

Mining MECCA Pty Ltd - Harrismith

FS 30/5/1/2/2/10046 MR

SOCIAL AND LABOUR PLAN

1st Edition 2025 - 2029

Revised 15 May 2025

Revision Committee:

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Compiled for:

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09 March 2026

How this document is arranged.

The organisation of this document follows the sequence of Regulation 46 of the regulations of the Mineral and Petroleum Resources Development Act (2000), which outlines the required contents of the Social and Labour Plan.

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ACRONYMS:

ABET	Adult Based Education and Training
ATR	Annual Training Report
BBBEE	Broad-Based Black Economic Empowerment
BBSEE	Broad Based Socio-Economic Empowerment
C&I	Control and Instrumentation
CCMA	Commission for conciliation, Mediation and Arbitration
CSI	Corporate Social Investment
DMR	Department of Mineral Resources
DoE	Department of Education
DoL	Department of Labour
DTI	Department of Trade and Industry
EE	Employment Equity
HDSA	Historical Disadvantaged South Africans
HRD	Human Resource Development
IDP	Integrated Development Plan
LC	Local community within a 50 kilometres radius from the Mine
LED	Local Economic Development
LRA	Labour Relation Act
LSA	Labour sending area
MBDC	Marketing and Business Development Centre
Mining Charter	Broad Based Socio-Economic Empowerment Charter for the South African Mining Industry
MPRDA	Mineral and Petroleum Resources Development Act, No 28 of 2002
MQA	Mining Qualifications Authority
POE	Portfolio of Evidence
SDC	Skills Development Committee
SDF	Skills Development Facilitator
SDC	Skills Development Committee
SETA	Sector Education and Training Authority
SIA	Social Impact Assessment
SLP	Social and Labour Plan
SMME	Small Micro and Medium Enterprise
SP (DoL)	Social Plan (Department of Labour)
TBC	To be confirmed
TETA	Transport Education Training Authority
WSP	Workplace Skills Plan

SECTION ONE

INTRODUCTION

In compliance with Regulation 46 (a)
of the Mineral and Petroleum Resources Development Act

1.0 Regulation 46 (a): Preamble: Background information on the production operation

Mining MECCA Harrismith Pty Ltd endeavours to be a leading mining company that seeks good cooperation between the company, its employees and the surrounding community.

	FIELD	EXPLANATION
1.1	Name of the company/applicant	Minning MECCA (PTY)LTD
1.2	Name of mine or production operation	Brick MECCA Harrismith
1.3	Physical Address	Portion 22, Farm Dorps Gronden Harrismith 9880
1.4	Postal Address	PO Box 1177, Harrismith, Free State, 9880
1.5	Telephone Number	082 822 5456
1.6	Fax Number	058 303 0622
1.7	EMAIL	duard@hwmecca.co.za
1.7	Location of mine or production operation	4km southeast of Harrismith in the south-eastern Free State
1.8	Commodity	Clay
1.9	Life of mine or production operation	30 Years
1.10	Date of financial year end	28 February 2025
1.11	Responsible Person	D Valks

1.1 Legislative Environment

The purpose of the mineral and petroleum resources development act (act no 28 of 2002: MPRDA) is, among others, to transform the mining and production industries. In order to ensure effective transformation in this regard, the act requires the submission of a Social and Labour Plan as a pre-requisite for the granting of mining or production rights. The social and labour plan requires applicants for mining and production rights to develop and implement comprehensive human resources development programmes, including employment equity plans, local economic development programmes and processes to save jobs and manage downscaling and/or closure of mines.

1.2 Objectives of the social and labour plan

- Promote employment and advance the social and economic welfare of all SOUTH AFRICANS (RSA);
- Contribute to the transformation of the mining industry; and
- Ensure that holders of mining or production rights contribute towards the socio-economic development of the areas in which they are operating, as well as the areas from which the majority of the workforce is sourced.

1.3 Applicability of the social and labour plan

A social and labour plan lodged with the regional manager or designated agency is valid until a closure certificate has been issued in terms of section 43 of the act. The company pledges to keep to the full requirements of the legislation as required from time to time.

1.4 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. Any variation shall be done in line with the requirements of section 102 of the act.

1.5 Reporting on the social and labour plan

The holder of a mining production right must submit an annual report on the compliance with the social and labour plan to the relevant regional manager or designated agency. The required report will be submitted annually as required by the legislation.

Mining MECCA Pty Ltd has an established Staff Forum. The purpose of the Forum will be to ensure that there is good cooperation, consultation and transparency in the implementation of SLP and other mining related objectives.

1.6 Time frame

This plan entails strategies that will be implemented to achieve the objectives of the legislation over a period of Five (5) Years (March 2025 - Feb 2029). A timeline for each project is provided. Specific deliverables are also indicated.

1.7 Strategic contribution

Mining MECCA Pty Ltd is committed to social development and job creation. The company will contribute to improve the standard of living within the community through:

- Job creation
- Local economic development
- Skills development
- Social empowerment

SECTION TWO

HUMAN RESOURCES DEVELOPMENT PROGRAMME

In compliance with Regulation 46 (b)
of the Mineral and Petroleum Resources Development Act

2.0 Regulation 46 (b): Human Resources Development Programme

2.1 Regulation 46 (b) (i): Skills Development Plan

2.1.1 Introduction

The primary objective of our human resource development programme is to ensure the availability of suitably qualified and trained mining and production staff in the workforce.

Furthermore, all employees will be given the opportunity to become literate and numerate in English and will be equipped with learning life skills which can be utilised in all areas of their life.

Our main priority in the coming five years will be to educate our employees, who have shown their interest and commitment, to be literate and numerate in a language of their choice. Following consultations with our employees, English has been selected as the language of choice in all business instructions. The Educator currently employed is fluent in English and Sotho and can adequately converse to the students.

The main focus of this section is to ensure that the company continuously provide training to all staff members. Training will be divided into two-fold:

- **Job related training:** these are training programmes designed to improve employee skills in relation to specific job outputs.
- **Non-job related:** The objective is to enable people to be employable in other sectors should they lose their jobs or the mine closes.

The company shall ensure that employees have access to high quality accredited training programmes. Capacity will also be developed internally to ensure ongoing coaching and mentoring of employees.

Compliance with Skills Development Legislation

Name of SETA: MQA

Registration number with SETA: 16/MQA/00758/AC4/211117

Appointed Skills Developer Facilitator: Prisma Training Solutions

2.1.2 Educational levels of the workforce

Please refer to Annexure A: Form Q: Educational levels of the workforce. A skills audit shall be conducted biannually or when deemed necessary. This will enable us to know educational levels of all staff and plan accordingly. Form Q provides us with such data at this point. This form will be updated bi-annual.

2.1.3 Adult Basic Education and Training (ABET)

Currently there are two employees that require ABET according to our internal assessment. They have indicated that they do not wish to participate in ABET due to their age. We secured letters from them confirming this statement. Should they change their minds, we shall provide ABET within working hours and in line with basic education requirements.

Table 1 Five year ABET plan commitment

ABET Level	2025	2026	2027	2028	2029
Abet	2	2	2	2	2
Target	R 2000	R2 000	R2 000	R 2000	R 2000

Five-year budget for Internal training allocated is R10, 000.

2.1.4 Skills programmes

In line with operational requirements and individual skills development plans, employees are offered the opportunity to attend various training courses thus improving their prospects for career progression.

Through our experience in the industry, we have identified a number of training programmes that all employees need to attend depending on the specific job area. Mining MECCA Pty Ltd will comply with the requirements of the skills development act 97 of 1998 and skills levies act 9 of 1999.

The Workplace Skills Plan (WSP) and Annual Training Report (ATR) will be submitted annually to the Mining Qualifications Authority (MQA). All training will be pre-planned and conducted by accredited training providers where necessary. All staff members will be required to attend a minimum of one training a year.

Prior to implementation of the training programme a combination of the following steps will be taken into account:

- Staff recruitment and placement to specific position.
- Skills audit to assess skills gap
- Prioritise training needs
- Skills development plan
- Communicate to employee and affected stakeholders

Table 2 Five-year skills training plan (Portable Skills)

Field of training	2025	2026	2027	2028	2029
Supervisor / Mechanic / Accounting / First Aider / Fire Fighter	2	3	2	2	3
Target	R 8000	R 8536	R 9107	R 9718	R 10369

Five-year budget for Internal training allocated is R 45 730

2.1.5 Plan for the provision of portable skills for post-production operation employment

Throughout the life of the operation employees will be encouraged to avail themselves of the opportunity to acquire non-quarrying skills, so that in the event of sudden downscaling or closure they are equipped for other occupations. The portable skills offered will be according to the employee’s choice, although they will be advised of existing and potential opportunities and gaps. All training will be accredited, so that credits can be accumulated that could eventually lead to a full learnership qualification.

Relevant training for staff will be identified through skills audit including career progression plans. Not all staff may benefit at once, a plan will be put in place and periodically implemented.

The table below shows a list of training interventions that employees requested during the skills audit process. A annual rollout plan will be developed. This will be influenced by staff priority need at the time of consultation.

Table 3 The next Five-year (Core Business Skills)

Field of training	2025	2026	2027	2028	2029
Excavator / Dumper/ Loader/ Screen Crushing Operators	1	1	1	1	1
Budget	R 2 000	R 2200	R 2 450	R 2 750	R 3 000

Five-year budget for training allocated is R 12 400

Table 4 **Prioritised skills**

Welding	Driving licence
Mechanical	Accounting
Electrical and auto electrical	Administration
Computer Literacy	Health and Safety

- Based on the budget and consultation with staff, we have prioritised these skills for the next five years.
- We shall also prioritise employees that have skills that are primarily related to mining.
- There was adequate consultation with employees on the skills they require.

Based on our operational plan and staff complement there are no hard to fill vacancies.

2.2 Regulation 46 (b) (ii): Career Progression Plan and its implementation in line with the Skills Development Plan

2.2.1 Talent pool management

Employees with potential are identified through skills assessments. A plan is made for each such employee to equip him or her the necessary skills to progress to an identified higher level. The focus is on progressing HDSA employees. Table 5 below shows the plan.

Table 5 Career progression process

SURNAME	NAME	GENDER	RACE	START DATE	INITIAL POSITION	CURRENT POSITION	LEVEL	FUTURE POSITION	MENTOR	DURATION
Mahlamba	S	M	A	2/08/2022	Plant Operator	Operator	4	Plant Supervisor	Manager	4 years
Strydom	R	M	W	1 /2/ 2025	Administration	Administration	3	Office Clerk	Manager	3 years
Kgagodi	J	M	A	1/08/2023	Welder	Maintenance	3	Boilemaker	Manager	5 years

2.3 Regulation 46 (b) (iii): Mentorship Plan and its implementation in line with the Skills Development Plan and the needs of empowerment groups

2.3.1 Introduction

The company recognises that, in addition to formal education and training programmes, employees, particularly HDSA employees, benefit from mentorship. Accordingly, all employees are mentored, and the process is incorporated into the individual employee’s skills development plan, and annually reviewed.

2.3.2 Mentoring process

Most employees are mentored by their immediate superior. In addition, those employees who have been identified for future management positions are mentored by the quarry manager or senior manager. The programme will also be accessible to all staff who need support and guidance in the advancement of their careers.

The Table below clearly indicates the Mentor and for which topic the person is responsible for.

Focus areas	Mentors
Health and safety, COP and related aspects	Manager - Wayne Holder
Drivers and operators	Maintenance Supervisor - Conrad Ackerman
Management and Finance	Manager - Wayne Holder
Workshop, mechanical and maintenance	Maintenance Supervisor - Conrad Ackerman

			TARGETS		GENDER	
MENTORING PROGRAM	CAREER DELIVERABLES	DURATION	HDSA	NON-HDSA	FEMALE	MALE
Health and Safety	Safety Officer	4 years	Yes		Yes	
Receptionist	Reception	4 years	Yes		Yes	
Admin	Administration	4 years	Yes		Yes	

2.4 Regulation 46 (b) (iv): The Internship and Bursary Plan and its implementation in line with the Skills Development Plan

2.4.1 Introduction

The company is committed to the national aim of uplifting the skills levels within the mining industry. The plans for internship and bursaries take the limited size of the operation into account.

2.4.2 Internships

Our interpretation of the internship programme is to provide on the job learning experience. Such opportunities shall be extended to internal staff as well as the unemployed external people.

When implementing such a programme great care shall be taken to ensure that priority is given to scarce skill within the company.

1 intern shall be enrolled over a 5-year period. A minimum period of the internship shall be adhered as required by the academic requirements.

Table 6 Five-year internship plan

	2025	2026	2027	2028	2029
Number of interns new	1	0	1	0	1
Field of Training	Health and Safety Officer		Reception		Welding and Fabrication
Budget	R9 600		R10 500		R 11 500

Five-year budget for training allocated is R 31 600

2.4.3 Bursaries

Bursaries and study assistance will be provided to staff and external people. Staff members will be encouraged to study towards work-related qualifications. This will enable their supervisors to put them on a career development programme, which will enable them to obtain qualifications that will put them in a favourable position for future development in their career.

Members of the community will be encouraged to make applications for bursaries. There will be no restrictions on what studies the applicants may apply for. The main objective is to provide educational assistance without influencing specific careers. However, scarce skills will be recommended. Beneficiaries will be encouraged to advance their studies at Universities, Universities of Technology and Further Education and Training Colleges

A dedicated budget will be allocated for this element. The budget will be part of the Human Resource Development Strategy. A total of 1 student will benefit from the programme during the current SLP.

Table 7 Five-year bursary plan

	2025	2026	2027	2028	2029
New intake bursaries Field of Study : Admin	1	0	0	0	0
Continued	0	1	1	1	1
Budget	R 7 500	R 8 000	R 8 500	R 9 000	R 9 500

Five-year budget for training allocated is R 42 500

Table 8 Five-year learnership plan

	2025	2026	2027	2028	2029
New intake leadership Field of Study: Accounting	1	0	0	0	0
Continued	1	1	1	1	1
Budget	R 5 000	R 5 500	R 6 000	R 6 500	R 7 000

Five-year budget for training allocated is R 30 000

- Adverts shall be conducted on national electric platforms and local community platforms.
- Applications forms are attached and contract.
- Internal and external intake will be considered based on applications received.

2.5 Regulation 46 (b) (v): Employment Equity Plan and Statistics

2.5.1 Introduction

The company will strive to be always fair and just in everything it does, including in all aspects of its relationship with its employees. Employees will work in an environment free from any form of discrimination with respect to race, colour, gender, sexual orientation, place of origin, citizenship, creed, political persuasion, age, marital or family status and disability. The company aims to be an equal opportunities employer and will seek to have a workforce profile that meets, and where possible exceeds, the Charter requirements. This will be achieved through the implementation of individual development plans, skills audits, career progression plans, talent identification, fast tracking, training and mentoring, as well as through affirmative action hiring where necessary.

The current employment equity statistics are given in Form S, attached as Annexure C

SECTION THREE

LOCAL ECONOMIC DEVELOPMENT PROGRAMME

In compliance with Regulation 46 (c)
of the Mineral and Petroleum Resources Development Act

3.0 Regulation 46 (c): Local Economic Development Programme

3.1 Regulation 46 (c) (i): The social and economic background of the area in which the mine operates

3.1.1 Free State Province

Mining MECCA is situated within the City Council of the Maluti a Phofung Local Municipality which also serves as the primary labour sending area from which the majority of the employees originate. A background survey of the social-economic characteristics of the local community and potential employees, as defined in the Mineral and Petroleum Resources Development Act (MPRDA) was conducted in order to determine the social-economic conditions of the community.

3.1.2 Maluti-A-Phofung Municipality

The social and economic background information applicable to the Maluti a Phofung Local Municipality was obtained from the most recent census which was conducted during 2011. This information served Mining MECCA with a demographic profile of the surrounding area.

3.2 Regulation 46 (c) (ii) (a): Key economic activities of the area in which the mine operates

A summary of the key economic activities of the area are given in the table below. Mining & quarrying is not a significant activity.

Table 8 Key economic activities of Maluti-A-Phofung Municipality

Sector	Industry
Primary	Tourism, logistics, traditionally dominated by agriculture, government
Secondary	Limited number of Agri-industrial, furniture, clothing.
Tertiary	Government, tourism, retail, employment in private homes

3.3 Regulation 46 (c) (ii) (b): Impact of the mine on local communities

3.3.1 Number of jobs created and persons benefiting

The production operation currently employs 6(including management) people. Assuming an average of 4 persons per household, this means there is a total of 24 persons directly benefiting from the operation. Road construction, property developers and other construction related infrastructure projects in the area benefit from our mining operation. They are able to source material local and cut on huge transport cost.

There is no negative impact our operation has to local community. There was no need to relocate people when we started and there will be no need in the future. The locals are benefiting from the social programmes we are implementing.

3.4 Regulation 46 (c) (iii): Infrastructure and poverty eradication projects in the local areas.

3.4.1 Co-operation with local structures

Over the past year we have developed a positive relationship with local stakeholders. We shall strive to ensure that we maintain a positive relationship at all times. These are some of the stakeholders we work with.

- Local Municipal councilor
- Municipality - Maluti a Phofung
- Community representative committee

The assistance in community project identification and improve relationship between the mine and the local community.

3.4.2 Local Economic Development programme

Some communities still lack basic infrastructure, while existing infrastructure requires upgrading and maintenance. The lack of infrastructure compromises the dignity and social life standards of these communities.

There are also a number of social projects to improve the lives of the community. Most of these projects have been initiated by NGO's and CBO's. The company will seek to support community-based initiatives, focusing on the following areas:

- Health and Welfare
- Food security
- Educations and skills development
- Social infrastructure development and upgrading.
- Anti-poverty programmes

3.4.3 Community Project LED

Local Economic Development program. (Previous SLP 2020 - 2024) Carried over to
1st edition SLP - LED (2025 - 2029)

	2020 - 2024	2025	2026 - 2029	Total
Library Poipopo Primary School	R125 000	R 125 000		R 250 000

Total LED - R 125 000

See Annexure F: Local Economic Development Programme

Project Name	Electronic - Library			Classification of Project	Infrastructure		
Background	Boipopo primary School is found in Harrismith, the Electronic Library project will be beneficial to the learners.						
Geographical Location of project	District Municipality	Local Municipality	Village name	Project Start date		Project End Date	
	Maluti a Phofung	Harrismith		2025		2026	
Output	Key Performance Area: LOCAL ECONOMIC DEVELOPMENT	Key Performance Indicator Skills Development	Responsible entity (Inclusive of All role players).	Quarterly timelines and year		Quarterly timelines and yearly	Budget Carried over from Previous Period 2020 - 2024 - R 125 000.00 Period 2025 - 2029 R 125 000.00 Total R 250 000.00
Classification of jobs	No of jobs to be create	Male Adults	Female Adults	Male Youth	Female Youth.	Total.	Comments
Short Term	2	1		1		2	
Medium Term							
Long Term							
Completion date and exit strategy:			December 2026				

3.5 Regulation 46 (c) (iv): Housing and living conditions

Mining MECCA Pty Ltd supports private house ownership amongst the workers. Workers will be encouraged by the provision of housing subsidies to build or buy their own houses in the nearby existing residential areas. Workers were also provided with daily transportation subsidies from these residential areas to and from the mine. This not only encourage the maintenance of good family values and discourage the spread of HIV/Aids, but also enable workers to obtain home ownership in the area where the value of their property could grow.

3.6 Regulation 46 (c) (v): Measures to address nutrition

Although no meals are provided by the production operation, employees are counselled on nutrition and healthy eating. Nutritious supplement called Amandla is supplied to all staff daily.

3.7 Regulation 46 (c) (vi): Procurement progression plan

All suppliers will be registered into the company database through the supplier registration form. Suppliers will be categorised according to the following criteria.

Company name	Contact details	Commodity supplied	BBBEE certificate	Black equity	Black women equity
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Form D has all supplier details. This need to be updated regularly

SECTION FOUR

MANAGEMENT OF DOWNSCALING AND RETRENCHMENT

In compliance with Regulation 46 (d)
of the Mineral and Petroleum Resources Development Act

4.0 Regulation 46 (d): Processes pertaining to the Management of Downscaling and Retrenchment

In the event of downscaling and retrenchments occurring, consultation with employees will be affected in accordance with s189 of the Labour Relations Act (66) of 1995, as amended, (LRA) and any collective agreement that exists.

The Minerals and Mining Development Board will be notified as required by S52 of the Act, where retrenchment of 500 employees or 10% of the labour force, whichever is the lesser, is to take place in any 12-month period; and to the Minister of Labour if retrenchment of 500 employees or 10% of the workforce, whichever is the greater in this case, is contemplated. There will be compliance with ministerial directives.

4.1 Regulation 46 (d) (i): The establishment of the Future Forum

The Future Forum is currently in place in a form of a staff forum. We have resolved to call it future forum since it plans for the future. The forum will not be limited to mining related matter. Broader issues affecting the workforce will be discussed. It consists of representatives of the employees and of the management of the production operation. The aim of the Forum is to ensure an enduring dialogue between the workforce and management regarding the production operation and factors affecting its viability and impact.

The duties of the Forum include regular consultations between employees and management on matters affecting the production operation, such as:

- Solutions to identified problems and challenges facing the production operation, employees and the communities affected by it;
- assistance in the development of appropriate redeployment strategies; and
- the implementation of solutions agreed upon by the respective parties.

the constitution of the forum shall dictate when the forum members should meet.

Constitution is attached as Annexure E

4.2 Regulation 46 (d) (ii): Mechanisms to save jobs and avoid job losses and a decline in employment

4.2.1 Consultations

When the company contemplates dismissing any employee(s) for reasons based on operational requirements the employer will consult with representatives / employees as required by s189 (1) of the LRA. Consultation will commence when the company anticipates that it will have to reduce employee numbers due to prevailing conditions. The consultations will take place within the Future Forum.

4.2.2 Mechanisms to save job losses and reduce the impact of retrenchments

The Future Forum will attempt to reach a consensus on possible solutions to reduce the impacts of retrenchment on employees and the local community. The following will be discussed as part of the process:

- Reason(s) for the possible reduction in employee numbers
- Possible alternative solutions
- Number of employees likely to be affected
- Proposed method of selecting the affected employees
- The period during which such downsizing is likely to take place
- Proposed severance pays
- The possibility of future re-employment
- Support process that will be in place for the affected employees
- Support process that will be in place for the affected communities

When consultation has been completed, the Minerals and Mining Board (the Board) will be informed of its outcome. At this point the Board can commence with its investigation and make recommendations to the Minister.

Should the Minister impose a directive based on the Board's investigation, Mining MECCA Pty Ltd will comply with the said directive and confirm in writing that the corrective measures have been taken.

4.3 Regulation 46 (d) (iii): Providing alternative solutions and creating job security where job losses cannot be avoided

4.3.1 Consultations

When the company contemplates dismissing any employee(s) for reasons based on employer's requirements the employer will consult with employees as required by s189 (1) of the LRA.

4.3.2 Mechanisms to provide alternative solutions where job losses cannot be avoided

When retrenchments are unavoidable, the company will take the measures indicated below and any other appropriate measures put forward by the Future Forum:

- Consult with the municipality and other employers in the area regarding job opportunities
- Focus the portable skills programme on scarce skills identified by local employers
- Expand the portable skills programme and prioritise all affected employees
- Block release for portable skills training for affected employees

The employer will, through the Future Forum and in consultation with and/or with assistance from relevant local community forums, the applicable provincial and/or national government department(s), co-operate to develop infrastructure, as well as provide assistance with the establishment of an appropriate environment that will enable employees to create post-operations employment.

4.3.3 Procedures for creating job security where job losses cannot be avoided

Where retrenchments are certain, in order to minimise their number and create job security for the remaining employees, the company will, where practicable and possible, take the measures indicated below, as well as any other measure put forward by the Future Forum:

- Moratorium on external appointments
- Moratorium on all new and / or renewal of contracts with external contractors
- Terminate services of temporary staff and employees who have reached pensionable age in terms of the rules of the fund to which they belong
- Offer voluntary separation packages
- Offer employees to go on early retirement
- Limit excessive overtime

When closure is certain, and job losses through retrenchments are unavoidable the company will seek, through the Future Forum and in consultation with the local department of labour and other applicable provincial and/or national government department(s), to ameliorate the impact and co-operate to develop infrastructure, as well as to provide assistance with the establishment of an appropriate environment that will enable employees to create post-mine employment. The portable skills that employees will gain during the life of the production operation are aimed at ensuring that employees will be able to gain alternative employment.

4.4 Regulation 46 (d) (iv): Mechanisms to ameliorate the social and economic impact on individuals, regions and economies where retrenchment or closure is certain

4.4.1 Consultations

When the company contemplates dismissing any employee(s) for reasons based on the operational requirements the employer will consult with employees as required by s189 (1) of the LRA.

4.4.2 Severance package

The severance package given to affected employees will meet the requirements of the BCEA (Basic Conditions of Employment Act, (75 of 1997)).

4.4.3 Alternative work

Employees to be retrenched will be assisted to identify other suitable job opportunities in the area, and given paid leave to attend interviews etc.

4.4.4 Mechanisms and procedures for skills training on retrenchment

Employees to be retrenched will where possible, practicable and reasonable receive basic life skills, financial skills and SMME training on a voluntary basis. Training will be provided by an external service provider. Costs of training shall be paid directly to the applicable service provider. See 2.1.5 'Plan for the provision of portable skills for post the company employment' for further information.

4.4.5 Mechanisms to ameliorate the impact of closure on the local economy

Throughout the life of the production operation the following sections of the social and labour plan will include a specific focus on the amelioration of the impact on the local economy of closure, whether planned or unexpected:

- Local Economic Development plan: the project is designed to be self-sustaining at time of closure, and a source of potential employment for future unemployed community members, including the company employees.
- Procurement Progression plan: throughout the life of the production operation this plan will actively seek to procure from local suppliers. It will, through mentoring and other assistance, develop local HDSA companies which, at the time of closure, will be sufficiently well-established to supply capital goods, services and consumables to non-mining and quarrying enterprises.

4.4.6 Closure objectives and alternative use of infrastructure and land for sustainable community development

At closure the land on which the production operation is located will be rehabilitated. Discussions will be held with the municipality and the community regarding its future best use following closure.

SECTION FIVE

FINANCIAL PROVISION

In compliance with Regulation 46 (e)
of the Mineral and Petroleum Resources Development Act

4.5 Regulation 46 (e): To provide financially for the implementation of the Social and Labour Plan in terms of the implementation of the Human Resources Development programme, the Local Economic Development programmes, and the processes to manage downscaling and retrenchment

4.5.1 Consolidated budget HRDS and LED

Table 9 Consolidated HRDS and LED budget

CONSOLIDATED BUDGET						
HRDS	2025	2026	2027	2028	2028	TOTAL
ABET	2 000	2 000	2 000	2 000	2 000	10 000
Portable Skills	8 000	8 536	9 107	9 718	10, 369	45 730
Bursaries	7 500	8 000	8 500	9 000	9 500	42 500
Internship	9 600	-	10 500	-	11 500	31 600
Learnership	5 000	5 500	6 000	6 500	7 000	30 000
Core Business skills	2 000	2 200	2 450	2 750	3 000	12 400
TOTAL	34 100	26 236	38 557	29 968	43 369	172 230
LED						
Library - Previous SLP	25 000	25 000	25 000	25 000	25 000	125 000
New Reg Project	25 000	25 000	25 000	25 000	25 000	125 000
TOTAL LED	50 000	250 000				
TOTAL FUNDING	84 100	76 236	88 557	79 968	93 369	422 230

4.6 Management of Downscaling and Closure programme

Financial provision at the rate of a total equivalent for R4 000 per non-management employee (currently 12) will be made for re-skilling employees from five years prior to closure. The amount may be increased by any funds that might be available for that purpose from the Department of Labour (Dol). As the HRD programme will include a focus on closure (portable skills) that budgets also include an element of provision for this programme, while the table below shows the specific provision that will be made for pre-closure re-skilling. The amounts shown are as at 2016 figures and will be escalated as appropriate. The numbers of employees given training will rise progressively as the year of closure approaches.

Table 10 Financial Provision for the Implementation of the Management of Downscaling and Closure Programme

YEAR	Closure - 4 years	Closure - 3 years	Closure - 2 years	Closure - 1 years	Year of closure	TOTAL
BUDGET	7 000	8 000	9 000	10 000	11 000	45 000

SECTION SIX

UNDERTAKING BY THE APPLICANT

In compliance with Regulation 46 (f)
of the Mineral and Petroleum Resources Development Act

4.7 Regulation 46 (f): An undertaking by the holder of the mining right to ensure compliance with the Social and Labour Plan and to make it known to employees

I, **Mr. D Valks**, the undersigned and duly authorised thereto by undertake to adhere to the information, requirements, commitments and conditions as set out in this social and labour plan.

We confirm that consultations have been held with the relevant municipal officials and representative and will be held with our employees.

Signed at Harrismith on this the _____

Signature of applicant _____

Designation: **Mining Manager**

CEO Signature: _____

A Valks



DEPARTMENT: MINERALS AND ENERGY
Republic of South Africa
THE NUMBER AND EDUCATION LEVELS OF EMPLOYEES

(in terms of regulation 46(b)(i)(aa) of the Social and Labour Plan of the Mineral and Petroleum Resources Development Act, 2002 (Act no. 28 of 2002))

Instructions

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



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Band	NQF	Old system	Male				Female				Total	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
General Education and Training (GET)		No schooling/Unknown										
		Grade 0 / Pre										
		Grade 1 / Sub A										
		Grade 2 / Sub B										
		Grade 3 / Std 1 / ABET 1										
		Grade 4 / Std 2										
		Grade 5 / Std 3 / ABET 2										
		Grade 6 / Std 4										
		Grade 7 / Std 5 / ABET 3										
	NQF	Grade 8 / Std 6										
Further Education	2	Grade 9 / Std 7 / ABET 4				1						
	3	Grade 10 / Std 8 / N1	1								1	
	4	Grade 11/ Std 9 / N2	2									
Higher Education and	5	Grade 12 / Std 10 / N3	2									
	6	Diplomas / Certificates				1						
	7	First degrees / Higher				1						
	8	Honours / Masters										
		Doctorates										
		Total	5			4					1	



DEPARTMENT: MINERALS AND ENERGY
Republic of South Africa

HARD-TO-FILL VACANCIES AS AT 28 DECEMBER 2023

Instructions

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

Occupational level	Job title of vacancy	Main reason for being unable to fill the vacancy
Top Management		
Senior Management		
Professionally qualified and experienced		

ANNEXURE B: FORM R HARD-TO-FILL VACANCIES
DME 328



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Republic of South Africa

specialists and mid-management		
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents		
Semi-skilled and discretionary decision making		
Unskilled and defined decision making		



DEPARTMENT: MINERALS AND ENERGY
 Republic of South Africa
EMPLOYMENT EQUITY STATISTICS AS AT 28 DECEMBER 2023

[In terms of regulation 46(b)(v) of the Social and Labour Plan of the Mineral and Petroleum Resources Development Act, 2002 (Act No. 28 of 2002)]

Instructions

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

Occupational Levels	Male				Female				Total	Disabled	
	African	Coloured	Indian	White	African	Coloured	Indian	White		Male	Female
Top management				1							
Senior management				1							
Professionally qualified and experienced professionals and mid-management											



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Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	1										
Semi-skilled and discretionary decision making	6										
Unskilled and defined decision making											
TOTAL PERMANENT	7			2							
Non-permanent employees											
TOTAL	7			2							



DEPARTMENT: MINERALS AND ENERGY
Republic of South Africa
PROCUREMENT AS AT YEAR ENDING DECEMBER 20224

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

Instructions

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

Annexure E: Future Forum Constitution