

MEDIA STATEMENT

#MININGMATTERS TO COMMUNITIES

Diamond miners focus on education opportunities in host communities in the Northern Cape, Limpopo and Gauteng

Johannesburg, 20 June 2024: Two of South Africa's major diamond miners have a strong focus on ensuring the young people of their communities in the Northern Cape, Limpopo and Gauteng have opportunities to improve their educational qualifications and skills to equip them for a better life.

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 two of its diamond member companies, which account for about 74% of full-time jobs in the diamond sector. There are many small-scale diamond mining companies that are not listed and do not have publicly available reports on their social indicators.

The two diamond companies spent R166 million on socio-economic projects, much of it in the educational sphere, during the financial year surveyed.

In addition to building primary and technical high school facilities, they support these and other institutions by building their capacity to provide high quality science, mathematics, engineering and technology teaching.

One of the companies also spent R8.1 million on community training in disciplines such as computer literacy, sewing, plumbing, building techniques and carpentry.

One mine's major contribution to waste management saw it recycle 9,405kg of paper and cardboard, 12,960kg of plastic, 8,500kg of rubber and 5,910kg of glass. See link to case

study here:

<https://www.mineralscouncil.org.za/component/jdownloads/?task=download.send&id=2279&catid=119&m=0&itemid=317>

In the health sphere, one company's intervention reduced the TB incidence rates in the region in which it operates a mine from 74 per 100,000 people in 2021 to 51 per 100,000 in 2022.

The larger diamond company spent R125 million on enterprise development. In the process it supported 178 small business that created 1,784 jobs.

Both companies spent a total of R151 million in a year on training, amounting to R26,137 per full-time employee.

The two companies had 639 learnership candidates.

About 24% of the full-time workforce at the two diamond companies covered in this research are women, well above the industry average of 19%. Women accounted for 32% of the diamond companies' management, the highest average percentage of the gold, diamonds, coal, platinum group metals and iron ore mining companies surveyed. On average, the survey showed these companies had 25% of management roles filled by women.

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.

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.

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

<https://www.mineralscouncil.org.za/component/jdownloads/?task=download.send&id=2274>

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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