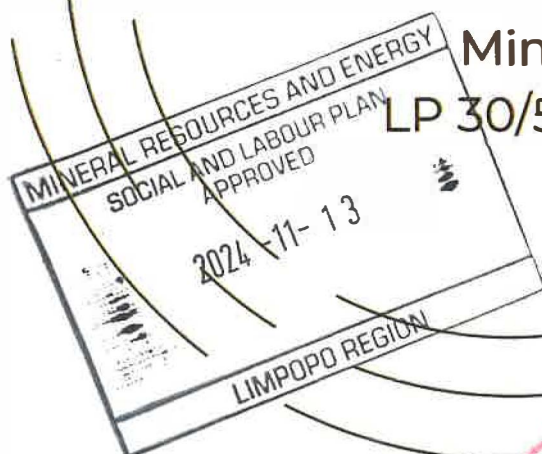


Social and Labour Plan

Thornccliffe Mine and Operations
2020-2024



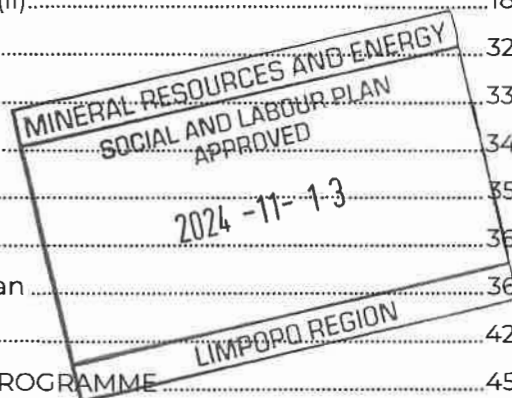
Mining Right
LP 30/5/1/2/2/176MR



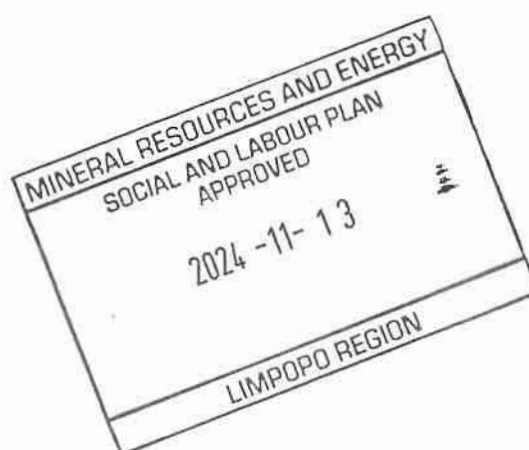
2024

Contents

LIST OF ACRONYMS.....	3
GLOSSARY OF TERMS	4
SECTION 1: PREAMBLE.....	5
1.1. Objectives of the Social and Labour Plan	5
1.2. Introduction.....	5
1.3. Salient information on the application	6
1.4. Current and expected labour force	9
SECTION 2: HUMAN RESOURCES DEVELOPMENT PROGRAMME.....	10
2.1. Introduction.....	10
2.2. Skills development plan.....	11
2.3. Current Literacy Levels.....	11
2.4. Adult Education and training plan	12
2.5. Portable skills.....	13
2.6. Learnerships.....	14
2.7. Core business skills programme	15
2.8. Artisan Aid training	15
2.9. Cadet Training for Community Members.....	16
2.11. Hard-to-fill Vacancies	17
2.12. Career Progression Plan (Regulation 46 (b) (ii)).....	18
2.13. Mentorship Plan (Regulation 46 (b) (iii))	32
2.14. Bursary Plan.....	33
2.15. Internships Programme	34
2.16. Study assistance.....	35
SECTION 3: EMPLOYMENT EQUITY	36
3.2. Transformation and employment equity plan	36
3.3. Women in mining and gender diversity.....	42
SECTION 4: LOCAL ECONOMIC DEVELOPMENT PROGRAMME	45
4.1. Introduction.....	45
4.2. Social and economic background information (Regulation 46 (c) (i)).....	45
4.3. Key economic activities (Regulation (c) (ii)).....	50
4.4. Needs of the area in order of priority	51
4.5. List of other operations in the mining area	51
4.6. Local Economic Development Projects.....	52
SECTION 5: PROCUREMENT PLAN	53

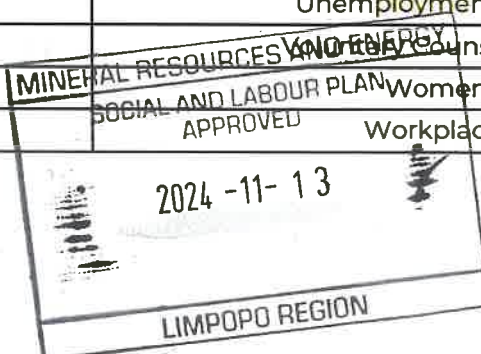


5.1. Introduction.....	53
5.2. Procurement Strategy.....	53
SECTION 6: HOUSING AND LIVING CONDITIONS.....	55
6.1. Housing Strategy.....	55
6.1. Current status of available dwelling for employees.....	56
6.2. Health Care and Nutrition.....	56
SECTION 7: PROCESS PERTAINING TO MANAGEMENT OF DOWNSCALING AND RETRENCHMENT	57
7.1. Establishment of a future forum	57
7.2. Mechanisms to save jobs provide alternative solutions and procedures for creating job security where job losses cannot be avoided	58
SECTION 8: FINANCIAL PROVISION.....	59
8.1. Financial Provision (Regulation 46(e) (i) (ii) (iii)	59
8.2. Financial Provision for the Human Resource Development Programme.....	60
8.2. Financial Provision for the Management of Downscaling and Retrenchment.....	61
SECTION 9: UNDERTAKING.....	62
Annexure A: Consultation Meeting Minutes and Attendance Registers.....	63



LIST OF ACRONYMS

ABBREVIATION	MEANING
ABET	Adult Basic Education and Training
SDM	Sekhukhune District Municipality
BEE	Black Economic Empowerment
CV	Curriculum Vitae
DMRE	Department of Mineral Resources and Energy
DoEL	Department of Employment and Labour
DTI	Department of Trade and Industry
EE	Economic Empowering
EIA	Environmental Impact Assessment
FY	Financial Year
GET	General Education and Training
HDPs	Historically Disadvantaged South Africans
HET	Higher Education and Training
HRD	Human Resources Development
HRDP	Human Resources Development Programme
ICDP	Individual Career Development Plan
IDPs	Integrated Development Plans
JV	Joint Venture
LED	Local Economic Development
LEDP	Local Economic Development Programme
LSA	Labour Sending Area
MPRDA	Mineral and Petroleum Resources Development Act, 28 of 2002
MQA	Mining Qualifications Authority
NQF	National Qualifications Framework
NSDP	National Spatial Development Perspective
PGDS	Provincial Growth and Development Strategy
FTLM	Fetakgomo Tubatse Local Municipality
SA	South Africa
SETA	Sector Education and Training Authority
SLP	Social and Labour Plan
SMMEs	Small, Medium and Micro Enterprises
TBC	To Be Confirmed
UIF	Unemployment Insurance Fund
VCT	Vocational Training and Counselling and Testing
WIM	Women in Mining
WSP	Workplace Skills Plan



GLOSSARY OF TERMS

"Calendar year" is defined as the one year period that begins on January 1st and ends on December 31st;

"Host Community" refers to a community/ies in the local, district, metropolitan municipality or traditional authority within which the mining area as defined in the MPRDA is located;

"Demographics" means the numerical characteristics of a population (e.g. population size, age, structure, sex/gender, race, etc.)

"Functionally illiterate" A person is functionally illiterate when they have a learning level that is below grade 7/standard 5;

"Historically Disadvantaged People" ("HDP") refers to South African citizens, category of persons or community, disadvantaged by unfair discrimination before the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993) came into operation which should be representative of the demographics of the country;

"Labour sending area" areas from which a majority of mineworkers, both historical and current are or have been sourced;

"Level of management" refers to line of demarcation between various managerial positions;

"Life of Mine" means the number of years that a particular mine will be operational;

"Mining Charter" means the broad-based socio-economic empowerment Charter for the South African Mining and Minerals Industry;

"Mine Community" refers to communities where mining takes place and labour sending areas;

"Social Fund" refers to a trust fund that provides financing for investments targeted at meeting the needs of poor and vulnerable communities as informed by commitments made by companies in terms of their social and labour plans;

"Sustainable development" means the integration of social, economic and environmental factors into planning, implementation and decision-making to ensure that the mineral and petroleum resources development serves present and future generations.

"Eastern Chrome Mines" means the following operation business unit within the Eastern mining division (Thorncliffe Mine, Magareng Mine and Helena Mine)



SECTION 1: PREAMBLE

1.1. Objectives of the Social and Labour Plan

The Department of Mineral Resources and Energy (DMRE) guidelines in respect of the objectives of the SLP are:

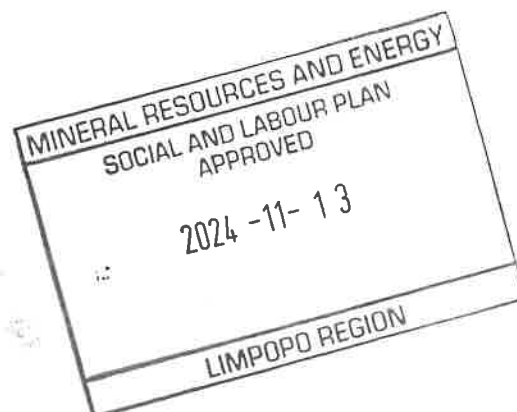
- To promote employment and to advance the social and economic welfare of all South Africans
- To contribute to the transformation of the mining industry
- To ensure that Thorncliffe Mine and Operations contribute to the socio-economic development of the area in which it operates as well as the areas from which the majority of its workforce is sourced

Through its Social and Labour Plan, Thorncliffe Mine and Operations in the past years attempted to contribute to a safe, healthy, productive and competitive industry. Thorncliffe Mine and Operations has a vision of fostering a legacy of sustainability. Thorncliffe Mine and Operations' mission is to work towards growth and prosperity through the investment in people and the advancement of diverse and self-reliant economies. Thorncliffe Mine and Operations can only achieve this through genuine partnership with Employees, Communities and other Stakeholders, which are based on integrity, co-operation, transparency and mutual value creation.

1.2. Introduction

This Social and Labour Plan is being submitted for Thorncliffe Mine and Operations in terms of Regulation 45 of Mineral and Petroleum Resources Development Act for the reporting period 1st January 2020 to 31st December 2024.

This Social Mining Right (Reference number: LP 30/5/1/2/2/176MR) has been complied through an internal implementation, tracking and reporting structure established at Thorncliffe Mine and Operations. The plan is aligned to the principles of the relevant legislation and prescribed undertakings and objectives of the Mineral and Petroleum Resources Development Act, 28 of 2008 (MPRDA) and Social and Labour Plan is submitted to the Department of Mineral Resources and Energy (DMRE) for.



1.3. Salient information on the application

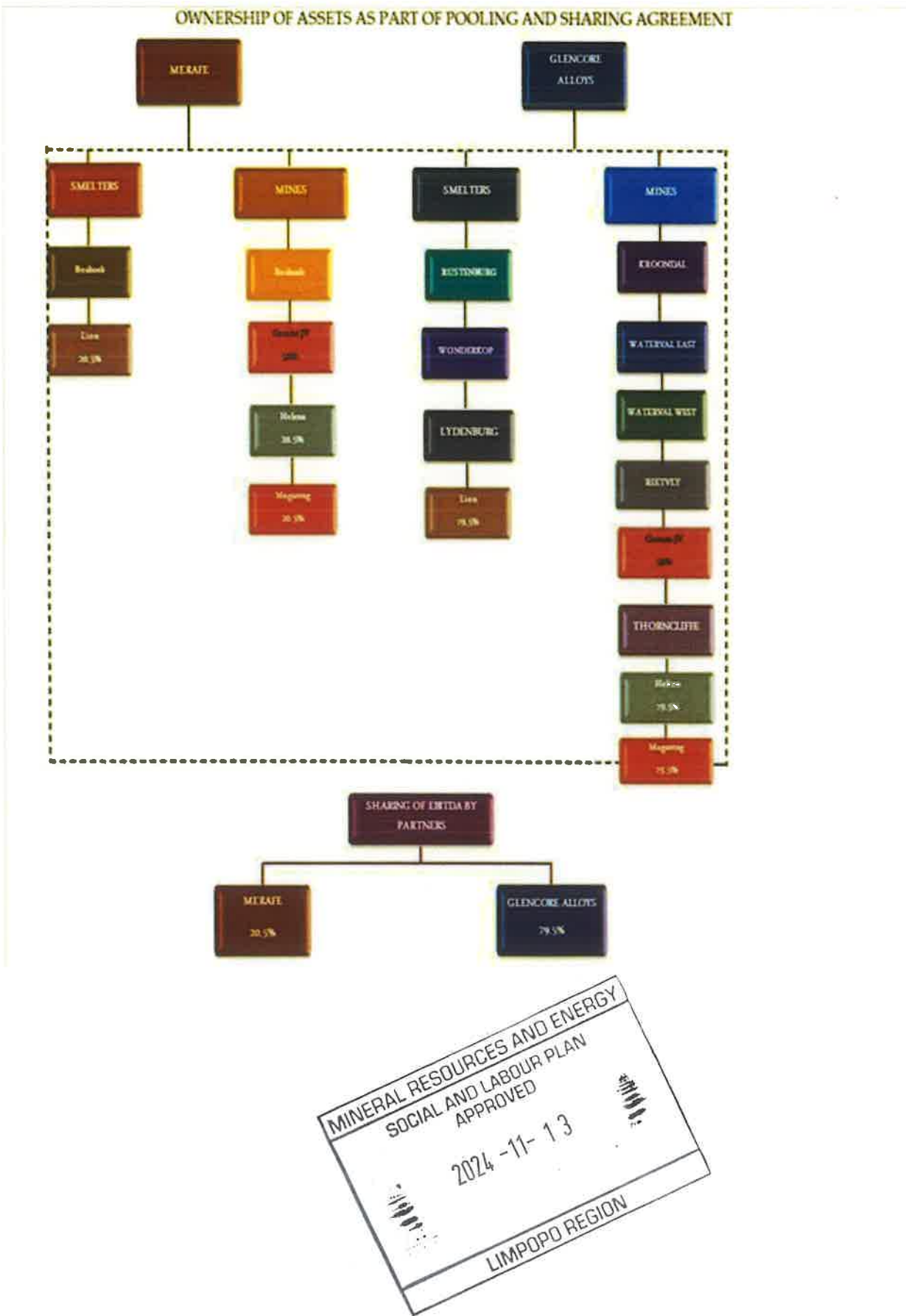
Company Name	Glencore Operations SA (Pty)Ltd
Mine Name	Thornccliffe Mine and Operations
Physical Address	Thornccliffe Mine Farm Thornccliffe 374 KT Limpopo Province
Postal Address	P.O Box 403 Lydenburg 1120
Telephone No	013 230 6750
Fax No	013 230 6502
Mine Location	Thornccliffe Mine and Operations are situated approximately 60km to the West of Lydenburg in the Limpopo Province. The mining area is located in the Eastern Limb of the Bushveld Igneous Complex
Commodity	Platinum and Chrome
Life of Mine	30 Years
Financial Year	01 January 2020
Responsible Person	Mr. L Murenzvi
Geographical origin of employees (mine community and labour sending areas)	
Mine Community	Labour Sending Area
Province	Province
Limpopo	Limpopo
District Municipality	District Municipality
Sekhukhune	Sekhukhune
Local Municipality	Local Municipality
Fetakgomo Tubatse Local Municipality	Fetakgomo Tubatse Local Municipality



[illegible]

MINERAL RESOURCES AND ENERGY
SOCIAL AND LABOUR PLAN
APPROVED
2024-11-13
LIMPOPO REGION

The current corporate structure and shareholding of Glencore Operations South Africa (Pty) Ltd is set out in Figure 1.1 below



1.4. Current and expected labour force

The operational philosophy of Thorncliffe Mine and Operations is to employ a dedicated core mining and processing team.

Through its Social and Labour Plan, Thorncliffe Mine and Operations in the past years attempted to contribute to a safe, healthy, productive and competitive industry. Thorncliffe Mine and Operations has a vision of fostering a legacy of sustainability. Thorncliffe Mine and Operations' mission is to work towards growth and prosperity through the investment in people and the advancement of diverse and self-reliant economies. Thorncliffe Mine and Operations can only achieve this through genuine partnership with Employees, Communities and other Stakeholders, which are based on integrity, co-operation, transparency and mutual value creation.

Thorncliffe Mine and Operations is cognizant of the additional pressure its mining operation places on the municipal services in the area and therefore commits to minimize the pressure through a local intensive recruitment strategy.

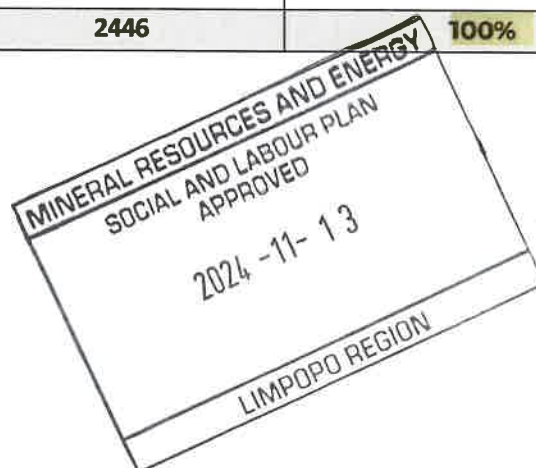
This strategy will ensure that the surrounding communities benefits from the opportunities created by the mine.

Profile of workforce	Total workforce	%
Total workforce (excluding contractors)	2446	100%
Male	2075	75%
Female	371	25%

This strategy will ensure that the surrounding communities benefits from the opportunities created by the mine. The Labour sending Areas for the employees of the Eastern Chrome mine's workforce comprises of the following (refer to table 1.4.1).

Labour sending area:

Sending Areas	Count	%
Local	2077	85%
In Province	182	7%
Inter Provincial	169	7%
Foreign	18	1%
Total	2446	100%



SECTION 2: HUMAN RESOURCES DEVELOPMENT PROGRAMME

2.1. Introduction

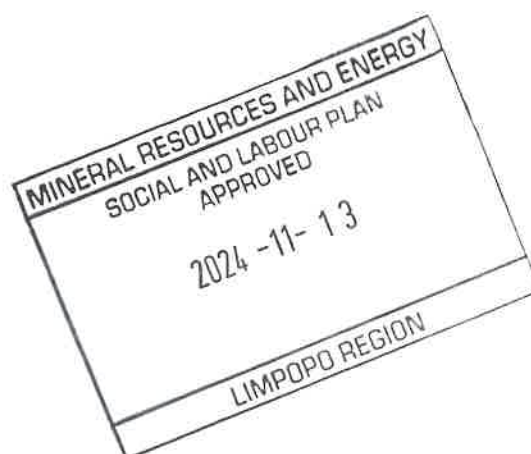
The following section deals with the information required under Regulation 46(b) with regard to Human Resources Development (HRD) Programme. This, in turn, is informed by the Broad Based Black Economic Empowerment Charter for the South African Mining Industry (the Mining Charter). The Mining Charter emphasises the need to develop and transform the South African mining industry, with the specific requirement being to fast-track the development of Historically Disadvantaged South Africans (HDPs). In terms of the Mining Charter, provisions must be made by mining companies for this group to be empowered and to participate more fully at higher levels within the industry.

The Mine's focus on skills development remains to deliver an appropriately skilled workforce for its operational needs as well as future career development opportunities within the mining industry beyond the needs of Thorncliffe Mines. As such, the mine is focussed on ensuring the portability of skills through the achievement of accredited qualifications by accredited training providers and programmes. Therefore all training delivered at the mine, (where feasible) will be out-comes based within accredited training programmes with the relevant SETA's.

Table 2.1 provides the details regarding the submission of Thorncliffe Mine's SETA Registration:

Table 2.1: SETA REGISTRATION

Name of SETA	Mining Qualification Authority (MQA)
Registration number with SETA	16/MQA/0793/AC4/120618
Skills Development Facilitator	Yes, Mariska Bolton
Workplace skills plan submitted	MQA
WSP Submission Date	25.04.2019



2.2. Skills development plan

The focus of the skills development programme is to attract and retain HDP's to supplement the workforce complement and to plan for succession, to mentor HDPs and to provide them with support and assistance to ensure that they can assume their roles with success, to identify mining-related occupations in the workforce plan and implement strategies and targets to support the inclusion of women into these occupations. Skills assessments to be focused on the identification of employees with the potential to be developed into management positions and career development plans will drive the growth and advancement of these employees.

2.3. Current Literacy Levels

Table 2.2. - Form Q provides a detailed analysis of the literacy levels at the Thorncliffe Mine and Operations and Table 2.3 is a summary of AET targets and progress against these targets. The functional literacy rate for Thorncliffe Mine and Operations as reflects from form Q is 97.22 % and the illiteracy rate 2.78%. One need to at least have an AET Level 3 Qualification to enter into a skills program where a person needs to read and write and will be classified as functional literate.

Table 2.2 : Form Q ECM as at 30 June 2019

Band	NQF Level	Old System	African		Coloured		Indian		White		Total	
			M	F	M	F	M	F	M	F	M	F
General Education and Training (GET)	1	No schooling	1	0	0	0	0	0	0	0	1	0
		Grade 0/Pre	10	0	0	0	0	0	0	0	10	0
		Grade 3/Std 1/ABET 1	15	0	0	0	0	0	2	0	17	0
		Grade 4/Std 2	2	0	0	0	0	0	0	0	2	0
		Grade 5/Std 3/ABET 2	27	1	0	0	0	0	0	0	27	1
		Grade 6/Std 4	10	0	0	0	0	0	0	0	10	0
		Grade 7/Std 5/ABET 3	37	2	0	0	0	0	0	0	39	2
		Grade 8/Std 6	44	0	0	0	0	0	1	0	45	0
		Grade 9/Std 7/ABET 4	139	22	0	0	0	0	5	0	144	22
Further Education and Training (FET)	2	Grade 10/Std 8/N1	246	20	0	0	0	0	29	0	276	20
	3	Grade 11/Std 9/N2	413	55	6	3	0	0	21	1	440	59
	4	Grade 12/Std 10/N3	823	181	4	6	1	0	43	28	958	215
Higher Education and Training (HET)	5	Diplomas/Certificates	47	14	1	0	0	0	8	3	56	18
	6	Higher Diplomas	22	16	0	0	1	0	8	1	31	17
	7	Bachelor Degree	11	12	0	0	0	0	2	2	13	14
	8	Honours	4	1	0	0	0	0	0	2	4	3
	9	Masters & Doctorates	0	0	0	0	0	0	2	0	2	0
		TOTAL	1851	324	12	9	2	1	210	37	2075	371

2.4. Adult Education and training plan

AET is an integral part of the Thorncliffe Mine and Operations' Business strategy and the Mine believes that an educated workforce is essential for its future success and will aim to achieve compliance with the Mining Charter's requirement that every employee should be given opportunity to become functionally literate.

The mine will achieve this through increasing literacy rates and participation in Adult Education and Training (AET). Through the implementation of a strategic and integrated AET programme, Thorncliffe Mine and Operations will endeavour to offer every employee the opportunity to become functionally literate and numerate. Furthermore the mine has implemented a cash incentive to each learner who has successfully completed a specific AET Level.

Eastern Mining Division's dedication to the eradication of illiteracy is clearly evident in its commitment to carry the cost of fulltime AET learners. These learners receive both salaries and production bonuses, whilst attending classes.

2.4.1. Planned full-time AET intake (Employees) 2020 to 2024

AET Level	Target 2020		Target 2021		Target 2022		Target 2023		Target 2024	
	New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.
Pre-ABET – Level 4	0	15	1	14	5	10	5	10	3	12
Total	0	15	1	14	5	10	5	10	3	12

Note: The intake levels of the employees will depend on the placement assessment and progress of the employee. The employees do have 3 attempts per subject to assist them to complete their levels. A specific learner might be on one level for more than a year all depend on the learner ability to progress. The number of learners per year might not be new intakes but current AET learners progressing in their different levels.



2.4.2. Planned full-time AET (Community) 2020 to 2024

	Target 2020		Target 2021		Target 2022		Target 2023		Target 2024	
AET Level	New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.
Pre-ABET – Level 4	2	38	5	35	5	35	5	35	5	35
Total	2	38	5	35	5	35	5	35	5	35

Note: The intake levels of the employees will depend on the placement assessment and progress of the community learner. The community learner do have 3 attempts per subject to assist them to complete their levels. A specific community learner might be on one level for more than a year all depend on the community learner ability to progress. The number of community learners per year might not be new intakes but current AET community learners progressing in their different level.

2.5. Portable skills

Portable Skills is implemented at Thorncliffe Mine and Operations' Business strategy to provide employees the opportunity to still remain employable after work at the mines. Target group will be retirements and employees that have been medically separated. The employee have the opportunity to select the type of portable skill he or she would like to master. Portable skills includes (but are not limited to) training such as plumbing, building, welding, nail care etc.

2.5.1 Portable skills plan for Permanent Employees

Portable skills courses	2020	2021	2022	2023	2024
Various Portable Skills	5	5	5	5	5
Total to be trained	5	5	5	5	5

2.5.2 Portable skills plan for Community Members

Portable skills includes (but are not limited to) training such as plumbing, building, welding, nail care etc. The aim is to assist the community to gain skills to promote their financial well – being and entrepreneurial skills. Portable skills includes (but not limited to.) training such as plumbing, building, welding, nail care etc.

Portable skills courses	2020	2021	2022	2023	2024
Various Portable Skills	5	5	5	5	5
Total to be trained	5	5	5	5	5

2.6. Learnerships

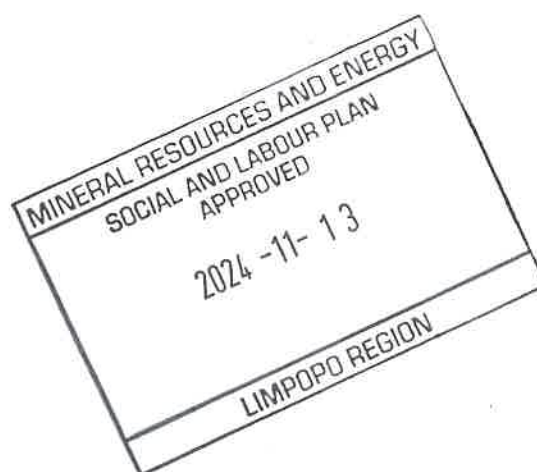
Thornccliffe Mine and Operations provides mining related learnerships such as Learner Miners as well Learnerships with portability outside the mining industry, such as Electricians, Boilermakers, Fitters, Millwrights and Diesel Mechanics. The mine takes cognisance of the importance of appointing females in learnerships and the mine will focus on the selection of women in order to secure opportunities in mining for women. Learners receive both theoretical and practical training and the mine applies the learnership programme as a career development tool with employees that qualify being offered enrolment into further development programmes.

2.6.1 Internal Learners (18.1)

	Target 2020		Target 2021		Target 2022		Target 2023		Target 2024	
Learnerships 18.1	New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.
Engineering	2	6	1	7	1	7	4	4	1	7
Mining	0	6	0	6	6	0	0	6	6	0

2.6.2 External Learners (18.2)

	Target 2020		Target 2021		Target 2022		Target 2023		Target 2024	
Learnerships 18.2	New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.
Engineering	15	30	15	30	15	30	15	30	15	30



2.7. Core business skills programme

The emphasis will be on all occupations that are aligned with core functions within the business.

Type/Area of training	Target Year 1	Target Year 2	Target Year 3	Target Year 4	Target Year 5	Total (FY1 to FY5)
Mining Skills	15	15	15	15	15	75
Engineering Skills	15	15	15	15	15	75
Machine Operating Skills	15	15	15	15	15	75
Plant Skills	10	10	10	10	10	50
Leadership Skills	10	10	10	10	10	50
Total	65	65	65	65	65	325

2.8. Artisan Aid training

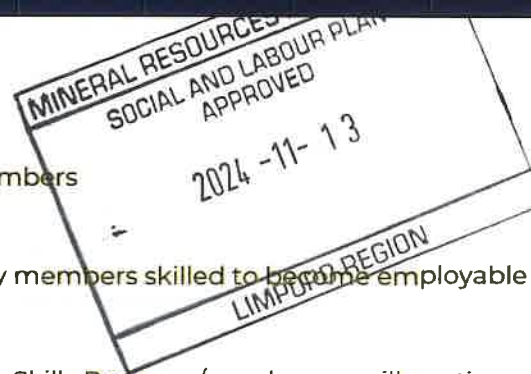
2.8.1. Artisan Aid training for Employees

The training is provided to employees to develop them and enhance their skills level as per mine specific requirements.

Type/Area of training	Target 2020	Target 2021	Target 2022	Target 2023	Target 2024	Total (FY1 to FY5)
Engineering Aide Training	5	5	5	5	5	25
Total	5	5	5	5	5	25

2.8.2. Artisan Aid training for Community Members

	Target 2020	Target 2021	Target 2022	Target 2023	Target 2024	Total (FY1 to FY5)
Engineering Aide Training	5	5	5	5	5	25
Total	5	5	5	5	5	25



2.9. Cadet Training for Community Members

Cadet training is aimed to get community members skilled to become employable within the mining sector.

Some of the cadets will be trained in MQA Skills Program/s and some will continue with the Rock Breaker Level 2 Qualification all dependent on their aptitude test results and literacy levels.

	Target Year 1	Target Year 2	Target Year 3	Target Year 4	Target Year 5	Total (FY1 to FY5)
Cadet Community Skills Training	45	45	45	45	45	225
Total	45	45	45	45	45	225

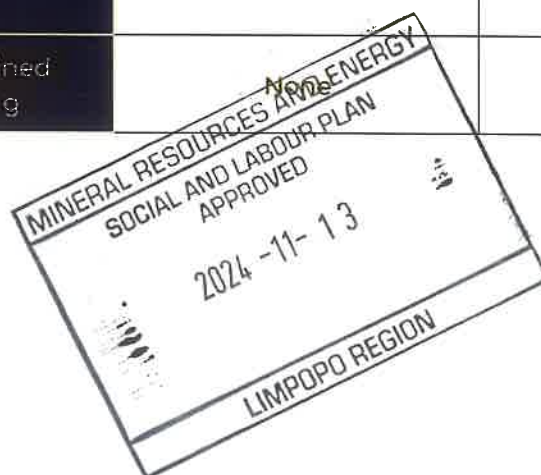
2.10. Scholar Bursars

Scholar Bursars is to assist learners with high potential to attend schools with high academic results and quality teaching. Thorncliffe and Operations assist financially with this project.

	Target 2020		Target 2021		Target 2022		Target 2023		Target 2024	
Scholar Bursars	New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.
Scholar Bursars	7	0	1	6	1	6	1	6	1	6
Total	7	0	1	6	1	6	1	6	1	6

2.11. Hard-to-fill Vacancies

Occupational Level	Job title and vacancy	Main reason for being unable to fill the vacancy
Top management	HDP Female Managers – Mining & Engineering	Historically females focussed on studies in Administrative Skills (Accounting, Safety and Human Resources)
	Indian and Coloured males trained in Mining and Engineering	Difficulty to attract Indian and Coloured males to the area of operation – low population of these ethnic groups in mines labour sending area
Senior management	HDP Female Supervisors – Mining and Engineering	In recent years females entered the Artisan and Miner fields of study– although more females started occupying these positions they are still in an on the job learning phase to gain the
	Indian and Coloured males trained in Mining and Engineering	Difficulty to attract Indian and Coloured males to the area of operation – low population of these ethnic groups in mines labour sending area
Professionally qualified and experienced specialists and mid-management	HDP Female Artisans and Miners	Limited pool of qualified Female Artisans and Miners.
	Indian and Coloured males trained in Mining and Engineering	Difficulty to attract Indian and Coloured males to the area of operation – low population of these ethnic groups in mines labour sending area
Skilled Technical and Academically Qualified Workers, Junior Management, Supervisors, Foreman and	None	None
Semi-skilled and discretionary decision-making	None	None
Unskilled and defined decision-making	None	None



2.12. Career Progression Plan (Regulation 46 (b) (ii))

Career management is the process that align employee's career progression with the company strategy and individual's potential and their preferences. The process will consider knowledge, skills, personal characteristics and experiences required by the organization and based on that career paths are established. Career Progression plans will be designed in such a manner that it will create a skills pool which will include Historical Disadvantaged South Africans and Women in Mining. The plan will be guided by the positions which are difficult to fill and talent shortage on critical positions.

2.12.1. Skills Audits

Skills audits are conducted to establish the skills gaps within the company refer to from Q for skills audit results.

2.12.2. Skills Gap Audits

Purpose statement

Glencore Eastern Mines compiled the Skills Gap Audit Process to ensure that we have plans in place for our employees to be developed and equipped with all skills required to fill our junior, Middle and Senior Management Positions in line with the requirements of the Mining Charter and the company requirements. The focus of this Audit will be to ensure that we identify candidates of different ethnic groups and genders to be grouped in a talent pool and to be developed for future placements within the company.

There will be development plans created, implemented and monitored for the selected highflyers. The highflyers will be sourced from the talent pool aligned with the company needs.

2.12.3 Skills Gap Audit Process

1. List all the roles within Glencore Eastern Mines as per company requirements

HR to compile a list of the role types within Glencore Eastern Mines. This will include roles and positions in the Junior, Middle and Snr Management Positions.

2. List all skills needed for each role as per Glencore Eastern Mines Job Profiles

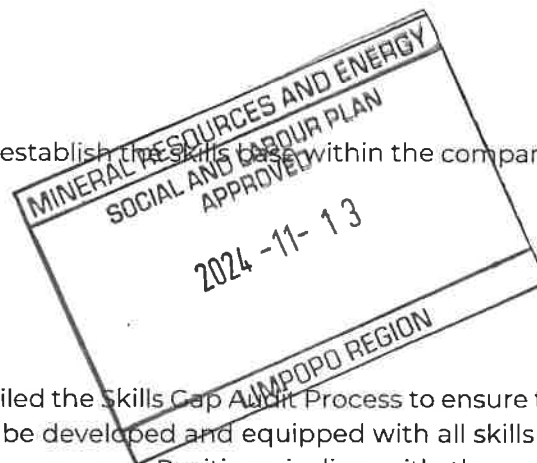
List the skills needed for each of the above roles. (What do the skills look like? They could be behavioral like "Listens to customer needs carefully to determine requirements" or they could be more technical like this sample list of engineering skills). The list of skills needed per role type will also then be used as a guideline in creating a developmental plan for each individual selected to participate as a highflyer.

3. Qualification Memorandum

Request from all employees to update their qualifications. (Yearly review and update).

4. Create a survey

Find out all of the relevant skills a person has, not just those for their current role. The survey essentially means you need to keep it short and not ask the same question twice. To achieve



this, the survey should group together each of the major role types. Use the list you created in step 2 as your starting point for this. This will be conducted yearly.

5. Survey your role types

With the survey designed, you are now ready to ask your role types to respond to it. Communicate to the survey participants to explain why you are asking for their response and what will happen with the information.

6. Compile the results

Compile the results electronically. The results need to be compiled in two ways. For each person, you need to know what skills they have. For each skill, you need to know which people have it.

7. Analyze the data

- The skill gaps in specific roles
- Skill gaps within role types
- Potential successors for certain roles – talent pool
- The number of people who have critical skills
- Future skill requirements

Other considerations

- You need to validate the responses
- Gender and Race Requirements
- Skill level
- Legal requirements

2.12.4 Match Talent with Skills Needs

Talent will be matched with skills needs and potential candidates will be identified and considered for the Career Progression Path opportunities.

Process flow – Talent Pool

1. List all the roles within Glencore Eastern Mines as per company requirements – HR
2. List all skills needed for each role as per Glencore Eastern Mines Job Profiles – HRD
3. Qualification Memorandum
4. Create an electronic survey
5. Survey your role types
6. Compile the results
7. Analyze the data collected from survey
8. Select talent pool



2.12.5 Create List of Highflyers/ Succession Planning Candidates

The process of identifying the highflyers and succession planning candidates will rely on the strategic positions and hard to fill vacancies which do not have sufficient pool of individuals who will be ready to fill vacancies when they arise. The potential candidates undergo a rigorous selection process to ensure the best candidate is identified for the job. The following aspects will be taken into consideration in the process of identifying candidates:

- Career Interview results
- Job performance outcomes
- Educational levels
- Employment Equity representation

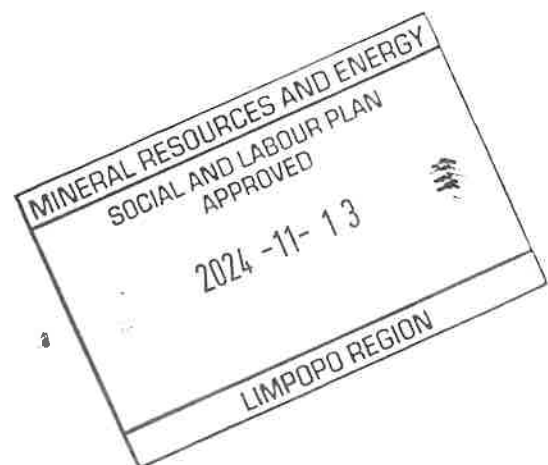
Identify High Flyers – Process Flow

1. Review Performance against Job outcomes
2. Base on outcome of performance reviews – select highflyer Candidates
3. Conduct Career Path Interview
4. Create Development Plans
5. Assign Mentors
6. Entering into mentorship agreement
7. Schedule Meetings and feedback sessions
8. Report on progress

2.12.6 Appoint succession-planning candidates

Individuals with potential and right credentials will be appointed and enrolled into the Career Progression Path in line with the process as contained in identifying highflyers.

Career Progression Paths



Engineering



- Grade 8
- Competent B
- English literate

- **Technical**
- N2 or equivalent
- Competent A
- Aider Certificate

- **Technical**
- N2 or Technical grade 12
- Relevant Trade Certificate
- **Non Technical**
- Supervisory

- **Technical**
- N2 or Technical Grade 12
- Relevant Trade Certificate
- Coordinator Program (Engineering)
- **Non Technical**
- Feature Leadership Development Program
- 5 Year Trade Specific experience

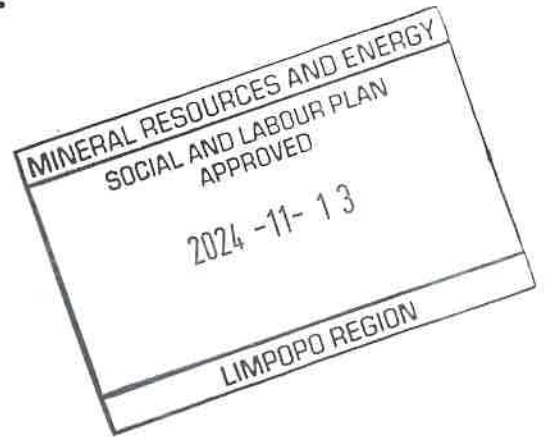
- **Technical**
- N4 or equivalent
- Trade Certificate
- **Non Technical**
- Mid Management Development Program
- 5 Year Engineering Coordinator Experience

- **Technical**
- Degree or Diploma with required subjects for GCC
- **Non Technical**
- Mid Management Development Program

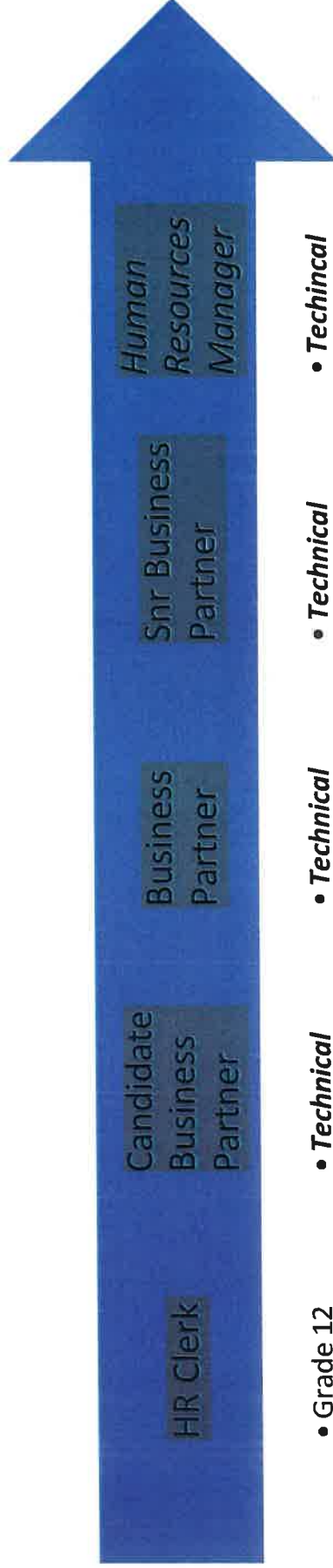
- **Technical**
- Relevant Degree or Diploma
- Government ticket
- **Non Technical**
- Senior Management Development Program
- 5 Years Junior Management experience



Mining



Human Resources



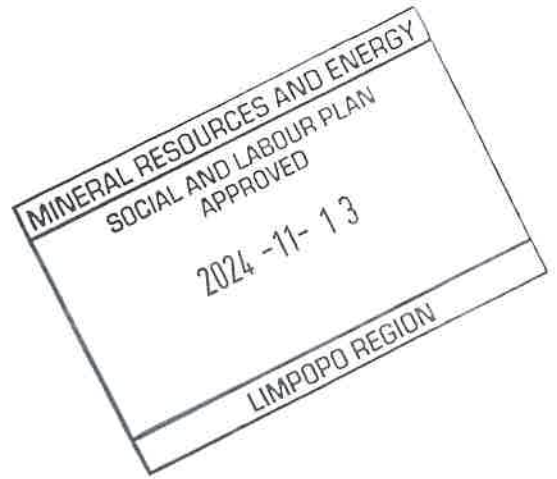
- Grade 12
- Studying towards an HR Qualification

- **Technical**
 - *National Diploma or Degree*
- **Non Technical**
 - 3 Years Experience
 - Supervisory Training

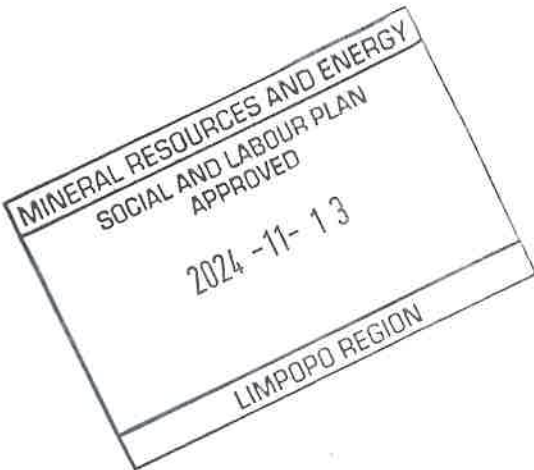
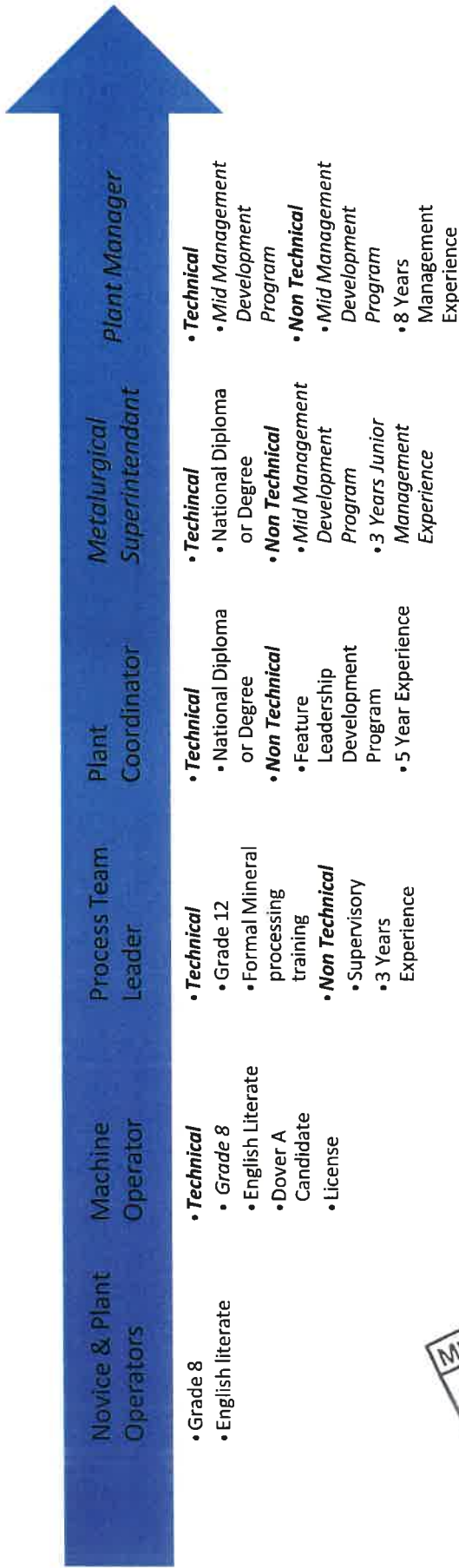
- **Technical**
 - *National Diploma or Degree*
- **Non Technical**
 - Future Leadership Development Program
 - 3 Years Experience as Candidate or similar position

- **Technical**
 - *National Diploma or Degree*
- **Non Technical**
 - Mid Management Program
 - 8 Years Experience of which 3 years should be in a supervisory position

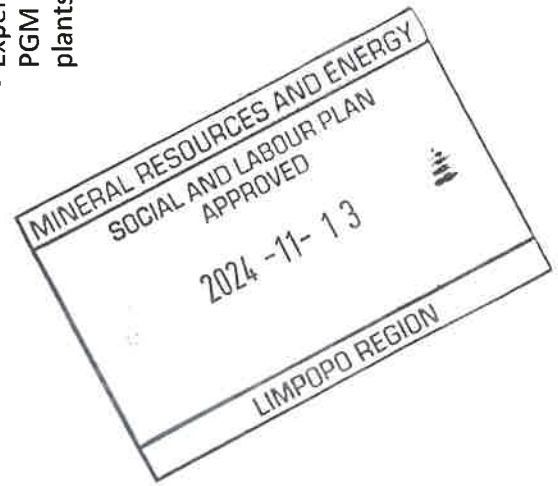
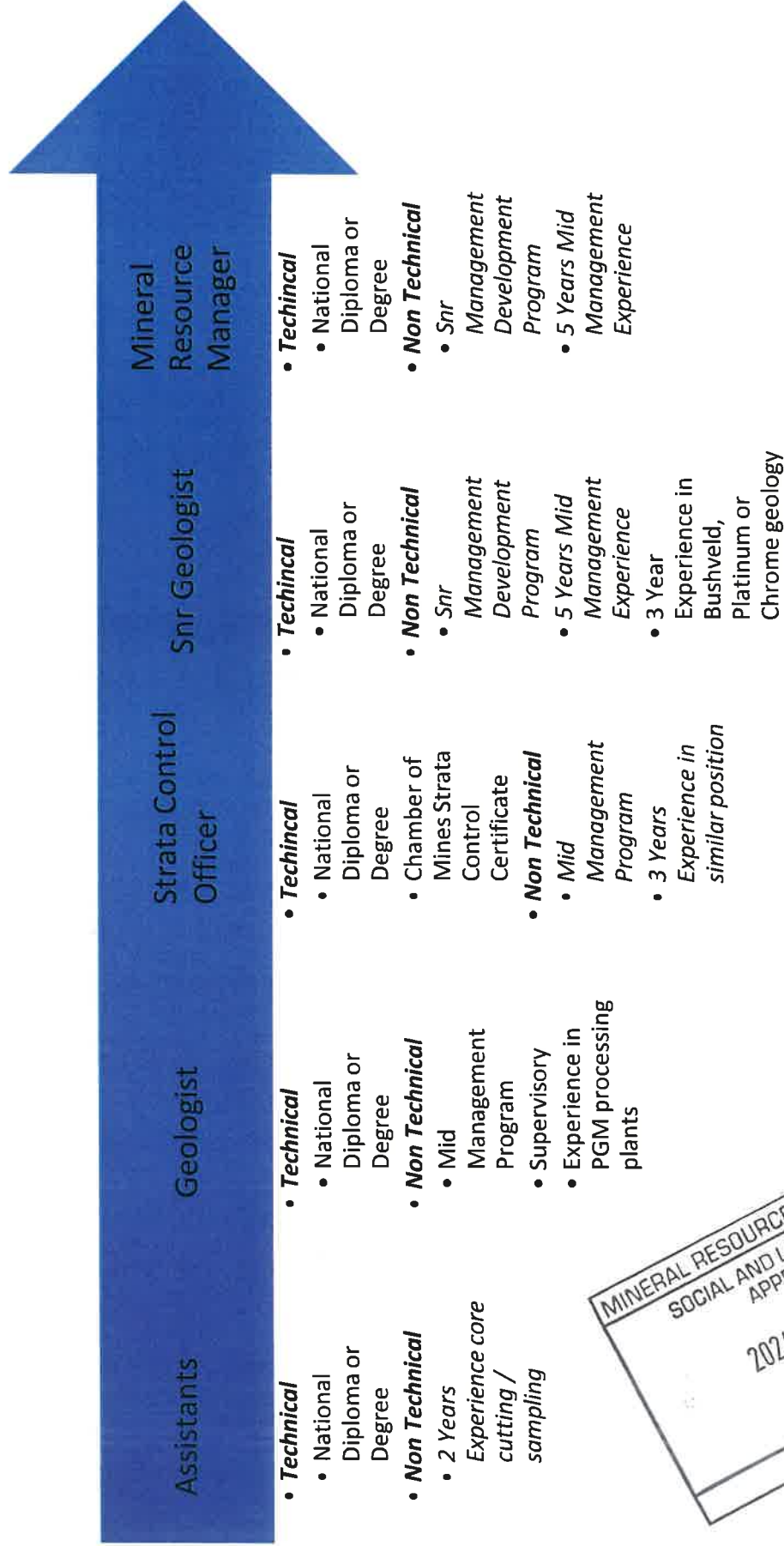
- **Technical**
 - *National Diploma or Degree*
- **Non Technical**
 - *Snr Management Development Program*
 - 5 Years Mid Management Experience



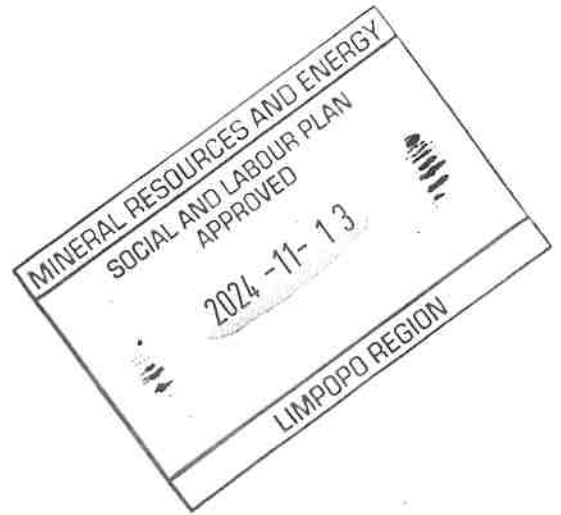
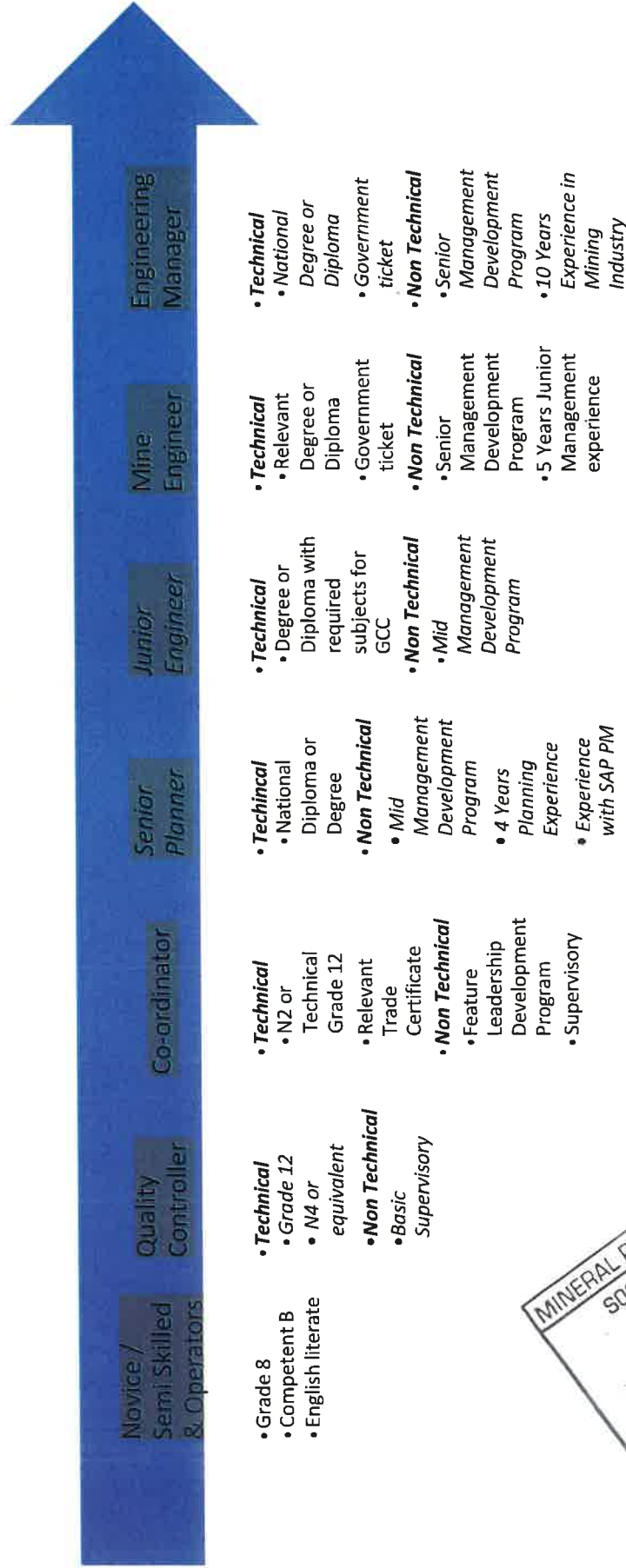
Metallurgical



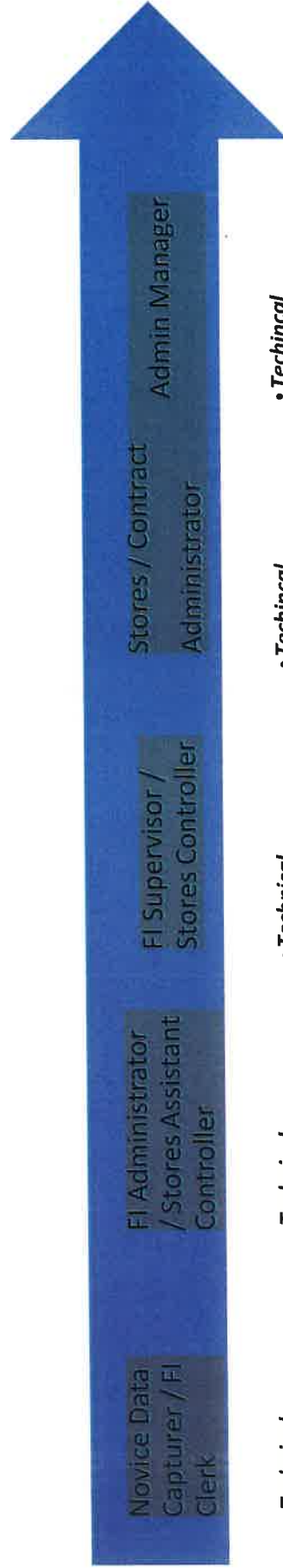
Mineral Resources



Shared Engineering Services



Finance & Stores



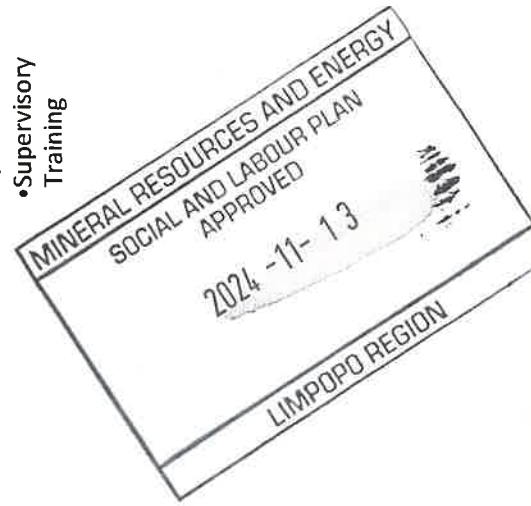
- **Technical**
- Grade 12
- Computer Literacy
- **Non Technical**
- Basic Supervisory

- **Technical**
- National Diploma or Degree
- **Non Technical**
- 3 Years Experience Stock Control
- Computer Literacy (MS Office and SAP with Financial IT system knowledge
- Supervisory Training

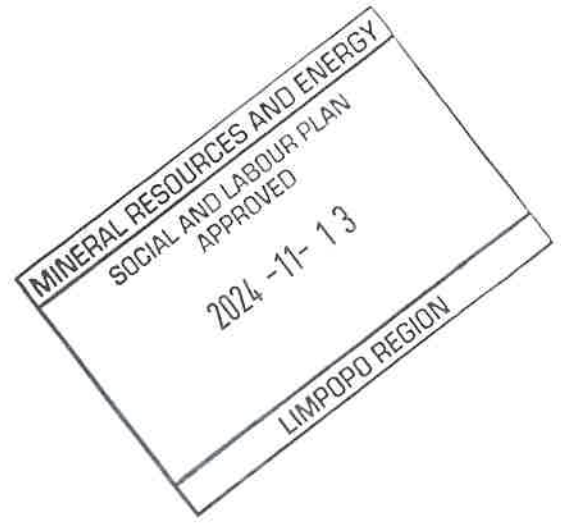
- **Technical**
- National Diploma or Degree
- **Non Technical**
- 5 Year Experience of which 3 years should be in a supervisory position
- Future Leadership Development Programme

- **Technical**
- National Diploma or Degree
- **Non Technical**
- Mid Management Development Program
- 5 Years Junior Management Experience

- **Technical**
- National Diploma or Degree
- **Non Technical**
- Snr Management Development Program
- 5 Years Mid Management Experience

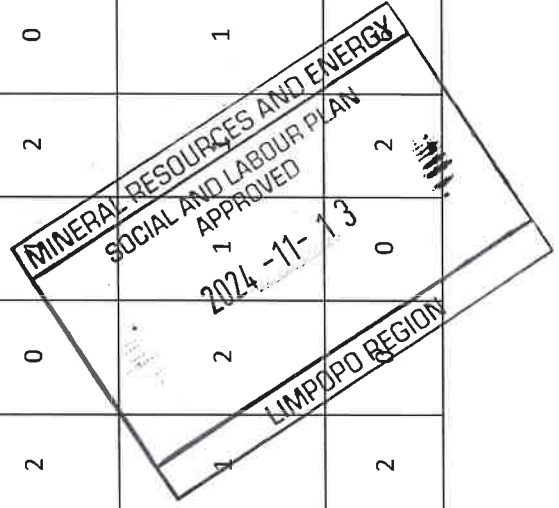


Shared Metallurgical Services (Lab)

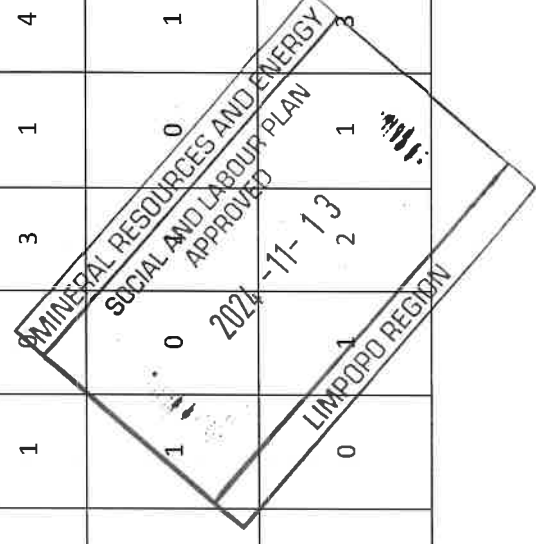


2.10 Career Progression Plan (Regulation 46 (b) (ii))

Current Position	Training Intervention	Training Intervention	Qualification to be achieved	Year 1		Year 2		Year 3		Year 4		Year 5	
				New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.
Production Manager Trainee	Production Manager	On the job Training and coaching	Mine Managers Certificate of Competence	0	1	0	1	0	1	1	0	0	1
Mine Overseer	Production Manager Trainee	On the job Training and coaching. Mid Management Program	Mine Managers Certificate of Competence	1	0	0	1	0	1	0	1	0	1
Shift Supervisor	Mine Overseer	On the job training and coaching. Junior Leadership Program	Mine Overseer Certificate of Competence	2	0		2	0	3	1	1	0	2
Miner	Shift Supervisor	Shift Supervisor certificate. On the Job Training and coaching. Junior Leadership Program	None	1	2	1	1	1	2	1	2	1	2
Mining Entry Level / Learner Miners	Miner	On the Job Training and coaching. Junior	Blasting Certificate for scheduled mines	2		0	2		0	0	6	0	6



		Leadership Program																		
Human Resources Senior Business Partner	Human Resources Manager	On the Job Training and Coaching. Mid Management Program	1	1	0	2	0	1	0	1	0	1	0	0	0	0	0	0	0	0
Business Partner Human Resources	Human Resources Senior Business Partner	On the Job Training and coaching. Future Leadership Training	0	1	1	2	0	1	1	1	0	1	1	0	0	1	0	0	1	1
Engineer in Training	General Engineering Supervisor	On the Job Training and Coaching. Mid management Program	1	1	2	1	1	3	0	2	0	2	0	0	0	2	0	0	2	2
Mining Engineer in Training	Shift Supervisor	On the Job Training and Coaching.	3	1	3	1	4	0	0	4	0	4	0	0	0	1	0	0	1	1
Management Accountant	Admin Manager	On the Job Training and Coaching. Mid Management Program	1	1	0	0	0	1	0	1	0	1	0	0	1	1	1	1	1	1
Mine Accountant	Management Accountant	On the Job Training and Coaching. Future Leadership Program	1	0	1	2	1	3	1	2	1	3	0	0	2	0	0	0	2	2



Metallurgist in training	Plant Coordinator	On the Job Training and Coaching. Mid Management Program	NQF Level 6 or equal qualification related to Metallurgical Engineering	1	0	0	1	0	1	1	2	0	1
Artisan Learners (newly qualified)	Artisan	On the Job Training and Coaching. Supervisor Program	Relevant Trade Certificate	2	0	1	2	1	1	3	1	1	3



2.13. Mentorship Plan (Regulation 46 (b) (iii))

The Mine intends on providing mentorship programmes for employees which are aligned to the various skills development plans.

Purpose of mentoring:

- To address the transfer of knowledge and skills from experienced employees to those less experienced.
- To ensure the sustainability of the knowledge that exists in the company.
- To provide an additional career and personal development support process for employees.
- To provide a more focussed approach to the development of employees.
- To develop the leadership potential of individuals to act as mentors.
- To create capability and competence this will ensure that employees are fully capable of fulfilling their functions.
- To meet increasing demands of the organisation for capable and competent personnel regardless of their race, gender or disability.
- To provide employees with abilities and to prepare them for future work demands, thereby ensuring capable and flexible human resources in the long run.
- To facilitate accelerated development of mentees as selected by the organisation.

Mentorship Programme targets

MENTORSHIPS			TARGET OVER 5 YEAR PERIOD			
Category	Career Deliverable	Duration	HDP Mentors	HDP Mentees	Total Mentors	Total Mentees
Learner Miners	Miners	1 Year	2	5	4	6
Engineering Learners	Artisans	3 Years	5	48	6	53
JLP	Supervisors	1 Year	2	3	4	4
Bursars	Managers	4 Years	2	6	8	8
Highflyer / Succession planning	Managers	As per IDP	4	7	9	9
Internships	Managers / Supervisor	1 Year	3	4	6	6

2.14. Bursary Plan

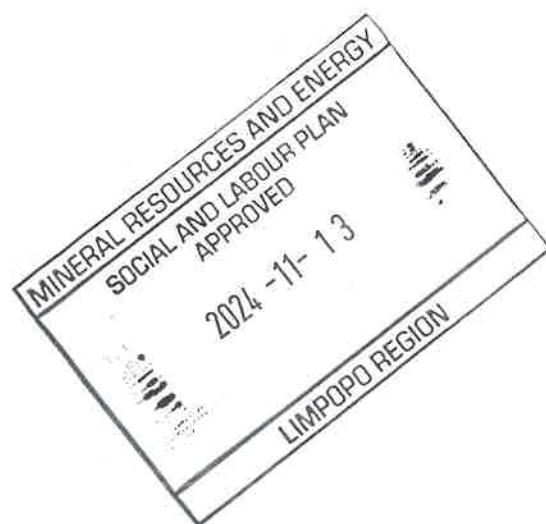
This programme provides an opportunity for external individuals to study on a full time basis in various fields within the mining environment. The intention of the bursary programme is to address mine specific requirements, and to develop individuals for our core business needs. Bursaries will be offered to individuals who meet the requirements and who have undergone the structured recruitment and selection process. The Company's bursary plan provides experiential training opportunities to these individuals during vacations and a mentor will be assigned to each bursar.

The Glencore External Bursary consists of the following:

- Full payment of study fees.
- Full accommodation (including 3 meals daily) while studying and while doing vacation work (inclusive of transport arrangements).
- Payment of prescribed books and equipment.
- Full payment for compulsory study excursions.
- Stipend will be provided on a monthly basis.
- Purchase of a computer, which will remain the asset of the Company during the Bursar's study period as well as during his/her work back period.

The Company visits bursars at their institution, in order to provide support to the bursars, and to be able to determine if additional assistance or support is needed, such as professional or counselling services in order to assist a bursar to adapt or to cope better at university.

Bursary Field	2020	2021	2022	2023	2024	Total
External Bursars / CSI/ Merit	3	3	3	3	3	15
Total	3	3	3	3	3	15



2.15. Internships Programme

The intention of the internship is to address Mine specific requirements and the development of our surrounding communities and employees. Internships are offered to individuals who meet the requirements and that have undergone the structured recruitment and selection process. Successful candidates have the opportunity to gain practical exposure.

The Company offers Internship opportunities to the following individuals:

- Internal – Permanent employed candidates (bursary students getting employed by the Company on a permanent, full time basis, as graduate trainees / employees with Degree's without workplace experience, placed on a program to assist them to gain experience in their area of study)
- External – Community candidates (candidates in need of the practical part of their National Diploma qualification such as P1 P2 training, community member with Degree's without workplace experience, placed on a program to assist them to gain experience in their area of study)

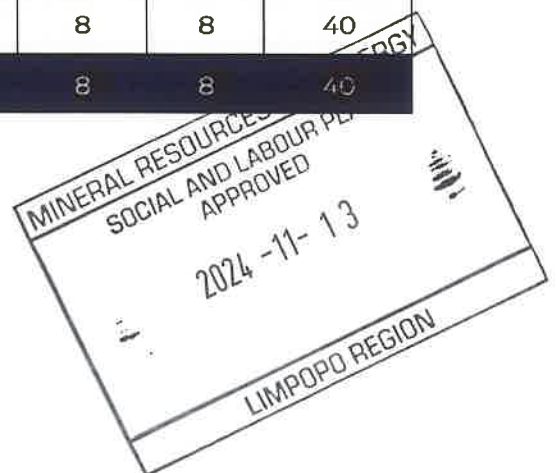
External candidates are signed on as fixed term contractors and receive a monthly allowance. Both internal and external internship individuals will be provided with mentors.

Internal

Internship Plan	2020	2021	2022	2023	2024	Total
Internal	3	3	3	3	3	15
Total Number	3	3	3	3	3	15

External

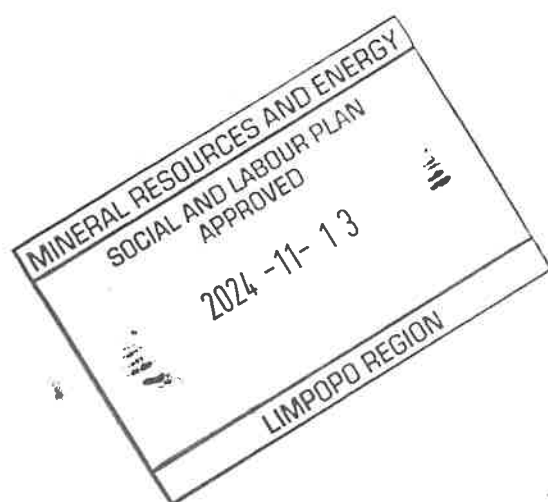
Internship Plan	2020	2021	2022	2023	2024	Total
External	8	8	8	8	8	40
Total Number	8	8	8	8	8	40



2.16. Study assistance

All employees working for longer than a year can apply for study assistance to develop themselves.

Study Assistance	2020	2021	2022	2023	2024	Total
Core Business Qualifications	24	29	29	34	34	150
Total	24	29	29	34	34	150



SECTION 3: EMPLOYMENT EQUITY

3.1. Introduction

3.2. Transformation and employment equity plan

In line with Regulation 46(b): Human resources development programme the following information is provided in this section:

Regulation 46(b)(v): Employment equity plan and statistics

- Introduction
- Employment equity policy
- Gender and disability equity
- HDP participation in management



Page 37 of 71

Occupational Level	Designated								Non Designated	Total	
	Male				Female						
	African	Coloured	Indian	African	Coloured	Indian	White	White Male			
Senior management	6	0	1	1	0	0	0	9	17	0	0
Middle Management	12	0	0	7	0	0	5	9	33	0	0
Junior Management	47	1	0	10	0	0	4	43	105	0	0
Core Skills	1583	8	1	185	4	0	0	130	1911	14	0

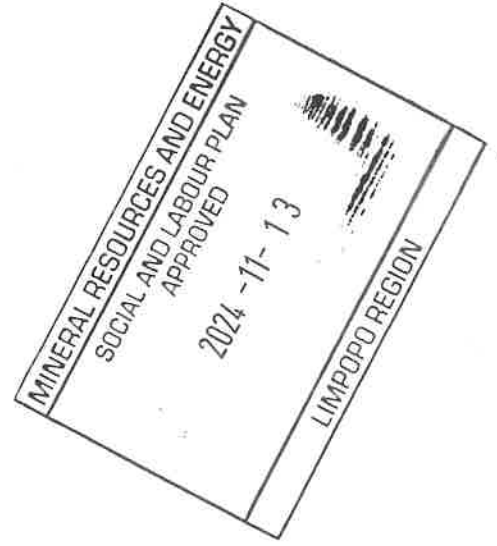
Employment Equity Targets – 2021

Occupational Level	Designated								Non Designated	Total	
	Male				Female				White Male		
	African	Coloured	Indian	African	Coloured	Indian	White	White			
Senior management	6	0	1	1	0	0	0	9	17	0	0
Middle Management	14	0	0	7	0	0	5	9	35	0	0
Junior Management	45	1	0	8	0	0	4	43	101	0	0
Core Skills	1583	8	1	185	4	0	0	130	1911	14	0



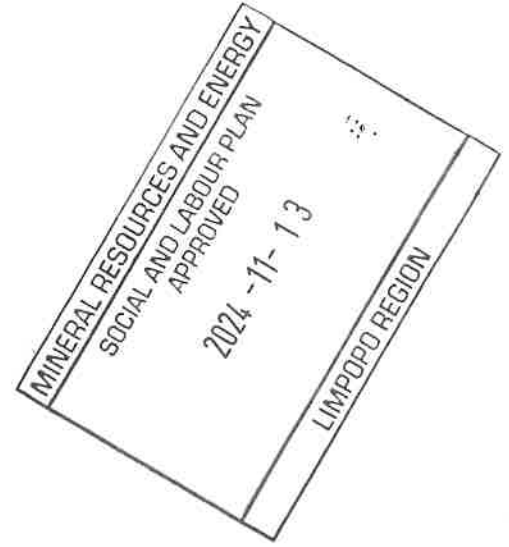
Employment Equity Targets – 2022

Occupational Level	Designated							Non Designated	Total		
	Male			Female			White Male				
	African	Coloured	Indian	African	Coloured	Indian		White			
Senior management	6	0	1	1	0	0	0	9	17	0	0
Middle Management	14	1	1	6	1	0	5	8	36	0	0
Junior Management	45	2	0	10	0	0	5	41	103	0	0
Core Skills	1583	8	1	185	4	0	0	130	1911	14	0



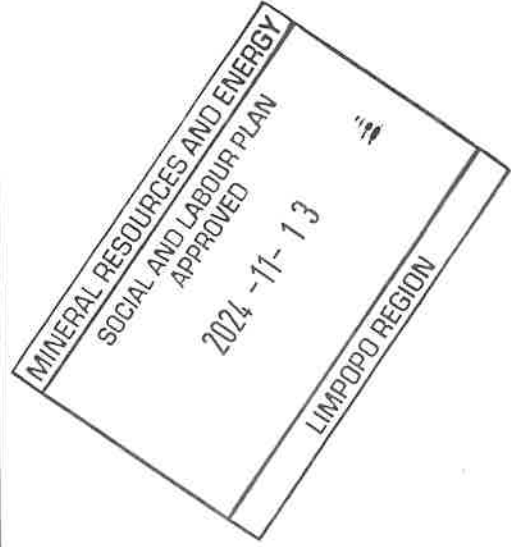
Employment Equity Targets – 2023

Occupational Level	Designated							Non Designated	Total	
	Male			Female						
	African	Coloured	Indian	African	Coloured	Indian	White	White Male		
Senior management	6	0	1	1	0	0	1	8	0	6
Middle Management	14	1	1	6	1	0	5	8	0	14
Junior Management	44	2	0	11	1	0	5	40	0	44
Core Skills	1583	8	1	185	4	0	0	130	14	1583



Employment Equity Targets – 2024

Occupational Level	Designated								Non Designated	Total	
	Male				Female				White Male		
	African	Coloured	Indian	African	Coloured	Indian	White				
Senior management	7	0	1	1	0	0	1	7	17	0	0
Middle Management	14	1	1	6	1	0	5	8	36	0	0
Junior Management	43	2	0	12	1	1	5	39	103	0	0
Core Skills	1583	8	1	185	4	0	0	130	1911	14	0



3.3. Women in mining and gender diversity

In order to achieve the 10% target in Women in Mining, Thorncliffe Mine and Operations has met with a range of challenges. The mine has continuously engaged with the local community to identify and employ women into core mining positions. Women are given preference in filling certain positions and learnership opportunities, talent pool candidates are also being fast-tracked into management positions.

As mentioned above, women are considered into development programmes including succession planning, fast tracking, learnerships, bursaries and internships. Mining and engineering learnerships focuses on developing women in mining. These women are put on a mentoring programme to prepare them for the work in the various sections where they may be appointed upon completion of their programme.

Women in Mining targets

Category	Patterson Grades	Target			
		African	Coloured	Indian	White
Top management	F	0	0	0	0
Senior management	D4	1	0	0	0
Middle Management	D1-D3	3	0	0	0
Junior Management	C4-C5	1	0	0	0
Skilled	C1-C3	10	0	0	0
Semi-skilled	B	42	0	0	0
Unskilled	A	91	3	1	1
	Total	148	3	2	1
Total of mining positions Versus Women in mining		1279			
% of women in mining		12%			

MINERAL RESOURCES AND ENERGY
SOCIAL AND LABOUR PLAN
APPROVED
2024-11-13
LIMPOPO REGION

3.4. HDP's in Management

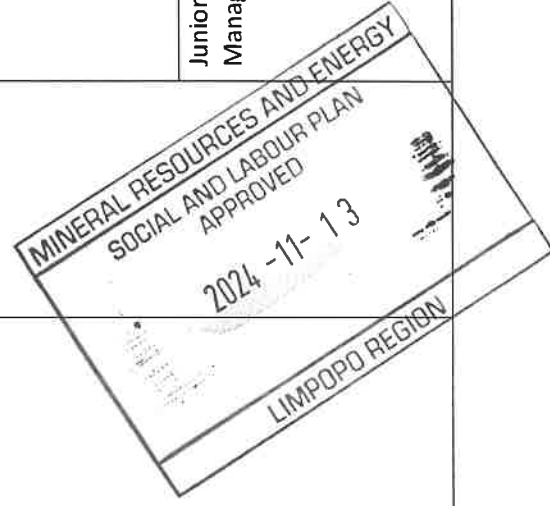
Thornccliffe Mine and Operations' focus and plan is to develop HDPs into management positions from within the existing workforce rather than recruiting candidates into HDP positions on the mine. The tools used to manage this process are fast tracking and succession planning, with women also being a focal point of development planning. In the event that the required skills and expertise are not readily available internally, external candidates are recruited in line with approved employment equity plan.

The 40% target was to be met by December 2014 in accordance with the Mining Charter and as such the mine undertakes to appoint suitable candidates preferentially from the local community, if the target however cannot be met, Thornccliffe Mine and Operations will source suitable potential candidates and apply employment equity and career progression strategies as set out in this SLP to reach the target.



HDP's in Management Targets

Element	Description	Measure	Compliance Target	2020	2021	2022	2023	2024
Employment Equity	Diversification of the workplace to reflect the countries demographics to attain competitiveness	Senior Management	60% HDP proportionally represented in terms of provincial demographics, 25% of which will be woman	HDP Males - 41% HDP Females – 6%	HDP Males - 41% HDP Females – 6%	HDP Males - 41% HDP Females – 6%	HDP Males - 41% HDP Females – 12%	HDP Males - 47% HDP Females – 12%
				HDP Males - 40% HDP Females – 36%	HDP Males - 39% HDP Females – 33%	HDP Males - 44% HDP Females – 33%	HDP Males - 44% HDP Females – 33%	HDP Males - 44% HDP Females – 33%
		Middle Management	60% HDP proportionally represented in terms of provincial demographics, 25% of which will be woman	HDP Males - 46% HDP Females – 12%	HDP Males - 46% HDP Females – 13%	HDP Males - 46% HDP Females – 15%	HDP Males - 45% HDP Females – 17%	HDP Males - 45% HDP Females – 18%
				HDP Males - 46% HDP Females – 12%	HDP Males - 46% HDP Females – 13%	HDP Males - 46% HDP Females – 15%	HDP Males - 45% HDP Females – 17%	HDP Males - 45% HDP Females – 18%
		Junior Management	70% HDP proportionally represented in terms of provincial demographics, 30% of which will be woman	HDP Males - 46% HDP Females – 12%	HDP Males - 46% HDP Females – 13%	HDP Males - 46% HDP Females – 15%	HDP Males - 45% HDP Females – 17%	HDP Males - 45% HDP Females – 18%
				HDP Males - 46% HDP Females – 12%	HDP Males - 46% HDP Females – 13%	HDP Males - 46% HDP Females – 15%	HDP Males - 45% HDP Females – 17%	HDP Males - 45% HDP Females – 18%



SECTION 4: LOCAL ECONOMIC DEVELOPMENT PROGRAMME

4.1. Introduction

The Local Economic Development pillar of each Social and Labour Plan seeks to enable the community, in which the mine operates (inclusive of the labour sending area) to become economically independent by, and not limited to, increasing business skills, entrepreneurship, job creation and income. Most of these communities are generally spatially marginalized and the design of the LED projects seeks to amplify opportunities as well as alleviate poverty within the labour sending area of the mine. The skills and initial assistance given by the mine should have the potential to ensure that livelihoods created during the Local Economic Development phase, will be able to survive independently after the mine has exited each programme and more specifically after the mine has closed.

4.2. Social and economic background information (Regulation 46 (c) (i))

The Steelpoort valley is situated in the Sekhukhune District Municipality which comprises of four local municipalities. The local municipalities are Fetakgomo Tubatse, Makhuduthamaga, Elias Motsoaledi and Ephraim Mogale Local Municipalities. Glencore Operations SA (Pty) Ltd. has mining activities in Fetakgomo Tubatse Local Municipality only and no activities on other local municipalities.

Fetakgomo Tubatse Local Municipality municipality (GTM) is reputed to be one of Sekhukhune fastest growing areas with an annual compound economic growth rate of 6% between 1996 and 2002. This significant growth is largely attributed to the impact of the developing mining industry primarily focusing on the exploitation of chrome ore and PMGM+Au related minerals.

The socio-economic factors of Fetakgomo Tubatse Local Municipality are indicated on Table 4.1.a -4.1.f.

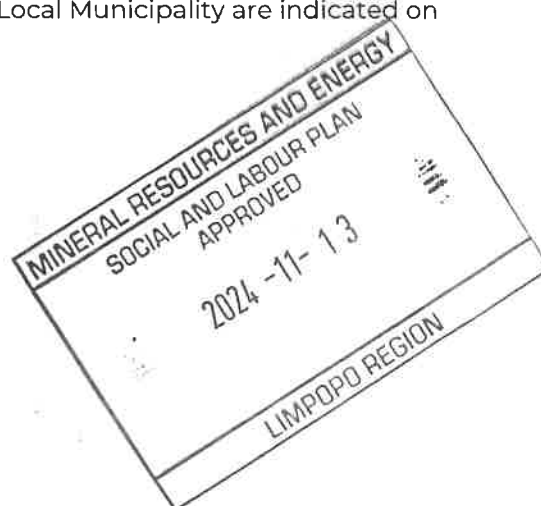


Table 4.1a: Socio-Economic Profile of Surrounding Region – Population Profile

Socio-Economic Indicators	Limpopo Province	Sekhukhune District Municipality	Ephraim Mogale	Elias Motsoaledi	Makhudu-thamaga	Fetakgomo Tubatse Local Municipality
Total number of people	5 404 868	1,060,311	122,257	242,886	272,113	489 902
Total number of households	1,418,102	263,802	32,284	60,251	65,217	125 454
Average size of households	3.7	4.0	3.8	4.0	4.2	4.0
Brief Analysis	The 2016 Community Survey as compared to the 2011 Stats SA results that the FETAKGOMO TUBATSE LOCAL MUNICIPALITY Municipality records population increase of 489 902 (12%) with household increase of 125 454 . As per the current community survey 2016 the FETAKGOMO TUBATSE LOCAL MUNICIPALITY households increased with 19404 (15%). This makes the municipality the biggest municipality in the District. The municipality has shown a growth of 8% growth in 2016; this might be due to the mining activities taking place in the area.					

Table 4.1b: Socio-Economic Profile of Surrounding Region – Gender Profile

Socio-Economic Indicators	Sekhukhune District Municipality	Ephraim Mogale	Elias Motsoaledi	Makhudu-thamaga	Fetakgomo Tubatse Local Municipality
Male	548 463	59 908	125 133	124 963	238 458
Female	621 299	67 260	143 123	158 993	251 923
TOTAL	1 169 762	127 168	268 256	283 956	490 381
Brief Analysis	Since 1996, sex ratios have not changed much. In 2011, there are 497 428 males compared to 579 191 females. The imbalance can be attributed to large numbers of males who migrate to other provinces to look for work opportunities. As a result of the rural nature of the district of Sekhukhune, there are still persons who work in other provinces such as Gauteng and only come back home monthly or bi-monthly to see their families. This scenario also tells a picture that there might high presence of female headed households in the district.				

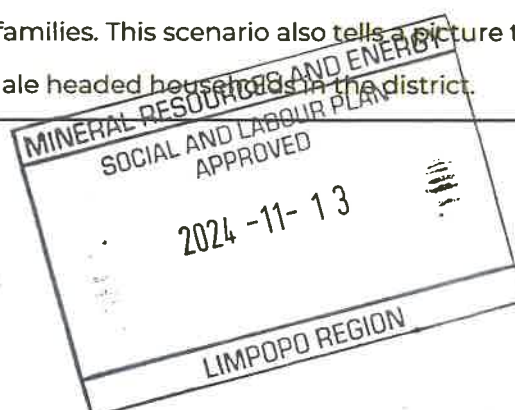


Table 4.1c: Socio-Economic Profile of Surrounding Region – Education Profile

Educational profile of adults	Sekhukhune District Municipality	Ephraim Mogale	Elias Motsoaledi	Makhuduth amaga	Fetakgomo Tubatse Local Municipality
No Schooling	117,139	14,815	31,118	31,818	39 388
Some Primary Education	63 546	9 084	15 031	16 014	23 416
Completed Primary	22 510	3 510	5 550	5 056	8 393
Some Secondary Education	204 571	22 151	43 059	47 406	91 956
Grade 12	117 742	12 277	25 904	27 838	51 723
Higher	34 359	3 310	7 968	7 796	15 285
TOTAL	559,866	65,147	128,629	135,927	185 532
Brief Analysis	In the local municipality, there is still significant percentage of population with some primary education. AET and skills development programmes will help in reducing the high illiteracy levels within the host communities. There is also low number of people with matric and higher education that can be associated to high unemployment in the area due to skill shortage.				

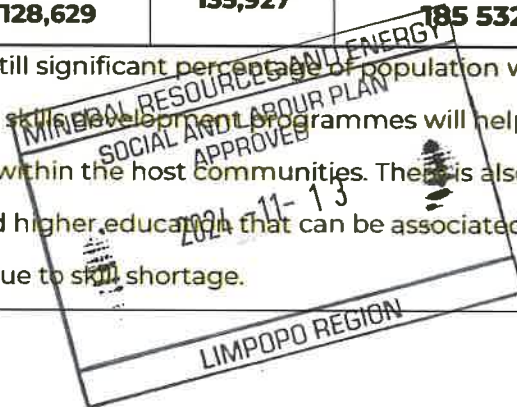


Table 4.1d: Socio-Economic Profile of Surrounding Region – Employment Profile

Socio-Economic Indicators	Sekhukhune District Municipality	Ephraim Mogale	Elias Motsoaledi	Makhuduthamaga	Fetakgomo Tubatse Local Municipality
Employment of working age population					
Working age (15 to 64 years)	57.3%	57.6%	56.8%	53.9%	60.4%
Employment rate	20.1%	25.1%	20.9%	13.0%	23.8%
Unemployment rate	51.6%	41.9%	44.5%	62.9%	50.8%
Economically not active	13.9%	16.1%	14.0%	17.6%	13.3%
Brief Analysis	There is high unemployment rate in all the Sekhukhune District local municipalities and according to the analysis by the municipality, shortage of critical skills amongst locals leaves the employers with no choice but to recruit outside the municipality boundaries				

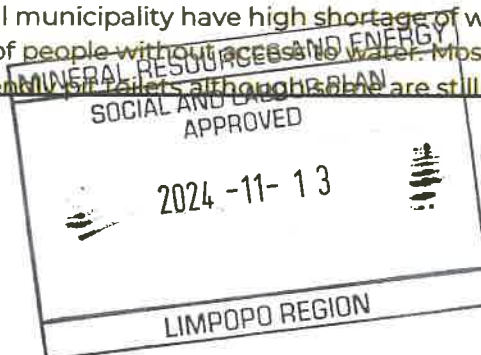
Table 4.1e: Socio-Economic Profile of Surrounding Region – Household Income

Income Category	Sekhukhune District Municipality	Ephraim Mogale	Elias Motsoaledi	Makhudu-thamaga	Fetakgomo Tubatse Local Municipality
	Annual Household Income (Including income derived from government grants, pensions and informal employment)				
Average annual household income	45 977	41 398	41 398	38 109	51 160
Brief Analysis	Although unemployment in Fetakgomo Tubatse is quite high, those who are working seem to be deriving high incomes.				



Table 4.1f: Socio-Economic Profile of Surrounding Region – Housing Profile

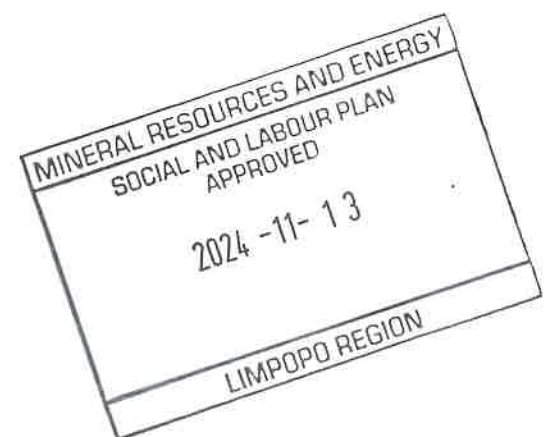
Socio-Economic Indicators	Sekhukhune District Municipality	Ephraim Mogale	Elias Motsoaledi	Makhuduthamaga	Fetakgomo Tubatse
Housing (% stated for households in the Municipal Areas)					
Formal dwelling	87.6%	90.5%	88.5%	88.8%	85.7%
Traditional dwellings	4.9%	1.1%	4.1%	3.8%	7.0%
Informal settlements	6.1%	7.5%	5.2%	6.0%	6.3%
Other	1.4%	0.8%	2.2%	1.3%	1.1%
Flush toilet with sewerage system	7.2%	9.1%	10.1%	3.0%	6.6%
Pit Latrine (Without ventilation)	65.7%	62.7%	70.8%	78.1%	51.4%
No access to any toilet facilities	5.1%	5.2%	4.4%	3.9%	6.8%
Bucket toilet	1.1%	1.9%	0.8%	0.4%	1.5%
Piped water in dwelling	24.8%	12.3%	12.2%	6%	9.5%
Piped water on communal stands	35%	58.1%	34.7%	25.9%	21.5%
No access to water	37.5	58.3%	31.9%	35%	36.1%
Waste removed by local municipality at least once a week	8.8%	10.6%	10.2%	2%	7.9%
Own refuse dump	77.4%	70.6%	70.6%	88.9%	72.3%
No rubbish disposal	13%	13.5%	14.1%	7.1%	13.5%
Electricity used for lighting	86%	89.6%	91%	90.4%	83.6%
Electricity used for heat	42.2%	41.3%	50.5%	36.4%	43.8%
Electricity used for cooking	54.5%	46.7%	62.8%	49.5%	56.2%
Brief Analysis	More than 80% households in Sekhukhune are staying in formal housing structures with less than 10% in traditional or informal dwellings. Concerning basic services, the local municipality have high shortage of water in the communities with about 36% of people without access to water. Most of the households have environment friendly pit toilets although some are still without them.				



4.3. Key economic activities (Regulation (c) (ii))

Fetakgomo Tubatse IDP

Sectors	Makhuduth amaga	Fetakgomo Tubatse	Ephraim Mogale	Elias Motsoaledi	Grand Total
Mining and Quarrying	0.02	2.11	0.02	0.03	2.18
Manufacturing	0.17	0.51	0.25	0.47	1.41
Electricity, Gas and Water Supply	0.03	0.02	0.04	0.07	0.16
Construction	0.31	0.37	0.16	0.33	1.17
Wholesale and retail trade	0.52	0.93	0.26	0.96	2.66
Transport, Storage and communication	0.09	0.27	0.08	0.28	0.72
Financial, Insurance, real Estate and	0.05	0.44	0.19	0.44	1.12
Community, Social and personal Services	0.77	1.25	0.59	1.00	3.62
Other and no adequately defined	0.14	0.42	0.36	0.41	1.32
Not applicable	19.40	33.27	8.75	16.69	78.11
Unspecified	1.54	2.32	0.35	1.96	6.16
Grand Total	23.26	42.23	11.33	23.18	100.00



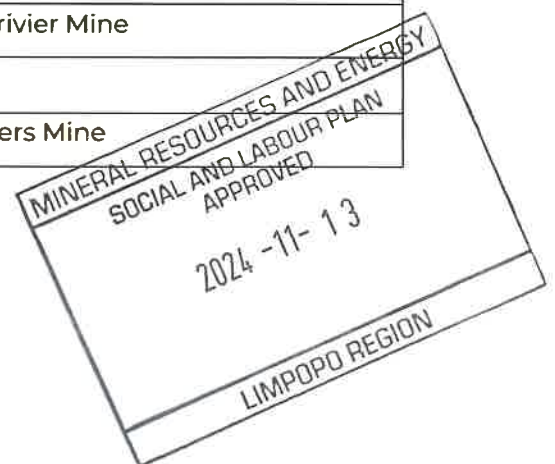
4.4. Needs of the area in order of priority

Fetakgomo Tubatse Local Municipality Local Municipality Priority Issues:	
1.	Electricity
2.	Roads and storm water
3.	Water & Sanitation as well as land & housing
4.	Social Services
5.	Local Economic Development

A key issue of concern and need identified in the Fetakgomo Tubatse Local Municipality Municipality is the lack of basic infrastructure like access roads, water, sanitations, aging school infrastructure, electricity, etc. It is noted that due to the high population growth in the municipality especially in the last decade it is imperative that the local authority should be able to respond to basic infrastructure at the rate faster than population growth.

4.5. List of other operations in the mining area

COMPANY	MINE
Samancor	Tweefontein Mine
Anglo American	Mototolo Mine De Brochen Mine
Northam	Boysendaal Mine
Assore	Dwaarsrivier Mine
BCR	BCR
ARM and Impala	Two Rivers Mine



4.6. Local Economic Development Projects

Project Name		Electrification		Infrastructure Project	
Background		Electrification of households in Ngwaabe and Steelpoort			
Geographical location of project	Sekhukhune District Municipality	Fetakgomo Local Municipality	Kutullo	Project Start date : January 2020	Project End date: December 2026
	Key performance Area	Designs/Drawing from Technical Department FTLM			Budget: R50m
	Output	Approval of Plans by Eskom Procurement of Service provider			
	Classification of jobs	Male Adults	Female Adults	Male Youth	Female Youth
Short term		50	30		80
Medium term					
Long term		50	30		80
Completion date and exit strategy		The project will be handed over to Eskom after completion of the project.			

MINERAL RESOURCES AND ENERGY

COMPETITIVE AND LABOUR PLAN

APPROVED

2024 -11- 13

MINERAL RESOURCES AND ENERGY
 TECHNICAL AND LABOUR PLAN
 APPROVED
 2024-11-13
 LIMPOPU REGION

1. PROJECT BACKGROUND OF ELECTRIFICATION OF KUTULLO VILLAGE

Glencore submitted a SLP in 2019 for the period 2020-2024 annexed hereto as Annexure "G" which was approved by the DMRE on the 14th of August 2020 which approval is attached hereto as Annexure "H". Glencore hereby applies to amend the Social and Labour plan that was approved by DMRE as per our letter dated the 23rd of October 2023 attached hereto as Annexure "I". The amendment requested is in respect of the LED project contained in the SLP and the reason for the amendment is that circumstances have changed since the submission of the SLP. In the 2020-2024 SLP Glencore committed to electrify 1500 households of which 600 have been completed, energised, and handed over to Eskom at Kutullo Village. These 600 households were completed by Glencore and the cost associated with it was R16 000 000.00.

Glencore also committed to electrifying 300 households at Mahlakwena, 300 households at Tsakane (Ga-Malekane), and 300 households at Tukakgomo. The total commitment on all these LED projects, was the amount of R50 000 000.00. However, the last three mentioned villages have already been electrified by Eskom and is no longer in need of electrification.

In consultation with the Local Municipality and Eskom, it was decided to continue with the electrification of the remaining Kutullo households in the Ngwaabe area, that are not electrified yet. However, due to a capacity constraint on the Eskom network in that area, extra capacity must be created on the network to complete the electrification of these remaining households. The remaining budget of R34 000 000.00 will therefore be put toward creating capacity on the network, as well as to electrify the remaining **650** Kutullo households. Due to Eskom committing to establishing the new feeder bay at the Jane Furse Substation, at their own cost, Glencore is able to electrify a further 250 additional households in the Kutullo area, as a result of this saving. This will take us back to the original commitment of 1500 households.

Details of the amendment of this project is as set out below:

- Project name: Jane Furse Tubatse feeder strengthening and household electrification project.

Scope of work:

- Construct 18km, 22 kV overhead powerline from Jane Furse substation to pole no: JTB227/7/23/48/4.
- Electrify 900 households (650 + 250).
- The new line will be called Jane Furse-Malekane 22 kV.

2. Project start date

2020

3. Project end date

2026

4. Comments

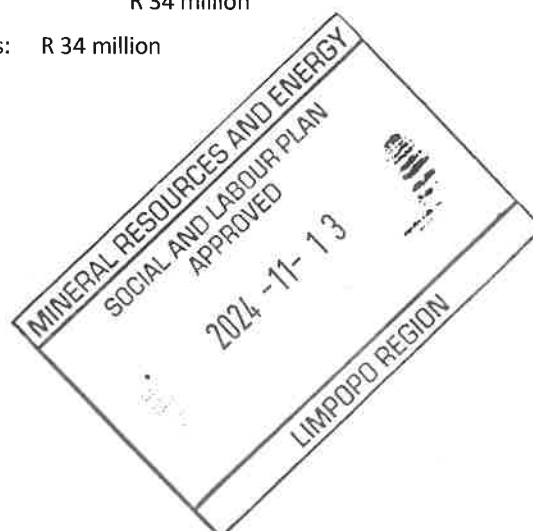
The cost estimate for this work will be Thirty-four million ZAR. It will create capacity, not only for the 900 households in Kutullo, but also for an additional 3 000 – 4 000 households in future.

The cost will include costs to energise the remaining 900 Kutullo households.

Please note that the original commitment of R50 million will remain, and the allocation will be as follows:

- | | |
|--------------------|--------------|
| • Original budget: | R 50 million |
| • Spent: | R 16 million |
| • Available: | R 34 million |

Budget to construct a new line, and energise 900 households: R 34 million



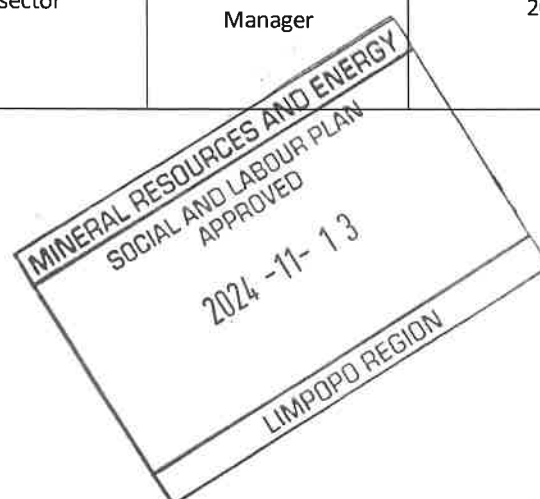
SECTION 5: PROCUREMENT PLAN

5.1. Introduction

Glencore Eastern Chrome Mines is committed to the growth of HDP suppliers and the communities within which these suppliers operate. We are committed to ensuring the growth of HDP suppliers and undertakes to maximize the value of cost effective and reliable procurement of Mining goods and Services from companies owned and controlled by HDPs of the affected communities from the area in which they operate.

5.2. Procurement Strategy

Procurement Strategy		
Undertaking	Glencore Eastern Chrome Mines are committed to ensuring the growth of HDP suppliers and undertakes to maximize the value of cost effective and reliable procurement of Mining goods and Services from companies owned and controlled by HDPs of the affected communities from the area in which they operate.	
Guideline	Glencore Eastern Chrome Mines have implemented a Preferential Procurement Policy and has been fulfilled and maintained as a standard operating procedure. As a result of this policy a fair, transparent and compliant environment at all levels of Procurement officials at operational level are upheld.	
Strategic Plan		Due Date
1. Identify and record the level of procurement from HDP companies on a quarterly basis as well as geographical sources of procurement		Ongoing
2. Commit to procurement progression from HDP over a fiver (5) year time frame.		2024
3. Encourage all suppliers to form partnerships with HDP companies without overlooking the necessary requirements of the tender process. This may be conducted through the development of a database of accredited local suppliers in various businesses and service delivery areas and directing a portion of the procurement spend and/or focus areas of procurement spend at the mines in JVs with larger established service providers and/or suppliers. Further strategies could involve setting favourable terms of payment for HDP joint ventures and/or SMMEs.		Ongoing
4. Provide mentoring and capacity building assistance to HDP suppliers in order to facilitate improvements in their business practices with an aim of facilitating a successful SMME sector operating in conjunction with the Mine.		2024



GLENCORE

MINING GOODS (CAPITAL & CONSUMABLES)	2020	2021	2022	2023	2024
	Compliance Target %	Compliance Target %	Compliance Target %	Compliance Target %	Compliance Target %
South African Manufactured Goods produced by BEE compliant company	12.57%	22.00%	31.43%	44.00%	44.00%
South African Manufactured Goods produced by Historically Disadvantaged Persons owned and controlled company	6.00%	10.50%	15.00%	21.00%	21.00%
South African Manufactured Goods produced by women owned and controlled company OR youth owned and controlled company	1.43%	2.50%	3.57%	5.00%	5.00%
COMPLIANCE %	20.00%	35.00%	50.00%	70.00%	70.00%

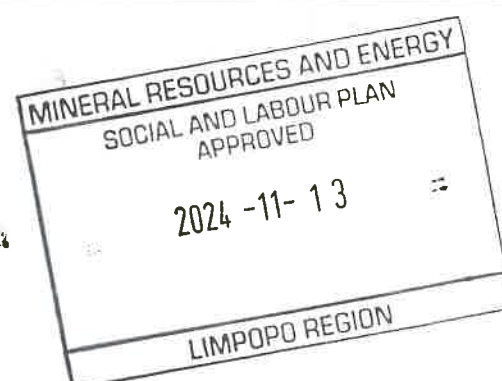
SERVICES	Compliance Target %	Compliance Target %	Compliance Target %	Compliance Target %	Compliance Target %
Services supplied by Historically Disadvantaged Persons	50.00%	50.00%	50.00%	50.00%	50.00%
Services supplied by Women Owned and controlled companies	15.00%	15.00%	15.00%	15.00%	15.00%
Services supplied by Youth Owned and controlled Companies	5.00%	5.00%	5.00%	5.00%	5.00%
Services supplied by BEE compliant company	10.00%	10.00%	10.00%	10.00%	10.00%
COMPLIANCE %	80.00%	80.00%	80.00%	80.00%	80.00%

SECTION 6: HOUSING AND LIVING CONDITIONS

Glencore Alloys' policy is to encourage home ownership, as such, provides employees with a housing allowance so as to enable employees to reside in their own accommodation. There are no housing facilities at Eastern Chrome Mines.

6.1. Housing Strategy

Housing Strategy		
Undertaking	The Company has established a Housing Forum which meets monthly with the relevant stakeholders for the Eastern Limb.	
Guideline	To facilitate the principle of freedom of choice regarding affordable and decent accommodation for all employees. To provide a market related housing allowance as agreed to from time to time during the Annual Wage Negotiations. To develop an appropriate and affordable housing strategy. To monitor and evaluate the implementation of the strategy and housing policy. To educate and train employees on all housing issues. To determine the requirements for housing acquisition applications. Minutes of Housing Forum Meetings are available upon request.	
Responsible Person	Strategic Plan	Status
HR Manager	1. A company housing forum to be established, comprising of union representatives and management representatives.	On-Going
HR Manager	2. An appropriate and affordable housing strategy to be developed.	On-Going
HR Manager	3. Recommendations to be made to the company for housing assistance.	On-Going
HR Manager	4. Implementation of strategies and the housing policy to be monitored and evaluated.	On-Going
HR Manager	5. To implement a programme that includes time frames to address the needs of the employees.	On-Going
HR Manager	6. Employees to be trained and educated on all housing issues.	On-Going
HR Manager	7. Requirements for housing acquisition applications to be determined.	On-Going



6.1. Current status of available dwelling for employees

Dwelling	Number	%
Hostel	0	0
Own Home	561	23%
Rental	1838	80%
Total	2399	100%

6.2. Health Care and Nutrition

The mine provide a balanced meal replacement (Dichaba original) to all employees working underground.

Due to the fact that the mine will not provide food for its employees; the mine has awareness programmers so that workers can be informed on how they can benefit from good nutrition, balanced diets, correct method of food preparation to maximize nutritional benefits of food, as well as, the use of nutritional diets in the management of chronic illness including HIV.



SECTION 7: PROCESS PERTAINING TO MANAGEMENT OF DOWNSCALING AND RETRENCHMENT

7.1. Establishment of a future forum

The mine has established a Future Forum and meeting are held quarterly.

Table 7.1. Objectives of Future Forum

Objectives	Responsible Person	Date to be completed
1. Create general awareness of SLP and the activities to employees	Future Forum Committee	Ongoing
2. To act as a communication mechanism on the Company related issues	Future Forum Committee	Ongoing
3. To act as a communication mechanism on the Company SLP related issues	Future Forum Committee	Ongoing
4. Plan ahead to identify solutions to problems and challenges and possible solutions with regard to productivity and employment	Future Forum Committee	Ongoing
5. Identify production and employment turnaround strategies	Future Forum Committee	Ongoing
6. Implement strategies agreed upon by both the Company and unions	Future Forum Committee	Ongoing
7. Co-ordinate the notification process	Future Forum Committee	Ongoing
8. Mobilize the Department of Employment and Labour Social Plan Services (e.g Technical assistance, Job Advice Centre, Retrenchment Response Team etc.).	Future Forum Committee	Ongoing

7.1.1. Structure of the Future Forum

- Management representatives
- Safety representative
- HR representative
- Finance representatives
- Full Time Shop Steward
- Minority Union representatives
- Non-Union representative



7.2. Mechanisms to save jobs provide alternative solutions and procedures for creating job security where job losses cannot be avoided

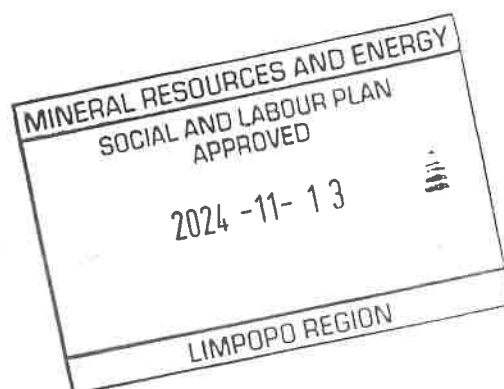
PLAN

Although reducing the number of individuals directly employed by an organization seems to be the most obvious way to achieve necessary savings, alternatives to job losses has to be considered.

Alternatives to job losses:

The list of measures to avoid dismissals is vast and dependent on the employer and the industry the employer is operating in. Examples thereof are:

- measures to increase productivity;
- rationalizing costs and expenditure;
- increase or decrease in shifts and length of shifts;
- decreasing the number of contractors or casual labourers;
- using employees to perform the functions performed by contractors or casual labourers.
- skills development to enable employees to move into different positions;
- stopping overtime or Sunday work.
- bumping.
- reducing wages (by agreement).
- early retirement offers or schemes.
- moratoriums on hiring new employees.
- gradual reduction of workforce by way of natural turnover.
- extended unpaid leave or temporary lay-off



SECTION 8: FINANCIAL PROVISION

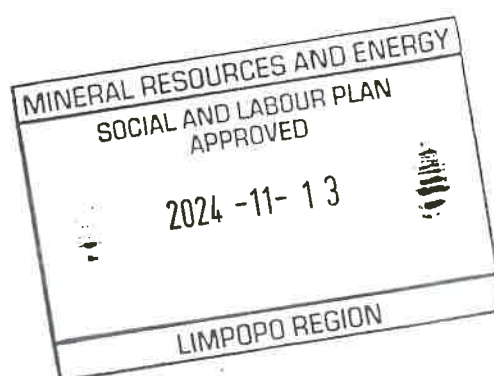
8.1. Financial Provision (Regulation 46(e) (i) (ii) (iii))

In terms of Section 23(1) (e) of the MPRDA "The Minister must grant a mining right if the applicant has provided financially and otherwise for the prescribed Social and Labour Plan". The Mine therefore aims to provide financially for the Social and Labour Plan, considering each of the key elements:

1. Human Resource Development Programme
2. Local Economic Development Programme
3. Management of Downscaling and Retrenchment

Table 8.1. Summary of Financial Provision for Key Elements SLP over the Five (5) Year Period

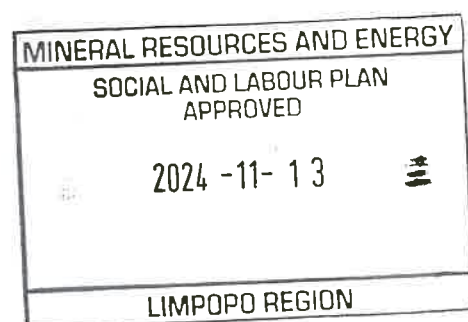
Category	2020	2021	2022	2023	2024	TOTAL
Human Resource Development Programmes	49,296,342	56,648,397	60,164,027	63,930,958	67,933,740	297,973,464
Local Economic Development Programmes	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	50,000,000
Management of Downscaling	6,267,185	6,605,613	6,962,316	7,338,281	7,734,549	34,907,945
Total	65,563,527	73,254,010	77,126,343	81,269,239	85,668,289	382,881,409



8.2. Financial Provision for the Human Resource Development Programme

Table 8.2. Summary of Financial Provision for Human Resource Development over the Five (5) Year Period

HRD	2020	2021	2022	2023	2024	TOTAL
Financial Provision for ABET Training Programmes	5,342,538	6,139,324	6,520,334	6,928,578	7,362,384	32,293,158
Financial Provision for Learnership Programmes	13,283,296	15,264,367	16,211,682	17,226,712	18,305,294	80,291,351
Financial Provision for Core Business Training Programmes	22,275,437	25,597,595	27,186,196	28,888,351	30,697,079	134,644,658
Financial Provision for School Support Training Programmes	3,519,314	4,044,184	4,295,168	4,564,093	4,849,856	21,272,615
Financial Provision for Bursaries, Study Aid and Internships	2,410,940	2,770,507	2,942,446	3,126,676	3,322,440	14,573,009
Portable skills	2,464,817	2,832,420	3,008,201	3,196,548	3,396,687	14,898,673
Total Financial Provision for Human Resource Development Programme	49,296,342	56,648,397	60,164,027	63,930,958	67,933,740	297,973,464



8.3. Financial Provision for the Local Economic Development Programme

Table 8.3. Summary of Financial Commitment for Local Economic Development over the Five (5) year period

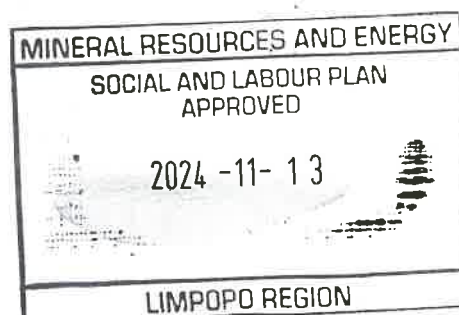
Financial Provision for Local Economic Development Programmes	2020	2021	2022	2023	2024	TOTAL
Financial Provision for Local Economic Development Programmes	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	50,000,000
Total	10,000,000	10,000,000	10,000,000	10,000,000	10,000,000	50,000,000

8.2. Financial Provision for the Management of Downscaling and Retrenchment

The on-going investment in Human Resource Development Programmes and facilitation of training during the life of the Mine is intended to support the acquisition of skills that will ensure employability of the workforce beyond the life of the mine. Additional to this, the Mine has made financial commitments based on the process to be followed during downscaling as agreed with the unions.

Table 8.4. Summary of Financial Commitment for Downscaling and Retrenchment for Five (5)

Financial Provision for the Management of Downscaling and Retrenchment Programmes	2020	2021	2022	2023	2023	TOTAL
Amount	6,267,185	6,605,613	6,962,316	7,338,281	7,734,549	34,907,945



SECTION 9: UNDERTAKING

Regulation 46(f): An undertaking by the holder of the mining right to ensure compliance with the Social and Labour Plan and to make it known to employees

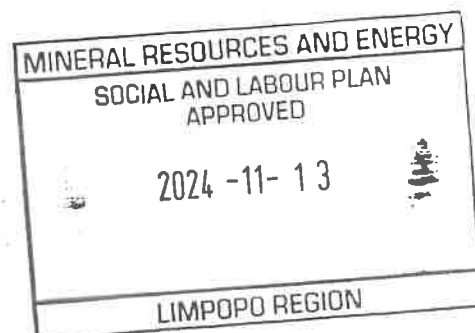
I, Lloyd Murenzvi, the undersigned and duly authorised thereto by Glencore Operations SA (Pty Ltd), undertake to adhere to the information, requirements, commitments and conditions as set out in the Social and Labour Plan.

Signed at Thorncliffe Operations on the 22nd of April 2024

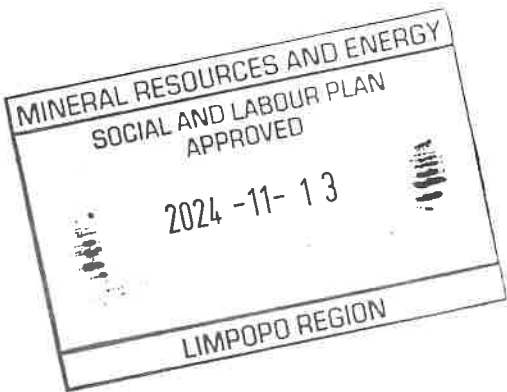
Signature of responsible person: 

APPROVED:

Signed at	
Date	
Signature	
Designation	



Annexure A: Consultation Meeting Minutes and Attendance Registers



MEETING MINUTES

Meeting : SLP Consultation with FTLM
Date : 09 October 2019
Time : 10:00am
Venue : CSR Boardroom
Chairperson : Foster Maloka

Opening and welcome

Foster Maloka opened the meeting and welcomed everyone present.

Morgan Mashego requested we separate the consultation according to wards. Also, add SLP project progress report as part of the agenda

Introductions

Foster Maloka introduced Glencore team and Morgan Mashego introduced the municipality team

Purpose of the meeting

Foster Maloka said the SLP term is about to end and we will also engage the traditional leadership.

Priority list from the municipality's IDP

Serofe Mkhabela outlined the priorities according to the wards as follows:

Ward 2

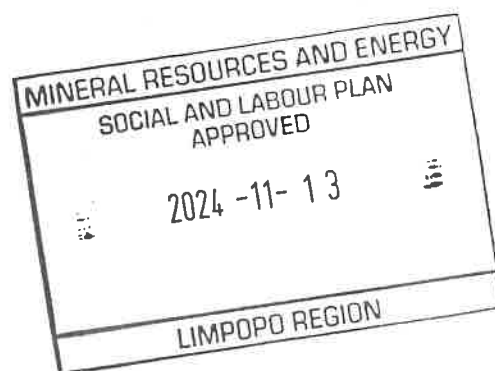
1. Water
2. Electricity
3. High mast lights
4. Sanitation and VIP toilets
5. Storm water control
6. Access bridge
7. Roads

Ward 6

1. Roads
2. Water
3. Bridge
4. High Mast lights

Ward 27

1. Water- Kutullo, Dithamaga, Tsakane, Malekane and Buffelhoek
2. High mast lights
3. High School- Kutullo, Kalkfontein, Dithamaga
4. Electricity- Kutullo, Tsakane, Mawela and Moletsi
5. Access road- Buffelshoek, Dithamaga and Makakatela



Ward 28

1. Satellite police station
2. High mast light
3. Upgrading of internal roads
4. Speed humps
5. Water services
6. Health centre
7. Electricity
8. RDP
9. VIP toilets
10. EPWP
11. Agricultural skills
12. Access bridge and roads

Ward 29

1. Access bridge
2. Community hall- Masha Ntake and Makua

Serofe Mkhabela said focus must be given to infrastructural projects

Morgan Mashego said the meeting was not going to take any decisions but to collect data and consultation with communities still need to be done.

There must be a meeting to check on Kutullo's electrification project

Serofe Mkhabela also suggested that all the mines must meet and discuss SLP projects

Morgan Mashego said we must limit possible projects to 5

Access road

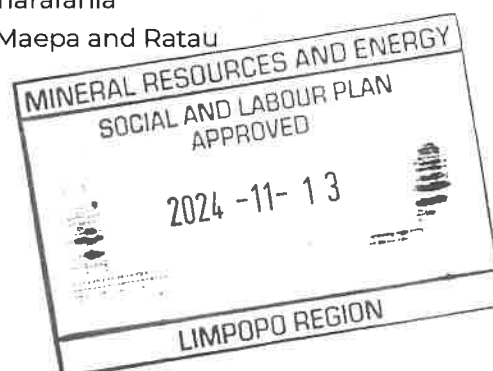
Buffelshoek- with bridges

Makakatela- Pavement

Dithamaga- Pavement

Ward 29

1. Access bridge- Sengange High
2. Community hall- Ntake
3. Sports field and community hall- Ga-Makuwa
4. Clinic- Ga-Ratau
Access bridge and road- Mokgwadi grave yard
5. Bridge- Dikgageng and Mampharafahla
6. Water reticulation- Shorwane, Maepa and Ratau



Ward 28

1. Upgrading of roads and access bridge
2. Electricity
3. High mast lights
4. Water
5. Health care centre

Morgan Mashego

- Municipality's priority number 1 is electricity and should be as such on ward level
- Glencore must get a date for Ward 2 and 6 consultations as they are not present in the meeting

Progress report on SLP projects

1. Mohlaletse roads is completed
2. Steelbridge- not started yet
3. Electrification project- it's around 80% complete

Morgan Mashego

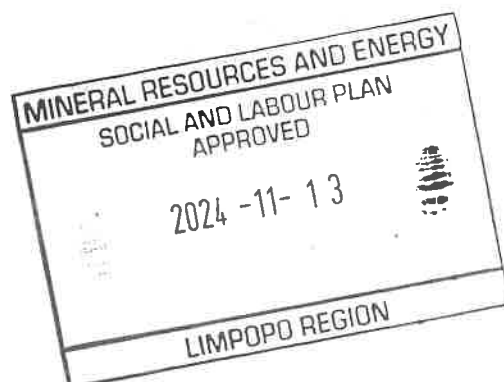
- They understand that the mines do not have money and with the economy not doing well but Glencore should look into increasing their contribution in terms of SLP.
- More focus must be given to affected communities

Foster Maloka asked who should be invited to the water project meeting?

Morgan Mashego said the ward councillors and head of the technical services

Way forward

- Consultation meeting with Magoshi and Ward councillors
- Municipality will request DMR to extent the submission date
- Follow up meeting to finalize SLP projects



MEETING MINUTES

Meeting : SLP Consultation with FTLM, Magoshi, CPAs, Ward Councillors
Date : 08 November 2019
Time : 10:00am
Venue : EL Training Centre
Chairperson : Foster Maloka

Opening and welcome

Meeting opened with prayer and Mr. Maloka welcomed everyone present

Introductions

Mr. Maloka acknowledged the following present:

Glencore:

- Danie Knoesen- Projects Manager EL
- Nevla Buthelezi- Community Development Coordinator
- Charlin Ntuli- ED Superintendent

Fetakgomo Tubatse Local Municipality:

- Cllr. Hlatwayo- LED Head/ Ward 6
- Serofo Mkhabela- IDP Manager
- Pheladi Sedikila- IDP Officer
- Cllr. Makuwa- Ward 27
- Cllr. Mariri- Ward 29

Apologies

- Morgan Mashego- Manager Mining and Industrialisation
- Cllr. Makine- Ward 2
- Cllr. Rantho- Ward 28
- Moshate Maseven (Kgoshi passed away)

Mr. Maloka requested everyone to observe a moment of silent for Kgoshi Magolego of Maseven community and also passed his condolences.

Purpose

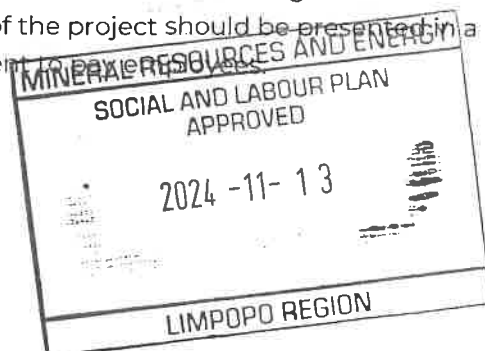
Mr. Maloka explained that Glencore is in a process of developing SLP for 2020 to 2024, the meeting is for consultation with the community and the municipality of developmental projects which Glencore intent to do in their communities.

Mr. Knoesen then presented projects implemented by the mines between 2018 and 2019 and Mr. Mitchell presented Eastern Limb training statistics of community trainees.

Q&A Session

Mr. Masha (Masha Gosebo)

- He would like to appreciate what Glencore is doing in the communities and also recommended that costs of the project should be presented in a way that they will know how much it was spent to take resources and energy



Mr. Magakwe (Kutullo)

- The mines should have an emergency funds for disasters. There has been cases in the community where a house burned down and the family was left with nothing, the other one the roof was blown away. He had to take money from his pockets to assist those families because the municipality said they do not have budget to assist.

Kgoshi Makuwa (Ga- Makuwa)

- Asked how the projects are selected because it seemed that they are only in certain wards. Ga-Makuwa had a Library in the IDP but even today it is not built.

Mr. Masha (Ga- Masha)

- He asked why the Steelbridge is not implemented.

Cllr. Hlatswayo

- He said the Steelbridge projects came as a request through the ward councillors from Ngwaabe. The municipality then met with DMR and agreed that the project will be part of the presidential special package projects and also the Electrification project.

Mr. Masha (Masha-Gosebo)

- He said the Sekhukhune Bulk water project must not be a bermuda projects because communities do not have drinking water

Kgoshigadi Phasha

- They had a farming project which employed around 15 people and because of water challenges they had to close down.
- She also said the traditional leaders need to be taken care of so that they can take care of the community.

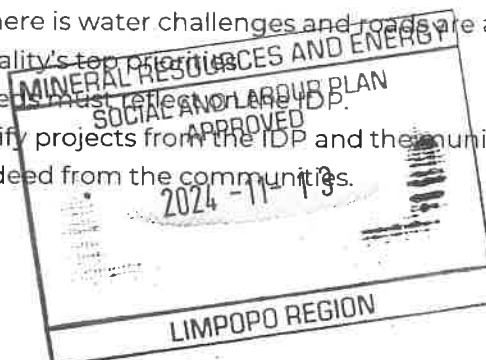
Mr. Maloka

- Availability of farming land is a challenge, Magoshi must offer land for agriculture. Glencore have money to develop 3 farming projects in Steelpoort.
- Availability of water is also a challenge as some of the projects failed because of lack of water.
- Other farming projects failed because of infights of beneficiaries.

IDP and SLP alignment Process

Serofe Mkhabela

- They get community needs from the communities through ward councillors, ward committees and community workers
- They are aware that there is water challenges and roads are also an issue and all of them are the municipality's top priorities
- All the community needs must reflect on the IDP.
- The mines must identify projects from the IDP and the municipality must endorse them that they are indeed from the communities.



- Focus of projects must be on infrastructure investment projects as this will attract investors into the municipality
- Annual reports must be shared with traditional leaders
- Projects that the mines proposes must be agreed upon with the community

Mr. Makanyane (Ga-Malekane)

- There was a project to build classrooms at Malekane Primary and appeared in the IDP in the previous years but in the 2018/2019 IDP it was not there

Cllr. Hlatwayo

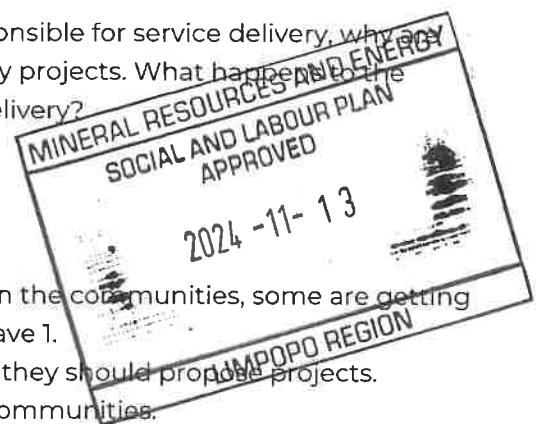
- IDP projects are not removed on the IDP until they are implemented.
- If the project does not appear on the IDP there must be a reason and the reason should be communicated with the municipality

Mr. Mkhabela

- If there is a need to remove a project from the IDP, the project will not be removed without any explanation.

Mr. Masha

- In his understanding the municipality is responsible for service delivery, why are they involving the mines to do service delivery projects. What happened to the municipality's budget intended for service delivery?



Mr. Mankge (Ga-Mawela)

- Community projects must be balanced within the communities, some are getting more than 2 while the other does not even have 1.
- The mines must guide them in terms of how they should propose projects.
- Municipality must also play their role in the communities.

Mr. Mankge (Chairperson-CPA)

- He said the community leadership must have frequent meetings together without the mines, they must not only meet when they have been invited by the mines. This will help them to have a united front when they approach the mines for help.

Mr. Masha (Masha- Gosebo)

- He recommended that the IDP officials must at least engage communities on quarterly basis.

Mrs. Mkhabela

- The IDP process involves the community, they are aware of the issue at Ga-Makua relating to a library. Some of the projects are shared services project, the Department of Arts and Culture is responsible to build libraries. They are also aware of electricity backlog in the municipality, there are about 28 177 houses and 5 410 post connection in Fetakgomo Tubatse Local Municipality.

Cllr. Hlatswayo

- SLP is a commitment done by the mines according to the South African law, the mines get the minerals for free and in return they must develop the communities.
- The municipality budget is allocated according to the population of the municipality and most of the time the municipality prioritise the very poor communities which are away from the mines.
- Communities closer to the mines, the municipality request that the mines assist in terms of development.
- The municipality will revive the forum between the mayor, the mines and Magoshi.

Mr. Masha (Masha-Phatane)

- Previously Magoshi were consulted during the IDP consultation meetings and Ward Committees were responsible to collect information from the community members. With the new council they are not consulting Magoshi anymore.

Kgoshi Malekane

- He appreciated what Mr. Magakwe has done in the community and also supports the idea of a fund for disasters in the community
- He also asked what happened to the Glencore Trust which was established years ago.
- With regards to the Steelbridge, he went with the mall developer to meet with RAL and DMR. There were estimates done to build the bridge and the bridge to be built by a private company it will cost R22 million but by government it amounted to R80 million. RAL agreed that the developer can go ahead and get the bridge built by a private company but DMR told them that Sekhukhune Development Agency want the money in their account. DMR also support that the bridge must be built by the private sector.

SLP 2020-2024

- Mr. Maloka presented the proposed projects as follows:

SLP

- Electricity- Kutullo, Tsakane, Tukakgomo and Mahlakwena

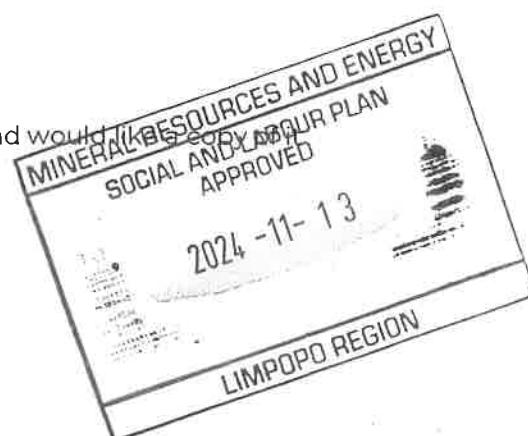
CSI Projects

- Paving of streets- Ga-Phasha and Ga-Mampuru
- Malekane Primary School
- Community Halls- Masha-Ntake and Ga-Makua
- Agricultural Projects- Ga-Mawela and Mahlakwena, Agricultural skills in all the villages in Ngwaabe and Steelpoort.

Q&A

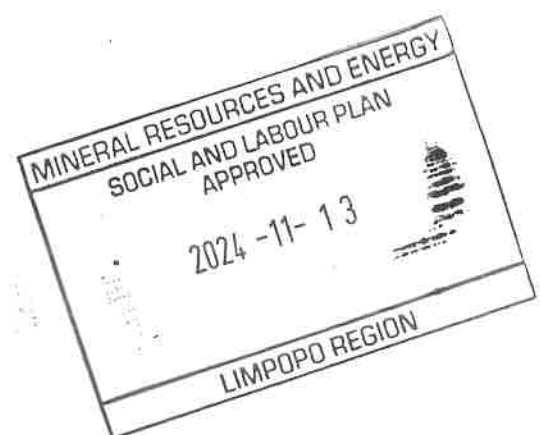
Mr. Nkosi

- They welcome the presentation and would like to see a copy of the plan.
-



Way forward

- Two letters will be written by Glencore, one addressed to the Mayor and cc Cllr. Hlatswayo, the second one addressed to municipality manager and cc IDP and Mining Industrialization Managers. The municipality will then write a letter of endorsement to be submitted with the SLP.
-





mineral resources & energy

Department
Minerals Resources and Energy
REPUBLIC OF SOUTH AFRICA

Private Bag X 9467, Polokwane, 0700, Broll building, 101 Dorp Street, Polokwane, 0699

From: Minerals and Petroleum Regulation (Social and Labour Plan) Enquiries: Rudzani Mulaudzi

Tel: (015) 287 4818 Fax: (015) 690 3288 Email: rudzani.mulaudzi@dmre.gov.za

LP30/5/1/2/5/176MR

PER EMAIL

The Director(s)

Glencore Operations SA (Pty) Ltd

PO Box 403

Lydenburg

1120

Attention: Ms. Nevia Buthelezi

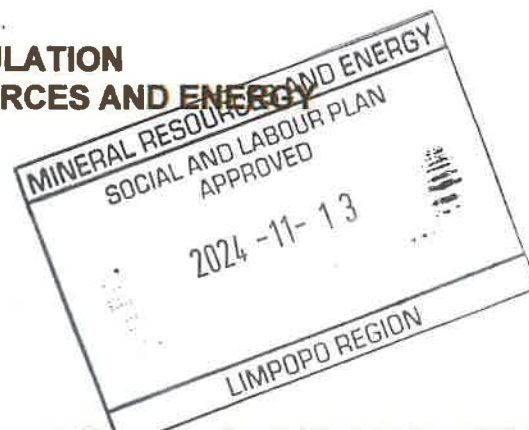
Email: nevia.buthelezi@glencore.co.za

APPLICATION FOR DEPUTY DIRECTOR-GENERAL CONSENT IN TERMS OF SECTION 102 READ WITH REGULATION 46B OF THE MINERAL AND PETROLEUM RESOURCES DEVELOPMENT ACT, 2002 (ACT 28 OF 2002) AS AMENDED (HEREINAFTER REFERRED TO AS "the Act"): TO AMEND MINE COMMUNITY DEVELOPMENT PROJECT.

This serves to inform you that your application in terms of section 102 read with regulation 46B to amend the scope of work of Mine Community Development project in the current Social and Labour Plan (2020-2024) has been granted.


.....
**DEPUTY DIRECTOR-GENERAL
MINERALS AND PETROLEUM REGULATION
DEPARTMENT OF MINERAL RESOURCES AND ENERGY**

DATE: 13-11-2024





mineral resources & energy

Department:
Minerals Resources and Energy
REPUBLIC OF SOUTH AFRICA

Private Bag X 9467, Polokwane, 0700, Broll building, 101 Dorp Street,

Tel: 015 287 4818 Fax: 015 287 4706 Email: rudzani.mulaudzi@dmre.gov.za,

From: Minerals and Petroleum Regulation Enquiries: Rudzani Mulaudzi

Ref: LP30/5/1/2/2/176MR

The General Manager

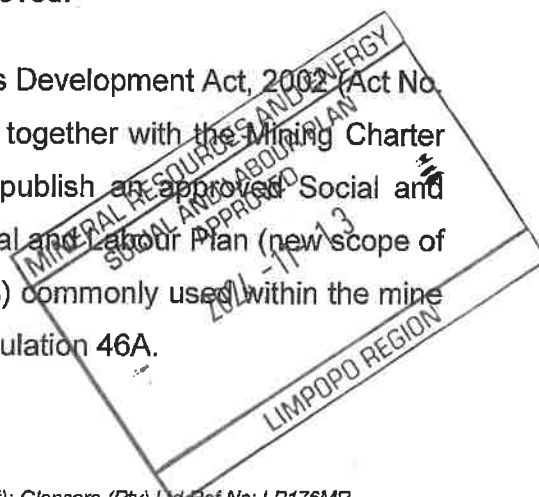
Glencore Operations SA (Pty) Ltd
PO Box 403
Lydenburg
1120

Attention: Ms. Nevia Buthelezi

Email: nevia.buthelezi@glencore.co.za

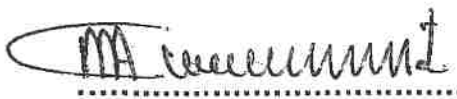
APPLICATION IN TERMS OF SECTION 102 READ WITH REGULATION 46B OF THE MINERAL AND PETROLEUM RESOURCES DEVELOPMENT ACT, 2002 (ACT 28 OF 2002) AS AMENDED BY MINERAL AND PETROLEUM RESOURCES DEVELOPMENT AMENDMENT ACT, 2008 (ACT 49 OF 2008) (HEREINAFTER REFERRED TO AS "the Act"): GLENCORE OPERATIONS SA (PTY) LTD IN THE FARM THORNCLIFFE 374 KT, SITUATED IN THE MAGISTERIAL DISTRICT OF SEKHUKHUNE.

1. This is to confirm that your abovementioned application for the amendment scope of work for Mine Community Development project in the current Social and Labour Plan (2020-2024) has been approved.
2. In terms of Mineral and Petroleum Resources Development Act, 2002 (Act No. 28 of 2002) Regulations, as amended, read together with the Mining Charter 2018, a mining right holder is required to publish an approved Social and Labour Plan with the amendment of the Social and Labour Plan (new scope of work) in English and a dominant language (s) commonly used within the mine community as prescribed in the MPRDA Regulation 46A.



3. Kindly note that for the endorsement of the amendment of the Social and Labour Plan (scope of work of Mine Community Development project), you are required to submit the following documents:
- Four (4) copies of the Social and Labour Plan. Two (2) in English and two (2) in the dominant language of the host communities.
4. A consulted and approved Social and Labour Plan must be published within 30 Working Days of approval using the following avenues:
- Company website; (Provide URL link)
 - Hard copies be placed in local schools, public libraries, municipal offices, Traditional Council offices (stamped); and
 - Announcements to be made on local radio stations and local newspapers.
5. You are therefore requested to publish your approved amendment of Social and Labour Plan within 30 working days of the approval and submit proof of publication to the Regional Manager.
6. It is important to adhere to this directive and observe the specified timeframes, as failure to comply with the instructions herein will be a non-compliance and may attract a sanction in terms of section 93 of the Act.

Should you have any enquiries, do not hesitate to contact this department for clarity.



**DEPUTY DIRECTOR GENERAL
MINERALS AND PETROLEUM REGULATION
DEPARTMENT OF MINERAL RESOURCES AND ENERGY
DATE: 19/11/2024**

