

GOLD

FACT SHEET June 2024

SOCIAL INDICATORS IN MINING

Gold Fields - South Deep



MINERALS COUNCIL SOUTH AFRICA

#MiningMatters

The Minerals Council commissioned a report to establish the positive impact mining has on employment, training and development, socio-economic development and enterprise development across various sectors in 2023. In total, 12 of the Minerals Council's larger members were surveyed. This fact sheet summarises the findings and shows why mining matters to all South Africans.

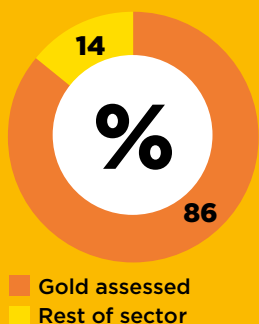
This fact sheet focuses on the research into the gold sector.



SECTOR REPRESENTATION

Our survey assessed the performance of four gold companies. We estimate they employ about 86% of the gold sector's workforce, based on the Minerals Council's Facts and Figures Pocketbook.

Gold



WOMEN IN MINING

About 18% of the full-time workforce at the four gold companies are women. In a sector where all mining is carried out at deep levels, it can be understood why the proportion is below the industry average of 19%. It should be recalled that, until the 1990s, no women were allowed by law to work in core mining jobs in South Africa.

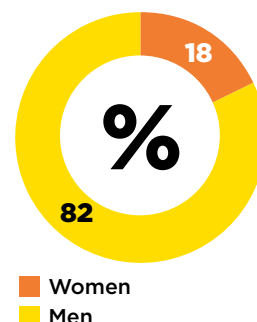
Nonetheless, the number of women employed in gold and all other sectors of the industry is significant. Many of the companies explicitly stress the importance to their businesses of continuing to increase the number of women they employ. Mining companies are making their operations more conducive to women working in the sector. Companies have policies on zero tolerance of gender-based violence, discrimination and bullying. Great strides are being made in adopting personal protective equipment designed for women.

About

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Women in mining - Gold



WOMEN IN MANAGEMENT

Women comprise 23% of the assessed gold companies' management.

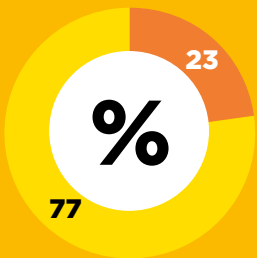
The percentage of women in management is higher than the percentage of women employed. This, we believe, is a further indication of the seriousness with which companies are taking the need to make mining a more conducive environment for women by raising the number of female managers.

23%
of the assessed gold companies' management comprise women.



DRD GOLD - Far West Gold Recoveries

Women in management - Gold



■ Women
■ Men



Sibanye-Stillwater - SA gold operation

TRAINING AND DEVELOPMENT

The four gold companies spent R23,279 per full-time employee on training and development in the relevant financial years.

Training spend in mining has always been substantial in the democratic era. A benchmark for training spend of 5% of payroll was set in the first iteration of the Mining Charter in 2004. Companies report on this to the Department of Mineral Resources and Energy (DMRE) annually and usually exceed this amount, spending an estimated R7 billion a year on training and development.

BURSARIES AND LEARNERSHIPS

Three of the four surveyed companies reported spending R55.9 million on funding bursaries for 715 students. Two of the companies reported that between 42% - 45% of their bursaries were for women.

Three of the companies recorded 976 learnerships.

These are appreciable overall numbers. The proportions of women suggest that it is easier to find female candidates for graduate and post-graduate training than those taking up learnership opportunities. It is to be hoped that the latter number will increase as gold mining's reputation as a suitable environment for women in core mining positions improves.



Sibanye-Stillwater - Gauteng Gold Operation

Socio-economic development



The four gold companies spent **R570 million on socio-economic development projects**, mostly in their communities, in their relevant financial years. As these examples show, their focus has tended to be on education, health and infrastructure.



398

Learners took advantage of maths, science and accountancy programmes

Partnership with the Wits School of Chemical and Metallurgical Engineering worth **R1.2 million per year over a five-year period**



801

Grade 10 to 12 learners and teachers achieved excellent maths, science and English results



Funding of **R5 million** to schools in the 2022 academic year



Full scholarships awarded to the top **14 matriculants** from disadvantaged schools



620 grade 10, 11 and 12 learners in 2022 enrolled in a R7.5 million three-year project



Two trusts have invested **R15 million and R91 million** in community and education projects, respectively since 2010

ENTERPRISE DEVELOPMENT

Only two of the companies reported the detail of the funding of their enterprise development work. They spent R98 million in this regard. One company supported 106 small businesses. Three companies reported that their enterprise development efforts had led to the creation of 6,186 jobs.

One company committed R14 million for supplier development aimed at providing growth finance to suppliers

who are investment-ready but struggle to get funding elsewhere.

Another's start-up programme will give 100 entrepreneurs in host communities an opportunity to present their business cases. Successful applicants will participate in a mentorship programme, practical skills development on technology, receive business support grants and be given opportunities to do business with the mining company.

One advertises opportunities on its website and holds bi-weekly meetings with small, medium and micro-enterprises to discuss opportunities and provide support.

A R65.5 million Enterprise Development Fund helps local entrepreneurs join one of the company's supply chain. A 25-year-old beneficiary of the fund provides transportation of mining materials. She stated that the opportunity had been life changing, especially as a woman in a male-dominated industry.

Together with procurement programmes for Historically Disadvantaged South Africans (HDSAs), mining companies' enterprise development programmes have contributed to building a major supplier industry to South Africa's mining sector over the past 20 years and more.



R98 million

The amount two companies spent on enterprise development in 2023.

CONCLUSION

We believe the survey paints an informative picture of the breadth and depth of the transformation efforts that have become the standard way of operating for most mining companies, and for Minerals Council members.



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