

PLATINUM GROUP METALS - PGMS

FACT SHEET June 2024

SOCIAL INDICATORS IN MINING

Anglo American Platinum - Mototolo



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.

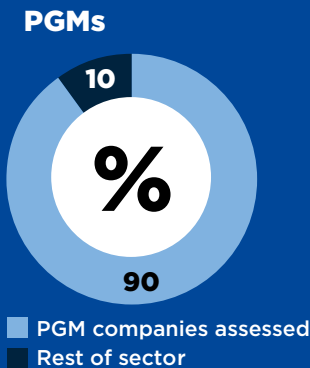
This fact sheet focuses on the research into the platinum group metals (PGMs) sector.



Sibanye-Stillwater - SA PGM operations

SECTOR REPRESENTATION

Our survey assessed the performance of four PGM companies that employ 90% of employees in the sector, based on the information in the Minerals Council's 2023 Facts and Figures Pocketbook.



WOMEN IN MINING

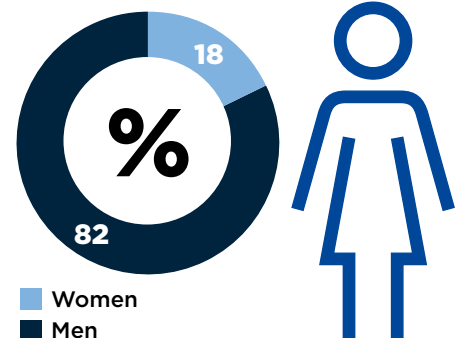
About 18% of the full-time workforce at the four PGM companies covered in this research are women. It should be recalled that, until the 1990s, no women were permitted to work in core mining jobs in South Africa.

The number of women employed in PGMs 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 **18%** of the full-time workforce at the four PGM companies are women.

Women in mining - PGMs



WOMEN IN MANAGEMENT

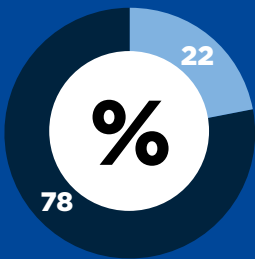
Women account for 22% of the assessed PGM companies' management.

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.



Implats – Impala Rustenburg

Women in management - PGMs



■ Women
■ Men



Northam Platinum – Booyssendal

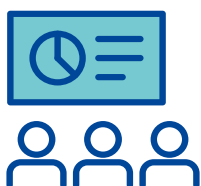
22%

of the assessed PGM companies' management comprise women.

TRAINING AND DEVELOPMENT

PGM companies spent R2.8 billion on training in their respective financial years, amounting to R26,893 per full-time employee.

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

Two PGM companies reported spending R87.2 million on bursaries. The four companies, in aggregate, supported 514 bursary recipients. Two companies reported that 36% and 42% of bursary recipients were women.

One reported that 78% were Historically Disadvantaged South Africans (HDSAs). Not all companies reported this information.

The four companies had 1,935 learnership candidates, of which 26% to 40% were women. And one company stated that 99% were HDSAs.

The four companies had 1,935 learnership candidates.



Anglo American Platinum – Dishaba

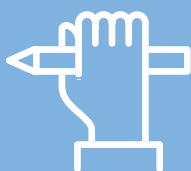
Socio-economic development



The four PGM companies spent **R1.6 billion on socio-economic development projects**, mostly in their communities, in the relevant financial years. Their focus has tended to be on education, health and infrastructure.

In education, examples drawn from the four companies' public reports included:

Support for early childhood development, leadership and character-building programmes; and learner support and development. **Support for 16,575 learners and 501 teachers, and school governing bodies and principals. This was delivered in partnership with the Department of Basic Education.**



Support for schools, to ensure they are in the **top 20% of state schools nationally by 2030.**



Support for 33 schools by one company. The 21 primary and 12 high schools consistently achieve better matric results than other schools in the area.



Four school infrastructure projects completed.



Equipping three mine community schools with state-of-the-art science laboratory apparatus.

Completion of an early childhood development centre.

Developing skills within local communities is a deliberate strategy to enhance talent pipelines.

One company supported **240 learnerships** to enhance youth job absorption outside of the mining industry, and it supported **215 mining learnerships.**



Learning programmes to provide skills training and preparation for the workplace for people in local communities. Bursaries were offered to 55 students from local communities.



A cadetship programme that offered opportunities of four to six months to

298 unemployed youths

to help them acquire skills necessary to work in the mining sector in entry-level positions. 109 of these cadetships were awarded to females.

In health, the PGM companies:

Contributed to community health through specific services, including providing emergency medical services to respond to incidents outside mining premises, such as vehicle accidents on public roads, medical emergencies in the community and assisting victims of crime. Facilities also focus on TB contact tracing.



Conducted a community-oriented primary care programme, through which a company has built clinics. It also acquired three mobile clinics during Covid-19, renovated a clinic and handed over another clinic.

Appointed Right to Care, a non-profit organisation, as the main implementing partner of the South Africa community health and wellbeing programmes. Right to Care focuses on improving the quality of primary healthcare available at facilities in communities. This includes more efficient dispensing of medication for chronic diseases. It also supports key and vulnerable population groups to improve health outcomes.



Facilitated the supply of potable water to improve health outcomes.



Completed construction of a clinic at Freedom Park, Rustenburg

Provided potable water to beneficiary communities that had no access to clean water by drilling boreholes within a reasonable walking distance from their homes.

ENTERPRISE DEVELOPMENT
PGM companies spent R273 million on enterprise development projects. Two reported supporting 1,860 small businesses. Three reported the creation of 10,358 jobs through these enterprises.

One company spent R57.8 million in support of 36 enterprises which created 2,599 jobs.

Another company spent R14 million on enterprise development initiatives in South Africa. At one mine, a total of 577 community SMMEs are currently registered. Of these, 107 community businesses benefited from R188 million worth of procurement opportunities in 2022.

One company's enterprise and supplier development initiatives

focus on providing procurement opportunities to companies owned by and based in their host communities. It spent R13.3 million on various Enterprise Supplier Development initiatives aimed at training and developing host community-based companies. Through these initiatives, the number of community-based companies registered on the company's vendor database has grown from 57 to 191 in the five years to 2022.

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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