

Mining CSI

Local Economic Developments by Mines

Volume 33 • 2022



PMC TO BUILD

R12 MILLION SCHOOL AT MASHISHIMALE

ALSO IN THIS ISSUE:

PAN AFRICAN RESOURCES – Hand over Kaapvallei Primary School to Department of Education in Barberton

SIBANYE-STILLWATER – A Driver of Socio-Economic Change

SERITI – SED Programme Positions Mosodu Construction & Projects For Future Growth

M4 FOUNDATION – For Mining Communities

ANGLOAMERICAN – Drives Small Trucking Entrepreneur's Success

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- Transformation Managers
- Traditional & Community Leaders
- Mine Union Representatives

SOME OF THESE TRAINING INCLUDES, BUT NOT LIMITED TO:

- SLP & LED Capacity Training
- Procurement and DMRE T Form
- Enterprise & Supplier Development Training
- Conflict Resolution
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- Mining Charter 2018
- SMME and Skills Development
- Women in Mining
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Best ways for mines, municipalities and communities to collaborate.

Training Dates: 25-26 August 2022

Venue: Garden Court, Hatfield, Pretoria

TRAINING OF MINE SLP MANAGERS, MUNICIPAL OFFICIALS & COMMUNITY LEADERS

Com Consulting has expertise in training for Mining Management, Municipality Officials & Councillors, local community members and other affected stakeholders by mining operations. The training will equip both mines and municipal personnel to collaborate as required by the Mining Charter 2018 to benefit people and spur economic growth and development through mining activities.

It is very important for mine management to understand how municipalities IDP work, while it is critical for municipalities to understand SLP process. This is particularly urgent for all new municipal councillors within mining areas. Disruptions of mine operations by community unrests is mainly due to miscommunications and lack of engagements by all affected parties.

Com Consulting (Pty) Ltd is a BEE Level 1 Service Provider.

Attendants Certificates to be issued to all delegates.

YOUR EXPERT TRAINER - MOSES SIBIYA

He worked with President Cyril Ramaphosa during Shanduka days as Shanduka Group Transformation Manager at Shanduka Coal focusing on compiling SLP's for mining rights applications. Local Economic Development (LED) and Corporate Social Investments. Second Language SLP Translation/Draft Required by Mining Charter 2018

Communicating with all government departments including the DMRE and engaged with Local Municipalities and Community Stakeholders. He has 20 years working experience in both private and public sector.

Future Training Dates: 22-23 September, 27-28 October, 24-25 November, 8-9 December 2022.

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Welcome again to another scintillating issue of Mining CSI Volume 33 coming out at an opportune time just as we celebrated Mandela Month (July). The father of our nation, Nelson Mandela always advocated for education as a tool to move out of poverty, when he said, "education is the most powerful weapon you can use to change the world". He further said, "it is through education that the daughter of a peasant can become a doctor, that the son of a mine worker can become the head of the mine, that a child of farm workers can become the president of a great nation", Nelson Mandela.

Why is this lesson about education so important in this context? Over the past years (17 years to be exact) working in the mining space with communities, we have decided it is time to give back and share our knowledge with the communities especially in the areas of Social and Labour Plans (SLP's) and Integrated Development Plan (IDP's) as experts in the field.

We registered an NGO called, M4 Foundation – For Mining Communities. Through the organization we have managed to train communities, especially those in rural and townships affected by mining operations. This has been sparked by the fact that many of these communities over the years have embarked on the disruptive activities affecting mine operations including damages to infrastructure by both mining companies and government.

The municipal infrastructure has come under heavy attacks by communities dissatisfied by lack of service deliveries. While on the other hand mining companies' infrastructures have also been damaged by communities within mining areas. Most of these social unrests and protests are done due to lack of knowledge of how SLPs and IDP's work especially in the mining areas, read the article by Miningmx on page 30 of this issue. As a result, M4

Foundation – For Mining Communities together with Com Consulting (Pty) Ltd with the support of some mining companies has provided SLP and IDP 2-day Training for community leaders both in Emalahleni, Mpumalanga Province and West Rand, Gauteng Province, this came about as recommendations after the mine management and union members attended the 2-day training.

In each class there were 15 and 17 delegates respectively from the communities in which the mines operate. Here is what some of the delegates said after the training:

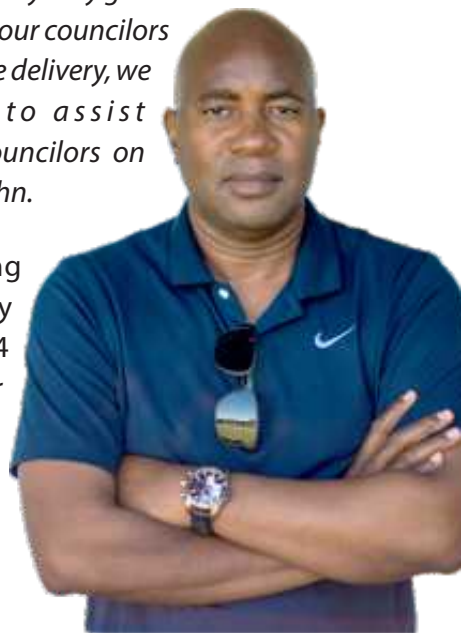
"As one of the people that used to rile up community to protest and damage properties, I will now preach peace and dialogue to my community so we can engage mines constructively", said Thabo.

"We did not know that mines have to consult and assist our communities through SLP commitments when they operate in our areas, now our eyes have been opened and we would like to thank the mine for sponsoring this training so we could gain this important knowledge", remarked Thembi.

"Our communities lack knowledge and understanding which is why they go on the streets to protests, while our councilors are clueless about service delivery, we plead with mines to assist municipalities enroll councilors on this training", pleaded John.

See the 2-day training now scheduled monthly on page 1 and the M4 Foundation – For Mining Communities on page 32 of this issue. Until next time, enjoy the read. ♦

Moses Sibuya



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“Together Building A Sustainable Future”

Dikeledi Mmetle (Office of District Mayor), Seaparo Sekoati (MEC Limpopo Treasury), Azwi Mulaudzi (Regional Manager DMRE Limpopo), Dennis Modise (PMC Executive), Sam Ngidi (PMC Executive), Expect Kwinana (PMC Executive), Mma Shayi (Mashishimale Tribal Authority), Hendrick Malatji (Leolo Community Trust), Dingani Ngobeni (Department of Basic Education), Abby Ledwaba (PMC Manager), Sydney Kopong (PMC Executive).

PMC Celebrated a Sod Turning Event to Build a R12 Million School for Mashishimale Community.

Palabora Mining Company (PMC) is a mine located within Phalaborwa town - Limpopo Province, adjacent the world renowned wildlife sanctuary Kruger National Park. The mine's unique positioning within the beautiful flora and fauna location, brings a relaxed atmosphere into the corporate environment allowing animal sighting including the big five.

PMC is primarily known as a Copper producer with by-products such as Vermiculite and Magnetite. These commodities are growing in strength to meet consumer-driven demands of the world's developed and maturing economies. In April 2022, the mining giant marked itself as a leader with the announcement to build a 12-classroom school including an admin block and enviro loos-

in one of its host communities of Mashishimale. The sod turning event was well attended by both locals and dignitaries. The newly constructed primary school has been named Mosebutjana Primary School in honour of the current reigning queen.

In attendance to mark the birth of the school were, Mashishimale Traditional Authorities represented by Mma Shayi, Cllr. Seaparo Sekoati (Limpopo - MEC Treasury) Mr. Azwi Mulaudzi (Limpopo Regional Manager DMRE), Mr. Abby Ledwaba (Manager Transformation, Stakeholder Engagement and Communication), Mr. Dingani Ngobeni (Department of Basic Education), Mr. Hendrick Malatji (Leolo Community Trust), Ms. Dikeledi Mmetle (Office of

District Mayor) and PMC Executives represented by Mr. Sydney Kopong, Mr. Expect Kwinana, Mr. Sam Ngidi and Mr. Dennis Modise. PMC Senior Manager for Magnetite Production, Mr. Sydney Kopong shared on PMC's commitment towards social development and its readiness to partner with traditional authorities, local municipality and national government to ensure service delivery within its host communities.

Building a school in Mashishimale forms part of the many ways that PMC is contributing towards community development. Funding the construction of a new school in Mashishimale, will provide the community with new infrastructure as well as enabling education to be functional once more against the background of Covid-19 learning disruptions.

“Leolo Community Trust has done a lot of work, collaborating with the Department of Basic Education, developing the scope of work for the project. This project aims to assist the local municipality in providing new infrastructure and improved learning conditions. PMC hopes this school will create a pool of future leaders for the local mines and worldwide” Said Mr... Kopong.

PMC, true to its caring value outsourced the construction project to four local contractors. The spinoffs of sourcing labour locally to construct the school were:

- Immediate job boom in Mashishimale,
- Job creation for local contractors,
- Creation of value chain by subcontracting other local contractors,
- Skills transfer through collaboration of various talents,
- The employment of women and youth within the workforce,
- Instant economic activity amongst locals in Mashishimale,
- New infrastructure benefitting the community, tribal authorities and local municipality,



Cllr. Seaparo Sekoati (Limpopo MEC Treasury)

- Enabling education and learning to be functional against Covid-19 disruptions,
- Social justice- educating disadvantaged youth to break poverty yoke,
- Job creation for educators

MEC, Seaparo Sekoati said that he would like to see the next generation of the mine managers coming from this community and has committed his department to work and partner with private companies such as PMC and many more in the province to deliver education and economic development for Limpopo Province.

“We believe that if we continue in these partnerships with private companies, this will allow government contribution to go to other communities that are less disadvantaged” said MEC Sekoati.

Mr. Abby Ledwaba, the manager of Transformation, Stakeholder Engagement and Communication at PMC was quoted saying the mining company has committed over R20 million earmarked for youth development this year.

These funds will aid in providing 153 study bursaries to local students at the country's institutions of higher learning. These bursaries will not be limited to mining studies alone, students will have the opportunity to pursue a variety of disciplines to further their careers.

Mr. Azwi Mulaudzi thanked and praised PMC for its commitment to community development and alluded that DMRE was very pleased with the launch of the project as it has brought collaborations between Department of Education, Ba-Phalaborwa Local Municipality, Mashishimale Traditional Authority to partner with a private mining company, PMC.

Mr. Mulaudzi emphasized that government is now working on a District Model in order to make sure that there is more cooperation between mines and other critical local stakeholders to focus on projects that create impact and sustainability for the communities.



Mr. Azwi Mulaudzi (Limpopo Regional Manager DMRE)



Mr. Sydney Kopong (Senior Manager Magnetite Production)

"We would like to say to the community, please engage constructively and protect the infrastructure the mine is providing instead of damaging them when you protest, in case you protest, please do it in a civilized manner" said Mr... Mulaudzi.

We are looking forward to the school being ready for the 2023 school calendar year. ♦

21-22 September 2022

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mining corporates, investors and suppliers
in the mining industry to discuss opportunities
for countries and the industry

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Siyabangena Women in Mining and Projects (SWIMP) is a company founded by Pauline Pitso. The company has the capability to render services such as mining, construction, engineering services and other mining related services.

Siyabangena Women in Mining and Projects has added to their offering a drilling solution in joint partnership with Miro Engineering.

Using technology, they manufacture drill rigs one of them being the Tlou Electro-Hydraulic drill rig which will change the way people look at drilling forever. This locally manufactured product is safe to use, efficient in production, remote controlled and produces zero emissions. It is currently able to assist with safe mining methods.

SOME OF THE MINING SERVICES THEY RENDER ARE AS FOLLOWS:

- Haulage Rehabilitation - Tip Excavation
- Drilling & Blasting - Refuge & Battery Bay
- Winch Erecting - Cover Drilling
- Underground Construction - Secondary Support
- Supply of Mining Consumables - Ventilation Construction & fire door installation
- Sweeping & Vamping



ENGINEERING SERVICES:

TLOU DRILL RIG/BOLTER APPLICATION & DESIGN FEATURES:

- Horizontal & Vertical Drilling
- Remote Control Operation (Work from a Safe & Supported Area)
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Sibanye-Stillwater – a driver of socio-economic change

We play an integral role in the regions in which we operate – through our mines, the economic activity and employment these create, and through our commitment to be a force for good within the communities close to our operations.

The creation of enduring value for those communities to which we are most closely connected has meant we have had to acknowledge and embrace the legacies forged by the mining industry and among these is the Marikana tragedy.

While the tragedy unfolded three months before our Group's establishment in 2012, we took over the operations of mines that had been at the centre of the event ten years ago. Since acquiring the assets of Lonmin

in 2019, we have purposefully sought to reach across the chasms that were created by the events of August 2012 and focus on building a new era of hope, one of renewal.

Sibanye-Stillwater embarked on the process of renewal, not to forget the past, but to honour it. We want to ensure that through engagement and connection, we can find healing and meaning, and together create a positive legacy for the generations that have lived and worked there, those who live and work there today and those who will tomorrow.



We have a long-term vision for the Marikana region and have significant investments underway, but we cannot do it alone. We need all stakeholders to walk with us as we navigate the path to tomorrow.

TOGETHER WE ARE CONFIDENT THAT WE CAN CREATE OPPORTUNITIES THAT CHANGE LIVES.



INNOVATION



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY

THE MARIKANA RENEWAL PROCESS IS A COMMITMENT TO:



HONOUR

The families who lost loved ones, and the injured employees whose lives were forever changed, and their generosity to open and constructive dialogue.

- The Sixteen-Eight Memorial Trust – funding the continued education to tertiary level of dependants of the deceased. Currently funding 139 beneficiaries
- Providing support to the widows and families of the deceased, including counselling, employment for each family and housing



ENGAGE

With our stakeholders, as partners in the process of healing and renewal.

- Engaging and collaborating with stakeholders on the renewal of Marikana to develop an integrated approach to facilitate social cohesion and ensure the delivery of tangible, sustained benefits



CREATE

By building on the foundations of the past to forge new opportunities and new horizons for all here today and those who may be here tomorrow.

- Delivering tangible and sustained socio-economic value to sustain the Marikana communities and broader district long after mining has ceased
- Through our corporate social investment and social and labour plan (SLP) projects, we aim to contribute to social services and improved living conditions in the Marikana communities





Mark Munroe, Chief Executive at Impala Rustenburg, with some of the Tapologo caregivers and bursary students.

Impala Rustenburg Expands Partnership with Tapologo Hospice with an Upgrade to their Training Centre and the Sponsorship of

30 Bursaries

In a long-standing partnership with Tapologo Hospice, Impala Rustenburg has funded an upgrade of the Tapologo Training Center, and sponsored bursaries for all 30 students to complete a 12-month NQF Level 3 qualification in home-based care at the new training facility. Tapologo Hospice is a non-profit organisation in the Phokeng region of Rustenburg which provides home-based care to people in the Bojanala district who are living with chronic or life-threatening illnesses.

Tapologo also has outreach centres based in Freedom Park, Chaneng and Boitekong which provide a safe space for orphaned and vulnerable children to receive support. "Impala Rustenburg has been involved with Tapologo since its inception. We helped to set up the first health clinic in Freedom Park and, over the past two

decades, we have worked closely with the team to provide support and funding to many of the Tapologo initiatives, including the home-based care programmes that deliver such a vital service to the people of our mine communities," says Mark Munroe, Chief Executive at Impala Rustenburg.

Dr Jon Andrews, Health and Safety Executive at Implats, emphasised that globally, home-based care has been identified as a hugely successful intervention.

"Due to the small comforts and the familiar environment that home-based care offers to patients, as well as the support that they and their families receive from it, it is often the preferred method of care for patients with life threatening illnesses, as opposed to hospitalisation. The benefits have again been emphasised in our response to the covid pandemic," says Andrews.

Based on this global, and South African trend, and due to the success of Impala Rustenburg's covid programme, a need was identified to increase the number of home-based caregivers in the Bojanala area and in the Tapologo team, as well as a need for caregivers to hold formal qualifications in home-based care that are recognised by the National Hospice and Palliative Care Association.

Together with Impala Rustenburg, Tapologo upgraded its training centre facilities to qualify as an official training venue to facilitate the courses that would result in these qualifications. The inaugural NQF Level 3 qualification training at the newly refurbished Tapologo Training Centre began in March 2022 with the first group of 30 students.

Stephen Blakeman, CEO of Tapologo Hospice says, "We are immensely grateful for everything that Impala Rustenburg has done for Tapologo over the years and are incredibly proud to have these 30 students enrolled in our official home-based care training programme, all of whom have been given a bursary by Impala Rustenburg. We are thrilled that through our partnership, we have been able to offer these students a chance to fulfill their passion for caring for people in their communities."

Impala Rustenburg's partnership with Tapologo extends well beyond the contributions and funding of the home-based care programme. The mining company has been involved in several impactful initiatives with Tapologo including the vaccination against Covid-19 of a number of their patients, as well as their healthcare workers and nurses to ensure they were able to safely work in the communities during the pandemic.

Most recently, in the spirit of Mandela Day, senior executives from Impala Rustenburg visited the Tapologo Training Centre to meet the students who received the bursaries, and also visited the Tapologo Outreach Centres in Freedom Park and



Chaneng to hand out food parcels and care packs to patients and children who are registered with the centres. "We consider it a privilege to be able to extend our support of Tapologo even further, and a day like Mandela Day offers one of many opportunities for us to do that.

Tapologo is an organisation that is fully aligned with our philosophy of going above and beyond for the people of our mine communities. This is a partnership that we truly value," concludes Munroe. ◆



ABOUT US

A company founded in 2021 to provide independent and balanced advisory and consulting services to the mining industry including all stakeholders affected by mining operations to ensure inclusive growth in line with the objectives of the Mineral and Petroleum Resources Development Act (MPRDA).

Our pursuit is driven by commitment to deliver our promises to our clients by operating responsibly, executing with excellence, well informed and fair advisory and consulting services. Providing solutions that are based on research and innovative ideas to take advantage of opportunities for sustainable growth within the mining industry.

The founder and CEO Mr Sunday Mabaso draws experience from 20 years of service in the Department of Mineral Resources and Energy in which for seven years he served as a Regional Manager (3 years in Northern Cape and 4 years in Gauteng).

As regional manager he monitored and enforced compliance with Social & Labour Plans in terms of the MPRDA and Mining Charter, and Environmental Management in terms of NEMA and the NEMA: Waste Act

The founder has acquired various qualifications in mining and recently completed an MBA with Milpark Business School, and a Post Graduate Certificate: Climate Change and Energy Law, with the University of Witwatersrand and certificate in 'Energy Efficiency and Sustainability with University of Cape Town.

OUR BUSINESS

MPRDA and NEMA

Advisory on compliance with legal requirements in terms of the MPRDA and NEMA and related legislations in the mining industry.

Mining Charter

Advisory and training on Mining Charter compliance including employees and community share participation schemes.

Cleaner Energy Transition

Advisory on cleaner energy transition and reduction of carbon footprint in mining operations and improve reliability of energy supply.

Environment, Social & Governance (ESG)

Advisory on ESG in line with best practices and Corporate Social Responsibilities.



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Mulalo Mafunisa
Social Labour Plans and Stakeholder Engagements



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Sammy Mmotlana, Owner of Unit 7 Logistics Company

Father's Memory

Drives Small Trucking Entrepreneur's Success

One of Sammy de Mateo Mmotlana's most vivid childhood memories is that of his father, a then a truck driver, being paged on his walkie-talkie: 'Unit 7, control, come in'. He didn't know what it meant.

But he knew that when that call came through, it was the cue for his father to leave for work. His father passed on in 2003, but his memory lives on in the form of Mmotlana's own small trucking company, Unit 7 Logistics.

And wherever his father is, he is looking down proudly at his son, whose business recently became one of 10 community-owned trucking companies contracted to transport concentrate from Anglo American Platinum's operations to its processing operations in Polokwane.

The contract comes as a result of the company's commitment to building sustainable and thriving communities. Between 2016 and 2021, Anglo American Platinum increased its procurement from communities around its operations by more than 500% to its current level of R5.3 billion. The

company's commitment to community upliftment includes developing suppliers from previously disadvantaged sectors of the economy, with a specific focus on black-owned, women-owned, and youth-owned businesses.

It's been quite a journey for Mmotlana. Six years ago, he was still working as insurance retention and sales adviser in Midrand. In 2012, his direct line manager told him he had the work ethic of an entrepreneur, and two years later, he won a top performer award.

But it took him until January 2016 to leave full-time employment to pursue his entrepreneurial dream. It was a massive struggle at first. He had no logistics experience, capital, or the necessary documentation needed to qualify for Request For Proposals, which forms part of the supply chain acquisition process.

He lacked the knowledge to tender successfully, especially on the technical side. Things started looking up after he joined the Zimele Enterprise Development programme in 2018, where he

started developing the knowledge and experience, he required to bid for contracts, but even so, he still had to borrow money from his sister to obtain the certificates of good standing he would need to bid for the Anglo American Platinum business.



To ensure success he formed a joint venture with a black woman owned business who had the necessary logistics experience required for the tender. As a result of the positive joint venture collaboration, he later appointed Evelyn as a director of Unit 7 Logistics to further strengthen the leadership structure and lay a solid foundation for future growth. Their relationship started as a joint venture, but at Zimele's recommendation, he

quickly made her a director to strengthen Unit 7's B-BBEE standing. In all, 176 companies applied for the transportation tender when it was released in June 2019. More than two years later, Mmotlana's dreams were realised when Unit 7 was shortlisted for the contract to start moving concentrate.

Starting with two trucks in October 2021, he has since financed a further four trucks through Zimele and has grown his staff complement to 28 – all from local communities.

And he is not done yet. He is currently doing supplier development training through Zimele as he plans to add four more trucks to the fleet this year and to grow out of Mogalakwena into other markets.

"Logistics is not an easy business. I hardly sleep as an owner! I do not have a manager yet, so when trucks break down, I attend to everything. But it is worth all the hard work and effort," says Mmotlana. ♦





Siyanda Bakgatla Platinum Mine (SBPM) Launched it's First Ever

Enterprise and Supplier Development (ESD) Programme

The historic handover event was held on 17th August 2022 at Siyanda Bakgatla Platinum Mine and attended by Executive for Sustainable Development, Senior Management as well as Local Suppliers and Community Members. The event was also graced by Bakgatla Ba-Kgafela Tribal Authority, Moses Kotane Local Municipality Mayor and Senior Management from Thabazimbi Local Municipality.

The ESD Programme started in 2021 in order to comply with Social and Labour Plan (SLP) as well as BBBEEE compliance. The ESD programme aims to empower mainly black owned Small Medium and Micro Enterprises (SMME's) through various methods of support.

The mine is supporting more than twenty SMME's which it wants to grow their businesses and become competitive and sustainable. SMME's in the area were required to apply for support, and successful applicants who are beneficiaries today were notified in writing and issued with contracts which details assistance to be provided.

Mr Hope Tyira, Executive Head for Sustainable Development, remarked, "SBPM is only less than 5 five years and when we took over the mine in February 2018, we made a conscious decision to create sustainable local communities and businesses". The mine has created access jobs, procurement as well as skills development

opportunities and foster good working relationship with our communities and stakeholders.

"SBPM spent over R27 million on ESD Programme from previous financial year and we going to embark on the same programme this current financial year, and I am certain that both BKKTA, Moses Kotane and Thabazimbi Local Municipalities through the stakeholder relationship that we created, have witnessed the strides accomplished by the mine", said Mr Tyira.

The mine is proudly handing over vehicles, equipment's and projects that have been delivered through ESD Programme aimed at empowering our local communities. Moses Kotane Local Municipality Cllr. Nketu Nkotswe also expressed her sincere appreciation for the contribution the mine is making towards poverty alleviation and job creation for our local communities, and the same sentiments were echoed by Morena Segale Pilane from Bakgatla Ba-Kgafela Tribal Authority. ♦



Some of the vehicles handed over to beneficiaries



An Article by Pontsho Mogano

It is not really a great time to be alive, with all that is happening, the shootings, the killings, and all the diseases. But I do not recall a time anyone ever telling me that life is going to be rainbows and sunflowers, so with that being said, I am simply grateful to be alive, being healthy, having my loved ones with me, and most importantly learning and growing.

My name is Pontsho Mogano, I was born in Tembisa, Tembisa Hospital to be specific. The woman that birthed me was and still is my one and only parent, she is the love of my life, after God (lol). My grandmother is more than a parent, hence I did not include her there, she is my angel, she is my queen, and if people could be worshiped, she would definitely be my god.

I am a writer, a journalist to be formal, I am a strategic communication specialist, a radio and TV presenter, and an actress, but above all, I am beautiful inside and out (hahaha). Fun fact, all of these special things I have mentioned, excluding radio and television, are still aspirations. I am

actually a student at the University of Johannesburg, studying BA Humanities and I major in Journalism and Strategic Communication.

My love for communication started when I realised how bad I was in communicating, conversing, and even arguing, so instead of getting my idea across I would just be mad and leave, not because the people made me mad but because I was, one losing the argument, and two, I was unable to get out what was in my mind to those I was arguing with through words. I then made a decision to drop out of the University of Limpopo, where I was studying BSc in Water & Sanitation, and come to UJ to study any communication related courses.

It was at that time that I realised that I was in love with learning and growing, that is, not studying to get a job and have a lot of money, but to study and from that, learn, grow, and become the better version of myself.

As a result, I am no longer scared of challenges, because I believe that the challenges that come our way are attracted by who we are, and that is the talents and gifts God gave us, these challenges are therefore attracted by the solution itself, which is you and me. I learned to invest in what is already there, what is already in me, so that when these challenges of life come my way, they find me ready.

From this lesson, I have made a life decision to believe that no challenge in this world is meant to break me, but all of them were and still are for my prosperity and victory. My mom raising me as a single parent never broke me, which is why I am here today, writing this nice letter to you. I choose to be optimistic, to be joyful even in the absence of happiness, and of course peace above all else. ♦

"Choose to be optimistic, and to be joyful even in the absence of happiness" - Pontsho Mogano

"Choose to be optimistic, it feels better"
- Dalai Lama



Eligible mineworkers get the thumbs up from Tshiamiso Trust.

By 11 July 2022, The Tshiamiso Trust has paid more than half a billion rand to 5 829 eligible silicosis and TB claimants and their families and is gaining increased momentum in processing claims.

Tshiamiso Mineworkers Compensation Surpasses Half A Billion

Daniel Kotton, CEO of Tshiamiso Trust, says: *"In April, we announced that we had reached R320 million in payments to qualifying claimants in the 16 months since our inception. Two months later, we are excited to announce that we have surpassed that milestone and reached over R500 million in payments, placing us at 10% of our lifetime target of R5billion in the second year of operations."*

This exceptional achievement owes to the strong partnerships we have established, the continuous enhancement of our systems, and the expanded operational capabilities as we have grown our footprint in South Africa and neighbouring countries."

We are also pleased to inform claimants that the Trust has ramped up its efforts in processing Deceased claims, thereby addressing a significant backlog that had accumulated. The past few months have seen the Trust building system

capabilities for tracking down and authenticating historical medical records, as well as the searching and validation of dependents to be added as beneficiaries.

We have successfully certified our first batches of claimants and are in the final stages of the payment process. We are in communication with the successful claimants.

The Trust has come under much criticism, mostly related to unhappiness about the speed of processing claims, or discontent based on a limited understanding of our very stringent requirements for compensation. In response to the frustrations that claimants are experiencing, the Trust would like to express the following:

- 1.** The Trust would like to thank claimants for their patience. We understand the socio-economic pressures and remain committed to ensuring that compensation payments get to eligible claimants as quickly as possible.

2. Some claims will naturally take longer to process than others, and this is in most cases because of insufficient documentation. Claims related to deceased mineworkers are especially difficult to process as death certificates often state that the claimant died from natural causes, making no reference to silicosis or TB.

As the Trust we have partnered with various government bodies and provincial health departments to access historical health data, unabridged death certificates, post-mortem reports, and medical records from clinics and hospitals. This is a mammoth task in itself, since some archives dating back to 1965 have not been digitized.

3. The Trust is currently working to establish additional means of communication to claimants to assist them in understanding the complex requirements for compensation laid out in the Trust Deed.

To this end we have engaged with a number of stakeholders and have conducted a number of training and outreach workshops and will continue to do so over the rest of this year. Many claimants will still be unhappy that they do not meet the requirements, but we are committed to empowering claimants so that greater numbers are successful in their claims.

Over 90 000 mineworkers and their families have lodged claims with Tshiamiso Trust so far, and any potential claimant is urged to check their eligibility to lodge a claim. They can do this by checking online at

<https://www.tshiamisotrust.com/status-check/> or by calling our contact centre 0801 000 240 (South Africa) / 0027 10 500 6186 (outside South Africa).

Claimants are reminded to be careful of people impersonating the Trust or promising to help speed up their claims. Only the Tshiamiso Trust can process claims. This is a FREE service. Claimants must only share their documents with the officials at the lodgement offices. ♦



Daniel Kotton, CEO of Tshiamiso Trust



From Left) Ms Phakathi (Kaapvallei Principal), Mr Pieters, Mr Hira, MEC Majuba, Ms Mpande and Learners in front row

Kaapvallei Primary School Handover

by Barberton Mines

On the 19 th July 2022 Barberton Mines officially handed over the Kaapvallei Primary School to the Mpumalanga Department of Education MEC, Bonakele Majuba in Barberton.

The event was held at the newly built school on land at Sheba Siding village donated by the City of Mbombela and endorsed by the Lomshiyo Traditional Council, which is the local chieftainship in this area of Barberton. Prince TS Dlamini of the Lomshiyo Traditional Council also graced the event with the queen mother to show their support for the education of the young people and to encourage learners to attend school and improve their future prospects.

The occasion was also attended by a number of key representatives including the Manager of Pan African Resources, Mr Hethen Hira from the corporate office in Johannesburg. Management from Barberton Mines led by Mr Martin Pieters, Ms Fortunate Ngomane, Mr Edmond Chirwa, Ms Happiness Magagula, Mr July Tiro, Mr Chris

Albertus and other staff members were also present. The SGB was represented by Ms Florence Mpande while the community was represented by Cllr Bandile Zimba. More importantly, the learners attended in large numbers on the first day of the new semester at their new school.

The school project was initiated by the school's SGB under the leadership of Ms Florence Mpande and her team in 2018, when they first approached Barberton Mines. In 2019 community consultation took place where it was clear from all communities and stakeholders consulted that the school was much needed in the area, as the school was housed in dilapidated old mine hostel buildings in conditions not conducive to learning, and located far away from the village requiring travel over long distances in poor conditions resulting in learners arriving at school tired and untidy.

The mine then engaged with the Department of Mineral Resources and Energy to include the school as part of its next phase SLP commitment for socio-economic development projects, which was subsequently approved. The project is

divided into three phases (2019 – 2023), with Phases 1 and 2 comprising the building of Grade R classrooms, nutrition centre, five classrooms, ablution block facilities and security fencing, which was handed over on this event. Phase 3, consisting of three classrooms, administration block, science laboratory and library will begin construction at the end of July expected to be completed by April 2023.

Construction costs amounted to some R20million and was designed and built exclusively using local contractors and suppliers, with the mine ensuring that the highest standards were achieved at all stages. The school benefits over 420 learners from the nearby community, who will now be able to walk short distances to school and without the need for expensive transport. During the launch, Mr Pieters said that this is a very important milestone as he expected the school to produce the areas future mine managers, doctors, lawyers and other professionals.

“Every five years as part of our Social and Labour Plans, Barberton Mines goes out to our community to find out what the needs of the communities are and this school was identified as a crucial need in the Sheba area. By 2023 the school will be completely built as Phase 3 will also get underway shortly”, said Mr Pieters.

Education MEC, Mr Bonakale said that his department appreciates Barberton Mines contribution towards education in the area as the department does not have enough budget to



cover every area, and he expects great results from the learners. Barberton Mines has a track record of building infrastructure for improving the lives of the local communities, and handed over the Ngwane School earlier this year as well as the Cathylville Clinic last year, both in Barberton. The MEC also alluded to the disruptions of Covid-19 which had a negative impact in education worldwide. He said:

“We would like to thank Barberton Mines and ask that they continue to support and assist the communities around the area and also stressed that the community must look after the school, as it was now their asset and must benefit the future generations that will also learn here.”

“I also like to thank Ms Florence Mpande, Chairperson of the SGB for the great work she has done with her team to get this school built in collaboration with the mine”, said MEC Majuba. Following the handover, the Department of Education will be responsible for the management and upkeep of the facility. ♦



Kaapvallei Primary School



Hi-TC Training Centre at Highveld Industrial Park

The opening of the new and improved Hi-TC on Friday, 15 July 2022 was a historic event for Highveld Industrial Park. Hi-TC is a first-class training centre providing training in various disciplines including artisan training. Highveld Industrial Park (HIP) revived the training centre in light of the skills shortage the country is currently facing. The training centre once formed an integral part of skills development, and HIP saw the potential to restart this facility to assist in addressing the skills gap.

Rudolph Raphael, Hi-TC Manager, says: "Although we officially commenced training again in 2022, we have been offering training since 2017 by providing sponsored training to our local communities." The old Highveld Training Centre was constructed in the 1980s while owned by Anglo American to meet the training and development requirements of Highveld and its sister companies, including Transalloys, Vanchem (now Bushveld) and Rand Carbide. Following the commencement of business rescue of Evraz Highveld Steel and Vanadium Limited, the

training centre was closed down. There have been a few attempts by various third parties to resuscitate the centre, but a decision was made to relaunch the training centre with a flagship project run by Komatsu and Hi-TC. Since training commenced under the Hi-TC banner in 2022, learners have already been trained in various disciplines, including painting, computer skills and various health and safety related courses and other soft skills.

Hi-TC has workshops and lecture rooms to accommodate training in the following trades:

- Millwright
- Instrumentation
- Electrician
- Boilermaker
- Fitter and Turner
- Welder
- Rigger
- Roll Turner
- Earth-Moving Equipment Mechanic

Flagship Apprenticeship Programme by Komatsu and Hi-TC

Our flagship apprenticeship programme was launched in June 2022 in partnership with Komatsu.

The aim of this apprenticeship programme was to recruit learners from the local community and empower them with skills development, which will in turn positively impact eMalahleni's economy. Following a stringent recruitment process after receiving 900 applications, 8 apprentices were elected from the local community surrounding Highveld Industrial Park for mechanical fitter apprenticeships.

Hi-TC Accreditation and Short Skill Courses

Hi-TC obtained accreditation from the Quality Council for Trades and Occupations as a skills development provider for Electricians, Mechanical Fitters and Fitters and Turners. Further accreditation is currently underway for Millwrights, Welders and Boilermakers. In addition, Hi-TC is fully accredited to undertake trade testing in each of the disciplines.

Hi-TC also has accreditation from MerSETA to undertake short mechanical and health & safety skills training programmes. "We are also able to tailor-make any training solution by partnering with our professional network of skills providers to ensure that all training needs are met. We have offered a number of other extra training programmes since our official commencement in 2022," Raphael add, including:

- Basic Fire Fighting
- HIRA
- Painting
- Working at Heights

Speakers at the event

Derek Pienaar, CEO of Highveld Industrial Park was instrumental in kick-starting the project with Komatsu along with the OEM (original equipment manufacturer) forum. His vision and leadership saw the potential to utilise the training centre for uplifting the local community as well as providing quality training to private entities and individuals.

CLLR. Conny Nkalithshana, Executive Mayor of eMalahleni was elected and appointed in 2022. She has been a strong supporter of the Highveld Industrial Park and will be collaborating on certain key projects to benefit eMalahleni. The mayor fondly spoke of her memories of Highveld as a child and reminded everyone that a generation who doesn't support its youth has no future.

Ehsaan Moosa, Financial Director of Komatsu. Hi-TC and Komatsu took hands in 2022 with a flagship project for the training centre and agreed to collaborate and launch a pilot training initiative together, to train eight local, unemployed, black apprentices as Mechanical Fitters. The training is fully sponsored by the KSAF trust. "This project reflects what the founder of Komatsu believed: People develop technologies and technologies develop people."

Archie Mdakane, MerSETA Quality Assurance. The training centre occupied and used by Hi-TC is accredited as a learning facility and assessment centre for skills programmes accredited by merSETA.

Rudolph Raphael, Highveld Industrial Park provided guidance throughout the process of restarting the training centre. Always ready to provide advice and assistance in ensuring that the projects that Hi-TC sought to implement were successful, including obtaining accreditation.

Quick facts:

- There are 15 separate training and assessment facilities.
- There are eight office spaces suitable for administration staff members.
- There are six fully equipped lecture rooms for theoretical training.

What the centre offers to private entities

- Classroom training
- On-the-job training
- Experimental learning
- Learnerships
- Apprenticeships
- Short skills courses
- Leadership and management development
- Trade tests
- Skills programmes 



From Left to Right: Herman Hollhumer - GM: Mining (Komatsu), Adel Weideman - GM: Human Resources (Komatsu), Ehsaan Moosa - FD (Komatsu), Andrea De Souza - Legal & Compliance (Highveld Industrial Park), Cllr. Conny Nkalitshana (Mayor of eMalahleni Municipality), Derek Pienaar- CEO (Highveld Industrial Park)



Masslift Africa Celebrates

3 Decades in Materials Handling

Over the last three decades in material handling, Masslift focused on three important principles: great partnerships, service excellence and community investment to make South Africa a better place for all who live in it. Thus it was fitting that they celebrated their 30th birthday, honouring all of the above.

Celebration with stakeholders

A resilient, progressive and innovative brand, Masslift Africa is the sole distributor of Mitsubishi Forklift Trucks in Southern Africa. As a substantial player in the materials handling sector, they have made a real impact on job creation and retention in the region.

They celebrated their 30th birthday with all the stakeholders who have helped them grow into an industry force by hosting a golf day followed by a gala dinner. "I'm very proud of how Masslift has grown over the years to become an important partner to Mitsubishi Logisnext," said Lim Sim Beng, Deputy Managing Director of Mitsubishi Logisnext.

Service Excellence rewarded

The evidence of Masslift Africa's success as an industry leader in service excellence was recognised at the Top Empowerment Awards. The

company recently received the Top Empowered Company: Customer Focus accolade just in time to form part of their birthday celebrations. "This award belongs to all our staff, as it showcases our ability to work together as a team with a joint vision," said Masslift CEO Marco Caverni.

Responsible Corporate Citizen

As Masslift Africa continues to build meaningful and impactful partnerships and relationships, they were able to give back to the community while promoting the legacy of influential former President Nelson Mandela.

Marking the moment on this milestone anniversary, a joint donation was made to the Nelson Mandela Children's Hospital from Masslift Africa and its stakeholders at Masslift Africa' golf day and gala dinner event.

"We know who we are as a company, and we know where we want to be, so we are delighted to be able to commemorate our success in memory of Madiba as we all celebrate Nelson Mandela Day."

"The need to protect and support the children of South Africa is as important as it has ever been, and it is crucial that we all play our part to keep them safe and help lay the path to a bright future for our youth," said Dr Stanley Maphosa, Interim CEO of the Nelson Mandela Children's Fund. ♦

Case Study:

Seriti ESD Programme Positions Mosodu Construction & Projects for Future Growth.

Akhona Sodwele



Ulrica Solomons



Jacques de Klerk



Mosodu Construction & Projects established in 2010 is a black-owned construction and construction maintenance company, based in Emalahleni, Mpumalanga. Having completed the Seriti Enterprise and Supplier Development (ESD) Programme in 2021, the company is now on a firm footing and positioned for future growth.

The company services was expanded to include maintenance and repair work, building of new structures, plumbing, road maintenance, transportation services and the installation of security cameras. The company employs 13 people and, while small, has a well- equipped team that has the knowledge, skills and experience to deliver quality services.

The Challenge

A major concern was the company's inability to effectively market itself to the right client base, with most of its marketing done via word of mouth. Furthermore, Mosodu was going through a transition phase, with the day-to-day running of the company and its majority shareholding set to be transferred to the founder's daughter, Ulrica Solomons.

Solomons was the company's Human Resources (HR) Manager and she initially felt that she did not have sufficient entrepreneurial and leadership skills and experience to lead the company. She felt that she also lacked the construction industry experience that her father relied upon to start the business.

The Solution

In 2020, Mosodu Construction & Projects applied and was selected to join the Seriti ESD Programme, which was designed to identify Small, Medium and Micro Enterprises (SMMEs) in the specified local communities in which Seriti Coal operates.

Seriti contracted Zevoli Growth Partners to develop and implement the ESD programme on its behalf, in line with Seriti's commitment to support local SMMEs in acquiring essential business skills needed to expand their operating capacity. A recruitment and awareness campaign attracted more than 500 applications from SMMEs.

The Result

Having completed the Seriti ESD Programme, Mosodu Construction & Projects reports that it is doing considerably well, despite operating in a tough market that is still recovering from the impact of COVID-19. Crucially, Mosodu experience a 57% revenue growth between the start and the end of the programme.

This has resulted in a significant change in how the business operates. Solomons, who has since taken over as majority shareholder and CEO, believes the programme also benefited her personally, giving the skills and confidence to be a leader and entrepreneur. ♦

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Miners Taken Hostage at K3 Shaft

in May is Typical of Social Unrest - Article by Miningmx

Aout 50 employees at Sibanye-Stillwater's Marikana mine were held hostage over two nights in May, according to a letter addressed by the company to the alleged perpetrator, the Marikana Unemployment Forum.

Sibanye-Stillwater says instances such as this are not uncommon. "It's a frequent occurrence," said James Wellsted, senior vice-president of corporate affairs at the gold and platinum group metals miner. "Generally, we're able to manage it, but it's a problem as a result of the political environment. There's a lot of stuff going on in the background."

According to a June 11 letter, signed by Ansie Malan, Sibanye-Stillwater's legal advisor, the forum was ordered to repay R2.26m representing lost PGM ounces that ought to have been mined during the forced lock-in of employees. Thabisile Phumo, head of stakeholder affairs at Sibanye-Stillwater said in this particular case the forum's

leaders enlisted community members – some of whom might not be employees – to march to the K3 shaft at Marikana. Led by Sean Manyako, they locked the gate at 6pm on May 11. Employees were eventually released on the evening of May 12. "We do anticipate more of this. It's difficult to call Marikana because we have had stability and the environment has generally remained stable. We have been engaging robustly, informing the community on what we are doing, hoping for peace", said Phumo.

"It's a risk because some employees could have health issues and there's also the trauma of the event. It's a health and safety risk," said James Wellsted. Community demands turn on jobs and procurement opportunities. Sibanye-Stillwater says it keeps an open door policy provided community members follow the channels.

While it claims its intelligence is good, protests sometimes take it completely by surprise. Around



the same time of the hostage lock, the so-called N4 Cluster Group, chaired by former Samancor contractor, Solly Soka, blockaded the road which is the main means by which stores, people and other equipment get to and from Sibanye-Stillwater's mines. It's unclear what Soka, who isn't a resident in the North West community, is aiming to achieve from such actions, but a senior PGM company executive, who declined to be named, says it's quite often to display political influence that might eventually prise open a position over municipal affairs.

Now, with the tenth anniversary of the Marikana atrocity on the horizon in August and the ANC's elective conference scheduled for December, the political temperature in society is rising. "Should there be any instability or heightened political conflict, we get caught in the middle. We get caught in the cross-fire," Phumo said.

South Africa's mines are often the only employer in their region. That's true of Sibanye-Stillwater, Impala Platinum and Anglo American Platinum in the Rustenburg region. Dairy group Clover last year shut its cheese-making factory in Lichtenburg, about an hour-and-a-half's drive west of Rustenburg owing to municipal dysfunction which is the backdrop to the community protests that swamp miners.

In June, South Africa's auditor-general, Tsakani Maluleke painted a bleak picture of local government performance. Only 16% of the country's 257 municipalities were given a clean bill of health. Among the somewhat less dysfunctional is Rustenburg. According to the report, however, the standard of living in the municipality is hardly sustainable: only 36% of its approximately 550,000 residents have pipe water delivered to their dwelling; residents with flush toilets connected to sewage totals 53%.

As alarming is the municipality's 26% unemployment rate, which rises to 35% for its youth. Speaking to Miningmx in June, Neal Froneman, CEO of Sibanye-Stillwater described the deteriorating condition of the country's municipalities as "a time bomb". He added. Mining companies, and even the larger contractors, think increasingly that supplementing municipal functions will become a common practice.

"I just think that's going to become the norm," says Keith Scott, CEO of Fraser Alexander, a tailings management company. "What we're doing to a smaller extent is taking ownership of some of those issues in those communities."

Paul Dunne, CEO of Northam partly attributed the below par operational performance to "regional community unrest in the eastern limb of the Bushveld Complex" that resulted in lost production shifts at Booysendal. Speaking at the firm's presentation during August, Dunne said there were about 140 separate incidents of disruption at the firm's facilities during the 12 months. ♦



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BACKGROUND

M4Foundation (NPO: 253-573) was registered in January 2021, not for profit organisation as an effort to address the trust deficit that exist between mining communities, local municipalities and mining companies. The founding members have a combined 20 years' experience within the mining sector, local municipality area and community engagement.

MANAGEMENT EXPERTIES

The management and expert partners have done comprehensive research study in community engagements and development between different stakeholders.

The Foundation succeeded in collating data working with over 40 different mines in South Africa regarding Social & Labour Plans (SLP's) and Corporate Social Investment (CSI).

CASE STUDY

In one local municipality the combination of twenty-three mines in the last five years budgeted and spent in excess of R1,09 billion for their SLP expenditures while five mines spent a combined

R22,5 billion on procurement to service providers, but community unrests and mine disruptions continues unabated. M4 Foundation – *For Mining Communities* was founded to prevent these unrests and provide simple practical solutions that bring peace, social cohesion and economic development within mining areas.

COMPETENT SERVICE AREAS:

- Prevent community disruptions of mine operations by offering alternative value for communities
- Help mines and communities engage and understand each other (Conflict Resolutions)
- Bring business incubation expertise to establish and train local companies.
- Fund SMME's that are ready to provide services to mines and other businesses
- Coordinate community organization, traditional leaders and municipal officials
- Present community challenges to mines and mine challenges to communities
- Represents mines as collective entity for Public Relation purposes
- Handle responsibilities from mines to work with community ♦

Com Consulting Can Assist

Com Consulting can assist with the development of Mega LED projects in the local municipal areas, funded by mining companies. The projects are in most instances incorporated in the existing project plans in the Integrated Development Plans for the various municipalities, as well as plans from the DMRE. These areas are based on mining company Social & Labour Plans.

OUR AREAS OF EXPERTISE:

- Mine Rehabilitation
- Social & Labour Plan Consultants
- Conflict Resolutions
- Project Management
- SLP and IDP Capacity Training
- Stakeholder Engagements
- Bridge Between Mines, Municipalities and Communities
- Local Enterprise & Supplier Development
- Mining Unrests Prevention Solutions
- Media Communications
- Second Language SLP Translation/Draft Required by Mining Charter 2018

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**mineral resources
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