

I. COMPANY PROFILE

COMPANY INFORMATION	
Name of the company	Bakubung Minerals (Pty) Ltd also known as Bakubung Platinum Mine
Mining rights file number:	NW 30/5/1/2/2/339 M
Commodity	Platinum Group Metals
Mining rights commencement date	25th May 2009
Mining rights ending period	24th May 2034
Contact person:	Mr Hamlet Morule
Designation:	Corporate Affairs Executive
Physical address of Mine:	Farm Frischgewaagd 96 JQ, R565 Road, Ledig, Rustenburg, North West Province
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BAKUBUNG MINERALS (PTY) LTD NW 30/5/1/2/2/339M - SOCIAL AND LABOUR PLAN - 2019 to 2023

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II. UNDERTAKING

I, Zhimin Li, Chief Executive Officer of Wesizwe Platinum Limited and Director of Bakubung Minerals (Pty) Ltd (Mining Right Holder), undersigned and duly authorized thereto by both Boards, undertake to adhere to the information, requirements, commitments and conditions as set out in Social and Labour Plan (SLP). This SLP is for the period 2019 to 2023.

Signed at Rustenburg on the 05th of June 2019

Signature: [Handwritten Signature]

Witnesses:

<u>[Handwritten Signature]</u> Mr. Jacob Mothomogolo General Manager (Executive)	<u>05/06/2019</u> Date	<u>[Handwritten Signature]</u> Bacetsana Ramaboa Human Resources Executive	<u>05/06/2019</u> Date
<u>[Handwritten Signature]</u> Mr. Hamlet Morule Corporate Affairs Executive	<u>05/06/2019</u> Date		



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SECTION 1: PREAMBLE

1.1. Background

Bakubung Platinum Mine (BPM) is an anchor project of Wesizwe Platinum Limited (Wesizwe), which is a public company incorporated in the Republic of South Africa with its shares listed on the JSE Securities Exchange (JSE). The project encompasses an underground mine that comprises twin independent vertical shafts. The main shaft is used for miners and materials, with a second shaft for ventilation. The main shaft has a hoisting capacity of 250 000 tons of ore and 15 000 tons of waste per month. The newly adopted mining plan entails the development of a 1mtpa (one million tons per annum) mine with an equivalent 1mtpa processing plant (MF2) to treat the ore. The 1mtpa will be produced for a period of 5 years (2021 – 2026). Beyond 2026, production will be up scaled, back to the base case of 3mtpa operation. The ore will be mined through semi-mechanized or hybrid methods using conventional methods on the face and mechanized ore handling and development. Our vision is to grow into a significant multi-commodity mining company, focusing on strategic metals with sound fundamentals for sustainable demand. Through internal and external engagement and associated communications campaigns, the company looks to live the following values:

- a) Zero harm to people and the environment
- b) Ethical behaviour based on integrity and honesty
- c) Ownership, accountability and responsibility
- d) Dignity, respect and fairness
- e) Trust, openness and transparency
- f) Respect diversity and inclusion
- g) Perseverance and tenacity
- h) Caring

1.2. Ownership structure

Ownership is a requisite instrument to effect meaningful integration of historically disadvantaged South Africans (HDSA) into the mainstream economy. The original shareholding of the Bakubung Ba Ratheo (BBR) community was 33% and after a series of share disposal transactions, the BBR Equity shareholding is at 4.52%, indirectly held for the community by African Continental Resources Venture (ACRV).

Our Group structure



1.3. Commitment to compliance

BPM has consistently complied with objectives of the Broad Based Socio Economic Empowerment Charter for the South African industry hereinafter referred to as “the 2018 Mining Charter”, and will unreservedly support the objects of the 2018 Mining Charter, which *inter alia* are:

- a) To deracialise ownership patterns in the mining industry through redress of past imbalances and injustices;
- b) To substantially and meaningfully expand opportunities of Historically Disadvantaged Persons enter the mining and minerals industry and to benefit from the exploitation of the nation's mineral resources;
- c) To utilise and expand the existing skills base for the empowerment of Historically Disadvantaged Persons.
- d) To advance employment and diversify the workforce to achieve competitiveness and productivity of the industry;
- e) To enhance the social and economic welfare of South Africans so as to achieve social cohesion;
- f) To promote sustainable growth and competitiveness of the mining industry;
- g) To enable growth and development of the local mining inputs sector by leveraging the procurement spend of the mining industry;
and
- h) To promote beneficiation of South Africa's mineral commodities.

The MPRDA regulation 46(e) calls for the submission of the Social & Labour Plan (SLP). The regulations compels the Mining Rights Holder to submit a SLP that guides the implementation of Human Resources Development (HRD) programs, Mine Community Development programs, Housing & Living conditions, Employment Equity plan and processes intended to safeguard jobs and discourage retrenchments. The regulations stipulates the following SLP objectives:

- (a) To promote employment and advance the social and economic welfare of all South Africans.
- (b) To ensure that mining rights holders contributes towards the socio-economic development of their host communities.
- (c) To utilize and expand the HDSA skills base and contribute towards transformation of the mining industry.

Despite being a mine at construction/development stage and not generating any income, BPM is committed to comply with requirements of the 2018 Mining Charter.

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In terms of HRD, BPM undertakes the following:

- (a) Contribute towards Human Resource Development initiatives for employees and host communities.
- (b) Link the BPM's employment equity plans to the HRD initiatives.
- (c) Comply with the Skills Development Act and compile and Submit a Workplace Skills Plan (WSP) and Annual Training Report (ATR) to the MQA(Mining Qualifications Authority),
- (d) Ensure that training is conducted and that our plan supports our business objectives,
- (e) Ensure that development needs of employees are identified and Individual development plans are implemented.
- (f) Provide financial or other support to employees and host community members for tertiary education.

In terms of Community Development, BPM undertakes the following:

- Build successful and mutually beneficial relations with community stakeholders, government and business entities.
- Participate in local government forums and convene a Stakeholders Engagement Forum (SEF).
- Identify local economic development projects in consultation with community stakeholders and the local municipality
- Implement management standards for community development.
- Collaborate and nurture relations with the host community traditional leadership.

In terms of Housing and Living conditions requirements for employees, BPM undertakes the following:

- Develop single rental units in partnership with the Social Housing Regulatory Authority (SHRA).

In terms of supplier and enterprise development, BPM undertakes the following:

- Set up enterprise development programs.
- Set up targets for procurement targets as per 2018 Mining Charter.

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In terms of the required Measures to ameliorate the impact of downscaling & retrenchments requirements, BPM undertakes the following:

- Steps will be undertaken to avoid job losses should a threat of job losses occur.
- In instances where job losses cannot be avoided, alternative Initiatives to address job losses will be investigated.
- BPM will investigate options to ameliorate the impact job losses may have on employees, and the assistance provided to retrenched employees.

In terms of the required monitoring, evaluation & reporting requirements, BPM undertakes the following:

- Submit the company's five year SLP to DMR, Implementation plans and Mining Charter Compliance strategies.
- Hold periodic quarterly Stakeholder Engagement Forums to give updates to Stakeholders.
- Submit annual SLP reports to the DMR before expiry of three months post the publication of the Company annual report.

1.4. Executive Summary of Social and Labour plan projects 2019 to 2023

During the period 16 of August 2018 up to 16 April 2019, BPM embarked on a consultation process with a wide range of stakeholders to consolidate SLP 2019-2023. The consultative process resulted in a financial provision for SLP 2019 to 2023 of **R235m (Two hundred and thirty five million rand)** by the Board of Wesizwe and BPM (the latter being the Mining Right Holder).

Project 1 – Human Resource Development Projects

- (a) The 5% target prescribed by the 2018 Mining Charter will be used for essential skills as defined in Section 2 of this SLP.
- (b) The projected budget based on the 5% of payroll is **R25m (twenty five million rand) for the period 2019-2023**. This budget is projected based on assumed annual payroll for the 2019 – 2023 financial years.

Project 2 – Host Community Daily Water Delivery Project

- (a) The project supports the National Development Plan (NDP) vision of ensuring access to water for all citizens, it also furthers the rights enshrined in section 27 (1) (b) of the Constitution, which states that everyone has the right to have access to sufficient food and water.
- (b) Due to the shortage of water within our Host Community, BPM has in the 2014-2018 SLP committed to daily delivery of water for household use. For the period 2012 – 2018, BPM has spent **R19,3m** on the project, as a co-contributor in partnership with Moses Kotane Local Municipality (MKLM). The BPM daily water delivery project officially ended in December 2018 when the SLP 2014-2018 ended.
- (c) As it is the mandate of MKLM to deliver water to its communities, BPM and MKLM reached an agreement for the transfer of the responsibility to MKLM subject to BPM procuring two water tankers for MKLM.
- (d) To ensure smooth transition, the BPM mandate will terminate on 30 June 2019 and as part of the hand-over, BPM will donate two water tankers valued at **R3m** (three million rand) to MKLM.
- (e) Over and above the donation of trucks, BPM will carry the cost for the water delivery project until the 30 June 2019 at cost of **R1.8m**. (one million eight hundred thousand rand)
- (f) In addition BPM will contribute a maximum of **R300k (three hundred thousand rand)** towards an extended maintenance plan for the water tankers.

Project 3 – Bulk Water Infrastructure Project

- (a) The project supports the NDP vision of ensuring access to water for all citizens, it also furthers the rights enshrined in section 27 (1) (b) of the Constitution, which states that everyone has the right to have access to sufficient food and water.
- (b) Due to the shortage of water within our Host Community, BPM has in the 2014-2018 SLP supported the construction of bulk infrastructure for water delivery in our host community. The project was undertaken as a partnership between MKLM and BPM, for the period 2012 – 2018, BPM has spent R6.6m for the project, as a co-contributor in partnership with MKLM, which contributed R5.3m.
- (c) The outstanding phase of this project is pump-station projected to cost R8m.
- (d) MKLM has the responsibility to ensure that the internal reticulation system for water distribution is laid out.
- (e) The project will improve the quality of lives of the community and contribute towards the achievement of the constitutional right to access to water. More than +30000 community members will benefit.
- (f) The BPM investment will be **R5.3m (Five million three hundred thousand rand)**

Project 4- Public Transport Support Project

- (a) According to the NDP, the transport sector needs to provide affordable, reliable and safe ways for South Africans to access economic opportunities, social places and services, as well as support economic development by moving goods from the point of production to their final destination.
- (b) The NDP proposes a number of strategic focus areas in transport infrastructure, which have to be addressed to achieve the ideals outlined for 2030. One of the areas is to convince South Africans to increase the use of public transport and thereby lower carbon-intensive transportation mode usage, which will reduce the environmental, social and economic costs associated with transport.
- (c) The taxi industry is the most popular form of public transport in the country, with millions of South Africans using minibus taxis in their daily commute to and from work. Unfortunately, the prevailing perception is that taxi industry is disorganized and taxi operators are aggressive and unlawful.
- (d) Within our Host community, the taxi industry is also the most common mode of transport, competing with Bojanala Bus Services. The local taxi association (Lesuma Taxi Association) will be a recipient of this support for its 44 members; LTA has a fleet of 98 taxis and operates 7 days per week.

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(e) In an effort to change the negative perception, to improve the commuter experience and professionalise the industry, the management of the association has identified the following needs to professionalize their business and make it more reliable, safe and competitive.

- Training of the drivers on customer relations
- Training of the management of business management
- Building materials for offices and boardroom.

(f) Within our Host community, the taxi industry is also the most common mode of transport, competing with Bojanala Bus Services. LTA will be a recipient of this support for its 44 members; LTA has a fleet of 98 taxis and operates 7 days per week.

(g) The BPM investment will be **R1.5m (one million five hundred thousand rand)**

Project 5 – Zwartkoppies Agricultural Farm Project

(a) The South African government has prioritized the creation of employment as one of its key priorities, with key sectors expected to play a central role in driving job creation for more equitable and inclusive growth. The NDP argues that agriculture is the primary economic activity in rural areas and has the potential to create close to one million new jobs by 2030, placing it front and centre as the leading contributor to the overall employment target.

(b) To support the agricultural development projects as outlined in the Local and Economic Development Strategy for the district and local municipalities, BPM purchased a farm in November 2011 to initiate agricultural projects.

(c) A feasibility study was completed on designing an integrated agricultural business plan.

(d) Four (4) Co-operatives (3 Crop and 1 Livestock) owned by community members from Ledig, Phatsima and Mahobieskraal were established, trained and infrastructure was rolled-out to enable them to conduct their operation.

(e) BPM has spent **R26m** for the project for the period 2012 to 2018.

(f) BPM and various stakeholders i.e. MKLM, Bojanala District Municipality and Provincial Department of Agriculture identified further needs to ensure sustainability of the project beyond end of 2014 to 2018 SLP.

(g) The BPM investment will be **R4m (Four million rand)** for the SLP period.

Project 6 – Enterprise Development Project

- (a) The 2018 Mining Charter sets further targets for enterprise development, it demands that 30% of the total procurement budget on mining goods and 10% of services can be offset against enterprise and supplier development. In order for the enterprise development program to qualify, it needs to meet a number of requirements:
- Supplier and enterprise development must be invested in a historically disadvantaged person owned and controlled company that generates turnover less than R50m.
 - Investment on supplier development may not be claimed as expenditure on enterprise development.
 - There must be a written agreement of a duration not less than 5 years.
- (b) Enterprise development is one of the key strategic drivers for local economic development in communities. These businesses generally are having challenges ranging from capacity and other resources.
- (c) BPM will identify existing enterprises that needs further development and strengthening to become high performing businesses.
- (d) The positive spinoffs of this initiative is that the supported enterprises will be able to increase job opportunities and thus improve the livelihoods of community members.
- (e) Support the identified businesses and enable them to grow their revenue streams and create employment opportunities for local communities.
- (f) There is an “in principle” decision for BPM, National Empowerment Fund (NEF) and South African Revenue Services (SARS) to collaborate in the Enterprise Development Project. NEF has committed **R3m (Three million rand)** and South African Revenue Service (SARS) will participate in non-financial support activities like capacitating SME’s on tax compliance.
- (g) The BPM investment will be **R3m (Three million rand)**

Project 7 – Community schools infrastructure Project

- (a) The NDP has identified a need to build a strong and coherent system for delivering quality education, science and technology, training and skills development.
- (b) There is a serious problem of shortages of ablution facilities in some of the primary schools in South Africa and this poses a risk to learners and affects effective delivery of curriculum.
- (c) To address challenges of safe ablution in schools, President Cyril Ramaphosa launched Sanitation Appropriate for Education (Safe) program on the 4 August 2018. During the launch of the program, during the launch His Excellency said, “This is an initiative that will save lives and restore the dignity of tens of thousands of our nation’s children, as our Constitution demands.
- (d) The Office of the Sub-District Manager: Moses Kotane Bojanala District, Department of Education and Sport Development- North West Province submitted the following priorities for schools ablutions facilities and school infrastructure renovations and repairs.

(e) Ablution facilities

- Bakgofa Primary: Additional 4 girls and 5 boys’ toilet seats
- Mphuphuthu Primary: Additional 4 girls and 5 boys’ toilet seats
- Tshose Primary: Repair sewerage system.

(f) Repairs of blown off roofs

- Itumeleng Secondary
- Tswaidi Secondary

(g) Renovations and repairs: Mainly ceiling, wall cracks and electricity

- Bakubung Primary
 - Mperebere Primary
 - Ratheo Primary
- (h) Department of Education will provide detailed scope and technical team to work with BPM team in managing the project
 - (i) BPM will invest **R8.3m (Eight million three hundred thousand rand)** for the SLP period.

Project 8 - Environmental Projects

8.1. Pollution and waste management.

- (a) For the 2019 – 2023 SLP, BPM will be conducting environmental awareness at the Primary and Secondary schools in support of the annual community clean-up campaign with the MKLM.
- (b) The benefits will have positive results, in terms of community environmental awareness on pollution and waste management at the schools.
- (c) The project will be in partnership with the MKLM and will be in alignment with the National Environmental Management Waste Act, 2008.
- (d) BPM will invest **R350k (Three hundred and fifty thousand rand)** for the SLP period.

8.2. Harvesting rainwater in community schools

- (a) Rainwater harvesting project will be focus on collecting rainwater, mostly on a roof, from where it flows through gutters into a collection tank.
- (b) In Ledig community where water supply is problematic or water resources are scarce, rain harvesting is a good solution. It reduces the use of treated municipal water for uses such as landscaping, toilet flushing and laundry; reduces the need for well drilling; and reduces peak storm water volume.
- (c) The project will be implemented simultaneously with the roof maintenance and the ablution facilities project and a budget of **R750k (Seven hundred and fifty thousand rand)** is set aside for the SLP period.

8.3. Environmental: Community Sewage treatment

- (a) BPM has a Water Use Licence No. 26064730, which allows the mine to treat sewage waste.
- (b) The mine currently does not have the required volume to commence with the treatment of sewage at the sewage treatment plant.
- (c) BPM has identified a project to treat community school sewage as part of the next SLP project. BPM will be in partnership with MKLM to identify schools where sewage can be collected and treated on a daily basis.
- (d) The project will assist to reduce the capacity of the local municipality sewage plant, which is currently operating more than the design capacity of the plant, which results in stoppages and environmental incidents on their side.

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- (e) The dry treated sludge will also be used as manure on the gardens of the school and the Zwartkoppies farm project.
- (f) Estimated statistics will be provided annually on the rate to treat sewage waste per litre as the positive contribution for the mine, which is also the beneficiation cost for the community and local municipality.
- (g) Savings for MKLM will be calculated quarterly as SLP contribution towards the community and MKLM.
- (h) BPM will invest a **R1m (One million rand)** for the SLP period.

Project 9 – Mphuphuthu /Community Multi-purpose sports court Project

- a) In using Sport and Recreation as a catalyst for social cohesion, platform to fight crime and promote a healthy community; Bakubung Ba Ratheo Traditional Authority requested the Mine to join in the building of Multi-purpose sport court.
- b) The project lead is Sports Trust (acting on behalf of Sun International/Sun City), the Trust has allocated **R1,8m** towards the project.
- c) The Multi-purpose sport court will hosts about five (5) different sporting codes.
- d) The Multi-purpose sport court will also be used by community and neighbouring schools for their sports activities.
- e) BPM has joined in as a partner for maximum impact and will invest **R700k (Seven hundred thousand rand)** in 2019.

Project 10 – Gabonewe Housing Estate Development

- (a) The requirements for the facilitation of housing for employees flows from the MPRDA and the Mining Charter. Housing and Living conditions is an element of the mining charter that is also prescribed by the Social & labour Plan regulations and requires 100% compliance.
- (b) Paragraph 2.6 of the 2018 Mining Charter provides as follows: “Human dignity and privacy of mine employees remain the hallmarks towards enhancing productivity and expediting transformation in the mining industry, in terms of housing and living conditions. In this regard, mining companies must improve the standard of housing and living conditions of mine employees, as stipulated in the Housing and Living Conditions Standard for the Mining and Minerals Industry, developed in terms of Section 100 of the MPRDA. The standard provides, amongst others, the following principles:
 - Decent and affordable housing
 - Provision of home ownership
 - Provision of social, physical and economic integration of human settlements
 - Secure tenure for mine employees in housing institution;
 - Proper healthcare services

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- Affordable, equitable and sustainable health system, and
 - Balanced nutrition”
- (c) Paragraph 2.6 of the Mining Charter further dictates that: “A mining right holder shall be required to submit a Housing and Living Conditions Plan to be approved by the DMR, after consultation with organized labour and the Department of Human Settlements. The Housing and Living Conditions Standard shall be reviewed to provide clear targets and timelines for the implementation of the aforementioned housing and living conditions principles.”
- (d) The Mining Charter concludes by stating, “A mining right holder must comply with the Housing and Living Conditions Standard, ensure maintenance of single units, family units and any other arrangement agreed to with employees, pending the finalization of the Reviewed Housing and Living Conditions Standards”.
- (e) Paragraph 8.4 finally states, “A mining right holder must comply with the Housing and Living Conditions Standard and ensure that it maintains single units, family units and any other arrangements agreed to with employees, pending the finalization of the Reviewed Housing and Living Conditions Standard”.
- (f) The total budget Gabonewe Housing Estate Development for the 2019-2023 financial year-end is **R180m (One hundred and eighty million rand)** for the delivery of single units rental accommodation for employees and deserving community members at a 70/30 split. A separate detailed plan will be submitted as per the 2018 Mining Charter requirements.

SECTION 2: HUMAN RESOURCE DEVELOPMENT PROGRAMME

2.1. Introduction

The HRD plan for the defined period will be based on 5% of BPM payroll as prescribed by the 2018 Mining Charter. Therefore, BPM's HRD plan is based on the incremental yearly employee headcount numbers of BPM. BPM undertakes to build a safe and commission modern mine and will require a skilled workforce during different periods of its development and life cycle. The HRD strategy aims to empower current and prospective employees with skills and competencies to achieve both individual and organizational goals inclusive of end of life of mine portable skills.

2.2 Education levels at BPM

The minimum entry requirement for the BPM recruitment strategy is Grade 10/ STD 8/ NQF level 1 and Grade 12, hence no literacy and numeracy plan is required for the permanent employees in the defined period.

2.3. Skills development plan

2.3.1 Introduction

The purpose of the company's Skills Development Plan is to assess and place on record levels of skills and education of all employees and to utilize the results as a base for current and future skills development initiatives. This will be achieved in line with Skills Development Act No. 97 of 1998. As a result, competency gaps will be identified and addressed through Personal Development Plans (PDPs) during 2019 to 2023 financial years. BPM commits to implement the following measures to achieve the Skills Development Plan:

- Portable skills plan for the period 2019 and 2020 only. (deferred from 2017-2018)
- Community Skills Programs
- Learnerships
- Mentorship
- Bursaries

2.3.2 Compliance with Skills Development Legislation

ITEM	DETAILS
Registration with SETA	✓ BPM is registered with Mining Qualifications Authority
Skills Development Levy	✓ L 660 755 523
Appointed Training and Development Specialist	✓ The Skills Development Facilitator will be appointed with effect from 01 June 2019, replacing the previous Skills Development Facilitator.
Training Centre	<ul style="list-style-type: none"> ✓ BPM plans to form a strong partnership with existing learning institutions consisting of representatives from management and other related stakeholders by June 2019 ✓ The company plans to deliver on skills programs that supports early production stages of the mine, through synergy agreement with surrounding mines. ✓ BPM has signed a long-term agreement with TRAIN THE NATION, a registered training provider for the mining skills.
Submission of the Workplace Skills Plan (WSP) & Annual Training Report (ATR)	<ul style="list-style-type: none"> ✓ BPM SDF, together with the training committee will be responsible for identifying accredited training service providers and for the compilation and submission of the WSP and ATR. ✓ Workplace skills plan and annual training reports are submitted annually by 30 June.

BPM applied for amendment of approved 2014-2018 SLP in terms of section 102 read with regulation 44 of the MPDRA. Approval was granted for the deferment of the 2017 – 2018 targets in respect of Portable Skills (210,210), Learnership (07,05) and Internship (03,03). The targets below are inclusive of the approved deferments.

2.3.3 Summary of HRD targets

	2019	2020	2021	2022	2023
HR - Staff training & development (measured in percentage of the total staff complement of that year.	10%	20%	20%	20%	20%
HR – Internship	3	3	0	0	0
HR - Bursaries - internal & external	0	2	3	3	1
HR – Learnership	0	12	12	12	12
HR - Portable skills	210	210	0	0	0
HR - Community skills program	15	15	15	15	15

- **Percentage (%) of total headcount to be trained year on year.**
- **Bursaries include continuations from 2021 to 2023**
- **Leanerships numbers include continuations from 2020 to 2023**

2.3.4. Portable skills programs

Since 2013, BPM has implemented portable skills programs aimed at uplifting community members with skills to ensure self-sustainability and not only rely on the Mine. Due to the size of BPM during the shaft-sinking period and construction phase, very limited portable skills programs were offered to internal employees but rather to the Host Community. Even during this forth-coming period there will be limited portable skill offered for employees. It should further be noted that the below skills will not only be offered to the Host Community, but to all South Africans as per the requirements of the 2018 Mining Charter.

The below tables represent the number of skills that will be completed in each year. Many internal employees were empowered with Portable skills in the field of computer training. Due to the nature of the structure of the training, unfortunately no internal employees are able to participate in technical portable skills training as it is a full time six (6) weeks training program. No portable skills are planned for 2021 to 2023.

Portable Skills programs targets

Field/Area of training	2019	2020	2021	2022	2023
Computer Skills	50	50	0	0	0
Plumbing	25	25	0	0	0
Carpentry	40	40	0	0	0
Tiling	15	15	0	0	0
Plastering	25	25	0	0	0
Painting	15	15	0	0	0
Bricklaying	40	40	0	0	0
Total	210	210	0	0	0

2.3.5 Core Business Skills Program

BPM has in the past years addressed skills shortage by training host community members on technical skills training focusing on skills that will be required during the mine development and early production stages. The company addressed this in collaboration with previous major contractors without compromising production efficiencies and targets during the previous SLP period. The mine is going to continue to address the skills gap by targeting technical skills that are going to be needed for the life of mine and then target youth from host community area then train them in order to increase the chances of employing locals in technical positions. Over and above this, BPM intends to invest initially 10% of its budget on its employees; this will progressively be 20% for all successive years until 2023, see above table on Staff Training and Development. The table below indicates the number of Community Members to be trained during this SLP period. Take note that the numbers indicated on a yearly basis are for new intakes as there will be no multi-year continuation.

Field/Area of Training		Year					Total
		2019	2020	2021	2022	2023	
Mining Operation Scheme	Target	15	15	15	15	15	75

2.3.6. Learnerships programs

BPM has implemented Learnerships and Skills Development programs during the previous SLP process. Learnerships are being offered to incumbents directly recruited from NW province and immediate community. The process is continuous and will only end once all learners earmarked for these programs have completed their learnerships and have been deemed competent. Learnerships are being offered in various core disciplines such as Mining Operations, Electrical, Fitting and Turning, Boiler making. Completion of these learnerships will equip members with the necessary skills for potential employment and consideration for vacancies within BPM only when available. As BPM cannot guarantee full absorption, those who cannot be accommodated within BPM will be released to the job market.

Learnership Programs targets

Field/Area of Training	Targets and Timelines								
	2019		2020		2021		2022		2023
	New	Cont	New	Cont	New	Cont	New	Cont	New
Miners	0	0	4	4	0	4	0	4	0
Electrical	0	0	2	2	0	2	0	2	0
Fitting and Machining	0	0	2	2	0	2	0	2	0
Boiler Making	0	0	4	4	0	4	0	4	0
TOTAL	0	0	12	12	0	12	0	12	0

2.3.7. Bursary Programs

The objective is to provide bursary and experiential learning opportunities to employees and mine communities. BPM recognizes the skills shortages in the industry. BPM will implement the following:

- Bursars will be selected for courses of study aligned to BPM’s operational needs;
- Bursars as preferred students will, wherever possible, be selected through due and fair process from the BBR community ;
- The granting of internal bursaries through the Study Assistance Program provided that the course of study is relevant of the employee’s current and future roles with BPM; and
- Candidates will be identified through succession planning and career management.

BURSARIES										
SLP YEARS	2019		2020		2021		2022		2023	
	new	cont								
STUDENT NUMBERS	0	0	2	0	1	2	0	3	0	1
TOTAL BURSARIES AWARDED	3									

2.4. Career Progression Plan

Career paths relate to the organization and essentially describe the hierarchical steps and job titles available within the organization. BPM has established clear career paths in all of its core disciplines. An individual development plan describes the development that the individual requires in their chosen career. BPM ensures that career paths are clearly defined. The company has implemented a performance management system for the purpose of talent identification across all bands.

This performance management system is based on the following objectives:

- To align individual efforts with company objectives;
- To serve as objective basis for recognition and reward;
- To provide feedback and improve performance;
- To identify training and development needs; and
- To serve as a basis for succession planning in future.

The performance management system identifies employees with development potential. The identified employees are required to have individual development plans. This process is initiated at departmental and functional level where managers, supervisors and their subordinates agree to the employees’ development contract. The information contained in an individuals’ development contract feeds into the workplace skills plan and progress is monitored through monthly training reports. BPM will further ensure and undertake to make all employees aware of the various vacancies and competency requirement on an on-going basis. The methodology of information dissemination will be through:

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- Union/worker representative meetings Personal Development/Performance Management discussions
- Recruitment structures and Employment Equity committee meetings

BPM recognizes the importance of coaching and mentoring as a crucial component in the development of all employees, and is seen as critical for career and succession planning. In this regard, the company has developed Coaching and Mentoring policy and guidelines. These will be utilized in order to enhance appropriate development programmers and skills retention. Identified employees will be assigned a mentor, including students who will be on the, learnership and skills program. Employees in mid management and senior management positions will be assigned a coach (either internal or external). Anyone who is in a developmental plan will be allocated a coach or a mentor in order to:

- Enhance BPM's institutional memory through the transfer of skills and knowledge from highly competent executives onto others;
- Help employees plan, develop, and manage their careers. It creates a more resilient employee in times of change, more self-reliant in their careers and more responsible as learners.
- Encourage development of leadership competencies, gained through example, guided practice, or experience;
- Help bridge the gap between theory and practice by providing hands-on experience and knowledge;
- Create one-on-one relationships with senior executives which helps employees understand organizational culture by communicating values, vision and mission of the Organization; and
- To provide an encouraging environment through on-going interactions, coaching, teaching and role modelling.

Benefits to employees and employer will be to:

- Generate organizational capacity and capability that will ensure sustainable organizational success.
- Create accelerated development mechanisms for the transfer of core technical skills within the organization.
- Develop and leverage entry-level talent within the organization.
- Assist in the Career Management of Entry level talent.

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2.5. Employment Equity

BPM is dedicated to creating non-discriminatory employment practices in which employees are treated equally at all levels, regardless of their background, race, gender or disability. The company commits to and supports the principles of employment, development and advancement of Historically Disadvantaged Persons. This plan is applicable to all employees who are South African citizens. The company aims to achieve equitable representation of designated groups in all levels within the workplace. BPM commits to ensuring that Section 20(3) (a-d) is complied with as indicated in the Employment Equity Act 55 of 1998. BPM currently employs 183 employees and has been submitting annual Employment Equity reports to the Department of Labour.

Employment Equity Status (As at May 2019)

ELEMENT DESCRIPTION	COMPLIANCE TARGET						MEASURE	
							COMPLIANCE TARGET BY 2023	PERFORMANCE (May 2019)
BOARD		Blacks	Indians	Coloureds	Whites	Foreign Nationals		
Total Number of Directors	6							
Total Representation	3	3	0	0	0	3	50%	50.00%
Female representation	1	1	0	0	0	0	20%	16.67%
EXECUTIVE MANAGEMENT		Blacks	Indians	Coloureds	Whites	Foreign Nationals		
Total Number of employees	2							
Total Representation	0	0	0	0	0	2	50%	0.00%
Female representation	0	0	0	0	0	0	20%	0.00%

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SENIOR MANAGEMENT		Blacks	Indians	Coloureds	Whites	Foreign Nationals		
Total Number of employees	10							
Total Representation	7	7	0	0	2	1	60%	70.00%
Female representation	2	2	0	0	0	0	25%	20.00%
MIDDLE MANAGEMENT		Blacks	Indians	Coloureds	Whites	Foreign Nationals		
Total Number of employees	40							
Total Representation	22	20	0	1	11	8	60%	55.00%
Female representation	6	5	0	0	1	0	25%	15.00%
JUNIOR MANAGEMENT		Blacks	Indians	Coloureds	Whites	Foreign Nationals		
Total Number of employees	72					0		
Total Representation	47	41	1	3	27	0	70%	65.28%
Female representation	10	8	0	0	2	0	30%	13.89%
EMPLOYEES WITH DISABILITIES		Blacks	Indians	Coloureds	Whites	Foreign Nationals		
Total Number of employees	0	0	0	0	0	0		
Total Representation	0	0	0	0	0	0	1.50%	0%
Female representation	0	0	0	0	0	0		0%
CORE AND CRITICAL SKILLS		Blacks	Indians	Coloureds	Whites	Foreign Nationals		
Total Number of employees	82							
Total Representation	42	38	1	3	31	9	60%	51.22%

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The above table show the consolidated EE status for BPM. BPM will ensure full compliance by 2023. The company is guided by the Mining Charter and Employment Equity Act, both of which require employers to show progress that the Workforce profile encourages and supports the representation of Historically Disadvantaged South Africans (HDSAs) .The Company has an Employment Equity Committee that is active and looking at improving the Employment Equity at the mine.

2.6 Publishing and Reporting of the Employment Equity Plan

As stipulated above, BPM will comply with the provisions of the Employment Equity Act and will submit an annual report to the Director General as required by Section 21 of the Employment Equity Act. The Employment Equity Plan will be published on an annual basis, and progress against commitments will be reported to the DMR and the DOL. The employees will, through the display of posters, Employment Equity Forum and the Future Forum, be informed as to the provision and progress of the mine's Employment Equity Plan. A copy of the Employment Equity Plan will also be made available to employees once it is completed in line with the new Mining Charter.

2.7. Women in Mining

In order to ensure continued improvement in women in mining targets, BPM's policies on recruitment, mentoring, bursaries and learnership will be aligned to the new mining charter targets for women. To further enhance female representation, all business units are to comply with these new commitments in recruitment, training and mentorship programs. Business unit specific action plans will be established to close gaps as identified. Issues to be addressed include initiatives such as career development and growth, as well as physical demands of the job and job requirements.

SECTION 3: MINE COMMUNITY DEVELOPMENT PROGRAMME

3.1. Social and economic background information of host community

BPM is located on farms Frischgewaagd 96 JQ (Portions 3, 4 and 11), Ledig 909JQ, which is under MKLM and the tailings dams of the mine will be situated at Mimosa 81JQ which is at close proximity of Phatsima community under Rustenburg Local Municipality (RLM). Both municipalities are under Bojanala District Municipality in North West Province and are part of the government program of revitalization of distressed mining communities are at providing special cross departmental support, either through technical support or grant transfer, that is meant to diversify the local economy by developing other economic opportunities during and beyond the life of mines. MKLM is the host municipality of BPM operation; it is classified as Category B4 Local Municipality that is mainly rural with communal tenure. MKLM covers an area of approximately 5220km² and is mostly rural in nature, comprising of 107 villages and 2 two formal towns of Mogwase and Madikwe.

3.1.1 Demographics

According to Census 2011, the Municipality’s population was estimated at 242 553 and predominantly African population with fewer Indian, Coloured and White groups who are mostly residing in Sun City residence and Mogwase Unit 2. Ledig, which is BPM host community, is demarcated into three municipal wards (ward 14, ward 28 and ward 30).

AGE	0-4 Years		5-14 Years		15-34 Years		35-64 Years		65 Years+		Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Ward 14	367	356	495	482	1495	1265	1265	1398	251	240	7614
Ward 28	547	588	841	799	1915	1752	1367	1479	119	173	9580
Ward 30	411	450	598	577	1457	1332	1004	1066	163	304	7362
Total	1325	1394	1934	1858	4867	4349	3636	3943	533	717	24556

3.1.2 Education levels

According to Bakubung Ledig mixed-use housing development scoping report NWP/EIA/36/2016 about 40.77 % of the population in Ledig have completed some secondary education whilst 31.28 % completed matric.

No Schooling	5.82%
Some primary schooling	12.45%
Primary schooling	4.85%
Some secondary schooling	40.77%
Matric	31.28%
Higher Education	4.48%

3.1.3 Economic output

Mining as one of the sectors in the area is facing unstable growth path due to commodity prices and technical recession. This has contributed towards retrenchments/downscaling of workers. According to March 2016 Socio-economic impact assessment studies prepared by Kerryn McKune Desai & Liza van der Merwe for BPM, tourism in the area has experienced a steady growth averaging 20% between 2006 and 2010. Sun City Resort remains the high-end travel destination that offers a range of recreational activities including casino, game drives, sporting activities and theatre/ cultural events. There are also other tourist areas like Pilanesberg National Park/ Game Reserve and other smaller nature reserves in the surroundings.

The report further indicates that nearly 50% of households have access to land where they grow vegetables and fruit; this is predominantly undertaken in their yards and approximately 12% of households in Ledig and Phatsima keep livestock, most of which is kept in their yards. Poultry is the most commonly kept livestock type (8% of the 12% of households), goats are kept by nearly 5% of the households, cattle by just over 2%, and sheep and pigs by 1%²². Livestock (notably cattle) are kept as a possible financial hedge against times when money is needed; however, much of the land is degraded to such an extent that further grazing is no longer possible due to overgrazing or grazing land being overtaken by mining.

3.2. Mine Community Development Projects

In responding and complying with regulations and guidelines of developing the SLP as set out by the DMR, BPM was guided by various principles in selecting Local Economic Development (LED) Projects for the years 2019 to 2023. There was a wide stakeholders' consultation to ensure that the selected projects resonate with the views expressed by stakeholders and guided by Regulation 42 of the MPRDA. BPM was guided by the following principles in selecting the LED projects:

- Meaningful and responsive to the prevailing socio-economic conditions in the host communities.
- Addresses the challenges of poverty, unemployment and inequality.
- Budget provisions as the Mine is not generating any source of income as it is still in development phase.
- Encourages the involvement and self-reliance of communities.
- Realistic, feasible and deliverable within the SLP period.
- Impactful and sustainability of the projects.
- The area is in close proximity of the mine in its host local municipality.
- The project is aligned/partially aligned to the Municipal Integrated Development Plans (IDP).

According to the Department of Mineral Resources (DMR) guidelines, projects to be implemented by the mining companies should be classified into the following categories:

- Infrastructure projects.
- Poverty eradication projects
- Enterprise development/Income generating
- Community development.

BPM is a mine in construction/development without any revenue generation capacity, despite the financial challenges faced by the Mine as a project; the Mine has made the following financial provision for LED projects from 2019 to 2023.

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PROJECT 2: HOST COMMUNITY DAILY WATER DELIVERY PROJECT	
Description:	<p>a) The project supports the NDP vision of ensuring access to water for all citizens, it also furthers the rights enshrined in section 27 (1) (b) of the Constitution, which states that everyone has the right to have access to sufficient food and water.</p> <p>b) Due to the shortage of water within our Host Community, BPM has in the 2014-2018 SLP committed to daily delivery of water for household use. For the period 2012 – 2018, BPM has spent R19, 341, 430.00 on the project, as a co-contributor in partnership with Moses Kotane Local Municipality (MKLM). The BPM daily water delivery project officially ended in December 2018 when the SLP 2014-2018 ended.</p> <p>c) As it is the mandate of MKLM to deliver water to its communities, BPM reached an agreement with the MKLM for the transfer of the delivery of water to the Ledig Community subject to a donation of two tankers to MKLM by BPM.</p> <p>d) To ensure smooth transition, the BPM mandate will terminate on 30 June 2019 and as part of the hand-over, BPM will donate two 16000l capacity water tankers to MKLM, valued at R3m.</p> <p>e) Over and above the donation of trucks, BPM will carry the cost for the water delivery project until the 30 June 2019 at cost of R1.8m.</p> <p>f) In addition, BPM will contribute R300k for the extended maintenance plan for the water tankers.</p>
Location:	Ledig and Mahobieskraal- Moses Kotane Local Municipality
Objective:	To improve the quality of lives of the community and contribute towards the achievement of the constitutional right to access to water. More than +30000 community members will benefit.
Value contribution by BPM:	R5.1m
Value contribution by other:	MKLM to hire drivers, maintain the water tankers and deliver water to the communities.
Project category / type:	Poverty Eradication
No of jobs to be created:	To be determined
Benefit to Community:	Constant water supply
Life span of project:	The hand-over of the trucks will be before the end of June 2019.

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Is project aligned with IDP	Yes
Skills transferred to HDSAs:	None
Stakeholders:	Bakubung Platinum Mine Moses Kotane Local Municipality Bakubung Ba Ratheo Community members
Deliverables:	Daily delivery of water till end of June 2019 Delivery of the 2 Water tankers to MKLM by BPM before the end of June 2019.
Critical Path, Milestones & Design Path	
Concept feasibility	Qtr. 1 2019
Finalize Business plan	Qtr.1 2019
Obtain Funding	Qtr.1 2019
Construct / Execute Facility	Qtr.2 2019
Completion	Qtr.2 2019

PROJECT 3: BULK WATER INFRASTRUCTURE PROJECT

Description:	<p>(a) The project supports the NDP vision of ensuring access to water for all citizens, it also furthers the rights enshrined in section 27 (1) (b) of the Constitution, which states that everyone has the right to have access to sufficient food and water.</p> <p>(b) Due to the shortage of water within our Host Community, BPM has in the 2014-2018 SLP supported the construction of bulk infrastructure for water delivery in our host community. For the period 2012 – 2018, BPM has spent R6, 650,722.00 for the project, as a co-contributor in partnership with MKLM.</p> <p>(c) MKLM has the responsibility to ensure that the internal reticulation system for water distribution is laid out. The outstanding phase of this project is pump-station.</p>
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	(d) MKLM has the responsibility to ensure that the internal reticulation system for water distribution is laid out. (e) The project will improve the quality of lives of the community and contribute towards the achievement of the constitutional right to access to water. More than +30000 community members will benefit.
Location:	Ledig and Mahobieskraal - MKLM
Objective:	To improve the quality of lives of the community and contribute towards the achievement of the constitutional right to access to water. More than +30000 community members will benefit.
Value contribution by BPM:	R5.3m
Value contribution by other:	MKLM is the lead in the project and will contribute R4m. project
Project category / type:	Infrastructure development
No of jobs to be created:	To be determined
Benefit to Community:	Constant water supply
Life span of project:	The pump-station will be completed by end October 2019.
Is project aligned with IDP	Yes
Skills transferred to HDSAs:	None
Stakeholders:	Bakubung Platinum Mine Moses Kotane Local Municipality
Deliverables:	Bulk water infrastructure
Critical Path, Milestones & Design Path	
Concept feasibility	Qtr.1 2019
Finalize Business plan	Qtr.1 2019
Obtain Funding	Qtr.3 2019
Construct / Execute Facility	Qtr.3 2019
Completion	Qtr.4 2019

PROJECT 4: PUBLIC TRANSPORT SUPPORT PROJECT	
Description:	<p>(a) According to the NDP, the transport sector needs to provide affordable, reliable and safe ways for South Africans to access economic opportunities, social places and services, as well as support economic development by moving goods from the point of production to their final destination.</p> <p>(b) The NDP proposes a number of strategic focus areas in transport infrastructure, which have to be addressed to achieve the ideals outlined for 2030. One of the areas is to convince South Africans to increase the use of public transport and thereby lower carbon-intensive transportation mode usage, which will reduce the environmental, social and economic costs associated with transport.</p> <p>(c) The taxi industry is the most popular form of public transport in the country, with millions of South Africans using minibus taxis in their daily commute to and from work. Unfortunately, the prevailing perception is that taxi industry is disorganized and taxi operators are aggressive and unlawful.</p> <p>(d) Within our Host community, the taxi industry is also the most common mode of transport, competing with Bojanala Bus Services. The local taxi association (Lesuma Taxi Association) will be a recipient of this support for its 44 members; LTA has a fleet of 98 taxis and operates 7 days per week.</p> <p>(e) In an effort to change the negative perception, to improve the commuter experience and professionalise the industry, the management of the association has identified the following needs to professionalise their business and make it more reliable, safe and competitive.</p> <ul style="list-style-type: none"> • Training of the drivers on customer relations • Training of the management of business management • Building materials for offices and boardroom.

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	(f) Within our Host community, the taxi industry is also the most common mode of transport, competing with Bojanala Bus Services. LTA will be a recipient of this support for its 44 members; LTA has a fleet of 98 taxis and operates 7 days per week.
Location:	Ledig - MKLM
Objective:	Contribute towards the provision of a professional transport service..
Value contribution by BPM:	R1.5m
Value contribution by other:	Lesuma Taxi Association to provide approved building plans and building land.
Project category / type:	Enterprise development and Supplier Development
No of jobs to be created:	To be determined
Benefit to Community:	Reliable, professional public transport services
Life span of project:	To be completed in Q2 of 2020
Is project aligned with IDP	NDP aligned.
Skills transferred to HDSAs:	Construction skills during the construction, drivers receiving skills on customer care and management receiving management skills.
Stakeholders:	Bakubung Platinum Mine Lesuma Taxi Association
Deliverables:	Conclude Stakeholders MOU with Lesuma taxi Association
Critical Path, Milestones & Design Path	
Concept feasibility	Qtr.1 2019
Finalize Business plan	Qtr.1 2019
Obtain Funding	Qtr.1 2019
Construct / Execute Facility	Qtr.3 2019
Completion	Qtr.2 2020

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PROJECT 5 : ZWARTKOPPIES AGRICULTURAL FARM PROJECT	
Description:	<p>(a) The South African government has prioritized the creation of employment as one of its key priorities, with key sectors expected to play a central role in driving job creation for more equitable and inclusive growth. The NDP argues that agriculture is the primary economic activity in rural areas and has the potential to create close to one million new jobs by 2030, placing it front and centre as the leading contributor to the overall employment target.</p> <p>(b) To support the agricultural development projects as outlined in the LED Strategy for the district and local municipalities, BPM purchased a farm in November 2011 to initiate agricultural projects and provide alternative grazing land for local farmers who were affected by the mine operation.</p> <p>(c) A feasibility study was completed on designing an integrated agricultural business plan.</p> <p>(d) Four (4) Co-operatives (3 Crop and 1 Livestock) owned by community members from Ledig, Phatsima and Mahobieskraal were established, trained and infrastructure established for them to conduct their operation.</p> <p>(e) BPM has spent R26, 049, 432.00 for the project for the period 2012 to 2018.</p> <p>(f) BPM and various stakeholders i.e. MKLM, Bojanala District Municipality and Provincial Department of Agriculture identified further needs to ensure sustainability of the project beyond end of 2014 to 2018 SLP.</p>
Location:	Zwartkoppies Farm
Objective:	To support implementation of a sustainable agricultural programs that will mitigate the impact of poverty and unemployment.
Value contribution by BPM:	R4M
Value contribution by other:	MKLM- Expert advice, monitoring and evaluation, seeking of markets NW Department of Agriculture- Expert advice, monitoring and evaluation, seeking of markets.
Project category / type:	Poverty alleviation and Job Creation
No of jobs to be created:	+/- 30

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Benefit to Community:	To support sustainable agricultural infrastructure to provide an income-generation (IG) support to mitigate the impact of poverty and unemployment. The outcome will be sustainable, multi-sector infrastructure for the delivery of IG for the existing co-operatives at Zwartkoppies Farm
Life span of project:	Beyond the life of mine
Is project aligned with IDP	IDP aligned
Skills transferred to HDSAs:	Farming skills
Stakeholders:	Bakubung Platinum Mine Agric co-operatives at Zwartkoppies farm Moses Kotane Local Municipality Bojanala District Municipality NW Department of Agriculture
Deliverables:	Review project structure, i.e. establish formal project Steering Committee and register Secondary Co-operative Consolidate the 3 (three) Crop-Cooperative into 2 (two) Conclude signing of lease agreements with Secondary Co-operative and facilitating signing of sub-lease of Primary Co-operatives with the Secondary Co-operative
Critical Path, Milestones & Design Path	
Concept feasibility	Completed
Finalize Business plan	Qtr. 4- 2018
Obtain Funding	Qtr. 1- 2019
Construct / Execute Facility	Qtr. 1- 2019
Completion	Qtr. 4- 2023

PROJECT 6 : ENTERPRISE DEVELOPMENT PROJECT	
Description:	<p>(a) The 2018 Mining Charter sets further targets for enterprise development, it demands that 30% of the total procurement budget on mining goods and 10% of services can be offset against enterprise and supplier development. In order for the enterprise development program to qualify, it needs to meet a number of requirements:</p> <p>(b) Supplier and enterprise development must be invested in a historically disadvantaged person owned and controlled company that generates turnover less than R50m.</p> <p>(c) Investment on supplier development may not be claimed as expenditure on enterprise development.</p> <p>(d) There must be a written agreement of a duration not less than 5 years.</p> <p>(e) Enterprise development is one of the key strategic drivers for local economic development in communities. These businesses generally are having challenges ranging from capacity and other resources.</p> <p>(f) BPM will identify existing enterprises that needs further development and strengthening to become high performing businesses.</p> <p>(g) The positive spinoffs of this initiative is that the supported enterprises will be able to increase job opportunities and thus improve the livelihoods of community members.</p> <p>(h) Support the identified businesses and enable them to grow their revenue streams grow and create employment opportunities for local communities.</p> <p>(i) Support will be in form of non-financial and financial i.e. loans</p> <p>(j) There is a principle decision for BPM, National Empowerment Fund (NEF) and South African Revenue Services (SARS) to partner in the Enterprise Development Project. NEF has committed R3m</p> <p>(k) SARS will participate in non-financial support activities like capacitating SME's on tax compliance.</p>
Location:	Ledig and Phatsima
Objective:	Support the identified businesses and enable them to grow their revenue streams grow and create employment opportunities for local communities.
Value contribution by BPM:	R3m

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Value contribution by other:	National Empowerment Fund R3m and expert advice on Enterprise and Supplier Development. South African Revenue Services will participate in non-financial support activities like capacitating SME's on tax compliance.
Project category / type:	Enterprise development and Supplier development
No of jobs to be created:	To be determined
Benefit to Community:	The outcome will be sustainable businesses that contributes to the local economy and creating jobs
Life span of project:	To be completed by 2023
Is project aligned with IDP	IDP aligned
Skills transferred to HDSAs:	Business management skills
Stakeholders:	BPM, MKLM, Rustenburg Local Municipality Bojanala District Municipality North West Provincial Government departments and other funding agencies National Empowerment Fund, Business Chambers/Forums South African Revenue Services
Deliverables:	<ul style="list-style-type: none"> • Capacity workshops for identified existing small businesses • Financial assistance i.e. loans • Where possible provide the capacitated existing small businesses access to the market in the Mine.
Critical Path, Milestones & Design Path	
Concept feasibility	Qtr. 1- 2019
Finalize Business plan	Qtr. 2- 2019
Obtain Funding	Qtr. 4- 2018
Construct / Execute Facility	Qtr. 3- 2019
Completion	Qtr. 4- 2023

PROJECT 7: COMMUNITY SCHOOLS INFRASTRUCTURE PROJECT

<p>Description:</p>	<p>(a) The NDP has identified a need to build a strong and coherent system for delivering quality education, science and technology, training and skills development.</p> <p>(b) There is a serious problem of shortages facilities in some of the primary schools in South Africa and this poses a risk to learners and affects effective delivery of curriculum.</p> <p>(c) To address challenges of safe ablution in schools, President Cyril Ramaphosa launched Sanitation Appropriate for Education (Safe) program on the 4 August 2018. During the launch of the program, during the launch His Excellency said, “This is an initiative that will save lives and restore the dignity of tens of thousands of our nation’s children, as our Constitution demands.</p> <p>(d) The Office of the Sub-District Manager: Moses Kotane Bojanala District, Department of Education and Sport Development- North West Province submitted the following priorities for schools ablutions facilities and school infrastructure renovations and repairs. The Department will be responsible provide detailed specifications</p> <p>(e) Ablution facilities Special Department design</p> <ul style="list-style-type: none"> • Bakgofa Primary: Additional 4 girls and 5 boys’ toilet seats. • Mphuphuthu Primary: Additional 4 girls and 5 boys’ toilet seats. • Tshose Primary: Repair sewerage system. <p>f) Repairs of blown off roofs</p> <ul style="list-style-type: none"> • Itumeleng Secondary • Tswaidi Secondary <p>g) Renovations and repairs: Mainly ceiling, wall cracks and electricity</p> <ul style="list-style-type: none"> • Bakubung Primary • Mperebere Primary • Ratheo Primary <p>h) Bojanala District, Department of Education and Sport Development- North West Province will provide detailed scope and technical team to work with BPM team in managing the project</p>
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Location:	Ledig
Objective:	Provision of safe facilities in schools
Value contribution by BPM:	R8.3m
Value contribution by other:	Moses Kotane Bojanala District, Department of Education and Sport Development- North West Province to provide specifications of facilities Moses Kotane Bojanala District, Department of Education and Sport Development- North West Province to provide technical team for the project
Project category / type:	Infrastructure development
No of jobs to be created:	To be determined.
Benefit to Community:	Safe schooling environment
Life span of project:	To commence in 2019 and to be completed in Q4 of 2023
Is project aligned with IDP	NDP aligned
Skills transferred to HDSAs:	Construction skills
Stakeholders:	Bakubung Platinum Mine Moses Kotane Bojanala District, Department of Education and Sport Development- North West Province.

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<p>Deliverables:</p>	<p>Building plans Conclude Stakeholders MOU Ablution facilities Special Department design</p> <ul style="list-style-type: none"> ○ Bakgofa Primary: Additional 4 girls and 5 boys’ toilet seats. ○ Mphuphuthu Primary: Additional 4 girls and 5 boys’ toilet seats. ○ Tshose Primary: Repair sewerage system. <p>Repairs of blown off roofs</p> <ul style="list-style-type: none"> ● Itumeleng Secondary ● Tswaidi Secondary <p>Renovations and repairs: Mainly ceiling, wall cracks and electricity</p> <ul style="list-style-type: none"> ● Bakubung Primary ● Mperebere Primary ● Ratheo Primary
<p>Critical Path, Milestones & Design Path</p>	
<p>Concept feasibility</p>	<p>Qtr.3 2019</p>
<p>Finalize Business plan</p>	<p>Qtr.3 2019</p>
<p>Obtain Funding</p>	<p>Qtr.4 2018</p>
<p>Construct / Execute Facility</p>	<p>Qtr.1. 2020</p>
<p>Completion</p>	<p>Qtr.4 2023</p>

PROJECT 8: ENVIRONMENTAL PROJECTS	
Description:	<p>Pollution and waste management.</p> <ul style="list-style-type: none"> (a) For the 2019 – 2023 SLP, BPM will be conducting environmental awareness at the Primary and Secondary schools in support of the annual community clean-up campaign with the MKLM. (b) The benefits will have positive results, in terms of community environmental awareness on pollution and waste management at the schools. (c) The project will be in partnership with the MKLM and will be in alignment with the National Environmental Management Waste Act, 2008. (d) BPM will invest a R70, 000.00 (seventy thousand) annually for the period 2019 – 2013, R350, 000.00 in total. <p>Harvesting rainwater in host community schools</p> <ul style="list-style-type: none"> (a) Rainwater harvesting project will be focus on collecting rainwater, mostly on a roof, from where it flows through gutters into a collection tank. (b) In Ledig community where water supply is problematic or water resources are scarce, rain harvesting is a good solution. It reduces the use of treated municipal water for uses such as landscaping, toilet flushing and laundry; reduces the need for well drilling; and reduces peak storm water volume. (c) Advantages of harvesting rain water are that it is easily accessible, set-up costs are low, with construction easy, materials low-cost and maintenance cheap. (d) The project will be implemented simultaneously with the ablution facilities project and a budget of R750, 000.00 for the period 2019 – 2023 financial years.

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	<p>Environmental: Community Sewage treatment</p> <p>(a) BPM has a Water Use Licence No. 26064730, which allows the mine to treat sewage waste.</p> <p>(b) The mine currently does not have the required volume to commence with the treatment of sewage at the sewage treatment plant.</p> <p>(c) BPM has identified a project to treat community school sewage as part of the next SLP project. BPM will be in partnership with MKLM to identify schools where sewage can be collected and treated on a daily basis.</p> <p>(d) The project will assist to reduce the capacity of the local municipality sewage plant, which is currently operating more than the design capacity of the plant, which results in stoppages and environmental incidents on their side.</p> <p>(e) The dry treated sludge will also be used as manure on the gardens of the school and the Zwartkoppies farm.</p> <p>(f) Estimated statistics will be provided annually on the rate to treat sewage waste per litre as the positive contribution for the mine, which is also the beneficiation cost for the community and local municipality.</p> <p>(g) Savings for MKLM will be calculated quarterly as SLP contribution towards the community and MKLM.</p> <p>(h) BPM will invest a R1, 000, 000.00 for the period 2019 – 2013.</p>
Location:	Ledig
Objective:	<ul style="list-style-type: none"> • Improve the knowledge, values, attitudes, commitment, and skills of needed to protect and improve the environment; • To create new patterns of behavior of individuals, groups, and society as a whole towards the environment.
Value contribution by BPM:	R2.1m
Value contribution by other:	Department of Education Moses Kotane Local Municipality

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Project category / type:	Community development
No of jobs to be created:	To be determined.
Benefit to Community:	Living in a sustainable healthy environment
Life span of project:	2019 - 2023
Is project aligned with IDP	IDP aligned
Skills transferred to HDSAs:	Skills, knowledge and attitudes needed for taking care of environment
Stakeholders:	Bakubung Platinum Mine Department of Education. Moses Kotane Local Municipality.
Deliverables:	<ul style="list-style-type: none"> • Identification of participating schools, learners and educators. • Support environmental programs of the participating schools. • Support environmental programs of Moses Kotane Local Municipality
Critical Path, Milestones & Design Path	
Concept feasibility	Qtr.3 2019
Finalize Business plan	Qtr.3 2019
Obtain Funding	Qtr.4 2018
Construct / Execute Facility	Qtr.3. 2019
Completion	Qtr.4 2023

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PROJECT 9: MPHUPHUTHE /COMMUNITY MULTI-PURPOSE SPORTS COURT PROJECT	
Description:	(a) The project intends to use sport and recreation as a catalyst for social cohesion, platform to fight crime and promote a healthy community. (b) The project lead is Sports Trust and has allocated R1,800,000.00 towards the project (c) The Multi-purpose sport court will hosts about five (5) different sporting codes. (d) The Multi-purpose sport court will also be used by community and neighbouring schools for their sports activities and BPM will invest a R 700k
Location:	Ledig - Moses Kotane Local Municipality
Objective:	Promote participation in sport, fight crime and promote a healthy community
Value contribution by BPM:	R700k
Value contribution by other:	Sport Trust is the lead in the project and will contribute R1.8m to the project Bakubung Ba Ratheo Traditional Authority will provide land.
Project category / type:	Community development
No of jobs to be created:	To be determined
Benefit to Community:	Sport facility
Life span of project:	The project to be completed in 2019
Is project aligned with IDP	Yes
Skills transferred to HDSAs:	None
Stakeholders:	Bakubung Ba Ratheo Traditional Authority & Sports Trust
Deliverables:	Fencing around the Sports Court
Critical Path, Milestones & Design Path	
Concept feasibility	Qtr.1 2019
Finalize Business plan	Qtr.1 2019
Obtain Funding	Qtr.1 2019
Construct / Execute Facility	Qtr.1 2019
Completion	Qtr.3 2023

3.3. Measures to address housing and living conditions

BPM is a project mine and not having any source of income at this current moment as the mine is on development phase. Despite the financial challenges faced by the Mine as a project, the Mine has made the following financial provision for decent housing and living conditions for employees.

PROJECT 10: GABONEWE HOUSING ESTATE DEVELOPMENT	
Description:	<p>(a) The requirements for the facilitation of housing for employees flows from the MPRDA and the Mining Charter. Housing and Living conditions is an element of the mining charter that is also prescribed by the Social & labour Plan regulations and requires 100% compliance.</p> <p>(b) Paragraph 2.6 of the 2018 Mining Charter provides as follows: “Human dignity and privacy of mine employees remain the hallmarks towards enhancing productivity and expediting transformation in the mining industry, in terms of housing and living conditions. In this regard, mining companies must improve the standard of housing and living conditions of mine employees, as stipulated in the Housing and Living Conditions Standard for the Mining and Minerals Industry, developed in terms of Section 100 of the MPRDA. The standard provides, amongst others, the following principles:</p> <ul style="list-style-type: none"> • Decent and affordable housing • Provision of home ownership • Provision of social, physical and economic integration of human settlements • Secure tenure for mine employees in housing institution; • Proper healthcare services • Affordable, equitable and sustainable health system, and • Balanced nutrition” <p>(c) Paragraph 2.6 of the Mining Charter further dictates that: “A mining right holder shall be required to submit a Housing and Living Conditions Plan to be approved by the DMR, after</p>

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	<p>consultation with organized labour and the Department of Human Settlements. The Housing and Living Conditions Standard shall be reviewed to provide clear targets and timelines for the implementation of the aforementioned housing and living conditions principles.”</p> <p>(d) The Mining Charter concludes by stating, “A mining right holder must comply with the Housing and Living Conditions Standard, ensure maintenance of single units, family units and any other arrangement agreed to with employees, pending the finalization of the Reviewed Housing and Living Conditions Standards”.</p> <p>(e) Paragraph 8.4 finally states, “A mining right holder must comply with the Housing and Living Conditions Standard and ensure that it maintains single units, family units and any other arrangements agreed to with employees, pending the finalization of the Reviewed Housing and Living Conditions Standard”.</p> <p>(f) The total budget Gabonewe Housing Estate Development for the 2019-2023 financial year end is R180, 000.000 for the delivery of 312 units over a period of 5yrs.</p>
Location:	Ledig - Moses Kotane Local Municipality
Objective:	Improving human dignity and privacy of mine employees and contribute towards social, physical and economic integration of human settlements,
Value contribution by BPM:	R180m
Value contribution by other:	Social Housing Regulatory Authority (SHRA) to contribute through grants
Project category / type:	Housing
No of jobs to be created:	To be determined
Benefit to Community:	Temporary jobs during constructions
Life span of project:	The project will be implemented from 2019 – 2023.
Is project aligned with IDP	IDP aligned
Skills transferred to HDSAs:	Construction skills during the construction.
Stakeholders:	<p>Bakubung Platinum Mine</p> <p>Social Housing Regulatory Authority (SHRA)</p> <p>Moses Kotane Local Municipality</p> <p>Provincial Department of Human Settlements</p> <p>National Department of Human Settlements</p>

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Deliverables:	Conclude approval for township development with Moses Kotane Local Municipality Finalise the approvals of the revised building plans with Moses Kotane Local Municipality Appoint the contractor Hand-over site Establish project steering committee
Critical Path, Milestones & Design Path	
Concept feasibility	Completed
Finalize Business plan	Qtr.4 2018
Obtain Funding	Qtr.4 2018
Construct / Execute Facility	Qtr.3 2019
Completion	Qtr.4 2023

3.4. Procurement progression plan

BPM strives to develop and promote suitable historically disadvantaged enterprises and individuals through sustainable and meaningful procurement programs. During consultations sessions, the local Small and Medium Sized Enterprises (SME) highlighted the challenge of accessing procurement opportunities in BPM. To address this challenge BPM will consider establishing Enterprise Development Project around the host community to focus on local supplier development programme to develop local suppliers who are able to meet the company’s procurement requirements. BPM has also developed a Mining Charter compliance strategy, which includes the procurement plan and will be submitted separately to the DMR.

SECTION 4: PROCESSES PERTAINING TO MANAGEMENT OF DOWNSCALING AND RETRENCHMENT

BPM is committed to manage downscaling and retrenchments within the purview of the principles of the Social Plan requirements of the Minerals and Petroleum Resources Development Act, 2002 (Act 28 of 2002), the Charter for the Socio – Economic Development of the Mining Industry of South Africa and consistent with applicable labour legislation. The approach to managing downscaling and retrenchments takes cognisance of the tripartite relationship between government, the company and organized labour in proactively devising strategies to deal with the decline and closure of operations. The approach to managing downscaling and retrenchments is based on the following:

4.1. Establishment of Future Forum

A Future Forum was established and consists of various community-based stakeholders, MKLM, RLM and various other government departments. It was established for purposes of consultation and is referred to as the BPM Stakeholders Engagement Forum (SEF). The primary function of the Future Forum/SEF is as follows:

- (i) Ensuring that the company keeps all stakeholders abreast with respect to its business strategy and possible effect on employment numbers.
- (ii) Ensuring that meaningful consultation takes place between all stakeholders with respect to the Social and Labour Plan of the company.
- (iii) Ensuring that any envisaged downscaling is properly dealt with in terms of the requirements of the relevant legislation receiving and directing feedback from the various restructuring forums regarding restructuring of the company.

4.2. Mechanisms to save jobs and avoid job losses and a decline in employment.

In terms of Section 189(2) of the 1995 Labour Relations Act, the company is required to consult with employees with regard to contemplated retrenchment. The parties must attempt to reach consensus on appropriate measures to avoid the dismissals, to minimize the number of dismissals, to change the timing of the dismissals, and to mitigate the adverse effects of the dismissals. BPM Future Forum structures will engage on matters broader than the above legislative requirement, i.e. whenever structural workplace change is envisaged, as well as on matters contained in the Social and Labour Plan, its implementation and the need to monitor progress. The Future Forum is an important structure to identify opportunities that may exist to promote employment sustainability.

The company will comply with the requirements of Section 52 of the MPRDA, by way of notifying the Minerals and Mining Development Board where retrenchment of 500 employees or 10 per cent of the labour force (whichever is the lesser) is contemplated in a 12-month period. The same will apply where prevailing economic conditions results in the profit to revenue ratio of the mine to be less than six per cent for a continuous period of six months. BPM is also aware of its obligation to comply with any ministerial directive arising from such a process.

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

BPM endeavours to avoid job losses, however, where circumstances are such that job losses and retrenchment cannot be avoided management would seek adequate ways (in consultation with organized labour) to ameliorate the impact on affected employees. In consulting with organized labour, the company would ensure compliance with applicable legislation, policy and procedure and would seek to ensure that it retains the necessary skills that would enable the company to operate effectively going forward. A variety of alternatives would be considered such as:

- Placing a moratorium on recruitment, and promotions (with the necessary exceptions in the case of scarce skills occupations),
- Reviewing the continued employment of contract and temporary employees,
- Implementing the provisions of the retirement policy & offering early retirement to employees who may qualify in term of the policies of the company, and
- Voluntary retrenchment.

4.4. Mechanisms to ameliorate the social and economic impact on individuals, regions and economies where retrenchment or closure of the operation is certain

4.4.1. To ameliorate the impact of job losses, BPM would consider the following:

- Creating awareness about the possibility of retrenchment, and facilitating access to training and employment opportunities where they may exist ((whether inside or outside the company) – this to ensure that affected employees are able to become economically active soon after retrenchment;
- Applicable notification period for employees identified for retrenchment would be utilized to counselling and other appropriate measures to lessen the impact on affected employees. Where appropriate the counselling would include:
 - ✓ Finance handling in view of the retrenchments monies that will accrue to affected employees. Counselling for affected workers with the assistance of the Department of Labour will also be considered; and
 - ✓ Training interventions would be responsive to specific need and will seek to ensure that employees are best able to re-enter formal employment and / or other opportunities to enter the economy. The suit of training interventions would include (but not limited to) financial and life-skills training, entrepreneurship training as well as portable skills training.

The following process would be followed when retrenchments cannot be avoided:

BPM will comply with the following legislative and regulatory framework whenever the need to retrench employees due to operational requirements arises:

- The Labour Relations Act 66 of 1995 (LRA) as amended, and the Minerals and Petroleum Resources Development Act 28 of 2002 (MPRDA) as amended contains a variety of provisions aimed at regulating large-scale retrenchments.
- The code of Good Practice on Dismissal for Operational Requirements provides a guideline to employers to ensure that any process of retrenchments adhere to substantive and procedural requirements. The relevant provisions of the Basic Conditions of Employment Act 75 of 1997 insofar as it relates to notice periods to employees will also be factored into the process. Insofar as any collective agreement makes provision for process and procedures for retrenchments, such agreement will be observed.

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- Section 189 and 189A provides for employers who contemplate the possibility of retrenchments to notify representative unions and to commence a process of consultation. A letter in compliance with section 52 of the Mineral and Petroleum Resources Development Act (MPRDA) will be provided to the Department of Mineral Resources for submission to the Minerals and Mining Development Board (when the profit-to-revenue ratio to decline to below 6 per cent on average for a continuous period of 12 months, and where retrenchments are likely.

In compliance with the Labour Relations Act, applicable collective agreements and social and labour plan guidelines issued by the Department of Labour a letter would be issued to recognized trade unions in terms of section 189(3) of the Labour Relations Act, setting out:

- the rationale for contemplating dismissals due to operational reasons
- ways and means envisage to avoid dismissals and/or alternatives to consider prior to proposing dismissals
- the number and job categories of employees who may be affected , and
- The proposed selection criteria to select employees.

Process to be followed in the event of large-scale dismissals:

In the event of large scale dismissals as defined in terms of S52 (b) of the Mineral and Petroleum Resource Development Act, or as provided for in terms of S189 (a) of the Labour Relations Act, the company will provide feedback to the Future Forum to execute its mandate after having issued the section 189(3) letter in terms of the Labour Relations Act, s189 or s189 (a) whichever is applicable.

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SECTION 5: FINANCIAL PROVISION

Regulation 46 (e) of the MPRDA stipulates that the contents of a social and labour plan must provide financially for the implementation of the social and labour plan. . BPM is a project mine and not having any source of income at this current moment as the mine is on development phase, but despite the challenges, the mine has made the financial provision for BPM SLP 2019 to 2023. Associated with the market and economic conditions associated with the mining industry, there might be need to update the financial provisions and if that needs arises permission will be sought from the regulator- Department of Mineral Resources and changes will be reported on the annual SLP report. Tables below presents the financial commitment by the mine to SLP 2019-2023.

PROJECT	2019	2020	2021	2022	2023	TOTAL BUDGET
Human Resource Development Project	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	25,000,000
Host community Daily Water Delivery Project	5,100,000	0	0	0	0	5,100,000
Bulk Infrastructure Water Project	3,300,000	2,000,000	0	0	0	5,300,000
Public Transport Support Project	0	1,500,000	0	0	0	1,500,000
Zwartkoppies Agricultural Farm Project	800,000	800,000	800,000	800,000	800,000	4,000,000
Enterprise Development Project	600,000	600,000	600,000	600,000	600,000	3,000,000
Community Schools Infrastructure Project	300,000	2,000,000	2,000,000	2,000,000	2,000,000	8,300,000
Environmental Projects	120,000	495,000	495,000	495,000	495,000	2,100,000
Mphuphuthu/ Community Multi-Purpose Sport Court project	700,000	0	0	0	0	700,000
Gabonewe Housing Estate Development	35,000,000	36,250,000	36,250,000	36,250,000	36,250,000	180,000,000
Grand Total	50,920,000	48,645,000.00	45,145,000.00	45,145,000.00	45,145,000.00	235,000,000

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