SOCIAL AND LABOUR PLAN

IN TERMS OF PART II – REGULATIONS: MINERALS AND PETROLEUM RESOURCES DEVELOPMENT ACT NO 28 OF 2002

SUBMITTED IN SUPPORT OF A MINING RIGHT: PORTION 72 & 79 OF THE FARM FRANSPOORT 332 JR, MAGISTERIAL DISTRICT OF CULLINAN, PRETORIA

MAMELODI QUARRIES (PTY) LTD
REFERENCE: 30/5/1/2/2 (209) SP

2023 – 2027

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List of abbreviations

AET	Adult Education and Training
B-BBEE	Broad-Based Black Economic Empowerment
CSI	Corporate Social Investment
CCP	Career Progression Plan
DMPR	Department of Mineral and Petroleum Resources
DoL	Department of Labour
EE	Employment Equity
FF	Future Forum
FET	Further Education and Training
HDP	Historically Disadvantaged Persons
HLC	Housing and Living Conditions
HDR	Human Resources Development
HRDP	Human Resources Development Programme
IDP	Integrated Development Plan
I&AP	Interested and Affected Parties
LED	Local Economic Development
MPRDA	Mineral and Petroleum Resources Development Act
MQA	Mining Qualifications Authority
SDF	Skills Development Facilitator
SDP	Skills Development Programme
SETA	Sector Education and Training Authority
SLP	Social and Labour Plan
SMME	Small Medium and Micro-Sized Enterprises
WIM	Women in Mining
WSP	Workplace Skills Plan

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SECTION 1

Preamble: Introduction and background to the operation

Regulation 46 (A)

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1. Section 1

1.1. Preamble – Regulation 46(a)

Mamelodi Quarries (Pty) Ltd, herein after referred to as “the Mine”, is a relatively small mining concern, which mines stone on Portion 72 and 79 of the Farm Franspoort 332 JR.

The mine is located within the Cullinan Magisterial District and falls under the jurisdiction of the Tshwane Metropolitan Municipality. Positioned directly north of Mamelodi and approximately 2 km south of Zambezi Road (R513), the mine is bordered on its western side by a railway line. Directions to the Mine:

- From Johannesburg, take the N1 North towards Polokwane.
- At Pretoria, take the Zambezi Road (R513) off-ramp and turn right (east) in the direction of Cullinan.
- Continue for approximately 11 km and turn right at the Mamelodi Quarries sign onto a dirt road.
- Follow the dirt road for about 2.2 km until you reach the mine entrance on the left-hand side.

The co-ordinates of the entrance to the mining area are as follow:
25°41'43.7”S 28°23'44.0”E



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The mine property measures approximately 41ha in extent.



Registered Name of Company
Mamelodi Quarries (Pty) Ltd

Company Registration Number
1993/06901/07

Trading Name
Mamelodi Quarries (Pty) Lyd

Physical Address
Portions 72 and 79 of the Farm Franspoort 332 JR
District of Cullinan

Contact Numbers
Tel: 012 840 4009
Cell: 082 264 7328

Commodities to be Mined
The ore body forms part of a volcanic intrusion that disrupted the surrounding country rocks, which primarily consist of sediments from the Magaliesberg Formation. The central region of the farm hosts a suite of lavas, pyroclastics, tuffs, and associated

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dykes, while the southern margin contains a later plutonic intrusive phase of syenite rocks—the primary focus of mining activities.

The mined ore is an igneous rock known as *foyaite* or *nepheline syenite*, comprising the minerals nepheline, perthite, and aegirine-augite. The surface outcrop spans approximately 26 hectares, and geological assessments suggest the ore body continues vertically or at a steep angle to significant depths. The final product is processed and sold as stone aggregate.





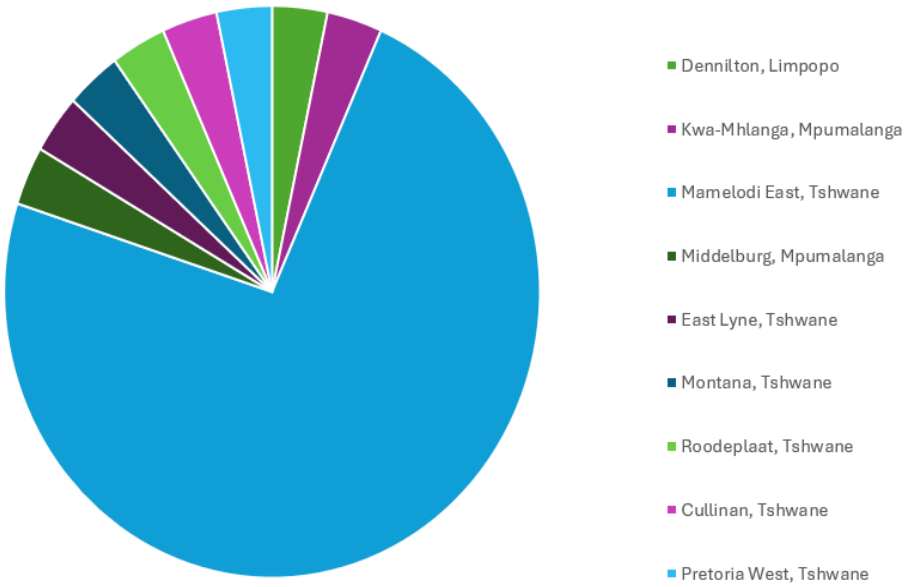
Estimated Life of Mine
More than 30 years

Date of Financial Year-End
28 February

Responsible Person
St John von Willich

Shareholding Structure
Anton von Willich holds a 74% shareholding in the company. A workers' trust owns the remaining 26% as a strategic B-BBEE investor. In accordance with the purchase agreement, a portion of any declared dividends will be allocated towards the repayment of the purchase price.

Geographic origin of employees



Labour sending areas	Number	%
Dennilton, Limpopo	1	3.70%
Kwa-Mhlanga, Mpumalanga	1	3.70%
Middelburg, Mpumalanga	1	3.70%

Mamelodi East, Tshwane	18	66.67%
East Lyne, Tshwane	1	3.70%
Montana, Tshwane	1	3.70%
Roodeplaat, Tshwane	2	7.41%
Cullinan, Tshwane	1	3.70%
Pretoria West, Tshwane	1	3.70%

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SECTION 2

Human Resources Development programme

Regulation 46 (B)

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2. Section 2

2.1. Human Resources Development Programme – Regulation 46(b)(i) – (v)

The mine allocates 2.09% of its total salary expenditure toward HRD. Priority is given to developing core skills essential for the effective operation of the mine. In addition, opportunities will be made available for employees to voluntarily acquire supplementary skills to support their personal and professional growth.

Name of SETA	Mining Qualifications Authority
Registration number with the SETA	L350740835
Confirmation of having appointed a Skills Development Facilitator	Mrs Lucercia Jacobs
Proof of submission of workplace skills plan and date of submission	30 April 2025

2.1.1. Skills Development Plan – Regulation 46(b)(i)(aa) – (bb)

The mine has identified key strategic skills required to sustain and enhance operations. A structured plan is in place outlining the approach to training these skills and specifying the number of employees who will benefit from such interventions.

2.1.2. Statutory Requirements

The mine undertakes to fully comply with all applicable legislative obligations related to training and development, with specific reference to the Skills Development Act and Skills Development Levies Act. This includes:

1. Registration with the relevant SETA, namely the MQA;
2. Development of a WSP;
3. Submission of the approved WSP to the MQA;
4. Annual reporting on training conducted; and
5. Compliance with levy payments and submission of grant claims where applicable.

The following supporting documentation will be provided in this regard:

- Labour plan detailing planned workforce composition;
- Qualifications by occupational level and population group;
- Identified skills development priorities;
- Report on hard-to-fill vacancies;
- Plans for AET; and
- Implementation of portable skills training, skills programmes, and learnerships.

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2.1.3. General Workforce Overview

The mine currently employs 27 employees.

2.1.4. Education & Literacy Development

The mine is committed to enhancing the literacy and numeracy levels of HDP employees. Support will be provided to improve educational foundations, thereby enabling more effective participation in skills development programmes, particularly through AET:

Efforts will include:

- Conducting individual assessments to determine each employee's current and aspirational education levels;
- Ensuring all assessments and examinations are administered in accordance with the standards of the relevant provincial education authority;
- Allowing learners to attend classes, write exams, and participate in assessments during working hours;
- Submitting the required Form Q to the DMPR to report on the education profile of employees.

Education levels of the workforce are indicated on Form Q below.

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DEPARTMENT: MINERALS AND ENERGY
REPUBLIC OF SOUTH AFRICA
THE NUMBER AND EDUCATION LEVELS OF EMPLOYEES
[in terms of regulation 46(b)(i)(aa) of the Social and Labor Plan of the Mineral and Petroleum Resources Development Act, 2002 (Act No. 28 of 2002)]

INSTRUCTIONS:
1. For any enquiries, contact the relevant Regional office or designated agency during office hours (refer to List 1).
2. Complete the form in block letters and in black pen.
3. Complete the form in English and do not use abbreviations (e.g. Street not St).

	NQF LEVEL		Male				Female					
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
Higher Education Qualifications Sub-Framework	10	Doctorate								1		1
	9	Masters										
	8	Honours / Post-Graduate Diploma										
	7	Degree / Advanced Certificate / Occupational Certificates										
	6	Diploma / Advanced Certificate / Occupational Certificates										
	5	Higher Certificate / Advanced National Certificate / Occupational Certificates					1					1

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General and Further Education and Training Qualifications Sub-Framework	4	Grade 12 / National Certificate 4 / Occupational Certificates	2			2	1			1	4	2
	3	Grade 11 / National Certificate 3 / Occupational Certificates	8			1					9	
	2	Grade 10 / National Certificate 2 / Occupational Certificates	2								2	
	1	Grade 9	2								2	
		None	6								6	
		TOTAL									**23**	**4**

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2.1.7. 5- year SDP for literacy & numeracy (AET):

AET is the general conceptual foundation towards lifelong learning and development, comprising of knowledge, skills and attitudes. This programme was formally known as Adult Basic Education Training (ABET). The old ABET levels were previously equivalent to Grades R to 9 and consists of various learning areas. The AET programme consist of four levels with level 4 now a NQF 1 which is a general certificate, an entry level to vocation training. NQF1 is an equivalent of Grade 9.

AET level	**Targets and timeline**				
	2023	**2024**	**2025**	**2026**	**2027**
AET 1	0	0	0	0	3
AET 2	0	0	0	0	2
AET 3	0	0	0	0	1
AET 4	0	0	0	0	2
Total number	0	0	0	0	8
Budget	R -	R -	R -	R -	R 24 000,00

Should the employees choose to participate in the programme, the mine will allocate R24 000,00 for AET. Once all internal training needs have been met, the opportunity may be extended to members of the surrounding community.

The table below outlines the anticipated costs for AET over a five-year period, assuming full participation by eligible employees:

AET	**2023**	**2024**	**2025**	**2026**	**2027**	**Total**
	Budget					
	R -	R -	R -	R -	R 24 000,00	R 24 000,00

2.1.5. Learnerships, Internships & Bursaries – Regulation 46(b)(iv)

2.1.5.1. Learnerships

The learnership program is designed to provide employees with the opportunity to gain formally recognised and accredited qualifications, enhancing their skills and career prospects. This initiative aims to foster continuous learning and professional development within the organisation, ensuring that employees are equipped with the expertise necessary to excel in their roles and contribute to the overall success of the company. Learnerships will be implemented in collaboration with the MQA and other accredited training institutions.

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Where possible, the programme will focus on developing skills that are not only relevant to the mining sector but are also transferable to other industries, thereby enhancing the long-term employability of participants.

A total of R20 000,00 has been budgeted for both internal and external learnerships over the next five years. The learnership programme will accommodate one learner in 2027, at an estimated cost of R20 000,00.

Year	2023	2024	2025	2026	2027	Number of Candidates	Total Cost
Learners	0	0	0	0	1	**1**	
Total per year	R -	R -	R -	R -	R 20 000,00		**R 20 000,00**

Type / area of training	Targets and timeline				
	2023	2024	2025	2026	2027
Diesel mechanic	0	0	0	0	1
Total number	0	0	0	0	1
Budget	R -	R -	R -	R -	R 20 000,00

2.1.5.2. Internship

The primary objective of the internship program is to actively promote and enhance the participation in the mining industry. This initiative seeks to provide graduates with invaluable, hands-on experience, fostering the development of skilled professionals who can contribute meaningfully to the sector. By offering comprehensive training and exposure to various aspects of the industry, the program is designed to empower graduates and support their growth in the mining field.

Internship plan	Targets and timelines				
	2023	2024	2025	2026	2027
Total enrolments	0	0	1	0	0
Budget	R -	R -	R 30 000,00	R -	R -

A total amount of R30 000,00 has been allocated for an internship over the next five years.

Year	2023	2024	2025	2026	2027	Number of Candidates	Total Cost
Interns	0	0	1	0	0	1	
Total per year	R -	R -	R 30 000,00	R -	R -		R 30 000,00

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2.1.5.3. Bursaries

The company is committed to supporting skills development and higher education by providing bursaries to individuals with the potential to obtain formal tertiary qualifications. This initiative aims to empower beneficiaries with the necessary knowledge and expertise to contribute meaningfully to their careers.

Bursary field	**Targets and timelines**				
	2023	2024	2025	2026	2027
Occupational Health & Safety	0	1	Ongoing	0	0
Chef Training	1	0	0	0	0
Total number	1	1	Ongoing	0	0
Budget	R 22 500,00	R 6 000, 00	R 10 300, 00	R -	R -

The mine will offer two internal bursaries annually, valued at R38 800,00, over a five-year period.

Year	**2023**	**2024**	**2025**	**2026**	**2027**	**Number of Candidates**	**Total Cost of Bursaries**
Bursary recipients	1	1	Ongoing	0	0	2	
Bursary Value	R 22 500,00	R 6 000, 00	R 10 300, 00	R -	R -		R 38 800,00

Bursaries will be awarded based on the following order of preference:

1. Employees or their children;
2. Community members or their children who demonstrate financial need; and
3. Other HDPs.

Only individuals who have the potential to successfully complete a formal tertiary qualification in a field relevant and applicable within South Africa will be considered. To ensure fairness and transparency, the Company's Human Resources Department will develop clear selection criteria to accompany each bursary application invitation.

2.1.6. Portable Skills

The portable skills training program is designed to provide employees with the opportunity to develop skills that are formally recognised and accredited and can be applied across various industries. By partnering with accredited bodies, this initiative aims to enhance the employability and versatility of our workforce, equipping

employees with qualifications that are transferable and valuable beyond the mining sector.

The total value budgeted for portable skills over the next 5 years is R25 000,00.

Year	2023	2024	2025	2026	2027	Number of Candidates	Total Cost
Portable skills learner	0	0	1	0	1	2	
Total per year	R -	R -	R 12 500,00	R -	R 12 500,00		R 25 000,00

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DEPARTMENT: MINERALS AND ENERGY
REPUBLIC OF SOUTH AFRICA

HARD-TO-FILL VACANCIES AS AT MAY 2025

In terms of regulation 46(b)(I)(bb) of the Social and labour Plan of the Mineral and Petroleum Resources Development Act, 2002 (Act No. 28 of 2002)]

INSTRUCTIONS:
1. For any enquiries, contact the relevant Regional office or designated agency during office hours (refer to list 1).
2. Complete the form in block letters and in black pen.
3. Complete the form in English and do not use abbreviations (e.g. Street not St).

Occupational Level	Job title of Vacancy	Main Reason for being unable to fill the vacancy

The Company does not foresee any hard to fill vacancies

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2.2. Career Progression Plan – Regulation 46(b)(ii)

The overarching aim of the CPP is to ensure that all managerial and other key positions within the organisation are consistently occupied by competent and capable individuals. Achieving the organisation's strategic objectives depends significantly on having the right people in the right roles at all times.

To this end, the mine is committed to ensuring that a suitably qualified and competent successor is available for each member of the top management team, regardless of the circumstances. This requires CPP planning across all levels of the organisation to facilitate the upward mobility of talented individuals and those with development potential.

2.2.1. Responsibilities of Management

Each principal and/or functional head is required to annually submit the following to management:

- **Succession Organograms**

  These organograms should identify one or two viable successors for each position, indicating each candidate's current role, job level, and readiness for promotion.

- **Development Overview of Successors**

  This overview outlines the development plans for nominated successors to ensure they possess the necessary potential, skills, and competencies for future roles. Development should be both organisation-driven (through CPP and organograms) and employee-directed (through personal career planning).

2.2.2. Employee Involvement & Career Planning

While the CPP is a confidential process communicated only at management level, career development is a shared responsibility between the individual and their superior. Managers are encouraged to have open discussions with employees regarding performance expectations, required competencies, and career aspirations. Although employees are not informed of their specific succession status within the CPP, they are encouraged to participate actively in their own career development. The goal is not to label individuals as successors or not, but to define what is required for them to become eligible for progression. Independent career planning, self-directed development, and personal accountability are promoted.

Training needs are reviewed annually, with training plans developed through collaboration between the organisation and the individual, aligning both sets of interests.

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2.2.3. Tools for Development & Monitoring

Development needs and progress can be identified and tracked through:

- Performance agreements
- Performance appraisals
- Goal setting and achievement tracking

It is important to manage ambitious individuals carefully, ensuring they are aware of organisational realities and timelines, and not discouraged by delays or misaligned expectations.

2.2.4. Key Criteria for Development & Promotion

Development of candidates will depend on:

- Development potential
- Individual performance
- A structured development plan, informed by a formal assessment and training needs analysis

Promotion will depend on:

- Availability of vacancies
- Development progress of the individual
- Demonstrated performance

Minimum qualifications per role are outlined; however, employees may be developed beyond these benchmarks where appropriate.

2.2.5. Career Path Options

Employees have the opportunity to select their preferred career path. Multiple career paths are available, all of which can lead to senior-level positions. Each path includes specific requirements regarding educational qualifications, skills, and work experience necessary for progression. According to the Individual Development Plans completed by employees seeking career advancement, the following progression paths have been identified:

Current position	**Training interventions**	**Progressed position**	**2025** HDP employees	**2026** HDP employees	**2027** HDP employees
ADT Operator	Boilermaker course	Boilermaker	0	0	1
ADT Operator	Excavator operator course	Excavator Operator	0	0	1

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Excavator Operator	Boilermaker course	Boilermaker	0	0	1
Plant Operator	Electrical engineering studies	Electrician	0	0	1

2.3. Mentorship Plan – Regulation 46(b)(iii)

The company is fully committed to providing structured training and development opportunities to employees, with a focus on enhancing their skills and fostering career progression. This training will be comprehensive, including clearly defined objectives, theoretical instruction, hands-on practical assessments, and competency evaluations to ensure the trainees are fully equipped to excel in their roles.

Mentorship will be implemented according to the structured model outlined below, which provides a sequenced approach to identifying, planning, and delivering effective mentoring:

Step 1: Conduct a Training Needs Analysis

This step involves identifying development areas by considering:

- Job descriptions and role expectations
- Company priorities for skills development
- The organisation's ethos and culture
- Employee development needs and career aspirations

Step 2: Compile a gap analysis

Using the information obtained in Step 1, a Gap Analysis will be conducted to identify the specific skills and competencies each employee needs to develop.

Step 3: Appoint mentors

- Mentors will be appointed, primarily from among the direct supervisors of mentees (protégés).

Step 4: Develop individual mentorship programmes

In collaboration with the Mentorship Facilitator, mentors, and protégés, tailored mentorship programmes will be developed. These programmes will be based on the findings of the Training Needs Analysis and include:

- **Formal Interventions:**
    - Structured training programmes
    - Organised interactive events

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- **Informal Interventions:**
    - On-the-job coaching
    - Informal knowledge-sharing and learning engagements

Step 5: Monitor and evaluate progress

Mentors will continuously monitor progress, evaluate outcomes, and make adjustments to ensure development goals are achieved.

The mine commits to offering mentorship to two candidates annually, in alignment with this model, and at no cost to the company.

			Target		Gender	
Mentoring programme	**Career deliverables**	**Duration**	**HDP**	**Non - HPD**	**Female**	**Male**
Mechanic	Practical experiences	12 months	1	0	1	
Mechanic	Practical experiences	12 months	1	0		1
ADT Operator	Multi-skilled operator	12 months	1	0		1
ADT Operator	Multi-skilled operator	12 months	1	0		1
ADT Operator	Multi-skilled operator	12 months	1	0		1
ADT Operator	Multi-skilled operator	12 months	1	0		1

	2023	**2024**	**2025**	**2026**	**2027**	**Total**
Total mentees	0	0	2	2	2	6
Total cost to company	R -	R -	R -	R -	R -	R -

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2.4. Employment Equity Plan – Regulation 46(b)(v)

DEPARTMENT: MINERALS AND ENERGY
REPUBLIC OF SOUTH AFRICA
EMPLOYMENT EQUITY STATISTICS AS AT MAY 2025:
[in terms of regulation 46(b)(v) of the Social and Labour Plan of the Mineral and Petroleum Resources Development Act, 2002 (Act No. 28 of 2002)]

INSTRUCTIONS:
1. For any enquiries, contact the relevant Regional office or designated agency during office hours (refer to List 1).
2. Complete the form in block letters and in black pen.
3. Complete the form in English and do not use abbreviations (e.g. Street not St).

	Male				**Female**				**Total**	**Disabled**	
Occupational Levels	**African**	**Coloured**	**Indian**	**White**	**African**	**Coloured**	**Indian**	**White**		**Male**	**Female**
Top Management				1				1	**2**		
Senior Management	1				1				**2**		
Professionally qualified and experienced specialists and mid-management									**1**		1
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	2				1				**3**		
Semi-skilled and discretionary decision making				1					**2**	1	
Unskilled and defined decision making	17								**17**		
TOTAL PERMANENT									**27**		
Non-permanent employees									**0**		
TOTAL									**27**		

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2.4.1. Women in mining

The mine currently employs two African females and two white females. The mine is committed to promoting women in mining by giving preference to female candidates in its internship programme and prioritising women for external learnerships, particularly in machine operator roles. Through its skills development initiatives, the mine aims to equip women with mining-related competencies, thereby enhancing their access to meaningful employment within the sector.

Description	**Current**	**Future**
Women employed at the mine	4	4
Total employees	27	27
Percentage of women in mining	**14.81%**	**14.81%**

2.4.2. HDP in management

The mine has the following management levels:

- Top Management: None
- Senior Management: One African male and one African female.
- Middle Management: None
- Junior Management: One African female and two African males.

HDP in Management	**2023**	**2024**	**2025**	**2026**	**2027**
Top	0	0	0	0	0
Senior	2	2	2	2	3
Middle	0	0	0	1	1
Junior	3	3	3	3	4
Total HDP in Management	5	5	5	6	8
Percentage HDP	**17.24%**	**17.24%**	**17.24%**	**20.69%**	**27.59%**

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SECTION 3

Local Economic Development Programme

REGULATION 46 (C)

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3. Section 3

3.1. Mine community development (LED project) – Regulation 46(c)(i) – (vi)

As part of its commitment to contributing meaningfully to the socio-economic development of its surrounding communities, the mine has undertaken to implement an LED project in alignment with the requirements of the SLP. The LED initiative serves as a vital instrument for fostering sustainable development and addressing the historical socio-economic disparities that persist in mining-affected areas. It is designed to ensure that the mine's presence not only benefits employees but also uplifts communities through targeted infrastructure and economic development projects.

The LED project is informed by a comprehensive needs analysis conducted in collaboration with the local municipality. This ensures that the project is aligned with the IDP of the municipality and that it responds directly to the most pressing needs of the local community.

One of the primary goals of the LED project is to empower historically disadvantaged groups, particularly women, youth, and persons with disabilities. The mine prioritises inclusive participation in the project's design, execution, and long-term sustainability. Where appropriate, skills transfer and mentorship opportunities are incorporated to ensure that local community members are equipped to maintain or manage the infrastructure or business initiatives created through the LED project.

The mine has committed to regular monitoring and reporting on the progress of the LED project as part of its SLP obligations. This ensures transparency and maintains trust between the mine and its stakeholders. Where challenges arise, adaptive planning is used to adjust timelines or resource allocation in consultation with affected parties.

Ultimately, the LED project forms a cornerstone of the mine's broader socio-economic development strategy. By investing in community infrastructure and enterprise development, the mine contributes to building resilience and sustainability in local communities. This investment not only complies with legislative requirements under the MPRDA, but also reflects the mine's commitment to being a responsible corporate citizen and a long-term development partner.

3.1.1. Social & economic background – Regulation 46(c)(i)

3.1.1.1. Formation and spatial structure

The City of Tshwane, which includes Pretoria and surrounding areas such as Mamelodi, was formally established in December 2000 through the amalgamation of several municipalities. It is unique among Gauteng's metros in that it includes both urban and rural areas, as well as sections bordering the North-West province. This created a single administrative unit linking underdeveloped peri-urban and rural areas with the economically stronger Pretoria metropolitan core, thereby attempting to

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balance service provision and economic development across a vast and diverse region.

3.1.1.2. Economic Focus & Growth

Tshwane has embraced national and provincial goals focused on economic growth, job creation, and global competitiveness. Despite current challenges such as inflation and rising interest rates, the City's economy has historically grown at a rate higher than the national average. Key economic sectors include government services (due to its administrative capital status), manufacturing (particularly automotive), construction, and retail. The city also benefits from growth in globally strategic sectors such as aerospace, ICT, and biotechnology

3.1.1.3. Poverty & Socio-Economic Inequality

Large areas within Tshwane, particularly in the north, still experience deep poverty. Studies have identified areas like Temba, Nellmapius, Olievenhoutbosch, and rural communities as key zones of need. Despite an above-average Human Development Index (HDI) of 0.75 in 2002, reflecting relatively strong access to education and healthcare in parts of the city, socio-economic inequality remains stark. Income disparities and service delivery gaps persist between the urban core and outlying townships like Mamelodi.

Mamelodi, established under apartheid as a township for Black South Africans, continues to reflect the spatial and economic legacies of segregation. It is home to over 300,000 residents and experiences high unemployment, underdeveloped infrastructure, and limited access to quality healthcare and education. Despite these challenges, it has become a focal point for community-driven initiatives and government development programmes aimed at alleviating poverty and improving quality of life.

3.1.1.4. Education, Health, & Public Facilities

The city has invested in educational resources, including five AET centres and community libraries, and supports ongoing adult literacy and skills development. However, the education system is under strain, especially in townships like Mamelodi. Health services are similarly challenged, particularly in response to the HIV/AIDS epidemic. In 2007, an estimated 200,000 people were living with HIV in Tshwane, with tens of thousands of AIDS orphans.

3.1.1.5. Environmental & Ecological Considerations

Tshwane boasts a range of valuable natural assets, including wetlands, ridges, and biodiversity-rich open spaces. However, rapid urbanisation and economic development have led to increased air and water pollution, waste accumulation, and pressure on open spaces. These environmental challenges have social implications, particularly for communities relying on traditional medicine sourced from local plant

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species. Balancing ecological preservation with economic and housing development remains an ongoing challenge.

3.1.1.6. Transport & Infrastructure

Tshwane has a well-developed bulk infrastructure system, including roads, rail, and airports, but faces a growing demand for upgrades and new infrastructure. A backlog of nearly 2,800 km of roads with inadequate stormwater drainage was identified. Public transport—including minibus taxis, buses, and rail—accounts for only 28% of commuter travel, with a significant portion of the population still walking to work or relying on informal transport, particularly in outlying townships.

3.1.1.7. Identified Community Needs

Community consultations and regional studies have identified the most pressing needs in Tshwane and its townships. These include economic development, housing, improved public transport, energy security, waste management, education, healthcare (particularly HIV/AIDS), public safety, and water and sanitation infrastructure. The need for youth employment and skills development is especially urgent, considering the growing number of economically inactive individuals.

3.1.2. Key economic activities – Regulation 46(c)(ii)

The City of Tshwane, with Pretoria as its urban core, is one of South Africa's most strategically positioned metros, both administratively and economically. As the seat of national government, Pretoria plays a central role in the public sector, hosting numerous government departments, embassies, and parastatals. This gives rise to a strong tertiary economy led by government and community services, which is the city's largest employer.

Beyond the public sector, Pretoria boasts a diverse and expanding economy. The automotive industry is a key pillar, with several major vehicle manufacturers and component suppliers operating in Rosslyn Industrial Area, contributing significantly to exports and employment. The manufacturing sector also encompasses steel production, machinery, electronics, and food processing.

The city is further well-positioned in aerospace and defence industries, supported by institutions such as Denel and the Council for Scientific and Industrial Research (CSIR), as well as growing hubs in biotechnology, ICT, and research and development. Pretoria is also an academic city, with several universities and research bodies that support innovation and skills development, giving rise to a knowledge-driven economy.

The construction sector, tied closely to infrastructure development and urban expansion, continues to drive growth and job creation across the city. The retail and commercial sectors are expanding rapidly, particularly in central Pretoria, Menlyn, and other suburban nodes. Meanwhile, the city's position as a logistics and transport

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corridor between Gauteng and Limpopo enhances its role in freight and logistics, warehousing, and trade.

In Mamelodi, economic activity is more localised and informal, reflecting the township's history and current development status. While formal employment is limited, there is a thriving informal economy comprising spaza shops, street vendors, hair salons, auto repair, recycling, and domestic services. Micro-enterprises and cooperatives in Mamelodi play an essential role in household survival, though they often face barriers such as lack of access to capital, infrastructure, and formal markets. The City of Tshwane has identified SMME development in areas like Mamelodi as critical for inclusive growth.

3.1.3. Impact of mine on local communities – Regulation 46(c)(ii)

3.1.3.1. Positive impacts

3.1.3.1.1. Employment Opportunities

The mine can serve as one of the employers in the region, providing direct jobs to skilled and unskilled labour. This boosts household income and reduces unemployment, particularly in previously disadvantaged communities.

3.1.3.1.2. Skills development and training

Through learnerships, internships, mentorship programmes, and AET training, the mine contributes to capacity building. These initiatives improve the employability of community members, even beyond the life of the mine.

3.1.3.1.3. LED

The mine invests in LED projects such as infrastructure, schools, clinics, agricultural programmes, and small business support. These initiatives uplift the socio-economic conditions of host communities and contribute to long-term development.

3.1.3.1.4. Support for SMMEs & HDP procurement

Local suppliers, especially HDP-owned businesses, benefit from procurement opportunities. This fosters entrepreneurship, job creation, and circulation of income within the community.

3.1.3.1.5. Infrastructure development

The presence of a mine may accelerate the development of roads, water infrastructure, electricity, and communication networks—benefiting the broader community.

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3.1.3.2. Negative impacts

3.1.3.2.1. Environmental & health concerns

Mining activities can lead to dust, water pollution, noise, and land degradation, which may affect agriculture, air quality, and water resources. Communities near mines sometimes report respiratory issues and reduced access to clean water.

3.1.3.2.2. Influx of job seekers & pressure on services

Mining hubs often attract migrants, leading to informal settlements, overcrowding, and strain on local housing, schools, clinics, and sanitation infrastructure.

3.1.3.2.3. Dependency

Communities may become economically dependent on the mine. If the mine scales down or closes, this can result in massive unemployment, business closures, and economic decline unless proper exit strategies and diversification plans are in place.

3.1.4. Infrastructure & poverty eradication – Regulation 46(c)(iii)

In alignment with the City of Tshwane's Integrated Development Plan (IDP) 2022–2026, the mine has identified critical infrastructure needs within the Mamelodi area, particularly relating to road access and stormwater management. Region 6 is characterised by significant backlogs in the maintenance and upgrading of local roads, particularly in informal and underserved areas, which impedes mobility and service delivery.

As part of its commitment to infrastructure-driven poverty alleviation, the mine proposes to support the development of access roads in targeted sections of Mamelodi. This will improve access to essential services, schools, and economic nodes, while also enhancing the safety and quality of life for local residents.

In addition, the mine will explore opportunities to partner with the municipality on projects aimed at upgrading stormwater drainage systems, especially in areas prone to flooding. This intervention will assist in protecting homes and public infrastructure during heavy rainfall, thereby reducing environmental health risks and service delivery interruptions.

These initiatives will be implemented in close consultation with the City of Tshwane and the local community, ensuring alignment with municipal priorities and maximising local labour participation wherever possible.

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3.1.5. LED project

The construction of ablution facilities at a school in Mamelodi was initiated as part of the mine's broader LED commitment to improving essential infrastructure in disadvantaged communities. Sanitation was identified as a key area of need through engagements with the school and municipal authorities. The school had been operating with severely inadequate and deteriorating bathroom facilities for their staff.

In response, the mine undertook to fund and manage the construction of new, gender-separated ablution blocks that comply with basic sanitation standards and support the dignity and well-being of the staff. The design was developed in partnership with the school and local builders to ensure sustainability and ease of maintenance.

The new ablution block will feature flushing toilets, running water, handwashing basins, and proper drainage systems. They are ventilated, well-lit, and accessible to staff with mobility challenges.

Construction of the ablution facilities will be executed using local labour and small enterprises wherever possible, thereby contributing to short-term job creation and stimulating the local economy. Priority was given to sourcing building materials and services from local suppliers to support SMMEs in the region.

This ablution block project will significantly improve the working environment for the school staff and supports broader public health outcomes. It is a strong example of how LED interventions can provide not only infrastructure, but also dignity, safety, and long-term value to the communities where the mine operates.

Year	2023	2024	2025	2026	2027	Total Cost
LED	**R -**	**R -**	**R -**	R 124 500,00	R 124 500,00	R 249 000,00

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Project Plan Format:

The name of the project Building of ablution block	**Classification of project** Infrastructure
Geographical location 25°42′44″ S, 28°20′25″ E 653 Makhusela Street, Mamelodi West, Pretoria (Mamelodi), Gauteng, South Africa	**Municipal location** City of Tshwane Metropolitan Municipality
Project background	Bohlabatsatsi Primary School in Mamelodi West has long operated with deteriorating and insufficient sanitation facilities for staff. Poor sanitation impacts staff well-being, dignity, and working conditions, and was identified as a key developmental need through consultation with the school and local authorities. This project forms part of the mine's LED programme and aims to directly address these sanitation challenges while contributing to local job creation and infrastructure improvement in a disadvantaged community.
Project Objectives	To construct a staff ablution block that is safe, dignified, accessible, and sustainable, thereby improving the sanitation infrastructure of Bohlabatsatsi Primary School.
Project Components	- Engage with school and stakeholders to finalise design and sustainability features. - Construct gender-separated ablution block with flushing toilets, handwashing basins, and running water. - Ensure accessibility for persons with mobility challenges. - Use local labour and source building materials from SMMEs in the area. - Train school maintenance staff on upkeep of the facility.
Deliverables	

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Year 1	- Stakeholder and community engagement. - Finalisation of building design and approval process. - Appointment of local subcontractors and procurement of materials.				
Year 2	- Construction of ablution block. - Training of school maintenance staff. - Final inspection, sign-off and handover to school and relevant authorities.				
Total financial contribution	**Year 1**	**Year 2**	**Year 3**	**Year 4**	**Year 5**
R249 000.00	R0.00	R0.00	R0.00	R124 500.00	R124 500.00
Provisional project start date	January 2026				
Provisional project end date	December 2027				
Target group / beneficiaries	- Staff of Bohlabatsatsi Primary School who will gain access to safe, hygienic, and dignified sanitation facilities, significantly improving their working conditions and overall well-being. - Indirect benefit to learners and the broader school environment through improved staff support.				
Number of beneficiaries	- Approximately 20–30 staff members.				
Number of jobs created	- Estimated minimum of 3 temporary jobs created during construction phase. - Local SMMEs will be prioritised for procurement and labour. - Maintenance responsibilities to be transferred to trained school staff.				
Exit strategy	An exit strategy has been developed to ensure the long-term sustainability of the facilities post-completion. This includes: - Capacity building and training for the school's maintenance staff on the upkeep and care of the ablution blocks.				

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	- Handover of facility documentation, including maintenance guidelines and supplier contacts, to the school and local education authorities. - Post-completion monitoring for a limited period to ensure proper use and address any immediate teething issues. This strategy aims to empower the school and community to take ownership of the infrastructure, ensuring it remains functional and beneficial for years to come.

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3.2. Procurement & Enterprise Development – Regulation 46(c)(vi)

3.2.1. Enterprise development & SMME mentoring

Enterprise development SMME mentoring form a critical part of the SLP, as they contribute to the long-term economic sustainability of communities surrounding mining operations. The aim of these initiatives is to empower local entrepreneurs and emerging businesses by providing them with the tools, resources, and support necessary to thrive in competitive markets, both within and beyond the mining sector.

The mine recognises that successful enterprise development has the potential to significantly reduce unemployment and poverty in host and labour-sending areas. As such, the SLP outlines specific commitments to support local SMMEs through capacity building, market access facilitation, funding mechanisms, and business mentorship. This support is aligned with national economic transformation goals and the mine's broader corporate social responsibility objectives.

A key element of the enterprise development strategy is the identification and selection of viable local businesses with growth potential. This is typically done through engagement with local municipalities, traditional authorities, and business forums. Once identified, these businesses are enrolled in a structured development programme that includes business training, mentorship, and in some cases, access to funding or business opportunities within the mine's supply chain.

Capacity-building interventions focus on improving key business competencies such as financial management, marketing, operational efficiency, regulatory compliance, and tendering processes. These interventions are often delivered through partnerships with accredited training providers and business development organisations. Where possible, training is tailored to the specific needs of the participating SMMEs to ensure practical, outcome-based results.

Mentorship plays a vital role in guiding emerging entrepreneurs through real-world business challenges. Experienced mentors are appointed to provide one-on-one coaching, practical advice, and technical assistance over a defined period. This ongoing relationship allows SMMEs to build confidence, troubleshoot operational issues, and make informed decisions.

In addition to capacity building and mentorship, the mine is committed to facilitating access to markets. Where appropriate, emerging SMMEs are included in the mine's supplier database and given preference for low-risk procurement opportunities. This includes opportunities in areas such as catering, cleaning, maintenance, transport, and construction. The intention is to create a bridge between enterprise development support and actual economic participation.

Enterprise development projects under the SLP are not limited to the mine's operational lifecycle. The mine's long-term strategy includes creating sustainable businesses that can continue to thrive after mine closure. By encouraging diversification and independence from the mining sector, these SMMEs are positioned

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to contribute meaningfully to local economies for years to come. This aligns with the SLP's objective of ensuring lasting socio-economic benefits in host communities.

Overall, enterprise development and SMME mentoring are not only regulatory requirements but strategic tools for driving inclusive economic growth. Through structured support, skills transfer, and meaningful opportunities, the mine is actively investing in a more resilient, self-reliant local economy. This fosters goodwill, strengthens community relations, and reinforces the mine's commitment to sustainable development and responsible mining practices.

3.2.1.1. HDP procurement

HDP procurement is a key component of the SLP, and forms part of the broader transformation agenda outlined in the Mining Charter. The objective is to promote inclusive economic participation by ensuring that HDP -owned and controlled companies have access to procurement opportunities within the mining sector. This supports the redress of past economic imbalances and contributes meaningfully to local economic development.

In compliance with the Mining Charter and relevant regulations, the mine has committed to progressively increasing its procurement spend on HDP suppliers. These include companies that are black-owned, women-owned, youth-owned, or owned by persons with disabilities. Preference is given to locally based HDP businesses, especially those operating in the mine's host and labour-sending communities, to maximise local economic impact.

The mine's procurement strategy includes identifying and vetting qualifying HDP suppliers, onboarding them onto the mine's procurement system, and ensuring that they are given fair and equitable access to tenders and contracts. Specific categories targeted for HDP procurement may include construction, transportation, cleaning, catering, maintenance, and supply of materials and consumables. By directing spend to HDP companies, the mine directly contributes to job creation, income generation, and community empowerment.

To support the sustainability and competitiveness of HDP suppliers, the mine often combines its procurement initiatives with enterprise development support. This includes technical assistance, mentorship and training in compliance and tendering. The aim is to ensure that suppliers not only meet procurement requirements but also grow into independent, thriving businesses capable of competing in broader markets.

In conclusion, HDP procurement is not only a legislative obligation but a strategic imperative. By prioritising the inclusion of HDP -owned businesses in its supply chain, the mine supports economic transformation, fosters entrepreneurship, and drives sustainable local development.

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Mining goods	2023	2024	2025	2026	2027
70% RSA Manufactured Goods	43.93%	38.26%	44.56%	46.80%	48.85%
21% HDP companies	6.21%	5.40%	6.29%	7%	8%
5% Women / Youth owned companies	0.59%	0.51%	0.60%	0.80%	0.85%
44% BEE compliant companies	37.16%	32.35%	37.67%	39%	40%

Services	2023	2024	2025	2026	2027
80% RSA Based Services	12.71%	21.47%	15.41%	19%	22%
50% HDP companies	2.71%	11.47%	5.41%	6%	7%
15% Black Women owned companies	0%	0%	0%	2%	3%
5% Black Youth owned companies	0%	0%	0%	1%	2%
10% BEE compliant companies	10%	10%	10%	10%	10%

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3.3. Housing & Living Conditions (HLC) – Regulation 46(c)(iv)

Improving living and housing conditions for mine employees is a key component of the SLP and is closely aligned with the principles of dignity, well-being, and sustainability. The mine recognises that adequate housing is not only a regulatory requirement under the MPRDA and the Mining Charter, but also a moral obligation toward creating a stable and productive workforce.

At present, the mine provides on-site housing for six employees, ensuring that they have access to safe and secure accommodation within close proximity to their workplace. This housing is maintained by the mine and includes basic amenities necessary to support the health and well-being of these employees. The on-site housing arrangement reduces commuting challenges and allows for a quicker response to operational demands, especially for critical staff.

Recognising the broader housing needs of employees not currently accommodated on site, the mine has committed to introducing a housing subsidy programme. As part of this initiative, a monthly housing subsidy of R350 per person will be offered to qualifying employees to assist them in securing or improving their own accommodation. This contribution is intended to ease the financial burden of rent or home ownership, particularly for lower-income employees.

In addition to the housing subsidy, the mine will also provide building material to employees who are constructing or improving their own homes. This material support programme aims to enable employees to build quality, sustainable housing for themselves and their families, particularly in surrounding communities where infrastructure and resources are limited. Criteria for eligibility will be developed and communicated in consultation with the workforce.

These housing initiatives are designed not only to meet compliance standards but also to promote long-term socio-economic development in host communities. By supporting home ownership and improvements, the mine helps stimulate local construction activity and contributes to dignified living conditions for its employees. This aligns with national development goals and enhances the mine’s contribution to community upliftment beyond its operational footprint.

All planned housing interventions will be rolled out transparently and fairly, with continuous communication to ensure employee understanding and participation. The mine will also monitor the impact of the subsidy and materials programme, making adjustments as necessary to meet the evolving needs of its workforce. Progress will be reported to the DMPR as part of the mine’s SLP compliance and monitoring framework.

Furthermore, the mine remains committed to engaging with employees on an ongoing basis regarding their living conditions. Feedback mechanisms and consultations will form part of the housing programme to ensure that employee voices are heard and that the interventions remain relevant and impactful. Special consideration will also be

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given to vulnerable groups, including female-headed households and persons with disabilities.

In conclusion, the mine's approach to living and housing conditions reflects its broader commitment to social responsibility and worker welfare. By maintaining on-site accommodation, introducing a targeted housing subsidy, and providing building materials, the mine is proactively improving the quality of life for its employees. These efforts form a crucial part of its Social and Labour Plan and contribute to building a more inclusive, stable, and empowered workforce.

3.4. Health & nutrition – Regulation 46(c)(v)

Health and nutrition form a fundamental part of employee well-being and are essential to building a resilient and productive workforce. Within the framework of the SLP, the mine is committed to actively supporting the physical and mental health of its employees by providing access to healthcare, promoting disease awareness, and encouraging healthy lifestyle choices. These efforts contribute to a safer, healthier working environment and reflect the mine's broader commitment to human dignity and sustainable development.

Recognising that access to healthcare can be a significant financial and logistical barrier for many employees, the mine provides employees with financial assistance to visit a medical doctor when needed. This initiative ensures that workers can seek professional medical attention early, rather than delaying treatment due to affordability concerns. Supporting access to medical care ultimately improves overall workplace attendance, productivity, and morale.

In addition to doctor visits, the mine also covers the cost of chronic medication for employees who are managing long-term health conditions. By removing the financial burden associated with monthly prescriptions, the mine helps employees maintain consistent access to essential medication, thereby stabilising their health and improving quality of life.

The mine also places a strong focus on preventative healthcare, particularly in relation to communicable diseases such as tuberculosis (TB) and HIV/AIDS. Regular awareness campaigns are arranged in collaboration with local healthcare providers. These sessions are aimed at educating employees on prevention, transmission, and treatment, while also addressing the stigma that often surrounds such conditions in workplace and community settings.

To complement awareness efforts, the mine provides employees with the opportunity to undergo voluntary testing for TB and HIV on site. This is conducted in a confidential and supportive manner, with counselling services available where appropriate. These voluntary testing initiatives empower employees to know their status and seek early intervention when necessary, which contributes to a healthier workforce and more stable communities.

All health-related programmes are reviewed regularly and adapted to the changing needs of the workforce. Feedback from employees is encouraged to ensure that the

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initiatives remain relevant and effective. The mine works closely with the Health and Safety Committee and external healthcare professionals to monitor programme effectiveness and identify new areas of focus. Health statistics and engagement data are submitted to the DMPR as part of SLP compliance reporting.

In conclusion, the mine's commitment to employee health and nutrition is rooted in the belief that a healthy workforce is the foundation of a successful operation. By providing financial support for medical consultations and chronic medication, facilitating disease awareness and testing, and encouraging better nutrition, the mine upholds its social responsibility to protect and promote the well-being of its employees under the provisions of the SLP.

Housing & Living Conditions	R -	R -	R 7 600,00	R 7 600,00	R 7 600,00	R 22 800,00
Nutrition	R -	R -	R -	R -	R -	R -
Medical Expenses	R -	R -	R 14 400,00	R 14 400,00	R 14 400,00	R 43 200,00

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SECTION 4

PROGRAMME FOR MANAGING DOWNSCALING AND RETRENCHMENTS

REGULATION 46 (D)

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4. Section 4

4.1. Management of downscaling & retrenchments – Regulation 46(d)(i) – (iv)

4.1.1. Management of downscaling

4.1.1.1. Introduction

The mine recognises that, from time to time, organisations may be compelled to consider retrenchments or downscaling as a result of operational, economic, or market-driven circumstances. While retrenchment is always a measure of last resort, the mine acknowledges the importance of proactively planning for such eventualities in order to minimise adverse consequences for employees, their families, and surrounding communities. The mine is committed to exhausting all viable alternatives before initiating any process of downscaling, and will thoroughly evaluate operational requirements, cost structures, and economic forecasts.

4.1.1.2. Establishment of Future Forum – Regulation 46(d)(i)

Upon the granting and conversion of the mining right, the mine will establish a Future Forum composed of equal representation from both management and employees. The Future Forum will serve as the primary platform for dialogue on productivity, operational continuity, job security, and social challenges impacting the workforce.

A. Key functions of the Future Forum include:

1. Facilitating ongoing discussions about the future of the mine;
2. Identifying operational or employment-related risks and solutions;
3. Developing and implementing productivity and employment turnaround strategies;
4. Addressing alternative skills development and HRD advancement; and
5. Discussing and implementing strategies to limit the impact of HIV/AIDS on employee wellbeing, turnover, and training capacity.

B. Membership and Quorum:

The Future Forum will consist of one Management Representative and one Worker Representative. A quorum will be constituted when at least one representatives from each party are present.

C. Specific tasks

The Future Forum will undertake the following:

- Draft and adopt a formal Constitution;
- Explore ways to prevent job losses and mitigate economic decline; and
- Propose and implement job retention solutions.

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4.1.1.3. Mechanism to avoid retrenchments – Regulation 46(d)(ii)

The mine commits to implementing a structured and transparent process when:

1. The profit-to-revenue ratio of the operation remains below 6% for 12 consecutive months, or
2. Other operational threats emerge that may affect job security.

Mechanisms to be considered include:

- Internal redeployment between departments;
- Assisting employees to find alternative employment within the mining sector; and
- Retraining employees for alternative occupations.

Prior to any major operational decision, a comprehensive investigation will be conducted covering:

- Financial impact;
- Production and policy implications;
- Technological changes; and
- Health, safety, environmental and human resource factors.

If any operational changes may affect jobs, a minimum of three consultative meetings will be held with the Future Forum. The forum will be provided with full disclosure on:

- Drops in demand;
- Cost or productivity issues;
- Organisational restructuring;
- New technology;
- Closure considerations.

These meetings will focus on ways to minimise negative impacts, including:

- Natural attrition;
- Internal transfers;
- Voluntary retirement options;
- Freezing of new recruitment;
- Short-time implementation or shift adjustments.

4.1.1.4. Alternative solutions for job security – Regulation 46(d)(iii)

Where retrenchments cannot be avoided, the mine will explore alternative mechanisms for ensuring job security, using the same process described above. This includes:

- Compliance with Section 52 of the MPRDA;

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- Engagement in the consultation process as per Section 189 of the Labour Relations Act (LRA); and
- Notification to the Minerals and Mining Development Board (the Board) as per Section 52(1)(b).

Communication will include:

- Timely internal notifications to employees

Consultation will take place through the Future Forum and involve:

- Stakeholders

Meetings and written communication will be used to ensure comprehensive and inclusive engagement, in line with the applicable legal requirements.

4.1.1.5. Ameliorating the social & economic impact – Regulation 46(d)(iv)

Should downscaling or closure become inevitable, the mine will implement mitigation measures to lessen the social and economic impact on individuals, families, and the broader region.

Support for individuals may include:

- Referral networks to assist in job placement; and
- Consultation with workers and representatives on tailored solutions.

Additional measures include:

- Phasing dismissals over a defined period;
- Providing training in new, transferable skills;
- Exploring additional proposals received from forum members and external stakeholders.

All relevant information will be provided to the Minerals and Mining Development Board, including turnaround strategies and consultation records. Where necessary, a formal consultative process will be initiated with the Board.

4.1.1.6. Conclusion

In line with the mine's commitment to responsible employment practices and sustainable operations, it is important to note that there are currently no plans or intentions to downscale or retrench during the lifecycle of the current Social and Labour Plan, covering the period 2023 to 2027.

The mine remains operationally stable and financially viable, and every effort will continue to be made to preserve jobs and support employees. Should circumstances change, the mine will continue to approach any potential challenges with transparency,

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diligence, and compassion, prioritising the well-being of its workforce and surrounding communities.

The mine's strategy for downscaling and retrenchment is designed to protect employee interests while maintaining operational viability. The processes are grounded in fairness, transparency, legal compliance, and a deep awareness of the mine's responsibility to its workers and surrounding communities. The establishment and functioning of the Future Forum, combined with proactive job-saving mechanisms, ensures that any threat to employment is managed responsibly and collaboratively. Where job losses are unavoidable, the mine is committed to reducing the impact through retraining, counselling, and sustainable exit strategies.

Management of Downscaling	D1	Future Forum	R -	R -	R 1 666.66	R 1 666.66	R 1 666.66	R 4 999.98
	D	Total Management of Downscaling Cost	R -	R -	R 1 666.66	R 1 666.66	R 1 666.66	R 4 999.98

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SECTION 5

FINANCIAL PROVISION

REGULATION 46 (E)

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5. Section 5

5.1. Financial provisions – Regulation 46(e)(i) – (iii)

	2023	2024	2025	2026	2027	Total	2.09% budget
Total Salaries	R 4 469 074	R 4 268 507	R 4 300 000	R 4 386 000	R 4 473 720	R 21 897 301,00	R 457 799,98

Area	No	Area	2023	2024	2025	2026	2027	Total
			Budget					
Human Resources Development	**A1**	AET	R -	R -	R -	R -	R 24 000,00	R 24 000,00
	A2	Bursaries	R 22 500,00	R 6 000,00	R 10 300,00	R -	R -	R 38 800,00
	A3	Internships	R -	R -	R -	R 30 000,00	R -	R 30 000,00
	A4	Learnerships	R -	R -	R -	R -	R 20 000,00	R 20 000,00
	A5	Portable Skills	R -	R -	R 12 500,00	R 12 500,00	R -	R 25 000,00
	A6	Mentorship	R -	R -	R -	R -	R -	R -
	A	**Total HRD Cost**	**R 22 500,00**	**R 6 000,00**	**R 52 800,00**	**R 12 500,00**	**R 44 000,00**	**R 137 800,00**
Staff Welfare	**B1**	Housing & Living Conditions	R -	R -	R 7 600,00	R 7 600,00	R 7 600,00	R 22 800,00
	B2	Nutrition	R -	R -	R -	R -	R -	R -
	B3	Medical Expenses	R -	R -	R 14 400,00	R 14 400,00	R 14 400,00	R 43 200,00

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	B	**Total Staff Welfare Costs**	**R -**	**R -**	**R 22 000,00**	**R 22 000,00**	**R 22 000,00**	**R 66 000,00**
LED	**C1**	**LED**	**R -**	**R -**	**R -**	R 124 500,00	R 124 500,00	R 249 000,00
	C	**Total LED**	**R -**	**R -**	**R -**	**R 124 500,00**	**R 124 500,00**	**R 249 000,00**
Management of Downscaling	D1	Future Forum	R -	R -	R 1 666,66	R 1 666,66	R 1 666,66	R 4 999.98
	D	**Total Management of Downscaling Cost**	**R -**	**R -**	**R 1 666,66**	**R 1 666,66**	**R 1 666,66**	**R 4 999.98**
TOTAL			**R 22 500,00**	**R 6 000,00**	**R 46 466,66**	**R 190 666,66**	**R 192 166,66**	**R 457 799,98**

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SECTION 6

UNDERTAKING

REGULATION 46 (F)

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6. Section 6

6.1. Undertaking by responsible person – Regulation 46(f)

The management of **Mamelodi Quarries (Pty) Ltd** hereby commits to:

- Ensuring the full and active implementation of this SLP;
- Communicating the contents and obligations of this Plan to all employees on a regular basis;
- Promoting meaningful socio-economic upliftment and development within the surrounding community;
- Continuously monitoring the implementation of the Plan and proposing necessary improvements, in line with Regulation 45; and
- Submitting all prescribed reports and documentation to the relevant authorities.

I, the undersigned, St John Von Willich, in my capacity as Mine Manager and duly authorised by Mamelodi Quarries (Pty) Ltd, hereby confirm that the company undertakes to fully comply with the provisions, commitments, obligations, and undertakings as outlined in this Social and Labour Plan.

_____

Name: St John von Willich
Designation: Mine Manager
Date: 10 June 2025
Place: Pretoria

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Form T

Form T. Annexure II

DME 326

DEPARTMENT: MINERALS AND ENERGY
REPUBLIC OF SOUTH AFRICA

PROCUREMENT AS AT 05 June 20 25

[in terms of regulation 46(c)(vi) of the Social and Labour Plan of the Mineral and Petroleum Resources Development Act, 2002 (Act No. 28 of 2002)]

INSTRUCTIONS:

1. For any enquiries, contact the relevant Regional office or designated agency during office hours (refer to List 1).
2. Complete the form in block letters and in black pen.
3. Complete the form in English and do not use abbreviations (e.g. Street not St).

CAPITAL GOODS			SERVICES			CONSUMABLES		
Provider and Address	Percentage of total capital goods procurement	HDSA Composition	Provider and Address	Percentage of total capital goods procurement	HDSA Composition	Provider and Address	Percentage of total capital goods procurement	HDSA Composition
Caldus Engineering: 33 Ronbex Road Activia Park, Germiston	39.50%	Women: 14% Youth: 21% BBBEE: 51% (Level 2)	CNNC Trading: Plot 22, R513, Cullinan, Gauteng, 1000	31.61%	BBBEE: 51% (Level 2)	Solly Tyres: 42 Main Reef Road, Randfontein, 1760	1.62%	BBBEE: Non -compliant
GKD Africa (Pty) Ltd: 18 Fiat Street, 1757 Randfontein South Africa	30.23%	Women: 14.75% Youth: 29.50% BBBEE: 51% (Level 2)	Learning Skills Development (Pty) Ltd 145 Montrose Avenue, Unit 103, Northgate, Johannesburg	0.97%	HDP: 100% Women: 100% Youth: 0% BBBEE: 100% (Level 1)	Bolt and Engineering: 326 Alwyn Street, Watloo, Pretoria	0.93%	BBBEE: Non -compliant
Macsteel Services Centre SA (Pty) Ltd: 7 Brook Road, Lilianton, 1459	30.27%	Women: 7.26% BBBEE: 27.94% (Level 4)	Ebenaeser Enviromental Consultants: 21 Ontdekkers Road, Roodepoort	5.30%	BBBEE: 51% (Level 2)	COSMO Gas and Welding: 449 Pretoria Road, Silverton, Pretoria	1.70%	BBBEE: Non -compliant
			Eskom: Maxwell Drive, Sunninghill, Sandton, 2157	58.69%	BBBEE: Level 3	Oil Shoppe Gauteng (Pty) Ltd: 259 Calliandra Street, Montana Park, Pretoria, 0182	4.82%	HDP: 100% Women: 100% Youth: 100% BBBEE: 100% (Level 1)
			Excensea Group: 1001 Justice Mahomed Street, Brooklyn, Pretoria, 0181	1.62%	BBBEE: Level 4	African Feul Solutions: Plot 60 (R513) Road, Cullinan, 1000	90.94%	BBBEE: Non -compliant
			Rand Mutual Assurance: 10 St Andrews Road, Parktown, Johannesburg, 2093	1.70%	BBBEE: Level 1			
			Vodacom: 13th Road, Noordwyk, Midrand, 1687	0.10%	Women: 17.59% Youth: 2.42% BBBEE: Level 1			

Annexure A: proof of WSP/ATR submission

Mining Qualifications Authority
7 Anerley Road
Parktown, Johannesburg
Private Bag X118, Marshalltown, 2107
Tel: 010 593 1916
Email: info@mqa.org.za

MINING QUALIFICATIONS AUTHORITY

Mrs Lucercia Jacobs
MAMELODI QUARRIES PTY LTD
L350740835
145 Montrose Avenue
Northgate
Randburg
2162
Tel: 0818991870
Cell: 0818991870
E-mail: lucercia@gmail.com

30 April 2025

Dear Mrs Jacobs

2025 WSP/ATR Receipt
Congratulations, your 2025 WSP/ATR has been successfully submitted.

Should you have any queries relating to the Mandatory Grant payments, please contact the Skills Development Levy Officer at 011 547 2623 or RMatumba@mqa.org.za

Yours in Skills Development,

MQA SDR TEAM

Skills Development and Research Unit

www.mqa.org.za

Mining Qualifications Authority
7 Anerley Road
Parktown, Johannesburg
Private Bag X118, Marshalltown, 2107
Tel: 010 593 1916
Email: info@mqa.org.za

MINING QUALIFICATIONS AUTHORITY

Dear Mrs Lucercia Jacobs

2025 WSP Approval Letter

Organisation Trade Name: MAMELODI QUARRIES

Organisation Legal Name: MAMELODI QUARRIES PTY LTD

Organisation SDL Number: L350740835

This serves to inform you that your organisation's 2025 Workplace Skills Plan – Annual training Report has been approved by the MQA.

Your organisation is eligible for the payment of the Mandatory Grant on condition that your organisation's skills development levies are up-to-date, and no reversals have been implemented.

Should you have any queries relating to the Mandatory Grant payments, please do not hesitate to contact the Skills Development Levy Officer at 011 547 2623 or email: RMatumba@mqa.org.za

Yours in Skills Development,

Skills Development and Research Unit

Date Stamp 2025/05/19

Annexure B: letter of support

CITY OF TSHWANE
IGNITING EXCELLENCE

Economic Development Department and Spatial Planning

Room 801 | 8th Floor | Middestaad Building Building | Thabo Sehume and Pretorious | Pretoria | 0002
PO Box 440 | Pretoria | 0001
Tel: 012 358 1708 / 012 358 6376 | Fax: 086 214 8505
Email: Benjaminman@tshwane.gov.za | www.tshwane.gov.za | www.facebook.com/CityOf Tshwane

The General Manager
Mamelodi Quarries (Pty) Ltd
PORTION 72 & 79 OF THE FARM FRANSPOORT 332 JR
Cullinan
0001

10 June 2025

Attention Sir/Madam

CONFIRMATION FOR THE SOCIAL LABOUR PLAN LED PROJECT FOR MAMELODI QUARRIES (PTY) LTD

The following project has been selected for implementation in response to your request for the City of Tshwane to help identify the LED project that can be supported through your Social Labour Plan for 2023 -2027, the following project has been identified:

1) **Construction of Ablution facilities at Bohlabatsatsi Primary School in Mamelodi Region 6 of Tshwane**

Mamelodi Quarries may proceed with the initiatives that have been identified and will be implemented as part of the SLP, as confirmed and supported by the City of Tshwane Economic Development and Spatial Planning through our discussions.

We are excited for Mamelodi Quarries to work with the City of Tshwane to improve Socio economic development and skill sets in our region.

Yours sincerely

Ms. Thabang Ntshinga
Economic Development and Spatial Planning : Mining Specialist

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Annexure C: engagement with municipality

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Annexure D: public engagements

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Annexure D1: I&AP database

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Annexure D2: I&AP notifications

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Annexure D3: comment and response register

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Annexure D4: written submission received

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