

**BLOEMHOF QUARRY (PTY) LTD  
AGGREGATE GRAVEL MINE ON THE REMAINING EXTENT  
OF THE FARM BLOEMHOF 14, PARYS, FREE STATE  
PROVINCE**

**FS 30/5/1/2/2/10045 MR**

***REVISED SOCIAL AND LABOUR PLAN  
2026 – 2030***

**PREPARED FOR:**

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## Executive Summary

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Bloemhof Quarry (Pty) Ltd (hereinafter referred to as “the Applicant” or “the mine”) holds a mining right for the extraction of aggregate gravel on the Remaining Extent of the Farm Bloemhof 14, Parys, Free State Province. The mining right was granted on 19 January 2021 and executed on 25 March 2021, with registration completed on 22 April 2021 under MPT number 16/2021. The mining right is valid for a period of 20 years, expiring on 18 January 2041.

The mining right was subsequently transferred from Inzalo Crushing and Aggregates (Pty) Ltd to Bloemhof Quarry (Pty) Ltd through a Section 11 application. Supporting documentation, including the endorsed mining right and notarial deed of cession, is attached as Annexure 3. The operation is currently managed by B&E International (Pty) Ltd on behalf of the mining right holder.

Bloemhof Quarry was operational for a limited period between August 2022 and November 2022 and has since operated on an ad-hoc contractual basis due to low market demand. The quarry is currently non-operational and there are no employees on site. Consequently, no Human Resource Development (HRD) programmes are applicable, and no expenditure has been allocated to HRD initiatives during this SLP period. Should operations resume, workforce requirements will be assessed and employees will be afforded the opportunity to participate in HRD programmes under a subsequent SLP.

Notwithstanding the above, Bloemhof Quarry remains committed to contributing towards the upliftment of the local community. In this regard, the mine has allocated a total amount of R50,000 (Fifty Thousand Rand) towards Local Economic Development (LED) initiatives over the five-year period of this revised SLP. This contribution reflects the mine’s continued commitment to social responsibility within its area of operation, albeit at a reduced scale due to its non-operational status and limited financial capacity.

Meaningful consultation and collaboration in terms of the provisions of the Amendments to the Mineral and Petroleum Resources Development Regulations for Implementation, as published on 27 March 2020:

This SLP will be subjected to meaningful consultation with the landowner/s, mine employees and the municipality, proof of which will be submitted to the DMPR once the collaboration process has been finalised. Once approved the SLP will also be made available in Sesotho, which is the most dominant official language spoken within the mine community.

The approved SLP will be published on the company and/or consultant website and hard copies of the SLP will be made available at the site office, including the local municipality. Once approved a notice will be placed in a local newspaper about the availability, including the location, of the SLP.

Proof of municipal approval of the abovementioned LED project is attached hereto as Annexure 1.

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Annexure 1 – Proof of community consultation

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Annexure 3 – Deed of cession

**1. SECTION 1 – PREAMBLE (REGULATION 46(A))**

|                                                                                 |                                                                                                                    |
|---------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| <b>Name of Company/Applicant</b>                                                | Inzalo Crushing and Aggregates (Pty) Ltd                                                                           |
| <b>Name of mine/production operation</b>                                        | Bloemhof Quarry                                                                                                    |
| <b>Physical Address</b>                                                         | Remaining Extent of the farm Bloemhof 14, Parys, Free State Province                                               |
| <b>Postal Address</b>                                                           | PO Box 26730, East Rand, Kempton Park, 1462                                                                        |
| <b>Telephone number</b>                                                         | 011 966 4300                                                                                                       |
| <b>Fax number</b>                                                               | 086 513 7220                                                                                                       |
| <b>Location of mine or production operation</b>                                 | Remaining Extent of the farm Bloemhof 14, Parys, R723, Free State Province, approximately 75km north of Kroonstad. |
| <b>Commodity</b>                                                                | Aggregate                                                                                                          |
| <b>Life of mine</b>                                                             | 20 years                                                                                                           |
| <b>Financial year</b>                                                           | March to February                                                                                                  |
| <b>Reporting year</b>                                                           | Within 12 months after start of mine                                                                               |
| <b>Responsible person</b>                                                       | Barnie van Biljon                                                                                                  |
| <b>Geographic origin of employees (mine employees and labour sending areas)</b> |                                                                                                                    |
| (a) Mine community                                                              | (b) Labour sending area                                                                                            |
| <i>Province</i>                                                                 | <i>Province</i>                                                                                                    |
| Free State                                                                      | Free State                                                                                                         |
| <i>District municipality</i>                                                    | <i>District municipality</i>                                                                                       |
| Fezile Dabi                                                                     | Fezile Dabi                                                                                                        |
| <i>Local municipality</i>                                                       | <i>Local municipality</i>                                                                                          |
| Ngwathe                                                                         | Ngwathe                                                                                                            |

**2. SECTION 2 – HUMAN RESOURCE DEVELOPMENT PROGRAMME (REGULATION 46(B))**

Cognisance should be taken that Bloemhof Quarry is currently non-operational and does not employ any personnel. The operation is contractual in nature and is dependent on market demand. Accordingly, Human Resource Development (HRD), skills development, and training initiatives are not applicable during this SLP period.

All HRD commitments are therefore deferred until such time that operations recommence. Upon resumption of mining activities, the Applicant will assess workforce requirements and implement appropriate HRD programmes in line with legislative requirements and operational needs

**3. SECTION 3 – MINE COMMUNITY ECONOMIC DEVELOPMENT (REGULATION 46(C))****3.1. SOCIAL AND ECONOMIC BACKGROUND INFORMATION (REGULATION 46(c)(i))**

*(the following information was extracted from NLM IDP 2026 -27)*

**APPENDIX 3.1**

Bloemhof Quarry is situated in the Ngwathe Local Municipality, which is situated in the Free State Province and is part of the Fezile Dabi District Municipality. Ngwathe Local Municipality is one of four municipalities in the district, making up a third of its geographical area. The Vaal River forms the northern boundary of the area, which also serves as the boundary between the Free State, Gauteng and North West Provinces. The Renoster River also drains through the region and is dammed up in the vicinity of Koppies in a series of dams, namely the Weltevrede, Rooipoort and Koppies Dams. The rivers, together with the respective dams, are prominent water sources for agricultural purposes in the region. A map of the municipality is attached below.



## Economic profile

The Ngwathe Local Municipality is a Category B municipality situated in the northern part of the Fezile Dabi District in the Free State.

- Parys has a well-developed airfield that supports commercial and tourism development in the area. It has a strong commercial component and provides a wide range of services regarding health, education and professional services to the district. The Parys district has unique natural and environmental assets, like the Vaal River, with several islands in the proximity of Parys, and the Vredfort Dome, that present exceptional tourism potential.
- Vredfort is the only town that formed the former Vredfort District. The former Heilbron District is predominantly an agricultural area, although major manufacturing industries contribute largely to the Gross Geographic Product of the district.
- Koppies is located in an area of agricultural significance and mainly provides services in this regard to the surrounding rural areas. The three well-established and developed irrigation schemes subsequently enhance the agricultural character of the area. The strategic location of Koppies between the larger centers of Kroonstad and Sasolburg influence growth and development within the community. The bentonite exploitation near Koppies and the initiative for coal mining in the vicinity of the town provide significant future growth potential. Koppies is becoming known for its tourist attractions. Specific reference is made to the R82 Battlefield Route, which consists of several historical battlefields. These that are envisaged to be further developed along with the Koppies Dam Nature Reserve.
- Edenville is also located in an area of agricultural significance. The main road linking Kroonstad and Heilbron runs adjacent to the area.

## Population Profile

According to the 2001 census the Ngwathe Local Municipality had a total population of 120 520 of which 86.5% are black Africans, 10.3% are white and other population groups makes up the remaining 3.2%. During the 2016 Community Survey the total population for the Ngwathe Local Municipality was 118 907. The population growth rate from 2001 to 2011 was 0.14% and the growth rate from 2011 to 2016 was -0.31%, therefore the population growth rate is remained fairly constant.

The population percentage for people under 15 for 2011 was 30.1% and in 2016 27.7%. The population percentage for the working age between 15 and 64 for 2011 was 62.4% and in 2016 63.8%. The population percentage of the elderly from the age of 65 was 7.5% in 2011 and 8.5% in 2016. The dependency ration per 100 between the ages of 15 to 64 was 60.2 in 2011 and declined to 56.7 in 2016.

## Education profile

The education profile of the Ngwathe Local Municipality in 2011 shows an 8.5% of no schooling in people aged above 20 years of age; 5.4% of which have completed primary school; 34.7% have some kind of secondary school education; 25.8% of people above the age of 20 completed matric and 6.4% received some sort of higher education.

The Community Survey in 2016 shows a decrease in no schooling in people above the age of 20 years from 8.5% to 4.8%, an increase in matriculants from 25.8% to 28.3% and an increase in some sort of higher education from 6.4% to 7%.

*Source: Statistics South Africa, Census 2011 and Community Survey 2016.*

## Employment and Unemployment profile

There are 39 555 economically active people in the Ngwathe Local Municipality, of which 35.2% is unemployed.

Of the 20 204 economically active youth (between 15 and 65 of age), 45.1% is unemployed.

## Income profile

The average household income of the Ngwathe Local Municipality is contained in the table below.

| Average Household Income | Percentage |
|--------------------------|------------|
| No income                | 13%        |
| R 1 – R 4 800            | 5.5%       |
| R 4 801 – R 9 600        | 8.9%       |
| R 9 601 – R 19 600       | 24.4%      |
| R 19 601 – R 38 200      | 22.9%      |
| R 38 201 – R 76 400      | 11.5%      |
| R 76 401 – R 153 800     | 6.7%       |
| R 153 801 – R 307 600    | 4.2%       |
| R 307 601 – R 614 400    | 2.1%       |
| R 614 001 – R 1 228 800  | 0.5%       |

*Source: Statistics South Africa, Census 2011.*

## **Infrastructure**

Ngwathe is situated in the northern part of the Fezile Dabi District in the Free State.

It benefits from the N1 linking Cape Town to Johannesburg and also the R34 and R702 to Edenville, Heilbron, Koppies and Vredefort. The main railway line connecting the northern area with the most southern areas of South Africa also traverses the area. Transportation modes predominantly used by residents consist of private vehicles, buses, minibuses/taxis, bicycles, motor cycles and non-motorized transport, walking is also common.

A major challenge faced by the municipality is that the infrastructure for basic service delivery is ageing and in certain cases the capacity will not be sufficient to cater for the demand.

## **Housing and household dynamics**

The number of households in the Ngwathe Local Municipality was 37 102 in 2011 and 40 910 in 2016, of which 8908 households are in the agricultural sector. Of the abovementioned total households 85.9% thereof are formal dwellings and 76.9% of the houses are owned. The average household size is 2.9 and 44.1% of the households are female headed. 81% of the households have flush toilets connected to sewerage; 84.4% of the households have weekly refuse removal done by the local authority; 30.5% of the households have piped water inside the dwelling and 94.3% have electricity for lighting. This is set out more fully in the tables below.

The Municipality currently does not have a housing sector plan, but the municipality is working closely with the Department of Human Settlements to develop this plan. The Department of Human Settlements will do an audit of the informal settlements to determine and make recommendations how to formalise those informal settlements that can be formalised.

## **HIV, Health and wellbeing**

HIV, AIDS and Tuberculosis contribute significantly to the burden of disease faced by the South African Government. Huge amounts of resources are expended on serving the health needs of the citizens. If the situation continues unabated, it creates a situation whereby other services are sacrificed in order to meet the high costs of providing health services to a disproportionately large section of the population. It is for this reason that the South African Government has placed HIV/AIDS at the top of its health priorities.

This goal is also in line with the Millennium Development Goals of eradicating HIV/AIDS. The Ngwathe local municipality is equally challenged by its vulnerability to HIV/AIDS risks. It can never be over-emphasised that the situation needs serious and urgent attention.

For South Africa to achieve its goal of eradicating HIV/AIDS, the responsibility lies with local municipalities, especially metropolitan municipalities, given their expanded functions which include the provision of health services and local municipalities' proximity to local residents.

The company acknowledges that HIV/AIDS and Tuberculosis is a national problem and will encourage employees to get tested and know their status by participating in local HIV/AIDS and Tuberculosis awareness campaigns. Educating employees on the subject matter is important and therefore the mine will support the local municipality in its programs.

From an infrastructure perspective, the municipality is faced with numerous service delivery challenges, including:

- Aging water and sanitation infrastructure
- Intermittent water supply and water quality issues
- Electricity outages and infrastructure vandalism
- Limited capacity in roads, stormwater and project management
- Backlogs in service delivery and maintenance

These constraints highlight the need for targeted, sustainable and realistic Local Economic Development (LED) initiatives that directly benefit communities and support small-scale economic activity.

### 3.2. KEY ECONOMIC ACTIVITIES (*REGULATION 46(c)(ii)*)

#### 3.2.1. Key economic activities of the mining community

The key economic activities in the Ngwathe Local Municipality is Agricultural, Mining, Manufacturing and Services. Please refer to “Economic Profile” above.

#### 3.2.2. Other mining companies operating in the area

| Name of mining company | Commodity     |
|------------------------|---------------|
| Sweet Sensations       | Sand          |
| Tja Naledi Beafase     | Sand & gravel |
| Pure Resources         | Sand          |

### 3.3. NEGATIVE IMPACT OF THE MINING OPERATION

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

### 3.4. NEEDS OF THE AREA

| General        | Specific                  | Type of need   | Municipality |
|----------------|---------------------------|----------------|--------------|
| Infrastructure | Upgrade of fences         | Renovation     | Ngwathe      |
| Infrastructure | Sportfield - soccer field | Infrastructure | Ngwathe      |
| Economic       | Learnership programmes    | Economic       | Ngwathe      |

**3.5. PROJECT PLAN FORMAT (REGULATION 46(c)(iii))****APPENDIX 3.5**

| Project              | Name of Project                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                       |                    |                | Classification of project |           |
|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|--------------------|----------------|---------------------------|-----------|
| Name                 | Portable Gazebo Support Project                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                       |                    |                | Economic                  |           |
| Background           | In consultation with the local community and the Ngwathe Local Municipality (refer to Annexure 1 – Proof of Public Participation Process), the Portable Gazebo Support Project was identified and selected as a priority Local Economic Development initiative. The project aims to provide five (5) existing informal traders, currently operating in front of the community hall in Parys, with durable, weather-resistant portable gazebos. This intervention is intended to improve trading conditions, protect goods from adverse environmental elements, and enhance the sustainability and visibility of their businesses. The initiative is aligned with Local Economic Development (LED) objectives by supporting small-scale enterprises, promoting income generation, and contributing to the improvement of informal trading infrastructure within the local community. |                       |                    |                |                           |           |
|                      | A total of five (5) existing vendors will be selected based on the following criteria:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                       |                    |                |                           |           |
|                      | <ul style="list-style-type: none"><li>• Must be currently operating within the Ngwathe Local Municipality</li><li>• Must demonstrate consistent trading activity</li><li>• Preference will be given to historically disadvantaged individuals</li><li>• Must be willing to take full responsibility for the gazebo once allocated</li><li>• Must sign an acknowledgement of receipt and responsibility agreement</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                       |                    |                |                           |           |
|                      | The final list of beneficiaries will be compiled in consultation with the local municipality and relevant community stakeholders.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                       |                    |                |                           |           |
|                      | Location                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | District municipality | Local municipality | Village name   | Start date                | End date  |
| Mimosa Gardens       | Fezile Dabi                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Ngwathe               | Parys              | 2026           | 2027                      | R50 000   |
| Key performance area | Responsible entity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Year 1                | Year 2             | Year 3         | Year 4                    | Year 5    |
| Infrastructure       | Bloemhof Quarry & local authority & community members                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | R50 000               | R0                 | R0             | R0                        | R0        |
| Type of jobs         | No of jobs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Male adults           | Female adults      | Male/Fem youth | Total                     | Comment   |
| Short-term           | TBC                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | TBC                   | TBC                | TBC            | TBC                       | See below |
| Medium term          | TBC                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | TBC                   | TBC                | TBC            | TBC                       | See below |
| Long term            | TBC                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | TBC                   | TBC                | TBC            | TBC                       | See below |
| Completion           | 2026 (upon SLP approval)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Exit strategy         | See below          |                |                           |           |

### **Type of project and locality**

The Ngwathe Local Municipality approved the abovementioned project (refer to Annexure 2 – Endorsement Letter), which entails the provision of five (5) weather-resistant portable gazebos to existing informal traders operating in front of the community hall in Parys. The purpose of the project is to improve trading conditions, protect goods from adverse weather conditions, and enhance the sustainability of informal businesses.

Beneficiaries will be selected in consultation with the local municipality and community stakeholders, based on predefined criteria including active participation in informal trading and willingness to assume responsibility for the asset. Each beneficiary will be required to sign an acknowledgement of receipt and responsibility agreement.

### **Stakeholder's involved in the project**

The primary stakeholders involved in the project are *inter alia* the following:-

- The mining right holder & contractor;
- The local authority;
- SMME suppliers and local labour;
- Community members.

### **Sustainability of the project**

The project is considered sustainable as it provides durable and reusable gazebos that will continue to benefit the vendors beyond the initial implementation phase. Each beneficiary will assume full responsibility for the maintenance, safekeeping, and continued use of the gazebo, ensuring long-term usability. The initiative is designed to support existing informal businesses rather than create dependency, thereby strengthening current economic activities within the community. Furthermore, by improving trading conditions and protecting goods from adverse weather, the project contributes to enhanced income-generating opportunities and promotes long-term economic resilience for the beneficiaries.

### **Financial provision over a 5-year timeframe**

The mine commits to a once-off contribution of R50,000 during Year 1 of this SLP period.

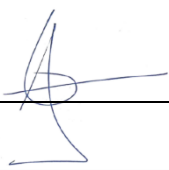
### **Company's exit strategy after implementation**

The applicant will request that the local authority provide the applicant with written confirmation which confirms that the applicant has fulfilled its obligations in respect of the project.

## 4. SECTION 4– FINANCIAL PROVISION (REGULATION 46(E)(I), (II) AND (III))

|                            | Financial provision for a 5 year period |        |        |        |        |         |
|----------------------------|-----------------------------------------|--------|--------|--------|--------|---------|
| Item                       | Year 1                                  | Year 2 | Year 3 | Year 4 | Year 5 | Total   |
| HR development             | -                                       | -      | -      | -      | -      | R0      |
| Local Economic Development | R50 000                                 | -      | -      | -      | -      | R50 000 |
| Management of downscaling  | -                                       | -      | -      | -      | -      | R0      |
| Total                      | R50 000                                 | -      | -      | -      | -      | R50 000 |

## 5. SECTION 5 – UNDERTAKING (REGULATION 46(F))

|                          |                                                                                                                                                                                                                                                                                                                                      |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                          | 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. |
| Full name(s) and surname | Grant Cupido                                                                                                                                                                                                                                                                                                                         |
| Signature                |                                                                                                                                                                                                                                                    |

