

IRON ORE

FACT SHEET June 2024

SOCIAL INDICATORS IN MINING

Kumba Iron Ore - Saldanha

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 listed members were surveyed. This fact sheet summarises the findings and shows why mining matters to all South Africans.

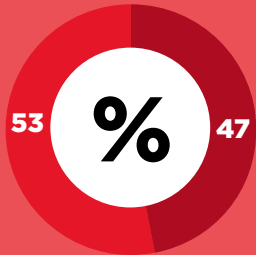
This fact sheet focuses on the research into the iron ore sector.

SECTOR REPRESENTATION

Our survey assessed the performance of one iron ore company. This is fewer than some other sectors. It is because other large iron ore miners are either unlisted, or their annual reports do not differentiate data between their iron ore and other interests.

We estimate that the company assessed employs about 47% of employees in this sector.

Iron ore



■ Iron ore assessed
■ Rest of sector

WOMEN IN MINING

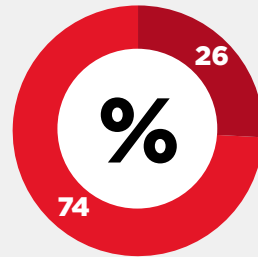
Women account for 26% of the workforce at the assessed company. If this is extrapolated across the sector it implies that the sector has one of the highest proportions of women employees.

The number of women employed in all 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 - Iron ore



■ Women
■ Men

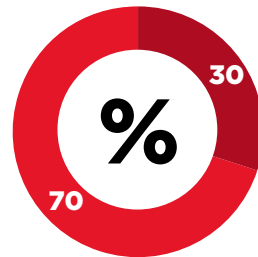


WOMEN IN MANAGEMENT

Women occupy 30% of the assessed iron ore company's management categories.

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 - Iron ore



■ Women
■ Men



MINERALS COUNCIL
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TRAINING AND DEVELOPMENT

The assessed iron ore company spent R38,125 per full-time employee on training and development in the relevant financial year.

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

R7.7 million was spent on supporting 259 bursars. The company reporting this specified that 94% of this expenditure was on Historically Disadvantaged South Africans (HDSAs). There were 624 people on learnerships.



Kumba Iron Ore – Sishen

SOCIO-ECONOMIC DEVELOPMENT

The assessed iron ore company spent R400 million on socio-economic development projects in the relevant financial year.

It has provided wide-ranging and quality education for an estimated 16,000 learners and 500 teachers at 25 early childhood development institutions and 25 schools (primary and secondary). Another 19 schools were to benefit from a 2nd phase of this project. In 2022, these schools had an 81.9% matric pass rate, compared to the Northern Cape average of 74.2%.

In health, the company funded:

An integrated HIV management programme providing HIV-related services and primary healthcare services to mine employees, contractors and host communities.

A diverse community health programme that includes improvements to health infrastructure in local municipalities, monitoring health indicators and providing training for healthcare professionals, as well as education on TB control, alcohol and drugs, diabetes, hypertension, and sexual and reproductive health.

Mobile clinics offer primary healthcare to people in remote rural areas in collaboration with the District Municipality to screen for diseases and provide dental, ophthalmic and surgical services. In 2022, about 3,705 community members benefited from these services. The Department of Health (DoH) manages the mobile clinics. A high-tech trauma care unit plays a valuable role in accommodating and stabilising the sick and injured before they are transported to medical facilities which are at least 200km away.

ENTERPRISE DEVELOPMENT

In spending R164.3 million on enterprise development, this company helped develop 221 enterprises, of which 46 were suppliers.

Together with HDSA procurement programmes, 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.

R164.3 million spent on enterprise development

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.

MINERALS COUNCIL SOUTH AFRICA

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