



Social And Labour Plan For Chilwavhusiku Colliery For Period 2021 Until 2025

Social And Labour Plan

Prepared for:

African Royalty Minerals (Pty) Ltd, a subsidiary of Black Royalty Minerals (Pty) Ltd

Project Number:

BRM9350

October 2024

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1. INTRODUCTION

African Royalty Minerals (Proprietary) Limited (ARM), is a black-owned mining company and the holder of the Mining Right (MR) in respect of the Chilwavirusiku Colliery (referred to interchangeably as “Chilwavirusiku” or “the Mine”), granted to Black Royalty Minerals (Pty) Ltd (BRM) on 13 May 2016 in accordance with the provisions of the Mineral and Petroleum Resources Development Act, 28 of 2002, as amended (MPRDA), bearing the Department of Mineral Resources and Energy (DMRE) reference number: GP 30/5/1/1/2/10037, for the mineral coal, situated in the City of Tshwane Metropolitan Municipality (CoTMM), Gauteng Province. ARM now proposes to submit a second-generation new SLP for 2021 until 2025 five-year cycle (new SLP for 2021 until 2025). ARM has appointed Digby Wells and Associates South Africa (Pty) Ltd, trading as Digby Wells Environmental (Digby Wells), an independent environmental and social consultant to provide consultancy services as part of the SLP process, to which the scope of work comprises the facilitation of consultation meetings with the authorities and impacted communities, compilation and submission of the SLP to the DMRE for adjudication.

This new SLP for 2021 until 2025 has been compiled in accordance with the provisions of Chapter 2 of the Mineral and Petroleum Resources Development Act, 28 of 2002 as amended (MPRDA) and Regulation 46 of the Mineral and Petroleum Resources Development Regulations (GNR.527 of 23 April 2004), as amended (MPRD Regulations), as well as the Revised Social and Labour Plan Guidelines, October 2010 (Revised SLP Guidelines), which prescribes, broadly what must be contained in the content of an SLP.

This document serves as the new SLP for 2021 until 2025 and includes the targets and financial provision to ensure compliance in respect of Section 93(1)(b)(i) Directive issued to the then BRM by the DMRE.

1.1. Context

The Chilwavirusiku Colliery is an opencast coal colliery approved on a site measuring 250.06 hectares in extent and is located approximately 10 kilometres northeast of Bronkhorstspruit, within the jurisdiction of CoTMM in Gauteng Province. It is situated on the Portions 71, 72, 73, 77, 78, 79 and 80 of farm Wachtenbietjeskop 506 JR and Portions 1, 2, 4, 8, 9, 10, 11, 12, 13, 14, 15, 16 and 19 of the farm Tweefontein 491 JR. Region 7, Ward 105 – directly affected, Wards 102, 103 and 104 - surrounding the Mine area within the City of Tshwane Metropolitan Municipality. Although the MR was granted in 2016, the mining of coal started in November 2017 and coal was reached in February 2018. The MR was ceded to ARM in 2021. The Mine is currently operated by appointed Contractors and ARM is responsible for the management and reporting of the mining activities to its Board of Directors, shareholders, the regulator (DMRE), the impacted communities and other stakeholders within the Mine’s area of influence. The Mine is currently on year eight (8) of mining operations. ARM has submitted to the DMRE a revised Mine Works Programme (MWP), with a reduced Life of Mine, compared to its previous 24 years LoM (MR valid until 12 May 2040).

1.2. Objectives of the Social and Labour Plan

The primary objectives of this SLP are:

- To enhance the socio-economic well-being of the workforce and the impacted communities around the Mine.
- To contribute to the development of local infrastructure and services.
- To promote skills development, employment equity and sustainable local economic growth.
- To support the national transformation agenda by ensuring equitable access to opportunities.

1.3. Consultation with the Regulator, Municipality and Impacted Communities

A consultative approach has been undertaken in the development of this new SLP. It should be noted that on 07 September 2020, a site SLP audit was held with mine management following the issuing of the Section 93 (1)(B)(i). A second site SLP audit meeting was held on 15 September 2022. The objective of this meeting was to provide an update on the mine progress and to engage the DMRE and CoTMM on the previous SLP and the need for submission of a new SLP. Subsequently, a consultation meeting was held with the CoTMM to engage them on the Mine Community Economic Development (MCD or formally known as Local Economic Development – LED) Projects as well as to identify new Projects applicable for the new SLP for 2021 until 2025. A confirmation letter (unsigned) was received from the CoTMM on 18 October 2022 with allocated Projects for consideration which were mainly focusing on borehole, supply of water tank and elevated tank stand for local schools within the surrounds of the Mine. A meeting was held on 20 January 2023 between DMRE, ARM and Digby Wells to provide an update on progress as it relates to previous SLP and requirements for Revised SLP. Presentation of the Projects as received from the CoTMM were presented to the DMRE, however were found not to be compatible and not sustainable with the requirements of the DMRE. ARM has also received a request from the local school to assist with the construction of primary kitchen facility (Baweze Full-Service School, Ekangala, Bronkhorstspuit). However, this Project was assessed and currently not in line with the IDP of the Municipality.

The DMRE issued a Section 93(1) b (ii) Directive to BRM/ARM in respect of the non-compliances recorded for the previous SLP and the requirement to submit a new SLP as per letter of correspondence dated 13 August 2024.

To comply with the requirements of the DMRE, a consultation process has been undertaken with the CoTMM on 02 October 2024. The purpose of the meeting was to solicit support for the upcoming and planned meaningful consultation meetings with interested and affected parties (I&APs) including directly affected landowners and impacted communities in accordance with Chapter 6 of the Environmental Impact Assessment (EIA) Regulations, 2014, Regulations 39 – 44 (GN R982 of 4 December 2014, as amended) (the “EIA Regulations,

2014”) promulgated under the National Environmental Management Act, 1998 (Act No. 107 of 1998) (NEMA), which details the requirements for public participation process, as directed by the DMRE.

Upon completion of the consultation meetings, ARM will engage further with the CoTMM to finalise and endorse the identified MCD Projects agreed with the impacted communities and aligned with IDP.

A Memorandum of Agreement (MoA) will need to be signed upon approval and implementation of the identified MCD Projects.

1.4. Document Structure

To this effect, this Closure Report is structured as follows:

- **Section 1:** Presents the company details and geographical origins of the workforce.
- **Section 2:** Outlines the Human Resources Development (HRD) programmes with targets and financial commitments, promotion of women in mining and Employment Equity (EE) Plan.
- **Section 3:** Information regarding the timeline for consultation meetings with impacted communities.
- **Section 4:** Housing and Living Conditions Plan, Inclusive Procurement, Enterprise and Supplier Development Plan.
- **Section 5:** Presents the Downscaling and Retrenchment Plan.
- **Section 6:** Outlines the Financial Commitments for 2021 until 2025.
- **Section 7:** Undertaking by the Director of ARM.

1.5. Company Details in accordance with Regulation 46

Table 1-1: Black Royalty Minerals Background Information

Mining Right Holder:	Black Royalty Minerals (Pty) Ltd	
Mining Right Number(s):	10037MR	
Name of Production Operation:	Chilwavhusiku Colliery	
Physical and Postal Address:	01 Fort Street Illovo Extension 1, Sandton Johannesburg 2196	
Telephone Number – Head Office:	(011) 023 9380	
Telephone Number – Mine Site Office:	(072) 057 1977	
Fax number:	(086) 567 8080	
Location of Mine or Production Unit:	Farms Wachtenbietjeskop 506 JR and Tweefontein 491 JR	
	-25°77'99.540 S, 28°81'98.390 E	
	Region 7, Ward 105	
	City of Tshwane Metropolitan Municipality	
	Gauteng Province	
Commodity	Coal	
Life of Mine or Production Unit	10 years	
Financial Year	March to end February	
Reporting Years	2021 until 2025	
Responsible Person:	Mr Ndavheleseni Mareda and Ms Kathrine Mutetwa	
Responsible Person Email Address:	_____ _____	
Responsible Person Mobile Contact Number:		
Breakdown of Current Workforce (including permanent mine staff compliment and contractors) as at 31 August 2024:	301	Locals from Region 7: 231
	301	
Total Workforce as at 31 August 2024	301	

1.6. Company Organogram

Chilwavhusiku Colliery is owned and managed by ARM; and the operations and maintenance function is executed by various contractors. For purposes of this document, below provides a simplified company organogram as end of 31 August 2024.

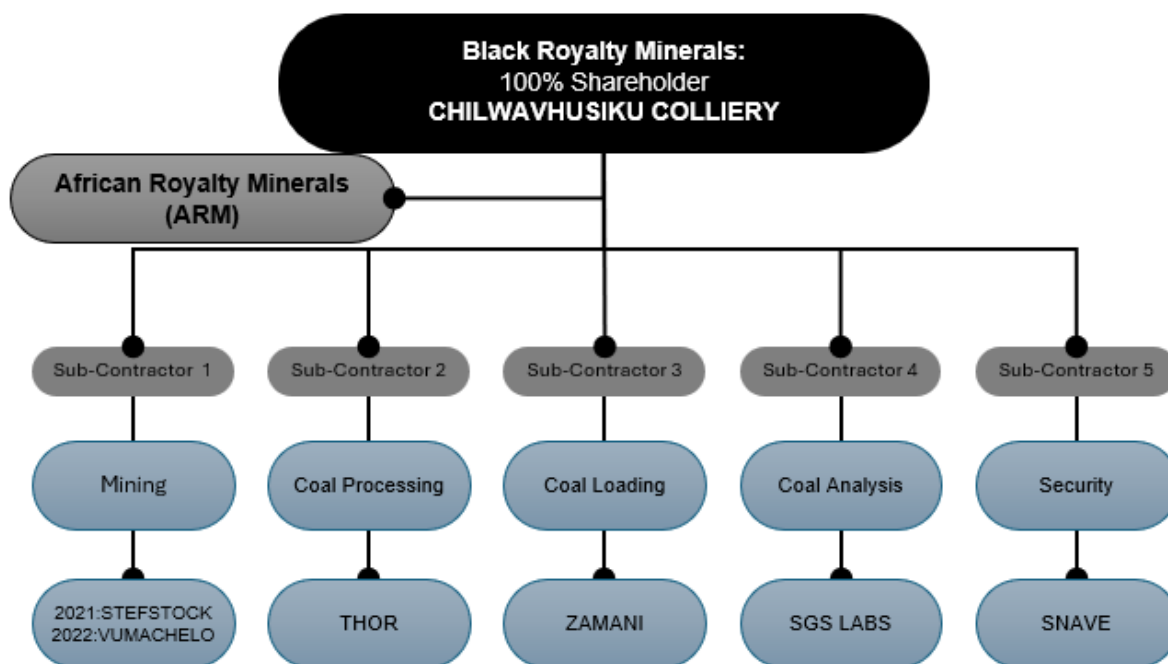


Figure 1-1: A simplified company organogram as end of 31 August 2024

1.7. Geographic Origins of Employees

In terms of employment opportunities, Chilwavhusiku Colliery has a total workforce (including permanent and contractor workforce) of 301 as at 31 August 2024 of which 231 were have been sourced locally within Region 7 of the CoTMM. A breakdown of permanent and contractor workforce per sending areas is provided in Table 1-2.

Table 1-2: Breakdown of workforce for permanent and contractor workforce as at end of 31 August 2024

Geographic Origin of Employees (all employees including labour sending areas):	Gauteng Province (GP), Mpumalanga Province (MP), Kwa-Zulu Natal Province (KZN) and Other							
	Permanent workforce				Contractor workforce			
	GP	MP	LP	KZN	GP	MP	KZN	Foreign Nationals

2. HUMAN RESOURCE DEVELOPMENT PROGRAMME IN COMPLIANCE WITH REGULATION 46 (B) OF THE MPRDA

Chilwavirusiku Colliery is committed to fostering the personal and professional growth of its employees through comprehensive Human Resources Development (HRD) Programmes. Key focus areas include:

- **Adult Education and Training (AET):** Providing literacy and numeracy training to employees and community members.
- **Skills Development:** Offering training, learnerships, bursaries and internships to employees and community members to enhance their skills in line with the industry's evolving needs.
- **Career Development:** Implementing mentorship and career progression programmes to help employees advance within the company.

The purpose of this section is to describe the following plans to be implemented in compliance with Regulation 46 of the MPRDA with the respective targets and allocated budget. These include:

- Skills Development Plan;
- Career Progression Plan;
- Mentorship Plan;
- Bursary and Internship Plan;
- Employment Equity Statistics and Plan; and
- Development and Participation of Women in Mining.

2.1. Skills Development Legislation

The Skills Development Act (SDA) provides information on the various aspects of skills development in respect of the identification and enhancement of skilled and unskilled employees.

2.1.1. Compliance with skills development legislation

ARM is registered with the Mining Qualifications Authority (MQA) and has submitted the Annual Training Report (ATR) and Workplace Skills Plan (WSP) as per MQA requirements (Table 2-1).

Table 2-1: Compliance in terms of Mining Qualification Authority

COMPLIANCE ASPECT	STATUS QUO
Name of SETA:	Mining Qualifications Authority – Gauteng Region
Registration number with the relevant SETA:	Acquired in 2019
Registration Number:	L150802165
Sub-SDL Number:	T999990118
Confirmation of having appointed a Skills Development Facilitator:	Doreen Hartman
Proof of submission of Annual Training Report and Workplace Skills Plan and date of submission:	ARM is committed to ensuring the submission of the WSP/ATR to Mining Qualifications Authority (MQA).

ARM will ensure compliance in terms of the MQA reporting and will continue to pay levies and the receiving of grants from the MQA and other relevant Sector Education and Training Authorities (SETA) as required by the Skills Development Levy Act, 9 of 1999 (SDLA).

ARM has used the existing local onsite training centre to cater for the full range of training including, but not limited to:

- Induction and safety training;
- Occupational and safety awareness training; and
- Technical, operative and driver training.

2.2. Skills Development Plan – Regulation 46 (b)(i)

ARM initially implemented the Wachtenbietjeskop Project model as part of their Human Resource (HR) Strategy, through its Corporate Head Office to service the mine operations with the required talent pool and offer training. The purpose of the Wachtenbietjeskop Project was to create an enabling environment based on a competency-based and National Qualifications Framework (NQF) aligned HR development applications focusing on training needs analysis, training curriculum, coaching, mentoring and career/leadership/team development initiatives. Key aspects addressed in this model included:

- Compilation of Individual Development Plans (IDP) for every employee;
- Formal training including on-the-job training for technical and operational positions;
- Own training programmes; and
- Training to comply with NQF standards (training linked to industry).

As such, the Skills Development Plan focuses on:

- Providing employees with skills to carry out their jobs safely and efficiently;
- Offer employees skills to enable career progression; and
- Present employees with skills which are portable to other industries at an appropriate time before retrenchment or closure.

2.2.1. Form Q: Education Levels of Workforce

ARM has continued to ensure that the right talent pool and skills is appointed. As previously indicated, the mine is operated by contractors. As such, the educational level of the workforce includes the permanent staff compliment and the contractor workforce. Most employees are mainly local community members, with the exception made to only scarce skills sourced from other labour sending areas.

Table 2.2 (Form Q) reflects the education levels of the ARM permanent workforce and Table 2-3 reflects the contractor workforce as at end of 31 August 2024.

Table 2-2: Form Q: Number and educational levels of the permanent workforce as at 31 August 2024

DRAFT

BAND	NQF LEVEL	OLD SYSTEM	MALE				FEMALE				TOTAL	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
GENERAL EDUCATION AND TRAINING (GET)	1	NO SCHOOLING / UNKNOWN	0	0	0	0	0	0	0	0	0	0
		GRADE 0 / PRE	0	0	0	0	0	0	0	0	0	0
		GRADE 1 / SUB A	0	0	0	0	0	0	0	0	0	0
		GRADE 2 / SUB B	0	0	0	0	0	0	0	0	0	0
		GRADE 3 / STDE 1 / AET 1	0	0	0	0	0	0	0	0	0	0
		GRADE 4 / STD 2	0	0	0	0	0	0	0	0	0	0
		GRADE 5 / STD 3 / AET 2	0	0	0	0	0	0	0	0	0	0
		GRADE 6 / STD 4	0	0	0	0	0	0	0	0	0	0
		GRADE 7 / STD 5 / AET 3	0	0	0	0	0	0	0	0	0	0
		GRADE 8 / STD 6	0	0	0	0	0	0	0	0	0	0
GRADE 9 / STD 7 / AET 4	0	0	0	0	0	0	0	0	0	0		
TOTAL GET			0	0	0	0	0	0	0	0	0	
FURTHER EDUCATION & TRAINING (FET)	2	GRADE 10 / STD 8 / N1	0	0	0	0	0	0	0	0	0	
	3	GRADE 11 / STD 9 / N2	0	0	0	0	0	0	0	0	0	
	4	GRADE 12 / STD 10 / N3	1	0	0	1	0	0	0	0	2	
TOTAL FET			1	0	0	1	0	0	0	2	0	
HIGHER EDUCATION AND TRAINING (HET)	5	DIPLOMAS / CERTIFICATES	2	0	0	1	3	0	0	0	0	
	6	FIRST DEGREES / HIGHER DIPLOMAS	3	0	0	1	5	0	0	0	0	
	7	HONORS / MASTER'S DEGREES	1	0	0	0	0	0	0	0	0	
	8	DOCTORATES	0	0	0	0	0	0	0	0	0	
TOTAL HET			6	0	0	2	8	0	0	8	8	
TOTAL			7	0	0	3	8	0	0	10	8	

Table 2-3: Form Q: Number and Education Levels of the contractor's workforce

BAND	NQF LEVEL	OLD SYSTEM	MALE				FEMALE				TOTAL	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
GENERAL EDUCATION AND TRAINING (GET)	1	NO SCHOOLING / UNKNOWN	20	0	0	0	0	0	0	0	0	0
		GRADE 0 / PRE	0	0	0	0	0	0	0	0	0	0
		GRADE 1 / SUB A	0	0	0	0	0	0	0	0	0	0
		GRADE 2 / SUB B	0	0	0	0	0	0	0	0	0	0
		GRADE 3 / STDE 1 / AET 1	0	0	0	0	0	0	0	0	0	0
		GRADE 4 / STD 2	2	0	0	0	0	0	0	0	0	0
		GRADE 5 / STD 3 / AET 2	0	0	0	0	0	0	0	0	0	0
		GRADE 6 / STD 4	2	0	0	0	0	0	0	0	0	0
		GRADE 7 / STD 5 / AET 3	3	0	0	0	1	0	0	0	0	1
		GRADE 8 / STD 6	5	0	0	0	1	0	0	0	0	1
GRADE 9 / STD 7 / AET 4	3	0	0	0	1	0	0	0	0	1		
TOTAL GET			35	0	0	0	3	0	0	0	35	3
FURTHER EDUCATION & TRAINING (FET)	2	GRADE 10 / STD 8 / N1	12	0	0	0	2	0	0	0	0	1
	3	GRADE 11 / STD 9 / N2	45	0	0	1	7	0	0	0	0	7
	4	GRADE 12 / STD 10 / N3	82	0	1	8	24	0	0	0	0	24
TOTAL FET			139	0	1	9	33	0	0	0	149	33
HIGHER EDUCATION & TRAINING (HET)	5	DIPLOMAS / CERTIFICATES	23	0	0	5	9	1	0	1	0	11
	6	FIRST DEGREES / HIGHER DIPLOMAS	0	0	0	1	4	0	0	0	0	4
	7	HONORS / MASTER'S DEGREES	2	0	0	0	0	0	0	0	0	0
	8	DOCTORATES	0	0	0	0	0	0	0	0	0	0
TOTAL HET			25	0	0	6	13	1	0	1	31	15
TOTAL			199	0	1	15	49	1	0	1	215	51

2.2.2. Hard-to-fill Vacancies

ARM has completed Form R which reflects the hard to fill vacancies as at end of 31 August 2024. These are based on levels of qualifications and experience per identified division within the Mine.

2.2.3. Adult Education and Training

2.2.3.1. Adult Education and Training (AET) Targets and Budget

ARM intends to initiate the AET programme for the new SLP for 2021-2025. Currently, ARM has received limited interest from internal company and contractor workforce. As such, the implementation plan is to partner with an accredited SETA registered company with MQA and identify learners from Bronkhorspruit (Region 7) and ARM will provide financial support and contribute to literacy and numeracy levels within the local area.

Refer to Table 2-4 for five-year SLP cycle Targets for AET Programme at **Community Level**.

Table 2-4: AET Programme for period 2021 until 2025

AET Levels for Literacy and Numeracy	2021	2022	2023	2024	2025	Totals for five-year period
Level 1	3 (new intake)	0	0	0	0	3
Level 2	0	3 (no new intake)	0	0	0	3
Level 3	0	0	3 (no new intake)	0	0	3
Level 4	0	0	0	3 (no new intake)	2 (new intake)	5
Sub-total target:	3	3	3	3	2	14
Budget: (Rands – R)	R100 000.00	R100 000.00	R100 000.00	R100 000.00	R50 000.00	R450 000.00

2.2.3.2. AET Implementation Plan

To address the AET programme requirements in terms of MPRDA, ARM will undertake the following:

- Partnership with SETA and MQA accredited service provider to identify learners who are in need of the AET programme within Region 7 of the CoTMM. Based on this process, ARM will fund such learners. It is anticipated that this process will be finalised quarter one of 2025.

To note: ARM is of the view that offering literacy and numeracy to their employees and host community will have a positive socio-economic effect as the employability of members improves. ARM commits to report to the DMRE in terms of the number of individuals who have been enrolled, budget to be spent and ensuring compliance in respect of the AET programme once the new SLP has been approved.

2.2.4. Learnerships, skills programmes, managerial development and portable skills training

2.2.4.1. Learnerships Targets and Implementation Plan

The Learnership programme was initiated in 2020. The learnership programme has been designed to cater for both engineering and other mining-related learnerships which have been registered in the Mine Artisan Pool. The programme will continue for the new SLP for 2021 until 2025.

Refer to **Error! Reference source not found.** for the Learnership fields and targets.

Table 2-5: Learnerships (18.1) for period 2021 until 2025

LEARNERSHIP TRADE TEST FIELDS	Years					Totals for five-year period
	2022	2023	2024	2025	2026	
• Electrician	0	1	1	1	1	4
	(no intake)	(new intake)	(no intake)	(no intake)	(no intake)	
• Fitting	0	1	1	1	1	4
	(no intake)	(new intake)	(no intake)	(no intake)	(no intake)	
• Diesel	1	0	1	1	1	4
	(new intake)	(no intake)	(new intake)	(no new intake)	(no new intake)	
Sub-total target:	1	2	3	3	3	12
Budget (R):	R30 000.00	R30 000.00	R45 000.00	R45 000.00	R45 000.00	R195 000.00

2.2.5. Portable Skills for post-mining employment

The following portable skills will be considered as part of this Revised SLP as per Table 2-6. For purposes of this new SLP Report, a total budget of R105 000.00 has been set aside to aide in the execution of the above portable skills in collaboration with the Contractor Management.

Table 2-6: Portable Skills Targets

PORTABLE SKILLS (TARGETS)						Totals for five-year period
SKILL TYPE	Years					
	2021	2022	2023	2024	2025	
Operator Training (females)	3	0	0	0	0	3
	(new intake)	(no new intake)	(no new intake)	(no new intake)	(no new intake)	
Rigger	0	0	0	1	1	2
	(no new intake)	(no new intake)	(no new intake)	(new intake)	(no new intake)	
Wireman's Licence for qualified electricians from Learnership	0	1	1	0	0	2
	(no new intake)	(new intake)	(no new intake)	(no new intake)	(no new intake)	
Sub-total target:	3	1	1	1	1	7
Budget (R):	R45 000.00	R15 000.00	R15 000.00	R15 000.00	R15 000.00	R105 000.00

2.2.5.1. Portable Skills Implementation Plan

ARM will continue to consult with their contractors, the Future Forum and MQA. Identify individuals within the mine and contractor workforce who can be placed at various accredited institutions.

2.3. Career Progression Plan

2.3.1. Career Progression Plan for Mine Workforce

The Chilwavirusiku Colliery's philosophy to career path planning closely follows that of the company and entails the development of the employee through:

- Accelerated development opportunities in line with employment equity strategies.
- Fast tracking of employees with leadership and management potential and
- Accelerated in terms of occupationally based skills, Life Skills Programmes; and Learnerships.

In this respect, all training and development is based on a thorough needs analysis, taking cognisance of future/intended business strategy and identified skills deficiencies through the performance management process, succession planning requirements, employee career path planning, and the relevant employment equity plans.

There are no developmental needs identified for this reporting period. ARM will submit an Annual and Financial SLP Report which will detail information if there are any career update to DMRE.

Table 2-7 will be completed once they are in place.

Table 2-7: Career Progression

No.	Name and Surname	Sex	Race	Field of Study	Mentor

2.3.2. Mentorship Plan

The career progression of all individual employees within the company is managed through individual development plans in conjunction with the Skills Development Plan. In this regard, mentoring takes on one of two forms. It can either be more formal in structure or it may take on a less formal structure. A formal mentorship programme, in accordance with Chilwavirusiku Colliery's mentorship policy, is coordinated and managed by Corporate Centre and centrally administered through the Succession Management System. Refer to Table 2-8 for Mentorship Template to be completed once they are in place.

Table 2-8: Mentorship Candidates

No.	Name and Surname	Gender	Race	ID Number	Field of Study	Duration	Year of Study	Year of Completion

2.3.3. Bursary Programme

Table 2-9 depicts the bursary programmes that will be implemented for the new SLP. ARM will provide financial support in terms of tuition, accommodation, books and stipend of R5000.00 which will be allocated to each learner.

Table 2-9: Bursary Programme (External)

BURSARY TYPE (4 YEAR COURSE)	YEARS					Totals for five-year period
	2021	2022	2023	2024	2025	
Mining Engineering	1 (new intake)	1 (no new intake)	1 (no new intake)	1 (no new intake)	1 (new intake)	2
Sub-total target:	1	1	1	1	1	
Budget (R):	R80 000.00	R80 000.00	R80 000.00	R80 000.00	R80 000.00	R400 000.00

Table 2-10: Bursary Programme (Internal)

BURSARY TYPE (ALL 2 YEAR COURSES)	YEARS					Totals for five-year period
	2021	2022	2023	2024	2025	
Advanced Project Management Course	1 (new intake)	1	0	0	0	2
Finance	1 (new intake)	1	0	0	0	2
Engineering – supervisory	0	0	1 (new intake)	1 (no new intake)	1 (no new intake)	3

BURSARY TYPE (ALL 2 YEAR COURSES)	YEARS					Totals for five-year period
	2021	2022	2023	2024	2025	
Sub-total target:	2	2	1	1	1	7
Budget (R):	R30 000.00	R30 000.00	R30 000.00	R30 000.00	R30 000.00	R150 000.00

2.3.3.1. Bursary and Internship Implementation Plan

ARM is committed to achieving its targets on the bursaries as part of the implementation plan, and consultations with various institutions have been held and the company is able to absorb the above students. The bursary programme has been initiated in 2024.

2.3.3.2. Internship Programme

INTERNSHIP TYPE (12 MONTHS PERIOD)	YEARS					Totals for five-year period
	2021	2022	2023	2024	2025	
Human Resources	0	1 (new intake)	0	0	1 (new intake)	2
Project Support Coordinator	0	0	1 (new intake)	1 (new intake)	0	2
Environmental Management	1 (new intake)	0	0	0	0	1
Sub-total target:	1	1	1	1	1	5
Budget (R):	R15 000.00	R15 000.00	R15 000.00	R15 000.00	R15 000.00	R75 000.00

2.4. Women in Mining (participation of women)

ARM believes in gender equality as one of its core values and one of the cornerstones of embedding transformation for the organisation. ARM will not limit itself to the Mining Charter targets. To this end women will continue to be offered equal opportunity to participate in the operation at all levels.

To deliver on this commitment, the following will be implemented:

- Women identified as having potential will be fast-tracked in their careers with full coaching and mentorship;
- Employees will be informed and educated to reduce the negative stereotype and preconceptions towards women; and
- Delivery on the mine career progression plan together with the talent management process will be monitored to ensure adequate empowerment of women alongside their male counterparts. This process will be used to ensure that women are not inadvertently passed over in the promotion process.

2.5. Employment Equity Plan

2.5.1. Employment Equity Plan Targets

The Mining Charter Scorecard of 2016 targets has been used to inform the Employment Equity Plan and targets for previous SLP. Chilwavirusiku Colliery – inclusive of the mine permanent and contractor workforce has surpassed the target in terms of MCIII Scorecard.

Table 2-11: Employment Equity Plan Targets

Level	Compliance target (%)	Measure	Weight (%)
Board	Historically Disadvantaged Persons (HDP)	50%	2%
	Of which must be women	20%	2%
Executive management	HDP	50%	4%
	Of which must be women	20%	3%
Senior management	HDP	60%	3%
	Of which must be women	25%	3%
Middle management	HDP	60%	2%
	Of which must be women	25%	2%
Junior management	HDP	70%	2%
	Of which must be women	30%	2%
Employees with disabilities	Employees with disabilities as a percentage of all employees	1.5%	2%
Core and critical skills	HDP	60%	3%

2.5.2. Employment Equity Statistics

The following EE targets have been achieved.

Table 2-12 depicts the cumulative mine permanent and contractor workforce as at end of 31 August 2024.

Table 2-12: Form S: Employment Equity Statistics for period as at end of 31 August 2024

EMPLOYMENT EQUITY ANNUAL REPORTING

Occupation levels	African		Coloured		Indian		White		Foreign nationals		Demographics	Total Employees
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Board	1	0	0	0	0	0	0	0	0	0	International	1
Executive management	0	0	0	0	0	0	1	0	0	0		1
Senior management	4	0	0	0	0	0	2	0	0	1		7
Middle management	11	5	0	0	1	0	3	0	0	2		22
Junior management	10	1	0	0	0	0	2	1	0	1		15
People with disabilities	0	0	0	0	0	0	0	0	0	0		0
Core and critical skills (reflective of working demographics)	184	43	0	1	0	0	6	4	0	0		238
Total employees in the organisation	210	49	0	1	1	0	14	5	0	4		284

3. Mine Community Development Economic Projects

The primary objective of mine community development is to meaningfully contribute towards community development, both in terms of size and impact, in keeping with the principles of the social license to operate.

The Mine or Production Operation must consult and co-operate in the formulation and review of the Integrated Development Plan (IDP)s of the mine communities and labour sending areas. The mine or production operation must furthermore consult with other economic development frameworks like Provincial Growth and Development Strategy (PGDS), National Spatial Development Strategy (NSDS), National Priorities and any other relevant stakeholders.

The Mine or Production Operation must, through consultation with relevant municipalities, mine communities, traditional authorities, and affected stakeholders, identify developmental priorities of mine communities and labour sending areas. The identified developmental priorities must be contained in the prescribed and approved Social and Labour Plan of a mining right holder. The plan should be in line with the IDP's priority programmes of the mine community and labour sending areas.

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

This section has been compiled from research of the local (City of Tshwane Metropolitan Municipality) and district (Nkangala District Municipality) IDP documents giving broad background information on the mining area and surrounding municipality. Statistic South Africa has also been used as a resource for the statistical information (Statistics South Africa) www.statssa.gov.za and from the recently completed environment impact assessment studies

3.1.1. Demographics

The Gauteng province is divided into three metropolitan Municipalities; the City of Ekurhuleni (CoE), City of Johannesburg (CoJ) and CTMM and two District Municipalities; Sedibeng District Municipality and Westrand District Municipality.

Region 7 region includes the areas of Bronkhorstspuit, Ekangala, Ekandustria, low-income residential areas and surrounding rural areas. The urban area of Bronkhorstspuit is more developed, with modern infrastructure, such as water, electricity, roads, communication networks and sanitation. The area contains some of the best farming land in Gauteng and has a rather weak spatial structure characterised by heavy through traffic, vast open spaces, and small economic centres.

3.2. Infrastructure and poverty eradication projects in local and major labour-sending areas

ARM intends to play an active role in the social and economic development of Region 7 within the CoTMM. A Consultation Meeting was held with the CoTMM to engage them on the MCD Projects to address the backlog from the previous SLP and discuss new SLP. This meeting was held on 02 October 2024. Further engagements will be held with impacted communities and other relevant stakeholders to ensure that the projects are viable and do meet the DMRE requirements and endorsed by the CoTMM. Kindly note that the CoTMM and ARM have committed to sign a MoA upon approval and implementation of the identified MCD Projects.

3.3. Mine Community Development Projects

To Note: Table 3-1 will be completed upon completion of the consultation meetings with communities, who will provide inputs on identified MCD projects which will be aligned with the IDP or included in the IDP for implementation once this SLP has been approved by DMRE.

Table 3-1: Mine Community Economic Development Project: SLP Template

Project Name				Classification of project: e.g., Infrastructure – Water-related and Education			
Background	To be completed subsequent to the public/community meetings to incorporate inputs from the communities.						
Geographical location of project	District Municipality	Local Municipality	Community	Project Start Date		Project End date	
Output (including yearly budget)	Key Performance Area	Key Performance Indicator	Responsible entity (inclusive of all role players)	Quarterly timelines and year	Quarterly timelines and year	Quarterly timelines and year	Total Budget
Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Persons with Disability	Total
Short Term							
Medium Term							
Long Term							
Completion date and exit strategy. Note: Beneficiaries must be outlined.							

4. HOUSING AND LIVING CONDITIONS IN COMPLIANCE WITH REGULATION 46 (C) OF THE MPRDA

4.1. Housing

ARM remains committed to developing Housing and Living Conditions Plan aimed at ensuring compliance with the requirements of the Mining Charter. Currently employees are paid a living-house allowance.

4.2. Living Conditions

ARM discourages the development of unsustainable settlements surrounding the mine by:

- Assisting employees with subsidised transport; and
- Establishing a recruitment policy which employs individuals from established areas with access to the purchase of their own accommodation.

Employees at the ARM are paid market related Living Out Allowance (LOA). This LOA will be provided to allow the workforce access to quality accommodation in sustainable settlements. The establishment of informal settlements will be actively discouraged, and employees will be encouraged to own housing in existing towns.

The payment of a LOA however does include several constraints:

- The LOA will need to cover the bond repayments in a scarce housing supply market;
- The LOA is often not used for accommodation purposes; and
- Employees may consider it cheaper and more convenient to reside closer to the mine, despite the quality of such accommodation.

4.3. Nutrition of Employees

ARM does not have a camp that provides for catering services at its operation. Although one of the key employment strategies at the mine is the creation of a safe and healthy working environment.

The health and safety programmes are undertaken at the mine as there is a dedicated medical primary health practitioner who is based at the mine. Contact information of the Practitioner is included below:

- Name: Ms Zelda Refilwe Shabangu
- ID No.: 6006160951084
- Practice Number: 0073520

The emphasis on a healthy lifestyle after work hours is supported by the following initiatives to be undertaken by the mine:

- Create awareness among employees' dependents as to the use of primary health care facilities set up by local government in the area;
- Promote home based care to employees who must cease employment due to medical reasons;
- Enhanced primary health care facilities at the mine together with the Department of Health (DoH) and provide corporate social investment funding for these initiatives; and
- Include an education programme on nutrition in induction programmes at the mine.

The greatest future threat to the workforce will continue to be the threat of HIV/AIDS. The mine is continuing to implement a comprehensive AIDS awareness programme by means of:

- Workforce education and training;
- A HIV Voluntary Counselling and Testing (VCT) campaign;
- Primary care wellness programmes; and
- Aid employees in accessing government sponsored expert treatment programmes.

4.4. INCLUSIVE PROCUREMENT PLAN IN ACCORDANCE WITH REGULATION 46 (C) OF THE MPRDA

4.4.1. Overview

An Inclusive Procurement Plan has been developed for the mine's operation.

Procurement Plan - Form T is included for submission to the DMRE. The Form T reflects the procurement and relevant percentages of procurement reflected at the date of the writing this SLP. This profile reflects the requirements of the project to date which is essentially that of an exploration company.

The mine has implemented measures to advance procurement to Historically Disadvantaged suppliers and will continually seek to allocate a percentage of its annual expenditure (depending on financial position of the Company) in services to preferred suppliers of this status. The commitment to procure services and consumables locally will also extend to create long term partnerships with suppliers to support and uplift the local economy.

4.4.2. Objectives

The following objective measures are in place:

- Encourage existing suppliers to form partnerships, joint ventures, or consortia with HDSA supplier companies where there is no HDSA company tendering to supply the required goods or services;

- Provide a complete list of products and services, which are required by the mine and that could be supplied by HDSAs;
- Ensure that tender requirements are comprehensively communicated to HDSA companies;
- Assist aspiring HDSAs in the formulation of appropriate business plans; and
- A selection checklist will be developed to discourage subjectivity and “fronting” regarding supplier selections. Policy and procedure will be communicated to relevant stakeholders, always including current suppliers.

4.4.3. Procurement Targets

ARM is focused on the following in terms of their procurement strategy inclusive of enterprise and supplier development.

- Black Women Owned:
 - Employee transport; and
 - PPE supplier.
- Black Youth Owned:
 - Security services.
- Small Medium Enterprises:
 - Coal trucking;
 - Diesel supplier; and
 - Loading contractors.

5. DOWNSCALING AND RETRENCHMENT IN ACCORDANCE WITH REGULATION 46 (D) OF THE MPRDA

The eventual closure of the mine will signify the loss of a source of income and employment, which will have implications on the ability of employees to provide for their families. Closure implications; for both family and the community, will be mitigated by the installation and implementation of programmes designed in consultation with the Future Forum (FF), to lessen the negative impacts of mine closure.

At the relevant time the mine will implement the procedures for downscaling and retrenchment as stipulated by the DoL found in Section 189 of the Labour Relations Act, 1995 (Act No. 66 of 1995) (LRA).

The mine will implement the following measures to successfully manage downscaling and retrenchment and ensure a sustainable future for its employees.

5.1. Regulation 46 (d) (i): Establishment of a Future Forum

The mine has established a Future Forum (FF) within two years after the commencement of construction activities (i.e. actual implementation stages of the project) to represent mine management, employees and their representatives. The FF's functions will include, but not be limited to:

- The promotion of on-going discussions between employers and employees representatives regarding the future of the mine;
- Identify solutions to problems and challenges which may arise and impact on the operation of the mine;
- Discuss issues regarding retrenchment and downscaling, and identify turnaround strategies;
- Develop and implement prevention and redeployment strategies in the management of retrenchments;
- Coordinate the notification process during retrenchments or closure; and
- Mobilise the DoLs Social Plan Services for technical assistance on job advice, and retrenchment during retrenchment and closure.

5.2. Regulation 46 (d) (ii): Mechanisms to save and avoid Job Losses

ARM will implement strategies and mechanisms to save jobs, prevent unemployment and avoid downscaling through consultation and communication.

5.3. Implementation of Section 189 of the LRA

ARM will ensure that the requirements of Sections 189 of the LRA are implemented when any downscaling or retrenchment is contemplated. The following activities will be undertaken:

- Ongoing discussion with FF members;
- Ongoing consultations with relevant unions or employees likely to be affected by retrenchment;
- Apply fair retrenchment principles;
- Share information on the financial and operational situation of the mine with FF members, unions or employee representatives;
- Consider proposals from unions and/or employee representatives; and
- Apply mechanisms to avoid or minimise retrenchments.

5.4. Notification to the Minerals and Mining Development Board

ARM will abide by Section 52(1) of the MPRDA and notify the Mineral and Mining Development Board of its intention to downscale and/or retrench.

5.5. Comply with Ministerial Directive

The mine will act in accordance with and adhere to the Board's directive as contemplated in Section 52(3) and attempt to meet the corrective measures as stipulated by the Board.

5.6. Regulation 46 (d) (iii): Mechanisms to Provide Alternative Solutions for Creating Job Security

Unavoidable retrenchments will be managed by the following mechanisms:

- Managed humanely through the formulation of a suitable retrenchment proposal in consultation with the relevant parties;
- Establish strong lines of communication with affected employees to ensure a proper understanding of the process;
- Provide affected employees with standardised information relating to severance packages, retirement funds, and other support mechanisms and services available;
- Manage employee morale to prevent negative spin off effects within the operation; and
- The HRD programme will be implemented throughout the life of the mine and will attempt to enable employees to access alternative livelihood opportunities after closure.

In addition to the above, the following interested parties will be notified of the retrenchment:

- The Future Forum;
- The Department of Employment and Labour (DoEL)'s Retrenchment Response Team (RRT) and Job Advice Centres;
- The DTI for projects aimed at SMMEs development;

- Local and district municipalities; and
- Recruitment agencies.

Mechanisms to manage the downscaling and retrenchment process will include, but not be limited to:

- Early retirement;
- Voluntary retrenchment;
- Working shorter hours and the introduction of flexible labour practices;
- Abolish overtime work;
- Moratorium on recruitment;
- Transfers to other mines (if possible); and
- Job-sharing.

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6. FINANCIAL PROVISION IN ACCORDANCE WITH REGULATION 46 (E) OF THE MPRDA

The financial provision is presented in Table 6-1 for the 2021 until 2025.

Table 6-1: Financial Provision for period 2021 until 2025

SLP Elements	2021	2022	2023	2024	2025	Sub-total
Human Resource Development						R1 450 000.00
Adult Education and Training	R100 000.00	R100 000.00	R100 000.00	R100 000.00	R50 000.00	R450 000.00
Learner Support Programme	R30 000.00	R30 000.00	R45 000.00	R45 000.00	R45 000.00	R195 000.00
Career Progression: Managerial/ Mentorship Skills	R15 000.00	R15 000.00	R15 000.00	R15 000.00	R15 000.00	R75 000.00
Portable Skills	R45 000.00	R15 000.00	R15 000.00	R15 000.00	R15 000.00	R105 000.00
Bursary Programme - Internal	R30 000.00	R30 000.00	R30 000.00	R30 000.00	R30 000.00	R150 000.00
Bursary Programme - External	R80 000.00	R80 000.00	R80 000.00	R80 000.00	R80 000.00	R400 000.00
Internship - Yes Programme	R15 000.00	R15 000.00	R15 000.00	R15 000.00	R15 000.00	R75 000.00
*Mine Community Development	R0.00	R0.00	R0.00	R0.00	R0.00	*Budget to be confirmed upon identification of MCD



SLP Elements	2021	2022	2023	2024	2025	Sub-total
						Project after SLP consultation meetings and aligned to IDP/ to be included in IDP.
Downscaling and Retrenchment	R50 000.00	R50 000.00	R50 000.00	R50 000.00	R50 000.00	R250 000.00
Total	<u>R365 000.00</u>	<u>R335 000.00</u>	<u>R350 000.00</u>	<u>R350 000.00</u>	<u>R300 000.00</u>	<u>*R1 700 000.00</u>
						*Total excludes budget for MCD Project(s) to be identified.

7. UNDERTAKING OF THE SOCIAL AND LABOUR PLAN IN ACCORDANCE WITH REGULATION 46 (F) OF THE MPRDA

7.1. Responsibility and Accountability

The Director of Black Royalty Minerals (Pty) Ltd will be held accountable to the DMRE for the implementation of the mine's Revised Social and Labour Plan. I confirm as the Director that the information presented reflects Chilwavirusiku Colliery's commitment towards compliance with the MPRDA regulations that govern SLPs. Any additional comments or queries can be directed to the Director.

The Director hereby duly approves this SLP on-behalf of Black Royalty Minerals (Pty) Ltd.

7.2. Undertaking

I _____, in my capacity as the

_____ ID No.: _____

Date: _____

Place: _____

Signature: _____

Appendix A: Appendix Title

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Appendix B: Appendix Title

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