

ACCOMMODATION NEWSLETTER

OCTOBER 2024

Case studies from Minerals Council South Africa
members showcasing why #MiningMatters



MINERALS COUNCIL
SOUTH AFRICA

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Editorial

This is the first edition of the annual Minerals Council South Africa's Accommodation Newsletter in which we highlight the interventions and projects of our member companies to provide decent housing and accommodation for their employees.

The investments include schools, clinics, roads, water, street lighting and more, which improves the lives of people living in mine-host communities.

The provision of good quality accommodation for employees and their families, makes a clear break from the past by moving away from the migrant labour legacy and multiple occupancy hostels which dominated the mining industry for decades.

Living in decent housing provides social stability and a level of personal comfort, and mental wellbeing for employees which translates into safer and more productive mining operations.



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Assmang iKhaya

In its commitment to the well-being and development of its employees, Assmang introduced the iKhaya Policy, designed to facilitate private home ownership and alternative housing benefit options for employees of its Northern Cape operations: Khumani Mine, Black Rock Mining Operations (BRMO), and Beeshoek Mine. The company policy aligns with the directives of the Mining Charter (2018) and the Housing and Living Condition Standard for the Minerals Industry.

Assmang's Housing Initiatives: More than 2,150 stands serviced and 1,623 houses constructed for our Northern Cape workforce, promoting affordable housing options.

Home Ownership Support: More than 1,300 installment sale agreements and over 350 houses rented to employees, fostering financial stability and a sense of security.



Assmang – Mountain View IIML reservoir

Title Deed Transfers: 235 title deeds transferred to employees, empowering them to establish roots in the Northern Cape.

Home Loans for Tribal Areas: 57 home loans issued, extending housing support to all employees.

Sustainable Communities: Assmang's dedication to employee well-being and community sustainability through housing initiatives and infrastructure investments to create sustainable communities.

Infrastructure Development: BRMO's collaboration with Joe Morolong Local Municipality on projects like culvert bridges and road resurfacing to enhance community connectivity.



Clean Water Access: Installation of bulk water services in Kruisaar and Cassel villages, marking a milestone for previously underserved communities.

Environmental Stewardship: Refurbishment of Kuruman Wastewater Treatment Plant and upgrades to electrical infrastructure, reflecting BRMO's commitment to community health and sustainability.



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Public-Private Partnerships: Beeshoek Mine’s collaboration with Tsantsabane Local Municipality on various infrastructure projects, including road upgrades and sports facility revitalisation.

Community Development: Khumani Mine’s partnership with Gamagara Local Municipality to improve public sanitation and water supply infrastructure, benefiting host communities.

Solar Streetlights: Beeshoek Mine and the Tsantsabane Local Municipality have teamed up in a partnership aimed at enhancing visibility at night and fostering a safer environment for the community members. This collaboration is supported by an existing Memorandum of Agreement (MOA) between the municipality and Beeshoek Mine, highlighting a shared commitment to improving infrastructure and safety measures.

The primary objective of this project is to enhance visibility at night, which in turn contributes to reducing crime rates and promoting overall safety for the residents of Postmasburg, including employees of Beeshoek Mine and their families.

By upgrading electricity infrastructure with solar streetlights, this initiative not only enhances nighttime visibility but also aligns with sustainable energy practices. The use of solar power reduces environmental impact and ensures ongoing functionality even during power outages.

“By upgrading electricity infrastructure with solar streetlights, this initiative not only enhances night time visibility but also aligns with sustainable energy practices.”

DRDGOLD homeownership scheme

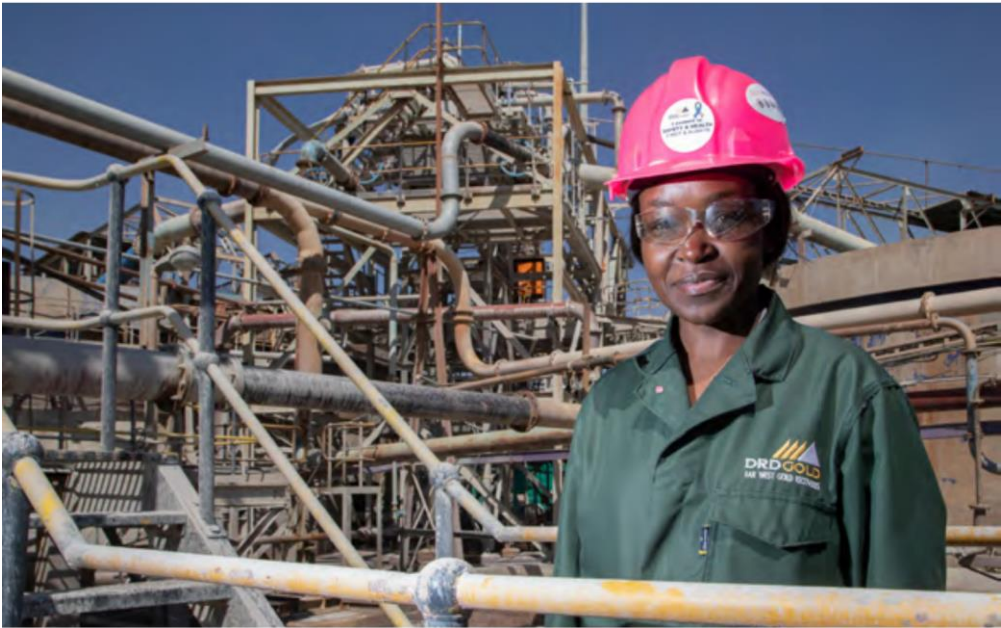
DRDGOLD is a unique mining company as it does not operate hostels or any other type of company owned accommodation. The aim of the DRDGOLD Employee Homeownership Scheme is therefore the facilitation and creation of an enabling environment of homeownership options to enable DRDGOLD employees to step onto the homeownership ladder.

As an expression of this belief, and in line with its obligations under Mining Charter and current agreements and understandings between DRDGOLD and organised labour, DRDGOLD has committed R12 million to the establishment and roll-out of an employee homeownership scheme.

The scheme targets employees who are first- time homeowners who want to buy a house ideally within daily commuting distance of the operations. DRDGOLD employs locally in an effort to support the communities in which it operates. The scheme offers qualifying applicants’ an interest free housing loan of up to R85,000 for first time homeowners who wish to purchase a bonded house. The loan from the scheme is written off over a period of 8 years of the employee working for DRDGOLD.

“The aim of the DRDGOLD Employee Homeownership Scheme is therefore the facilitation and creation of an enabling environment of homeownership options to enable DRDGOLD employees to step onto the homeownership ladder.”

By promoting homeownership, the scheme aims to offer employees the opportunity not just to reside in a well-constructed and properly serviced house in a sustainable community but also to build up a capital base and acquire an asset that will ultimately offer them and their families a long-term source of financial security.



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Harmony Gold – housing with purpose

Harmony is selling existing mine houses in municipal areas to employees at a 40% discount to create new homeowners and immediate equity.

Refurbishing houses

Before:



After:



All Free State houses are to be sold to employees before transferring to a separate entity. The properties strategy includes 4,175 houses, 623 units, and 277 vacant stands in mine villages and municipal areas. Harmony supports the National Government Strategy to develop sustainable human settlements

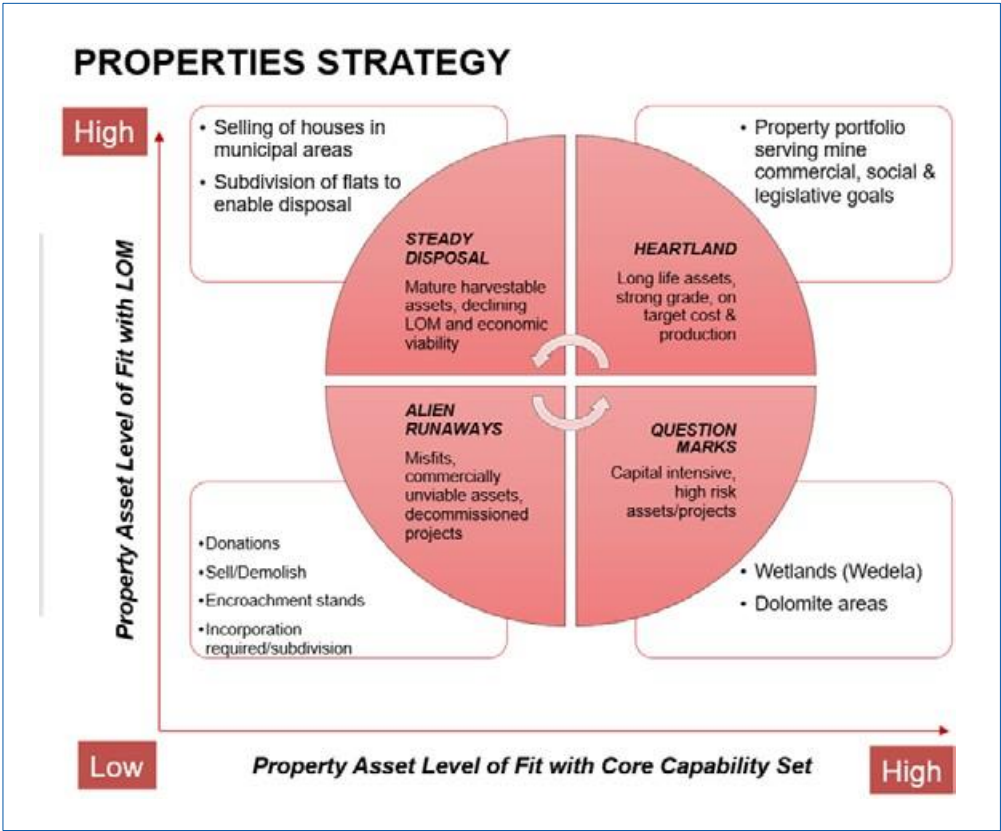
by providing land and co-developing with municipalities. The company offers various accommodation options, encourages homeownership, and assists with financing through allowances and loan agreements with iMAS/Bayport. They also plan to introduce the First Home Finance Scheme.



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Platinum Village, Phases 1, 2, 3

A total of R216 million was spent to build four schools at Platinum Village in partnership with the North West Department of Education and Impala Bafokeng Trust (IBT).

Within Platinum Village there is an area to set up a business hub to contribute to community upliftment, while a government precinct will be developed with offices for SAPS, Home Affairs, SARS and SASSA in conjunction with Provincial and National Government.

Implats provides accommodation choices to all employees (including its contractors) to reside with their families in a stable, healthy, adequate space, serviced with basic infrastructure in terms of water, sanitation, and electricity, and within commuting distance (60 km) to the workplace.

Platinum Village is a flagship project which has four phases that will deliver 2,128 housing units. Platinum Village is progressing well:



Platinum Village 3-bedroom house

Phase 1: 503 units have been built and sold. The 54 Apartment units are rented to employees.

Phase 2: 516 units have been built and sold. The 54 Apartment units are rented to employees.

Phase 3: 501 unit have been built and sold.

Phase 4: Construction of 500 units started in June 2023 and already 167 units are completed for new homeowners.

Impala Platinum integrates communities

Impala Platinum (Implats) has spent more than R5 billion on Housing and Living Conditions and achieving 11,500 units, including conversions of hostels, since its adopted its accommodation strategy in 2008.

Implats has built 4,000 homes. It has sold a total of 4,400 housing units in Rustenburg, Impala Springs and Burgersfort for home ownership, which includes company houses, to employees, while 10% of newly constructed houses were sold to the private market to create integrated communities.

Implats has converted mining hostels into 5,243 decent single units and 308 family units.

Implats will continue to provide homeownership options and choices of single or family accommodation to employees if there is a demand for it.



Rental accommodation at Rustenburg

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Ivanplats supporting communities



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In its 2021-2025 social and labour plan, Ivanplats prioritised water-related provisions and community service/development projects as part of its overarching sustainable development plan.

The project seeks to enhance the livelihoods of local communities through the provision of potable water to local communities, expanding the footprint of community access to water through the refurbishment of boreholes in densely populated communities. The number of people benefiting from the project is 43,000. The first two phases of borehole refurbishment servicing five villages included the refurbishment of 17 boreholes, 2 reservoirs and 7 pumphouses. The third phase is underway.

Included in the SLP, is the upgrading of the Tshamahansi Clinic by providing a maternity ward, which will benefit 29,000 people.

Through its 2015-2019 SLP, Ivanplats reached more than 65,000 beneficiaries. The eight local economic development projects included six schools provided with computer and science laboratories, an E-learning Curriculum Solution, an HIV/AIDS and substance abuse programme, its MiniChess programme, vegetable gardens, community wi-fi hotspots as well as a sanitation project at 146 schools and 136 public spaces.



“Through its 2015-2019 SLP, Ivanplats reached more than 65,000 beneficiaries.”

Kumba Iron Ore – home is where the heart is

Kumba Iron Ore’s ‘My Possie’ Transformed Housing Policy aims to support eligible Kumba employees to access safe, decent, and affordable accommodation at work, as well as to support qualifying employees to become homeowners.

The policy focuses on work accommodation, in the towns and areas near Kolomela and Sishen Mines in the Northern Cape. The policy also aims to regulate the housing benefit options in alignment with the Housing and Living Conditions Standard for the Minerals Industry.

“The programme was launched in February 2024 and is currently being implemented at Sishen Mine, with an expansion to include Kolomela Mine during the course of 2024.”



Kumba also provides support to employees who may have a poor credit worthiness score. The programme was launched in February 2024 and is currently being implemented at Sishen Mine, with an expansion to include Kolomela Mine during the course of 2024.



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Northam villages take shape

Northam Platinum’s accommodation and housing strategy promotes home ownership as the preferred sustainable tenure option while acknowledging rental units and company accommodation will also be required.

As facilitator, Northam uses its resources to create opportunities for the employees to secure safe, decent and affordable accommodation.

Sales at Booyseindal’s first phase of their home ownership project in Mashishing, called Emaweni Village, is progressing well. Phase one delivered 68 units and to date, 63 units have been sold and registered, with another 4 transactions in progress.

Emaweni Phase 2, consisting of 127 units, was approved. The construction of a boundary wall and installation of civil and electrical internal services for all units are in progress. The top structure construction will be done in phases over subsequent financial years. Phase 2a will deliver 43 units.

The project budget has been approved at R115 million and will be recouped via sales of these units.

“Sales at Booyseindal’s first phase of their home ownership project in Mashishing, called Emaweni Village, is progressing well.”

Zondereinde is proud to communicate good progress at Lesedi Village. Services installation (construction of perimeter wall, roads, water, sewer & electrical reticulation) have been completed for 215 stands.

Top structure construction will be done in phases over subsequent financial years. Of



the 72 units in the first phase, 32 units have been registered to new owners and 16 more final bank approvals have been obtained. The tender adjudication process for the construction of the second phase (72 units) has commenced.



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Sasol – Lives up to its socio-economic commitments

Sasol continues to own up to its Social and Labour Plans (SLP). One of the initiatives that demonstrate this commitment is the construction of an R12.5 million state-of-the-art clinic in Parys, Free State.

Equipped with x-ray facilities, three doctors’ consulting rooms, a dental care room, an emergency room, a counselling room, and a pharmacy, the clinic provides critical primary health care, chronic diseases management facilities, a maternal health centre and acute services.

To ensure reliable and uninterrupted operations, even during power outages, the clinic solely operates on solar power and is also fitted with a 10,000-litre water catchment system. It started operating in 2022 after being handed over to the

Premier of Free State who thanked Sasol for its investments and said the completion of the clinic was a major boost that came at the right time to deliver quality health services to the community.

Over the years, Sasol has invested in other initiatives in the Ngwathe Local Municipality, including the building of the multi-purpose centre in Vredefort, the upgrading of the Khanya community health centre, the provision of B3 printers, providing blankets to the less fortunate during winter months and hand sanitisers at the height of the devastating COVID-19 pandemic.

Another initiative is the eMbalenhle electricity substation upgrade which was completed in two phases.



The completion of this project involved the upgrading of four substations across the Govan Mbeki Municipality to ensure that the growing population of that area has access to electricity. This project resolved the challenge of overloading of power infrastructure which often led to unplanned outages.

Embalenhle is one of Sasol fence-line communities in Mpumalanga, where a large number of Sasol employees reside. The community of eMbalenhle has benefitted from several Sasol-funded infrastructure projects such as the refurbishment of a clinic at Extension 14, the upgrading of two sewage pump stations and the replacement of coal stoves and heaters to households with gas appliances.



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Sibanye-Stillwater’s gold and platinum-standard housing



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Sibanye-Stillwater recognises that housing and living conditions in the mining industry play a vital role in the overall well-being and dignity of employees and these form a cornerstone of social cohesion within the broader community.

Its Housing and Socioeconomic Strategy, which was formulated and adopted in 2022, regards housing and living conditions as a key workforce enabler, and a critical means to be a force for good in host communities.

All municipalities in areas in which Sibanye operates are nationally prioritised for the Revitalisation of Distressed Mining Communities Intervention. Only the Rustenburg Local Municipality is an accredited housing authority, however, its accreditation is not operational.

The strategy considers different life-of-mine plans and operational footprints of the gold and platinum group metals (PGM) operations. The gold assets focus on sustaining and selling the existing housing stock, while the SA PGM operations invest in additional and improved housing and amenities.

The strategy facilitates homeownership for employees who are interested and eligible, by offering discounted prices, subsidies, and financial assistance. The strategy also recognises that not all employees wish to own a home at their places of work and provides alternative accommodation options.

The strategy has achieved significant results in terms of housing sales and construction: Sibanye has sold 2,083 houses to employees since its inception in 2015, with an average of 260 new homeowners annually. Sibanye has built 76 houses since 2015, with 19 houses built in 2023.

Implementing the strategy faces some challenges. Illegal occupation of company-owned houses has been resolved through legal and responsible eviction.

Sibanye-Stillwater has demolished some blocks of apartments in Wonderkop due to structural defects that posed a safety risk.

Sibanye-Stillwater seeks to partner with government and other stakeholders for socioeconomic improvement.

The strategy is to collaborate with the relevant authorities and agencies to enable housing and socioeconomic development in the areas of operation.

The strategy has offered land and technical support for the establishment of a new township (Marikana Ext.13) and the formalisation of Nkaneng.

Sibanye-Stillwater has spent about R565 million on maintenance and renovation of its accommodation units in 2023, and R272 million on nutrition for the employees.

Sibanye-Stillwater has a vision of transforming its land and housing assets to create a diversified and sustainable economy, with infrastructure for sustainable socioeconomic projects, such as integrated value chain agri-projects. The strategy also intends to deliver integrated housing solutions that include social amenities and green technologies.

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“Sibanye-Stillwater has spent about R565 million on maintenance and renovation of its accommodation units in 2023, and R272 million on nutrition for the employees.”

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