

MEDIA STATEMENT

#MININGMATTERS TO COMMUNITIES

Platinum group metal mining companies are making a difference in their host communities in North West and Limpopo

Johannesburg, 20 June 2024. Four platinum group metals (PGM) mining companies are increasing employment of women at the rockface and in management. The companies' interventions create economic opportunities, jobs and improve the quality of schooling and healthcare in their host communities in North West and Limpopo.

To develop an understanding of the extent of why mining matters to communities and more broadly to the country, the Minerals Council South Africa commissioned a survey of social indicators contained in the public documents of four of its PGM member companies, which account for 90% of full-time jobs in the PGM sector.

The survey showed that about 18% of their full-time employees are women.

Programmes to encourage inclusivity and transformation of the South African industry have been underway since 1994. Until the 1990s, women were by law not allowed to work in core mining jobs. Mining companies are committed to increasing the number of women they employ to make their mining operations inclusive and equitable.

To achieve this, companies are making their operations more conducive to women working in the sector through specific policies and actions. Companies have policies of zero tolerance of gender-based violence, discrimination and bullying. The industry is adopting personal protective equipment and work clothing designed for women, while modernisation of mining operations is making it easier for women to enter the sector which has been dominated by men for more than a century.

Furthermore, women filled 22% of the management roles in the assessed companies. While the survey did not break down the categories of management, the 2018 Mining Charter has set targets of 30% of junior management roles held by women, 25% of middle and senior management, and 20% of executive management. The mining industry is committed to transformation to achieve these targets.

The four companies spent a total of R1.6 billion on socio-economic development projects, mostly in host communities in North West and Limpopo in the single financial year that formed the basis of the survey. Expenditure was focused largely on education, health and infrastructure.

The four 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 has worked with the Department of Basic Education to provide support for 16,575 learners, 501 teachers and their schools' governing bodies and principals. Early childhood development is another priority of this company.

One company provided a cadetship programme to 298 unemployed youths to help them acquire skills that would gain them entry into the mining industry.

The four companies spent a total of R2.8 billion on training and development in the year surveyed, the highest total spend in the five sectors surveyed. This translated to an average of R26,893 per full-time employee. The Mining Charter sets a benchmark for training spend of 5% of payroll and companies usually exceed this amount. The four companies additionally supported 514 bursars and had 1,935 learnership candidates.

The full survey of 12 Minerals Council member companies in coal, gold, platinum group metals, diamonds and iron ore represented 59% of total mining sector employment in 2023.

This survey of social indicators offers both a qualitative and a quantitative look at the issues. It does not - and does not claim to - provide a view of the entire industry.

However, it paints an informative picture of the breadth and depth of the social investments and transformation that have become the standard way of operating for most mining companies, and certainly for Minerals Council members, and show why #MiningMatters.

Click here for more information on why mining matters to communities near the four PGM companies' operations

<https://www.mineralscouncil.org.za/component/jdownloads/?task=download.send&id=2272>

Visit <https://www.mineralscouncil.org.za/special-features/1396-miningmatters-to-south-africa-and-its-people> for more information about the mining industry's contribution to the country, to employees and to communities.

For interviews with the Minerals Council on why #MiningMatters, contact:

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