

BONGANI MINERALS (PTY) LTD
PROPOSED RIVIERA TUNGSTEN
PROJECT
MAGISTERIAL DISTRICT OF PIKETBERG
WESTERN CAPE PROVINCE

SOCIAL AND LABOUR PLAN

APRIL 2023

(Revision 01)

Prepared for:

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EXECUTIVE SUMMARY

1. Bongani Minerals (Pty) Ltd (***“the Applicant”***), applied to the Department of Mineral Resources and Energy (***“DMRE”***) and the Department of Forestry, Fisheries and the Environment (***“DFFE”***) for a mining right and accompanying environmental authorisation for the mining of Tungsten, Molybdenum, Rare Earths, Copper, Zinc, Gold, Silver, Tin, Aggregate and Sand over Portion 1 of the Farm 297, Portion 6 (Remaining Extent) of the farm Namaquasfontein 76 and Portion 21 of the farm Namaquasfontein 76, situated in the Krom Antonies River Valley, also known as the Moutonshoek Valley, near Piketberg, in the Western Cape Province.
2. The application is made in accordance with Section 22 of the Mineral and Petroleum Resources Development Act, 2002 (as amended) (***“MPRDA”***); the National Environmental Management Act, 1998 (as amended) (***“NEMA”***); the Environmental Impact Assessment Regulations, 2014 (as amended) (***“EIA Regulations”***) and the National Environmental Management: Waste Act, 2008 (as amended) (***“NEM:WA”***). Furthermore, this Social and Labour Plan will be subjected to public participation, as prescribed by the EIA Regulations, as well as the MPRDA Regulations, as amended.
3. The estimated amount set aside by the Applicant for Human Resources Development for the initial 5-year period of this Social and Labour Plan (***“SLP”***) amounts to R9 369 470.00 (Nine Million Three Hundred and Sixty-Nine Thousand Four hundred and Seventy Rand), which development initiatives include, but is not limited to internships, bursaries, portable skills and core business training of its employees and local community members. The Applicant intends to appoint approximately 139 permanent employees and 55 contract workers, from within the local community.
4. The Applicant estimates a total expenditure of R3 502 478.21 (Three Million Five Hundred and Two Thousand Four Hundred and Seventy-Eight Rand and twenty-one cents) in terms of Local Economic Development for the initial 5-year period of this SLP. The Applicant is in the process of liaising with the Bergrivier Municipality, in the identification of a suitable project. Once an acceptable project has been agreed upon, this SLP shall be revised accordingly.
5. It is the Applicants intention to strive in the development of the local community infrastructure, to uplift the local communities, with a further focus on community education, in an attempt to alleviate the unemployment within the local community.
6. Should this mining right application be successful, it is foreseen that the human resources and economic injection to the local communities for the estimated duration of this mining right, may easily exceed R50 000 000-00 (Fifty Million Rand).

1. PREAMBLE (REGULATION 46(A))

Name of Company/Applicant	Bongani Minerals (Pty) Ltd
Name of mine/production operation	Riviera Tungsten Mine
Physical Address	Suite 2.1 – On the Greens Golf Village, De Beers Avenue Somerset West, 7130
Postal Address	Postnet Suite No. 35 Private Bag X15 Somerset West 7129
Telephone number	078 045 0316
Fax number	083 265 7755
Location of mine or production operation	The Riviera Tungsten project is located in the Krom Antonies River Valley (also known as Moutonshoek Valley), ±53 km north-west of Piketberg by road. Redelinghuys is situated about 40 km north-west of the proposed mining area.
Commodity / Mineral	Tungsten Ore, Molybdenum Ore, Rare Earths, Copper Ore, Zinc Ore, Gold, Silver, Tin, Aggregate and Sand
Life of mine	15 years
Financial year end	February
Reporting year	2024
Responsible person	Mr. Lionel Koster
Geographic origin of employees (mine employees and labour sending areas)	
(a) Mine community	(b) Labour sending area
Province	Province
Western Cape	Western Cape
District municipality	District municipality
West Coast District Municipality	West Coast District Municipality
Local municipality	Local municipality
Bergrivier Municipality	Bergrivier Municipality

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

It is important to point out, from the onset, that the mine proposes to have a permanent staff complement of approximately 139 (one hundred and thirty-nine), with an estimation of 55 (fifty-five) contract workers.

The Applicant's primary focus will be to present both a Skills Development and Human Resources Development Plan that is simplistic, but more importantly attainable and which will address the requirements of the employees, local community members and the municipality. The Applicant therefore intends to focus on strategic development initiatives, within pockets of the workforce, rather than a blanket training initiative for all employees.

The Applicant has fully embraced the concept of sectoral training and has access to the activities of the Sector Education and Training Authority ("*SETA*") and the Mining Qualifications Authority ("*MQA*"). An internal training co-ordinator/Skills Development Facilitator will be appointed to implement the training initiatives.

2.1. COMPLIANCE WITH SKILLS DEVELOPMENT LEGISLATION

Skills development levies of all the employees will be paid to the South African Receiver of Revenue as per the legal requirement. Where possible, all training opportunities will be facilitated through the MQA.

Table 2.1: Seta Information

Name of SETA	Mining Qualifications Authority (MQA)
Registration number with relevant SETA	To be confirmed once mine is operational
Has your company appointed a Skills Development Facilitator. If yes, provide name	SDF will be appointed once mine is operational
To which institution have you submitted your workplace skills plan?	Mining Qualifications Authority
(i) Department of Labour	
(ii) Mining Qualifications Authority	
(iii) Mine Health and Safety	

The Skills Development Facilitator ("*SDF*") will be the main liaison person with the MQA and will have access to company information directly on the MQA Database using a user ID and

password. The appointed skills development facilitator will be responsible for the development and submission of the annual workplace skills plan for Bongani Minerals (Riviera Tungsten Mine).

The roles of the Skills Development Facilitator will be:

- To assist in developing the Workplace Skills Development plan.
- To ensure the reporting on the SLP is submitted as and when required.
- To advise on the implementation, monitoring and review mechanism of the SLP.
- To serve as a resource in all aspects of skills development, including skills programmes and learnership development.
- To advise on quality assurance requirements as set out by the MQA.
- To serve as a liaison person between the organisation and the MQA.
- To, where possible, assist the employees to claim grants for the training courses which have been undertaken.

The strategic and specific training interventions will form part of the five years' workplace skills development plan that will also take cognisance of the commitments made within this Social and Labour Plan.

2.2. SKILLS DEVELOPMENT PLAN (REGULATION 46(B)(1) IN CONJUNCTION WITH REGULATION 11(G))

The Applicant regards training as an important activity and a simplistic, yet effective and attainable training programme will be established. The objectives of the skills development plan for the Bongani Minerals (Riviera Tungsten Mine) will be as follows:

- Ensure that selected employees have the ongoing skills required for successful continuation of the mining operations (workplace skills).
- To implement plans to ensure succession of management and career development is achieved through the identification of talent and development of the identified talent.
- Develop plans to provide employees with both life skills and portable skills that they may need either upon closure of the mine or should they choose to leave the employment of the mine.

- Provide Adult Basic Education Training (**"ABET"**) training to ensure all employees have the opportunity to obtain an education level of at least ABET 4.

APPENDIX 2.2.1 and 2.2.2

2.2.1. Education levels of the workforce

The education levels of the workforce will be confirmed within the 1st year of reporting of this SLP. The applicant is unable to indicate the current education levels of the employees, as no employees have been appointed at this stage. It is however foreseen that the mine will have a staff complement of approximately 139 permanent employees and 55 contract workers, upon commencement of mining activities.

Table 2.2: Education levels of employees.

Education level	African		Coloured		Indian		White		Total	
	M	F	M	F	M	F	M	F	M	F
None	To be Confirmed as part of the first SLP report, as currently this information is not available to the applicant.									
Grade 0 / Pre										
Grade 1 / Sub A										
Grade 2 / Sub B										
Grade 3 / Std 1 / ABET 1										
Grade 4 / Std 2 / ABET 1										
Grade 5 / Std 3 / ABET 2										
Grade 6 / Std 4 / ABET 2										
Grade 7 / Std 5 / ABET 3										
Grade 8 / Std 6 / ABET 3										
Grade 9 / Std 7 / ABET 4										
Grade 10 / Std 8 / N1										
Grade 11 / Std 9 / N2										
Grade 12 / Std 10 / N3										
Diplomas / Certificates										
First degree / higher diploma										
Honours / Master's degree										
Total										

2.2.2. Illiteracy level and ABET needs.

As soon as the mine is operational the Applicant will identify the employees with an education level lower than ABET 4. These employees will be afforded the opportunity to become functionally literate. The success of the ABET will be based on the commitment of the

employee to accept and embrace the opportunity for ABET training and to comply with the rules and requirements of such a programme.

If the employees do not wish to take part in the programme, alternative and suitable means of contribution to the development and education of the employees and/or local community members will be investigated and incorporated into this plan.

Once the mine is operational the Applicant intends to liaise with the Department of Higher Education and Training: Western Cape Regional Office, to enrol relevant employees at the Western Cape Community Education and Training College (WCCETC) for such employees to become functionally literate.

2.2.3. Training planned in respect of ABET needs (*Regulation 46 (b)(i)*)

APPENDIX 2.2.3 and 2.2.4

Staff and present level of competence

The below table indicates the planned ABET training for the initial five-year period. This is based on the presumption that all employees who have a current education level of less than ABET 4 will want to participate in the ABET programme.

Table 2.3: Planned ABET Training for a five-year period

Level	2024	2025	2026	2027	2028	Total
ABET 1	To be confirmed once mine is operational, as at this stage the employee education levels are not available to the Applicant.					
ABET 2						
ABET 3						
ABET 4						
Total No.						
Budget	R80 000	R90 000	R400 000	R500 000	R600 000	R1 670 000

The applicant's intention will be for all employees to obtain an educational level of at least ABET level 4. The implementation plan will be confirmed as soon as the mine is operational, and the relevant employees have been identified. The applicant therefore ensured that the budget for this ABET training is sufficient. In the event that the above budget is not sufficient this will be supplemented accordingly.

Action plan:

- The identified employees will be invited to a workshop designed to inform them about ABET training and encourage them to make use of the opportunity at their own discretion.
- Employees will be expected to enrol for ABET training as outlined in the table above until they reach ABET 4. Should new employees be enrolled within the next 5 years any ABET training they may require will be included in the subsequent SLP.
- ABET will be offered on the basis of balance between the employee`s own personal time and the company time and the cost will be covered by the company.
- Transport will be offered to and from the classes for the interested employees if so required should the ABET be presented off site.
- In the event that the employees are not willing or interested to take part in ABET initiatives, further investigation into possibilities will be made into the development and funding of educational programs in the local areas.
- The above budget includes cost of the training course, material, equipment and transport (where necessary). Costs such as the employee`s salaries have not been incorporated here.

2.2.4. Portable Skills Programme and Core Business Training

The Applicant recognises that the changing nature and demands of any business can result in a reduction in the number of employees at any stage of the business's life. In addition, the Applicant also recognises that employees may seek alternative employment during their careers. In recognition of the above Bongani Minerals (Riviera Tungsten Mine) will implement the following portable skills plan.

Action plan:

- Table 2.4 below provides an indication of the portable skills that Bongani Minerals (Riviera Tungsten Mine) will aim to provide employees which will be useful both during their employment as well as after employment at Bongani Minerals (Riviera Tungsten Mine).

- The fields identified in the table below is provisional and might change dependent on operational requirements.
- Employees showing interest and ability will be provided with the opportunity to attend a portable skills training workshop over the five-year period.
- Employees will be requested to sign an attendance register.
- The training will be provided by outsourced companies.
- After attending the portable training courses, employees will be provided with a certificate of attendance.

Table 2.4: Portable skills & Core Business training targets

Type / area of training	Number of employees				
	2024	2025	2026	2027	2028
Welding Skills	4		8		8
Computer Skills	2	2	6	6	6
Machinery operations		4		4	
Firefighting		4		6	
Vehicle licences	4		8		8
Induction	All employees	All employees	All employees	All employees	All employees
BUDGET	R150 000	R150 000	R500 000	R600 000	R700 000
TOTAL BUDGET	R2 100 000-00				

2.2.5. Core Business Training & Induction

In addition to the Portable Skills training described above Bongani Minerals (Riviera Tungsten Mine) will also provide all employees training in the following:

- HIV/AIDS Awareness programme: All employees are encouraged through a presentation to “Know your Status”, for which an external and independent service provider will be used. Should the employee consent, this external service provider will undertake the appropriate testing and the results will be kept confidential. Should the results be positive the external company is to refer the employee to the nearest clinic for counselling and support;
- Tuberculosis awareness training;
- Health and Safety training;

- Risk assessment training;
- Environmental Awareness training;
- Introduction to Fire Fighting;
- Safety Rep Training;
- Multi-Skilled Operator / Driver Training.

The above training will form part of the employee induction training undertaken when commencing with employment and with recommended refresher courses.

2.2.5 and 2.2.6 Learnerships (internal and external) and 2.2.7 Artisan Training

APPENDIX 2.2.5; 2.2.6 and 2.2.7

2.2.6. Internal Learnerships

Experience has taught that internal learnerships are not always practical by reason of the fact that full time employees earning a specific salary do not often want to (nor can they afford to) sacrifice their salary and accept the stipend offered as part of a learnership programme. In the circumstances the applicant will direct it's commitment towards external learnerships and artisan training. Having said that, it is not to say that the door is closed to an employee who would like to participate in a learnership programme. In the event that an employee shows an interest in the learnership programme, such employee will be afforded the opportunity to apply for a particular learnership together with the external applicants. Employees will also have the opportunity to apply for an internal bursary at Bongani Minerals (Riviera Tungsten Mine), as more fully set out in Appendix 2.6.1.

2.2.7. External Learnerships and Artisan Training

Table 2.5: External Learnership & Artisan Training

Field/ area of training	Targets and timelines									
	2024	2025		2026		2027		2028		Budget
	New intake	New	Cont	New	Cont	New	Cont	New	Cont	
Diesel Mechanic	1	0	1	2	0	0	2	2	0	R600 000
Electrician	1	0	1	2	0	0	2	2	0	R600 000

Fitting & turning	1	0	1	2	0	0	2	2	0	R600 000
Total No	3	0	3	6	0	0	6	6	0	24
Budget	R100 000	0	R100 000	R500 000	0	0	R500 000	R600 000	0	R1 800 000

Learnership/artisan programmes will continue for a maximum period of 24 months. Each learner will receive a monthly stipend for the duration of the learnership/artisan programme, which amount will be calculated upon implementation of the program, once mining operations commence.

The learnership/artisan programme will be advertised to local community members who have completed their schooling or are in the process of completing a tertiary qualification, and who are interested in and show an aptitude for learning a trade. The Applicant firmly believes that the learning of a trade will benefit community members and provide them with a useful skill which will open many doors with regards to employment opportunities in the future. An interview process will be completed in order to identify the successful candidate.

2.2.8 School Support and Post Matric Programme

APPENDIX 2.2.8

School Support

As soon as mining activities in terms of this mining right application has commenced, Bongani Minerals (Riviera Tungsten Mine) will implement a school support programme in which school going children of employees will be sponsored with regards to school fees, school clothing, sporting equipment, sport clothing, stationary or any relevant educational supplies. Bongani Minerals (Riviera Tungsten Mine) will accept an estimated 15 applications per year, which applications must be submitted by the employee parent, for the learners/scholars to be considered for this sponsorship. The mine shall make payment of the relevant educational sponsorship directly to the applicable service provider. Progress reports will have to be submitted to the mine by the parents.

Post Matric

As soon as the mining activities have commenced Bongani Minerals (Riviera Tungsten Mine) will implement a post matric programme in which employee's children and/or community youth members, who have finished matric will be sent for motor vehicle learners and driver licence lessons. Progress reports will have to be submitted to the mine, by the appointed service provider. In the event that there is any excess of the allocated budget these amounts will be spent on the renovation of local schools. In the table below the budget for the 5-year period is set out more fully.

Field/ area of training	Targets and timelines					
	2024	2025	2026	2027	2028	Budget
School support	R5 960.00	R4 260.00	R311 570.00	R165 264.50	R23 680.50	R510 735.00
Post Matric	R5 960.00	R4 260.00	R311 570.00	R165 264.50	R23 680.50	R510 735.00
Total No	TBC	TBC	TBC	TBC	TBC	
Budget	R11 920.00	R8 520.00	R623 140.00	R330 529.00	R47 361.00	R1 021 470.00

2.3. FORM R: HARD TO FILL VACANCIES (ANNEXURE 2)

Table 2.6: Hard to fill Vacancies.

Occupational Level	Job title of vacancy	Main reason for being unable to fill vacancy
Top management	None	None
Senior management	None	None
Professionally qualified and experienced specialists and middle management	None	None
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	None	None
Semi-skilled and discretionary decision making	None	None

Unskilled and defined decision making	None	None
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2.4. CAREER PROGRESSION PLAN (*REGULATION 46(B)(II)*)

2.4.1. Career Development Matrix

APPENDIX 2.4.1

Career development is aimed at providing better employment opportunities to employees and to develop the skills, competencies and education levels of employees so as to equip them to progress within their existing place of employment, alternatively take up employment in a key position in a different company.

2.4.2. Career Progression Plan (*Regulation 46(b)(ii)*)

APPENDIX 2.4.2

An employee progression along a career development path at Bongani Minerals (Riviera Tungsten Mine) will depend on possible growth and subsequent vacancies within the operation, the employee obtaining the necessary educational level, experience and / or competencies to cope with the complexities of a position with greater responsibility (i.e career development).

The rate of career development for an individual employee will depend on numerous factors, such as:

- The talent and education level of the employee.
- The aspirations and age of the employee.
- Staff turnover of the Mine.
- The availability of a vacant position which represents a career development move. This is influenced by the growth or reduction in activity of the mine and the actual labour turnover rate.

The objectives of a career development path are:

- To develop the competencies and education levels of employees in order for them to fill key positions (management, diesel mechanics, production foreman, fitter and turners and plant operators).
- To give opportunities to Historically Disadvantaged South Africans (HDSAs) and to progress towards Work Skills Plan and Employment Equity (EE) targets.

2.4.3. Action plan to implement Career Development paths:

- Implement a plan to identify the talent pool and aspirations of all the employees. This will be done through informal interviews with employees to determine the individual aspiration and through obtaining feedback from the various supervisors about the competencies of the individuals. A record of aspirations and current talent will be maintained by the mine.
- High potential candidates (approximately 10% of the workforce) are to be identified and linked to an accelerated skills development and mentorship plan.
- As and when roles are vacated within Bongani Minerals (Riviera Tungsten Mine) the position will firstly be offered internally. Should none of the employees have the required skills or aspiration to fill the role, then the mine will have no other choice but to source the skill from outside the company.
- If an employee must be sourced outside, the mine can amend its skills development plan to be able to ensure that the skills for future fulfilment of the role are available internally if such aspirations exist.

Table 2.7 Five Year Career Progression Plans

See Table 2.7 attached for an indication of the Training and Development in respect to the employees over a five-year period. This will be used for updating future progress in this regard.

This 5-year progression plan will be confirmed as soon as employees have been employed and within the first year of commencement of mining operations.

Table 2.7: Five Year Career Progression Plan

No	Name	Position	Grade	Age	Ethnic	Educational Level	Qualification to be achieved	Mentorship	Learnership	2024	2025	2026	2027	2028
1.	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC

The above table will be completed once mining operations have commenced, as the information was not available on submission date.

2.5. MENTORSHIP PLAN (REGULATION 46(B)(III))

The Applicant regards mentorship as helping people to realise and maximise their potential through learning and skills development. Mentoring is a joint venture between the mentor and the mentee whereby the mentor guides the mentee in terms of personal and career development.

The Applicant intends to implement a mentorship plan through the action plan listed below, which constitutes a provisional mentorship plan.

Action plan:

- The Applicant will undertake a survey to identify both potential mentors and mentees to take part in the mentorship programme. Mentors will need to be experienced senior employees who are respected and have a personal trait which is conducive to the contribution of their knowledge and acting as a role model. Mentees must be employees who have demonstrated high potential and interests to develop their careers with the Bongani Minerals (Riviera Tungsten Mine).
- Develop a strategy for implementing a mentorship programme. The strategy should provide guidance on the reasonable expectations of both the mentor and mentee.
- Assign mentees to mentors. This must be done considering personalities of both the mentor and mentee. Mentees will be either male or female, depending on the workforce profile of the mine at that stage.
- Implement the mentorship programme. Each mentorship programme is to run for a minimum period of one year.
- Once per annum the mentor is to provide feedback to the mentee on performance and strengths and weaknesses and if the mentorship requires a longer period, the mentorship will go on for a longer period, dependent on individual requirements.
- At the end of the mentorship programme the mentee must provide feedback on the success of the mentorship.
- Every year the mentorship programme must be evaluated and improved based on the feedback of the mentors and mentees.
- Table 2.8 provides an indication of the number of employees that the Applicant intends to have within the mentorship programme.

- It is most likely the managers who will fulfil mentorship roles to individuals identified for advancement, as they are the only management positions that oversee other personnel.

The following positions are regarded as positions which oversee other personnel at the operation:

- Site/Plant Manager
- Site Clerk
- Mechanical Technician
- Welder – Skilled Artisan
- Plant Supervisor.

The following mentees could be assigned to the mentors described above:

Table 2.8: Mentorship plan targets

		TARGET			GENDER	
MENTORING PROGRAMME	CAREER DELIVERABLES	DURATION	HDSA	NON-HDSA	FEMALE	MALE
Engineering	TBC	1 Year	7	3	5	5
Management	TBC	1 Year	7	3	5	5
Mechanical	TBC	1 year	7	3	5	5

Responsibility of a Mentor:

- To act as a role-model for the mentee.
- Provide advice in terms of skills development.
- Provide advice on career development.
- To provide practical training concerning on the job skills.
- To provide encouragement to the mentee.

2.6. BURSARY AND INTERNSHIP PLAN (REGULATION 46(B)(IV))**APPENDIX 2.6.1 and 2.6.2****2.6.1. Internal Bursaries**

Bongani Minerals (Riviera Tungsten Mine) will make internal bursaries available to employees who want to study on a part time basis. The Applicant actively optimises on the utilisation of the skills, abilities and efforts of all its employees. To this end the Applicant will encourage and assist its employees in realising their aspirations for personal growth and career advancement. The Applicant will promote, within budget, employee applications for study assistance aligned to the Company's needs, provided the following basic principles are adhered to:

- Studies must be job specific, and company related.
- The employee can apply for the internal bursary at the beginning of each year to cover the costs for that year. The employee must provide Bongani Minerals (Riviera Tungsten Mine) with proof of the cost of the course as well as the course material.
- Studies (courses accredited by SAQA) and educational institutions must be approved by the Company.

No specific budget amount has been set aside for internal bursaries at this stage as it will depend on the employee's participation and needs as to who would like to study part time and the cost of such course, while working at Bongani Minerals (Riviera Tungsten Mine). A survey will be conducted during the first year of this SLP and will be reflected in the first report on the progress of the SLP, which will be approximately 12 months from date of commencement of the mining right, if granted.

2.6.2. External Bursary Plan

Table 2.9: Tertiary Learnership Targets – External Bursary

Bursary field	Targets and timelines									Total Budget
	2024	2025		2026		2027		2028		
	New intake	New	Cont	New	Cont	New	Cont	New	Cont	
Mechanical Engineering	1	0	1	2	1	0	3	1	2	R1140000
Metallurgical Engineering	1	0	1	2	1	0	3	1	2	R1140000
Total No	2	0	2	4	2	0	6	2	4	8
Budget	R140000	0	R140000	R300000	R200000	0	R700000	R300000	R500000	R2280000

In order to identify potential students in need of assistance who would benefit from the external bursary programme, the applicant will liaise with the local authority and/or local community and/or local institutions to ascertain how to best source potential students and thereafter develop an application process. Aspiring students from the Bergrivier Municipal Region will be furnished with the opportunity to study Mechanical Engineering and Metallurgic Engineering (or any other mining related engineering field) at an educational institution of their choosing (to be approved by the mine). The applicant will:

- Fund the tertiary course in whole or in part depending on the facts and circumstances relevant to each particular student (internal and external).
- Fund the learning material in whole or in part.
- Fund the student accommodation in whole or in part.
- The student will also receive a monthly allowance dependant on the amounts paid in terms of the above listed expenses.

The students will be required to enter into an agreement with the Applicant in terms of which they *inter alia* agree to apply themselves and dedicate his/her best effort to achieve a pass in each year of study. If it becomes clear to the applicant that any one or more student/s are not fully committed to their studies, the applicant reserves the right to terminate that particular student's bursary and offer the bursary to another student.

2.6.3. Internship plan (Regulation 46(b)(iv))**APPENDIX 2.6.3****Table 2.10: Internship targets**

Internship field	Targets and timelines									Total Budget
	2024	2025		2026		2027		2028		
	New intake	New	Cont	New	Cont	New	Cont	New	Cont	
Mechanical Engineering	1	1	0	2	0	3	0	4	0	R249 000
Metallurgical Engineering	1	1	0	2	0	3	0	4	0	R249 000
Total No	2	2	0	4	0	6	0	8	0	
Budget	R24000	R24000	0	R100000	0	R150000	0	R200000	0	R498 000

The internship plan will target HDSA students within the local community, who are in the process of completing their mechanical engineering or metallurgical engineering course (or any other tertiary course as approved by the applicant) and who wishes to complete their practical training. Students will be sourced with assistance from the local authority and/or local institutions as well as through an application process.

The internship will be offered to at least 2 students per year during tertiary institution holiday periods (where possible) to accommodate the students. The applicant will ensure that the students have been properly selected prior to the commencement date and will ensure that they are notified of the commencement date not less than 3 weeks prior thereto. The interns will each receive a stipend for the duration of the internship and the estimated total budget for the five-year period will be R498 000-00.

The internship will be aimed at exposing 3rd and 4th year student(s) to the mining industry associated with mechanical and metallurgic engineering.

3. MINE COMMUNITY ECONOMIC DEVELOPMENT (REGULATION 46(C))¹²

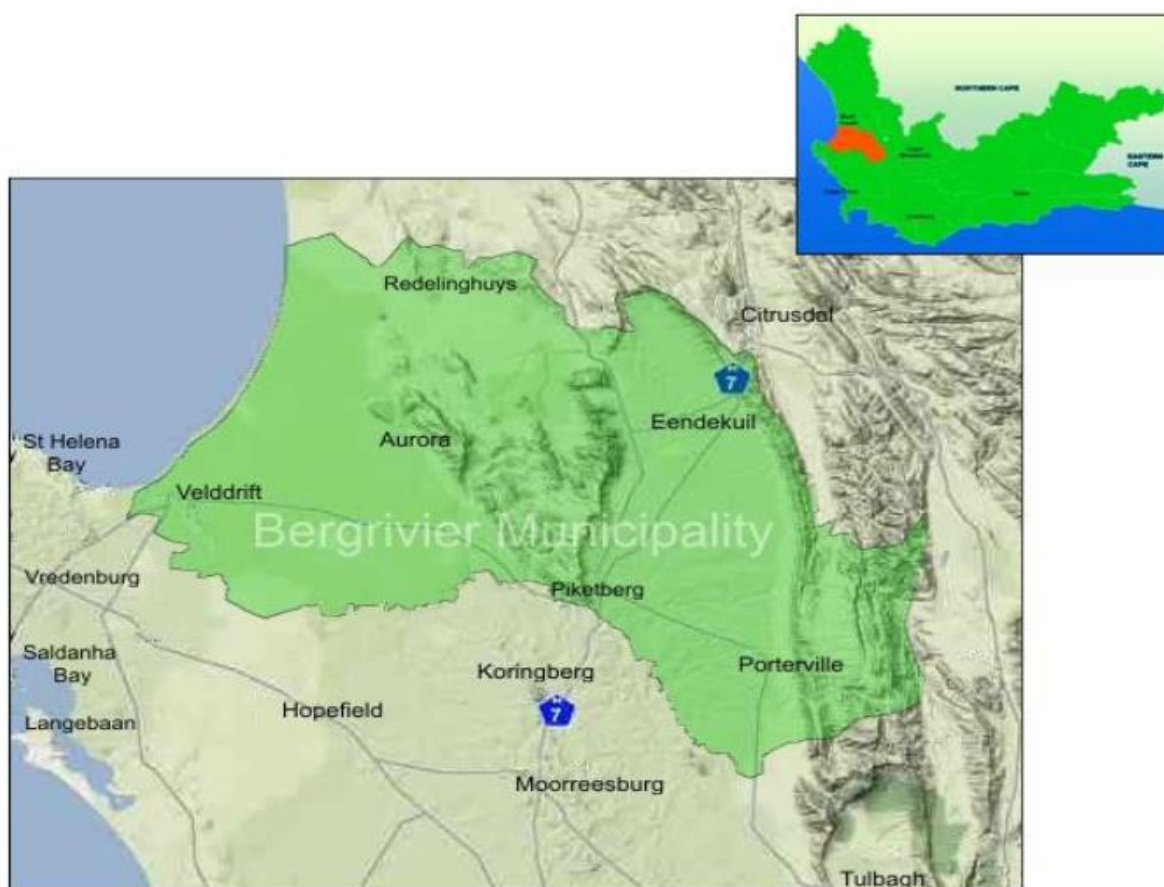
3.1. SOCIAL AND ECONOMIC BACKGROUND INFORMATION (REGULATION 46(c)(i))

APPENDIX 3.1

3.1.1. Infrastructure

Bergrivier Municipality is situated in the West Coast District of the Western Cape Province. The Municipality covers a geographic area of approximately 4 407.04 km². The Municipality is geographically diverse and includes 9 urban settlements, approximately 40 kilometres of coastline and a vast rural area. The main urban settlements that constitute the Municipality are: Piketberg which is the administrative seat, Porterville, Velddrif (which includes Laaiplek and Noordhoek), Dwarskersbos, Eendekuil, Aurora, Redelinghuys, Goedverwacht and Wittewater. Bergrivier Municipality was demarcated into 7 wards for the 2016 Municipal Election in terms of the Municipal Demarcation Act, 1998 (Act 27 of 1998).

It is bordered by Cederberg to the north, Swartland and Cape Winelands District to the south, Cape Winelands District to the east, and Saldanha Bay and the Atlantic Ocean to the west. The municipality is one of the five municipalities in the district, accounting for 14% of its geographical area.

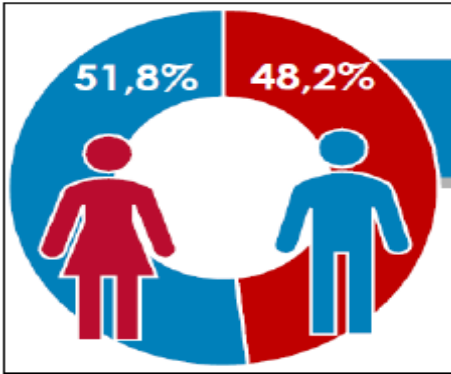


¹ Final amended Integrated Development Plan of the Bergrivier Municipality, May 2022


² Statistics South Africa https://www.statssa.gov.za/?page_id=993&id=bergrivier-municipality

3.1.2. Gender Profile

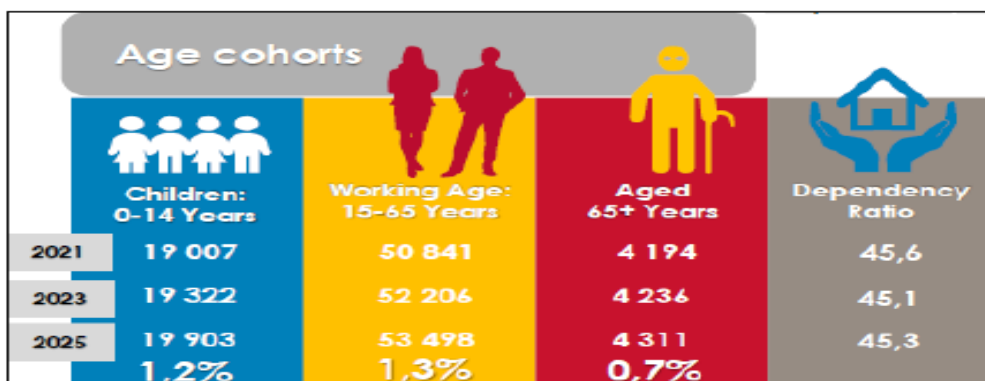
The gender composition between 2001 and 2011 remained relatively unchanged and well balanced, with a slightly higher ratio of females to males. According to the 2021-SEP, the population per gender is as follows:



The increasing gender ration could be attributed to a wide range of factors including an increase in female mortality rates and the potential inflow of working makes into the municipal area.

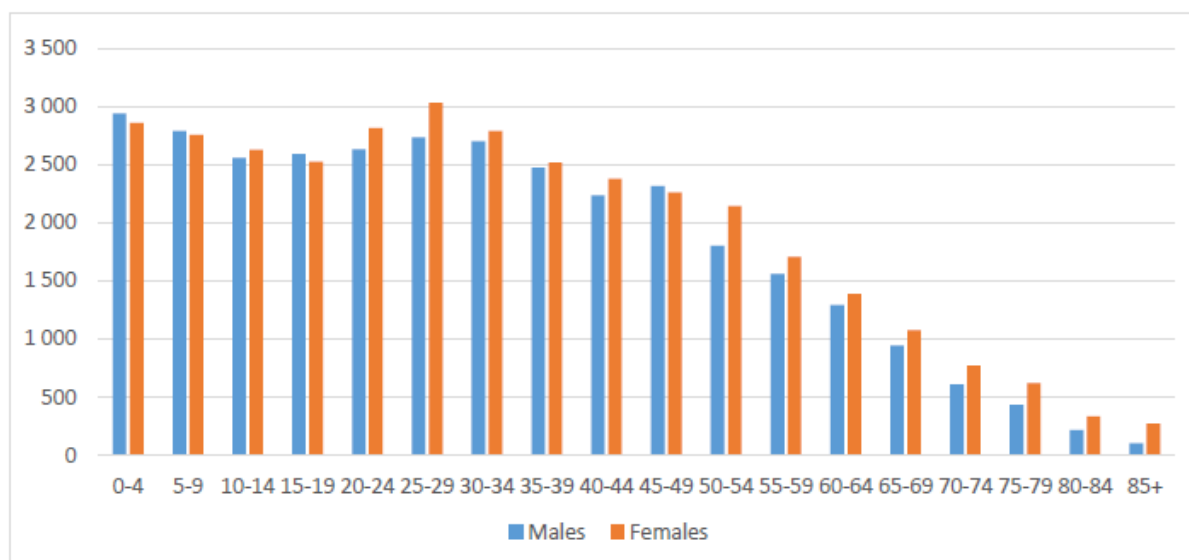
 Number of males per 100 females	2021	2022	2023	2024	2025
West Coast District	98.0	98.6	98.9	99.1	99.2
Bergrivier	92.9	93.3	93.5	93.6	93.7
Matzikama	100.1	100.7	101.0	100.3	100.6
Cederberg	99.5	100.3	100.5	100.8	101.0
Saldanha Bay	98.8	99.4	99.6	99.9	100.2
Swartland	98.4	99.1	99.3	99.6	99.8

According to the 2021 SEP, the Age Cohorts can be outlined as follows:



As can be seen in the below figure, the majority of Bergrivier's population is within the younger age category. It is also noticeable that the concentration of female is lower than males in the younger age groups, but from age 20, the female concentration in each age group is generally greater than that of males. The reason for this could be that males leave the region for work opportunities (*Source: SEP*)

Figure 10: Age Distribution



Socio-Economic Profile: 2016

As seen in the below table the age ratio set out for 2016 and 2011

AGE STRUCTURE	2016	2011
Population under 15	26.0%	24.9%
Population 15 - 64	67.2%	68.1%
Population over 65	6.7%	7.0%

As seen in the below table the sex ratio of males per females is:

Sex ratio	2016	2011
Males per 100 females	93.3	94.4

As seen in the below table the dependency ratio set out for 2016 and 2011

Sex ratio	2016	2011
Per 100	48.7	46.9

3.1.3. Population Profile

According to the 2021 StatsSA Mid-Year Population, 74 042 people were residing within the Bergrivier Municipal Area in 2021 with a projection of 87 724 in 2031. The Municipality was home to around 18 911 households in 2021 with a projection of 23 689 in 2031. The average household size in the Municipality is projected to decrease from 3.92 in 2021 to 3.70 in 2031. The average population density in the Municipality is projected to increase from around 16.8 people per km² in 2021 to 19.9 people per km² in 2031. Bergrivier Municipal Area is the 2nd least populated municipal area in the West Coast District. It has the 2nd highest household size and the 3rd highest population density in the West Coast District.

The following table indicated the population dispersion by town/area:

	2020	2025	2030	2035	2040	2045	2050
Piketberg	14 804	16 415	17 722	18 895	19 941	20 858	21 720
Aurora	708	784	846	901	950	993	1 033
Bergrivier Rural	30 034	33,302	3 ,952	38 331	40 451	42 311	44 060
Wittewater	1 040	1 153	1 244	1 326	1 399	1 463	1 523
Dwarskersbos	821	910	982	1 046	1 104	1 154	1 201
De Hoek	405	449	486	518	547	573	597
Velddrif	13 502	14 968	16 157	17 223	18 172	19 004	19 787
Porterville	8 642	9 582	10 344	11 028	11 638	12 173	12 676
Eendekuil	1 876	2 080	2 245	2 394	2 526	2 642	2 751
Goedverwacht	2 425	2 688	2 901	3 093	3 263	3 412	3 552
Redelinghuis	703	779	841	897	946	989	1 030
Beaverlac	72	80	87	92	98	102	107
De Lust	839	930	1 004	1 070	1 129	1 181	1 230

3.1.4. Population by race

The racial composition between 1996 and 2020 is as follows:

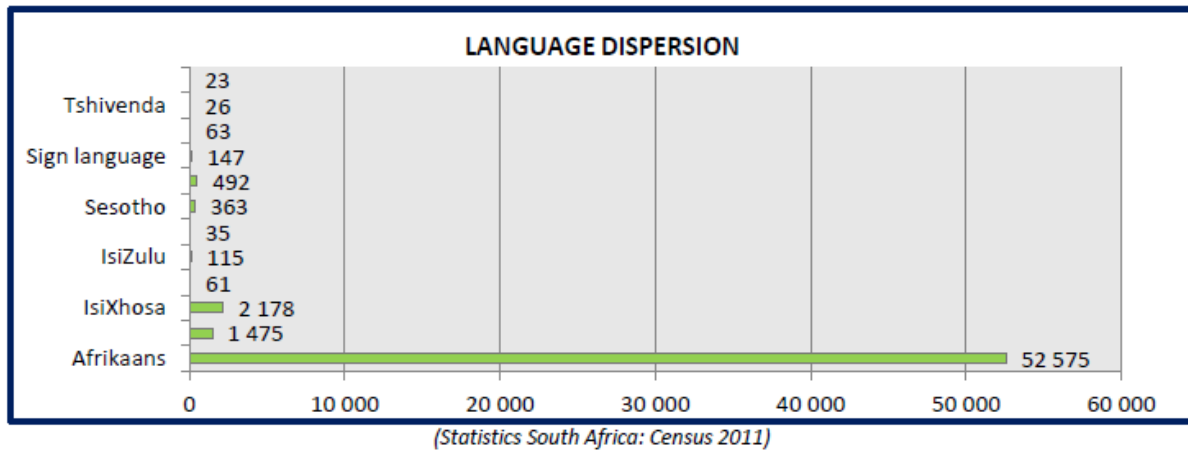
DATE	AFRICAN	WHITE	COLOURED	ASIAN
1996	760	8,793	29,511	26
1997	959	9,056	30,806	32
1998	1,182	9,299	32,06	40
1999	1,43	9,526	33,264	48
2000	1,713	9,748	34,4	57
2001	2,030	9,948	35,473	68
2002	2,375	10,151	36,505	79
2003	2,757	10,335	37,496	92
2004	3,177	10,484	38,447	107
2005	3,640	10,609	39,386	123
2006	4,151	10,709	40,277	141
2007	4,676	10,76	41,034	163
2008	5,225	10,766	41,699	187

DATE	AFRICAN	WHITE	COLOURED	ASIAN
2009	5,780	10,751	42,379	210
2010	6,401	10,767	43,151	232
2011	7,054	10,802	44,001	254
2012	7,701	10,842	44,862	275
2013	8,311	10,873	45,699	295
2014	8,886	10,899	46,520	315
2015	9,429	10,916	47,330	333
2016	9,949	10,929	48,109	351
2017	10,444	10,942	48,885	368
2018	10,923	10,948	49,649	384
2019	11,391	10,945	50,381	400
2020	11,843	10,941	51,099	414

3.1.5. Distribution of population by Language

The predominant language in the Municipal Area remains Afrikaans which is spoken by 91% of the population. This is also the predominant language in all wards, followed by isiXhosa and English. In Wards 1, 4, 5 and 7, isiXhosa is the second most predominant language while in Wards 2, 3 and 6 English is the second most predominant language.

FIGURE 12: LANGUAGE DISPERSION



3.1.6. Economic Profile

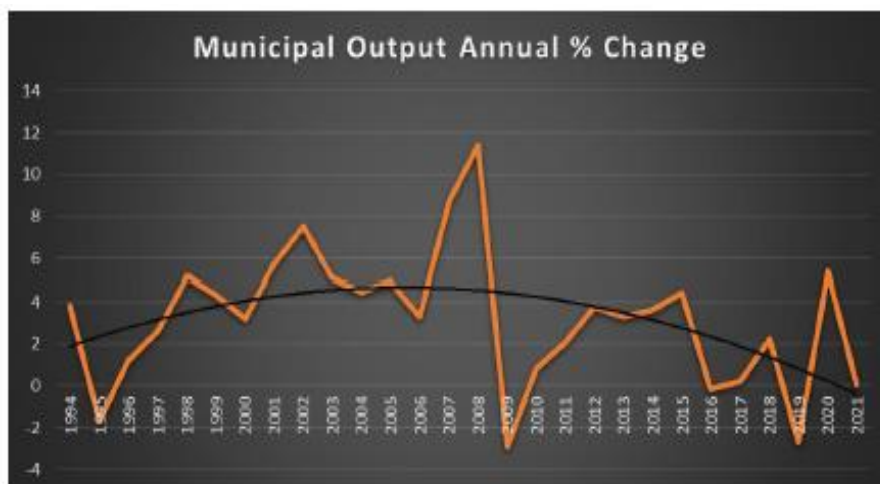


The size of the Bergrivier municipal area's economy (according to Quantec Easy Data, 2022) is estimated at R 11.02 billion (Output at constant 2015 prices) in 2020, with 28 361 people employed and 2 122 people unemployed. Estimates for 2021 propose a total output of R 11.03 billion. The Municipal trend in total output is presented in the below figure. A clear stagnation trend is evident post-2015. Further research is needed to explore the various causes for this specifically to understand the national versus local reasons for the stagnating trend. Institively there will be some combination of national versus local causes. National causes could be electricity-related for example, while local causes could be tariff-related. An understanding of these causes should be a priority. In general, the Municipal economy increased by 139 % over a 28-year period. Ideally, the period should be as little as possible targeting around 15 years.



The stagnating trend in total Municipal output is again evident in the below figure as presented by the polynomial function (black line). The figure presents the annual percentage change (%) in the total Municipal output over the period. It is also evident that the growth rate is relatively volatile or unstable. This proposes significant local causes or business fluctuations in the Municipal economy.

The following table (in Rand millions) indicates the sectoral contribution to employment and GDP in the Bergrivier municipal area from 1993 to 2020. The largest contributors to the economy of the Bergrivier municipal area were the agriculture sector and the manufacturing sector, which accounted for 39.2 % and 28.4 % of total output respectively in 2020. The mining, utilities, and construction sectors are almost non-existent in the Municipality. In general, the economic structure of the Municipal area has not changed significantly over the period.



3.1.7. Education Levels

Education is the functional mandate of the Department of Education, but the impact of shortcomings within the education system and the lack of skills impact on the Municipality. The Municipality therefore has a vested interest in working co-operatively with the Department of Education and related departments whose functional mandates fall within the realm of social development.

Skills are an essential contributor to the development of individuals, businesses, societies and economies. Their importance is even more pronounced in the South African context where high levels of structural unemployment among the youth is still more prevalent than in other emerging economies. While low skill levels and lack of experience are widely known as the primary causes of unemployment amongst youth, it is also becoming increasingly apparent that many young graduates are unable to find employment due to an education system that is supplying industry with skills that are either inadequate or irrelevant. Globally, apprenticeship-based learning remains the most effective learning methodology that produces high quality workers that have the skills that employers need. The Labour Force Surveys released by Stats SA on a quarterly basis reveal that the unemployment rate among youth (aged 15-34 years) is consistently higher than the adult unemployment rate in all provinces.

It is estimated that approximately half a million jobs remain vacant because of a lack of the appropriate skills. These shortages are felt particularly in the fields of maths and science, with a lack of skills in fields such as engineering and ICT as well as a growing shortage of vocational and technical skills (artisans) such as electricians, welders and mechanics, which is seriously hampering economic growth. The national scarce skills list released by national government reveals that 18 of the top 31 scarce skills in the country fall within the artisan sector. The shortage is set to worsen with the National Development Plan envisaging that the country will need to produce 30 000 qualified artisans a year by 2030, while the current annual production rate is only 13 000 – and just under 1 000 in 2015 in the Western Cape.

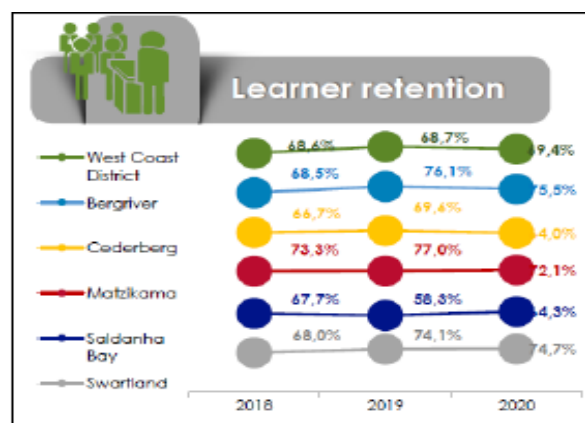
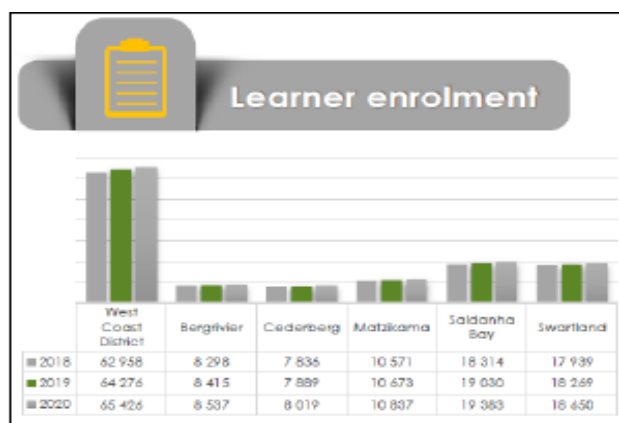
There are several reasons for these shortages, which include:

- Poor maths and science pass rates at schools;
- Lack of awareness of scarce skills and related employment opportunities;
- Learners preferring to enrol at universities, which they view as superior to technical colleges;
- Negative societal perceptions of the status of artisans; and
- A shortage of funding and workplace-based learning opportunities.

Education and skills will improve access to available employment opportunities. The low education and skills levels of the Bergrivier Community are contributing to unemployment and poverty and are cause for concern. Education and training opportunities are limited by the absence of any tertiary (or technical) education facilities in the Municipal Area. Bergrivier is the

only Municipality in the West Coast District without a FET College. This is evidenced by the fact that only 6 % of school leavers have some form of tertiary education. The following educational indicators for Bergrivier Municipal Area provide a dashboard overview of the status quo of education in the area:

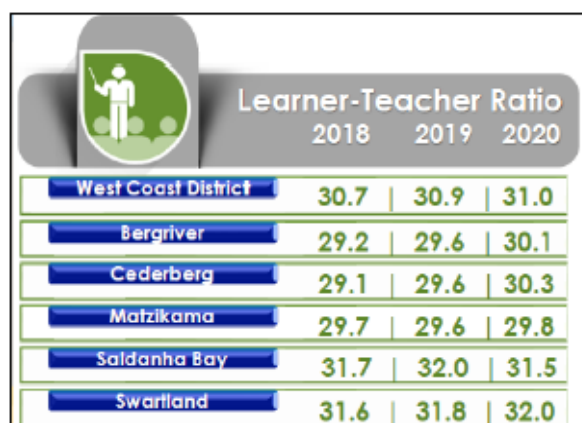
Learner enrolment:



Learner enrolment in the Bergrivier municipal area increased from 8 415 (2019) to 8 537 (2020). With an average learner retention rate of 69.4 for the West Coast area, learner retention is a challenge across the district. Bergrivier Municipal Area has the highest (75.5) learner retention rate in the District having improved from 68.5 in 2018. School dropouts, however, remains a concern.

Learner-teacher ratio:

There was a slight increase in the learner-teacher ratio from 29.6 to 30.1 learners per teacher.



Education Outcomes

Bergrivier Municipal Area's matric outcomes dropped sharply from 85.7 % (2018) to 77.6 % (2019) and remained unchanged in 2020 at 77.6 % which was the lowest rate in the District. This

impacts directly on learner access to higher education institutions to broaden employment opportunities.

Literacy rate

The problem in education and readiness for the employment market is exacerbated by a low literacy rate, which is an indicator of the levels of education and skill in the economy. The literacy rate is calculated as the proportion of persons 14 years and older who have successfully completed a minimum of 7 years of formal education. According to the Western Cape Government: Provincial Treasury: Municipal Economic Review and Outlook (MERO) 2015, the Municipality's literacy level was 76.4 % in 2011 which is significantly lower than the Provincial and District norms of 87.2 % and 79.1 % respectively. A positive is that it has increased by 6 % since 2001. Skills development is, in the light of the above problematic, a serious challenge given that the youth is not prepared for the potential employment market. The overall picture in skills development in Bergrivier is discouraging as 55.5 % of the population is considered "low-skilled".

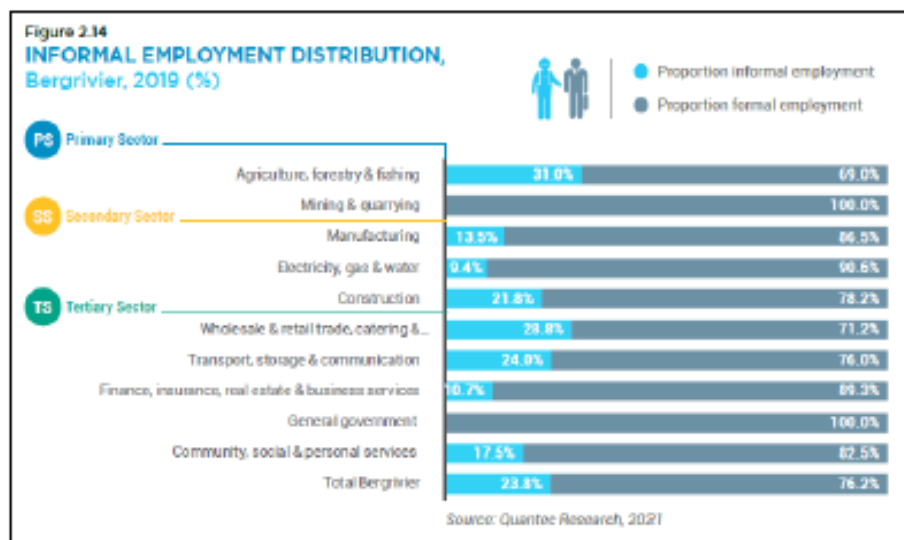
3.1.8. Employment Profile

The largest employer in the region was the agriculture sector, which contributed 50.4 % to total employment. In the agriculture sector, the employment concentration in relation to the contribution to economic growth indicates that the sector is labour-intensive, whereas the manufacturing sector, with its contribution of 7.7 % to total employment, is a more capital-intensive and technology-oriented sector. As the following figure shows, the mining sector contributed the least in terms of GDP and employment in the municipal area (0.7 % and 0.1 % respectively).

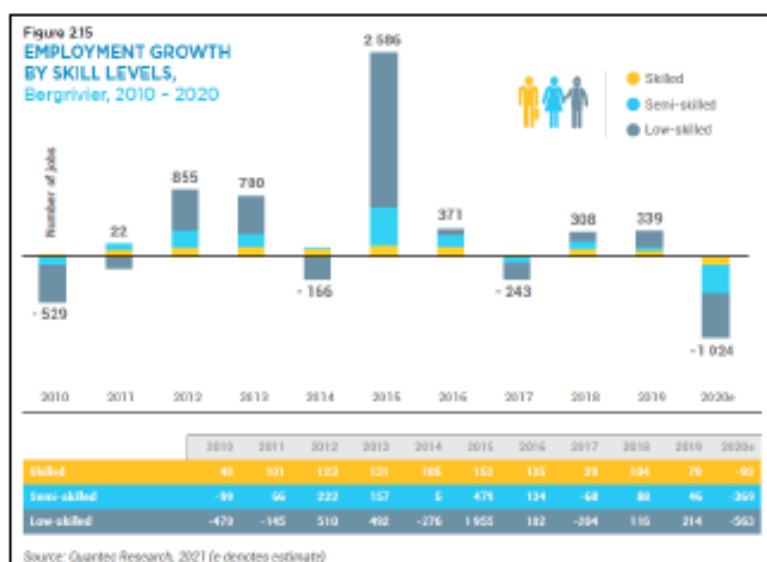
The agriculture sector had the highest proportion of informal employment, accounting for 31.0 % of the sector's employment opportunities. Other strong sectors where informal employment made up a significant percentage were the trade sector (28.8 %), the transport sector (24.0 %) and the construction (21.8 %) sector. Despite the valuable role the informal sector plays in terms of employment, meeting legislative requirements is often a deterrent to growth. Reducing red tape and skills development are two key aspects that will facilitate entrepreneurship in the Agriculture and agro processing; tourism; manufacturing and the development of small and medium enterprises were designated as four pillars for economic development in the Bergrivier municipal area by the Municipality's local economic development strategy. The Municipality

should focus on various programmes in these strong sectors to revive economic development and counter COVID-19's impact on employment.

As indicated in the following figure, the municipal area consisted mainly of formal employment (76.2 %) in 2019, with informal employment accounting for only 23.8 %.



In 2010, 2014 and 2017, the municipal area experienced significant job losses owing to periods of poor economic performance, low commodity prices, higher consumer prices, lower investment levels, household dependency on credit and policy uncertainty. A total of 529 jobs were shed in 2010, 166 were shed in 2014 and 243 were shed in 2017 in the municipal area, with low-skilled workers being significantly affected. While net employment improved for skilled and semi-skilled workers in 2011, low-skilled workers experienced a net decline in 2011 (145 jobs). Despite the contracting GDP, the municipal area showed resilience in 2018 and 2019, creating 183 skilled, 134 semi-skilled and 330 low-skilled jobs, with a total of 647 jobs. However, COVID-19 is estimated to have impacted the municipal area severely owing to financial pressure. It is estimated that 1 024 jobs were lost in 2020, with an estimated 563 low-skilled workers losing their jobs. The economic pressure caused by the job losses will put pressure on households to pay for basic services, meaning that the Municipality will have pressure from increased demand for free basic services. As demonstrated in the following figure, most formally employed workers in the Berggrivier municipal area were low-skilled in 2019. Low-skilled workers were concentrated in the agriculture sector and the community services sector, accounting for 75.6 % and 68.7 % of the sector's total employment respectively. Since the agriculture sector is predominantly composed of low-skilled work, the sector is vulnerable to economic shocks, which may increase poverty levels if the workers in the agriculture sector are not upskilled.



The electricity, gas and water sector employed the most semi-skilled workers in 2019, accounting for 62.5 %, while the community services sector employed the fewest (13.0 %). In the Bergrivier municipal area, 14.3 % of the workforce were classified as skilled labourers, with the majority employed in the general government sector (37.6 %). One of the most important roles of local government is to foster an enabling environment that encourages local economic development. This has been particularly important during the COVID-19 pandemic, which is causing significant economic distress. The Bergrivier Municipality, through the implementation of a variety of programmes, is working towards increasing employment opportunities within the municipal area. The Expanded Public Works Programme, a government-funded programme aimed at reducing poverty and unemployment, is one such example. The programme's goal is to boost economic growth by enhancing skills through education and training. It also strives to provide a conducive climate for business to thrive. Contractors will use labour-intensive construction methods in the programme, which will help to develop additional skills.

Formal and Informal Employment

It is estimated that the Bergrivier municipal area's total employed will in 2020 amount to 28 479 workers of which 21 688 (76.2 %) are in the formal sector while 6 791 (23.8 %) are formally employed.

Most of the formally employed consisted of low-skilled (55.2 %) and semi-skilled (30.3 %) workers. Although the skilled category only contributed 14.5 % to total formal employment (2020), it was the only category to register positive average annual growth – between 2016 and

2020, the skilled cohort grew on average by 1.0 %, while the semi-skilled and low-skilled categories contracted at 1.1 % and 0.9 % respectively. The growth in the skilled category reflects the market demand for more skilled labour. Evidently, the demand for skilled labour is on the rise which implies the need to capacitate and empower low-skilled and semi-skilled workers. Formal employment overall contracted by 0.7 % between 2016 and 2020.

3.1.9. Income Profile

The annual income for households living in Bergrivier is divided into 3 categories, namely the proportion of people that fall within the low-, middle- and high-income brackets. Poor households fall in the low-income bracket which ranges from no income to R 50 000 annually (R 4 166/ month). Increase in living standards is evidenced then by a rising number of households entering the middle- and high-income brackets. An estimated 49 % of households in Bergrivier fall within the low-income bracket of which 9,4 % have no income. 45 % of the households fall in the middle-income group with 6 % in the higher income group.

The below table depicts the household income by percentage.

Table:35: Household Income

Amount (2016)	West Coast District	Bergrivier	
No Income	10.7	9.4	Low Income
Amount (2016)	West Coast District	Bergrivier	
R1 - R6 327	1.8	1.5	
R6 328 - R12 653	3.1	1.9	
R12 654 - R25 306	14.0	13.7	
R25 307 - R50 613	21.8	22.4	
R50 614 – R101 225	19.2	21.8	Middle Income
R101 226 – R202 450	13.2	14.0	
R202 451 – R404 901	9.4	9.1	
R404 902 – R809 802	4.9	4.5	High Income
R809 803 – R1 619 604	1.3	0.8	
R1 609 605 – R3 239 208	0.4	0.4	
R3 239 209 or more	0.3	0.4	

3.1.10. Infrastructure

Access to Basic Services:

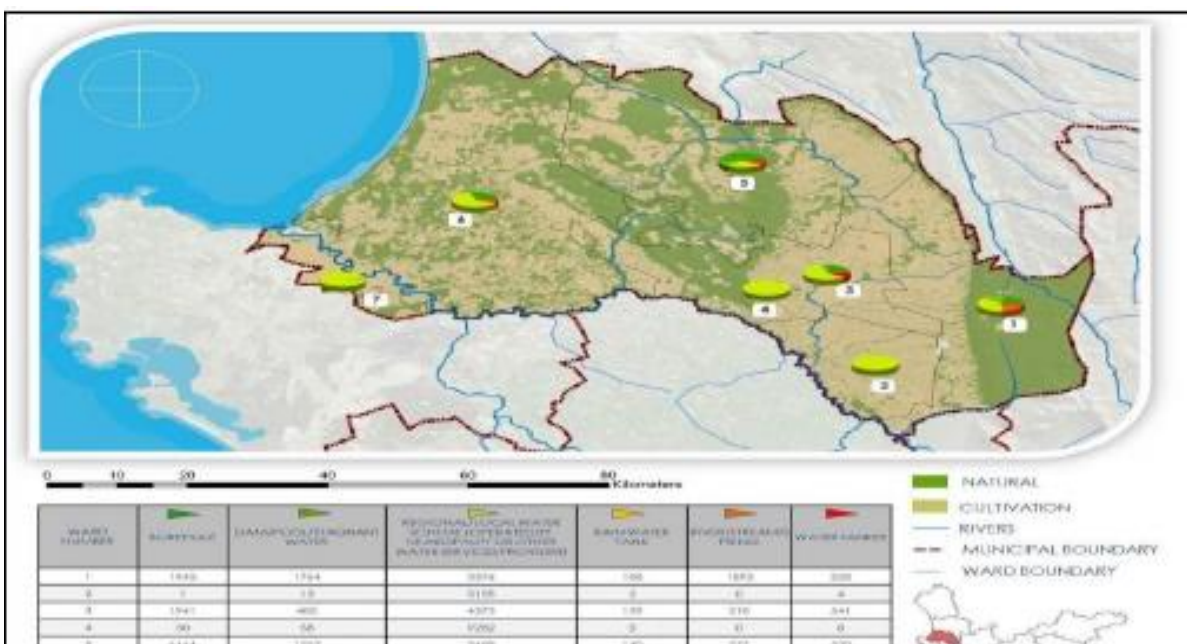
The Municipality is required to provide basic services to its community. Basic services are a package of services necessary for human well-being and typically include water, sanitation, electricity and waste management. To ensure effective and efficient service delivery, Council must make funds available to update all master plans every 5 years to do proper planning for maintenance and replacement of old infrastructure and upgrades for future demands. The Municipality is granted an equitable share which it receives from national government in terms of the Division of Revenue Act (DORA) for the provision of free basic services to households who cannot afford to pay for their services. National policy requires that poor households should receive 50 kWh of free basic electricity, 6kl of free basic water, free basic sanitation and free weekly refuse removal.

WATER

Access to minimum water standards is defined as access to 25 litres of potable water per day supplied within 200 m of a household and with a minimum flow of 10 litres per minute. Access to piped water is defined as 6 000 litres of potable water supplied per formal connection per month. National policy also requires that poor households should receive 6 kl of free basic water per month.

The Municipality is a Water Services Authority in terms of the Water Services Act, 1997 (Act 108 of 1997) and provides water services to all towns in its area of jurisdiction except for Goedverwacht, Wittewater and De Hoek which are private towns. Water is provided to the former two towns at cost when so requested. All urban households have access to minimum standards of water and all indigent households get their first 6 kl of water free.

The following map provides an overview of the sources of water per ward in Bergrivier:



The Municipality has no informal townships, and all erven have access to water. There are therefore no backlogs in respect of service provision to existing erven. A challenge that is emerging is the expanding presence of backyard dwellers due to homeowners renting out structures on their properties. It is difficult to ensure that these backyard dwellers have access to sufficient water and a survey is being undertaken to assess the extent of this challenge.

ELECTRICITY

Access to minimum electricity standards is defined as an electricity connection at the dwelling. National policy also requires that poor households should receive 50 kWh of free basic electricity per month. The Municipality is responsible for the distribution of electricity in all urban areas except for Goedverwacht, Wittewater and De Hoek which are private towns. The Municipality only distributes electricity to a small portion of Eendekuil where the low-cost houses are situated (162 households). ESKOM distributes electricity to the areas not serviced by the Municipality. The only alternative energy source at this stage is the installation of LED lights. The Department of Energy has awarded a private company a license as a provider of solar energy to be fed into the Eskom grid for the provision of solar energy in the vicinity of Aurora, which provides corporate social beneficiation to this Community. All indigent households and households who are prepared to install a 20 AMP Circuit Breaker, get their first 50 kWh free.

The Municipality has no informal townships, and all erven have access to electricity. There are therefore no backlogs in respect of service provision to existing erven within the Municipality's area of supply. There is also street lighting in all towns.

There is a direct correlation between electricity backlogs and housing backlogs and planning for the housing pipeline will address these backlogs. The IDP Public Participation process revealed that there are areas within the Municipal and ESKOM supply area where existing services need to be upgraded. There is also a need for enhanced maintenance of street lighting. This coupled with the need for development within the Municipal area necessitates upgrading of the electrical service infrastructure. The estimated costs to upgrade the electrical infrastructure per town are as follows:

TOWN	COST
Velldrif and Dwarskersbos	R 12 000 000
Aurora	R 1 000 000
Eendekuil	R 2 500 000
Piketberg	R 4 500 000
Porterville	R 2 500 000
Redelinghuis	R 0
Total	R 22 500 000

The estimated costs to upgrade the Goedverwacht and Wittewater electrical infrastructure are estimated at R 3,900,000.00 and R 2,650,000. 00 respectively. De Hoek's infrastructure is adequate.

REFUSE REMOVAL AND WASTE MANAGEMENT

Basic level service for refuse removal is defined as free weekly refuse removal. All households in urban areas, including Goedverwacht and Wittewater, have access to weekly refuse removal services. Business and other waste is removed by order. Refuse is taken to refuse transfer stations at Piketberg, Porterville and Aurora from where it is transported to the Highlands landfill near Malmesbury in accordance with an agreement concluded with Swartland Municipality. After lengthy discussions, an agreement was also signed between Bergrivier Municipality and Saldanha Bay Municipality in terms of which waste from the Velldrif Transfer Station will be disposed of at the Vredenburg landfill site. Although the dumping rate is higher than at Highlands, the cost of transporting the waste has decreased significantly.

Applications for closure permits for the previously used landfill sites were granted by the Department of Environmental Affairs and Development Planning (DEA&DP), and the National Department of Environmental Affairs assisted the municipality by undertaking the process. The funding to rehabilitate the old landfill sites in Aurora, Redelinghuis, Piketberg and Porterville remain a challenge. The rehabilitation cost of the sites is estimated at an estimated R 85 million.

The Municipality does not have the financial reserves for this expenditure, but nevertheless regard it as a priority and will endeavour to obtain funding. The closure and rehabilitation of the

Velddrif site forms part of a land exchange in terms of which the new owner will bear the rehabilitation costs.

The Municipality also requires funding to construct Drop-off points in the towns of Dwarskersbos, Redelinghuis and Eendekuil to provide an area where the community can safely dispose of waste that won't fit in either one of the three bags. As indicated above, the funding required to rehabilitate the old landfill sites remain a challenge due to the high costs involved.

The Municipality has completed the developing a 4th generation Integrated Waste Management Plan (IWMP). It was approved by the DEA&D. One of the Municipality's key objectives in terms of the 4th generation Integrated Waste Management Plan (IWMP) is the reduction of waste transportation costs, which is being done through the separation of waste at source and recycling. Licences for the recycling facilities in Piketberg and Velddrif were issued by DEA&DP.

ROADS AND STORM WATER

The municipality is responsible for the development and maintenance of its roads network and storm water infrastructure. Storm water is a challenge in Piketberg and Porterville due to the geographical nature of the towns and the cost involved in ensuring sufficient storm water channels. This is mainly applicable to the previous disadvantaged areas which need to be given dedicated attention.

The maintenance and upgrading of the roads network are a challenge in the whole of the Bergrivier Municipal Area. This necessarily include provincial roads and considerable attention is given to provincial roads in the Bergrivier municipal area. Construction of roads and storm water channels in low-cost housing areas has also been highlighted as a priority.

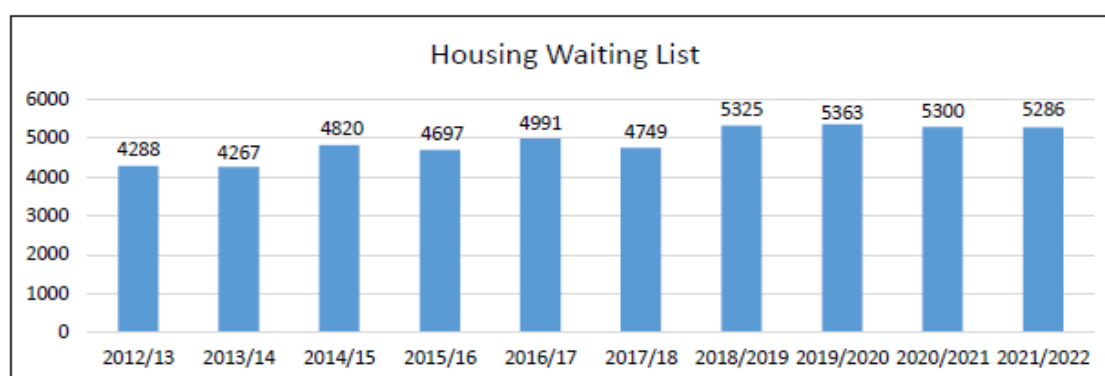
3.1.11. Housing

Most households in Bergrivier area reside in formal dwellings (91,6 %) whilst 10 % of the households reside in either in informal, traditional and other dwellings in 2022. Access to formal dwellings increased by 16,1 % from 15 193 households in 2011 to 17 579 households in 2022 and by 19,7 % across the District over the same period.

Housing is a concurrent National and Provincial competency in terms Part A of Schedule 4 of the Constitution. Section 10 of the Housing Act, 1997 (Act 107 of 1997) sets out the responsibilities of municipalities in relation to the provision of housing. Housing is included in this section as a

basic service as there is a direct correlation between the provision of basic services and housing. This correlation makes it a complex function that relies on high levels of cooperation between the Municipality and the Provincial and National Departments responsible for Housing. However, it needs to be emphasized that the municipality is only the implementing agent regarding housing and the management thereof.

There is a need for housing throughout the Municipal Area. The tables below indicate the housing needs per town as reflected by the Municipality's Housing Waiting List as of February 2022 as well as the housing needs per financial year since 2013.



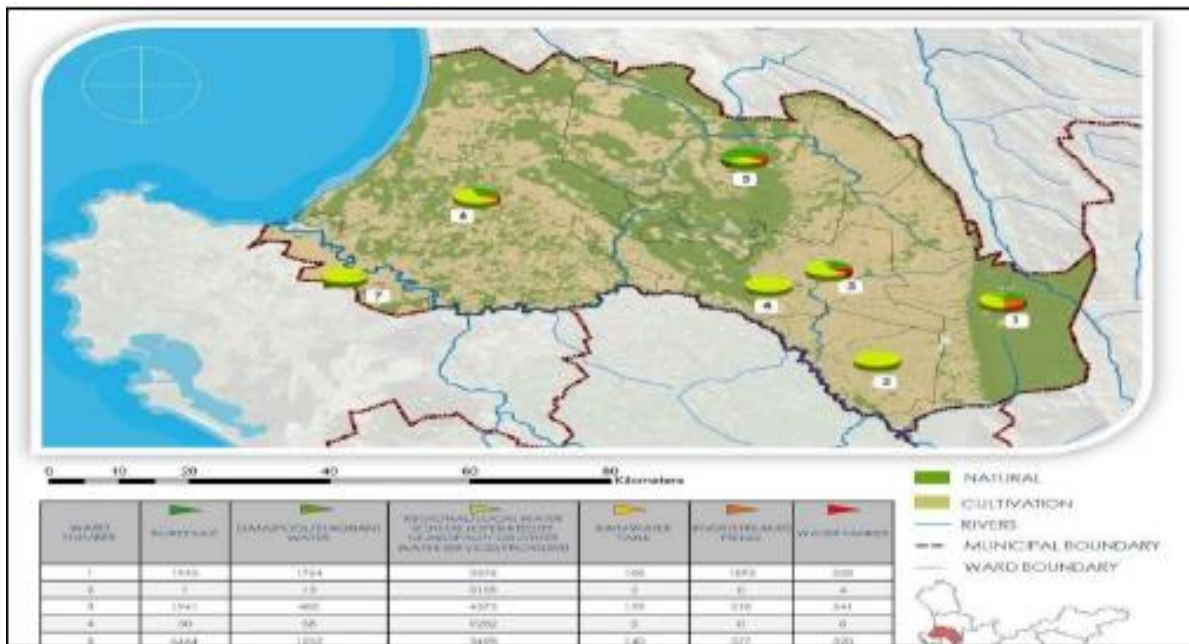
The Municipal Council approved a 10-year Human Settlements Pipeline in August 2018, which indicates how these backlogs will be addressed jointly over the next five years by the Provincial Department of Human settlements and the Municipality. Housing implementation is done through a Professional Resource Team (PRT) A multidisciplinary team of professionals appointed by the Department of Human Settlement.

3.1.12. Water and Sanitation

Access to minimum water standards is defined as access to 25 litres of potable water per day supplied within 200 m of a household and with a minimum flow of 10 litres per minute. Access to piped water is defined as 6 000 litres of potable water supplied per formal connection per month. National policy also requires that poor households should receive 6 kl of free basic water per month.

The Municipality is a Water Services Authority in terms of the Water Services Act, 1997 (Act 108 of 1997) and provides water services to all towns in its area of jurisdiction except for Goedverwacht, Wittewater and De Hoek which are private towns. Water is provided to the former two towns at cost when so requested. All urban households have access to minimum standards of water and all indigent households get their first 6 kl of water free.

The following map provides an overview of the sources of water per ward in Bergrivier:



The Municipality has no informal townships, and all erven have access to water. There are therefore no backlogs in respect of service provision to existing erven. A challenge that is emerging is the expanding presence of backyard dwellers due to homeowners renting out structures on their properties. It is difficult to ensure that these backyard dwellers have access to sufficient water and a survey is being undertaken to assess the extent of this challenge.

There is a direct correlation between water backlogs and housing backlogs and planning for the housing pipeline will address these backlogs. The Municipality needs urgently upgrade its bulk and service infrastructure. In that regard the Municipality compiled a 10-year infrastructure and housing plan. Adequate bulk and service infrastructure is also a prerequisite to attracting development and investment in the Municipal Area. The estimated costs to upgrade the bulk and service water infrastructure per town are as follows:

PRIORITY	PROJECT	PRIORITY TEN YEAR PLAN	ADDITIONAL CAPACITY	TOTAL CAPACITY	UNIT	TOWN	COST ESTIMATES (MILLION)
1	Reservoir	Piketberg Reservoir	2	7.7	MI	PB	R 13
2	Upgrade WTW	Aurora WTW	200	400	Kl/d	AU	R 3
5	Reservoir	Eendekuil Reservoir	400	800	Kl	EK	R 3.5
9	Upgrade WTW	Eendekuil WTW	200	400	Kl/d	EK	R 3
11	Reservoir	Aurora Reservoir	450	1 000	Kl	AU	R 4.5
16	Deepen Dam	Deepen PV dam	70	550	Kl	PV	R 2
17	Reservoir	Dwarskersbos Reservoir	450	1 350	Kl	DKB	R 4.5
18	Deepen Dam	Deepen EK dam	4	68	MI	EK	R 5
19	Reservoir	Porterville Reservoir	2	6	MI	PV	R 13
22	Upgrade WTW	Piketberg WTW	1.35	4.5	MI	PB	R 25
24	Upgrade WTW	Porterville WTW	1.23	3.5	MI	PV	R 25
28	Reservoir	Velddrif Reservoir	5	15	MI	VD	R 30

BLUE DROP STATUS

The Municipality's water is of a good quality and complies with National Standard SANS 242. The Department of Water Affairs has implemented the Blue Drop Certification Programme to enable it to assess the standard of water services provided by Municipalities. It entails the assessment of 5 key performance areas, namely risk management, process management and control, drinking water quality, compliance management, accountability and local regulation and asset management. To qualify for a Blue Drop Award a Municipality must achieve an average of 95 % for all key performance areas.

Water Quality is determined against four criteria, namely Microbiological (Health), Chemical (Health) Physical (Non-Health), SANS 241. On average our water quality per town is between 96 % and 98.7 % during the past five years. The Municipality continuously strive to increase the water quality in the region.

The management of water losses is one of the highlights for Bergrivier Municipality and the municipality has been successful in ensuring water losses of less than 12 % per annum on average the last five years. Some of the towns' losses are higher, but still within the national norm.

Access to minimum sanitation services is defined as a ventilated pit latrine (VIP). The Municipality provides sanitation services to all towns in its area of jurisdiction, except for Goedverwacht, Wittewater and De Hoek which are private towns. Indigent households receive free basic sanitation. All urban households have access to minimum standards of sanitation.

The Municipality has no informal townships, and all erven have access to sanitation. There are therefore no backlogs in respect of service provision to existing erven. The challenge pertaining to access to services by backyard dwellers is even more pertinent in relation to sanitation and will also be assessed through the survey that is being undertaken. There is a direct correlation between sanitation backlogs and housing backlogs and planning for the housing pipeline will address these backlogs. The following table provides an overview of the level of services that are available.

TOWN	SERVICE LEVEL	
	SEPTIC TANKS	WATER BORNE
Velddrif	40 %	60 %
Aurora	100 %	0 %
Dwarskersbos	30 %	70 %
Eendekuil	65 %	35 %
Piketberg	0 %	100 %
Porterville	0 %	100 %

Concerns raised by the community regarding the improvement of existing sanitation service levels necessitated the Municipality to urgently upgrade its bulk and service infrastructure. In that regard the Municipality compiled a 10-year infrastructure and housing plan. The Community strives to improved service levels, and include the refurbishment of toilets inside the home of the owner, water borne sewerage instead of septic tanks, etc. In Redelinghuis and Aurora the septic tank at the low-cost houses needs to be upgraded. Phase 1 has been completed after

Council approval, but additional funding is required to complete the upgrading. Adequate bulk and service infrastructure is also a prerequisite to attracting development and investment in the Municipal Area.

GREEN DROP STATUS

The Department of Water Affairs has implemented the Green Drop Certification Programme to enable it to assess the standard of the Municipality's wastewater. This assessment is based on a number of key performance areas including management, publication of wastewater quality performance, waste water treatment works capacity, by-laws, storm water management, management of waste water, quality failures, waste water quality compliance, submission of waste water quality results, waste water quality sample analysis and the waste water quality monitoring programme. The Municipality's wastewater is of an acceptable quality, although it does not comply fully with National Standard SANS 241. This is primarily due to ageing infrastructure.

3.1.13. Electricity and Energy

Access to minimum electricity standards is defined as an electricity connection at the dwelling. National policy also requires that poor households should receive 50 kWh of free basic electricity per month. The Municipality is responsible for the distribution of electricity in all urban areas except for Goedverwacht, Wittewater and De Hoek which are private towns. The Municipality only distributes electricity to a small portion of Eendekuil where the low-cost houses are situated (162 households). ESKOM distributes electricity to the areas not serviced by the Municipality. The only alternative energy source at this stage is the installation of LED lights. The Department of Energy has awarded a private company a license as a provider of solar energy to be fed into the Eskom grid for the provision of solar energy in the vicinity of Aurora, which provides corporate social beneficiation to this Community. All indigent households and households who are prepared to install a 20 AMP Circuit Breaker, get their first 50 kWh free.

The Municipality has no informal townships, and all erven have access to electricity. There are therefore no backlogs in respect of service provision to existing erven within the Municipality's area of supply. There is also street lighting in all towns.

There is a direct correlation between electricity backlogs and housing backlogs and planning for the housing pipeline will address these backlogs. The IDP Public Participation process revealed that there are areas within the Municipal and Eskom supply area where existing services need to be upgraded. There is also a need for enhanced maintenance of street lighting. This coupled with the need for development within the Municipal area necessitates upgrading of the electrical service infrastructure. The estimated costs to upgrade the electrical infrastructure per town are as follows:

TOWN	COST
Velddrif and Dwarskersbos	R 12 000 000
Aurora	R 1 000 000
Eendekuil	R 2 500 000
Piketberg	R 4 500 000
Porterville	R 2 500 000
Redelinghuis	R 0
Total	R 22 500 000

The estimated costs to upgrade the Goedverwacht and Wittewater electrical infrastructure are estimated at R 3,900,000.00 and R 2,650,000.00 respectively. De Hoek's infrastructure is adequate.

3.1.14. Unemployment

Bergrivier municipal area's unemployment rate of 5.4 % in 2020 was the lowest in the District, where the overall West Coast District unemployment rate was 11.7 %. It was also notably lower than that the Western Cape's unemployment rate of 18.9 %.

The unemployment rates are generally concerning, especially given that this estimate is based on the narrow definition of unemployment i.e., the percentage of people that are actively looking for work, but unable to find employment. In turn, the broad definition refers to people that want to work but are not actively seeking employment (excludes those who have given up looking for work).

Unemployment rates	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Bergrivier	4.9	5.2	5.0	4.6	5.0	4.1	4.6	5.1	5.2	5.6	5.4
Matzikama	11.0	11.4	11.0	10.4	11.0	9.5	10.5	11.3	11.4	12.3	11.7
Swartland	9.0	9.4	9.2	8.9	9.4	8.5	9.3	10.1	10.2	11.1	10.6
Saldanha Bay	14.2	14.8	14.3	13.6	14.4	13.4	14.9	16.1	16.4	17.8	17.6
Cederberg	7.0	7.3	7.0	6.6	7.1	6.0	6.7	7.3	7.4	8.1	7.8
West Coast	10.0	10.4	10.1	9.6	10.2	9.1	10.1	10.9	11.1	12.0	11.7

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

3.2.1. Key Economic Activities in the Mining Community

Activity	Percentage of Employment
Agriculture, forestry, fishing	31%
Trade Sector	28.8%
Transport Sector	24%
Construction Sector	21.8%

3.2.2. Mining Companies in the Area

There are no mines in the direct vicinity of Piketberg, however there are various mines/quarries in the Malmesbury, Moorreesburg and Vredendal area, of which 3 are listed below.

Name of Mining Company	Commodity
Malmesbury Sand - Kersfontein	Sand
Limesales Bridgetown (Moorreesburg)	Aggregate
Afrimat De Kop	Aggregate

Bongani Minerals (Riviera Tungsten Mine) intends to employ 139 permanent employees and 55 contract workers who will support approximately 485 dependents, in light thereof that the average household size is 3½. Indirectly, through the payment of wages, salaries, services and suppliers, the mine will contribute to the growth of the local economy as well as the employment of procurement partners.

3.3. NEGATIVE IMPACT OF THE MINING OPERATION

	Yes	No	If yes, how will this be addressed
Relocation of people		x	
Exhumation of graves		x	
Influx of people		x	
Other		x	

3.4. INFRASTRUCTURE AND POVERTY ERADICATION PROJECTS - NEEDS OF AREA (REGULATION 46(c)(iv))**Table 3.1: Needs of the Area**

General	Specific	Type of need	Municipality
To be confirmed	To be confirmed	To be confirmed	Bergvriër

3.5. Project plan format (Regulation 46(c)(iii))

See table 3.2 below.

Type of project and locality

The Applicant is in the process of liaising with the Bergvriër Municipality in the identification and approval of a Local Economic Development Project.

3.5.1. Stakeholder's involved in the project

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

- The Applicant
- The local authority
- Landowners
- SMME suppliers and local labour
- The Department of Mineral Resources & Energy
- Department of Forestry, Fisheries and Environment

3.5.2. Sustainability of the project

To be confirmed once negotiation processes with the Bergrivier Municipality has been completed.

3.5.3. Financial provision over a 5-year timeframe

The Applicant can contribute a total initial amount of R3 502 479.00 (Three Million Five Hundred and Two Thousand Four Hundred and Seventy-Nine Rand) in terms of Local Economic Development for the 5-year period of this SLP, which amount is apportioned below:

- Year 1 : No allocated amount, as the mine will not make a profit during the 1st two years.
- Year 2 : No allocated amount, as the mine will not make a profit during the 1st two years.
- Year 3 : R 1 635 902.00
- Year 4 : R 728 125.00
- Year 5 : R 1 138 452.00

Total : R3 502 479.00

3.5.4. Company's exit strategy after implementation

The applicant will arrange a handover event, with the local authority, stakeholders and community members, after which the application will request the local authority to provide written confirmation which confirms fulfilled its obligations in respect of the project/s.

Table 3.2:Project Plan

Project Name	To be confirmed			Classification of project	To be confirmed			
Background & Timeframe	To be confirmed once negotiations with the Bergrivier Municipality has been finalised.							
Geographical Location	Local Municipality	Village / Town	Project Start Date		Project End Date			
Western Cape	Bergrivier	Piketberg	Year 1 – Possibly 2024		Possibly 2028			
Output	Key performance indicators and areas	Responsible Entity	2024 (Year 1)	2025 (Year 2)	2026 (Year 3)	2027 (Year 4)	2028 (Year 5)	Total
Piketberg	Community Consultation & local authority	Bongani Minerals	0	0	R1 635 902.00	R728 125.00	R1 138 452.00	R3 502 479.00
Completion	2028	Exit strategy	See Paragraph 3.5.4 above			Total:		R3 502 479.00

3.6. MEASURES TO ADDRESS HOUSING AND LIVING CONDITIONS (*REGULATION 46(c)(iv)*)

3.6.1. Current status of available dwelling for employees –

Table 3.3: Status of available dwellings for employees

	Mark (x) where appropriate	Percentage
Hostels	N/A	
Own home	N/A	
Rentals	N/A	
Other (employees will live off site in their own homes within the local community)	X	100%

3.6.2. Municipality's plan to address housing³

Housing is a concurrent National and Provincial competency in terms Part A of Schedule 4 of the Constitution. Section 10 of the Housing Act, 1997 (Act 107 of 1997) sets out the responsibilities of municipalities in relation to the provision of housing. This correlation makes it a complex function that relies on high levels of cooperation between the Municipality and the Provincial and National Departments responsible for Housing. However, it needs to be emphasized that the municipality is only the implementing agent regarding housing and the management thereof. The Municipal Council approved a 10-year Human Settlements Pipeline in August 2018, which indicates how these backlogs will be addressed jointly over the next five years by the Provincial Department of Human settlements and the Municipality. Housing implementation is done through a Professional Resource Team (PRT) A multidisciplinary team of professionals appointed by the Department of Human Settlement.

³ Final amended Integrated Development Plan of the Bergrivier Municipality, May 2022

Housing Pipeline:

NO	PLACE	NO OF UNITS
1	Piketberg	1 977
2	Velddrif	1 314
3	Porterville	1 117
4	Aurora	67
5	Goedverwacht	23
6	Redelinghuis	249
7	Eendekuil	229
8	Wittewater	13

3.6.3. Preferred requirements for housing and living conditions of the workforce

See paragraph 3.8.4 below. Housing will not be required having regard to the distance of the mine from the local community. Furthermore, where possible, employees will be sourced from the local community and most (if not all) employees will have their own existing housing. Future employees will also be sourced from the local community, where possible, whom will most likely already have their own existing housing or rental agreements in place. In the event that an employee is sourced from outside the Bergrivier Municipality and has to work away from home, the employee will be paid a living out allowance until such time as the employee relocates to the local municipality, at which time the employee will be provided with a once-off relocation allowance.

3.6.4. Housing and living conditions plan over a five-year period**Table 3.4: Housing and living conditions**

Type of accommodation	2024 Baseline	2025 25%	2026 50%	2027 75%	2028 100%
Home ownership					
Family units					
Single quarters					
Other – Employees will have established household that either they rent/own off site	Most likely	Will remain	Will remain	Will remain	Will remain

Please refer to paragraph 3.8.3 above.

The underlying principles of the housing strategy is to promote a socially stable community through housing and improved living conditions, which is supported by the following approach:

- A focus on local recruitment. It is foreseen that 100% of the employees of Bongani Minerals (Riviera Tungsten Mine) will reside within the local Bergrivier Municipality.
- Bongani Minerals (Riviera Tungsten Mine) will support the Infrastructure and Basic Services projects identified, which will provide skills, finance and encouragement for the development of community related infrastructure.
- Active promotion of home ownership through annual awareness campaigns and continuous consultations with worker representatives, as well as the local authority.
- The Applicant intends to implement regular awareness programmes to inform all employees of the benefits of good nutrition, balanced diets and correct method of food preparation to maximize nutritional benefits of food.
- Water and Sanitation awareness, including the use of nutrition in the management of HIV/Aids and Tuberculosis.
- Bongani Minerals (Riviera Tungsten Mine) will provide employee transport to and from the site, where necessary, at no cost to the employee.
- The employees will also undergo annual medical examinations, at the expense of Bongani Minerals (Riviera Tungsten Mine).

3.7. PROCUREMENT PROGRESSION (*REGULATION 46(C)(VI)*)

The DMRE procurement reporting tool is attached as Form T, Annexure 4.

The Applicant undertakes to do the following in order to facilitate procurement progression: -

- **STEP 1:** Identify a supplier list which suppliers have BEE status and what level;
- **STEP 2:** Submit a list of the suppliers together with the product/service each supplier is able to provide to the local authority and request a list of all the SMME and/or BEE suppliers on their database who could potentially meet the applicant's needs;

- **STEP 3:** The applicant will investigate each supplier taking *inter alia* the following into account namely:
 - Quality of the product/service;
 - Price of the product/service;
 - Availability of the product/service;
 - The applicant's needs.
- **STEP 4:** The applicant will select the most suitable SMME/BEE suppliers (if any) where possible and contact each supplier in order to obtain a quotation. Should the quotation be acceptable to the applicant the supplier will be selected. It must be pointed out that if there is no suitable SMME/BEE supplier for a specific product or service, the applicant may make use of an alternate suitable supplier which may or may not have a poor BEE rating/no BEE rating;

STEP 5: Facilitate the efficient transition from the old supplier to the new SMME/BEE supplier (where required) and ensure that procurement from SMME/BEE suppliers is upheld and where possible improved upon

The aforesaid process will be implemented and upheld for the 5-year duration of this Social and Labour Plan.

4. PROCESSES PERTAINING TO MANAGEMENT OF DOWNSCALING AND RETRENCHMENT (REGULATION 46(D))

4.1. THE ESTABLISHMENT OF THE FUTURE FORUM (REGULATION 46(D)(I))

Bongani Minerals (Riviera Tungsten Mine) will establish a Future Forum within the first year of mining operations.

The function of the Future Forum will be to:

- Promote discussions between the company and the employees.
- To jointly debate potential solutions to any potential job losses.
- To jointly engage in strategic planning to avoid / minimise any job losses.
- To initiate turnaround and / or redeployment or other appropriate strategies to minimise job losses.
- To jointly structure and implement solutions to prevent job losses.



The Future Forum will meet at least **quarterly** to discuss the following issues, if applicable at that time:

- Problems or challenges,
- Possible solutions to the problems and challenges, and
- The future of the mine.

If there is the potential for downscaling or retrenchments, members of the Future Forum will be called to a meeting immediately. Possible solutions or alternative to downscaling and retrenchment will be discussed with all present.

4.2. JOB LOSS PREVENTION AND

4.3. MANAGEMENT OF RETRENCHMENTS (*REGULATION 46(D)(II)*)

Consultation with the Department of Labour

The mine will contact the Department of Labour and inform them of the intention to downscale and / or retrench. Should the Department of Labour feel the necessity to be involved in the process, the mine will either meet with them to discuss the alternative or they can send a representative to the meeting outlined below.

Consultation with Staff and Representatives

The process described below has been developed to include the procedures outlined in Section 52 of the Minerals and Petroleum Resources Development Act, 2002 (Act No. 28 of 2002) and Section 189 of the Labour Relations Act, 1995 (Act No. 66 of 1995).

- Call a meeting with the future forum to discuss the potential downscaling because of the economic conditions. When calling this meeting, ensure that the following person(s) have been invited:
 - any person whom the employer is required to consult in terms of a collective agreement,

- if there is no collective agreement that requires consultation, a workplace forum, if the employees likely to be affected by the proposed dismissals are employed in a workplace in respect of which there is a workplace forum;
 - if there is no workplace forum in the workplace in which the employees likely to be affected by the proposed dismissals are employed, any registered trade union whose members are likely to be affected by the proposed dismissals, or
 - if there is no such trade union, the employees likely to be affected by the proposed dismissals or their representatives nominated for that purpose.
- At the meeting, the employer must disclose, in writing:
 - the reasons for the proposed dismissals,
 - alternatives considered before proposing the dismissals, and the reasons for rejecting alternatives,
 - the employee/s likely to be affected and the job category in which he/she/they are employed,
 - the proposed method for selecting which employee/s to dismiss,
 - the time period during which the dismissals are likely to take effect,
 - the severance pay proposed,
 - any assistance that the employer proposes to offer to the employee likely to be dismissed, and
 - the possibility of the future re-employment of the employee/s who is/are dismissed.
 - The group must discuss the information presented by the employer and either accept what the employer proposes or suggest alternatives.
 - The consultation process during the meeting must ensure:
 - The employer allows the other consulting party an opportunity to make representations about any matter on which they are consulting.
 - The employer must consider and respond to the representations made by the other consulting party and, if the employer does not agree with them, the employer must state the reasons for disagreeing.

- Subject to the restrictions listed below, an employer must disclose all relevant information to a trade union representative, if any, in order for the representative to
 - perform their functions as outlined in Section 14(4) of the Labour Relations Act, 1995:
 - that is legally privileged,
 - that the employer cannot disclose without contravening a prohibition imposed on the employer by any law or order of any court,
 - that is confidential and, if disclosed, may cause substantial harm to an employee or the employer, or
 - that is private personal information relating to an employee, unless that employee consents to the disclosure of that information.

- All issues must be resolved by the end of the meeting.

- With particular reference to selecting employees for dismissal, the employer must make the selection according to selection criteria:
 - that have been agreed to by the consulting parties, or
 - if no criteria have been agreed, criteria that is fair and objective.

- Minutes of the meeting must be taken.

Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided (*Regulation 46(d)(iii)*)

Where retrenchment or closure of the mine is unavoidable the mine will consider the following measures to assist the employee/s who will be affected, inclusive of but not limited to:-

- The applicant will contact other companies in the same/similar industry and ascertain whether they have any vacant posts suited to the employee's skill set;
- Determine whether there is a suitable position available at a different site owned and operated by the applicant or any of its contractors;
- Assist the employee in obtaining UIF benefits;

- Provide the employee with a certificate of service confirming the employee's retrenchment;
- In the event that the applicant would be able to re-employ in the future (at the mine or at any other site), the employee will be offered the position first.

4.4. MECHANISMS TO AMELIORATE THE SOCIAL AND ECONOMIC IMPACT ON INDIVIDUALS, REGIONS AND ECONOMIES WHERE RETRENCHMENT OR CLOSURE OF THE MINE IS CERTAIN (REGULATION 46(D)(IV))

The impact on the region and local economy should the mine shut down will be significant due to the fact that the mine will employ approximately 194 employees from within the local municipality, especially considering the high unemployment rate of the area, which employment will also contribute to the GDP of the municipality.

4.4.1. Management of Retrenchments

APPENDIX 4.4.1

In the event that dismissals ensue as a direct result of the mine's operational requirements, the applicant will ensure that consultations take place with the affected employee/s alternatively his/her/their representative (if any) as required by section 189(1) of the Labour Relations Act 66 of 1995.

The applicant will ensure that it complies with its obligations in terms of the Labour Relations Act in so far as severance pay is concerned.

The Department of Labour offers a number of services and skills programmes and information for employees who are about to be retrenched. The applicant will inform the affected employee/s of the existence of these services and skills programmes.

The applicant will together with a suitably qualified person in the field of labour law ensure that the affected employee/s receives substantial information and advice regarding *inter alia* the following: -

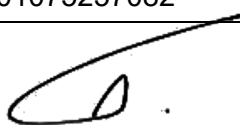
- Appropriate centres able to assist the employee such as Social Plan Centres, Job Advice Centres, Labour Centres etc.
- Counselling for the employee to promote their absorption into the labour market.
- How to cope with retrenchment.
- How to draw on support of the community, friends and family.

- What opportunities there are to obtain further training.
- Knowing his/her legal rights.
- Managing money matters.
- Self-employment opportunities and training programmes.
- Job hunting tips.
- Registration as a job seeker.
- Labour market opportunities, local economic development opportunities and other employment opportunities.

5. FINANCIAL PROVISION (REGULATION 46(E)(I), (II) AND (III))

Item	Financial provision for a 5-year period					Total
	2024	2025	2026	2027	2028	
HR development	R505 920	R521 520	R2 623 140	R2 780 529	R2 947 361	R9 369 470
Local Economic Development	0	0	R1 635 902	R728 125	R1 138 452	R3 502 479
Management of downscaling	R25 296	R25 626	R131 157	R139 026	R147 368	R 468 473
Total	R531 216	R538 146	R4 390 200	R3 647 680	R4 233 181	R13 340 423

6. UNDERTAKING (REGULATION 46(F))

	Herewith I, the person whose name and identity number are 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 herein.
Name & Surname	Lionel Clinton Koster
Identity number	6901075257082
Signature	
Date	20 April 2023

7. ANNEXURES

7.1. Annexure 1: Form Q (DME 327)

DEPARTMENT: MINERALS AND ENERGY
EMPLOYEES

Petroleum Resources Development Act, 2002 (Act No. 28 of 2002)]



REPUBLIC OF SOUTH AFRICA - THE NUMBER AND EDUCATION LEVELS OF
[in terms of regulation 46(b)(i)(aa) of the Social and Labour Plan of the Mineral and

BAND	NQF LEVEL	OLD SYSTEM	Male				Female				Total	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
General Education and Training (GET)	1	No schooling / Unknown	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 0 / Pre	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 1 / Sub A	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 2 / Sub B	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 3 / Std 1 / ABET 1	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 4 / Std 2	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 5 / Std 3 / ABET 2	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 6 / Std 4	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 7 / Std 5 / ABET 3	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 8 / Std 6	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
		Grade 9 / Std 7 / ABET 4	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	
Further Education and Training (FET)	2	Grade 10 / Std 8 / N1	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	
	3	Grade 11 / Std 9 / N2	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	
	4	Grade 12 / Std 10 / N3	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	
Higher Education and Training (HET)	5	Diplomas / Certificates	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	
	6	First degrees / higher diplomas	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	
	7	Honours / Master's degrees	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	
	8	Doctorates	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	
		TOTAL	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	

7.2. Annexure 2: Form R (DME 328)



DEPARTMENT: MINERALS AND ENERGY REPUBLIC OF SOUTH AFRICA

HARD-TO-FILL VACANCIES AS AT APRIL 2023

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

INSTRUCTIONS:

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

Occupational Level	Job title of Vacancy	Main Reason for being unable to fill the vacancy
Top Management	None	None
Senior Management	None	None
Professionally qualified and experienced specialists and mid-management	None	None
	None	None
	None	None
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	None	None
	None	None
	None	None
	None	None
Semi-skilled and discretionary decision making	None	None
	None	None
	None	None
	None	None
Unskilled and defined decision making	None	None
	None	None
	None	None

7.3. ANNEXURE 3: FORM S (DME 325)



**DEPARTMENT: MINERALS AND ENERGY
REPUBLIC OF SOUTH AFRICA**

EMPLOYMENT EQUITY STATISTICS AS AT APRIL 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)]

OCCUPATIONAL LEVELS	Male				Female				TOTAL	Disabled	
	African	Coloured	Indian	White	African	Coloured	Indian	White		Male	Female
Top Management	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
Senior Management	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
Professionally qualified and experienced specialist and mid-management	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
Semi-skilled and discretionary decision making.	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
Unskilled and defined decision making	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
TOTAL PERMANENT	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
Non-permanent employees	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC
TOTAL	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC

7.4. ANNEXURE 4: FORM T (DME 326)



**DEPARTMENT: MINERALS AND ENERGY
REPUBLIC OF SOUTH AFRICA**

PROCUREMENT AS AT APRIL 2023

[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)]

CAPITAL GOODS			SERVICES			CONSUMABLES		
Provider and Address	Percentage of total capital goods procurement	HDSA Composition	Provider and Address	Percentage of total capital goods procurement	HDSA Composition	Provider and Address	Percentage of total capital goods procurement	HDSA Composition
To be confirmed once mine is operational.								

7.5. ANNEXURE 5: QUESTIONNAIRE

SOCIAL AND LABOUR PLAN QUESTIONNAIRE FOR BONGANI MINERALS (RIVIERA TUNGSTEN MINE) EMPLOYEES				
“PLEASE COMPLETE AND RETURN TO THE TEAM LEADER”				
BACKGROUND INFORMATION				
NAME:		IDENTITY NUMBER:		GENDER (M OR F):
POSITION:		RESPONSIBILITIES		
RACE:	African:	Coloured:	Indian:	White:
HOME ADDRESS: <i>(Family)</i>			WORK ADDRESS: <i>(Only required if different to family address)</i>	
NUMBER OF DEPENDENTS: <i>(How many people do you support with your salary?)</i>				
WHAT PROBLEMS DO YOU THINK NEEDS TO BE ADDRESSED IN THE COMMUNITY WHERE YOUR FAMILY LIVES?				

EDUCATION AND TRAINING	
WHAT IS YOUR HIGHEST SCHOOLING LEVEL?	
DO YOU HAVE A TERTIARY EDUCATIONAL QUALIFICATION, IF YES WHAT?	
DO YOU HAVE ANY OTHER QUALIFICATIONS AND IF YES, WHAT?	
WHAT TRAINING COURSES HAVE YOU DONE IN THE LAST 2 YEAR?	
WORK SKILLS NEEDS ANALYSES	
WHAT ADDITIONAL WORK SKILLS DO YOU THINK WOULD BE USEFUL FOR YOU TO PERFORM YOUR JOB?	
WHAT IS YOUR WORKING AMBITION IN THE NEXT 5 YEARS?	
WHAT IS YOUR IDEAL JOB AT THE MINE?	
PORTABLE SKILLS NEEDS ANALYSES	
IF YOU WERE NOT WORKING AT THE MINE, WHAT WORK WOULD YOU WANT TO DO?	

IF YOU WERE **NOT** WORKING AT THE MINE, WHAT WORK DO YOU **THINK** YOU COULD DO?

