

S BOTHMA AND SON TRANSPORT (PTY) LIMITED

Mining Right References: FS 30/5/1/2/2/10014MR

REMAINDER OF THE FARM BOSCHBANK 12

SOCIAL AND LABOUR PLAN **Section 102**

OCTOBER 2020/2021 – OCTOBER 2024/2025

In terms of the Mineral and Petroleum Resources Development Act, 2002, (Act No 28 of 2002) (MPRDA)

REGIONAL MANAGER: MINERAL REGULATION FREE STATE REGION APPROVED SOCIAL AND LABOUR PLAN PERIOD: 2020/2021 – 2024/2025 15 NOV 2024 DEP. OF MINERAL RESOURCE AND ENERGY PRIVATE BAG X33, WELKOM, 9460
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1 INTRODUCTION

This Social and Labour Plan (SLP) describes S Bothma and Son Transports' strategies and plans to develop and implement effective Human Resources Development and Local Economic Development programmes at the Boschbank Sand Operation for the next five years.

The objectives of the S Bothma and Son Transport SLP are in keeping with the guidelines as set out in the Minerals and Petroleum Resources Development Act (Act No. 28 of 2002) (MPRDA). S Bothma and Son Transports will, therefore, aim to:

- Promote employment and advance the social and economic welfare of South Africans;
- Contribute to the transformation of the mining industry; and
- Ensure that the operation contributes towards the socio-economic development of its area of operation.

In order to fulfil these objectives, S Bothma and Sons Transport (Pty) Ltd has based its Social and Labour Plan on the following guiding principles:

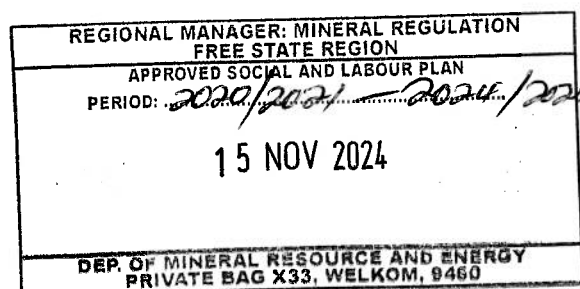
- *Sustainability:* All activities and initiatives aim to be sustainable in that they do not compromise the ability of future generations to meet their social, economic, and environmental needs;
- *Ownership:* S Bothma and Sons Transport (Pty) Ltd will be involved in sustainable development initiatives with its employees and surrounding affected communities from the outset of its operation;
- *Legitimacy:* The S Bothma and Sons Transport (Pty) Ltd Social and Labour Plan involves only initiatives which are feasible, legitimate, and contextually relevant;
- *Benefit to employees:* Emphasis will be given to facilitating the development and enrichment of employees;
- *Integrity:* Activities will be conducted in such a way that the current upstanding corporate image of S Bothma and Sons Transport (Pty) Ltd is not tainted, but is rather enhanced by the S Bothma and Sons Transport (Pty) Ltd Social and Labour Plan

2 CONTENTS OF SOCIAL AND LABOUR PLAN

2.1 SECTION 1: Preamble

- Background (Regulation 46a)

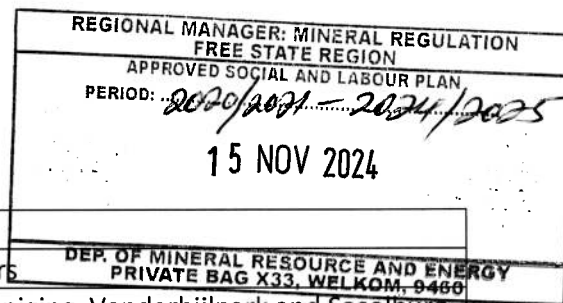
S Bothma and Son Transport (Pty) Limited holds A mining right over the remainder of the farm Boschbank 12 in Sasolburg. The mining right was granted under the terms and conditions contained in the Mineral and Petroleum Resources Development Act 2002 (Act no. 28 of 2002) ("MRPDA"). This is an opencast mine and the mining operation is conducted by means of truck and shovel



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Table 1

1.1 Name of the company/applicant	S Bothma and Son Transport (Pty) Ltd
1.2 Name of mine or production operation	Londondale Sand Operation
1.3 Physical Address	Farm Londondale 442 Sasolburg
1.4 Postal Address	Postnet Suite 40 Private Bag X2004 Sasolburg 1947
1.5 Telephone Number	016 970 2015
1.6 Location of mine or production operation	Province: Free State Magisterial District: Sasolburg District Municipality: Fezile Dabi District Municipality Local Municipality: Metsimaholo Local Municipality Farm Names: Boschbank 12 The Sand Mining Operation is located on the remainder of the farm Boschbank 12. This operation lies approximately 18km south west of Vanderbijlpark in the northern Free State. The area is accessible via a tarred road, the R59 from Sasolburg to Parys.
1.7 Commodity	Silica Sand (General) Silica Sand (Silica) The sand deposit identified within the operation area has been identified as up to 12m thick and is generally underlain by a clay layer of unknown thickness. The sand is moderately sorted, fine to medium grained, sub rounded to round in shape, and greyish orange to orange brown in colour. The sand consists practically of quartz grains, with minor accessory mineral grains. The silt content (less than 75 micron) increases from approximately 18% at the top to 22% at the base of the deposit.



1.8 Life of mine or production operation	6 Years
1.9 Geographic origin of employees	Vereeniging, Vanderbijlpark and Sasolburg
1.10 Financial year	February
1.11 Reporting year	By 31 st March of each year
1.12 Responsible person	Mine Manager

3 SECTION 2: HUMAN RESOURCE DEVELOPMENT PROGRAMME

The primary objective of the human resources development program will be to ensure that there is development of requisite skills in respective of learnerships, bursaries, ABET training, portable skills and other training initiatives.

3.1 Compliance with Skills Development Legislation

Table 2

Name of SETA	TETA
Registration Number with SETA	L770714204
Appointed Skills Development Facilitator	Kayla du Toit from Perfect Styles has been appointed as the Primary SDF for S Bothma & Sons Transport (Pty) Ltd.
Proof of submission of Workplace Skills Plan and Annual Training Report	Attached

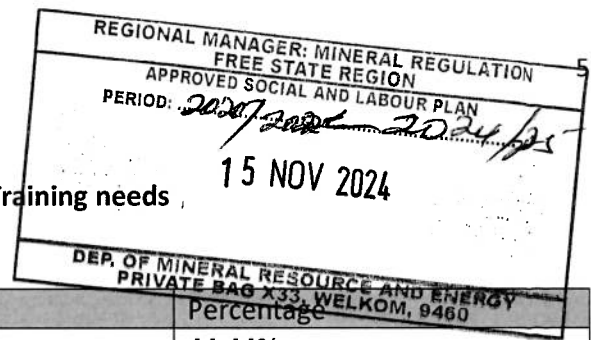
3.2 Skills Development Plan – Regulation 46(b) (i)

The Skills Development Plan has been developed to equip employees with the necessary skills to perform their duties. All the employees have been evaluated by means of a complete job profile to identify what level of education they have and where they are lacking in terms of numeracy and literacy skills. Some have been identified to be mentored into certain roles in the future as well as receive training which will equip them for those future roles career progression.

3.2.1 Number and education levels of employees as at 30 November 2022.

Table 3

		Adult Basic Education and Training (ABET)	Further Education and Training (FET)	Higher Educational Training (HET)	TOTAL
Africans	Male	6	10		16
	Female				
Coloureds	Male		1		1
	Female				
Whites	Male			1	1
	Female				
Indians	Male				
	Female				



3.2.2 Current illiteracy levels and Further Education and Training needs

Table 4

Educational Level	No. of employees	Percentage
Functionally literate	8	44.44%
Completed Grade 12	0	0%
Tertiary Education	0	0%
ABET needed	6	33.33%
FET needed	10	55.55%

3.2.3 Targets to be trained

S Bothma has a five-year target to get all the employees who have grade 9 and lower (NQF Level 1), to the functionally literate level and develop the employees who have grade 10 (NQF Level 2) to FET NQF Level 3 and 4

Table 5

ABET/FET Level	Targets and timelines					Total Budget
	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	
ABET 1	0	0	0	0	0	R 0.00
ABET 2	0	0	0	0	0	R 0.00
ABET 3		1			1	R 5 000.00
ABET 4	1	1	1	1		R 10 000.00
FET NQF 3	1	1	1	1	1	R 25 000.00
FET NQF 4	1	1	1	1	1	R 25 000.00
Total Number	3	4	3	3	3	16
Budget	R 12 500.00	R 15 000.00	R 12 500.00	R 12 500.00	R 12 500.00	R 65 000.00

3.2.4 Implementation

ABET and FET Training will be implemented by providing numeracy as well as literacy skills to the employees depending on each employee's need. Refer to table 5 above.

The ABET and FET programme will be offering on a full time or part time basis in order to accommodate employees who work certain shifts. ABET training will be in house training and will be given by our accredited in house trainer and facilitator. FET training will be given by our in house trainer and facilitator as well as accredited external training providers. All external training providers will be accredited with the ETDPSETA

Objectives of S Bothma and Sons Transport (Pty) Ltd are:

- To build capacity to address sustainable development;
- To increase the employee's strength, effectiveness and also having skilled labour would yield to the increase of productivity in the mine;
- To build expertise, share skills in administration, professional, technical, management, finance and operations;
- Skills development would yield to enabling employees to participate in decision making and control over their lives.

Community Adult Educational Training (AET)

- To consult and get involved with 2-3 AET Centres in our local community to achieve the following:
 - Establish the need amongst our community;
 - Get involved with their current programs;
 - Distribute the budget according to available programs;
 - Possible AET Centre for consideration: Clydesdale Public Centre

Community AET Training ABET/FET Level	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	TOTAL
ABET 1	0	1	0	0	0	1
ABET 2	0	1	1	0	0	2
ABET 3	0	0	1	1	0	2
ABET 4	0	0	0	1	1	2
FET NQF 3	0	0	0	0	1	1
FET NQF 4	0	0	0	0	0	0
Total Number	0	0	0	0	0	0
Budget	0	R 4 000.00	R 5 000.00	R 5 500.00	R 6 000.00	R 20 500.00

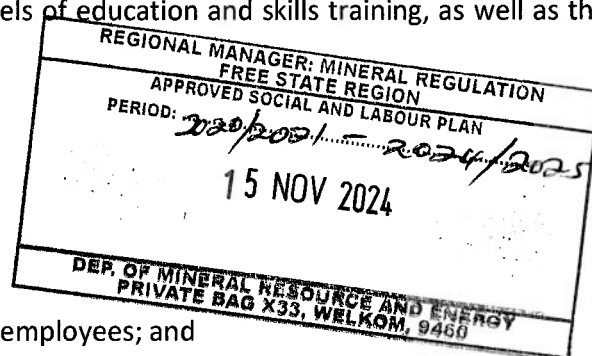
3.2.5 Other Training

Technical knowledge (skills) is acquired academically (education) and practical knowledge (skills is obtained from the work environment (onsite training). This can be complemented by formal training courses. Competence will be a product of academic and practical learning. Ideally this requires relevant educational requirements and development of technical, administrative and managerial skills at the workplace. In this way an individual develops career path through employment for life.

The compilation of this plan is dependant on the completion of individual assessment with each employee in order to determine their current and aspired levels of education and skills training, as well as the socio economic backgrounds.

The objectives of this plan are to:

- Ensure illiteracy eradication;
- Ensure education of employees;
- Ensure training and development of skills of employees; and
- Ensure that a talent pool of necessary skills and competencies is established.



To ensure that the abovementioned objectives are achieved in accordance with the **Skills Development Act of South Africa, 1998 (Act 97 of 1998)**, S Bothma and Sons Transport (Pty) Ltd will submit the Workplace Skills Plan and the Annual Training Report as per the SETA requirements for each year. The following are some of the purpose of the above mentioned act that form part of the skills development mining right.

- To develop the skills of the South African Workforce;
- To improve the quality of life of the workers, their prospect of work and labour mobility;

- To improve productivity in the workplace and the competitiveness of S Bothma and Sons Transport (Pty) Ltd;
- To promote self – employment;
- To increase the levels of investment in education and training in the labour market and to improve the return on that investment;
- To encourage employees to participate in learner-ships and other training programs.

Internal Learnerships (18.1)

Table 6

Field/area of training	Targets and timelines					Total Budget
	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	
Diesel Mechanic (3year course)	0	0	1	0	0	R 60 000.00
Total Number	0	0	1	1	1	1
Budget	0	0	R20 000.00	R20 000.00	R 20 000.00	R 60 000.00

S Bothma & Sons Transport (Pty) Ltd may prioritise the following programmes:

- Health and Safety
- ABET
- Technical; and
- Portable Skills (not mining related)

S Bothma & Sons Transport (Pty) Ltd will formulate and implement a Skills Development Plan which will focus on the transfer of skills to employees, further their capacity in the mining industry, and equip them with alternative skills for after mine closure.

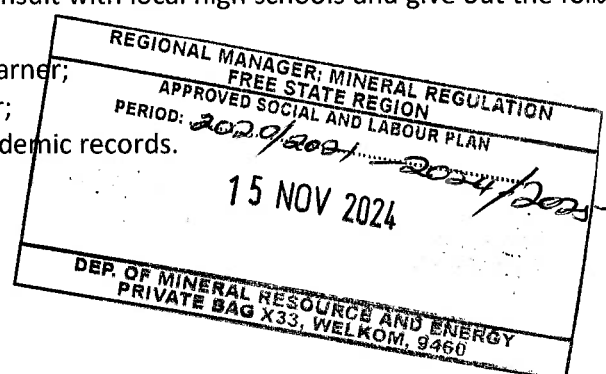
The Skills Development Plan will be used to assess and formally document the levels of skills and education of all employees in order to adequately base the Human Resources related planning.

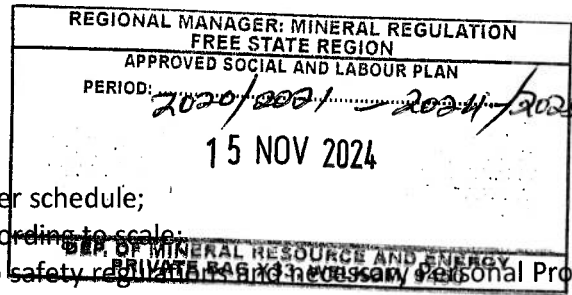
Skills Development will address any skills and competency gaps that may arise and also provide for the training needs of HDSA's the fast tracking of individuals within the talent pool, and the various career-pathing and mentoring programmes.

External Learnerships (18.2)

S Bothma & Sons Transport (Pty) Ltd will accommodate Grade 12 learners within our community to become involved in our learnership program, where the learner will have the opportunity to gain experience within our mining sector during school holidays. We will consult with local high schools and give out the following stipulations:

- Learners need to be a registered Grade 12 learner;
- Must present an interest in the mining sector;
- Provide us with a motivational letter and academic records.





Structure of the program:

- Will take place during the hours provided as per schedule;
- The learners will receive a minimum wage according to scale;
- Basic training will be provided with regards to safety regulations and necessary Personal Protective Equipment will be provided.
- Should the learner show potential, the possibility may arise that the learner will be presented with a 2-year learnership program after successful completion of Grade 12.

EXTERNAL LEARNERSHIP (18.2)	Duration	2020/2021 YEAR 1	2021/2022 YEAR 2	2022/2023 YEAR 3	2023/2024 YEAR 4	2024/2025 YEAR 5	Total
Boilermaker	12 Weeks	0	1	0	1	0	2
Amount		R0.00	R 21 000.00	R 0.00	R 21 000.00	R 0.00	R 42 000.00
Progress		SETTING UP MEETINGS WITH OUR LOCAL HIGH SCHOOLS					

3.2.6 Recruitment

Recruitment of labour will be guided by S Bothma and Sons Transport (Pty) Ltd's recruitment policies which promote the employment of local labour by the mines as well by any appointed contractors. A local employment procedure and recruitment process will be developed in consultation with local recruitment process will be developed in consultation with local authorities and representatives. S Bothma and Sons Transport (Pty) Ltd will ensure that a transparent process of employment will be followed to limit opportunities for conflict that may arise.

S Bothma and Sons Transport (Pty) Ltd will use recruitment as a means to meet the targets as set forth in this Social and Labour Plan.

3.2.7 Portable Skills Training

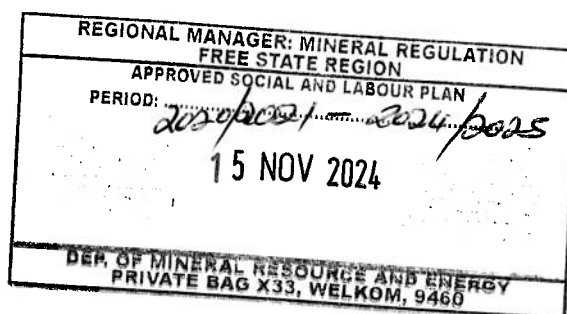
Undertaking

S Bothma and Sons Transport (Pty) Ltd will as part of their Skills Development Plan and management of retrenchment, provide training in portable skills which are applicable to the mining sector and other employment sectors.

In additions functional literacy and numeracy training, the Company will provide portable skills within various core disciplines for all expects levels during the life of the mine as well as portable skills.

Portable Skills Training in non –mining related skills for the purpose of retrenchment /downscaling should retrenchments/ downscaling be required during the life of the mine due to the market forces or planned interventions.

Portable skills training programme will be undertaken at the venue to be identified by S Bothma and Sons Transport (Pty) Ltd and the following plan of would be followed



Portable Skills Targets

Table 7

Portable Skills	Cost per unit	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Entrepreneurship Training	R 15 000.00	0	0	1	0	0
Brick Layer	R 5 600.00	0	0	0	0	1
Computer Skills	R 7 000.00	0	1	0	1	0
Financial Provision		R0.00	R 7 000.00	R 15 000.00	R7 000.00	R 5 600.00
Portable Skills Course Options	Provider	Estimated Cost	Estimated Duration			
Plumbing	AIE	R 12 500.00	12 months			
Welder	AIE	R 12 500.00	12 months			
Bricklayer	AIE	R 5 600.00	3 months			
Entrepreneurship	AIE	R 15 000.00	12 months			
		R45 600.00		TOTAL	R80 200.00	

Note: These training opportunities will be provided outside and in normal working hours.

3.2.8 Core Business Skills

Table 8

TYPE / AREA OF TRAINING	SKILLS PROGRAMME	TOTAL NUMBER OF CANDIDATES	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Operational – License & Renewal	Front End Loader Operator	2	0	1			
Developmental	Management: supervisory skills	2		1			1
Developmental	Safety: Health, safety and environmental behaviour skills and awareness	3			1	2	
Developmental	Working @ Heights Training	10		2	2	3	3
	TOTAL	17	0	R 10,000	R 15,000.00	R 20,000.00	R 25,000.00
	TOTAL BUDGET			R 70,000.00			

FIVE YEAR TARGETS FOR 2020- 2025 SKILLS DEVELOPMENT PROGRAMMES

The nature of the business is such that there is hardly any skills required as the condition of the employment is possession of those skill as an entry level. Employees are trained on Health and Safety on

annual basis as part of induction. In an event that the business requires certain skills, an on-job training is initiated under the supervision of an accredited instructor.

3.3 Hard to fill vacancies

S Bothma and Sons Transport (Pty) Ltd currently has no hard-to-fill vacancies. Should those arise; the Company will notify the Department to that effect through the submission of **Form R**.

3.4 Career Progression (path) Plan

Current position	Training Intervention	Qualification To be achieved	Year1		Year 2		Year 3		Year 4		Year 5	
			No of identified employees		No of identified employees		No of identified employees		No of identified employees		No of identified employees	
			New	Cont	New	Cont	New	Cont	New	Cont	New	Cont
Plant Operators 12	Numeracy And Literacy	Improvement on ABET Levels		2		2		2		1		1
Front end Loader Operator 3	Maintenance Training	Transfer of Skills Development of skills		1		1		2				
Excavator 2	Refresher Course	Keep updated on The machinery		2		2		2		2		2
Dump Truck 1	Refresher Course	Keep updated on The machinery regulations		1		1		1		1		1
Mine Manager 1	Management Course	To improve management skills								1		
Mine Supervisor 2	Leadership course	To improve leadership skills		1		1		1				

3.6 Bursary and Internship Plan

3.6.1 Bursary Plan (Internal and External)

3.6.1.1 A bursary will be offered to dependents of the Company employees who qualifies and accepted to study further at any accredited institution of Higher Learning. The value of this bursary shall not exceed R75 000 per annum per student.

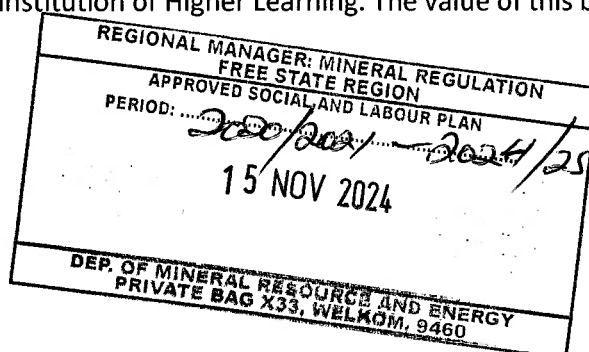


Table 9: Internal Bursaries to be awarded

PRIVATE BAG X33, WELKOM, 9460

Bursary Field	Targets and timelines										
	2020/2021		2021/2022		2022/2023		2023/2024		2024/2025		Total Budget
	Cont.	New Intake	Cont.	New Intake	Cont.	New Intake	Cont.	New Intake	Cont.	New Intake	
Safety Management	2							1			R16 500.00
Information Technology			1								R7000.00
Fitting and Turning						1				1	R45 000.00
Total No.	2	0	1	0	0	1	0	1	0	1	R 68 500.00

3.6.1.2 External Bursaries

This will be done by means of financial assistance to a student/t studying towards a mining field. A quote will be obtained from the training institute where the student is studying and pay towards his studies. After the student has completed his studies, he/she could be given the opportunity to apply for an advertised vacancy within our mining sector.

The following types of training courses will be considered: Mechanical Engineering, Mine Engineering.

Bursary Field	Targets and timelines										
	2020/2021		2021/2022		2022/2023		2023/2024		2024/2025		Total
	Cont.	New Intake	Cont.	New Intake	Cont.	New Intake	Co nt.	New Intake	Co nt.	New Intake	
Mechanical Engineering				1		1		2		1	5
Total Budget				R 16,800.00		R 16,800.00		R 16,800.00		R 16,800.00	R 84 000.00

All bursaries will be new intakes!

3.6.2 Internships

Current:

- Our cleaner Constance Seetso was given the opportunity as an intern to gain the necessary experience and training in our Tyre Bay department. The internship will continue for approximately 18 months.
- Jonas Mtshali our trainee welder was given the opportunity as an intern to complete his apprenticeship in Welding. The internship will continue for approximately 2 years.

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Goals:

- Utilize the appointed Team Leaders in our mining operations to identify and possible candidates for internship.

Internships	Targets and timelines										
	2020/2021		2021/2022		2022/2023		2023/2024		2024/2025		Total
	Cont.	New Intake	Cont.	New Intake	Cont.	New Intake	Co nt.	New Intake	Co nt.	New Intake	
Front-end Loader Operator						1				1	2
Dump Truck Operator								1			1
Total Budget	0	0	0	0	0	R 25,000.00		R 25,000.00		R 25,000.00	R 75 000.00

External internships

The External internship will be linked to the field of mechanical engineering as per bursary suggested in 3.6.1.2

Internships	Targets and timelines										
	2020/2021		2021/2022		2022/2023		2023/2024		2024/2025		Total
	Cont.	New Intake	Cont.	New Intake	Cont.	New Intake	Co nt.	New Intake	Co nt.	New Intake	
Mechanical Engineering				1		1		2		1	5
Total Budget				R 10 000,00		R 10 000,00		R 20 000,00		R 20 000,00	R 60 000,00

3.7 Employment Equity Plan

The company employs less than 50 employees in their mining operation, and they are exempted from reporting in this regard, however the current Employment Equity Status is as follows:

Table 10

Occupational Levels	Male				Female				Total	Disabled	
	African	Coloured	Indian	White	African	Coloured	Indian	White		M	F
Top Management				1			1		2		
Senior & Middle Management				1					1		
Junior Management	0										
Core Skills	15	1		1					17		

3.8 HDSA in Management

Table 11

ELEMENT	DESCRIPTION	MEASURE	COMPLIANCE TARGET	PROGRESS ACHIEVED BY				
				2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
Employment Equity	Diversification of workplace to reflect the countries demographics to attain competitiveness	Top Management	51%					
		Senior & Middle Management						
		Junior Management	20%					
		Core Skills	85%					

3.9 Mentorship

Our goal is to mentor candidates that show the willingness to learn and take responsibility for more tasks than normally bestowed upon their position to be promoted to a higher level of employment.

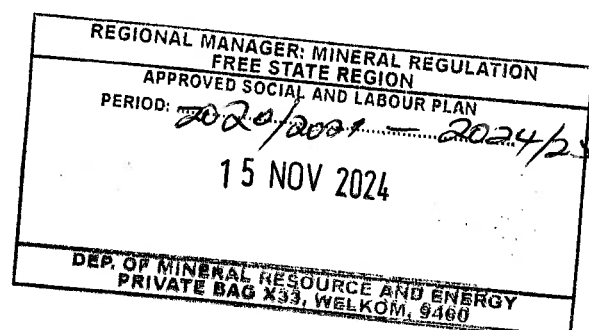
Monitoring Programme	Career Development	Duration	Target		Gender	
			HDSA	Non-HDSA	Male	Female
Assistant plant operator	Plant operator	6 months	1	0	1	0
Trainee shift supervisor	Shift supervisor	12 months	1	0	1	0

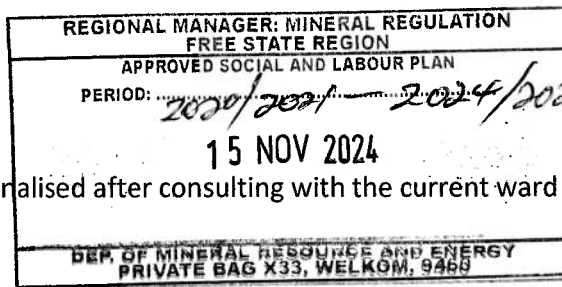
4 SECTION 3: MINE COMMUNITY ECONOMIC DEVELOPMENT

S Bothma and Sons Transport (Pty) Ltd has consulted with the local Metsimaholo municipality and gone through the Integrated Development Plan (IDP) for the next five years.

S Bothma & Sons Transport (Pty) Ltd commits itself to corporate responsibility principles, which include fulfilled responsibilities to the communities surrounding the mine and from their labour sending area. This will be done through Cooperate Social Investments (CSI) Initiatives.

The LED plan for S Bothma and Sons Transport (Pty) Ltd will be updated on an annual basis to reflect changing priorities and objectives. S Bothma and Sons Transport (Pty) Ltd want to invest in approved projects of the local community of Metsimaholo.





Our Community projects shall be finalised after consulting with the current ward councillor as well as public participation.

3 Year projected plan & cost:

Project	Project details	Cost Year 1	Cost Year 2	Cost Year 3	Cost Year 4	Cost Year 5	TOTAL
Road repairs	Fix potholes. Affix missing road signs. Upgrading 3-way interchange (Cnr. Minaar str & DF Malan str; Minaar str) Grass cutting	R60 000,00	R60 000,00	R60 000,00	R60 000,00	R60 000,00	R300 000,00
Plant removal – Vaal River	Removal of invasion plants on Vaal River	R10 000,00	R10 000,00	R10 000,00	R10 000,00	R10 000,00	R50 000,00
Metsimaholo Municipal clinic Upgrade contribution	Painting Structural improvements Gardening Minor roof leak repair	R30 000,00	R30 000,00	R30 000,00	R30 000,00	R30 000,00	R150 000,00
Total		R100 000,00	R100 000,00	R100 000,00	R100 000,00	R100 000,00	R500 000,00

Housing and Living Conditions – employees.

Planned assistance	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	Total Budget
Food parcels/voucher each employee R1000,00	21	0	0	0	0	R21 000,00
One blanket per employee	0	21	0	0	0	R6 300,00
Draft report on each employee's house/living space to establish improvement needs and start with improvements (R2100 each employee)	0	0	7	0	0	R14 700,00
Fix employee house/living space	0	0	0	7	7	R29 400,00
TOTAL						R42 000,00

INCLUSIVE PROCUREMENT PLAN.

Current:

All purchased are done Ad-Hoc. No current plan in place with regards to vendors or suppliers.

Our goal is to establish a vendor process as to include local vendors and suppliers in our mining projects.

Year 1	Year 2	Year 3	Year 4	Year 5
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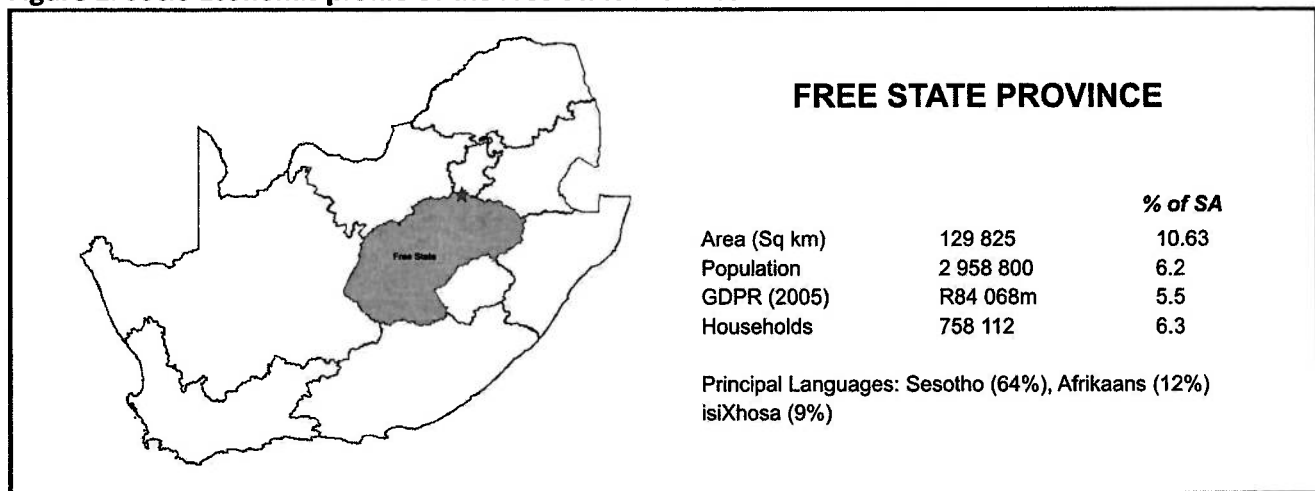
Discuss process	Vendor	Implement and monitor process	and Vendor process	Review process	Vendor	Implement Vendor	Implement Vendor
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S Bothma & Sons Transport (Pty) Ltd will invite all suppliers of the local community to apply for our Vendor List.

4.1 Social and Economic background information (Regulation 46©(i))

4.1.1 Social and economic baseline information of mine community

Figure 1: Socio Economic profile of the Free State Province



The Free State is centrally situated with regard to South Africa's major metropolitan markets, and has the third highest road network density in South Africa. The province is crossed by major rail networks, and the N1 highway, running from Limpopo, through Gauteng, and then on to the Western Cape, passes through the middle of the Free State.

It is the country's third largest province and is the geographic heartland, bordering six of the other eight provinces, as well as the Vaal and Orange Rivers, and the Kingdom of Lesotho in the south-east.

There are five district municipalities within the Free State:

- Lejweleputswa District Municipality (DC1B)
- Motheo District Municipality (DC17)
- Fezile Dabi District Municipality (DC20)
- Thabo Mofutsanyana District Municipality (DC19)
- Xhariep District Municipality (DC16)

Endowed with rich natural resources, an abundant labour supply, and a relatively well-developed infrastructure, Free State is an important mining region, and its rolling Highveld is the granary of South Africa. Summer rainfall region can be extremely cold during the winter months, especially towards the eastern mountainous regions where below zero temperatures are a common occurrence in winter. The western and southern areas are semi-desert.



4.1.2 Socio Economic profile of the Fezile Dabi District Municipality

The population is estimated to be 494 777. The general tendency of migration from rural to urban areas is noticeable. The majority of the rural population is active within the mining and agricultural sectors, the latter being the most significant. The majority of individuals in the community are in the lower income groups and it is of concern that an extremely high percentage of individuals who do not receive any income.

Apart from the high-tech industrialised Sasolburg area in the north, the remainder of the area has a strong agricultural base. A specialised cattle and sheep farming industry provides opportunities for the processing of meat, wool and dairy products. Maize, sunflower seed, sorghum and wheat are cultivated.

Extensive areas have rich underground coal deposits. Large quantities of coal are mined in the Sasolburg district by means of conventional and strip mining methods. Sasolburg has become known as the chemical hub of South Africa. A vast range of industries related to the oil-from-coal process are established in Sasolburg, the latest being the Chem City project.

Bentonite is mined at one of the rare localities of this unique clay in the vicinity of Koppies. Re-exploitation of the Lacemyn diamond mine in the vicinity of Kroonstad, including developments of R93 million over a period of three years, is currently taking place. Gold is mined at the Vaal Reefs in the Viljoenskroon area, which forms part of the well-known Witwatersrand gold reef.

Heilbron has a strong industrial character. The national headquarters of SA Clover and large industries such as Simba are situated in the town's industrial areas. Industrial development in Frankfort is agriculture-related and the largest butter production facility in the southern hemisphere is established in the town's industrial area.

The Vaal Dam is often referred to as the 'Highveld's Inland Sea'. This vast expanse of water covers some 300sq km and is Gauteng's principal source of potable water. It is a popular area for water sports and water-related adventure activities. Recreational use of the area mainly involves extensive motor boat traffic and water skiing while sailing is mostly confined to the Loch Vaal area. The Vaal River Barrage, just below the Vaal Dam, serves as an effective backup reservoir with similar recreational opportunities.

4.1.2.1 Socio Economic profile of the Metsimaholo Local Municipality

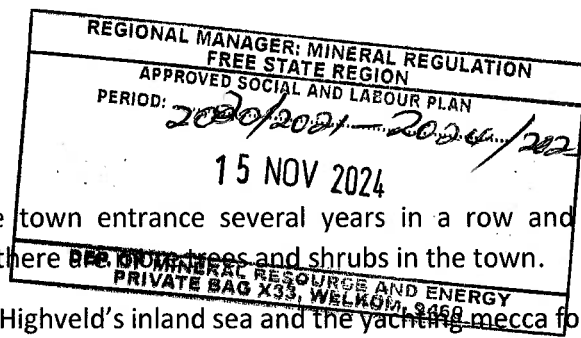
Overview of the Spatial Layout of the Municipality

Metsimaholo Municipality was established in 2000 through the implementation of the then Sasolburg, Deneysville and the Oranjeville Transitional Local Councils. In simple translation, the name Metsimaholo means "Vast Waters" due to the abundance of water resource available in this area.

The municipality is located within Fezile Dabi District Municipality and covers an estimated area of 1 739 square kilometers. The major towns within the Metsimaholo areas of jurisdiction include Sasolburg, Zamdela, Deneysville, Refenggotso, Oranjeville, Metsimaholo, Viljoensdrif and Coalbrook.

The dominance of Sasolburg because of its population density and its proximity to the economically active Johannesburg city provided the area with the opportunity of being declared the "head-offices" of the entire Metsimaholo Municipality.

The town owes its existence to the petro-chemical industry. Its refinery is one of the only two viable coal-derived oil refineries in the world (the other is at Secunda in Mpumalanga). The town was established in the early 1950s to provide housing and facilities for SASOL (South African Coal, Oil & Gas) employees. The town

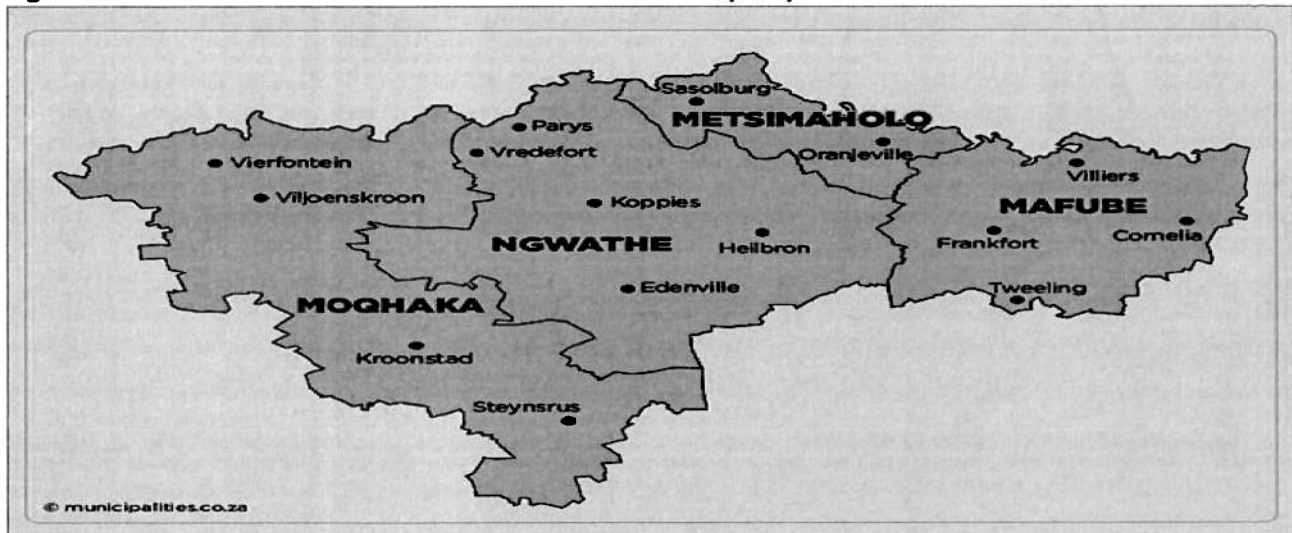


has won the prize for the most attractive town entrance several years in a row and is a leader in environmental awareness as statistics show there are many trees and shrubs in the town.

The town Refengkgotso is also known as the Highveld's inland sea and the yachting mecca for its landlocked neighbours. The biggest inland regatta in South Africa, 'Round the Island Race', is held on the Vaaldam annually, during February. With six yacht clubs, marinas, boat chandlers, boat builders and repair yards, Deneysville is the home of yachting enthusiasts.

This town Oranjeville, situated on the banks of the Wilge River, was established during 1919 as a halfway stop for ox wagons between Heilbron, Frankfort and Vereeniging. The town was named after the Prins van Orange of Holland.

Figure2: Area of Jurisdiction of Metsimaholo Local Municipality



4.1.2.2 Demographic Analysis

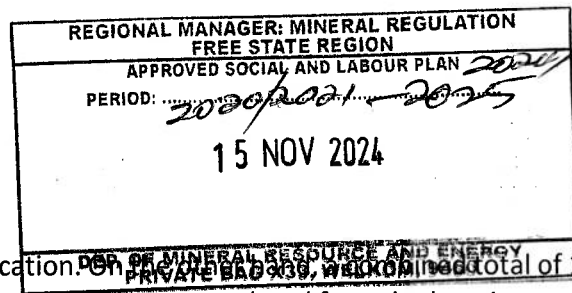
According to Statistics South Africa's 2016 Community Survey, the total combined urban and rural population of Metsimaholoo Local Municipality can be summarised in the table below. The majority being the young people aged 0-34 make up 63% of the population while the adults aged between 34-64 make up 29% of the population.

Table 12

AGE				TOTAL
0-14 (Children)	15-34 (Youth)	35-64 (adults)	65+ (elderly)	
39237	58096	45267	6509	149108

4.1.2.3 Gender profile

It is estimated that a combined women population of all groups makes up 48% of the total population of the municipality and sex ratio (i.e. males per 100 females) is estimated at 110. There are a total of 77636 males and 71472 females.



4.1.2.4 Education Levels

37715 people have Grade 12 or equivalent education. On private EAG 939, Wilkomine a total of 12 453 people have obtained higher education. In total, 50 168 people have completed formal education.

4.1.2.5 Infrastructure and Housing

According to Stats SA 2016 Census, 87,5% of the population now lives in a formal dwelling. The types of dwelling which are found in the municipal area are summarised in the table below.

Table 13

Type of Dwelling				TOTAL
Formal	Informal	Traditional	Other	
38380	6524	126	723	45752

4.1.2.6 Access to water

95.5% of households in Metsimaholo local municipality have access to piped water and 3.0% of household access water from community stands. None of households access water from springs, wells or rivers.

4.1.2.7 Electricity

70.3% of households have access to electricity with in-house meter in Metsimaholo local municipality whereas none of the households use batteries, solar systems or generators to access electricity. The remaining population of this community uses gas, paraffin and candles as a source of lighting.

4.1.2.8 Sanitation

Households with flush/chemical toilet facilities have decreased from 76.0% in 2011 to 74.1% in 2016. Households without any toilet facilities have decreased from 1.3% in 2011 to 0.4% in 2016. The table below indicates the type of toilet facilities that are currently being used by the community.

Table 14

Total							
Flush toilet connected to sewage system	Flush toilet with septic tank	Pit latrine with ventilation (VIP)	Pit latrine without ventilation	Bucket latrine	None	Other	Total
33850	696	223	197	7466	617	1170	45752

4.1.2.9 Access to refuse removal

In 2011, 12.7% of households were using their own refuse dumps which increased to 14.4% in 2016 whereas households without any rubbish disposal increased from 3.5% in 2011 to 5.5% in 2016.

4.1.3 Key Development Objectives and Strategies

Through its strategic planning and public participation process, the municipality determined its spatial development objectives for the various urban and rural areas, namely:

- Spatial Integration
- Environmental protection
- Spatial Economic diversification
- Nodal (Centre) based spatial order
- Urban regeneration in under developed areas
- Growth areas to encourage economic growth
- Major open space protection
- All water resource protection
- With intended results to:

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Improve and protect the quality of the built and green environment in the municipality;

- Incorporate energy conservation measures in all forms of development;
- Improve the image of the municipality as a whole;
- Improve the quality of spaces between buildings and other open spaces;
- Protect and preserve all forms of heritage of the municipality;
- Be responsible to the diverse characteristics of the various parts of the municipality.

(Source: Metsimaholo municipality IDP 30 May 2017)

4.2 Key economic activities of the area (Regulation 46©(ii))

4.2.1 Sasolburg, Kroonstad, Parys and Heilbron are some of the major towns that have economic potential for the district. The main focus is on synthetic fuels, petro-chemicals down-streaming, pharmaceuticals, tourism and beef farming.

SASOL Company is the world leader in Fischer - Tropsch technology (extracting oil from coal). This gives the district a competitive advantage in the production of certain fuels, waxes, chemicals, plastics and low cost feedstock's from coal.

The district also focuses on the down-streaming processing of solvents, waxes, olefins, tar products, inorganic chemicals and gasses for production of detergents, paints, solvents, etc.

As alluded earlier the decline of agriculture in this area, which was one of the food baskets of the province, has led to migration of farm workers to Sasolburg in search of employment.

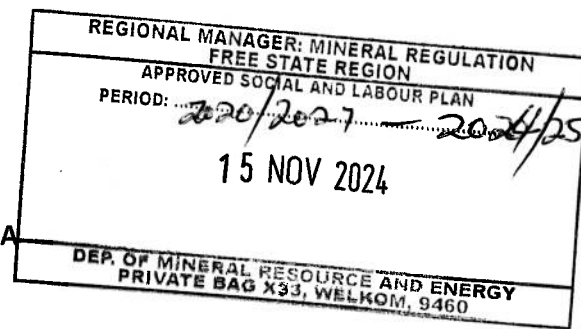
The Heilbron wine route and cellar even though producing at a small scale, has already shown growth potential, which could result in economic growth and employment in the area.

The inscription of the Vredefort Dome in the United Nations Education, Scientific and Cultural Organisation's (UNESCO) list of world heritage sites has indeed opened up possibilities for huge tourism attraction and economic growth. The process has already begun for the establishment of the management authority and the development of the integrated management plan.

4.2.2 Other companies that mine in this area

- a. Mission Point Mining – sand
- b. Copper Sunset – copper

- c. Vereeniging Coal – coal
- d. Sasol Mining group



4.3 IMPACT OF THE OPERATION ON THE AREA

4.3.1 Introduction

Operations have a finite lifespan and it is difficult to sustain the direct benefits they bring to communities in terms of wages and improved welfare after closure. The plant that develops with the operation may be scaled down or neglected when the operation closes unless provision has been made well in advance for maintenance and upkeep.

Social impacts can be defined as the consequences to people of any proposed action that changes in the way they live, work, relate to one another, organize themselves and function as individuals and as members of society. The assessment of social impacts include the process of analysing, monitoring and managing the unintended social impacts, both positive and negative, of planned operation and any social change processes invoked by those interventions.

Economic impacts are those that affect the level of economic activity as a result of the proposed operation, both negatively and positively.

- Direct Impacts will be initial and immediate economic activities (jobs and income).
- Indirect Impacts will be the production, employment and income changes occurring in other business/industries due to the proposed operation.

Induced Impacts will be the effects of spending by the household in the local economy as a result of the direct and indirect effects.

There are different categories of communities involved in, or affected by mining operations:

- Occupational communities – households or families who derive all or most of their income from mining.
- Residential communities – households or families who live within the geographical area affected by mining. They may live in close proximity or some distance away, but may be affected by mining activities such a river polluted by the mine's tailings. These communities fall into two types, namely, those in existence before the mine was built and those that have developed as a result of the mining operation.
- Indigenous communities – households or families with an ancient and cultural attachment to the land where the mining occurs or has an impact.

Due to the small size of the operation the expected community impact is very low. There are no informal or formal settlements on the land to be excavated and thus no relocation should need to occur.

The operations often provide surrounding areas with jobs, which may enable those in subsistence to join the cash economy. Companies are increasingly required to assist local business development, to outsource services, and to give preference to local businesses and SMMEs.

4.3.2 Number of jobs created by the Operation

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S Bothma and Sons Transport (Pty) Ltd Operation will employ approximately 17 workers of which most will be sources from the neighbouring town. To determine the level of indirect employment generated by the Operation, a multiplier factor of three has been used. It is therefore estimated that the Operation indirectly employs more than 51 people. In terms of dependants or beneficiaries, each employee on average supports 4 people bringing the total amount of dependants to \pm 204 people.

4.3.3 The impact of the operation's wage flows

Communities can receive compensation and substantial flows of revenue from a mining operation, which can act as an important catalyst for change and growth. These cash flows can transform the economic and social basis of communities significantly especially those that were previously peripheral to a cash economy.

4.3.4 Social Impact

The social impact of the Operation on surrounding communities is likely to be very small, of low significance and medium-term in nature due to the scale, reserve and life of the mine.

S Bothma and Sons Transport (Pty) Ltd will put emphasis on the training of employees and providing them with alternative (portable) skills. By re-introducing these multi-skilled employees back into the local economy, the skills-base of local community will be improved.

4.3.5 Negative impact of mining operation

Table 15

	Yes	No	If yes, how you will address it
Relocation of people		X	
Exhumation of graves		X	
Influx of people		X	
Other			

4.4 Infrastructure and poverty eradication projects in line with IDP (Regulation 46 © (iv)

Table 16

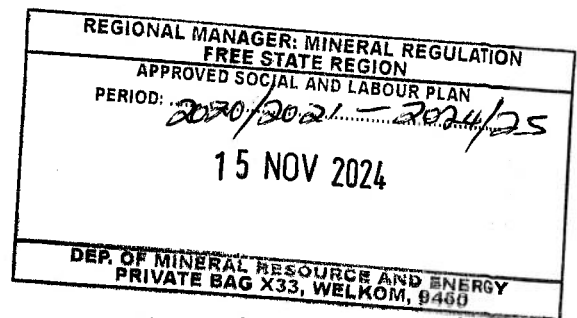
General	Specific	Type of need	Municipality
Elderly accommodation	Old age home	Infrastructure	Metsimaholo ward 1
Children's accommodation	Orphanage	Infrastructure	Metsimaholo ward 2
Education	Bursaries and learnerships	Poverty eradication	Metsimaholo ward 3
Sanitation	Toilets at gravesite	Infrastructure	Metsimaholo ward 4
Boundaries	Fencing at gravesite	Infrastructure	Metsimaholo ward 5
Road Safety	Speed humps	Infrastructure	Metsimaholo ward 6

5 SECTION 4: PROCESS PERTAINING TO MANAGEMENT OF DOWNSCALING AND RETRENCHMENT

MANAGEMENT OF DOWNSCALING AND RETRENCHMENT

Our mine future forum in conjunction with the EE committee and the Training committee which comprises out of a selection of representatives of all divisions of all employees where reasonably possible and will include the following:

- Senior Management and Officials
- Human Resources Manager
- Skilled workers
- Women
- African and white
- Trade Union or Employee Representative



Discussion on this meeting include the promotion of discussions between the employee representatives and the Employer about the future of the mine, identifying future problems that can affect productivity and strategies to help reduce job losses.

Mechanisms to avoid retrenchments:

We again stress the fact that we will do our utmost best to avoid retrenchment in the following manner:

- Reduce working hours
- Portable skills training of such identified individuals
- Rotation plan within a division to ensure that people will be equipped with other functionality also.
- Transfer to other divisions within the Company, we have a technical workshop, administration division, transportation division, mechanical, welders and screening plant.

Retrenchment Process to be followed:

1. A notice in terms of Section 189 of the LRA will be sent out to the targeted employees.
2. Consultation must take place between the employer, employees likely to be affected as well as the union if applicable, as provided for in Section 189 of the LRA.
3. The attempt must be to reach consensus on the following:
 - Avoiding the dismissals (e.g. adjusting the working hours, eliminating temporary labour, eliminating overtime, offering early retirement);
 - Minimising the number of dismissals;
 - Ways to lessen the effects of retrenchment;
 - Timing of dismissals;
 - Methods of selecting employees to be dismissed and;
 - Severance pay;
 - Reasons for retrenchment;
 - Alternatives that were considered and reasons for rejection;
 - Number of people likely to be selected and the selection criteria;
 - Assistance the employer will be following e.g. time off to attend interviews, early release should a new job be found, issuing letters of reference;
 - Possibility of future re-employment

Closure of the operation: Social & economic impact on individuals, regions, and economics:

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We do not foresee the closure of our mine within the next 10 years, but should this time lapse and we close the mine we will:

1. Allow employees to apply for alternative positions within our group of companies.
2. Provide each retrenched employee with a retrenchment package to the best of our abilities and available funds.
3. Assist each employee to work with our labour broker to search for alternative employment.
4. Consult with surrounding business and contact to assist with alternative employment.

4. Opportunity for feedback

The employer will give the consulting party an opportunity to make presentations that will be considered and responded to.

5. Criteria for selection

If there can be no agreement reached for the selection criteria, then the LIFO (last in first out) principle will be applied, however this will not be the only consideration. Staff with key skills may be retained and a poor performance and / or disciplinary record may be taken into consideration.

6. Payments

The following payments will be made:

- Severance pay — each employee retrenched will be paid one week's remuneration for each completed year of service.
- Outstanding leave to be paid;
- Other — pension / provident fund will be paid.

Our employees are our most valuable asset – we will only retrench as a last resort – always!

6 SECTION 5: FINANCIAL PROVISION

In order to meet the requirements of Regulation 46 €(i),(ii),(iii), S Bothma and Sons Transport (Pty) Ltd will provide the following financial provisions in line with section 23 (1)(e) and 84(1)(g):

Table 17 (Refer to specified amounts in above tables)

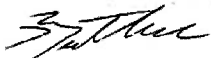
YEAR	Human Resources Development	Local Economic Development	Downscaling and Retrenchment
2020-2021	R 79 053.08	R 100 000.00	R 93 210.00
2021-2022	R 148 008.40	R 100 000.00	R 102 531.00
2022-2023	R 94 944.24	R 100 000.00	R 112 784.10
2023-2024	R 85 749.66	R 100 000.00	R 124 062.51
2024-2025	R 216 444.62	R 100 000,00	R0
TOTAL	R 624 200.00	R500 000,00	R432 587,61
TOTAL			R1 556 787,61

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7 SECTION 6: UNDERTAKING

I, TERTIUS BOTHMA the undersigned and duly authorized thereto by S. Bothma and Sons Transport (Pty) Ltd undertake to adhere to the information requirements, commitments and conditions set out in the Social and Labour Plan.

Signed at SASOLBURG on this 06 day of April 2023

Signature of responsible person 

Designation: CHIEF EXECUTIVE OFFICER

Approved

Signed at _____ on this _____ day of _____

Signature: _____

Designation: _____