

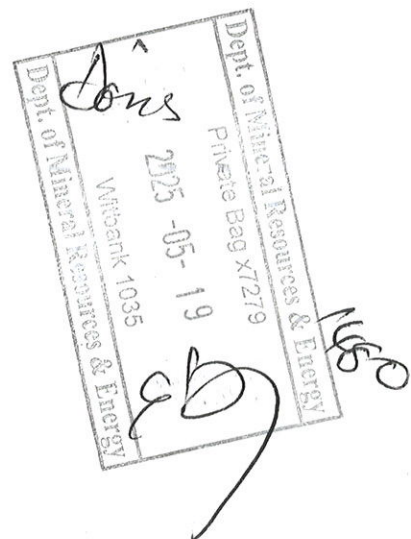
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MIDDELKRAAL SOCIAL AND LABOUR PLAN

April 2025



Contents

GLOSSARY	3
SECTION 1: PREAMBLE.....	6
1.1 BREAKDOWN OF EMPLOYEES	7
1.2 LABOUR SENDING AREAS.....	7
SECTION 2: HUMAN RESOURCES DEVELOPMENT PROGRAMME	7
2.1 INTRODUCTION	7
SECTION 3: EMPLOYMENT EQUITY PLAN.....	12
SECTION 4: LOCAL ECONOMIC DEVELOPMENT PROGRAMME	13
4.1 SOCIAL AND ECONOMIC BACKGROUND INFORMATION	13
4.2 GOVAN MBEKI MUNICIPALITY PROFILE.....	13
4.3 IMPACT OF MINING OPERATION.....	14
4.4 LOCAL ECONOMIC DEVELOPMENT PROJECT.....	15
4.5 HOUSING AND LIVING CONDITIONS REGULATION 46 (C) (IV): THE MEASURES TO ADDRESS THE HOUSING AND LIVING CONDITIONS OF MINE EMPLOYEES.....	16
4.6 PROCUREMENT PROGRESSION PLAN.....	16
SECTION 5: MANAGEMENT OF DOWNSCALING AND RETRENCHMENT	16
5.1 INTRODUCTION	16
5.2 ESTABLISHMENT OF A FUTURE FORUM	17
5.3 MECHANISMS TO SAVE JOBS AND AVOID JOB LOSSES AND A DECLINE IN EMPLOYMENT.....	17
5.4 MECHANISMS TO PROVIDE ALTERNATIVE SOLUTIONS AND PROCEDURES FOR CREATING JOB SECURITY WHERE JOB LOSSES CANNOT BE AVOIDED	18
5.5 MECHANISMS TO AMELIORATE THE SOCIAL AND ECONOMIC IMPACT ON INDIVIDUALS, REGIONS AND ECONOMIES WHERE RETRENCHMENT OR CLOSURE OF THE OPERATION IS CERTAIN.....	19
SECTION 6: FINANCIAL PROVISION.....	19
SECTION 7: UNDERTAKING.....	21

GLOSSARY

The following terms and acronyms shall have the meaning assigned to them hereunder and cognate expressions shall have corresponding meanings.

AET:	Adult Education and Training
BEE:	Black Economic Empowerment
DMRE:	Department of Mineral Resources and Energy
DoL:	Department of Labour
EE:	Employment Equity
EEA:	Employment Equity Act (Act 55 of 1998)
Employee:	A natural person within the employment of Middelkraal
Future Forum:	A committee made up of representatives from management and employees
HDSA:	Historically Disadvantaged South Africans and refers to any person, category of persons or community, disadvantaged by unfair discrimination before the Constitution of the Republic of South Africa came into operation
HRD:	Human Resources Development
IDP:	Integrated Development Plan
LED:	Local Economic Development
Mineral:	Coal
MPRDA:	Mineral and Petroleum Resources Development Act No. 28 of 2002 and any Regulation promulgated as from time to time in respect thereof
MQA:	Mining Qualifications Authority
Person:	Means any natural person
Emakhazeni:	Umcebo Mining (Pty) Ltd
SLP:	Social and Labour Plan
Umcebo Mining:	The entity to which this SLP relates
GMLM:	Govan Mbeki Local Municipality

Introduction

This Social and Labour Plan (SLP) is submitted by Umcebo Mining in terms of the requirements of the Mineral and Petroleum Resources Development Act (Act No.28 of 2002) (MPRDA) for purposes of an application for the renewal of an existing Mining Right (MP 58 MR), renewal reference number: MP30/5/1/2/2/10356MR and for the amendment in terms of section 102 to add Portion 5 and a portion of the remaining Extent of the farm Middelkraal 50 IS ("the Mining Right Portion") which are portions of the Elders Mining Right (10117 MR) ("Elders MR"), held and owned by Anglo American Inyosi Coal (Proprietary) Limited ("AAIC"). This mine ("Middelkraal Colliery") is non-operational and this has been the factual situation for a number of years. Both the Elders Mining Right (10117 MR) ("Elders MR") and the ("Middelkraal Colliery") are contiguous to each other.

This SLP was consulted with the Middelkraal community as the host community affected by our operation through a community consultative engagement in a community hall at Middelkraal on the 01 April 2025 in line with the amended regulations to the MPRDA. Copies of the minutes and attendance register are attached hereto as **annexure "A"**.

Both Umcebo and AAIC have submitted a section 102 Application wherein the parties are applying for the Mining Right Portions to be excluded from the Elders MR and at the same time be included into the Middelkraal MR.

The commercial agreements are in the final stages of signature and will be followed with the regulatory applications shortly thereafter.

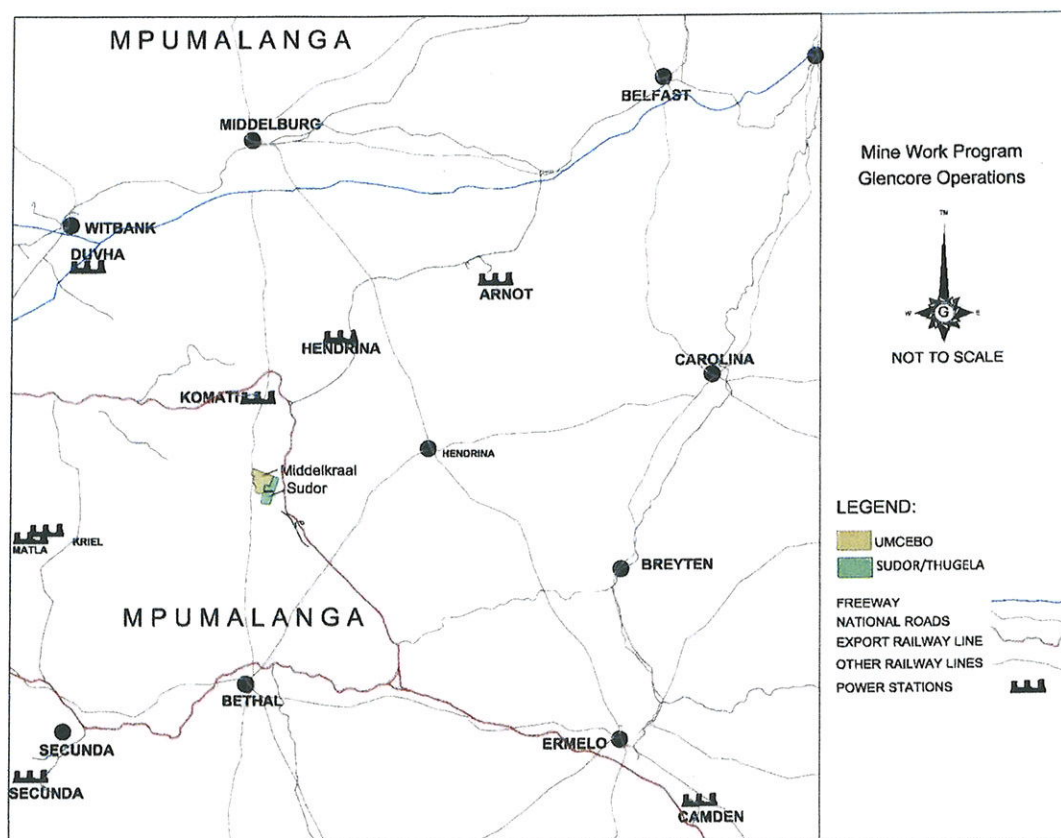
The development and submission of a SLP is a requirement of the MPRDA and sets out the social and labour programmes to be in place for the life of every mining right.

The objectives of the SLP are to:

- Promote economic growth and mineral and petroleum resources development in the Republic (Section 2 (e) of the (MPRDA).
- Promote employment and advance the social and economic welfare of all South Africans (Section 2 (f) of the (MPRDA).
- Ensure that holders of mining rights contribute towards the socio-economic development of the areas in which they are operating as well as the areas from which the majority of the workforce is sourced (Section 2 (i) of the MPRDA, and the Charter); and
- To utilize and expand the existing skills base for the empowerment of HDSAs and to serve the community.

Progress in meeting the commitments set out in the programmes outlined in the SLP concerning Human Resource Development, Local Economic Development (LED) and the Management of Downscaling and Retrenchment will be reported in Annual SLP Reports to be submitted to the relevant Regional Department of Mineral Resources and Energy (DMRE).

Figure 1: Locality Map



Geographic Origin

The Middelkraal colliery and the Sudor project is located on the Farm Middelkraal 50 IS and in the Govan Mbeki Local Municipality, Bethal Magisterial District, Mpumalanga Province. The proposed mine is situated approximately 30 km north of Bethal and 60 km south of Middelburg, off the R35 road. The Komati Power Station is situated approximately 15 km north of Middelkraal Colliery

SECTION 1: PREAMBLE

1.1	Name of Company	Umcebo Mining Pty (Ltd)
1.2	Registration Number	2006/010911/07
1.3	Name of Mine	Middelkraal Colliery
1.4	Physical Address	23 Melrose Boulevard 1 st Floor Melrose Arch
1.5	Postal Address	Suite 19 Private Bag X1 Melrose Arch 2076
1.6	Contact Person	JAYANTHERAN EGAMBARAM PILLAY
1.7	Email	je.pillay@glencore.co.za
1.8	Telephone Number	013 653 5501
1.10	Location of Mine	It is situated approximately 30 km north of Bethal and 60 km south of Middelburg, off the R35 road.
1.11	Commodity	Bituminous Coal
1.12	Estimated Life of Mine	8 Years
1.13	Financial Year	January to December

1.1 Breakdown of Employees

The anticipated numbers breakdown of employees per Occupational Level for Middelkraal Colliery will be reported once the mine is operational and the workforce needs are determined.

1.2 Labour Sending Areas

At the point of recruiting the workforce, Middelkraal will place a strong focus in ensuring that the workforce is sourced from local communities, taking into account the inherent requirements of the roles that must be filled.

Once sourced, the breakdown of the Labour Sending Areas will be reported on an annual basis

SECTION 2: HUMAN RESOURCES DEVELOPMENT PROGRAMME

A Human Resources Development Programme will be formulated to optimise the productive potential of people employed by Middelkraal Colliery. This programme will entail:

- Appointment of a skills development facilitator.
- Establishment of a workplace skills plan.
- Formulating a Skills Development Plan.
- Establishing a Career Progression Plan, inclusive of various development interventions including mentorship necessary to close identified development gaps.
- Formulating an Internship and Bursary Plan.
- Establishing an Employment Equity Plan.

2.1 Introduction

Middelkraal Colliery will formulate and implement a Skills Development Programme that will focus on the skills development needs of the workforce and surrounding communities.

2.2 Compliance with Skills Development Legislation

Once operational, the skills Development Programme of the Colliery will be developed in accordance with the Skills Development Act No. 97 of 1998 and be aligned with the objectives of the Mining Qualifications Authority. As such, registration will be sought with the Mining Qualifications Authority and a Skills Development Facilitator appointed and a Workplace Skills Plan put in place.

2.3 Skills Development Plan

The Skills Development Plan for Middelkraal Colliery will focus on key priority areas. Due to the uncertainty of the timing of the Colliery being operational, in all cases the training costs / budget will be updated within 6 months of the Colliery being operational as estimates could change over time.

2.3.1 Identifying Education Levels of the Workforce

As part of putting together a Skills Development Plan, once the workforce is in place, Form Q will be completed detailing their education levels.

2.3.2 Adult Education

2.3.2.1 Adult Education for the Workforce

Once the education levels of the workforce are established, the educational needs of the workforce will be determined and targets put in place.

2.3.2.2 Adult Education for the Community

Adult Education and Training addresses the fundamental skills of reading, writing, understanding and listening, thus improving communication and problem-solving ability. In addition, it addresses literacy and numeracy abilities which enable further development. It therefore not only gives individuals the opportunity to improve their literacy and numeracy levels but serves as a steppingstone for further learning and development. Given the location of the mine, the Umcembo Mining approach and philosophy will be to equip members of the local community with functional literacy and numeracy skills. As such the Company will offer AET Levels 1-3.

2.3.2.3 Year on Year Targets

The targets for Community members AET are shown in the table below (**Tables 1**) below. The budgetary provision also accommodates the cost of the facilitator.

Table 1: Adult Education Targets for the Community						
Adult Education Targets	Year 1	Year 2	Year 3	Year 4	Year 5	Grand Total
AET- Level 1	8			8		40
AET- Level 2		8			8	
AET- Level 3			8			
Total	8	8	8	8	8	
Budget	R259 792	R275 380	R291 902	R309 416	R327 981	R 1 464 472

2.3.3 Core Skills Training

The core skills training needs for the workforce will be determined following appointment and a skills audit to identify gaps. Core training interventions will then be put in line with the gaps identified.

For community members, training will be provided to equip them with skills to enter industry. The following programme will be provided:

2.3.3.1 Opencast Blasting Assistant Programme

The Opencast Blasting Assistant Programme will be provided to community members to equip them with the skills to enter the industry.

The programme consists of 5 days of classroom training and practical on the job exposure totalling 3 months.

Table 2: Core Skills Training Plan						
Blasting Assistant Programme	Year 1	Year 2	Year 3	Year 4	Year 5	Grand Total
	5	5	5	5	5	25
Budget	R123 039	R130 421	R138 247	R146 542	R155 334	R693 583

2.3.4 Learnerships

2.3.4.1 Engineering Learnerships

The Company will offer engineering learnerships for both employees and community members. The learnership programme is registered with the Mining Qualifications Authority. The Engineering Learnerships that will be offered include Auto Electrical, Boilermaking, Diesel Mechanics, Electrical, Fitting and Rigging.

Learners will do theoretical training at the Colliery Training College (CTC) in Emalahleni, with the practical training done at the operation. A coach is assigned to each of the learners for the practical component of the programme.

Engineering Learnerships Targets

The budgetary provision is inclusive of the training cost, the cost of the toolbox and the salary for employees and stipend for Community members. The program duration is three years, with learners remaining in the system until completion. A new intake will begin in the fourth year.

Both table 3 (Employee Engineering Learnerships) and table 4 (Community Learnerships Targets) learnerships will be provided to enhance the skills for the Engineering Discipline and enable career progression. The targets have been set from Year 2 to enable the proper identification and selection, and placement of candidates as follows:

Table 3: Employee Learnerships Targets						
Learnership 18.1	Year 1	Year 2	Year 3	Year 4	Year 5	Grand Total
	0	1	1	1	0	1
Budget		R496 399	R499 907	R250 875		R1 247 182

Table 4: Community Learnerships Targets						
Learnership 18.2	Year 1	Year 2	Year 3	Year 4	Year 5	Grand Total
	0	2	2	2	0	2
Budget		R348 723	R304 330	R204 490		R857 544

2.3.5 Bursary Plan

The Company will offer study Bursaries for community members from local communities who have been admitted studying a full-time recognised degree or diploma at an approved tertiary institution.

The Company will offer bursaries in the following disciplines, in line with the skills requirements and development pipeline of the Company:

- Mining Engineering
- Electrical and Mechanical Engineering
- Metallurgy
- Financial Accounting

The initiative will be marketed through an internal advertisement so that employees are aware of opening and closing dates should their dependents want to apply as well as through local community structures and newspapers.

The successful candidates will be offered a full bursary which includes tuition, books, approved excursions, a laptop and printer, accommodation, and a monthly allowance. The candidates will sign a contract with the Company to work back the period of the assistance provided once they complete the Graduate Development Programme. However, where the Company is unable to accommodate the candidate in the Graduate Development Programme either due to poor performance during the studies or due to operational requirements, the candidate will be absolved of the payback obligation.

The planned numbers below will be actual number of beneficiaries who will be afforded bursaries in the SLP period. The actual number of qualifications achieved in the period will be determined by duration of the qualification enrolled for.

Table 5: Bursary Targets						
Bursary Plan	Year 1	Year 2	Year 3	Year 4	Year 5	Grand Total
	1	1	1	1	1	2
Mining Engineering	R272 738	R289 102	R306 448	R324 835	R344 325	R1 264 711

2.3.6 Internship Plan

The candidates for the Graduate Development Programme will be largely sourced from the Bursary pool and where no bursaries are offered for a discipline, the candidates will be sourced through both internal and external advertisement and the normal selection process as per the Company's Recruitment, Selection and Placement Policy

The Company will offer a Graduate Development Programme in the following core disciplines:

- Mining Engineering
- Electrical and Mechanical Engineering
- Metallurgy

The graduate trainee will follow a structured development programme and their progress throughout the programme will be managed by the assigned coach and monitored on a regular basis by the assigned mentor.

The programmes range from 2 years to 4 years for the disciplines where a Government Certificate of Competence is required to be completed as part of the programme.

Table 6: Graduate Development Targets						
Internship Plan	Year 1	Year 2	Year 3	Year 4	Year 5	Grand Total
				1	1	1
Mining Engineering				R680 212	R721 025	R1 401 237

2.3.7 Career Progression Plan

The Career Progression Plan will be put in place within 12 months of the Colliery becoming operational.

SECTION 3: EMPLOYMENT EQUITY PLAN

The MPRDA, REGULATION 46 (b) (v) states that:

The contents of a Social and Labour Plan must include a Human Resources Development Programme which must include the employment equity statistics which must be completed using **"Form S"**.

Middelkraal Colliery will, within 12 months of operation, compile an Employment Equity Plan and submit it to the DMRE.

SECTION 4: LOCAL ECONOMIC DEVELOPMENT PROGRAMME

4.1 Social and Economic Background Information

Govan Mbeki Local Municipality is situated in the south-eastern part of Mpumalanga Province, abutting Gauteng Province in the south-west; approximately 150km east of Johannesburg and 300km south-west of Nelspruit (capital city of Mpumalanga).

Govan Mbeki Municipality is one of the seven local municipalities under the jurisdiction of Gert Sibande District (the other districts being Ehlanzeni and Nkangala) and one of the 18 local municipalities within Mpumalanga. The Govan Mbeki area is mainly agricultural/rural with 3 urban conglomerates, namely, Leandra (Leslie, Lebohang and Eendracht) in the western edge, The Greater Secunda (Trichardt, Evander, Kinross and Secunda /Embalenhle) conurbation in the central part and Bethal / Emzinoni in the east. As far as its regional context is concerned, Govan Mbeki is situated on the Gauteng/Richards Bay Corridor formed by the National Road N17 and the Richards Bay rail line running through the area in an east-west direction.

4.2 Govan Mbeki Municipality Profile

4.2.1 Socio-economic Profile

4.2.1.1 Access to water and Sanitation

There has been good improvement with household services in Govan Mbeki between 2011 and 2016 according to the Census of Stats SA. There have been challenges with informal dwellings. The number of informal dwellings improved slightly from 23 365 in 2011 to 22 212 in 2016 indicating a decrease of 1 153 households – 20.4% (one-quarter) of the households still living in informal dwellings. The number of households with access to piped water is 107 191 households with a share of 98.4% of households having access to water and 1 704 or 1.6% of households without access to piped water.

In addition, it has been recorded that there are a number of households with access to a flush/chemical toilet. The total number has improved in the relevant period where 103 086 households have access to flush/chemical toilets or 94.7% of households having access and 726 households don't have access to toilet facilities.

4.2.1.2 Unemployment

The largest employing industries in the Govan Mbeki municipality include community services, trade (including tourism), mining, manufacturing, finance and agriculture. There is a high labour intensity in industries such as agriculture.

The unemployment rate of Govan Mbeki increased from 22.4% in 2013 to 23.3% in 2017. Govan Mbeki's unemployment rate was, however, the 3rd lowest among all the municipal areas of Mpumalanga. There was an increase in employment levels between 2014 and 2017, but at a slow rate. There have been only more or less 2 900 new employment opportunities per annum in the 3-year period.

4.2.1.3 Electricity

The total number of households in 2016, within the Govan Mbeki municipality with connection to electricity is 102 752. The share of households connected to electricity improved to a level of 94.4%. A total of 5 487 households are not connected to electricity.

4.3 Impact of Mining Operation

4.3.1 Economic Analysis

The mining sector (39%) and manufacturing sector (24%) contributes the most in terms of GDP, and as a result the economy is concentrated with a Tress of 62.5

Table 7: GDP growth

Govan Mbeki's sector GDP contributions, percentage shares of the economy and Tress Index ranking per sector				
Economic Sector	GDP (Rands)	% Share	Tress Ranking	Index
Mining	10 574 495 600	39%	9	
Manufacturing	6 590 891 943	24%	8	
Wholesale and Trade	4 168 093 454	15%	7	
Government and Community Service	2 396 477 705	9%	6	
Business Services	1 338 062 167	5%	5	
Transport	1 189 554 953	4%	4	
Agriculture	367 050 120	1%	3	
Construction	354 147 947	1%	2	
Electricity and Water	351 098 875	1%	1	
Total	27 329 872 764	100%	n.a.	
Tress Index 62.5				
(Source: Regional Economic Indicators, 2011)				

4.4 Local Economic Development Project

Having had various engagements with the GMLM in early 2025, our Middelkraal Colliery has since revised its LED budget and has now set aside a budget of **R18 421 040, 00** towards the Local Economic Development programme over a period of five years.

As part of our contribution to LED we had committed in the previous SLP cycle to build a community hall within the GMLM, however due to reasons beyond our control, the hall project could not materialise. We held numerous engagements with the GMLM to try and resolve the issues which caused the delay in the implementation.

We have since commenced implementation of the Emzinoni Community Hall, which is currently near completion, as per **Table 8** below:

Table 8: Emzinoni Community Hall

Project Name	Emzinoni Community Hall
Project Status	Implementation underway – Near completion
Total Budget	R3 500 000,00
Spend To Date	R5 430 000, 00

Following the numerous engagements between Umcebo representatives and GMLM as outlined above, as of 20 March 2025 a new project has since been identified for implementation in the new SLP cycle as set out in **Table 9** below.

Table 9: LED Provision

Project Engagement	Consultation with both municipality and other relevant stakeholders.
Total Budget	R18 421 040,00

** A financial provision for the LED project has been allocated.*

Table 10: LED Project

Project Name	Construction of Victor Khayiyane Road Emzinoni
Location	Emzinoni Bethal

Total Budget	R18 421 040,00
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Project background and project allocation letter from GMLM is attached **as annexure "B".*

4.5 Housing and Living Conditions Regulation 46 (c) (iv): The Measures to Address the Housing and Living Conditions of Mine Employees

Middelkraal Colliery will provide its bargaining unit employees with a monthly housing allowance aimed at assisting to meet their decent housing needs.

4.6 Procurement Progression Plan

The Colliery will be committed to procuring goods in a commercially astute manner ensuring the achievement of our strategic plan in accordance with the requirements of the Mining Charter. Middelkraal Colliery will be committed to focusing its procurement on suppliers that meet the requirements of BEE and is proactively engaging with existing suppliers to encourage transformation in line with the spirit of the Mining Charter.

The mine undertakes to monitor progress in the achievement of the targets on a regular basis through the SLP monitoring mechanisms. Progress in respect of the progressive procurement plan will be reported in the Annual SLP report as well as the Mining Charter Scorecard to be submitted to the regional DMRE.

Middelkraal Colliery will align its reporting system to the requirements of the MPRDA, furthermore will continue to report on the Form T annually on the Annual SLP compliance Report that is submitted to the DMRE.

SECTION 5: MANAGEMENT OF DOWNSCALING AND RETRENCHMENT

5.1 Introduction

The primary objective of downscaling and retrenchment management is to ensure that there are no other viable options to achieve operational requirements before considering the downscaling of workers. Where downscaling and closure are inevitable following the exploration of all other mechanisms, such will also be undertaken in an orderly and humane fashion. To achieve this, the following has been put in place:

5.2 Establishment of a Future Forum

Middelkraal Colliery will establish a Future Forum which will meet twice per annum. The Future Forum will consist of representatives of the colliery management, worker representatives, trade unions and core contractors (where applicable), and it will play a major role in all the issues surrounding downscaling and/or retrenchment.

The main functions of the Future Forum include, but not limited to:

- saving jobs and identifying causes for a decline in employment.
- providing alternative solutions and procedures for creating job security where job losses cannot be avoided.
- ameliorating the social and economic impact on affected individuals, regions and economies where the retrenchment or closure of operations is unavoidable; and
- Monitoring the implementation of the Social and Labour Plans.

The main objectives of the retrenchment and closure management programmes will be:

- to minimise the effects of retrenchments.
- to assist as far as possible those employees who will be affected by the retrenchment process.
- to facilitate training programmes to ensure acquisition of additional skills that will assist in the access to alternative employment either within or outside the colliery.
- to ensure proper planning with regards to the downscaling and/or retrenchment.

5.3 Mechanisms to save jobs and avoid job losses and a decline in employment

Should prevailing economic conditions cause the profit revenue ratio of any operation to be less than an average of six percent for a continuous period of 12 months, Middelkraal Colliery will initiate processes which must include, but not be limited to the following:

- Consultation with all relevant stakeholders
- The implementation of section 189 of the Labour Relations Act, 1995
- Notifying the Minerals and Mining Development Board

In addition to the alternatives offered by the diverse operations, the mine will consider additional mechanisms that may include:

- Voluntary or compulsory retirement.
- Voluntary retrenchment.

- Abolition or reduction of overtime work.
- Termination of the services of temporary employees and contractors (subject to contractual terms).
- Moratorium on new recruitment.
- Redeployment.
- Job-sharing; and
- Any other suggestions identified during consultation.

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

Where retrenchments or closure of the operation is imminent, the Colliery will put in place the following process to ameliorate the social and economic impact on individuals, regions and economies:

- Personal counselling for individuals and groups to be able to deal with the trauma associated with retrenchment. This will be extended to both retrenched employees and those left behind.
- Assistance, prior to retrenchment date, with retraining, entrepreneurship training and other courses to enhance further employment practices.
- Guidance and assistance to support employees in making use of any internal redeployment procedures
- Financial planning advice as well as advice and support in accessing pension/provident fund pay-outs and UIF claims or other state assistance.
- Comprehensive training (non-mining skills) and re-employment programmes.

A database will be kept of retrenched employees, and they will also be given preference for jobs, in line with the skills requirements of such jobs, in the event of new vacancies arising at the mine in future.

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

Middelkraal Colliery Management, together with the Future Forum, will assess in advance the impact that will be caused by the retrenchment and/or closure of its operations. This will be communicated to the affected individuals and communities involved to make all affected parties aware of what the outcome of the retrenchment and/or closure will be. Proposals to lessen the impact on the socio-economic situation of the area concerned will be considered.

Capacity building to assist retrenched employees to set up their own businesses or assist local business to expand their operations including but not limited to:

- Making available support, guidance and assistance to relevant parties during the life of the Mine and at the time of retrenchment.
- Fostering a spirit of entrepreneurship among local businesses and interested employees; and
- Providing support to local businesses and entrepreneurs through supportive ad-hoc mentoring mechanisms grounded in the needs of the protégés;
- To give effect to the capacity building – portable skills training will be offered to a select number of employees per year starting on year 2.

Table 7: Provision for Downscaling and Closure						
	Year 1	Year 2	Year 3	Year 4	Year 5	Grand Total
Budget		R75 000	R79 500	R84 270	R89 326	R328 096

SECTION 6: FINANCIAL PROVISION

The table below represents the Middelkraal Colliery financial provision for the implementation of the Social and Labour Plan.

Table 10: Financial Provision

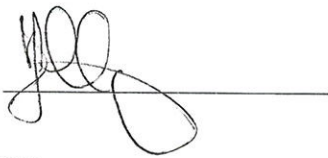
FINANCIAL PROVISION	YEAR 1 R'000	YEAR 2 R'000	Year 3 R'000	Year 4 R'000	Year 5 R'000	Grand Total
Human Resources Development	R655 569	R1 540 025	R1 540 834	R1 916 370	R1 548 665	R6 928 729
Downscaling and Closure		R75 000	R79 500	R84 270	R89 326	R328 096
Local Economic Development	R3 684 208	R3 684 208	R3 684 208	R3 684 208	R3 684 208	R18 421 040

SECTION 7: UNDERTAKING

I, **JAYANTHERAN EGAMBARAM PILLAY**, the undersigned and duly authorised thereto by **Middelkraal Colliery** undertake to adhere to the information, requirements, commitments and conditions as set out in the Social and Labour Plan.

Signed at WITBANK on this the 19 day of MAY 2025

Signature:



Designation: GENERAL MANAGER: COMMUNITY & REGULATORY AFFAIRS

Approved

Signed at _____ on this the _____ day of _____ 2025

Signature: _____

Designation: _____

