

Department:  
Mineral Resources  
**REPUBLIC OF SOUTH AFRICA**

REGIONAL MANAGER, MINERAL REGULATION  
FREE STATE REGION

27 FEB 2024

DEP. OF MINERAL RESOURCE AND ENERGY  
PRIVATE BAG X33, WELKOM. 9460.

# Mining Mecca (Pty) Ltd

REGIONAL MANAGER: MINERAL REGULATION  
FREE STATE REGION

11 AUG 2025

DEP. OF MINERAL RESOURCE AND ENERGY  
PRIVATE BAG X33, WELKOM. 9460.

## SOCIAL AND LABOUR PLAN



**Date: 24 February 2024**



# Social and Labour Plan 2022

Compiled for:

**Mining Mecca (Pty) Ltd**

Po Box 1177

Harrismith

Free state

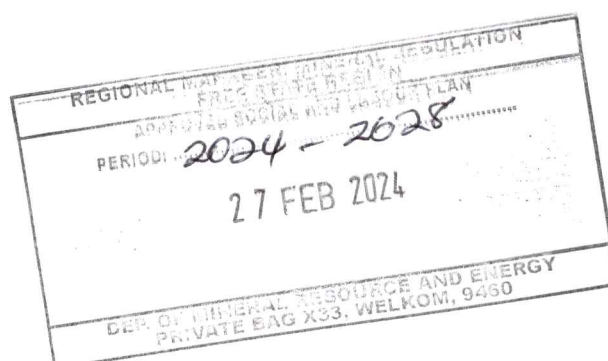
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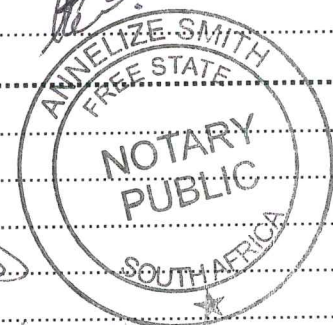
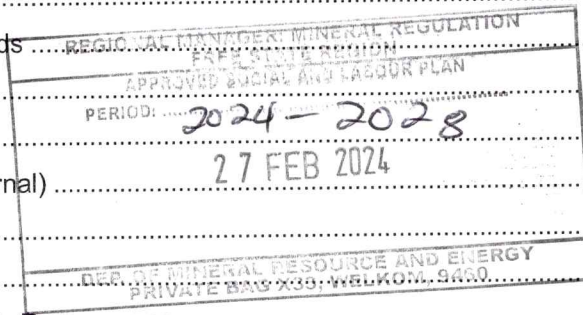
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**24 February 2024**



# Table of Contents

Objectives of the Social and Labour Plan .....	ix
Submission of the Social and Labour Plan.....	ix
Applicability of the Social and Labour Plan .....	ix
Amendment of the Social and Labour Plan.....	ix
Reporting on the Social and Labour Plan.....	ix
<b>1 Section 1: Preamble (Reg 46 a).....</b>	<b>10</b>
1.1 Overview.....	10
1.2 Background information .....	10
<b>2 Section 2: Human Resource Development Programme (Regulation 46 (b)).....</b>	<b>12</b>
2.1 Compliance with Skills Development Legislation .....	12
2.2 Skills development plan - Regulation 46 (b) (i) .....	12
2.2.1 Education Levels of workers.....	13
2.2.2 Illiteracy levels and ABET Needs .....	13
2.2.3 Training Planned.....	14
2.2.4 Core Business Training .....	14
2.2.5 Learnership (Internal and external) .....	15
2.2.6 Internship .....	15
2.2.7 Artisans Training.....	16
2.2.8 School Support and Post matric Programmes .....	16
2.3 Form R Hard-to-fill .....	17
2.4 Career progression (path) plan (Reg 46 (b) (iii) ) .....	18
2.5 Provide career development matrices of each discipline.....	18
2.5.1 Provide a comprehensive plan with targets, timeframes and how the plan would be implemented .....	19
2.6 Mentorship Plan (Reg 46 (b) (iii) ) .....	19
2.6.1 Provide a detailed plan with timeframes.....	19
2.7 Bursary and Internship Plan .....	20
2.7.1 Bursary Plan internal .....	20
2.7.2 Bursary Plan external .....	21
2.7.3 Internship Plan.....	Error! Bookmark not defined.
2.8 Employment Equity Plan .....	23
2.8.1 HDSA in Management .....	23
<b>3 Section 3: Local Economic Development Programme .....</b>	<b>25</b>
3.1 Social and economic background information (Reg 46 (c) (i) ) .....	25
3.1.1 Gender Profile:.....	25
3.1.2 Population Profile:.....	25
3.1.3 Economic Profile:.....	25
3.1.4 Education levels.....	26





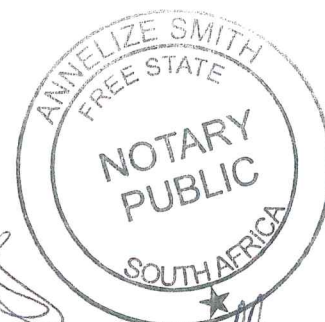
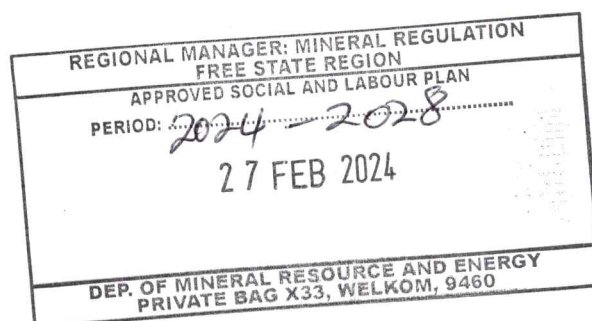
3.1.5	Employment profile .....	26
3.1.6	Income Profile .....	27
3.1.7	Infrastructure: .....	27
3.1.8	Housing .....	27
3.1.9	Water and Sanitation .....	27
3.1.10	Electricity: .....	27
3.1.11	Unemployment .....	28
3.2	Key economic activities .....	28
3.2.1	Provide the key economic activities and needs of the area in which mining or production operations take place .....	28
3.2.2	Names of other mining companies .....	29
3.3	Negative Impact of the mining operation .....	29
3.3.1	Relocation of People .....	29
3.3.2	Exhumation of graves .....	29
3.3.3	Influx of People – Informal settlements .....	29
3.4	Infrastructure and poverty eradication projects that the mine would undertake in line with the (IDP) of the area .....	29
3.5	Project Plan format .....	30
3.6	Measures to address housing and living conditions .....	33
<b>4</b>	<b>Section 4: Processes Pertaining to Management of Downscaling and Retrenchment .....</b>	<b>35</b>
4.1	Establishment of future forum .....	35
4.2	Mechanisms to save jobs, provide alternative solutions and procedures for job security where job losses cannot be avoided .....	35
4.3	Management of retrenchment .....	36
4.4	Mechanisms to ameliorate the social and economic impact on individuals, regions and economies where retrenchment or closure of the operation is certain .....	36
<b>5</b>	<b>Section 5: Financial Provision (Reg 46 (e) ) .....</b>	<b>38</b>
<b>6</b>	<b>Section 6: Undertaking .....</b>	<b>39</b>
<b>7</b>	<b>References .....</b>	<b>40</b>
	<b>Appendices .....</b>	<b>41</b>
	Annexure A: Proof of consultation with the relevant stakeholders, for the LED project identified and the alignment to the local Municipality's IDP Document. ....	42
	Annexure B: HRD financial provision budgeted in your Company .....	46





## List of Tables

Table 1-1: Summary of Mining Mecca (Pty) Ltd Mine Information .....	11
Table 2-1: Compliance with Skills Development Legislation .....	12
Table 2-2: Form Q, Functional Literacy amongst Workforce .....	13
Table 2-3: Illiteracy levels and ABET Needs .....	13
Table 2-4: Training Planned.....	14
Table 2-5: ABET training facility in Bethlehem .....	14
Table 2-6: Core Business Training Planned .....	14
Table 2-7: Internal Internship Training Planned.....	15
Table 2-8: External Internship Training Planned .....	15
Table 2-9: Artisans Training Planned.....	16
Table 2-10: School Support and post Matric Programmes Planned .....	16
Table 2-11: Comprehensive Plan (Table H) .....	19
Table 2-12: Mentorship Plan with timeframes .....	20
Table 2-13: Bursaries to be awarded (internal) .....	21
Table 2-14: Bursaries to be awarded (External) .....	22
Table 2-15: Internships .....	<b>Error! Bookmark not defined.</b>
Table 2-16: Form S, Employment Equity Plan.....	23
Table 2-17: HDSA in Management.....	24
Table 3-1: Employment profile .....	26
Table 3-2: Key Economic activities and needs of the area.....	28
Table 3-3: Needs of the area in order of priority .....	30
Table 3-4: Project plan format 1_ Roads and storm water upgrade.....	31
Table 3-5: Project plan format 2_ Tourist attraction.....	31
Table 3-6: Project plan format 3_ SMME's development .....	33
Table 5-1: Financial provision for 5 years .....	38

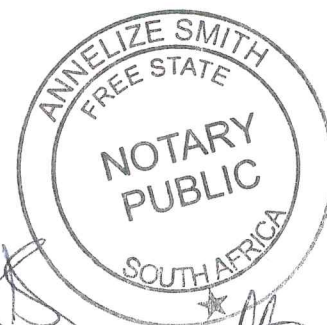


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## Cases

ABET : Adult Basic Education and training .....	10
HRD : Human Resource Development .....	12
IPD : Intergrated Development Plan .....	25
MPRDA Mineral and Petroleum Resources Development Act 28 of 2002 .....	10
MQA Mining Qualifications Authority .....	12
NQF : The National Qualifications Framework .....	10
NSDS : National Spatial Development Strategy .....	25
PGDS : Provincial Growth and Development Strategy .....	25
SETA : Sector Education and Training Authority .....	12
SLP : Social and Labour Plan .....	10

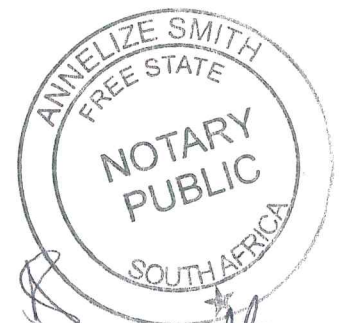
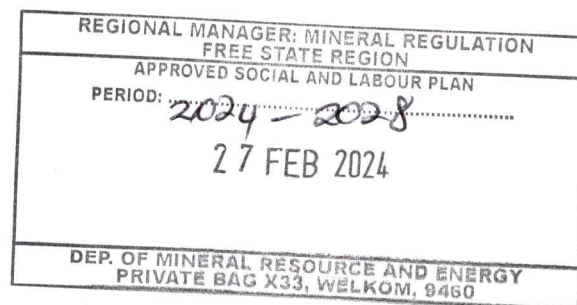
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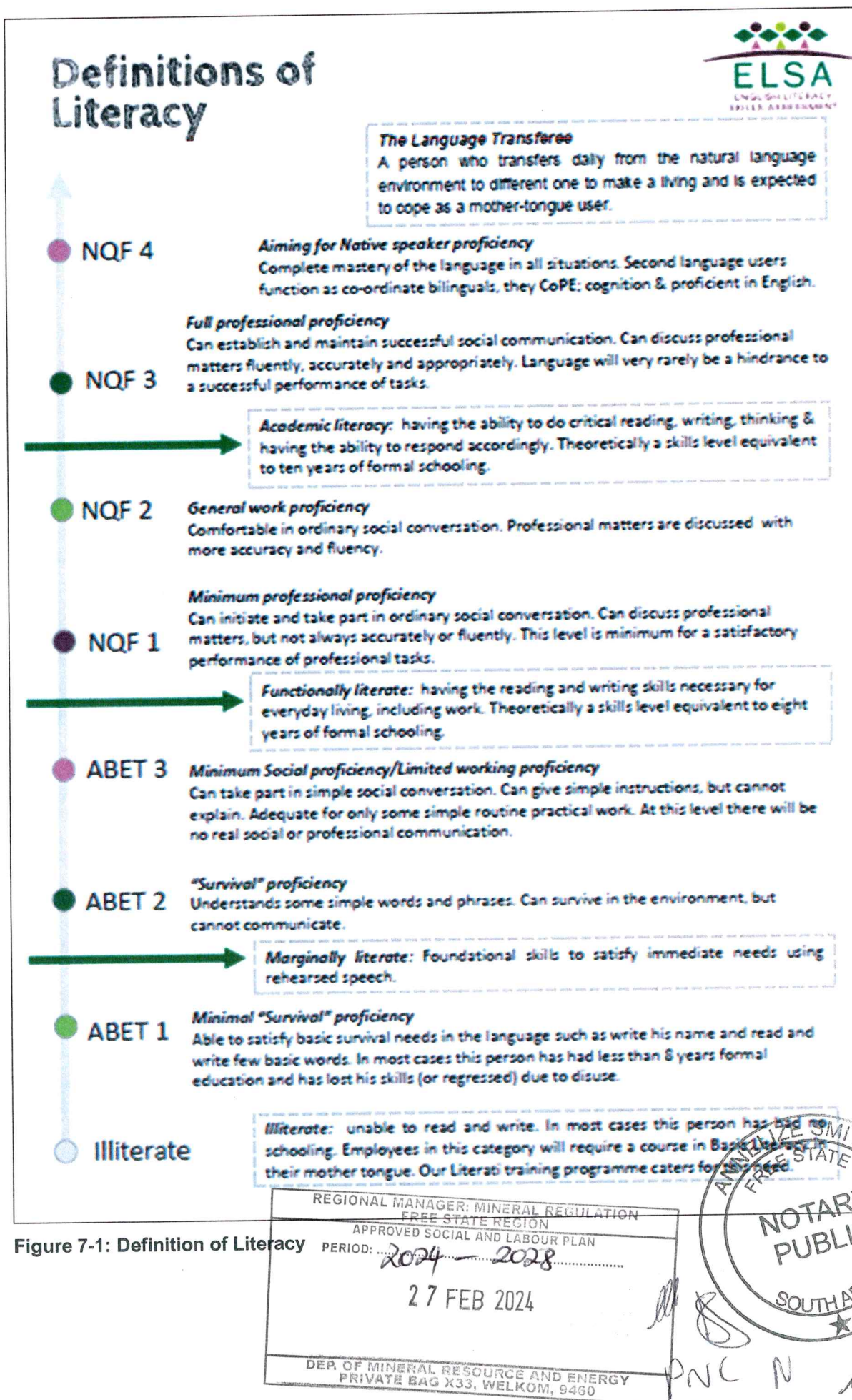


## Definitions

"Calendar year"	is defined as the one year period that begins on January 1st and ends on December 31st;
"Community"	means a coherent, social group of persons with interest of rights in a particular area of land which the members have or exercise communally in terms of an agreement, custom or law;
"Demographics"	Means the numerical characteristics of a population (e.g. population size, age, structure, sex/gender, race, etc.)
"Historically Disadvantaged South Africans" ("HDSA")	refers to South African citizens, category of persons or community, disadvantaged by unfair discrimination before the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993) came into operation which should be representative of the demographics of the country;
"Labour sending area"	areas from which a majority of mineworkers, both historical and current are or have been sourced; "Level of management" refers to line of demarcation between various managerial positions;
"Life of Mine"	means the number of years that a particular mine will be operational; "Mining Charter" means the broad-based socio-economic empowerment Charter for the South African Mining and Minerals Industry;
"Mine Community"	refers to communities where mining takes place and labour sending areas;
"Social Fund"	refers to a trust fund that provides financing for investments targeted at meeting the needs of poor and vulnerable communities as informed by commitments made by companies in terms of their social and labour plans;
"Sustainable development"	Means the integration of social, economic and environmental factors into planning, implementation and decision-making to ensure that the mineral and petroleum resources development serves present and future generations.



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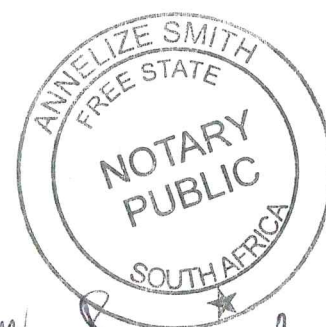
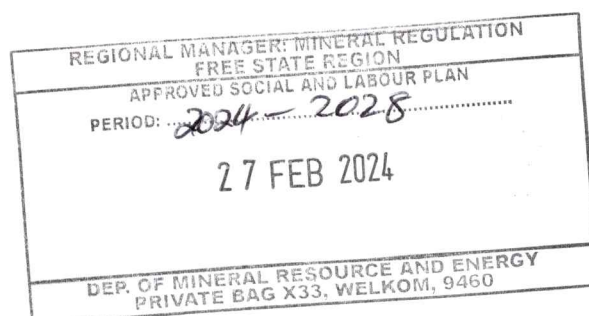




# Structure of the NQF

NQF Level	Band	Types of qualifications & certificates
10	Higher Education & Training Band	Doctorates
9		Masters Degrees
8		Post graduate Diplomas and Professional qualifications
7		Bachelors Degrees and advanced Diplomas
6		Diplomas and advanced certificates
5		Higher Certificates and Advanced National (vocational) Certificates.
4	Further Education & Training Band	School/College/Trade Certificates E.g. Matric or N4
3		School/College/Trade Certificates E.g. Grade 11 or N3
2		School/College/Trade Certificates E.g. Grade 10 or N2
1	General Education & Training Band	Grade 9 ABET level 4 (10 years of education)
		Grade 7 ABET level 3 (8 years of education)
		Grade 5 ABET level 2 (6 years of education)
		Grade 3 ABET level 1 (4 years of education)

Figure 7-2: National Qualifications Framework (NQF)



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## Objectives of the Social and Labour Plan

The objectives of the Social and Labour Plan are to:

- (a) Promote economic growth and mineral and petroleum resources development in the Republic (Section 2 (e) of the (MPRDA);
- (b) Promote employment and advance the social and economic welfare of all South Africans (Section 2 (f) of the MPRDA);
- (c) Ensure that holders of mining or production rights contribute towards the socioeconomic development of the areas in which they are operating as well as the areas from which the majority of the workforce is sourced (Section 2 (i) of the MPRDA, and the Charter); and
- (d) To utilize and expand the existing skills base for the empowerment of HDSA and to serve the community.

## Submission of the Social and Labour Plan

- (a) An application for a mining or production right in terms of the Act must be accompanied by a Social and Labour Plan. (Regulation 42).
- (b) The Regional Manager or Designated Agency may refer the said Social and Labour Plan back to the applicant with proposals for amendments and the revised Social and Labour Plan must then be re-lodged within a period specified by the Regional Manager or the designated Agency (Regulation 42).

## Applicability of the Social and Labour Plan

A Social and Labour Plan lodged with the Regional Manager is valid until a closure certificate has been issued in terms of section 43 of the Act (Regulation 43).

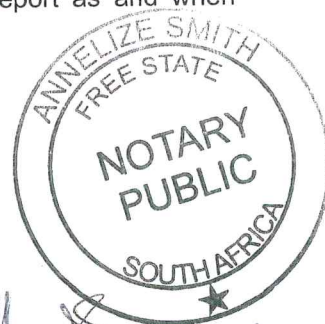
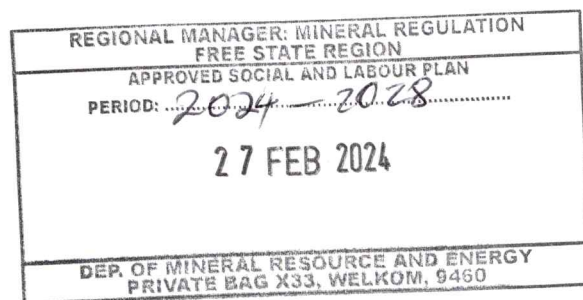
## Amendment of the Social and Labour Plan

A Social and Labour Plan may not be amended or varied without the consent of the Minister after the granting of the mining or production right to which such Social and Labour Plan pertains (Regulation 44).

## Reporting on the Social and Labour Plan

The holder of a mining right or mining permit, or the manager of any processing plant operating separately from a mine must submit to the Director General an annual report detailing the extent of the holders compliance with the provisions of section 2(d) and (f), the charter contemplated in section 100 and the social and labour plan on the compliance with the Social and Labour Plan.

Note: The Regional Manager or Designated Agency may request progress report as and when required.



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# 1 Section 1: Preamble (Reg 46 a)

## 1.1 Overview

This Social and Labour Plan (SLP) is compiled in terms of the Mineral and Petroleum Resources Development Act 28 of 2002 (MPRDA) for the envisaged life of mine at Mining Mecca (Pty) Ltd Mine. The SLP outlines the mine's plans and objectives in terms of Human Resource Development, Local Economic Development and the management of downscaling and retrenchments. Progress against these plans and targets will be reported annually in the mine's SLP Reports, following the commencement of operations at Mining Mecca (Pty) Ltd Mine and for the remaining life of the mining right.

The objectives of this SLP are to:

- Promote employment and advance the social and economic welfare of all employees employed by Mining Mecca (Pty) Ltd Mine, as well as all relevant stakeholders of the communities within which Mining Mecca (Pty) Ltd Mine will operate;
- Contribute to the transformation of the mining industry and
- Ensure that as the holder of the mining right we contribute towards the socio-economic development of the area where Mining Mecca (Pty) Ltd Mine will be located, including the major sending areas.

The objectives of the MPRDA and the Social and Labour are therefore central to the strategic and operational parameters of the colliery, and we will endeavour to meet these objectives for the benefit of our employees, the local communities in which we operate, the mining industry and South Africa as a whole.

Mining Mecca (Pty) Ltd Mine's SLP is intended to develop human potential and create opportunities for individuals to sustain themselves, their families and their communities throughout their working lives. This plan will encourage and build skills which are recognised under the National Qualifications Framework and which are portable outside the worker's current employment. The success of this plan relies on both the company and the employee taking responsibility for his or her well-being and energetically pursuing the opportunities that may be available to ensure that his or her potential is realised. The Colliery will also seek to support the well-being of its communities through community projects that will be integrated with the Local and District Municipalities Local Economic Development and Integrated Development Planning Forums and processes.

## 1.2 Background information

The primary objective of the human resources development program is to ensure development of requisite skills in respect of leaderships, bursaries (of core and critical skills), artisans, Adult Basic Education and training (ABET) training (Level I, II, III, IV and NQF 1), other training initiative reflective of demographics and define in the amended Mining Charter.

The National Qualifications Framework (NQF) is the system that records the credits assigned to each level of learning achievement in a formal way to ensure that the skills and knowledge that have been learnt are recognised throughout the country.

All mine employees are transported to and from the mine at the cost of the employer.

Brick Mecca derives its employees from the Bethlehem district.

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PERIOD: 2024/2028	
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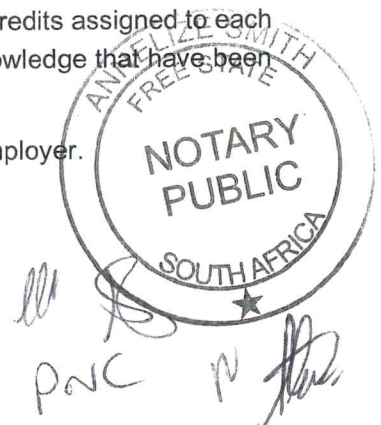
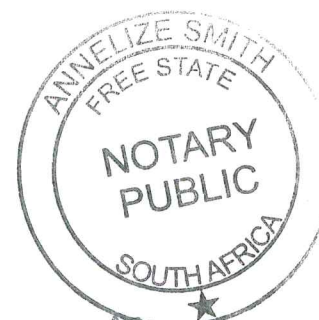
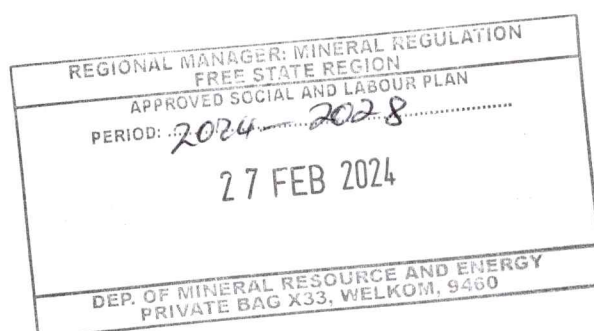


Table 1-1: Summary of Mining Mecca (Pty) Ltd Mine Information

1.1	Name of the company/applicant	Mining Mecca (Pty) Ltd
1.2	Physical Address	Lamond Way Bethlehem Free State 9700
1.3	Postal Address	PO Box 1177 Harrismith Free State 9880
1.4	Responsible person	D E Valks
1.5	Tel Number	082 822 5456
1.6	Fax Number	058 303 0622
1.7	Location of mine or production operation	Farm Taaiboschfontein 245
1.8	Commodity	Dolerite
1.9	Expected Life of mine	20 years
1.10	Financial Year	28 February
1.11	Reporting Year	28 Febraury
1.12	Responsible Person	D E Valks
1.13	Geographic origin of employees (mine community and labour sending areas)	
	<b>(a) Mine Community</b>	<b>(b) Labour Sending Area</b>
	<b>Province</b> (Free state province)	<b>Province</b> (Free state province)
		0
	<b>District Municipality</b> (Thabo Mofutsanyana District)	<b>District Municipality</b> (Thabo Mofutsanyan District)
		0
	<b>Local Municipality</b> (Nketoana Local Municipality )	<b>Local Municipality</b> (Nketoana Local Municipality )
	12	0



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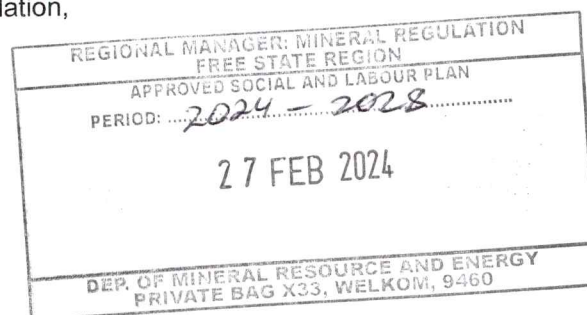


## 2 Section 2: Human Resource Development Programme (Regulation 46 (b))

The primary objective of the human resources development program is to ensure development of requisite skills in respect of leaderships, bursaries (of core and critical skills), artisans, ABET (Level I, II, III, IV and NQF 1), other training initiative reflective of demographics and define in the amended Mining Charter.

This Human Resource Development (HRD) Programme will seek to maximize the productive potential of employees employed by the Mine, by implement the following:

- Compliance with Skills Development Legislation,
- Skills Development Plan,
- Form R Hard-to-fill,
- Career progression Plan,
- Mentorship Plan,
- Bursary and Internship Plan,
- Employment Equity Plan,
- HDSA in Management.



The HRD Programme over five (5) years focuses on providing employees with adequate opportunities for Training ABET, skills development, progression at the Mine, as well as the compliance with the Mining Charter requirements.

### 2.1 Compliance with Skills Development Legislation

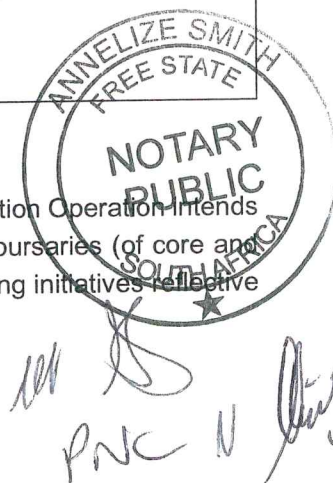
The Mine will register its mining operation with the relevant Sector Education and Training Authority (SETA), i.e. the Mining Qualifications Authority (MQA), and will continue to contribute towards Skills Development Levies.

**Table 2-1: Compliance with Skills Development Legislation**

<b>Name of SETA</b>	No
<b>Registration number with the relevant SETA</b>	Not yet
<b>Has your company appointed a Skills Development Facilitator? If Yes provide name.</b>	No
<b>Confirmation of having appointed a Skills Development Facilitator</b>	Not yet
<b>To which institution have you submitted your workplace Skills Plan?</b> (i) Department of Labour (ii) Mining Qualifications Authority (iii) Mine Health and Safety.	Not yet

### 2.2 Skills development plan - Regulation 46 (b) (i)

Provide a detailed skills development plan that outlines how the Mine or Production Operation intends to offer employees development of requisite skills in respect of learnerships, bursaries (of core and critical skills), artisans, ABET training (level I, II, III, IV and NQF 1), other training initiatives reflective of demographics as defined in the amended Mining Charter.

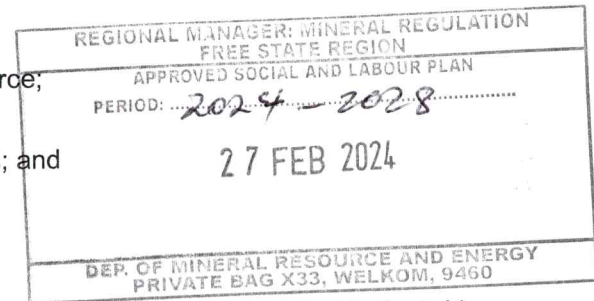


Mining Mecca (Pty) Ltd will through a process of identification of illiterate workers, strive to utilize the available adult education training groups as mentioned in the guideline document, to achieve literacy for all those employees who wish to become more skilled.

Permanent employees will be identified as to their skills and aptitude to qualify for office, health and safety, operators or driver positions on the mine.

The following should be provided:

- Form Q- Number and education levels of the workforce;
- Determine current illiteracy level and ABET needs;
- Provide the targets to be trained and the timeframes; and
- Provide how ABET would be implemented.



## 2.2.1 Education Levels of workers

The educational levels and qualifications as contained in Form Q for the mine are included in the table below.

**Table 2-2: Form Q, Functional Literacy amongst Workforce**

NQF level		Highest Standard Passed	Home Language	Name	Gender
ABET 2 (Grade 4-5)	Foundation Phase	0	0	0	0
		0	0	0	0
ABET 3 (Grade 6-7))	Intermediate Phase	0	0	0	0
ABET 4 Grade 8-9	Senior Phase	0	0	0	0
NQF level 2	Further education and training	Grade 10 / N1	Sesotho	Mofokeng B	Male
		Grade 10 / N1	Sesotho	Mnigwana, M	Male
		Grade 10 / N1	Sesotho	Tshabaku, V	Male
		Grade 10	Afrikaans	Koortzen, M	Female
		Grade 10/ N3	Sesotho	Mahlatsi S	Male
NQF level 3		Grade 11 / N1	Sesotho	Xaba, P	Male
		Grade 11 / N2	Sesotho	Mokoena, P	Male
		Grade 11 / N2	Sesotho	Tshabalala, T	Male
		Grade 11	Afrikaans	Koortzen, M	Male
NQF level 4		Grade 12/ N3	Sesotho	Mahlatsi, S	Male
		Grade 12 / N3	Sesotho	Mofokeng B	Male
		Grade 12 / N3	Sesotho	Maseko I	Male

## 2.2.2 Illiteracy levels and ABET Needs

From the baseline information provided, it is evident that a larger proportion of Mine workforce is functionally literate and numerate. However, the mine and contractor will further undertake to provide an opportunity to employees and community members identified as to increase their functional literacy and numeracy during the life of this SLP through an integrated ABET programme.

**Table 2-3: Illiteracy levels and ABET Needs**



Level	Number of illiteracy	Occupation	Need	Cumulative Needs
No Schooling	0			
NQF level 2	5	General Workers	NQF level 4	Grade 12 / N3
NQF level 3	4	Operators	NQF level 4	Grade 12 / N3

### 2.2.3 Training Planned

The following training is planned.

Table 2-4: Training Planned

ABET Level	Targets and Timelines					
	Year 1 Jan - Dec	Year 2 Jan-Dec	Year 3 Jan-Dec	Year 4 Jan-Dec	Year 5 Jan-Dec	Total
NQF level 2	0	0	5	5	0	10
NQF level 3	4	4	0	0	5	13
<b>TOTAL Numbers</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>23</b>
<b>Budget</b>	R7 500	R7 500	R7 500	R7 500	R7 500	R37 500

The following ABET training facility in Bethlehem will be used.

Table 2-5: ABET training facility in Bethlehem

Name of centre	EMIS number	Postal address	Physical address	Telephone code	Telephone number	Category	Hosting School
Kganya School	FS002000	Private Bag X26	Bohlokong Villa Bethlehem	058	3035614	PALC	Impucuko Bethlehem

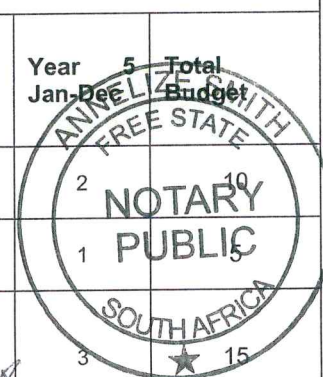
### 2.2.4 Core Business Training

The following training is planned.

Table 2-6: Core Business Training Planned

Type / Area of Training	Targets and Timelines					
	Year 1 Jan- Dec	Year 2 Jan-Dec	Year 3 Jan-Dec	Year 4 Jan-Dec	Year 5 Jan-Dec	Total
FEL Certification Operator	2	2	2	2	2	10
Excavator Certification Operator	1	1	1	1	1	5
Management: Supervisors skills, Machine operators	3	3	3	3	3	15

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APPROVED SOCIAL AND LABOUR PLAN  
PERIOD: 2024 - 2028  
27 FEB 2024  
DEP. OF MINERAL RESOURCE AND ENERGY  
PRIVATE BAG X33, WELKOM, 9460



<b>Safety: Health And Safety- First Aiders – Safety Representatives – Fire Fighters</b>	4	4	4	4	4	20
<b>Environmental behaviour skills and awareness</b>	2	2	2	2	2	10
<b>Total Numbers</b>	12	12	12	12	12	60
<b>Budget</b>	<b>R8250</b>	<b>R8 670</b>	<b>R9090</b>	<b>R9550</b>	<b>R10 200</b>	<b>R45 760</b>

## 2.2.5 Learnership (Internal and external)

The following training is planned.

Table 2-7: Leartnership internal and external Training Planned

Field / Area of training: Learnership internal and external	Targets and Timelines					
	Year 1 Jan- Dec	Year 2 Jan-Dec	Year 3 Jan-Dec	Year 4 Jan-Dec	Year 5 Jan-Dec	Total Budget
Internal Learnership						
First-aider	0	0	0	0	0	0
Machine Operator (internal)	1	0	0	1	0	2
Plant Operators Internal	0	0	1	0	1	2
Health & Safety Internal	0	0	1	0	0	1
External Learnership						
Admin External	1	1	0	1	0	3
Geology External	0	1	0	0	1	2
<b>TOTAL Numbers</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>10</b>
<b>Budget</b>	<b>R3000</b>	<b>R3000</b>	<b>R3000</b>	<b>R4000</b>	<b>R4000</b>	<b>R17 000</b>

REGIONAL MANAGER: MINERAL REGULATION  
FREE STATE REGION

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PERIOD: 2024 - 2028

27 FEB 2024

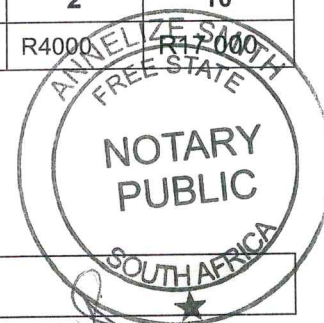
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## 2.2.6 Internship

The following training is planned.

Table 2-8: Internship Training Planned

	Targets and Timelines
--	-----------------------





Field / Area of training	Year 1 Jan- Dec	Year 2 Jan-Dec	Year 3 Jan-Dec	Year 4 Jan-Dec	Year 5 Jan-Dec	Total Budget
Electrician	1	0	0	0	0	1
Environmental	0	1	0	1	0	2
Human Resource	0	0	1	0	1	2
<b>TOTAL Numbers</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>5</b>
<b>Budget</b>	R5 000	R5 000	R5 000	R5 000	R5 000	R25 0000

## 2.2.7 Artisans Training

The Artisans following training is planned.

Table 2-9: Artisans Training Planned

Field / Area of training	Targets and Timelines					Total Budget
	Year 1 Jan- Dec	Year 2 Jan-Dec	Year 3 Jan-Dec	Year 4 Jan-Dec	Year 5 Jan-Dec	
Rigging	1	0	0	0	0	1
Fitter and Turner	0	1	0	0	0	1
Electrical	0	0	1	0	0	1
Machanical	0	0	0	1	0	1
Diesel Machanic	0	0	0	0	1	1
<b>TOTAL Numbers</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>5</b>
<b>Budget</b>	R7 500	R7 500	R7 500	R7 500	R7 500	R37 500

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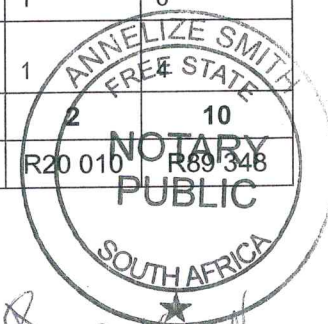
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## 2.2.8 School Support and Post matric Programmes

The following School support and post matric programmes training is planned.

Table 2-10: School Support and post Matric Programmes Planned

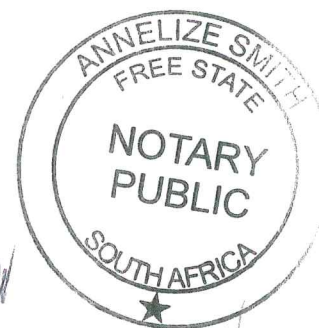
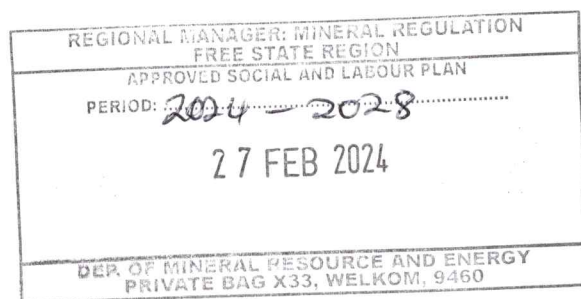
Field / Area of training	Targets and Timelines					Total Budget
	Year 1 Jan- Dec	Year 2 Jan-Dec	Year 3 Jan-Dec	Year 4 Jan-Dec	Year 5 Jan-Dec	
(Grade 12)	2	1	1	1	1	6
Post matric programme	0	1	1	1	1	4
<b>TOTAL Numbers</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>10</b>
<b>Budget</b>	R15 850	R16 801	R17 809	R18 878	R20 010	R89 348



## 2.3 Form R Hard-to-fill

The mine is fully complemented as per business requirements. Should there be any hard- to- fill vacancies; the company will notify the Department to that effect through Submission of form R.

-Mining Mecca (Pty) Ltd has up to date not had any problems filling any vacancies on the Mine.





## 2.4 Career progression (path) plan (Reg 46 (b) (iii) ).

In order to meet the requirements of Regulation 46 (b) (ii) the following should be provided:

## 2.5 Provide career development matrices of each discipline

Refer to the figure below for an illustration of the career development matrices of each discipline

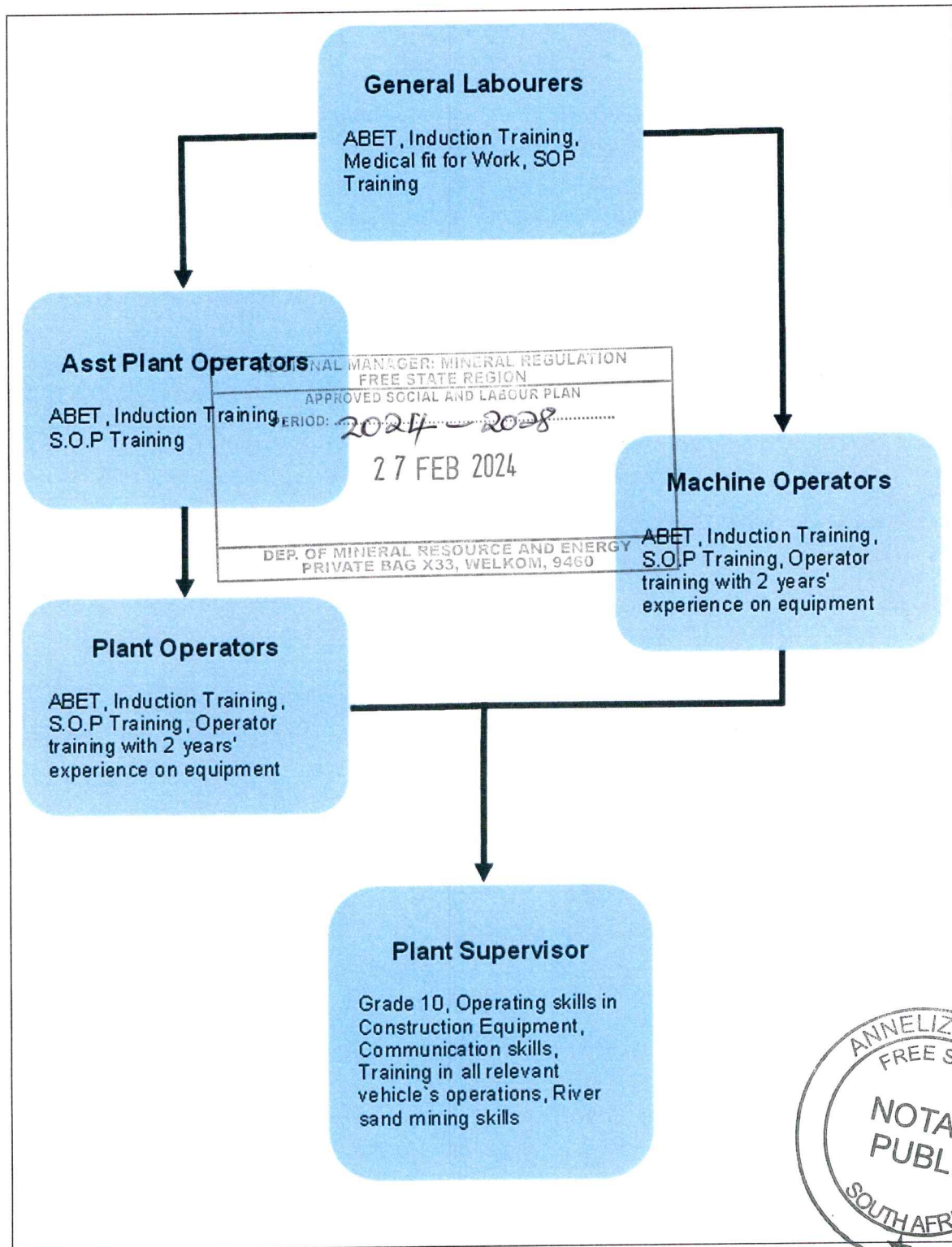


Figure 2-1: Career progression (path) plan

## 2.5.1 Provide a comprehensive plan with targets, timeframes and how the plan would be implemented

This is a small scale mine, timeframes to the career development matrix plan is not relevant as workers remain in a position for a long time.

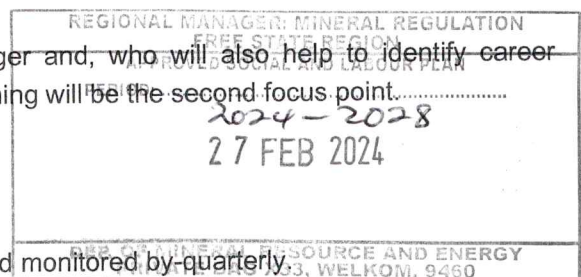
**Table 2-11: Comprehensive Plan (Table H)**

Training programmes within career progression paths	Core mining occupation	Position started from	Current training intervention	Target position working towards	Year 1	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
ABET	Labourers		Toolbox Talks, Standard Operating Procedure Training, Fire Fighter Training, Operator Certificate Training, Health Safety and Hygiene Training	Supervisor					
Operators Training					4	4	4	4	4
Vehicle operating Skills					5	5	5	5	5
Communication Skills					3	3	3	3	3

## 2.6 Mentorship Plan (Reg 46 (b) (iii) )

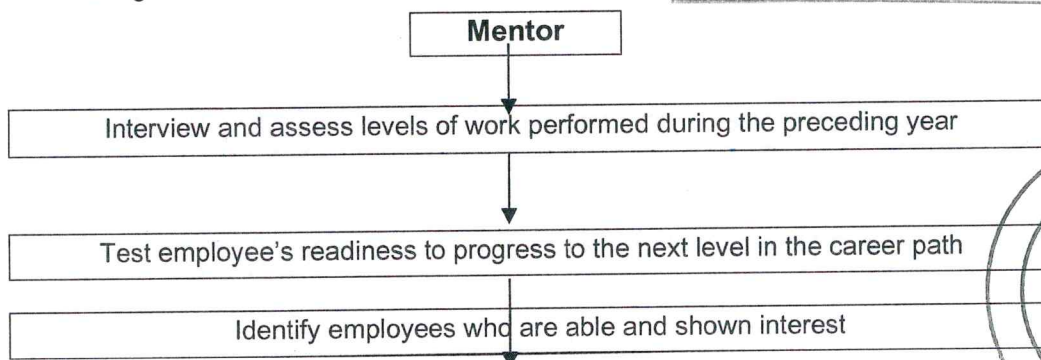
The mine will seek guidance to implement a mentorship plan for the employees and empowerment group.

Mentoring will be undertaken by the Quarry Manager and, who will also help to identify career opportunities for promising employees. Woman in mining will be the second focus point.

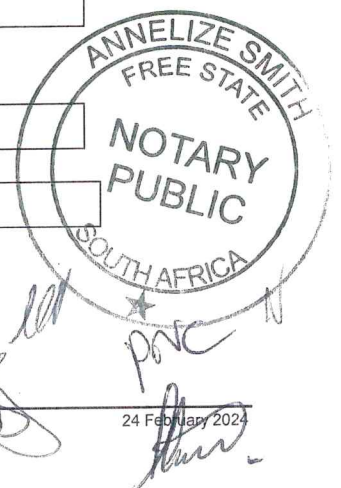


### 2.6.1 Provide a detailed plan with timeframes

Mentoring will be undertaken on a continued basis and monitored by quarterly



**Figure 2-2: Mentorship plan**





Mining Mecca (Pty) Ltd is not a large corporate company with a Human Resource Department to provide training and mentorship, however there is an open-door policy where any employee can at any given time speak directly to the Top Management structure to obtain guidance and mentorship or to ask questions and report problems. Skills and training is provided directly by the Mine Manager and/or Mine Supervisor and the management team is not segregated from production or operational staff by corporate structures.

**Table 2-12: Mentorship Plan with timeframes**

Mentoring Programme	Career Deliverables	Duration	Targets		Gender	
			HDSA	Non HDSA	Female	Male
Mine manager and executive directors (acting as mentor)	Continual professional development	On-going	2	0	0	2
Foreman / Supervisor / Production Manager (acting as mentor)	Competence in job related critical skills areas and work related social skills	On-going	8	0	0	8
Plant Operators (acting as mentor and/or mentee)	Competence in job related critical skills areas and work related social skills	On-going	3	0	0	3
Cleaners (acting as mentees)	Competence in job related critical skills areas and work related social skills	On-going	2	0	1	2
External people involved in the mentorship programme as mentees	Receive mentorship in the disciplines of brick making and entrepreneurship	On-going	11	0	0	11

## 2.7 Bursary and Internship Plan

Study loans will be made available for our employees or their children and it will not be restricted to Mining education. The company will also look into the possibility to sponsor a HDSA individual for education from within our mining area

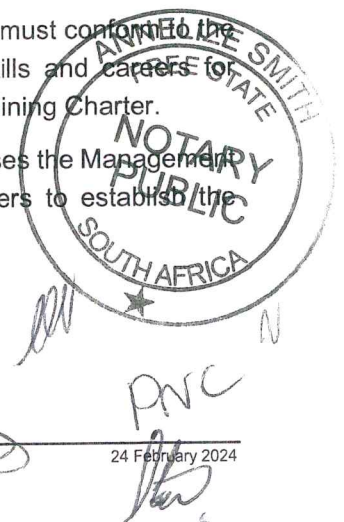
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### 2.7.1 Bursary Plan internal

The purpose is to provide bursary and experiential learning opportunities to employees and mine communities. In order to meet the requirements of Regulation 46 (b) (iv) the following should be considered:

The company must, however, apply fair selection criteria in this regard. The plan must conform to the skills development plan, and should focus on building capacity in various skills and careers for employees and mine communities reflective of demographics as defined in the Mining Charter.

Internship and bursaries will be discussed with the employees and if any need arises the Management team will acquire all the necessary information and relay it back to the owners to establish the procedures involved to acquire funds and/or assistance.



**Table 2-13: Bursaries to be awarded (internal)**

Bursary Field	Targets and Timelines					
	Year 1 Jan- Dec	Year 2 Jan-Dec	Year 3 Jan-Dec	Year 4 Jan-Dec	Year 5 Jan-Dec	Total Budget
There will be one open bursary, awarded once every 3 years (or sooner if learner terminate his/her studies sooner), for any course in a skills shortage area, as identified as a skills shortage area by the Department of Labour, but preference will be given to studies in geology						
Geology	1	0	0	1	1	3
Environmental Studies	0	1	1	0	1	3
<b>Total Numbers</b>	1	1	1	1	2	6
<b>Budget</b>	R18 750 per year	R18 750 per year	R18 750 per year	R18 750 per year	R18 750 per year	R112 500

### 2.7.2 Bursary Plan external

External bursary are planned within the 5 years

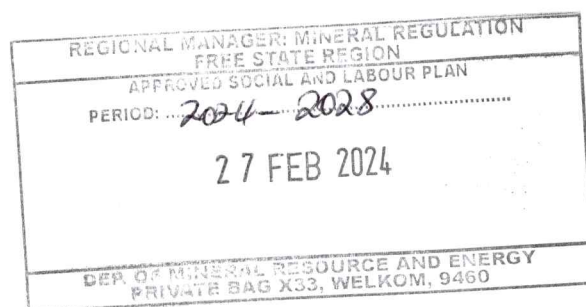
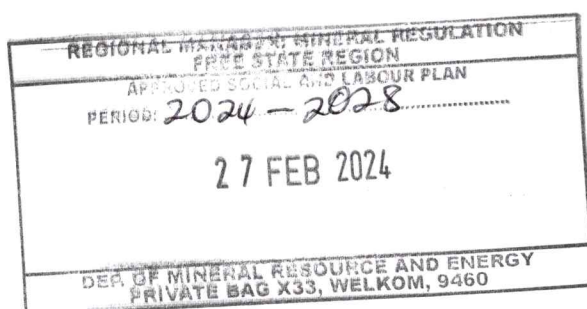




Table 2-14: Bursaries to be awarded (External)

Internship Plan	Targets and Timelines					
	Year 1 Jan- Dec	Year 2 Jan-Dec	Year 3 Jan-Dec	Year 4 Jan-Dec	Year 5 Jan-Dec	Total Budget
Number of external learners to be accommodated in the internship programme, per year						
Career areas available to interns The mine will provide practical experiential learning in Surveying, Plant Operations; General management; Occupational health, safety and environment; and/or Human Resource Management						
Human Resource	1	0	1	0	1	3
Surveying	0	1	0	1	0	2
Total Numbers	1	1	1	1	1	5
Budget	R24 000 per year per intern	R24 000 per year per intern	R24 000 per year per intern	R24 000 per year per intern	R24 000 per year per intern	R120 000



2.8 Employment Equity Plan

The purpose of the plan is to ensure diversity as well as participation of HDSA at all decision-making positions and core occupational categories in the mining industry. Every mining company must achieve a minimum of 40% HDSA in management reflective of demographic representation. The plan should reflect the annual progressive targets as follows:

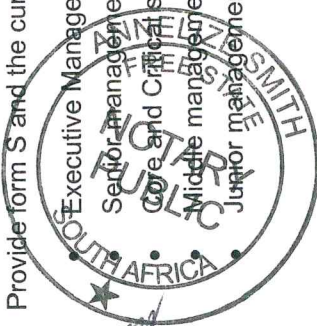
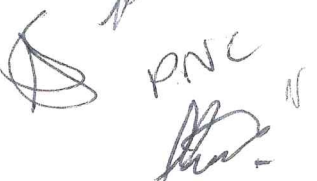
Table 2-15: Form S, Employment Equity Plan

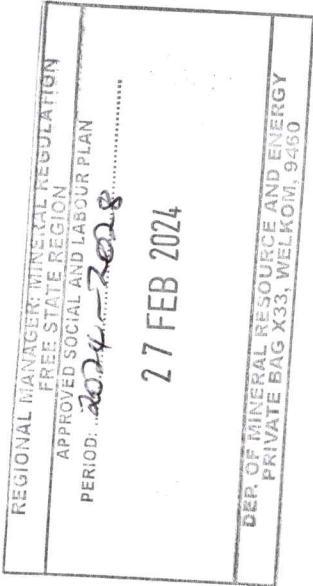
Occupational Levels	Male				Female				Total	Disabled	
	African	Coloured	Indian	White	African	Coloured	Indian	White		Male	Female
Top Management (Board)				1	1				2 (50%)	0	0
Senior Management (Exco)				1					1 (0%)	0	0
Middle Management	1			1					2 (50%)	0	0
Junior Management	2								2 (100%)	0	0
Core Skills	5								5 (100%)	0	0

2.8.1 HDSA in Management

In order to meet the requirements of Regulation 46 (b) (v) the following should be considered:

Provide form S and the current management structure as reflected below;







Provide the current management structure reflective of demographics;

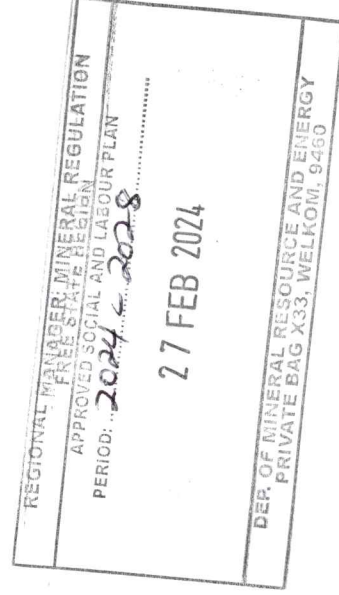
The plan should reflect the annual progressive targets as provided for in Table 2-16 and

Provide a detailed plan on how the targets as would be met.

**Table 2-16: HDSA in Management**

Elements	Description	Measure	Compliance Target	Progress Achieved By				
				2022	2023	2024	2025	2026
Employment Equity	Diversification of the workplace to reflect the countries demographics to attain competitiveness	Top Management (Board)	40%	20%	25%	30%	35%	40%
		Senior Management (Exco)	40%	20%	25%	30%	35%	40%
		Middle Management	40%	30%	35%	40%	40%	40%
		Junior Management	40%	40%	40%	40%	40%	40%
		Core Skills	40%	15%	20%	30%	35%	40%

(Note: The set targets are as per the current Mining Charter. Should the targets be revised as and when required, then the plan should be aligned to the agreed Charter targets at any given time).



### 3 Section 3: Local Economic Development Programme

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

The Mine or Production Operation must consult and co-operation in the formulation of the Integrated Development plan (IPD) of the mine communities. The mine or production operation must furthermore consult with other economic development frameworks like Provincial Growth and Development Strategy (PGDS), National Spatial Development Strategy (NSDS), National Priorities and other relevant stakeholders.

The Mine or Production Operation must, through consultations with communities and relevant authorities provide a plan. This plan should be in line with the IDP's of the mine community.

#### 3.1 Social and economic background information (Reg 46 (c) (i) )

The following information was collected for the whole Nketoana Local Municipality area. The municipal area measures 5,598.16 km<sup>2</sup>. The head office is situated at Reitz. Brick Mecca derives its employees from the Bethlehem district.

##### 3.1.1 Gender Profile:

Female unemployment rates were higher than male rates.

Mofokeng B	Male
Mnigwana, M	Male
Tshabaku, V	Male
Xaba, P	Male
Mokoena, P	Male
Tshabalala, T	Male
Mahlatsi S	Male
Mahlatsi, S	Male
Mofokeng B	Male
Maseko I	Male
Koortzen, M	Male
Koortzen, M	Female



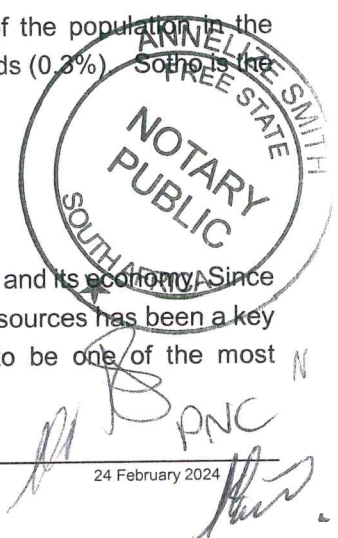
##### 3.1.2 Population Profile:

The population (2011) of Bethlehem Municipality equals 60,324. The majority of the population in the municipality is black African (91.4%), with a handful of whites (7.8%) and coloureds (0.8%). Sotho is the most spoken language (75.9%), followed by Zulu (10.7%), then Afrikaans (8.7%).

##### 3.1.3 Economic Profile:

###### Mining:

The mining industry plays a vital role in the growth and development of South Africa and its economy. Since the earliest discoveries of minerals in the region, this rich endowment of mineral resources has been a key driver of South Africa's social and economic development. Mining continues to be one of the most





significant sectors of our economy, providing jobs, growing our GDP and building relations with international trading partners (Mining and Biodiversity Guidelines, 2013).

### Trade & Services

Reitz has a well-developed CBD in the centre of Reitz with a variety of retail businesses and related services including agricultural suppliers, wholesalers, retailers, general dealers, hair dressers, funeral parlours, pharmacies, bakeries, professional service providers and many more.

Apart from the above formal businesses, a substantial number of business activities are also to be found in Petsana, including spaza shops, vegetable shops, backyard repair shops, panel beaters, car washes, builders, ect.

### Industrial

Reitz has two industrial areas situated directly to the north of Petsana and Reitz respectively where a variety of light and heavy industries can be found. Most of these industries are however related to and in support of the agricultural sector.

### Agriculture

The Reitz district supports one of the most progressive and productive farming communities in South Africa, which is particularly stable and economically viable. Reitz is also home to the head office of the Free State agricultural Co-operative. It is one of the largest co-operative agricultural societies in South Africa.

The area is extremely suitable for crop farming of which maize and wheat are the most important. Also of importance is the large-scale cultivation of apples and vegetables for Woolworths South Africa. Other products produced in the area include sunflower, grain sorghum, soya, dry beans and potatoes. There are also 2 farms in the district producing roses for the market in Johannesburg as well as for the export market. Roses are produced for the whole year except in the month of July when the plants are pruned. The grain silos is situated to the east of Reitz and have a storage capacity of 100 000 tons.

## 3.1.4 Education levels

The number of residents with no schooling has declined from 10,1% in 1996 to 4,6 % in 2011 whilst as demonstrated above and in the graph below, access to primary, secondary and tertiary education is on the rise. Whilst this is a good development it provides immediate challenge to the municipality and Government generally to expedite interventions aimed at absorbing and retaining the skill that is provided by this development.

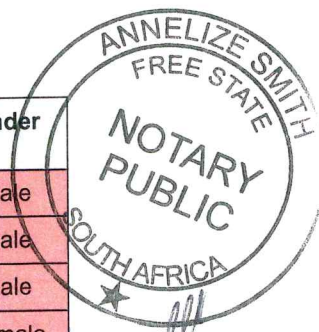
Sufficient schools are provided for local learners as well as a college.

## 3.1.5 Employment profile

Refer to the table below for the employment profile.

**Table 3-1: Employment profile**

NQF level		Highest Standard Passed	Home Language	Name	Gender
NQF level 2	Further education and training	Grade 10 / N1	Sesotho	Mofokeng B	Male
		Grade 10 / N1	Sesotho	Mnigwana, M	Male
		Grade 10 / N1	Sesotho	Tshabaku, V	Male
		Grade 10	Afrikaans	Koortzen, M	Female
		Grade 10/ N3	Sesotho	Mahlatsi S	Male





NQF level 3	Grade 11 / N1	Sesotho	Xaba, P	Male
	Grade 11 / N2	Sesotho	Mokoena, P	Male
	Grade 11 / N2	Sesotho	Tshabalala, T	Male
	Grade 11	Afrikaans	Koortzen, M	Male
NQF level 4	Grade 12/ N3	Sesotho	Mahlatsi, S	Male
	Grade 12 / N3	Sesotho	Mofokeng B	Male
	Grade 12 / N3	Sesotho	Maseko I	Male

### 3.1.6 Income Profile

The low-income housing is currently not in close proximity to areas of opportunity. Currently income levels are low in rural areas, the municipality requires a greater part of the rural poor in economic activities generating sufficient income.

### 3.1.7 Infrastructure:

The infrastructure is being upgraded due to government spending in the area and transport is readily available in the form of taxi's and busses.

All mine employees are transported to and from the mine at the cost of the employer.

### 3.1.8 Housing

The City has a huge housing backlog compared with other municipalities in the Free State. 90, 6 % of the population lives in the urban area, 6, 9 in rural or traditional areas and 2, 5% of the population lives in farms.

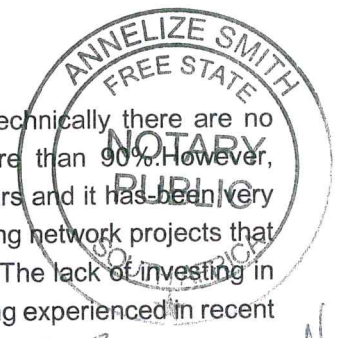
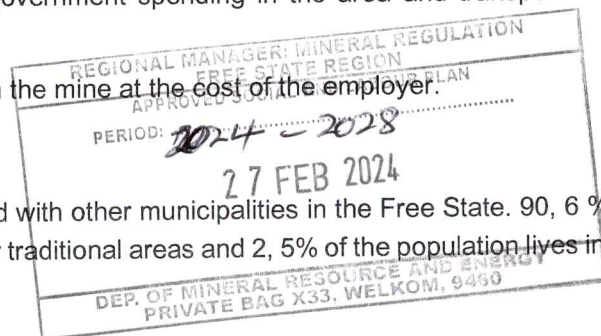
### 3.1.9 Water and Sanitation

The current water demand is calculated at 600 litre / unit / day. The water backlog in Mangaung can be quantified at 17 555 stands (10%) with 10 505 located in Bloemfontein, 3 267 in Botshabelo and 3 783 in Thaba Nchu. The cost for providing households with metered water connections is estimated at R140 Million. The municipality has set itself a target of connecting 3 300 formal erven each year. Considering the fact that the number of formal erven increases with approximately 1 000 new stands per annum, it will take approximately 8 years until 2022 to eradicate the water connection backlog.

The current sanitation demand is calculated at 500 litre / unit / day. The sanitation backlog (households without any access to sanitation) in Mangaung can be quantified at 53 259 stands with 10 940 located in Bloemfontein, 29 783 in Botshabelo and 12 536 in Thaba Nchu. The cost for upgrading is estimated at R1.33 billion. The municipality has set itself a target of connecting 11 300 formal erven each year, subject to the availability of sufficient funds to upgrade the bulk networks alongside the set target. Considering the fact that the number of formal erven increases with approximately 1 000 new stands per annum, it will take approximately 6 years until 2020 to eradicate the sanitation backlog.

### 3.1.10 Electricity:

All formalized areas within Mangaung have been provided with electricity and technically there are no shortages. The provision of electricity in Mangaung is at all-times high – more than 90%. However, CENTLEC is experiencing serious maintenance backlogs over the past seven years and it has been very difficult for the CENTLEC to clear these backlogs on maintenance and strengthening network projects that maintains a constant, reliable electricity supply to the communities of Mangaung. The lack of investing in the main back bone projects is also a contribution factor to the outages that are being experienced in recent





years. It is important to note that Mangaung Municipality will also need a reliable electricity supply for all new developments that are mushrooming around the N8 corridor and the surrounding areas.

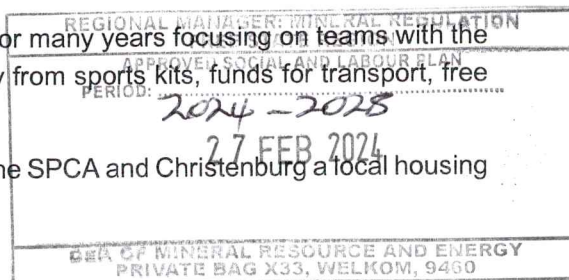
In addition to the above, not all informal areas have been provided with electricity. In order to facilitate the provision of electricity in informal areas, Government has set up strategies and guidelines to encourage service providers to electrify un-proclaimed / informal settlements by making a contribution towards the cost of connection and treating these connections as part of Government's electrification targets.

### 3.1.11 Unemployment

Unemployment remains a critical issue in the project and broader Bethlehem area. Free State Province Unemployment rate for 2013 was at 27% (Statistics SA; 2014).

Mining Mecca (Pty) Ltd has been supporting local sports teams for many years focusing on teams with the majority of previously disadvantaged players. The sponsors vary from sports kits, funds for transport, free material for facility upgrades and match fees.

Brick Mecca also supports local nonprofit organizations such as the SPCA and Christenburg a local housing community for disadvantaged and homeless people.



## 3.2 Key economic activities

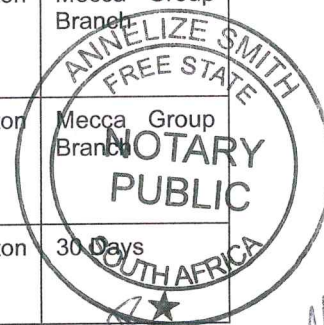
### 3.2.1 Provide the key economic activities and needs of the area in which mining or production operations take place.

Mining Mecca (Pty) Ltd mines and crushes Dolerite at the opencast mine in order to supply the local community and contractor with affordable quality building material and to supply Brick Mecca Brick Plant of raw material for cement brick and precast production.

Mining Mecca (Pty) Ltd is a key player in the industry and not only supplies its own hardware stores and brick plant but also many other hardware stores in the area.

**Table 3-2: Key Economic activities and needs of the area**

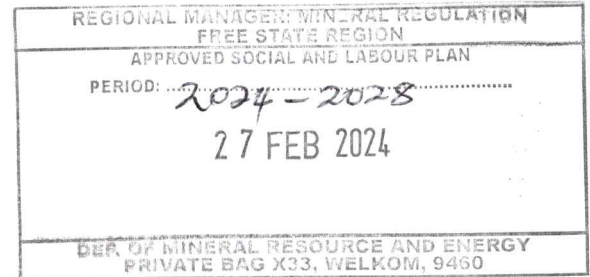
Client	Duration	Annual Consumption	Quality Specs	Uses	Prevailing market Prices	Selling arrangements
Brick Mecca Bethlehem	Continuous from the start of the mine in 2015	60 000 tons	-6.5mm	Brick Manufacturing	R155 per ton excl	Mecca Group Branch
Hardware Mecca Bethlehem	Continuous from the start of the mine in 2015	2 000 tons	19mm crusher dust. Builders mix 13mm	Sales	R155 per ton excl	Mecca Group Branch
Hardware Mecca Harrismith	Continuous from the start of the mine in 2015	1 000 Ton	19mm crusher dust.	Sales	R240 per ton excl	Mecca Group Branch
Truss Mecca Qwa Qwa	Continuous from the start of the mine in 2015	1 000 Ton	19mm crusher dust.	Sales	R240 per ton excl	Mecca Group Branch
Gert Tack Contractors	Ongoing; started in 2015	24 000 Ton	19mm	Concrete Batch plant	R150 per ton excl	30 Days



BHM Readymix	Ongoing; started in Oct 2015	20 000 Ton	19mm crusher dust. 9.5mm	Concrete Batch plant Roads	R150 per ton excl	30 Days
Bethlehem Sand and Stone	Ongoing; started in June 2015	1 000 Ton	19mm. 13mm	Concrete Batch plant	R150 per ton excl	30 Days

### 3.2.2 Names of other mining companies

- Afrimat
- Gert Tack
- Bethlehem Sand en Klip



## 3.3 Negative Impact of the mining operation

### 3.3.1 Relocation of People

No one was or will be relocated in order for the mine to function, the mine is situated on an isolated farm 25km out of Bethlehem and the closest homestead is the farmer of more than 1km away.

### 3.3.2 Exhumation of graves

No Graves have been found by Heritage Screening process and no graves will be exhumed.

### 3.3.3 Influx of People – Informal settlements

Mining Mecca (Pty) Ltd is not a large-scale mining operation that provides work for thousands of employees. All employees working on the mine come out of the Bethlehem region and are transported in and out of the mining site every day by the company. No person or employee is allowed to overnight on the mine.

Mining Mecca (Pty) Ltd directly employs 12 workers that would otherwise have found themselves unemployed, and indirectly provides a significant amount of employment through transport, construction and production of their materials.

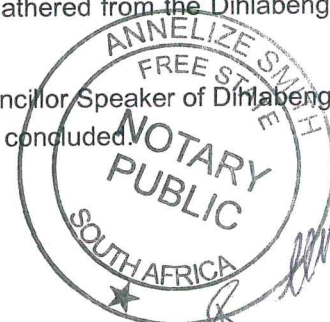
Through the direct and indirect earning potential of the employee's economic growth and future development is increased.

Poverty in South Africa is a source of concern for Mining Mecca (Pty) Ltd and we hope by employing local workers and by creating job opportunities in our sector through production and processing that we can contribute to the eradication of poverty.

## 3.4 Infrastructure and poverty eradication projects that the mine would undertake in line with the (IDP) of the area

Information regarding the needs of the area, in order of priority was gathered from the Dhlabeng Local Municipality Integrated Development Plan.

A meeting was held on 24 May 2022 with Cllr. N. P. Mofokeng, the Councilor Speaker of Dhlabeng Local Municipality, regarding the needs of the Municipality. The following was concluded:





**Table 3-3: Needs of the area in order of priority**

General	Specific	Type of need	Municipality
KPA 1: infrastructure development and transformation	Roads and storm water	Need for paving.	Dihlabeng Local Municipality
Local economic development	Tourism	Tot-Since park is wasted. It should be planted trees for tourist attraction.	
Local economic development	SMME's	Ntshole-keo Tshole cooperatives need equipment's. Assist with provision of bricks making machines.	

(Dihlabeng Local Municipality, 2021).

Having specified the needs,

- Identify projects that will be implemented in line with the needs;
- Provide an implementation plan of the identified projects that will be implemented to address the needs; and
- Provide the impact that the identified projects would have on the Community (ies) and the areas in line with the duration of the mining right.

The implementation of the needs can start after the Mine right has been issued.

The Municipality will be notified in writing within 14 days after the Mining Right is issued and a follow up meeting will be scheduled to discuss the process of implementation.

Both parties will then agree on the final list of needs in the area. If there are amendments to the list, the DMRE will be notified of the amendments to the SLP.

Refer to Annexure A for a copy of the proof of consultation with the relevant stakeholders, for the LED project identified and the alignment to the local Municipality's IDP Document.

### 3.5 Project Plan format

Below see the projects that will be implemented in line with the needs; and the implementation plan of the identified projects that will be implemented to address the needs.



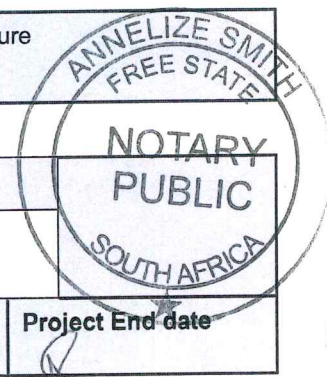
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Table 3-4: Project plan format 1\_ Roads and storm water upgrade

Project Name	The name of the project:		Classification of project e.g. Infrastructure				
	Need for paving.		KPA 1: INFRASTRUCTURE DEVELOPMENT AND TRANSFORMATION				
Background	Roads and storm water upgrade						
	Need for paving.						
Geographical location of project	District Municipality	Local Municipality	Village name	Project Start Date		Project End date	
	Thab Mofutsanyane District Municipality	Dihlabeng Local Municipality	Tot-Since park	Year 1		Year 2	
Output	Key Performance Area: LOCAL ECONOMIC DEVELOPMENT	Key Performance Indicator Skills Development	Responsible entity (inclusive of all role players). Business sponsorships	Quarterly timelines  and year	Quarterly timelines  and year	Quarterly timelines  and year	Budget: R40 000
Classification of jobs	No of jobs to be created 2	Male Adults	Female Adults	Male Youth 2	Female Youth.	Total. 2	Comments
Short Term							
Medium Term							
Long Term							
Completion date and exit strategy:							
2025 – The needs will be determined in 2025 and further continued support will be negotiated in the future							

Table 3-5: Project plan format 2\_ Tourist attraction.

Project Name	The name of the project:		Classification of project e.g. Infrastructure				
	Tot-Since park: Planting of trees		Local Economic Development				
Background	Tourist attraction.						
	Tot-Since park is wasted. It should be planted trees for tourist attraction.						
	District Municipality	Local Municipality	Village name	Project Start Date		Project End date	





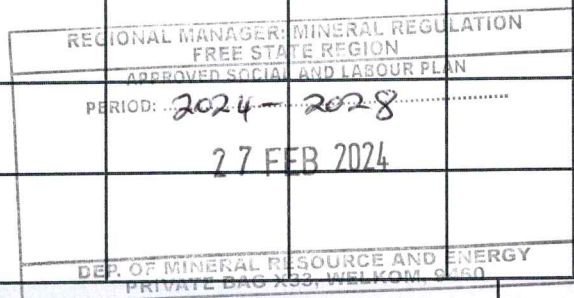
Geographical location of project	Thab Mofutsanyane District Municipality	Dihlabeng Local Municipality	Tot-Since park	Year 3		Year 4	
Output	Key Performance Area: LOCAL ECONOMIC DEVELOPMENT	Key Performance Indicator Skills Development	Responsible entity (inclusive of all role players). Business sponsorships	Quarterly timelines  and year	Quarterly timelines  and year	Quarterly timelines  and year	Budget: R40 000
Classification of jobs	No of jobs to be create 2	Male Adults	Female Adults	Male Youth 2	Female Youth.	Total. 2	Comments
Short Term							
Medium Term							
Long Term							
<b>Completion date and exit strategy:</b>  2025 – The needs will be determined in 2025 and further continued support will be negotiated in the future							



*[Handwritten signature]*  
PNC N

**Table 3-6: Project plan format 3\_ SMME's development**

<b>Project Name</b>	The name of the project:		Classification of project e.g. Infrastructure				
	Provision of bricks making machines.		LOCAL ECONOMIC DEVELOPMENT				
<b>Background</b>	SMME's development						
	Ntshole-keo Tshole cooperatives need equipment's. Assist with provision of bricks making machines.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	Thab Mofutsanyane District Municipality	Dihlabeng Local Municipality	Tot-Since park	Year 5		Year 5	
<b>Output</b>	Key Performance Area: LOCAL ECONOMIC DEVELOPMENT	Key Performance Indicator Skills Development	Responsible entity (inclusive of all role players). Business sponsorships	Quarterly timelines  and year	Quarterly timelines  and year	Quarterly timelines  and year	Budget: R20 000
<b>Classification of jobs</b>	No of jobs to be create 2	Male Adults	Female Adults	Male Youth 2	Female Youth.	Total. 2	Comments
<b>Short Term</b>							
<b>Medium Term</b>							
<b>Long Term</b>							
<b>Completion date and exit strategy:</b>							
2025 – The needs will be determined in 2025 and further continued support will be negotiated in the future							



### 3.6 Measures to address housing and living conditions

In order to meet the requirements of Regulation 46 (c) (iv) the following should be considered:

Provide the current status of available dwelling for employees;

Provide current status of houses within the community;

Provide the municipality's strategy to address housing;

Establish the preferred requirements for housing and living conditions of the workforce and

The plan should include but is not limited to:

Promotion of home ownership;





*Converting hostels into single quarters and family units; and*

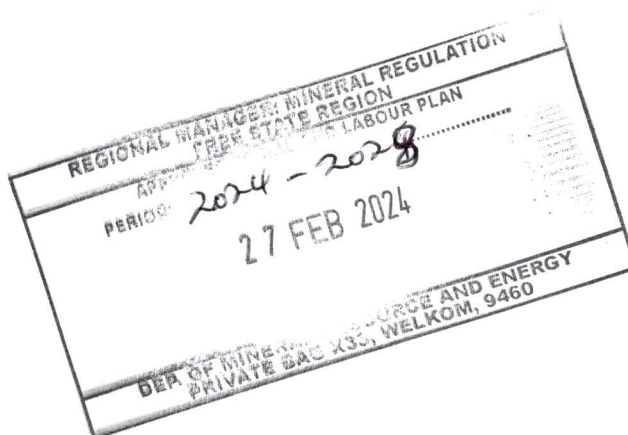
*Reduction of occupancy rate reflecting the following targets:*

- 2011 = 25%
- 2012 – 50 %
- 2013 = 75 %
- 2014 = 100%

*The plan should be integrated with the municipality's housing plan. Every mine should, in consultation with representatives of trade unions, be required to draw up a five year plan for the improvement of living conditions for workers incorporating specific targets.*

*The housing plan should be aligned with the housing and living standards as per section 100 (1) (a) of the MPRDA.*

No workers are housed on the property as the mine is situated 25km out of town on a farm. All employees are transported at the cost of the company every day from Bethlehem to the mine and back. As mentioned above there is an open-door policy and workers can report any problems or shortcomings at home that the company can assist with.



*Handwritten signature and initials, possibly 'PNC' and 'N'.*

## 4 Section 4: Processes Pertaining to Management of Downscaling and Retrenchment

Organizations have to retrench workers from time to time for economic reasons and to remain globally competitive. It is therefore important that employers should first make sure that no other viable options to achieve operational requirements are available before considering downscaling of workers. The Declaration of the Presidential Jobs Summit during October 1998 provided a framework for a Social Plan to prevent job losses where possible and to guide the affected parties who have to deal with retrenchments. The framework included a broad proposal for implementation of the Social Plan.

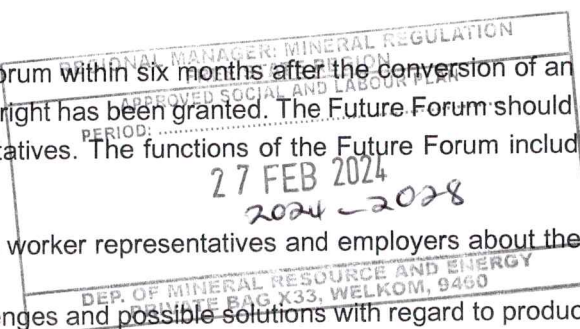
A detailed process, in conjunction with section 52 of the Act and regulation 46 (e), for saving jobs, managing downscaling and regenerating local economies must be developed for implementation at the time of such need. This process must also be in line with the Department of Labour's Social Plan Guidelines.

In order to meet the requirements of Regulation 46 (d) (i), (ii), (iii), and (iv), the following process must include the following:

### 4.1 Establishment of future forum

Provide an undertaking to establish a Future Forum within six months after the conversion of an old order mining right and two years after the new mining right has been granted. The Future Forum should comprise of management and workers or their representatives. The functions of the Future Forum include but are not limited to:

- Promote ongoing discussions between worker representatives and employers about the future of the mine;
- Look ahead to identify problems, challenges and possible solutions with regard to productivity and employment
- Identify production and employment turnaround strategies; and
- Implement strategies agreed upon by both employer and worker parties.
- Mining Mecca (Pty) Ltd undertakes to establish a forum within six months. This forum will consist of Directors, Management and Workers Representatives. The discussions of the forum will include:
  - 1-The future of the mine
  - 2-Problem identification and Problem solving
  - 3-Production, Maintenance, Health and Safety and Environmental Strategies.
  - 4-The implementation of the above discussions.

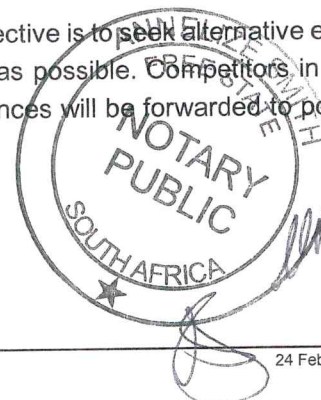


### 4.2 Mechanisms to save jobs, provide alternative solutions and procedures for job security where job losses cannot be avoided

Provide a plan to save jobs and that plan must have measurable indicators and timeframes. The proposed plan should be in line with the terms of Section 52 (1) of the MPRDA and Section 189 of the LRA.

Before any Retrenchment process starts, the employer will firstly attempt to create job opportunities in already existing companies within the Mecca Group of Companies, with branches in Harrismith, Bethlehem and Qwa Qwa.

No new appointments will be made as far as possible. The main objective is to seek alternative employment within the Group of Companies to avoid the retrenchments as far as possible. Competitors in the market will also be contacted, and employee details, with skills and references will be forwarded to possible new employers before any formal retrenchment procedures will follow.





### 4.3 Management of retrenchment

Outline the process to be followed in managing retrenchments humanely in consultation with organized labour. The proposed plan should be in line with the terms of Section 52 (1) of the MPRDA, National Social plan guideline of DoL and Section 189 of the LRA.

Section 52(1) of the MPRDA and Sec 189 of the LRA.

Section 189 of the Labour Relations Act will be applicable on the applicant. Brick Mecca Quarry will follow the following procedure whenever retrenchments are required.

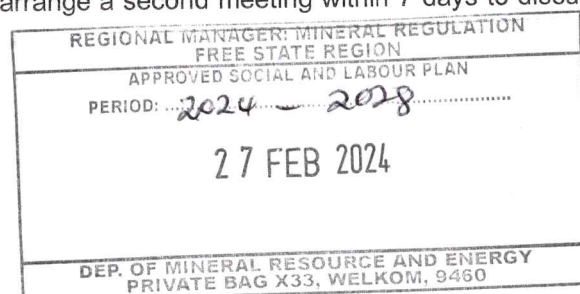
A notice of Anticipated retrenchment will be signed on all employees, workplace forums(if any) and or all registered trade unions, with full disclosure of information and reasons why the employer intend to proceed with retrenchments of its employees.

After 7 days a meeting will be scheduled with all effected parties to discuss the following:

- (a) the reasons for the proposed dismissals;
- (b) the alternatives that the employer considered before proposing the dismissals, and the reasons for rejecting each of those alternatives;
- (c) the number of employees likely to be affected and the job categories in which they are employed;
- (d) the proposed method for selecting which employees to dismiss;
- (e) the time when, or the period during which, the dismissals are likely to take effect; the severance pay proposed;
- (g) any assistance that the employer proposes to offer to the employees likely to be dismissed;
- (h) the possibility of the future re-employment of the employees who are dismissed;

After the conclusion of the meeting the employer will arrange a second meeting within 7 days to discuss the following:

- (i) to avoid the dismissals;
- (ii) to minimise the number of dismissals;
- (iii) to change the timing of the dismissals; and
- (iv) to mitigate the adverse effects of the dismissals;
- (v) the method for selecting the employees to be dismissed; and
- (vii) the severance pay for dismissed employees.



When all meetings are finalised a Notice of Retrenchment will be signed on all affected employees.

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

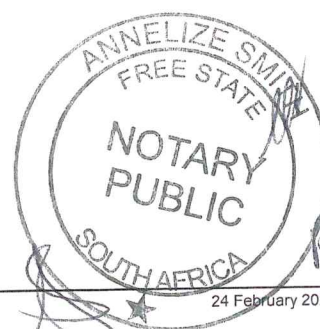
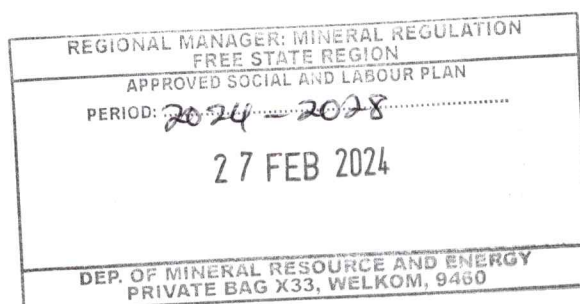
In the event of job losses being unavoidable, all of the procedures as mentioned above will be implemented. Jobs should however be available on other quarries in the area and other sections of the company. Mining Mecca (Pty) Ltd will endeavor to place any of the employees in the in the employment of other quarries in the area or other sections of the company where possible.

In the event of certain closure of the mine, counselling services will be made available by Mining Mecca (Pty) Ltd. Training programs, which were implemented throughout the life of the mine will assist in self-



employment. Comprehensive training where necessary for permanent workers will be given to assist in finding other employment.

- Comprehensive self-employment training programmes;
- Comprehensive training and self-employment programmes;
- Comprehensive portable skills development plan;
- The projects earmarked for absorbing the retrenches should be outlined; and
- The plan must be submitted to the DMR 24 months prior to the commencement of the downscaling process.





5 Section 5: Financial Provision (Reg 46 (e) )

In order to meet the requirements of Regulation 46 (e) (i), (ii), (iii), the following should be considered:

In line with sections 23 (1) (e) and 84 (1) (g), the applicant for a mining and production right must provide financially and otherwise for the social and labor plan.

- Financial provision should be in monetary value (Rand); and
- The provision should cater for all components of SLP.

Note:

Financial commitment should be the sole responsibility of the mining right holder. Where other partners or stakeholders are involved, mechanisms should be put in place to ensure delivery.

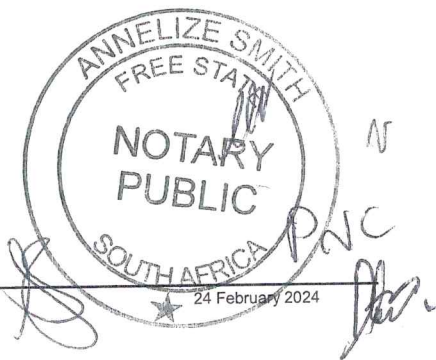
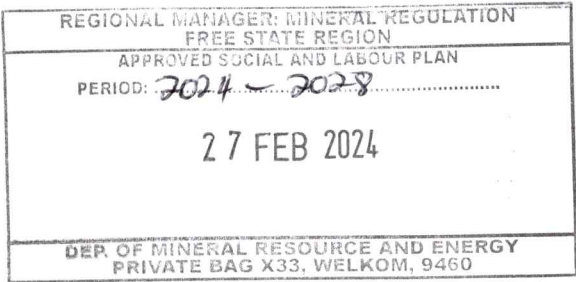
Table 5-1: Financial provision for 5 years

Description	Time Period					
	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Human resource development (Section 2)	R89 850	R91 221	R92 649	R95 178	R96 960	R484 108
Local Economic development (Section 3)	R20 000	R20 000	R20 000	R20 000	R20 000	R100 000
Management of downscaling (Section 4)	R15 000	R20 000	R25 000	R30 000	R35 000	R125 000
Total Budget	R124 850	R131 221	R137 649	R145 178	R151 960	R709 108

(Taaibosfontein, 2021).

Note:

Any projects that will be implemented at the time of retrenchment should. Be provided for financial. Where other partners or stakeholders are involved, the company mechanisms should be put in place to ensure delivery.



## 6 Section 6: Undertaking

Herewith I, the person whose name and Identity Number is stated below, confirm that I am the Applicant or the person authorised to act as representative of the Applicant in terms of the resolution submitted with the application, and undertake to implement this Social and Labour Plan and adhere to the proposals set therein.

I, DWARD VALKS the undersigned and duly authorized thereto by

**Mining Mecca ( Pty) Ltd**

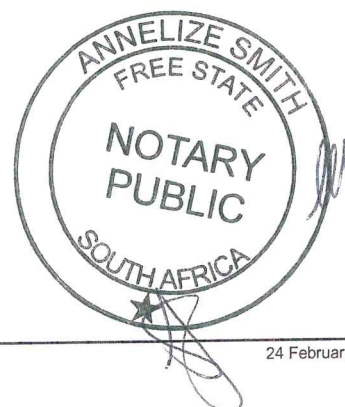
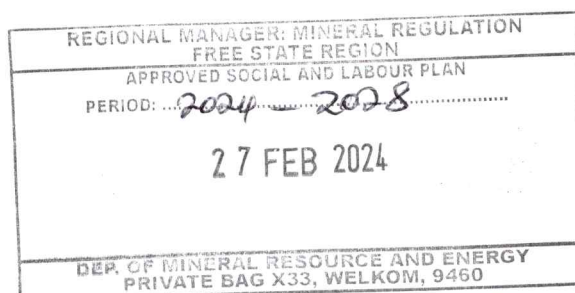
(Company)

Undertake to adhere to the information, requirements, commitments and conditions as set out in the Social and Labour Plan.

Signed at Bethlehem on this 1 day of November 2022

Signature of responsible person 

Designation DIRECTOR



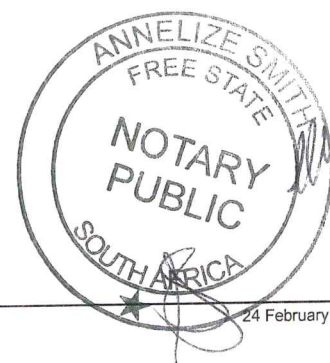
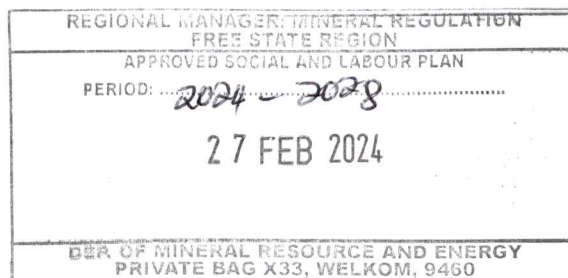


## 7 References

Dihlabeng Local Municipality. (2021). *Draft 2021 2022 Integrated Development Plan*.

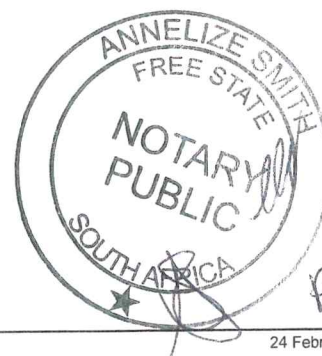
(2013). *Mining and Biodiversity Guidelines*.

Taaibosfontein. (2021). *Mining work programme*.



REGIONAL MANAGER: MINERAL REGULATION FREE STATE REGION
APPROVED SOCIAL AND LABOUR PLAN PERIOD: <u>2024 - 2028</u>
27 FEB 2024
DEP. OF MINERAL RESOURCE AND ENERGY PRIVATE BAG X33, WELKOM, 9460

## Appendices





**Annexure A: Proof of consultation with the relevant stakeholders, for the LED project identified and the alignment to the local Municipality's IDP Document.**



**MASEPALA WA LEHAE  
LOCAL MUNICIPALITY  
PLAASLIKE MUNISIPALITEIT**

**NTLOKGOLO YA DIHLABENG HEAD OFFICE DIHLABENG HOOFKANTOOR**

Ka kopo tlisa Karabo ho:  
Please address reply to:  
Rig asb antwoord Aan:

9A Muller Street  
Web Site: [www.dihlabeng.gov.za](http://www.dihlabeng.gov.za)  
Email: [speaker@dihlabeng.co.za](mailto:speaker@dihlabeng.co.za)  
Contact details: 058 303 5732 / 3129

Ka kopo hlalisa bopaki ba rona:  
Please quote our Reference:  
Verskaf asb ons verwysing:

Lefapha  
Directorate  
Direktoraat

Dipotso  
Enquiries  
Navrae

**OFFICE OF THE SPEAKER**

*"Everyone, Every Household, Every Entity - A Testimonial of our Excellent Service"*

24 May 2022

TO WHOM IT MAY CONCERN

REGIONAL MANAGER: MINERAL REGULATION FREE STATE REGION APPROVED SOCIAL AND LABOUR PLAN PERIOD: 2024 - 2028 27 FEB 2024 DEP. OF MINERAL RESOURCE AND ENERGY PRIVATE BAG X33, WELKOM, 9460
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I, **CLLR. N.P. Mofokeng**, in my capacity as a Councillor Speaker of Dihlabeng Local Municipality hereby confirms that I met and had a meeting with Duard Valks, who represents Quarry Mecca (Pty) Ltd on the 24<sup>th</sup> May 2022 at my office, regarding their mining rights licence application, for their mine which is situated within the boundaries of Dihlabeng Local Municipality.

May you please render him/her necessary assistance.

Kind Regards

Cllr. N.P. Mofokeng

Council Speaker: Dihlabeng Local Municipality





**Quarry Mecca (Pty) Ltd**  
RegistrationNr: 2017/211884/07

Lamond Way  
Bethlehem

Tel : 082 822 5456

E-mail: [duard@hwmecca.co.za](mailto:duard@hwmecca.co.za)

Minutes of Meeting held with Dihlabeng Local Municipality:

Date: \_\_\_\_\_

Name and Surname	Position	Signature
Duard Valks	Quarry Mecca (Pty) Ltd	
Nthabelony Mopeleng	Council Speaker	
Phillip Maseko	Ward Councillor	

#### Introduction

Quarry Mecca (Pty) Ltd will be applying to the Department of Mineral Resources and Energy (DMRE) for a Mine Right; to mine dolerite in an opencast operation.

The application will be in terms of the Mineral and Petroleum Resources Development Act, 28 of 2002 (MPRDA).

Eco Resource Mangers was appointed as an independent Environmental Assessment Practitioner (EAP) to facilitate the Environmental Authorization application and Stakeholder Engagement processes.

The application for a Mine Right require Quarry Mecca (Pty) Ltd to engage with Dihlabeng Local Municipality in order to identify the Infrastructure and poverty eradication projects that the mine would undertake in line with the (IDP) of the area.

REGIONAL MANAGER: MINERAL REGULATION FREE STATE REGION APPROVED SOCIAL AND LABOUR PLAN PERIOD: 2024 - 2028  27 FEB 2024  DEP. OF MINERAL RESOURCE AND ENERGY PRIVATE BAG X33, WELKOM, 9460
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## ISSUES EMANATING FROM 2020 /2021 IDP REVIEW MEETINGS.

Having specified the needs:

- 1 The following projects have being identified that will be implemented in line with the needs.

Needs of the area in order of priority

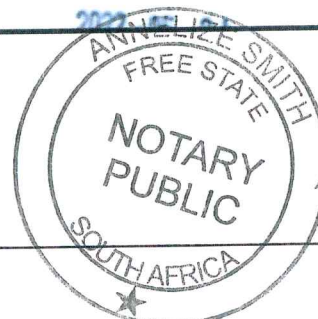
General	Specific	Type of need	Municipality
KPA 1 INFRASTRUCTURE DEVELOPMENT AND TRANSFORMATION	Roads and storm water	Need for paving	Dihlabeng Local Municipality
LOCAL ECONOMIC DEVELOPMENT	Tourism	Tot-Since park is wasted It should be planted trees for tourist attraction	
LOCAL ECONOMIC DEVELOPMENT	SMME s	Ntshole-keo Tshole cooperatives need equipment's Assist with provision of bricks making machines.	

2. Provide an implementation plan of the identified projects that will be implemented to address the needs:

- (a) During the meeting Mr Duard Valks, on behalf of Quarry Mecca (Pty)Ltd confirmed that the implementation of the identified needs can only take place after the Mining Right is issued.
- (b) The Dihlabeng Local Municipality confirmed that certain implementation plans are already in place with regard to the above stated projects and all external assistance will be highly appreciated.
- (c) The Dihlabeng Local Municipality will be notified in writing within 14 days after the Mining Right is issued and a follow-up meeting will be scheduled to discuss the process of implementation.
- (d) During the follow-up meeting after the Mining Right was issued, both parties will agree and determine the specific needs at the specific time, and the Department of Mineral resources will be notified about the implementation and assistance that will be given to the Dihlabeng Local Municipality based on the requirements during the specific time.
- (e) Both parties also agreed that by the time the Mining Right is issued, and assistance is required on another project, not stated above, the department will be notified and all required amendments will be forwarded to the Department of Mineral Resources.

REGIONAL MANAGER: MINERAL REGULATION  
FREE STATE REGION  
APPROVED SOCIAL AND LABOUR PLAN  
PERIOD: 2024 - 2028  
27 FEB 2024  
DEP. OF MINERAL RESOURCE AND ENERGY  
PRIVATE BAG X33 WELKOM

DHLABENG LOCAL  
MUNICIPALITY





Lamond Way  
Bethlehem

Tel : 082 822 5456

E-mail: [duard@hwmecca.co.za](mailto:duard@hwmecca.co.za)

- (a) It is a proven fact that when paving bricks are used to repair roads specifically at intersections, the roads will last much longer.
- (b) It is also a fact that numerous departments battle with funding to repair and maintain roads and infrastructure.
- (c) Infrastructure collapse directly and indirectly results in job losses.
- (d) In a country where un-employment levels reach up the 30%, it is important that all efforts are required to limit the effect of infrastructure collapse and job losses.
- (e) Communities require safe and proper roads to travel on, without safe and proper roads, all people are put in harm's way.
- (f) Tourism is also a major contributor to employment. The local community require tourists to visit the area to enable businesses to succeed and job opportunities become available.
- (g) Quarry Mecca is the sole supplier of raw materials for Brick Mecca CC. The raw materials are used to manufacture bricks. We have a lot of experience in manufacturing bricks. Brick Mecca also employ around 70 highly skilled people who can assist and advise people to manufacture bricks.

Quarry Mecca (Pty)Ltd thanked all parties involved in the process and confirmed that they are looking forward to a good working relationship with the Dintabeng Local Municipality.

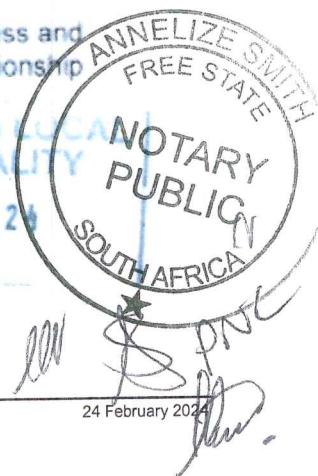
**REGIONAL MANAGER MINERAL REGULATION**  
**FREE WITH THE DONIABENG LOCAL**

**APPROVED SOCIAL AND LABOUR PLAN**

PERIOD: 2024 - 2028

27 FEB 2024

**DEPT. OF MINING AND ENERGY**  
KEMENTERIAN ESDM, WELKOM, 9460





## Annexure B: HRD financial provision budgeted in your Company.



**Mining Mecca (Pty) Ltd**

RegistrationNr: 2022/564463/07

Lamond Way

Bethlehem

Tel : 082 822 5456

E-mail: [duard@hwmecca.co.za](mailto:duard@hwmecca.co.za)

### Department Mineral Resources and Energy

Private Bag X33, Welkom, 9460, 314 Stateway Road, first and second floor.

The Strip Building, Welkom, 9459.

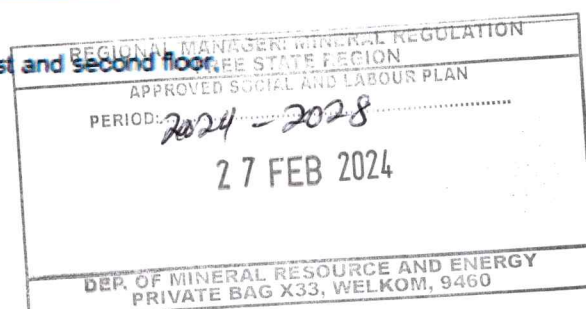
Tel: 057 391 1329

Attention: K Kewuti, Regional Manager

Cc: Ms. Selwane Mokwene

Email: [Selwane.Mokwene@dmre.gov.za](mailto:Selwane.Mokwene@dmre.gov.za)

Our Ref: 226090



**INFORMATION IN RESPECT OF YOUR MINING RIGHT ISSUED ON THE FARM TAAIBOSCHFONTEIN 245, SITUATED IN THE MAGISTERIAL DISTRICT OF BETHLEHEM.**

Dear Regional Manager.

Mining Mecca (Pty) Ltd is submitting Proof of Human Resource Development Provision budgeted in their company.

Below find the financial provision Budget for 2022.

	Expenditure on income statement	Financial provision budget
	2021	2022
Total Expenses	7 262 662,00	7 645 902,60
Adverts	25 010,00	26 260,50
Bank fees	62 648,00	65 780,40
Fuel and oil	25 407,00	26 677,35
Printing and stationery	44 270,00	46 483,50
Pay rent		-
Machine	37 073,00	38 926,65
Licences	27 791,00	29 180,55
Municipal fees and electricity	456 737,00	479 573,85
Human Resource Development	14 443,00	15 165,15
Local Economic Development	-	10 053,75
Management of Downscaling	-	10 053,75
Staff refreshments and reception	12 599,00	13 228,95
Accountant's fee	5 550,00	5 827,50
Interests		
Nedbank	392 468,00	412 091,40

LINDA ELIZABETH SMITH  
 FREE STATE  
 NOTARY  
 PUBLIC  
 SOUTH AFRICA  
 24 Feb 2024  
 ANC

Travel expenses	26 269,00	27 582,45
Repairs and maintenance	1 616 269,00	1 697 082,45
Salaries and loans	2 382 476,00	2 501 599,80
Security expenses	24 796,00	26 035,80
telephone	113 895,00	119 589,75
Insurance	140 039,00	147 040,95
Depreciation	1 854 922,00	1 947 668,10

Kind regards.

Mr. Duard Valks  
Director  
Mining Mecca (Pty) Ltd (Pty) Ltd

REGIONAL MANAGER: MINERAL REGULATION FREE STATE REGION APPROVED SOCIAL AND LABOUR PLAN PERIOD: 2024-2028 27 FEB 2024 DEP. OF MINERAL RESOURCE AND ENERGY PRIVATE BAG X33, WELKOM, 9460
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