

DIAMONDS

FACT SHEET June 2024

SOCIAL INDICATORS IN MINING

De Beers - Venetia



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 diamond sector.

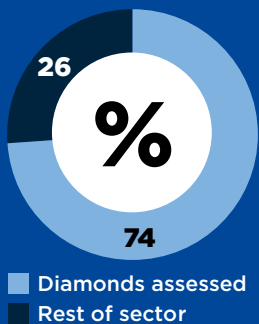


Petra Diamonds - Finsch

SECTOR REPRESENTATION

Our survey assessed the performance of two diamond companies that employ 74% of employees in the sector, based on the information in the Minerals Council's 2023 Facts and Figures Pocketbook.

Diamonds



WOMEN IN MINING

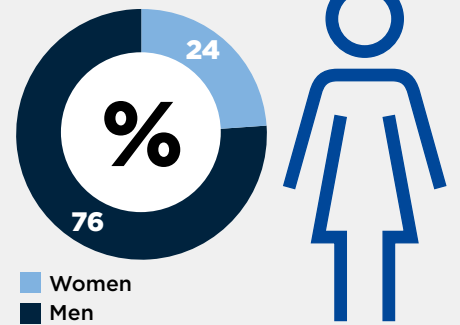
About 24% of the full-time workforce at the two diamond companies covered in this research are women. It should be recalled that, until the 1990s, no women were permitted to work in core mining jobs in South Africa.

Nonetheless, the number of women employed in diamonds 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.

Women in mining - Diamonds

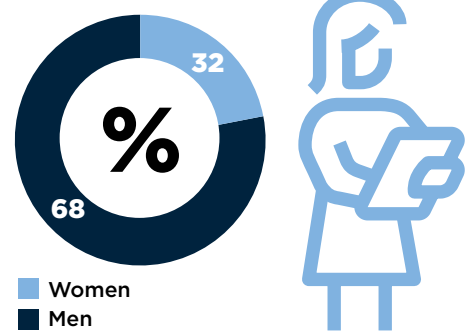


WOMEN IN MANAGEMENT

Women account for 32% of the assessed diamond 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.

Women in management - Diamonds



TRAINING AND DEVELOPMENT

The diamond companies spent R151 million on training in their respective financial years, amounting to R26,137 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

The smaller of the two diamond companies reported supporting 14 students with bursaries, of whom 10 were women. Of the 14, 13 were Historically Disadvantaged South Africans (HDSAs). The other company did not report this information. These bursaries cover the cost of studies, accommodation, and allowances. Degrees and courses being studied include B Ed; BA Industrial Psychology and English; Metallurgical Engineering; BSc

Computer Science; BSc Chemical Engineering; BSc Geology (Hons); Industrial Engineering (Hons); and Mechanical Engineering.

The two companies had 639 learnership candidates. At the smaller company 34% of the learnership candidates were women.



SOCIO-ECONOMIC DEVELOPMENT

The assessed diamond companies spent R166 million 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 two companies' public reports included that they:



Provided bursaries, as well as other educational and learnership investments.



Supported learning institutions to improve outcomes from educational initiatives focusing on resources for a better understanding of science, mathematics, engineering, and technology.



Built primary school and technical high school infrastructure.

Supported learners at five primary and secondary schools, mainly through mathematics and science school support programmes.



Awarded 39 scholarships to top performing learners from local schools.

Provided scholarships and tertiary education support, including a bursary scheme, a graduate development programme and provided practical experience through an experiential training programme.

Spent R8.1 million on community training and development. This included skills training for community members, such as computer literacy, plumbing, basic building techniques and carpentry, sewing, driver's licence and agricultural training.

In health, the diamond companies:



Worked with the London School of Hygiene and Tropical Medicine in 2021 to create a baseline health assessment for host communities.



Through the HIV/AIDS management programme reduced the TB incidence rates in the region from **74 per 100,000 people in 2021 to 51 per 100,000 in 2022.**

ENTERPRISE DEVELOPMENT

The larger diamond company reported the detail of its enterprise development funding. It spent R125 million on supporting 178 small businesses that led to the creation of 1,784 jobs.

In respect of one firm, small enterprises are selected for a three-year programme which covers strategy, entrepreneurship,

sales, marketing, and personal development. Women owned 40% of the businesses that graduated through the programme in 2022.

1,784

The number of jobs created through support for 178 small businesses

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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