement of environmental performance
7. Contribute to conservation of biodiversity and integrated approaches to land use planning
8. Facilitate and encourage responsible product design, use, re-use, recycling and disposal of our products
9. **Contribute to the social, economic and institutional development of the communities in which we operate.**
10. Implement effective and transparent engagement communication and independently verified reporting arrangements with our stakeholders

# ICMIM Sustainability Principles

5. Seek continued improvement of our health and safety performance
6. Seek continual improvement of environmental performance
7. Contribute to conservation of biodiversity and integrated approaches to land use planning
8. Facilitate and encourage responsible product design, use, re-use, recycling and disposal of our products
9. **Contribute to the social, economic and institutional development of the communities in which we operate.**
10. Implement effective and transparent engagement communication and independently verified reporting arrangements with our stakeholders

## ICMM Commitments to indigenous communities: Good practice guide: Indigenous people and mining

### Principle 3

- Engaging and consulting with Indigenous Peoples in a fair, timely and culturally appropriate way throughout the project cycle.
- Engagement will be based on honest and open provision of information, and in a form that is accessible to Indigenous Peoples.
- Engagement will begin at the earliest possible stage of potential mining activities, prior to substantive on-the-ground exploration.
- Engagement, wherever possible, will be undertaken through traditional authorities within communities and with respect for traditional decision-making structures and processes.

## Procurement strategy cycle

Annual/quarterly assessments

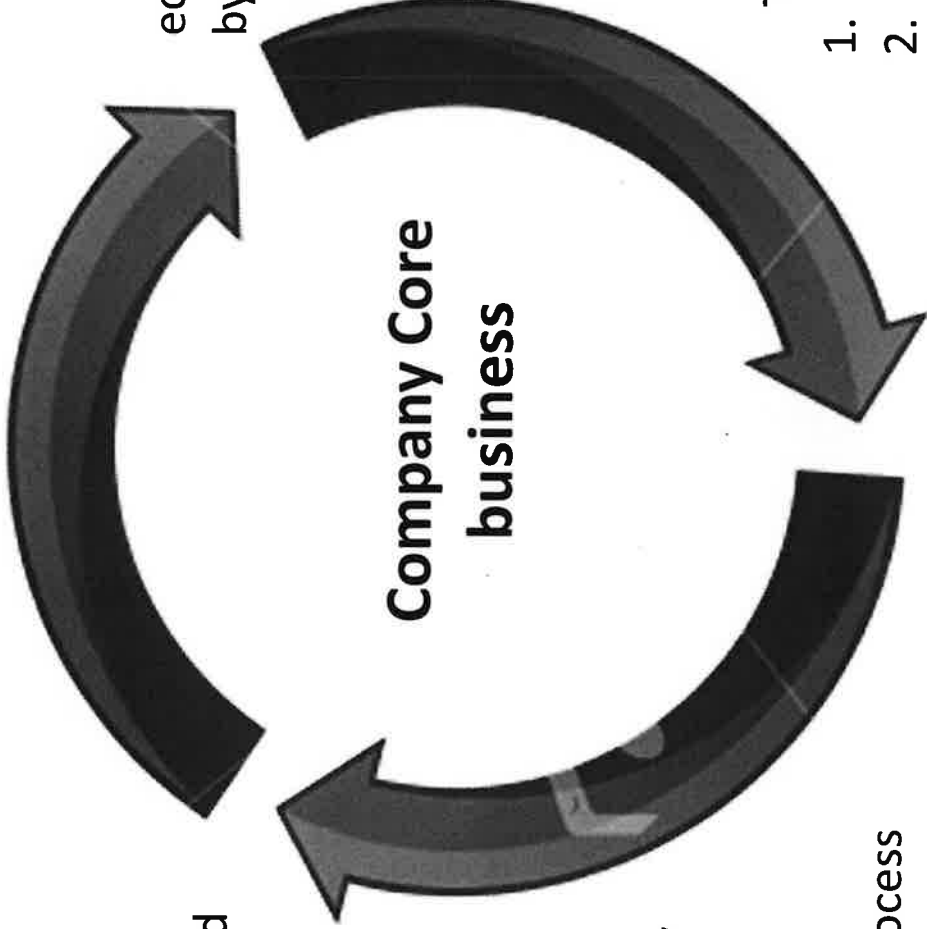
1. progress achieved
2. innovation

Visible outcomes:  
broad-based participation in the mainstream economy

Administrative process

1. Implementation
2. Human resources
3. Information

Procurement process flow



Understanding the economic participation by the host community in the procurement opportunities

Procurement policy:  
What the company will do to accommodate the concerns of the host community

The Champion He/she is

1. Responsible
2. Accountable
3. Supported by...
4. Consulting with...
5. Informing all....

Procurement guidelines  
rules and laws –

commitment to abide by  
the regulatory framework

**The End**

**THANK YOU**



**RHOVAN PSV, BAKWENA BA-MOGOPA TRDITIONAL  
COUNCIL AND BUSINESS FORUMS**

**WORKSHOP OF 29 NOVEMBER 2022 REPORT**

Compiled by Adv Sello Terrence Mokale

Developmental Governance Practitioner

## REPORT ON THE WORKSHOP HELD ON 29 NOVEMBER 2022 HELD AT AMIGOS GUESTHOUSE, BRITS

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### **Purpose of the workshop.**

RHOVAN PSV is a Glencore operated plant. Glencore is a member of the International Council for Mining and Metals (ICMM). All ICMM member companies have adopted ten (10) Sustainable Development Principles to guide their Environmental, Governance and Social practices within their operations. From the ten principles, Principle 9 requires members to contribute to the social, economic, and institutional development of the host communities.

In pursuit of its commitment to implement Principle 9 of ICMM and to ensure continual improvement in social performance and to contribute to the social, economic, and institutional development of host community, RHOVEN PSV convened a workshop with BAKWENA BA-MOGOPA TRADITIONAL COUNCIL and local BUSINESS FORUMS, the purpose of which was to address the following issues:

- a) How to enable access by local SMMEs to procurement and contracting opportunities across the project life cycle, both directly and by encouraging larger contractors and suppliers, and also by supporting initiatives to enhance economic opportunities for local communities.
- b) How to Incrementally achieve the target of the local spent on procurement of goods and services from 18,9% to 26%
- c) Ensuring stakeholder engagement based upon an analysis of the local context and provide local stakeholders with access to appropriate and effective mechanisms for seeking resolution of grievances related to the company and its activities.

### **Workshop proceedings**

The workshop was attended by members of BAKWENA BA-MOGOPA TRADITIONAL COUNCIL, BUSINESS FORUMS and the General Manager of RHOVAN PSV and CSR team management. The attendees signed an attendance register. The proceedings of the workshop were not recorded electronically. Adv Terrence Mokale was the workshop facilitator.

The agenda of the workshop was pre-defined and adopted by the participants. Copy of the agenda is attached to this report and marked **Appendix 1**

Mr. Dunkeld Molapisi, CSR manager opened the workshop and welcomed all present. The agenda was divided into two sessions.

## **Session 1**

### **1.1 Workshop overview, objectives, and agenda:**

Adv Terrence Mokale gave an overview of the objectives of the workshop by way of a slides presentation, copy of the presentation is attached and marked **Appendix 2**

### **1.2 Expectations by participants-**

The participants were asked to indicate the things that they wished to achieve from the workshop, and they listed their expectations as follows: -

- a) Implementable targets and timeframes
- b) Youth enterprise development strategy.
- c) SMME development strategy
- d) BBBE participation at RHOVAN PSV board and senior management level.
- e) Progress on the implementation to achieve the 26% target for local spent target.
- f) How can local SMME participate in the mainstream procurement opportunities available in the RHOVAN PSV supply chain.
- g) How can RHOVAN PSV create partnership between the big companies winning contracts at RHOVAN and local SMMEs for skills transfer and enterprise development.
- h) Proactive engagement between key stakeholders on sustainable development challenges and opportunities in an open and transparent manner.
- i) Strategy for ringfencing of specific contracts
- j) Turnaround time to respond to tenders

- k) Entering MOU that would among others set out the resolutions of the matters that are subject of this workshop

## Session 2

Mr. Adriaan Burgan made a slides presentation to share information with the participants on the following points: Copy of the presentation is attached and marked **Appendix 3**

### 2.1 Production flow from mining to ferrovanadium:

- explanation of core business.
- products produced by the mine.
- different products and services consumed/used by the mine.
- corporate structure/ownership.
- communication and engagement structures with host communities.

### 2.2 Procurement process flow:

- procurement opportunities arising from the production flow.
- procurement percentage threshold for host communities and target met to date. **See Appendix 4**
- Number of host community companies doing business with Rhovan
- What can be made available for procurement in favour of host communities

## Active participation of attendees

Open and robust engagement with the process flow presentation took place in respect of the following:

- a) Identified procurement opportunities in goods and services.
- b) Capacity and skills base within the host community companies to deliver goods and services required
- c) Ideas on ringfencing opportunities and sub-contracting
- d) How to keep the Rand circulating within the host community
- e) Capacity building and growing beyond Rhovan

- f) Rules of engagement with Rhovan management.
- g) Engagement plan which is reviewable and updated regularly linked to management planning processes

BUSINESS FORUMS submitted to RHOVAN PSV for consideration, a list of procurement opportunities that they have identified copy of which is attached and marked **Appendix 5**. The list was openly discussed item by item to identify procurement opportunities that RHOVAN PSV would consolidate and finalise. Copy of the finalised list is attached and marked **Appendix 6**

Participants were afforded an opportunity to reflect whether their expectations of the workshop were met. Their responses are summarised in the table below: -

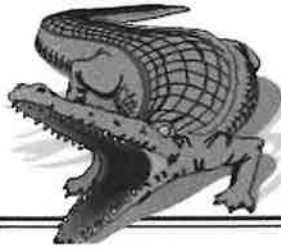
EXPECTATIONS	ACHIEVEMENTS
Implementable targets and timeframes	A consolidated list of procurement opportunities was developed by RHOVAN, see <b>Appendix 6</b>
Youth enterprise development strategy.	RHOVAN is currently implementing enterprise development strategy that include focus on youth development.
SMME development strategy	The current broad enterprise development strategy includes among others agricultural development and SMME enterprise training delivered by GIBS
BBBE participation at RHOVAN PSV board and senior management level.	This is a matter between the board of directors of RHOVAN PSV and BAKWENA BA-MOGOPA COMMUNITY TRUST
Progress on the implementation to achieve the 26% target for local spent target.	Report submitted, see <b>Appendix 4</b>
How can local SMME participate in the mainstream procurement opportunities available in the RHOVAN PSV supply chain.	RHOVAN undertook to develop a comprehensive procurement strategy that will address mainstream procurement.
How can RHOVAN PSV create partnership between the big companies winning contracts at RHOVAN and local SMMEs for skills transfer and enterprise development.	RHOVAN may not dictate to service providers how to structure their businesses. However, the procurement process flow takes care of BBBEE requirements and ringfencing strategy.

Proactive engagement between key stakeholders on sustainable development challenges and opportunities in an open and transparent manner.	RHOVAN through its CSR section has the responsibility to ensure meaningful stakeholder engagement as evidenced by this workshop and other stakeholder engagement meetings.
Strategy for ringfencing of specific contracts	RHOVAN undertook to develop a comprehensive procurement strategy that will address ringfencing strategy.
Turnaround time to respond to tenders	RHOVAN has a procurement process flow that regulate turnaround time for advertised tenders.
Entering MOU that would among others set out the resolutions of the matters that are subject of this workshop	Memorandum of Understanding drafted, see <b>Appendix 7</b>

#### Closing

Attendees expressed their appreciation of the open and frank discussions held and committed themselves to cooperate with each other to achieve the common goal of continual improvement in social performance and RHOVAN's contribution to the social, economic, and institutional development of host communities.

Mr. Adriaan Burgan thanked all the participants for attending the workshop and closed the meeting.



# **BAKWENA BA MOGOPA TRADITIONAL COUNCIL**

*Private Bag X 1031, Bethanie 0270  
Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201*

---

DATE: 22 August 2022

TIME: 11H00

SLP Engagements Meeting:

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## **Agenda**

1. Opening Prayer
2. Introduction of guests
3. Comment by the chairperson
4. Report on current SLP
  - 4.1 Questions & Answers
5. Submission of new SLP by:
  - 5.1 Bakwena ba Mogopa Traditional Council
  - 5.2 Rustenburg Local Municipality
  - 5.3 Glencore
  - 5.4 Questions & Answers
6. Proposals by members of the Community
  - 6.1 Questions & Answers
7. Mediation & Court Case
  - 7.1 Questions & Answers

### **1. Opening Prayer**

Councillor Jack Ntsie opened the meeting with a prayer.

## **2. Introduction of guests**

The chairperson of the day Rebone Morebodi introduced himself as well as members of the traditional councillors present, and indicated the apologies received.

He also introduced PR Councillor at Rustenburg Local Municipality, Mrs Poppy Lebethe, and offered the floor to introduce those accompanying her.

## **3. Comment by the chairperson**

The chairperson highlighted the purpose of the meeting, and made opening remarks, before Mr Lawrance Mashigo dealt with reports. He indicated that previous SLP's were compiled without community's involvement, until this council was constituted. He indicated that the current SLP had input from members of the community, even though such consultation had not been sufficient, due to lack of resources.

## **4. Report on current SLP**

Mr Mashigo apologised for starting with the proceedings later than the publications indicated, however, he proceeded to advise that there were considerable factors that led to the same as there were numerous burials within Bethanie village and that other community members are expected to attend once they were done with such proceedings.

He further emphasized the challenges around lack of resources and that the Traditional Council could have not much as it has no resources and that the meeting was funded by Rhovan.

He proceeded to thank all attendees for taking time to engage on the matters as per the publications;

He further acknowledged the LSMME's that rendered services and those who were available to market their products and services;

Mr Mashigo gave a report on the current SLP, referring to the distributed written report.

He indicated what projects have been finalised, which ones were still in progress, and which ones were not yet commenced with.

He further indicated that he could not give reasons on why certain projects have not yet started, or why others seem to have failed.

## 4.1 Questions & Answers

Attendees were offered opportunity to comment and ask questions on the report.

Members of the community inquired why Glencore and Rhovan management was not represented in the consultation. Their view was that as the council was not the one implementing the SLP projects, it could not answer questions they had. They seemed eager to talk about what they thought ought to happen in terms of conducting of the consultation progress. Some commented on the specific projects they envisage in respect of the coming SLP.

Rhovan operations should be run by both the community representatives and Glencore representatives, and this always brings a challenge on how the community view all reports from Rhovan's operations as they are done solely by Glencore, this is viewed as being unfair by the community;

The following were some of the proposals and or submissions for the 2023-2027 SLP Projects by members of the community:

- i. A request from Maumong was that Rhovan should consider increasing the number of employees from their village so that they can cater for them to be transported to work, as they currently are not catered for due to their minimal number of four (4);
- ii. A submission from a local NGO in Bethanie requested that it be catered for to assist in eradicating substance abuse by young people, by setting up reasonable funding programmes that will assist with essentials. This was also extended to be catering for poverty and care for the poor;
- iii. A bus for high school children from Bethanie West was also submitted as a request to assist children to travel to and from school;
- iv. Bakwena must have representatives in management level and Human Resources in strategic operations positions to deal with, and address Historically Disadvantaged South Africans (HDSA) and to deal with implementation of local empowerment, to develop local Small Medium Micro Enterprises (SMME's) and try to develop local successful millionaires;
- v. Management must submit finances indicating what the profits of the business have been, as the SLP projects are based on profit. This will enable members of the community to submit and come up with projects that would be in line with the budget;
- vi. Waste Management procurement should be redirected to local companies;

- vii. Request for construction of sporting facilities in Maumong similarly with the ones constructed in other Bakwena villages;
- viii. Transparency on procurement processes must be addressed by having a community representative on board;
- ix. It is the view of members of the community that Glencore is undermining community members, hence the community is excluded from operations;
- x. The soccer field planned for Makolokwe must be redirected to face North-South direction instead of the current proposed position as per technical drawings/plans (East-West), and that it be of appropriate size as per FIFA regulations.
- xi. A concern on LSMME support was raised, that Rhovan, under the management of Glencore has failed to make even one (1) millionaire within the Bakwena Ba Mogopa Traditional Community, and that it should be visible on the making of LSMME millionaires within the community;
- xii. Traditional Council would also like that community representatives be recognised and be finalised as soon as possible to can deal with concerns raised by the general community members, this include that a joint board be appointed as soon as possible by the Community Trust and Glencore;

In the end community members expressed dissatisfaction that the consultation was conducted by the Traditional Council. They proposed as follows:

- a. Rhovan, through Glencore as the ones managing the mine, must conduct the SLP consultations on its own;
- b. Glencore must furnish the community with full reports on all previous SLP projects, including the finances thereof;
- c. Glencore must furnish the community with a full budget of the SLP based on a percentage of the business's profits; and
- d. The council must write a letter to Glencore requesting that it initiate and conduct SLP consultations in line with the principles above.

**5. Submission of new SLP by:**

**5.1 Bakwena ba Mogopa Traditional Council**

**5.2 Rustenburg Local Municipality**

**5.3 Glencore**

## **5.4 Questions & Answers**

The entire item 5 was not discussed as per the report and resolutions above, to this effect, the submissions by the Traditional Council stands and can only be reviewed by the Traditional Council.

The submissions by PR Councillor Mrs Poppy Lebethe stand as they are;

The submissions by Ward Councillors will be reviewed by the same councillors as and when time allows doing so in terms of Councillor of ward 29 as he was not happy of the proceedings;

Ward Councillors did not deny nor confirm the pending projects reflected on the Preamble report, which include D109 road and Kortbegrip Water pipe projects.

## **6. Proposals by members of the Community**

### **6.1 Questions & Answers**

The entire item 6 was dealt with directly and indirectly as reflected above.

## **7. Mediation & Court Case**

The Secretary of Council gave a report and explained why there is on-going impasse between Glencore and the community. He explained further that Rhovan's operation is a Pooling and Sharing Venture between Glencore and Bakwena-Ba-Mogopa Community Trust, operated by Glencore to the exclusion of the Trust which is the legal entity representing the community in the mining operations.

He further indicated that all if not most of the questions and concerns raised by the community, emanate from the fact that the community is not represented in the joint board as prescribed in the underlying commercial agreements between the parties. As a result of this lack of representation further issues have arisen as follows:

- That the community does not have any personnel or official on the operations that they can trust;
- That the community is experiencing all challenges because community funds were mismanaged and others stolen which left the community destitute;
- That Glencore through its legal firm of attorneys manages community dividends and in return charges administration fees;
- That all strategic positions where procurement, human resources and others are solely managed by Glencore and as such this is a challenge in accommodating members of the community;

### **7.1 Questions & Answers**

Members of the community expressed frustration with the treatment meted out by Glencore on the community. They further indicated that they are not afraid to confront Glencore and disrupt operations of the mine, as it seems to them that the Council is unable to deal with Glencore.

Kgosi Motheo Mamogale took an opportunity to speak, and said the following:

- That he was not invited to this meeting, and that he surprised everybody by attending;
- That Glencore funded this SLP consultation meeting and refused to fund his trip to Botswana where several traditional leaders of various Bakwena communities occasionally meet;
- That he is back to lead the community;
- That he acknowledges the past that is filled with mistakes;
- That it is time for him to tell the truth;
- That he wants to expose Glencore and the thieves who stole the community's funds in the community meeting to be scheduled on the 10<sup>th</sup> September 2022;
- That the community must get its money from Glencore and be able to use its own money;
- That he is back to serve the community as kgosi;
- That Glencore will not be requested to come and do consultations as advised above, but he will summon Senior Management of Glencore to come before the community in a meeting that will take place at the same venue, on 10<sup>th</sup> September 2022; and that he will further make sure that he facilitate such a meeting;

He then declared the meeting closed.

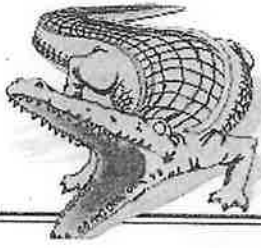
No	Notes/Comments by BBMTC Sec	Ref/Guidelines/Assessments/Definations
1.	Lack of Resources allocated to the meeting by Rhovan	<ol style="list-style-type: none"> <li>1. No properly printed and bonded material (booklets) as per the request of the traditional council;</li> <li>2. Display screens not connected and enough as per the set-up;</li> <li>3. No catering prepared for VIP guests;</li> <li>4. Lack of strategic labour resource as per event management systems such ushers, photographers, protocol officers and etc.</li> </ol>
2.	General preparation and team	Excellent job done in general by the team, from preparations, arranging marshals, security, ambulance, and commitment by personnel managing the event and this is evident in the attendance of over 400 attendees;
3.	Publications before	Rustenburg Herald, Brits Pos, Madibeng FM, Posters

	the meeting	and word of mouth about 21 days before the meeting and other.
4	Challenges on community engagements	It requires the community administration in terms of the Traditional and Khoisan Act to be put into place to curb and control meaningful and reasonable process to deal with different issues at different platforms.
5	Community Trust Participation into Rhovan	This must be reviewed and be finalised as soon as possible as it has a potential of disturbing Rhovan's operations, the HDSA laws must be applied in totality as soon as possible;
6	Misrepresentations by different (purported) entities on community based matters and issues are flagged.	There are different entities which include and or do not limit to the so-called business forums, purported Traditional Authority, purported kgosi and purported Royal Family members whom interfere with the legislated responsibilities of traditional councillors, municipal councillors and trustees. Our view is that this must be swiftly be dealt with and if possible by pre-mediation engagements between Council and Glencore. Without fear and or favour, the Council must place on record that none of the Business Forum and or Traditional Authority is recognised as these attempts ended up prejudicing community members due to none accountability after trials. It is evident that these structures are not accountable and have no interests of broader community at heart, thus they are not recognised any more.
7	Misrepresentations on the definitions of the Royal Family and its definition.	The Traditional and Khoi-San Leadership Act, 2019 deals with this matter as follows: "royal family" means the core customary institution or structure consisting of immediate relatives of the ruling family within a traditional or Khoi-San community, who have been identified in terms of customary law or customs, and includes, where applicable, other family members who are close relatives of the ruling family;
8	Properly defining the Royal Family and kgosi will result into effective methods and processes that will benefit the community and all entities and or parties of interests	The tradition of the Bakwena Ba Mogopa should be advised by history, thus it must also be said that a serious protest of unlawfully including the participation of the 2 <sup>nd</sup> houses in the royal family and community affairs is evident proof. This should also take notice of the serious concern of the current status quo that is the center of the challenges within the Bakwena Community and how Glencore find itself on the unprecedented, and or unacceptable engagements with both wrong Members of the Royal Family and or kgosi on matters of the community. This should be flagged to be a brewing danger that may also impact negatively in the community stability going forward. It must also be said that it is not possible to be a member of the Royal Family if one is not a descendant of any recognised and

		lawful passed kgosi's.
9	Misrepresentations on kgosi	Different organs, entities and individuals often misrepresent the bogosi of the community to be a lawful statute making decisions for the community; this must be addressed and be referred into the relevant governing laws. Another basic requirement when dealing with governance of traditional community is to refer to both the Northwest Traditional Leadership and Governance Act (repealed) and the Traditional Khoisan Leadership Act under section 10.
10	RLM Ward 29 Cllr	<p>The submissions and the narrative presented was misleading and could not deal with the lawful facts of SLP Engagements proceedings. Facts are that the Traditional Council is not accountable to RLM but to the community, The ward Cllr has every right to make submissions on various platforms to different mining operations. The Traditional Council's view is that, however submissions done, they must be accompanied by reports on service delivery and collaborations between different organs, which are, the mining companies, traditional councils, DMRE compliance enforcement on legislation and municipalities.</p> <p>Kortbegrip waterpipe project was delayed and was covered in the report; this was a perfect opportunity to set a record straight on the delays of such a project. The Traditional Council reserve its right to comment further on the IDP consultative process on the Bakwena Community areas of ward 29;</p> <p>His further utterances that the SLP engagement will not pass the RLM master is viewed as the Traditional Council as premature and unprecedented, however, this is left to Rhovan as the mining operations to deal with. It must also be said that the behaviour and the ordering of RLM through ward 29 councillor to the Bakwena Ba Mogopa Traditional Council is unprecedented, unacceptable, and unwarranted and viewed as an attack on the Bakwena Community and the Council.</p>
11	Attendance and Register as attached	<p>It is our view after we being advised by our marshals that about half of the attendees refused to fill in the attendance register, and that about a thousand or more people attended the meeting.</p> <p>In addition to the same matter, it must also be noted that it is highly possible that some of the attendants were not necessarily members of the Bakwena Traditional Community.</p>
12	Applicable Laws/Acts	The constitution of the Republic, Mineral and Petroleum

	and agreements, policies of corporates and etc.	Resources Development Act, BBBEE Act, Mining Charter, Traditional leadership and governance act, Khoisan and Traditional Leadership Act, Municipal Act, Shareholders agreement between the community and Glencore, Trust Property Act, Company's Act and any other applicable act.
<p>It must also be said that urgent interventions through different engagements processes must be put into place as soon as possible in view of rebuilding and or reconstructing the concerning relationship between the Bakwena Ba Mogopa Traditional Community and all mining partners, and on this case, Glencore. It must also be said without fear or favour that Rhovan operations should be both be run by joint venture parties as soon as possible and without this must be implemented without any more further delays. The Preamble deals with some of the risk areas within the community.</p> <p>The Bakwena Ba Mogopa Traditional Community must also be careful of unlawful structures claiming to be representing the community. It must be emphasized that no structure and or entity has a right to claim to represent the community unless otherwise is accountable to the Traditional Council and or other statutes as defined into the governing Act.</p> <p><b><i>This report is prepared on behalf of the Bakwena Ba Mogopa Traditional Council by the Secretary, Mr Lawrance Mashigo, contact: <a href="mailto:tshiamomashigo@gmail.com">tshiamomashigo@gmail.com</a> and /or 081 755 4861</i></b></p>		

*Printing and other related costs for this document were not provided for!*

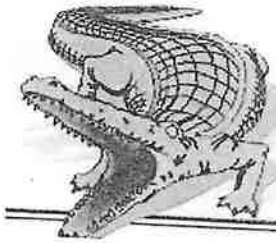


# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X 1031, Bethanie 0270  
Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 20<sup>th</sup> AUGUST 2022  
Community Meeting: SLP ENGAGEMENTS - RHOVAN  
Venue: BETHANIE SPORTS FIELD  
Time: 10:30

	Name & Surname	Area	Contact No Email Address	Temp	Signature
1	Goitseone Ditlopo	Bethanie	ditlopogwr@gmail.com		
2	Puanis Madikane	Bethanie	—		
3	J. Diko	Madikane	—		
4	S. MATAUMI	BETHANIE	—		
5	Maiebo M.	Bepong	—		
6	DANTO	Bethanie	—		
7	PHATILE SEKHU	Bethanie	—		
8	Johannes SEKHU	Bethanie	—		
9	ROKEDIHINI SIKOE	Bethanie	ROKEDIHINISIKOE@gmail.com		
10	Aunah Baby	Bethanie	—		
11	Veli Kabiri	Bethanie	—		
12	Keatshepile Marobe	Bethanie	—		
13	Isthepiso Matswasele	Bethanie	—		

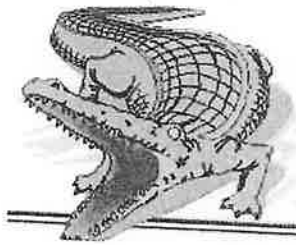


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Venue: BETHANIE SPORTS FIELD  
Time: 10 H30

Name & Surname	Area	Contact No Email Address	Temp	Signature
KEMALI R. LOATSE	Makolobé	—		
EDWIN Mokwona	II	—		
Gumi Mago tsi	Makolobé	—		
Obakeng MALAPANE	Bethanie	—		
Refentse MALAPANE	Bethanie	—		
Onaierone MALAPANE	Bethanie	—		
Mpofu James	Bethanie	—		
Lemy Musito	Rehuni lefi: Musito			
Tesgo Tula	Rehuni			
Thato Tshope	Bethanie	Thattshope@gmail		
Olebogeng Tshope	Bethanie	tshope.ole@gmail.com		
SARAH MESHU	Modikwa	—		
Rebecca mokona	Modikwa	—		

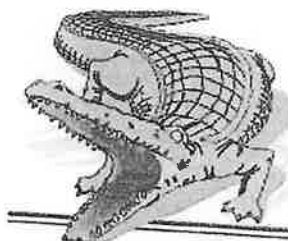


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Tel: (012) 260 0201

Date: 20th Aug 2022  
Community Meeting: SLP Engagements - Khusea  
Venue: Bethanie Sports facilities  
Time: 10h30

Name & Surname	Area	Contact No Email Address	Temp	Signature
Dineo Rathiudu	Bethanie	072 777 6834		Bicinda
Thembiso		082557017		
Senzo		0728670731		
Kugere	sonop	660 9524 985		Senzo
Bung Bhele	Bethanie	063 5488 711		
ANBUS MONYATE		0722639 592		
HLWSELO S.A.		083760 9130		
Senzo Bhamana		0633081876		
Ledibone Tsimane	Bethanie	0639474009		
Fredie Miusi	Bethanie	0760257682		
Letto Moteni	Bethanie	072 4044882		LATO for.
Mary Sineka	Bethanie	0117357131		M. Sineka
Beauty	Bethanie	0761484186		Beauty

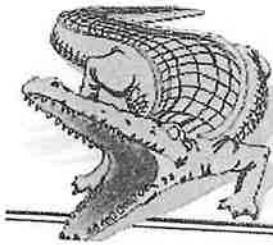


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Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 20th Aug 2022  
Community Meeting: JLP Engagements - Khovak  
Venue: Bethanie Sports facilities  
Time: 10h30

Name & Surname	Area	Contact No Email Address	Temp	Signature
BOITSHIEPU TABANE	Maumong	078 490 3865		
Sophane Madinga	Bethanie	076 2351 790		
Andrew Sibach	Maumong	072 4596 083		
MASALA JIA	Maumong	063 990 2493		
Petrus Tabane	Maumong	0766244946		
Moses Teabo	Makodine	0762365 828		
Shimane Kikana	Bethanie	0604339681		
Ditabere Mokuo	Bethanie	083 586 7266		
Obakey Thye	Bethanie	0769003796		
R.P. KHAPI	Bethanie	0787392618		
John Nkhoyu	Modikoe	078 406 2367		
A.J. Mookhatswane	Modikoe	0733366 952		
Mpho Ramakwane	Bethanie	0791294603		

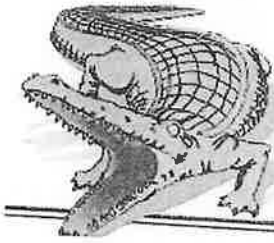


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Tel: (012) 260 0201

Date: 20<sup>th</sup> AUGUST 2022  
Community Meeting: SLP ENGAGEMENTS - RHOVAN  
Venue: BETHANIE SPORTS FIELD  
Time: 10H30

Name & Surname	Area	Contact No Email Address	Temp	Signature
Juray Nello	Beth	066 4481488		
MOSES M Monegi	RABOBWA	076 40 60 739		
DORAH TSHELANE	MOOKWE	012 034 8265		
ISAAC MONTJHE	BETHANIE	076 3306013		
Siditile Mkhama	Bethanie	072 192 4941		
Groendang School	Bethanie	0731447432		
Oseibhu	Ostreaal	060 930 2711		
HERMAN MANUMU	Bethanie	0721918426		
LEBEO SETHARE	Bethanie	0630253270		
Pooi Mokwena	BETHANIE	0730738704		
Letlhabo L. Laha	Bethanie	071 512 9195		
Thabo Thutlwa	Bethanie	078 4797367		
M. Lesedi	BETHANIE	0830415331		

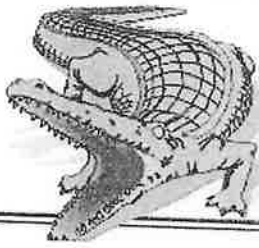


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Date: 20<sup>th</sup> AUGUST 2022  
Community Meeting: SLP ENGAGEMENTS - RHOVAN  
Venue: BETHANIE SPORTS FIELD  
Time: 10H30

Name & Surname	Area	Contact No Email Address	Temp	Signature
Dikaledi Sefthadigile Modikwe	Modikwe	073 101 0085		
Bokamoso Bele	Modikwe	—		B.B
Otiotleng Bele	Modikwe	—		X
Omphile Phiri	Modikwe	076 244 5608		O. Phiri
Gontse Bele	Modikwe	—		
Lebogang Tshwene	Modikwe	—		
Bortumele Bele	Modikwe	—		
Tshwene Tshwene	Modikwe	—		
Kagiso Mayo	Modikwe	—		
Beki Mayo	"	—		
Kitso Rakuba	Modikwe	—		
Oshadeng Madubane	Modikwe	—		
Rafilwe Shabangu medi		—		X

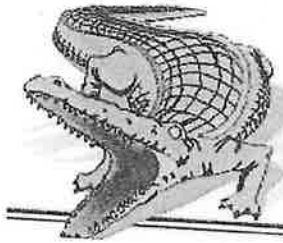


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Tel: (012) 260 0201

Date: 20<sup>th</sup> AUGUST 2022  
Community Meeting: SLP ENGAGEMENTS - RHOVAN  
Venue: BETHANIE SPORTS FIELD  
Time: 10 H 30

Name & Surname	Area	Contact No Email Address	Temp	Signature
Shabangu Oregon Moditse	Moditsoe	011 218 6018		
Jesego Moyo Kgalelelo Modungwa	Modikwe Moditsoe	079 3222 809 073 90 55 372		
Boikwamele Selciri	Modikwe	0727 66 3086		
Allegang Mfikoe	Bethanie	-		X
Kelebogile Moeketsi	Bethanie	-		X
Rematshepile Mfikoe	Bethanie	-		X
Joseph Nxumalo	Bethanie	-		X
Sukle Leneu	Bethanie	-		X
Olebogeng Tlhama	Bethanie	-		X
Daniel Khabalala	Bethanie	0790933040		
Onicoe Thobane	Bethanie	0610141266		
Tlato Thage	Bethanie	-		

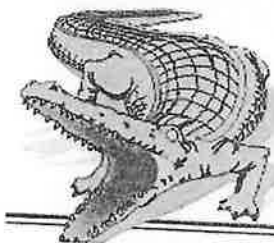


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Bethanie, 0270  
Tel: (012) 260 0201

Date: 20<sup>th</sup> August 2022  
Community Meeting: SLP Engagements - Khouen  
Venue: Bethanie Sports facilities  
Time: 10h 30

Name & Surname	Area	Contact No Email Address	Temp	Signature
Lunkie Molefe	Bethanie	0822189927		
AMELIA KHUROU	BETHANIE	0604517477		
MARIA MOLEFE	BETHANIE	0605455260		
Yvonne Lebele	BETHANIE	0818118074		
LUNTU THAMBO	BETHANIE	0721036778		
BONANGS C MOKKE	BETHANIE	0440793879	N/A	
FAITH BELA	MAAMONG	0636565403		
MOSES BOTJA	MAAMONG	0714437146		
ZINHLE Ngwenya	Modikwe	0609495954		
LOTOTSI KGORI	Modikwe	0727741820		
Jerry Matheka	Modikwe	0649271504		
Onthabile Thekiso	Modikwe	0823690282		
Reitantse Monis	Modikwe	0733925300		

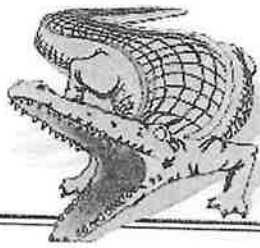


# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X 1031, Bethanie 0270  
Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 20<sup>th</sup> AUGUST 2022  
Community Meeting: SLP Engagements - RHOVAN  
Venue: BETHANIE SPORTS FACILITIES  
Time: 10 H30

Name & Surname	Area	Contact No Email Address	Temp	Signature
ANDRIES RUELÉ	BETHANIE	079 428 1226		
FRANS MOGOTSI	BETHANIE	0630 509485		F. Mogosi
Ivonne Motseki	Bethanie	08235 83463		Motseki
Rosina Motseki	Barstob	076 545 9747		R. Motseki
Tebogo Mojase	Bethanie	060 525 3663		Mojase
TSHEPO SILWE	BETHANIE	072 274 3928		
MOSOTHO SOMNANDO	BETHANIE	0711403076		X
Pheleka Pamela Malopyane	Bethanie	078 5983417		P. Malopyane
Cethogonolo Monapedi	Bethanie	071 823 5938		H. Monapedi
Ramnelwe Mcke	Bethanie	073 560 0492		Mcke
Warona Segwati	Bethanie	083 542 3231		Warona
ERIC Poge	Bethanie	076 099 1915		Eric
ISAHL DIKURE	BETHANIE	068 144 2161		

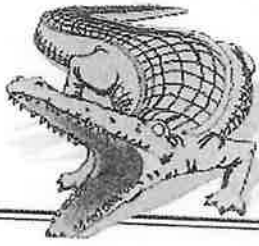


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Private Bag X 1031, Bethanie 0270  
Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 20<sup>th</sup> AUGUST 2022  
Community Meeting: SLP ENGAGEMENTS - RHOVAN  
Venue: BETHANIE SPORTS FACILITIES  
Time: 10 H 30

Name & Surname	Area	Contact No Email Address	Temp	Signature
D. Mfikae	Makelakwe	0722967070 danielmfikae90@gmail.com		
Malephatsi Serole	Bethanie	0661906718 Serolems@gmail.com		
EZECK LETSHOLO	Mopikwe	aleckletsolos@gmail.com 0721892825		
Shirley Manyaka	Bethanie	0712910025		
Rapula Matete	Bethanie	0726791100		
Kabalo matete	Bapery	0514810060		
Neo Komane	Bethanie	0717155573		
Gamolema Molefe	Bethanie	0656639821		
KAMOGETO MOASI	Bapery	0655498036		
Kuniso Masuwa	Mopikwe	0826671115		
Lebogang Thobe	Bethan	0844037157		
Basetoa Mofokane	Bethanie	0828613576		
Mojalefa Ndlovu	Bethanie	-		

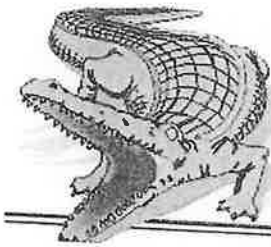


# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X1031, Bethanie 0270  
Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 20<sup>th</sup> AUGUST 2022  
Community Meeting: SLP ENGAGEMENTS -RHOVAN  
Venue: BETHANIE SPORTS FIELD  
Time: 10 H30

Name & Surname	Area	Contact No Email Address	Temp	Signature
Sipho Moyo	Bethanie	siphomoyo64@ 0764607261		
Mogomotsi Meleo	Bethanie	0761827456		
Paul Masisi	Maunong	Paul.masisi179@gucc 0646570002		
Thapelo Mafatshe	Maunong	0735680784		
Karabo Leshabo	Maunong	082950325		
Joseph Morakie	Medikwe	0607636038		
A. Mmuni	Bethu	-		
TIMMI Boyess	Medikwe	0818666919		
THABANG MOSWEL	Medikwe	0721208127		
Lebogang Kerse	Medikwe	0713763678		
Koppene Uato	Bethanie	0658730122		
Lebone Montoedi	Bethanie	0829320314		
Onalenna Masilo	Bethanie	-		

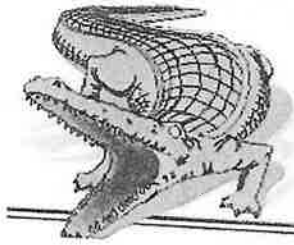


# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X 1031, Bethanie 0270  
 Stand No.: 0499 Moseja Section  
 Bethanie, 0270  
 Tel: (012) 260 0201

Date: 20<sup>th</sup> AUGUST 2022  
 Community Meeting: SLP ENGAGEMENTS RHOVAN  
 Venue: BETHANIE SPORTS FACILITIES  
 Time: 10 H30

Name & Surname	Area	Contact No Email Address	Temp	Signature
<del>Amos Moseja</del>				
Amos Moseja		amosntse@gmail		
Johnnie Neni		Johnnie@uathpouet.com		
Mabo Ngobetsi				
Wanda Dube		-		
PEACE MOLEBATHA		-		
LESIGO		0606158794		
Mokoenana M.	Modikwe	011 4560 775		
Bonolo K		-		
Morwanabane	Modikwe	06 3888635		
Lesego Moyo	Modikwe	079 3222 889		
Reatshpile	Bethanie	0660623082		
Kelebogile Molopyane		-		
Orethabisitse Mogotsi		-		X

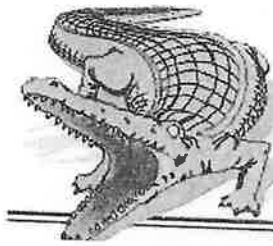


# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X 1031, Bethanie 0270  
 Stand No.: 0499 Moseja Section  
 Bethanie, 0270  
 Tel: (012) 260 0201

Date: 20<sup>th</sup> Aug 2022  
 Community Meeting: SLP Engagement - Rhoen  
 Venue: Bethanie Sports facilities  
 Time: 10h30

Name & Surname	Area	Contact No Email Address	Temp	Signature
BOPY Modise	Bethanie	076 294 624		[Signature]
SOLIT BELE	MOD	0527062537		[Signature]
TEBOSO Boikotto	MODIKWE	060 750 6798		[Signature]
HAPPY TIPHERU	BETHANIE	0730860306		[Signature]
KHEPO Mookeri	BETHANIE	060 760 1234		[Signature]
Zelma Manne	Bethanie	0713585907		[Signature]
BETHUEL TSHEOLE	BETHANIE	0645250980		[Signature]
Kotleho Mahala	Bethanie	0673975093		[Signature]
Solomon TAY	Bethanie	0729472171		[Signature]
Kagiso Tsoy	Bethanie	0847594703		[Signature]
BARNIS-ISELANE	BETHANIE	081-871-2461		[Signature]
Lebo Matshele	Bethanie	0824848898		[Signature]
EDWIN DIBLO	Bethanie	072-735-672		[Signature]

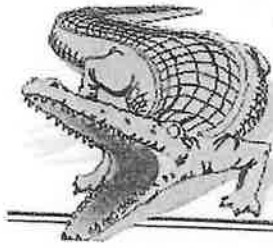


# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X1031, Bethanie 0270  
Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 20<sup>th</sup> Aug 2022  
Community Meeting: SHP Engagement - Rhovan  
Venue: Bethanie Sports Facilities  
Time: 10h30

Name & Surname	Area	Contact No Email Address	Temp	Signature
Koerogile Saba-gu	Mankwe	koerogile@saba-gu.co.za		<i>[Signature]</i>
Mphahle Mphahle	Bethanie	mp@emullerconreg.co.za		<i>[Signature]</i>
Daniel Mopha	Bethanie	018 572 4008		<i>[Signature]</i>
ofentes sebeso	Bethanie	—		<i>[Signature]</i>
Dineso Muri	Bethanie	0827699526		<i>[Signature]</i>
Boitshokomathwa	Bethanie	—		<i>[Signature]</i>
Itobile Palle	Bethanie	—		<i>[Signature]</i>
SJHlungweni	SAPK	0824163283		<i>[Signature]</i>
A. Rose	Bethanie	—		<i>[Signature]</i>
G. MASELE	MANK	—		<i>[Signature]</i>
T. LENKOANE	BETHANIE	0711054582		<i>[Signature]</i>
O. Malao	bethanie	—		<i>[Signature]</i>
O. Malao	Bethanie	—		<i>[Signature]</i>

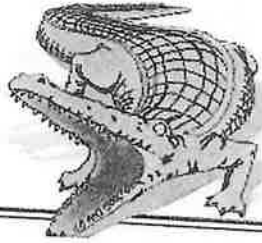


# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X 1031, Bethanie 0270  
Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 20<sup>th</sup> AUGUST 2022  
Community Meeting: SLP ENGAGEMENTS - RHOVAN  
Venue: BETHANIE SPORTS FIELD  
Time: 10 H30

Name & Surname	Area	Contact No Email Address	Temp	Signature
KADELO MEDUPE MOKOKE	LEDIG	—		
TSISO PAMOJWA	LEDIG	—		
AUBREY KEZHOLE	LEDIG	—		
SHADUO SITHOLE	LEDIG	—		
FURD JENKINS	LEDIG	—		
Ephraim Mootwa	LEDIG	—		
LESTER LOUW	LEDIG	—		
Melita Bosman	LEDIG	—		
Mahumane	Bethanie	—		
Nedibau	Larabau	—		
LESISO MOLEPHANE	BETHANIE	—		
KEKOMISO THERISO	BETHANIE	—		
Mpho Musi	BETHANIE	—		

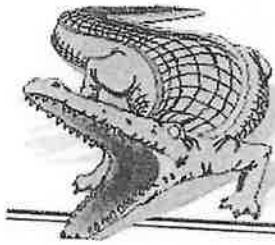


# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X1031, Bethanie 0270  
Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 26th Aug 2022  
Community Meeting: SUP Engagement - Rhovan  
Venue: Bethanie Sports facilities  
Time: 10h30

Name & Surname	Area	Contact No Email Address	Temp	Signature
Thobiso Mankoga	Mankwa	0769465503		
Thabopelo dasele	Mankwa	0766918509		
Barang Malobi	Madikwa	0792584651		
MBALIENHLE MOROE	Madikwa	0761876133		
Marobe mpumelelo	Madikwa	0763643505		
Nziweni Akhonathi	Madikwa	0765330047		
Tumelo Mblubi	BETHANIE	0633191064		
Reuben Mooketsi	Madikwa	0339140957		
Lesego Monahle	Bethanie	0820908466		
MAROE .M	Bethanie	0787820521		
Maklene .I	Bethanie	0672578395		
Molwatsi I	BETHANIE	0647277325		
ISHIPANG MOMBANE	BETHANIE	0609019155		

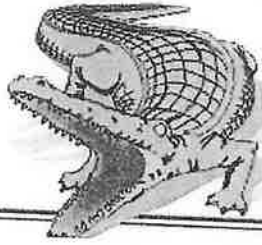


# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X1031, Bethanie 0270  
Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 20<sup>th</sup> Aug 2022  
Community Meeting: SIP Engagements - Rhoan  
Venue: Bethanie Sports facilities  
Time: 10h30

Name & Surname	Area	Contact No Email Address	Temp	Signature
Phutha				
Phutha Lebethe	Medikwe	evalebethe@gmail		Lebethe
JANE BOSMAN	Mauimong	0792182654		J. Bosman
Retropole Medupe	Mauimong	0762007724		
Anna Molewa	Mauimong	0604103014		Molewa
MADLEINE ISHMANOR	Mauimong	0197473135		
Molebeneng Muvamba	Mauimong	0712355434		
maditshere Ramona	Mauimong	0719898765		Ramona
ROSIMATI THABELA	Mauimong	0791590061		Thabela
Sally Molewa	Mauimong	0761614170		
ROBERT VIKWAN	Mauimong	0603809433		Vikwan
Kylie Muvande	Mauimong	0813808032		
Lethyanoto Bamela	Mauimong	0839573628		Bamela
The Mblic	Vikwana	0608158603		

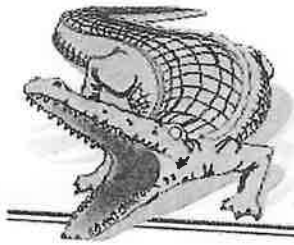


# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X1031, Bethanie 0270  
Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 20<sup>th</sup> Aug 2022  
Community Meeting: SLP Engagements - Phover  
Venue: Bethanie Sports facilities.  
Time: 10h30

Name & Surname	Area	Contact No Email Address	Temp	Signature
Gadifole Rhammets	Bethanie East			
Gadifole Rhammets	Bethanie East	0649634711		Rhammets
Betty Iselane	Lullans ville	0814707941		Iselane
Didintle Mondlane	Lullans	-		(M)M
Kegoinoditwe Rapula	"	0607632037		x
Warona Rapula	"	-		x
Dimpho Mondlane	"	-		x
Obonolo Magano	"	-		x
Ofentse Moya	"	0617285214		(Signature)
Koketso Mngai	Makotwe	0676203670		(Signature)
Pelw Mkh... Mkh...	Makotwe	0691331000		(Signature)
KASISO LOATE	Makoloke			(Signature)
LIABO MALIUMA	MAKOL LOKWE	0763706366		(Signature)
Abdul Mesosa	Bethanie	0609827930		(Signature)

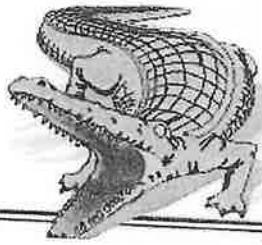


# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X1031, Bethanie 0270  
Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 20<sup>th</sup> Aug 2022  
Community Meeting: SLP Engagements Phoooh  
Venue: Bethanie Sports facilities  
Time: 10h30

Name & Surname	Area	Contact No Email Address	Temp	Signature
SEKOBOLU WEFA BOINGOTLO MOROPA	MAKOLOKWE	0720215956		
Lebo	MAKOLOKWE	0716834820		
Benjamin More	Bethanie	0794502219 kgolele.more@gmail.com 0837016184		
Chief Moloosi	BETHANIE	0826637311		Chief Moloosi
ABRAM ISHEPE	BETHANIE	0710003054		
TSHANE AZUENG	BETHANIE	0825839188		
PALESA MOLFLE	MAKOLOKWE	0674061823		MOLFLE
Thabo Koppo	makolokwe	0822174022		
Mpho Mkhale	Makolokwe	0794120511		
ERNEST XINCOG	MAUMONG	0764869112		
Thabang Madani	Maumong	0785507814		
Emmanuel Salang	Maumong	0607524182		

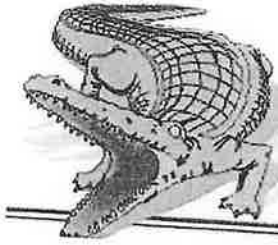


# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X1031, Bethanie 0270  
Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 20th Aug 2022  
Community Meeting: SLP Engagement - Rhovan.  
Venue: Bethanie Sports facilities  
Time: 10h30

Name & Surname	Area	Contact No Email Address	Temp	Signature
Obakeng Lebela	Makolokwe	obakeng.lebela		
Phemelo Mahuma	Bethanie	mahumaphemelo30		
Alice Moko	Bethanie	0760164671		
Karabo Mashatao	Bethanie	083 3524128		
Jane Musi	Bethanie	07191518337		
Anna Nkomo	Bethanie	07 3492462		
Lucky Mankwani	Bethanie	063 723 1720		
Lucky	Bethanie	N/A		
Munawoge Sello	Bethanie	0 N/A		
Masego Sello	Bethanie	N/A		
Tshelo Felo Mordiane	Bethanie	N/A		
Katlego Ramane	1.	083 212 43 7		
Kgomotso Tshupe	Bethanie	0795787251		

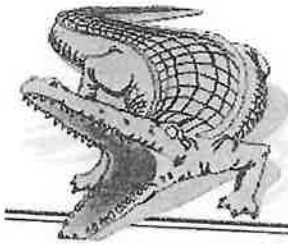


# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X1031, Bethanie 0270  
Stand No.: 0499 Moseju Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 20th Aug 2022  
Community Meeting: SLP Engagements - Khov at  
Venue: Bethanie Sports facilities  
Time: 10h30

Name & Surname	Area	Contact No Email Address	Temp	Signature
Othepeng Mabatola	Bethanie East	0606512225		[Signature]
Winston Mabezana	Mosikwe	0823911414		[Signature]
Tshoro Luma	Mosikwe	0845502190		[Signature]
Lucky Mague	Bethanie	0795523754		[Signature]
Odile Mague	Bethanie	0789277642		[Signature]
Gabriel Mague	Bethanie			[Signature]
Masene Kekana	Bethanie	084 293 1230		[Signature]
T. Malebo	Bethanie	0834211032		[Signature]
V. Nogeny	Bethanie	0837892137		[Signature]
Neo Simarigo	Legonyane	078 4042 601		[Signature]
Tlameng Letolwane	Bethanie	079 7043592		[Signature]
CHRISTINA M <sup>NE</sup> MABUSA	Bethanie	073 467769		[Signature]
Sylvia Rapula	Bethanie	072 217 5405		[Signature]

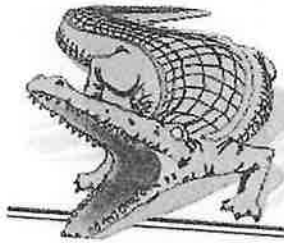


# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X1031, Bethanie 0270  
Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 20th August 2022  
Community Meeting: SEP Engagements - Rhoover  
Venue: Bethanie Sports Facilities  
Time: 10h30

Name & Surname	Area	Contact No Email Address	Temp	Signature
Kemela Msimane	Bethanie	kemuyygesoled@gmail.com		
EPHRAIM Molefe	BETHANIE	Jozimillan.Falagmail.com		
TSHIKANE TSHEDIRI	BETHANIE	Tsedegagmail.com		
Mosebela Sinal	"	MosebelaSinal@gmail.com		
Molefe Paul	BETHANIE	0739260395		
Isaac Molefe	Bethanie	071 4732105		
Letlhogonolo TSHABALWA	Bethanie	0714 33 777 5		
DANN ROLOYI	Wobone	0732577687		
ASPIHEUS LETSILAO	JERICHO	0784092839		
Letla Machele	Jericho	0761735541		
ABET SEKOR	BETHANIE	0791776925		
MALCOLM TUMI	BETHANIE	0762148961		
Wesley Sedemodi	Bethanie	0729415510		

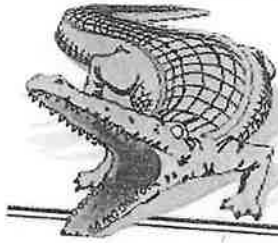


# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X1031, Bethanie 0270  
Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 20th Aug 2022  
Community Meeting: SLP Engagements - Rhovan  
Venue: Bethane Sports field  
Time: 10h30

Name & Surname	Area	Contact No Email Address	Temp	Signature
J.M. RATSELA	SAPS	076 018 7583		
ALGANS.TE.	CPF	0790313753		
AMCHOE	CPF	07946177		
Ihandimorake	BPF	0663142663		
Kedibone Matkale	CPF	076 722 6838		CIL Morake
Doreen Setlhafu	District Treasure	0606859087		KMatkale Setlhafu
AURELIA ISHIDI	BETHANIE CPF TREASURER	—		A Ishidi
Sikobe Mosweu	CPF Members	072 967 9999		
RESWE Mosilo	District	0814249498		
SYDNEY Moshwane	District	068-6087762		
Googakwe Tselane	Bethanie	076 168 6208		
Kgosi Molete	Makulakwe	081 237 0687		
MMapula Kgosi	Makulakwe	072 567 0604		



# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X1031, Bethanie 0270  
Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date:

20<sup>th</sup> Aug 2022

Community Meeting:

SLP Engagements - Khovan

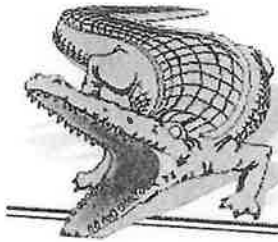
Venue:

Bethanie Sports facilities

Time:

10h30

Name & Surname	Area	Contact No Email Address	Temp	Signature
Jack	Bethanie	079 551 1247		[Signature]
Solly Segorof	Bethanie	071 307 5799		[Signature]
Semakoleg Makho	Bethanie	079 841 4015		[Signature]
MOTSHINISI MODISANE	BETHANIE	076 343 4082		M. Motshinisi
Caroline Banda	Bethanie	0796703322		[Signature]
Leledi Banele	Bethanie	064 923 7943		[Signature]
Peter Banda	Bethanie	079 908 9197		L. Banda
Lizzy Masweneane	Bethanie	N/A		[Signature]
Pauline Matapela	Bethanie	076111394		Pauline
OBED METHIWE		N/A		[Signature]
lucky Motgosi	Bethanie	1902 Bethanie East		[Signature]
Thabang Dilebe	Bethanie	1279 Bethanie W		[Signature]
TSIBISO MOREBUDI	Modisaane	tsibisobudi@gmail.com		[Signature]

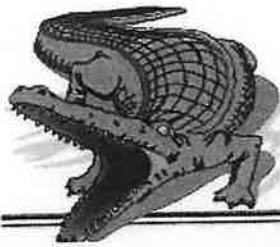


# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X1031, Bethanie 0270  
Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 20<sup>th</sup> August 2022  
Community Meeting: SLP Engagement - Rhovan  
Venue: Bethanie Sports facilities  
Time: 10h 30

Name & Surname	Area	Contact No Email Address	Temp	Signature
Mokhutlwane L.J.	Bethanie	064 846 5400		
Mosoto S.B.	Beseba	0416814779		
LEROTHEDI MORZ	MAUMONG	0768718619		
THABANG MOGHPI	MAUMONG	0738377401		
Boitumelo Malao	Modikwe	0769101908		BPMalao
LINDIWE VIKWANE	MAUMONG	066 0395252		
Rebecca Bosman	MAUMONG	0661669350		RBUS
Lucy Mmaabo Mosiso	Beseba	073 974 9015		LMosiso
Portelo Malao	Modikwe	072 508 4897		Malao.
MASEKO MALAO	MODIKWE	063 566 1150		Malao
Ntshiki Boitanyo	Modikwe	0187240729 hildah.b@gmail.com		
Joseph Boitanyo	Modikwe	0763318534 boitanyojoseph54@gmail.com		
NEHIPI Molewa	MAUMONG	0785056038		MB Molewa

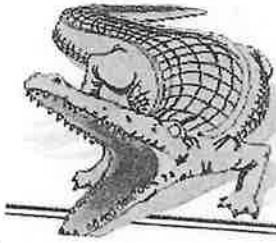


# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X 1031, Bethanie 0270  
Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 20th Aug 2022  
Community Meeting: SLP Engagements - Rhoen  
Venue: Bethanie Sports Facilities  
Time: 10h30

Name & Surname	Area	Contact No Email Address	Temp	Signature
ELIZABETH TSHAPHA TSHEPHE	BETHANIE BDSOC	072 5393914 elizabethtshphe a@gmail.com		
Kabelo Masilo	Bethanie BDSOC	074 5201807		
LEBONE MORE	BETHANIE	AKC-Trading@Yahoo. 076 888 5908		
Calvin Bele	Modikwa	076 877 1512		
Magapi Kokobo	Modikwa	079 215 8387		
Kyaleya Tshobisa	Modikwa	—		
Malesela Petrus	Modikwa	071 160 6752		
MENDEICK MAHUNA	BETHANIE	078 5802781		
JOHANNA TSAISI	BETHANIE	079 4352360		J.M. Tsaisi
Lillian Tshphe	Bethanie	071-959-4301		L.Tshphe
Rapula Morakile	Bethane	079 7986154		R.M. Morakile
Emma Morakile	Bethanie	079 9005543		N.E. Morakile
Gladys Mfisa	Bethanie	0637489813		G.M. Mfisa

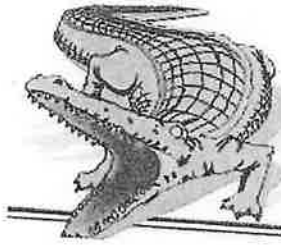


# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X1031, Bethanie 0270  
Stand No.: 0499 Moseju Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 20<sup>th</sup> Aug 2022  
Community Meeting: SCP Engagement Khovan  
Venue: Bethanie sports grounds  
Time: 10H30

Name & Surname	Area	Contact No Email Address	Temp	Signature
P.J. LEBETHIE	Makoboko	0790150642		
Poppy Rapula	Maumong	011 2494952		P. Rapula
Thabiso Moidisi	Bethanie	-		Sul
Omphemetse Montweeli	Bethanie	0796701540		
<del>SARINAZI FR</del>	<del>Bethanie</del>	<del>087557442</del>		<del></del>
KATUO MOEPI	BETHANIE	0734969408		
Andrew Hiny	Bethanie	0725719555		
FRANK MWISI	BETHANIE	0648119322		
Lawrence Meship	Beth	-		



# BAKWENA BA MOGOPA TRADITIONAL COUNCIL

Private Bag X1031, Bethanie 0270  
Stand No.: 0499 Moseja Section  
Bethanie, 0270  
Tel: (012) 260 0201

Date: 20th Aug 2022  
Community Meeting: IP Engagement - Phalan  
Venue: Bethanie Sports facilities  
Time: 10h30

Name & Surname	Area	Contact No Email Address	Temp	Signature
Thuto METENE	MOITWE	0792841837		
Lesetl MASILO	BETHANIE	Eligato Primary Co. Operative 0834276307		
Goodness Malaso	Bethanie	0664535102		
Janemanyaka	Retha	0732723692		
Lettie Masing	Bethanie	-		
Beauty Masango-B		0748855705		
Maria Masegi	Bethanie	0723831519		
Mkwana Masing	Bethanie	0792442556		
ANNA MASWANGYI	BETHANIE	0 -		
ANNY POLOSA	B.T	0724338669		
ONICCA Siphane	B.T	0726508912		
ELLIOT SETLODI	B.T	0733794220		
BOIPEL LETTIE	B.T	0764735451		



**MINUTES OF THE STAKEHOLDER ENGAGEMENT MEETING HELD AT PECAN MANOR BOUTIQUE ON  
THE 07 SEPTEMBER 2022 AT 09H00**

**IN ATTENDANCE**

Conroy van der Westhuizen	-	Glencore Alloys
Charlin Ntuli	-	Glencore Alloys
Dunkeld Molapisi	-	Glencore Rhovan Mine
Hermina Tshepe	-	Glencore Rhovan Mine
Lelanie du Preez	-	Glencore Rhovan Mine
Hannes Venter	-	Glencore Rhovan Mine
Delisile Mdletshe	-	Glencore Rhovan Mine
Karabo Phutu	-	Rustenburg Local Municipality (Ward Councillor)
Tebogo Sehloho	-	Rustenburg Local Municipality (Local Economic Development)
Thato Motsuenyane	-	Rustenburg Local Municipality
Poppy Lebethe	-	Public Relations Councillor
Lawrance Mashigo	-	Bakwena Ba-Mogopa Traditional Council
Maetsane Mamogale	-	Bakwena Ba-Mogopa Traditional Council
Jackie Ntsie	-	Bakwena Ba-Mogopa Traditional Council
Moses Mmonegi	-	Bakwena Ba-Mogopa Traditional Council
Letta Machete	-	Bakwena Ba-Mogopa Traditional Council
Moleboge Tswaedi	-	Bakwena Ba-Mogopa Traditional Council
Sannie Komane	-	Bakwena Ba-Mogopa Traditional Council
Anna Baloyi	-	Bakwena Ba-Mogopa Traditional Council
Hendrietta Malembe	-	Bakwena Ba-Mogopa Traditional Council
Adv Daniel Makena	-	Bakwena Ba-Mogopa Traditional Council
Alpheus Letswalo	-	Bakwena Ba-Mogopa Traditional Council
Moleboge Mamogale	-	Bakwena Ba-Mogopa Traditional Council
Abissai Rampa	-	Bakwena Ba-Mogopa Traditional Council
Joas Moropa	-	M3B2 (Business Forum representative)
Olebogeng Malao	-	M3B2 (Business Forum representative)
Neo Morule	-	Bakwena Business Forum representative
Solly Segoati	-	Bakwena Business Forum
Rapula Modibane	-	Bakwena Business Forum

- Wayne Thage - Bakwena Business Forum
- Rooi Mokwena - Bakwena Business Forum
- Phillip Khutoane - Community Member
- Fani Manganye - Ward Councillor Delegate
- Lucky Mokgosi - BFC Delegate

**APOLOGIES**

- Lucas Mosane - Bakwena Ba-Mogopa Traditional Council
- Popo Moeketsi - RLM Ward Councillor

## **1. OPENING AND WELCOME**

Mr Dunkeld Molapisi and Conroy van der Westhuizen welcome all present at the meeting.

## **2. MATTERS FOR DISCUSSION**

### **2.1 ENVIRONMENTAL REPORT – BIODIVERSITY**

Lelanie du Preez presented the environmental report which covered the following aspects:-

- Identification of any observed impacts of mine activities on infrastructure and indigenous biodiversity).
- Compare current biodiversity data with historical data to illustrate trends.
- Identification of areas of concern where biodiversity has decreased or may be under threat.
- Propose recommendations to remedy or mitigate any identified risks or impacts.

The following observations were made at Rhovan:

- Threatened yellow-throated sandgrouse that are present in large numbers at Rhovan.
- Near threatened vlei rat caught during the FY2021 survey.
- Tandy's sand frog.
- Montane speckled skink was the most frequently recorded reptile species at Rhovan.

In conclusion

- Biodiversity risk assessments have been, conducted at all the assets in exception carbon division, which will be finalized by September 2022.
- Biodiversity management plans were drafted, but still need to be aligned with the Environment Standard
- Risk Assessments were conducted on the land available for rehabilitation.
- Targets to achieve progressive rehabilitation will be included in the annual rehabilitation plans for all assets.

### **2.2 ENTERPRISE AND SUPPLIER DEVELOPMENT**

- Charlin Ntuli presented on the progress made on Enterprise and Supplier development programme
- She would like SMMEs to express interest on preferential procurement instead of Rhovan selecting individuals service providers to ensure transparency on the processes.
- She expressed that there must be linkages of Supplier development and procurement opportunities, and will be guided by the procurement department
- Ms. Ntuli reiterated that the GIBS Supplier Development programme is tailored made specifically for Glencore Alloys industries and accordingly to potential business opportunities

- Mr Molapisi shared that Rhovan is mindful of specific industries when partnering with different industries, and given the thriving farming communities in Bakwena, Rhovan had previously supported agricultural inputs, and provided livestock to local farmers as part of upliftment.
- In addition, partnered with Khuduthamaga and Agri Seta, to pilot agricultural learnership with fifteen learners from local communities. A new cohort of learners are currently enrolled for 2022 programme
- Mr Thage asked if there any plans to introduce an industry specific supplier development programme, or a service provider to capacitate and make local SMMEs business ready, like Regoapele Capital
- Conroy van der Westhuizen mentioned that both Rhovan and local SMMEs needs to step-change how we identify business opportunities, capacitate local SMMEs to be business ready, and to tap into 4<sup>th</sup> Industrial revolution and renewable energy industries to benefit the local community
- Mr Rapula Modibane asked if there were any tangible benefits for business attendees of GIBS Supplier Development programme after completion such as 5-year contracts to benchmark with Royal Bafokeng Rasimone
- Mr Molapisi reiterated that Rhovan's ESD model is independent and not a "copy and paste" of other mining companies Key learnings of other models is applied when necessary
- 
- Tebogo Sehloho asked if Rhovan had specific agricultural programme or plans that aligns with RLM programme to ensure that there are no duplicate of services
- There clarity was asked around GIBS Supplier development programme, regarding participants once they received the necessary training. Is there any tangible outcomes for participants.
- Mr Molapisi responded that participants are individual companies with different business interest, and the onerous on them to seek business opportunities in Glencore and beyond.
- A request was made to unbundle Group contracts to ensure that local SMMEs benefits from procurement opportunities
- Successful ESD is related to preferential procurement
- Local SMMEs are struggling to service purchase orders as they do not have financial support
- There is a need for service provider such as Regoapele Capital is needed to ensure that local SMMEs are business ready
- There is a request for ESD programs to be Rhovan operation and not Glencore specific to ensure local context is not lost
- Sustainability of local SMMEs is dependent on them being afforded business opportunities in the core contracts of Rhovan
- Conroy suggested that a 2-day procurement workshop to unpack the procurement challenges and identify sustainable and preferential opportunities
-

### 3. **PROCUREMENT**

- Hannes Venter presented the community spent for August 2022
- R190million spent so far, representing 18.9% of procurement spent for 2022
- Rhovan has not reached the minimum 26% threshold of procurement spent, and what is Rhovan are plans are in place to ensure that this happens
- Sustainable procurement opportunities must yield local millionaires

#### ***Kgosi Motheo Mamogale joined the meeting***

- Possible solutions to be discussed at the procurement workshop, with input from local SMMEs
- Several interventions to be proposed to align ESD and procurement plans to enable reaching 26% of procurement spent
- Karabo proposed that recommended interventions must be tangible and implementable within a short period of time
- A request for Rhovan to identify procurement opportunities and be presented at the workshop, to kick-start the conversation
- A request for feedback to unsuccessful participants of tenders, with reasons on why they are not successful. The feedback is needed to capacitate local SMMEs on tendering processes
- Change in procurement policy might be necessary to enforce local context on external service provider
- Vendor application processes needs to be streamline so that it does not prejudice local SMMEs
- Hermina and buyers have access to initiate vendor application at Rhovan
- Hannes and Hermina to engage with Vendor Master Data office to understand challenges of group contracts
- Checklist and key learnings to be shared with local SMMEs to ensure that the turnaround times is quicker
- Hannes reiterated that One-time payment processes means that once off payment for a service provider and this cannot be repeated
- Proposed workshop to be facilitated by an external facilitator, and only representatives will be invited to participate
- BBBEE status, price, and geographical location are fixed as part of the Scorecard and cannot change
- A request to share % weight of each element was made, and unfortunately due to POPI Act this cannot be shared
- Legal department to be consulted on sharing of the weighting for tender adjudication process

### 4. **CLOSURE**

Mr Molapisi thanked all the parties for attending and for active participation. In the absence of any further discussion the meeting was adjourned at 13h15.



25 November 2022

Bakwena Ba-Mogopa Community Development Forum  
0513 Moseja Section  
Bethanie, Bojanala District Municipality

CC: Kgosikgolo TRM Mamogale  
Bakwena Ba Mogopa Traditional Council  
Lekgotla la Bakwena-Ba-Mogopa  
Rustenburg Municipality  
Northwest Department: Cooperative Governance, Human Settlements and Traditional  
Affairs  
Northwest Department: Mineral Resources & Energy

Dear Sirs/Madam

**Re: 2022 = 2027 SLP Projects Proposition by the Tribal Council – Humbly Request To Participate in the Formulation of the SLPs**

We acknowledge the receipt of your letter dated 21 November 2022. We also take note of the endorsement letter, dated 09 November 2022, signed by his Majesty Kgosikgolo TRM Mamogale.

We did not respond to each, and every aspect raised in the letter and that should not be misconstrued as agreeing to the allegations. We reserve our right of reply.

We deny the allegations that “there were no known consultations held with all the interested, and affected parties in the communities, excluding the Traditional Council”. Glencore Rhovan held two meetings on the 18 & 23 May 2022 respectively, with the Bakwena Ba-Mogopa Traditional Council (BBMTC) and the latter one included the Rustenburg Local Municipality Ward Councillors (RLMWC).

## **Rhovan Mine**

AN OPERATION OF THE RHOVAN PSV MANAGED BY GLENCORE

Plot Road · Bamagopa Mine · Bethanie · Brits · 0250 · South Africa  
Mailing address: PO Box 3620 · Brits · 0250 · South Africa  
Telephone +27 (0) 12 318 0700 · Telefax +27 (0) 86 532 1760

The Rhovan Pooling and Sharing Venture is a pooling and sharing venture between Glencore Operations South Africa (Pty) Ltd (Registration No. 1997/017998/07) and the Bakwena-ba-Mogopa Community Trust  
VAT Registration Number. 4270257969 General Works Manager: A Brugman

## RHOVAN

We cannot ignore the fact that Glencore Rhovan operates under the Traditional Leadership and Rustenburg Local Municipality (RLM). We believe that these legitimate structures, represent the affected and interested parties within our host communities. Furthermore, the mine sponsored community meeting held on the 20 August 2022 (on behalf of BBMTC), with the sole intent to provide communities a platform to express their socio-economic needs, for considerations, into the fourth generation of the SLP.

We also deny the subtle aspersion that community development was done, and not aligned to the needs of the community. We would like to put it on record that none of the three SLP generations were misaligned with the needs of the communities nor the RLM Integrated Development Plan (IDP). The SLP approval process protocol requires that it (SLP) should be approved by the municipality and subsequently by the DMRE. This process is designed to ensure that there is alignment with the IDP.

Glencore Rhovan is currently at the tail end of the third SLP generation, which will end in 2022. In the last 15 years Glencore Rhovan has made meaningful socioeconomic contributions in the area in which it operates in the form of employment creation, building infrastructural projects, creating procurement opportunities etc.

The community meeting was widely advertised using different communication channels including radio advertisement, radio interviews and distribution of the pamphlets. This intervention were engineered to raise awareness of the SLP consultation session to allow community members opportunities to register their socio economic needs.

To this end, we believe that the interested and affected parties were meaningfully consulted and we do not have any intentions to call another meeting nor to consult outside the protocols which were listed in the letter.

We trust that you will find the letter in order.

Regards



Brugman, Adriaan (Rhovan - ZA)  
Nov 25 2022 12:32 PM

DocuSign

Adriaan Brugman  
Chief Operating Officer



**Programme**  
**Consultation Session Between BBM Traditional Council and Rhovan Mine**  
**Pecan Manor Boutique**  
**23 May 2022**  
**(13h00 – 16h00)**

**AGENDA**

- |  |   |                        |
|--|---|------------------------|
| <b>1. Opening and Welcome</b>                                      | - | <b>Adriaan Brugman</b> |
| 1.1 Attendance   |   |                        |
| 1.2 Apologies  |   |                        |
| <b>2. Matters arising from the minutes of the previous meeting</b> |   |                        |
| 2.1 Invitation of the Ward Councilors                              |   |                        |
| 2.2 Sharing of the Heritage Impact Assessment Reports              |   |                        |
| <b>3. New Matters for Discussion</b>                               |   |                        |
| 3.1 Review of the Proposed IDPs                                    | - | <b>All</b>             |
| 3.2 Process to Identify Entrepreneurs                              | - | <b>All</b>             |
| 3.3 Integration of the Reviewed IDPs                               | - | <b>All</b>             |
| 3.4 Arrangements on Logistics for SLP Engagement                   | - | <b>All</b>             |
| 3.5 Stakeholder Engagement Framework                               | - | <b>All</b>             |
| <b>4. Vote of Thanks and Closing</b>                               | - | <b>Adriaan Brugman</b> |



**MINUTES OF THE SLP CONSULTATION SESSION HELD AT PECAN MANOR BOUTIQUE ON THE  
23 MAY 2022 AT 13H00**

**IN ATTENDANCE**

Adriaan Brugman	-	Glencore Rhovan Mine
Dunkeld Molapisi	-	Glencore Rhovan Mine
Hermina Tshepe	-	Glencore Rhovan Mine
Rebone Morebodi	-	Bakwena Ba-Mogopa Traditional Council
Adv Daniel Makena	-	Bakwena Ba-Mogopa Traditional Council
Lawrance Mashigo	-	Bakwena Ba-Mogopa Traditional Council
Lucas Mosane	-	Bakwena Ba-Mogopa Traditional Council
Letta Machete	-	Bakwena Ba-Mogopa Traditional Council
Moses Mmonegi	-	Bakwena Ba-Mogopa Traditional Council
Maetsane Mamogale	-	Bakwena Ba-Mogopa Traditional Council
Tswaedi Moleboge	-	Bakwena Ba-Mogopa Traditional Council
Sannie Komane	-	Bakwena Ba-Mogopa Traditional Council
Anna Baloyi	-	Bakwena Ba-Mogopa Traditional Council
Hendrietta Malembe	-	Bakwena Ba-Mogopa Traditional Council
Jackie Ntsie	-	Bakwena Ba-Mogopa Traditional Council
Poppy Lebethe	-	Public Relations Councillor – RLM
Tshepo Mooketsi	-	Ward Councillor – RLM (Ward 30)

**APOLOGIES**

Abasia Rampa	-	Bakwena Ba-Mogopa Traditional Council
Alpheus Letswalo	-	Bakwena Ba-Mogopa Traditional Council
Karabo Phutu	-	Ward Councillor – RLM (Ward 29)

**MINUTES CORRECTIONS**

**The following corrections were made**

- Daniel Makena corrected to Adv Makena
- Abasia Rampa was omitted from the persons who attended the meeting
- Moses Monegi was corrected to read Moses Mmonegi
- Lucas Mosoane was corrected to read Lucas Mosane
- Traditional Council SLP submission was reflected on the minutes

**1. OPENING AND WELCOME**

Mr Dunkeld Molapisi welcome all present at the meeting.

**2. MATTERS ARISING FROM THE MINUTES OF THE PREVIOUS MEETING**

**2.1 INVITATION OF THE WARD COUNCILLORS**

Mr Dunkeld Molapisi mentioned that the invitation was extended to the Ward Councilors and confirmed the attendance of PR Councilor Lebethe and Councilor Tshepo Mooketsi.

**2.2 SHARING HERITAGE IMPACT ASSESSMENT REPORT**

Ms. Hermina Tshepe stated that she sent the Heritage Impact Assessment (HIA) Report to the Secretariate of the Traditional Council, Mr Lawrance Mashigo. Mr Mashigo confirmed the receipt of the HIA report, and he indicated that the report was shared with the other Traditional Council Members.

**3. MATTERS FOR DISCUSSIONS**

The following agenda items were discussed: -

- Review of the proposed IDPs
- Integration of the reviewed IDPs
- Process to identify Entrepreneurs
- Arrangements on logistics for SLP Engagement
- Stakeholder Engagement Framework

3.1 REVIEW OF THE PROPOSED IDPS

3.1.1 SLP SUBMISSIONS FROM THE TRADITIONAL COUNCIL

The following were the summary of the SLP submissions by the Traditional Council for the 4<sup>th</sup> SLP Generation. The proposed SLP projects have been extracted from the formal submission of the Traditional Council, namely:

- Building Solar Farm Plant.
- Construction of the Bakwena Corporate Administration Center (Civic Center Concept)
- Construction of the Medium / Micro man-made dam around Bethanie Area

3.1.2 INITIAL SLP SUBMISSIONS - 18 MAY 2022

The following were the SLP Projects identified by the Traditional Council and Rhovan Mine representatives on the 18 May 2022

SLP PROJECTS				ENTERPRISE DEVELOPMENT					
Income Generating	Socio Economic Projects	Education	Health	Services	Agriculture	Manufacturing	Building	Vehicles	Engineering
Building Solar Farm	Modikoe Sports field Building a Dam Building Admin Centre Bulk Water Projects Sports field Upgrades Business Hub Model	Capacitate Educators School Computerisation Early Learning Centres School Laboratories Ablution Facilities 4IR School Infrastructure Learnerships GIBS Programme	Nurses Quarters Medicinal Staff Complement	Tyre Repairs Upholstery Beautician Spaza Shops Car Wash Shoes Repair Washing Tekkies Laundry Services Yard Cleaning Selling African Food After Care Services Internet Services	Crop Farming Animal Farming School Yard Farming Backyard Farming Learnerships	Production of overalls Bakery Production of Tissue Sanitary Pads	Tiling Plumbing Bricklaying Carpentry Building Architecture	Panel Beating Motor Mechanic Motor Electrification	Boiler making Welding



3.1.4

INTEGRATED IDPs and SLP SUBMISSIONS – 23 MAY 2022

The following are the integrated submissions from the working team comprising of Rhovan Mine representatives, Traditional Council Members and RLM Ward Councilors and PR Councilor on the 23 May 2022:

SLP PROJECTS			ENTERPRISE DEVELOPMENT						
Income Generating	Socio Economic Projects	Education	Health	Services	Agriculture	Manufacturing	Building	Vehicles	Engineering
Building Solar Farm	Modikoe Sports field Building a Dam Building Admin Centre Bulk Water Projects Sports field Upgrades Business Hub Model Storm water drainage upgrade Construction of internal roads Vegetation Management Multipurpose Centre Electrification of Communal taps New Home Based Centre SME & Youth Development Outdoor gym facilities Park Upgrade Communal Hall Water Retriculation	Capacitate Educators School Computerisation Early Learning Centres School Laboratories Ablution Facilities 4IR School Infrastructure Learnerships GIS Programme Library	Nurses Quarters Medicinal Staff Complement VIP Toilets	Tyre Repairs Upholstery Beautician Spaza Shops Car Wash Shoes Repair Washing Tekkies Laundry Services Yard Cleaning Selling African Food After Care Services Internet Services	Crop Farming Animal Farming School Yard Farming Backyard Farming Learnerships Poultry	Production of overalls Bakery Production of Tissue Sanitary Pads	Tiling Plumbing Bricklaying Carpentry Building Architecture	Panel Beating Motor Mechanic Motor Electrification	Boiler making Welding

3.2 **PUBLIC PARTICIPATION**

The Meeting agreed that out of the Consultation Sessions there will be a Public Participation Session(s) with the broader Communities whereby the list will be presented, and the discussions will be held on the new proposed projects. The public participation will produce a list of projects which will be submitted to Rhovan, and the final meeting will be arranged with the stakeholders (Traditional Council, PR Councilor and Ward Councilors) to finalize the list.

4. **CLOSURE**

Mr Brugman thanked all the parties for attending and in the absence of any further discussion the meeting was adjourned at 16h00.

# Rhovan

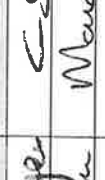

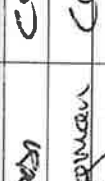
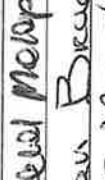
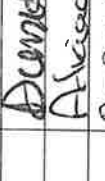

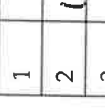

SAP DMS Reference Number  
RHO/HSEC/PRO/009/F/006  
10001355993

Implementation Date  
19 January 2015

Revision / Amendment Number  
02

Revision / Amendment Date  
26 July 2017

## Meeting Attendance Register

MEETING TITLE		SLP CONSULTATION 2023 -2027			DATE	23 MAY 2022
CHAIRPERSON		DUNKELD MOLAPISI			TIME	13H00
APOLOGIES						
NO	COMPANY NO	NAME & SURNAME	DESIGNATION	DEPARTMENT	CONTACT NUMBER	SIGNATURE
1	97112	DUNKELD MOLAPISI	CSI Manager	CSI	0765009234	
2	10331	Alicia Birkman	COO Qooda	Management	0824614391	
3		REBONE MOREBODI	BBMTC		0817159239	
4		Daniel Makeny	BBMTC		0722852084	
5		Lawrance Moshogo	BBMTC	Secretary	0817554861	
6		Lucas Mboane	BBMTC	BBMTC	0712011422	
7		LETIA MACHETE	BBMTC	B MTC	0741735541	
8		MOSES MMEBANESE	BBMTC	BBMTC	0769060739	
9		Maetsane Mamegale	BBMTC	BBMTC	0722367730	
10		SWAEBI MOLESBAG	BBMTC	R/F	0795176634	
11		Dannie Komane	BBMTC	BBMTC	0725420710	
12		Annio Baiyof	BBMTC	BBMTC	0737577607	
13		HENDRIETTA MALEMBE	BBMTC	BBMTC	0767411452	
14		JACKIE NTSIB	BBMTC		0635583970	
15		POPPY LELATHE	GenPR CIR	RUM	0764637438	
16	142054	HELMINATH TSIKETE	CDO Rhovan	CSI	0609786069	
17		ISMEPO MOKETI	CIR	CLR	0607601234	



**Programme**  
**Consultation Session Between BBM Traditional Council and Rhovan Mine**  
**Pecan Manor Boutique**  
**18 May 2022**  
**(08h00 – 13h00)**

**AGENDA**

- |  |   |                            |
|--|---|----------------------------|
| <b>1. Opening and Welcome</b>                                    | - | <b>Adriaan Brugman</b>     |
| 1.1 Attendance   |   |                            |
| 1.2 Apologies  |   |                            |
| <b>2. Matters For Discussion</b>                                 |   |                            |
| 2.1 Progress on the 3 <sup>rd</sup> SLP Generation (2018 – 2022) | - | <b>Dunkeld Molapisi</b>    |
| 2.2 SLP Projects Framework Discussion                            | - | <b>All</b>                 |
| 2.3 4 <sup>th</sup> SLP Generation (2023 – 2027) Discussions     | - | <b>All</b>                 |
| 2.4 Consultation Logistics for SLP Engagement                    | - | <b>Traditional Council</b> |
| 2.5 Stakeholder Engagement Framework                             | - | <b>All</b>                 |
| 2.6 Cultural Heritage  | - | <b>Hermina Tshepe</b>      |
| <b>3. Vote of Thanks and Closing</b>                             | - | <b>Adriaan Brugman</b>     |

*Lunch*



**MINUTES OF THE SLP CONSULTATION SESSION HELD AT PECAN MANOR BOUTIQUE ON THE  
18 MAY 2022 AT 08H00**

**IN ATTENDANCE**

Adriaan Brugman	-	Glencore Rhovan Mine
Dunkeld Molapisi	-	Glencore Rhovan Mine
Hermina Tshepe	-	Glencore Rhovan Mine
Lawrance Mashigo	-	Bakwena Ba-Mogopa Traditional Council
Maetsane Mamogale	-	Bakwena Ba-Mogopa Traditional Council
Jackie Ntsie	-	Bakwena Ba-Mogopa Traditional Council
Moses Mmonegi	-	Bakwena Ba-Mogopa Traditional Council
Letta Machete	-	Bakwena Ba-Mogopa Traditional Council
Lucas Mosane	-	Bakwena Ba-Mogopa Traditional Council
Moleboge Tswaedi	-	Bakwena Ba-Mogopa Traditional Council
Sannie Komane	-	Bakwena Ba-Mogopa Traditional Council
Anna Baloyi	-	Bakwena Ba-Mogopa Traditional Council
Hendrietta Malembe	-	Bakwena Ba-Mogopa Traditional Council
Adv Daniel Makena	-	Bakwena Ba-Mogopa Traditional Council
Alpheus Letswalo	-	Bakwena Ba-Mogopa Traditional Council

**APOLOGIES**

Abasia Rampa

1. **OPENING AND WELCOME**

Mr Adriaan Brugman welcome all present at the meeting.

2. **BACKGROUND INFORMATION ON SLP**

Mr Brugman gave the following background information on the progress made in the implementation of the SLP:

- Rhovan is about to complete the 3<sup>rd</sup> SLP Generation by the end of 2022
- The current SLP started late in 2019 instead of 2018 but the mine is on course
- The one SLP project experiencing delays in implementation is the Solar Farm due to many requirements to be fulfilled
- DMRE has been contacted to make them aware that there will be delays with the implementation of solar farm project and the mine will be required to formally apply for the postponement
- Consultant is working on the Environmental Impact Assessment (EIA) which should be submitted to the relevant authorities
- The mine has applied for 25 megawatts even though it requires only 10 megawatts
- During the daytime the mine will use combination of Eskom and solar power, however at night it will switch to Eskom grid

3. **SOCIAL LABOUR PLAN**

The following aspects were discussed in the SLP Consultation Sessions: -

3.1 **IDENTIFYING SLP PROJECTS**

Mr Brugman mentioned that it was critical to identify correct SLP Projects to ensure greater success rate because previously some projects failed and some of the IDP Projects were not well defined

3.2 **APPROVAL OF THE SLP**

Mr Brugman mentioned that it was important to align the SLP Projects with the Rustenburg Local Municipality (RLM), Integrated Development Plan (IDPs) to enable for the SLPs Projects to be approved by the RLM. He further stated that the SLP cannot be approved by the Department of Mineral Resources and Energy without the approval letter from the RLM

3.3 **IMPLEMENTATION OF THE SLP PROJECTS**

Mr Mashigo acknowledge the good work which has been done by Rhovan. He mentioned the State-of-the-Art Clinic and Sports fields built in the host communities were appreciated by the Community. The challenge faced by the community was that when people go to the Clinic, they sometimes found that there was no medication, and the Doctors and Dentist were not readily available to render the required services.

### 3.4 TRADITIONAL COUNCIL SLP SUBMISSION

The Traditional Council submitted the following three Social and Labour Plan Proposal for consideration in the 4<sup>th</sup> SLP Generation as per the annexure "A", namely: -

- Building Solar Farm Plant
- Construction of the Bakwena Corporate Administration Center (Civic Center Concept)
- Construction of the Medium / Micro man-made dam around Bethanie Area

### 3.5 SLP CONSULTATION PROCESS PHASES

The meeting agreed to the following SLP Consultation Processes

- 1<sup>st</sup> Consultation Session – will be held with the Traditional Council
- 2<sup>nd</sup> Consultation Session – will be held with the Traditional Council and Ward Councilors
- 3<sup>rd</sup> Consultation Session – will be conducted jointly by the Traditional Councilors and Ward Councilors to engage with the broader community stakeholders
- 4<sup>th</sup> Consultation Session – Will be the consolidation, review, and adoption of the final SLP projects

### 3.6 PROGRESS ON THE IMPLEMENTATION OF THE SLP PROJECTS

The following table illustrates progress made on the implementation of the SLP Projects: -

Project	Progress
Water Supply Projects	Designs For Bulk Water & Reticulation
Development and Maintenance of Sports field	Bethanie Sports field Upgrades
	Berseba Sports field Upgrades
	Makolokwe Sports field Development
School Computerisation	Await Laptops Quotes
Dimapo Primary School - 2 Classrooms	Completed
Agricultural	Production Farming and Livestock
Refurbishment of Schools	Upgrade of Mamogale Segale Toilets
	Upgrade of Lerothodi Toilets
	Renovate Lerothodi High School
	Built Modikoe Primary School Toilets
	Busy building Toilets at Bakwena High School
	Process to buy Furniture for All Schools

### 3.7 PROGRESS ON THE IMPLEMENTATION PROCUREMENT OPPORTUNITIES

Table below illustrates progress made in the implementation of procurement opportunities: -

Project	Progress
Solar Farm	Impact Environmental Assessment
Bus Transportation	Awarded (local)
Tipper Transportation for Coal Supply	Awarded (local)
Supply of Hydraulic Hoses	Not Awarded
Overall Printing & PPE Supply	Awarded (Masks local Supply)

Fencing	Awarded (local)
Brine Transportation	Awarded (local)
Waste Management	Adjudication (Earmarked for local)
Dry Cleaning and Laundry	Busy with Building
Leach dam Scrapper Repairs and Supply	Not Awarded
Scaffolding Supply Services	Awarded (local component)
Plant Painting Services	Awarded (local)

### 3.8 BUDGETED IDP PROJECTS

Mr Mosane advised that the State budget for the IDP projects and the mine should be careful not to budget for the similar projects

## 4. GENERAL

### 4.1 LAND ALLOCATION FOR SLP PROJECTS

Mr Lawrence Mashigo indicated that it was important for the mine to approach the Traditional Council to secure a resolution for land use before the project is implemented. He further said that when a project was identified the Traditional Council would be required to provide a resolution to that effect. Mr Brugman stated that he understands and moving forward when a project is identified the Council will be approached for the resolution

### 4.2 LESSEN STATE RELIANT PROJECTS

The Traditional Council held a view that the committee should attempt to identify Projects which will be less reliant on the support from the State

### 4.3 RELATIONSHIPS WITH THE TRADITIONAL COUNCIL

The meeting agreed that it was important that the Traditional Council worked together with the Ward Councilors to avoid amongst others parallel processes of identifying the SLP Projects. Furthermore, the meeting recognized that the Ward Councilors should also be involved in the stakeholder Engagement Processes.

### 4.4 CULTURAL HERITAGE

Ms. Hermina Tshepe presented the Heritage Impact Assessment (HIA) Report which was conducted by Dr Pistorius in 2013. The HIA Report will be made available to the Members of the Traditional Council. The Council welcomed the presentation and appreciated that Rhovan preserve the history. Furthermore Ms. Tshepe indicated that she will plan for the Council Members to visit the Heritage Sites. Mr Molapisi stated that he was working with Mr Christo de Jager to arrange for the sites to be marked

5. **CLOSURE**

Mr Brugman thanked all the parties for attending and for active participation. In the absence of any further discussion the meeting was adjourned at 13h15.

# Rhovan

SAP DMS Reference Number  
RHO/HSEC/PRO/009/IE/006  
10001355993

Implementation Date  
19 January 2015

Revision / Amendment Number  
02

Revision / Amendment Date  
26 July 2017

## Meeting Attendance Register

MEETING TITLE		SLP PROJECTS & STAKEHOLDER ENGAGEMENT				DATE	18 MAY 2022
CHAIRPERSON		DUNKELD MOLAPISI				TIME	08:00
APOLOGIES		ABISAI RAMPA					
NO	COMPANY NO	NAME & SURNAME	DESIGNATION	DEPARTMENT	CONTACT NUMBER	SIGNATURE	
1	97112	Nunkeld Molapisi	CSI Manager	CSF	076509239		
2	10331	Adriaan Ranganau	COO	Rhovan	0824614391		
3		Lawrance Marhigh	BBMTC	Sec	0217554261		
4		Maetsane Mamegale	BBMTC		0722367730		
5		Jackie Ntsie	BBMTC		0635583970		
6		ALPHEUS LETSHALO	BBMTC		078 4097879		
7		MOSES MONGESI	BBMTC		076 9060730	MOSES	
8		LETIA MACHETE	BBMTC		0761735541		
9		Lucas Moseane	BBMTC		0712011432		
10		Molekage Tswadi	BBMTC		0795176634		
11		Sannie Komana	BBMTC		07250480710		
12		ADAPHA BAIANI	BBMTC		0737577607		
13		HENORIENTA MALEMBE	BBMTC		0767411450		
14	142054	HERMINAH TShepe	CDO	CSI	0609786069		
15		Daniel Mateng	BBMTC		072 285 3084		
16							
17							