



mineral resources & energy

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Minerals Resources and Energy
REPUBLIC OF SOUTH AFRICA

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The Director(s)

Thaba Stone (Pty) Ltd

P.O. BOX 266

Thaba Nchu

9780

Attention: Mr. A Coetzee

APPLICATION FOR MINISTERIAL CONSENT IN TERMS OF SECTION 102 READ WITH SECTION 44 OF THE REGULATIONS TO THE MINERAL AND PETROLEUM RESOURCES DEVELOPMENT ACT, 2002 (ACT 28 OF 2002) (AS AMENDED) (HEREINAFTER REFERRED TO AS "THE ACT"), TO AMEND THE SOCIAL AND LABOUR PLAN (2020-2024) OF THABA STONE (PTY) LTD.

This letter serves to inform you that your application in terms of section 102 to revise the approved Social and Labour Plan has been granted. The Regional office will contact your company further.

MR T MAQUBELA

DEPUTY DIRECTOR-GENERAL

MINERAL AND PETROLEUM REGULATION

DATE: 05-05-2022

**THABA STONE (PTY) LTD
THABA STONE QUARRY
THABA'NCHU, FREE STATE PROVINCE**

SOCIAL AND LABOUR PLAN

(2020 – 2024)

FS 30/5/1/2/2/195 MR

November 2020

(REVISION 02)

Prepared for:

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EXECUTIVE SUMMARY

Thaba Stone Quarry is an opencast aggregate quarry located approximately 67km from Bloemfontein, reachable by the N8, and approximately 8 km from Thaba Nchu.

Thaba Stone Quarry currently has 20 (twenty) full time employees; most of which employees reside within the local community. This Social and Labour Plan (hereinafter referred to as "SLP") is for the purpose of revision, as the previous SLP period expired in 2019. This revised SLP will be valid for a period of 5-years commencing in November 2020, which period will expire in November 2024. Reporting on each year of implementation will be submitted to the competent authority no later than end May of the subsequent year.

Thaba Stone Quarry intends to spend at least R607 251.40 (Five Hundred Seven Hundred and Sixty Thousand and Eighty-Eight Rand) on Human Resource Development for the 5-year duration of this revised SLP.

Thaba Stone Quarry will also have available a total amount of R200 000.00 (Two Hundred Thousand Rand) for Local Economic Development of the community for the 5-year period of this revised SLP. Thaba Stone Quarry will continue with further projects with the Bartimea School for the Deaf and Blind in Thaba Nchu, for the duration of this SLP, as more fully set out herein.

1. PREAMBLE (REGULATION 46(A))

Name of Company/Applicant	Thaba Stone (Pty) Ltd
Name of mine/production operation	Thaba Stone Quarry
Physical Address	Farm Uitkomst 558 Tweespruit District, Thaba Nchu Free State, 9301
Postal Address	PO Box 25428 Langenhoven Park Bloemfontein 9330
Telephone number	082 821 2343
Fax number	086 546 0579
Location of mine or production operation	Farm Uitkomst 558, Tweespruit District Thaba Nchu, Free State
Commodity	Aggregate
Life of mine	30 years
Financial year end	March to February
Reporting year	2021
Responsible person	Mr. Armandt Kotzé
Geographic origin of employees (mine employees and labour sending areas)	
(a) Mine community	(b) Labour sending area
<i>Province</i>	<i>Province</i>
Free State	Free State
<i>District municipality</i>	<i>District municipality</i>
Mangaung Metropolitan	Mangaung Metropolitan
<i>Local municipality</i>	<i>Local municipality</i>
Mangaung Metropolitan	Mangaung Metropolitan

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

It is important to point out that the mine currently has a very small staff complement of 20 (twenty) employees. This Social and Labour Plan (SLP) is for the purpose of revision as the previous SLP expired during 2019. This SLP will run for a period from November 2020 to November 2024, after which period a revised SLP will be submitted to the DMRE.

Due to the small size of the operation the Skills Development Plan and Human Resources Development Programme contained herein is simplistic but most of all attainable and manageable.

The primary objective of the Human Resource Development and Social Programme is to focus on strategic development initiatives, within pockets of the workforce, rather than a blanket training initiative for all employees. Unfortunately, the mine does not have the necessary financial capacity to implement a blanket training initiative, which training initiatives are not realistic for an operation of this size.

Although training initiatives are somewhat restricted the company has fully embraced the concept of sectoral training and has access to the activities of SETA (Sector Education and Training Authority) and MQA (Mining Qualifications Authority).

2.1. COMPLIANCE WITH SKILLS DEVELOPMENT LEGISLATION

The mine will continue to pay the skills development levies of all its employees to the South African Receiver of Revenue as a legal requirement. Where possible, all training opportunities will be facilitated through the Mining Qualification Authority (MQA) (011) 832 1022.

Table 2.1: Seta Information

Name of SETA	Mining Qualifications Authority (MQA)
Registration number with relevant SETA	To be confirmed in subsequent SLP report
Has your company appointed a Skills Development Facilitator. If yes, provide name	Yes, an internal SDF has been appointed, Mrs. Lee-Anne Kotze
To which institution have you submitted your workplace skills plan? (i) Department of Labour (ii) Mining Qualifications Authority (iii) Mine Health and Safety	Mining Qualifications Authority As prescribed, by 30 April annually

The SDF is the main liaison person with the MQA and has access to company information directly on the MQA Database through the use of user ID and password. The appointed skills development facilitator is responsible for the development and submission of the workplace skills plan for Thaba Stone Quarry.

The roles of the Skills Development Facilitator is:

- To assist in developing the Workplace Skills Development plan.
- To ensure the reporting on the social and labour plan is submitted as and when required.
- To advise on the implementation, monitoring and review mechanism of the social and labour plan.
- 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.

Thaba Stone Quarry will focus on strategic and specific training interventions within pockets of the workforce. Such strategic and specific training interventions are to form part of the 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)(I) IN CONJUNCTION WITH REGULATION 11(G))

Thaba Stone Quarry regards training as an important activity and a simplistic yet effective and attainable training programme has been established. The objectives of the skills development plans for Thaba Stone Quarry are 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 ABET training to ensure all employees have the opportunity to obtain an education level up to ABET 4.

APPENDIX 2.2.1 and 2.2.2**2.2.1. Education levels of the workforce**

The education levels of the current workforce, consisting of 20 employees, are set out below. In the event that further employees are appointed, should need be, the education levels will be reported on within the subsequent year of reporting after such employees have been appointed.

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	2								2	
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	2								2	
Grade 7 / Std 5 / ABET 3	2								2	
Grade 8 / Std 6 / ABET 3	3	1							3	1
Grade 9 / Std 7 / ABET 4	2								2	
Grade 10 / Std 8 / N1	1						1		2	
Grade 11 / Std 9 / N2							1		1	
Grade 12 / Std 10 / N3	1						2	1	3	1
Diplomas / Certificates										
First degree / higher diploma								1		1
Honours/Master's degree										
Total	13	1					4	2	17	3

2.2.2. Illiteracy level and ABET needs

The mine currently has 10 (ten) 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 (Adult Basic Education Training) will be based on the commitment of the employee to accept and embrace the opportunity for ABET and to comply with the rules and requirements of such a programme.

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

Thaba Stone Quarry will make use of Triple E Training Holdings (Pty) Ltd (accredited by UMALUSI) for the implementation of the ABET training mentioned above.

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

Table 2.3: Planned ABET Training for a five year period

The below table indicates the proposed ABET training for this SLP period, which comprise of the current employees. Should new employees be appointed in the future such employees ABET training will be included in the subsequent SLP's. The below is based on the presumption that all current employees who have an education level of less than ABET 4 will want to participate in the current ABET programme.

Level	2020	2021	2022	2023	2024	Total
ABET 1	2					2
ABET 2		2				2
ABET 3		2	2			4
ABET 4			2	2	2	6
ABET 4				3	3	6
Budget	R15 000.00	R25 000.00	R25 000.00	R30 000.00	R30 000.00	R125 000.00

The intention of Thaba Stone Quarry is for all employees to obtain an educational level of at least ABET level 4. The employees that will receive ABET training are set out more fully below:

- The 2 employees with no schooling will receive ABET training from ABET 1 – ABET 4 during 2020 until 2023.
- The 2 employees with ABET 2 will receive ABET 3 & ABET 4 training during 2021 and 2022.
- The 6 employees with ABET 3 will receive ABET 4 training during 2023 and 2024.

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 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

Thaba Stone Quarry 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, Thaba Stone Quarry also recognises that employees may seek alternative employment during their careers.

In recognition of the above Thaba Stone Quarry will implement the following portable skills plan.

Action plan:

- Table 2.4 below provides an indication of the portable skills that Thaba Stone Quarry will aim to provide employees which will be useful both during their employment as well as after employment at the mine.
- 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					TOTAL
	2020	2021	2022	2023	2024	
Health & Safety		2		2		R3 800.00
First Aid		4		4		R8 700.00
Metallurgical Crushing Plant	4		4		4	R6 000.00
Articulated Dumper Truck	8		8		8	R12 000.00
Excavator	6		6		6	R9 000.00

Front End Loader	4		4		4	R6 000.00
Core Business training (Induction)	All	All	All	All	All	All
BUDGET	R8 800.00	R6 250.00	R8 800.00	R6 250.00	R8 800.00	R45 500.00

2.2.5. Core Business Training

In addition to the training described above Thaba Stone Quarry will also provide all employees induction training on 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 in the workplace training;
- Risk assessment training;
- Introduction to Environmental Awareness;
- Introduction to Fire Fighting.

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

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

APPENDIX 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 Thaba Stone Quarry 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 Thaba Stone Quarry, as more fully set out in Appendix 2.6.1. Alternatively employees interested in learnership or artisan training can apply to receive such training under mentorship.

2.2.7. External Learnerships and Artisan Training

Table 2.5: External Learnership & Artisan Training

Field/ area of training	Targets and timelines									Budget
	2020	2021		2022		2023		2024		
	New intake	New	Cont	New	Cont	New	Cont	New	Cont	
Mine equipment/vehicles	1	1	0	1	0	1	0	1	0	5
Total No	1	1	0	1	0	1	0	1	0	5
Budget	R18 000-	R18 000-	0	R18 000-	0	R18 000-	0	R18 000-	0	R90 000.00

The Learnership & artisan programme will last for a maximum period of 6 months and 1 candidate will take part in this programme per year. This programme will be conducted by senior employees and the candidate will be provided with a certificate of attendance after completion of this programme. The learnership & artisan programme will be advertised to local community members who are unemployed and who are interested in and show an aptitude for learning a trade. Thaba Stone Quarry 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. The learnership/artisan programme will also be available to female and youth candidates. An interview process will be completed in order to identify the successful candidate. The candidate will receive a monthly stipend of approximately R3 000.00, and the total budget for the 5-year SLP period will be a maximum of R90 000.00.

2.2.8 School Support and Post Matric Programme

APPENDIX 2.2.8

School Support

Thaba Stone Quarry will implement a school support programme in which school going children of local community members and/or employees will be funded with regards to school clothing and/or school fees. Thaba Stone Quarry will initially approve 2 applications per year, which applications must be submitted by the parent, for the learners to be considered for this sponsorship. The quarry shall make payment of this sponsorship directly to the applicable service provider, which payments will be reported on in the annual reporting of this SLP. Progress reports of the scholar will have to be submitted to the quarry by the parents.

Post Matric

Thaba Stone Quarry will also implement a post matric programme in which children from the local community, which might include employee's children, who have completed their matric will be sent for motor vehicle driver licence lessons and in the event that they do not yet have a learner driver licence this will also form part of this programme. This programme will be advertised at local community centres and 2 applicants will be accepted per year. Progress reports will have to be submitted to the mine and payment will be made directly to the relevant service provider.

In the event that there is any excess of the allocated budget these amounts will be spent on the needs 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					
	2020	2021	2022	2023	2024	Budget
School support	2	2	2	2	2	10
Post Matric	2	2	2	2	2	10
Total No	2	2	2	2	2	10
Budget	R6 396.00	R5 078.00	R9 027.00	R13 467.00	R18 220.00	R52 188.00

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

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 Thaba Stone Quarry 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 (for example 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 Thaba Stone Quarry 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 has to 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 current employees over a five-year period. This will be used for updating future progress in this regard.

In the event that new employees are appointed such employees will be incorporated into the subsequent Career Progression Plans. It should be noted that this plan is a provisional plan and might change depending on the site's operational requirements.

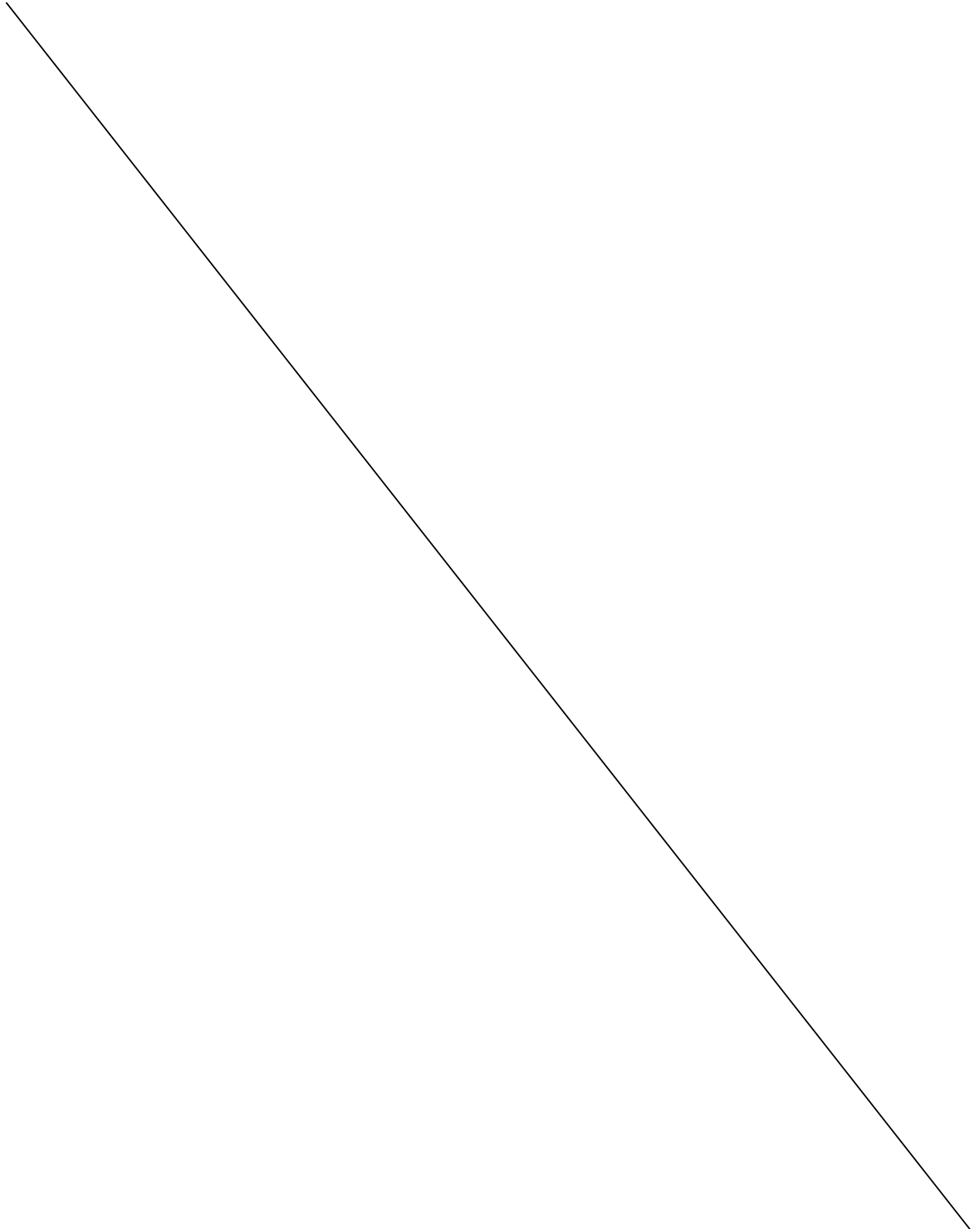


Table 2.7: Five Year Career Progression Plan of current employees

No	Name	Position (EE)	Ethnic	Gender	Education Level	Core Business	Mentee	ABET	2020	2021	2022	2023	2024	
1.	VD Booysen	Operator (Core)	African	Male	Gr. 7	All Employees to receive Core Business Training as part of induction								
2.	DJ Booysen	Operator (Junior)	African	Male	Gr. 10									
3.	NM Booysen	Foreman (Board)	African	Male	Gr. 6									
4.	BS Kedibone	Operator (Core)	African	Male	Gr. 12									
5.	KP Mafeo	Operator (Core)	African	Male	Gr. 9									
6.	MMJ Mosholi	Operator (Core)	African	Male	None									
7.	JT Ngakantsi	Operator (Core)	African	Male	Gr. 9									
8.	RP Pheko	Operator (Core)	African	Male	None									
9.	TZ Taleli	Operator/First Aid (Core)	African	Male	Gr. 7									
10.	JM Thecha (Theoha)	Operator (Junior)	African	Male	Gr. 8									
11.	XH Bosman	Driver (Middle)	African	Male	Gr. 8									
12.	S Matthysen	Mechanic (Junior)	White	Male	Gr. 10									
13.	PJ De Koker	Workshop Assistant (Middle)	White	Male	Gr. 12									
14.	NA Lambrechts	Office Admin (Junior)	White	Female	Gr. 12									
15.	MM Moshane	Weigh Bridge (Core)	African	Female	Gr. 8									
16.	MA Thapong	Weigh Bridge (Core)	African	Male	Gr. 8									
17.	LA Kotze	Office Manager (Senior)	White	Female	Degree									
18.	AG Kotze	Mine Manager (Board)	White	Male	Gr. 12									
19.	AL Ross	CEO (Board)	White	Male	Gr. 11									
20.	LL Matheatau	General (Core)	African	Male	Gr. 6									

Yellow – Health & Safety
 Green – First Aid
 Red – Metallurgical
 Blue – Dumper Truck
 Orange - Excavator
 Purple - FEL
Turquoise - Mentorship
Pink – ABET

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

Thaba Stone Quarry regards mentorship as helping people realising their potential and maximising 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.

Thaba Stone Quarry will implement a mentorship plan through the action plan listed below. This constitutes a provisional mentorship plan.

Action plan:

- Thaba Stone Quarry will undertake annual surveys 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 have to be employees who have demonstrated high potential and interests to develop their careers with Thaba Stone Quarry.
- 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 the 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, depending on the circumstances of each mentorship.
- 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 Thaba Stone Quarry intend 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:

- Mine Manager;
- Foreman;
- Mechanical Technician; and
- Office Manager.

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
Mechanical	S. Matthysen or nominee	1 Year	1	0	0	1
Office	L. Kotze or nominee	1 Year	1	0	1	0

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

Although Thaba Stone Quarry does not have the financial capability to make internal bursaries available to its employees the bursary residual of the previous SLP has been transferred to this section, to ensure compliance. Due to this the company will make internal bursaries available to employees who want to study on a part time basis.

Field	2020	2021	2022	2023	2024	Total
Mining Related		1		1		2
Budget	0	R15 581.70	0	R15 581.70	0	R31 163.40

The following will apply to internal bursary applications:

- Studies must be part-time, job specific and company related.
- The employee can apply for the internal bursary any time prior to the financial year end, for the bursary to be awarded during the next financial year. The employee must provide Thaba Stone Quarry with proof of the cost of the course as well as cost of the study material.
- Study field and educational institutions must be approved by the Company.

2.6.2. External Bursary Plan

Table 2.9: Tertiary Learnership Targets – External Bursary

Bursary field	Targets and timelines								
	2020	2021		2022		2023		2024	Total Budget
	New	New	Cont.	New	Cont.	New	Cont.	New	
Mechanical Engineering	1	0	1	0	1	0	1	1	
Total No	1	0	1	0	1	0	1	1	
Budget	R45 000.00	0	R45 000.00	0	R45 000.00	0	R45 000.00	R45 000.00	R225 000.00

In order to identify potential students in need of assistance who would benefit from the external bursary programme, Thaba Stone Quarry will liaise with local schools or local educational institutions to ascertain what the interest in this field might be. Aspiring students from the Mangaung Municipal Region will be furnished with the opportunity to study Mechanical Engineering, or any other field of study that will benefit both the student and the operation, at an educational institution of their choosing (to be approved by the quarry). Thaba Stone Quarry will fund either one of the following:

- The tertiary course in whole or in part depending on the facts and circumstances relevant to the matter; or
- The learning material in whole or in part, dependent on the circumstances, or
- The student accommodation in whole or in part, dependent on the circumstances, or
- Monthly student allowance for living expenses of the student.

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

Thaba Stone Quarry will make payment of all the applicable fees or costs directly to the relevant educational institution and/or service provider.

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

Internship field	Targets and timelines									
	2020	2021		2022		2023		2024		Total Budget
	New intake	New	Cont.	New	Cont.	New	Cont.	New	Cont.	
Mechanical Engineering (or mining related field)	1	0	1	0	1	0	1	1	0	
Total No	1	0	1	0	1	0	1	1	0	
Budget	R9000.00	0	R9000.00	0	R9000.00	0	R9000.00	R9000.00	0	R45000.00

The internship plan will target HDSA students within the local community, who are in the process of either completing high school, alternatively completing their mining related tertiary studies and need practical hours or practical experience. Students will be sourced with assistance from the local institutions or schools, as well as through an application process, which will be advertised at the local institutions, alternatively in a local newspaper.

The internship will be offered to 1 student per year during secondary institution holiday periods (where possible) in order to accommodate the student. Thaba Stone Quarry 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 2 weeks prior thereto. The intern will receive a stipend of approximately R3 000-00 per month for the duration of the internship. The total period of the internship will not exceed 3 months per year.

The internship will be aimed at exposing students to the mining industry especially relating to mining and engineering.

2.7. EMPLOYMENT EQUITY PLAN (REGULATION 46(B)(V))**APPENDIX 2.7.1**

Refer to Form S, Annexure 3 attached hereto.

Objective and purpose of employment equity plan

The objective of the Employment Equity Act 55 of 1998 is to create equity in the workplace by the furtherance of opportunities and fair labour practices.

HDSA in management

Thaba Stone Quarry currently has 3 Board positions of which 33% is HDSA male; No Executive management positions exist; 1 senior management position of which 100% is HDSA female; 2 middle management positions of which 50% is HDSA male; 4 junior management positions of which 75% is

HDSA and the remaining 10 positions are core and critical skills, of which 100% is HDSA. The targets for HDSA in management have been set out in Table 2.11 below as from 2020. In the event that some management positions set out below do not exist, this will be reported on accordingly.

Table 2.11: Targets for HDSA participation in management

Occupation levels	2020	Min progress to achieve	2021	Min progress to achieve	2022	Min progress to be achieved	2023	Min progress to be achieved	2024	Compliance Target
BOARD 50% (Currently 33.3% HDSA Male)										
HDSA	33.3%	33.3%	25%	33.3%	25%	30%	25%	30%	25%	30%
Women	0	0	25%	10%	25%	15%	25%	15%	25%	20%
EXECUTIVE MANAGEMENT 50% (No Executive Management Positions)										
HDSA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	30%
Women	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	20%
SENIOR MANAGEMENT 60% (Currently 100% female)										
HDSA (Male)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	35%
Women	100%	60%	100%	60%	100%	60%	100%	60%	100%	25%
MIDDLE MANAGEMENT 60% (Currently 50% HDSA Male)										
HDSA	50%	35%	50%	35%	33%	35%	33%	35%	33%	35%
Women	0	25%	0	25%	33%	25%	33%	25%	33%	25%
JUNIOR MANAGEMENT 70% (Currently 75% HDSA male & female)										
HDSA	50%	40%	67%	40%	67%	40%	67%	40%	67%	40%
Women	25%	30%	0%	30%	0%	30%	0%	30%	0%	30%
CORE AND CRITICAL SKILLS 70% (Currently 100% HDSA)										
HDSA	100%	70%	100%	70%	100%	70%	100%	70%	100%	70%
EMPLOYEES WITH DISABILITIES (No current disabled employees)										
All employees	0	1.5%	0	1.5%	1%	1.5%	1%	1.5%	1.5%	1.5%

Women in Mining

Thaba Stone Quarry employ women in accordance to the Mining Charter 2018 and Employment Equity Act, and currently the mine has 3 (three) women employed, constituting 15% of all the employees. Thaba Stone Quarry will implement the following action plan in order to maintain the women in mining targets:

- Women employed by the mine will be trained in terms of the mining environment and will form part of the mine's skills development plan.
- Thaba Stone Quarry will consider suitable qualified women for vacant employment positions as and when such positions become available.
- Thaba Stone Quarry will conduct presentations to educational institutions in the area to specifically target female school learners that have obtained the required standards for the learnership/artisan programme and internships.
- Thaba Stone Quarry recognises that one of the roles that would suit women is as a vehicle operator, weighbridge operator, engineer or administrator in the mining environment.

- Additionally, the mine will develop an implementation training programme whereby HDSA women who have a driver's license are provided with the opportunity to learn to drive a mine vehicle or to operate a weighbridge.

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

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

APPENDIX 3.1

3.1.1. Background

Mangaung is centrally located within the Free State and is accessible via National infrastructure, including the N1, which links Gauteng with the Southern and Western Cape, the N6, which links Bloemfontein to the Eastern Cape, and the N8, which links Lesotho in the east and with the Northern Cape in the west via Bloemfontein.

Bloemfontein is the sixth largest city in South Africa and the capital of the Free State Province, which serves as the administrative headquarters of the province. It also represents the economic hub of the local economy. The area is also serviced by an east/west and north/south railway line and a national airport.

Botshabelo is located 55 km to the east of Bloemfontein and represents the largest single township development in the Free State. Botshabelo was established in the early 1980's and was intended to provide the much needed labour in Bloemfontein, without the inconvenience of having labour at the employer's doorstep.

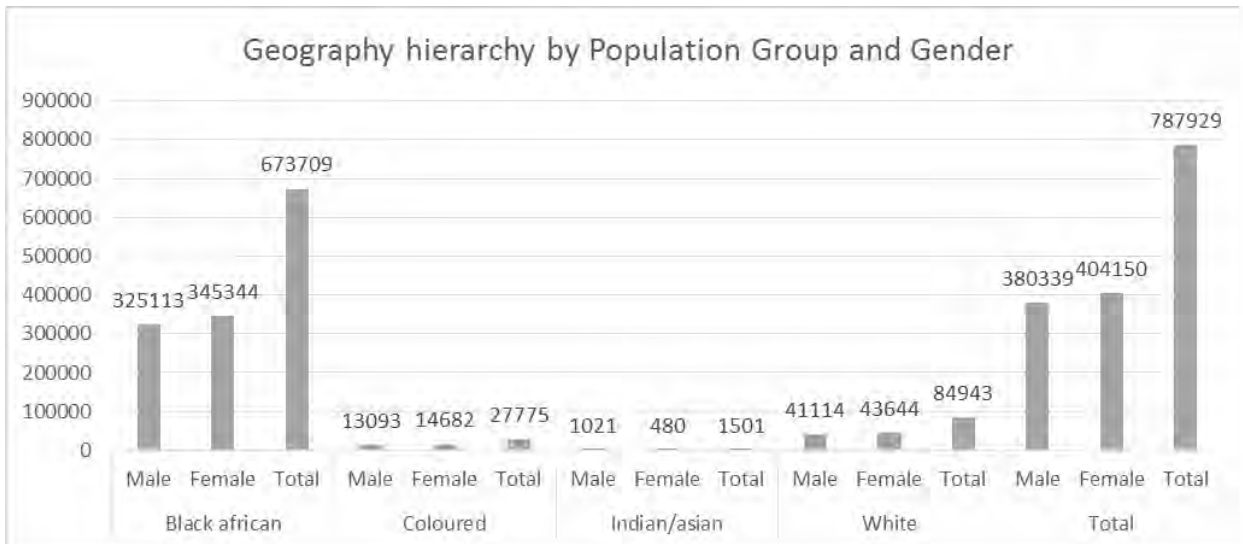
Thaba Nchu is situated 12km further to the east of Bothsabelo and used to be part of the Bophuthatswana "Bantustan". As a result, it exhibits a large area of rural settlements on former trusts lands.

3.1.2. Gender Profile

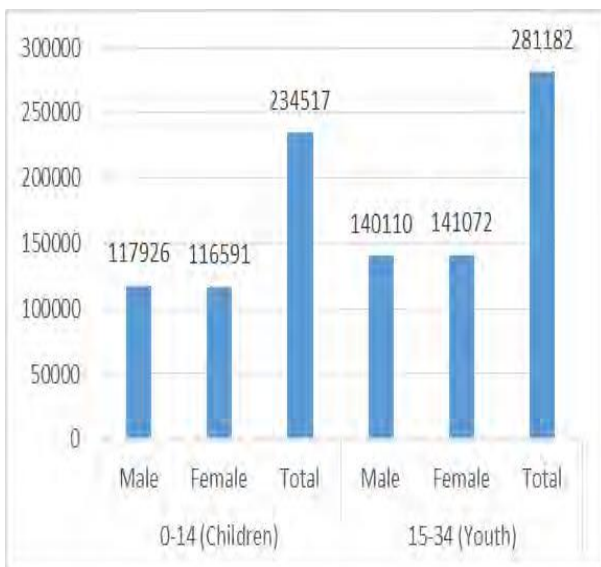
The total amount of female population is 405 876 and the male population is 382 052.

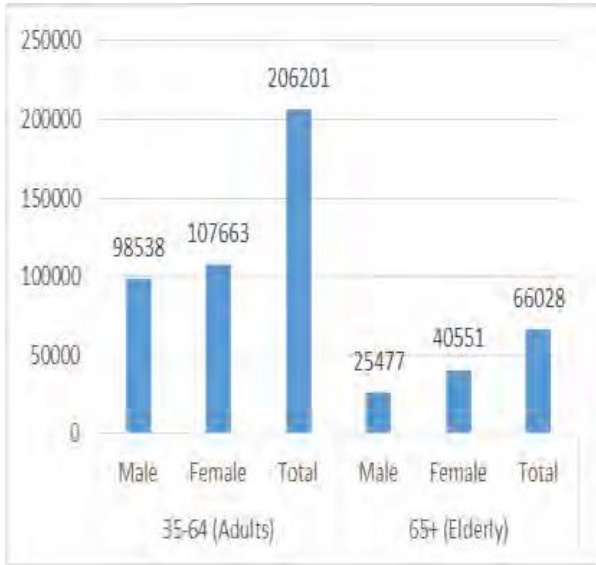
3.1.3. Population Profile

As far as the population distribution is concerned, more than half of the population is concentrated in the Bloemfontein area (52%), followed by Botshabelo (28%). According to the Community Survey, 2016, Mangaung Metropolitan Municipality has a population average of 787 929, which demonstrate that the population is growing slightly slower as the expected growth of 806 054. Figure 3.1 below shows the geographic hierarchy by population group and gender, of which 673 709 is Black African's, 84 943 is White, 27 775 is Coloured and 1501 is Indian/Asian. The population growth is 0.37% per year.



The figure below illustrates the total number of children (0-14 years) being 234 517 and the total number of youth (15-34) being 281 182. The total adults, between the age of 35 and 64, is 206 201, and the total elderly, from the age of 65, is 66 028. Therefore 35% of the total population of the city is youth.





3.1.4. Population by race

Group	Percentage
Black African	83,3%
Coloured	5%
Indian/Asian	0,4%
White	11%
Other	0,3%

It is clear from the above graph that the majority population is Black African's, at 83.3%. The white population is at 11% while the coloured population is at 5%. The remaining 0.7% is made up of Indian/Asian and other race groups.

3.1.5. Distribution of population by Language

Language	Percentage
Afrikaans	15,8%
English	4,2%
IsiNdebele	0,4%
IsiXhosa	9,6%
IsiZulu	0,9%
Sepedi	0,3%
Sesotho	51,9%
Setswana	12,3%
Sign Language	1,1%
SiSwati	0%
Tshivenda	0,1%
Xitsonga	0,1%
Other	0,6%
Not Applicable	2,6%

3.1.6. Economic Profile

Mangaung is the largest contributor to the GDP of the province and is regarded as one of the most diverse economies in nature. In 2014 the Free State Province had a total GDP of R190 billion in current prices, of which the most contribution came from the Mangaung Metropolitan Municipality. Mangaung Metropolitan Municipality had the second highest average annual economic growth rate at 3.32%, while Fesile Dabi had the highest average annual economic growth rate at 4.14% between 2004 and 2014. It is expected that the Free State Province GDP will grow an average annual rate of 1.77% from 2014 to 2019, as more fully set out in the table below.

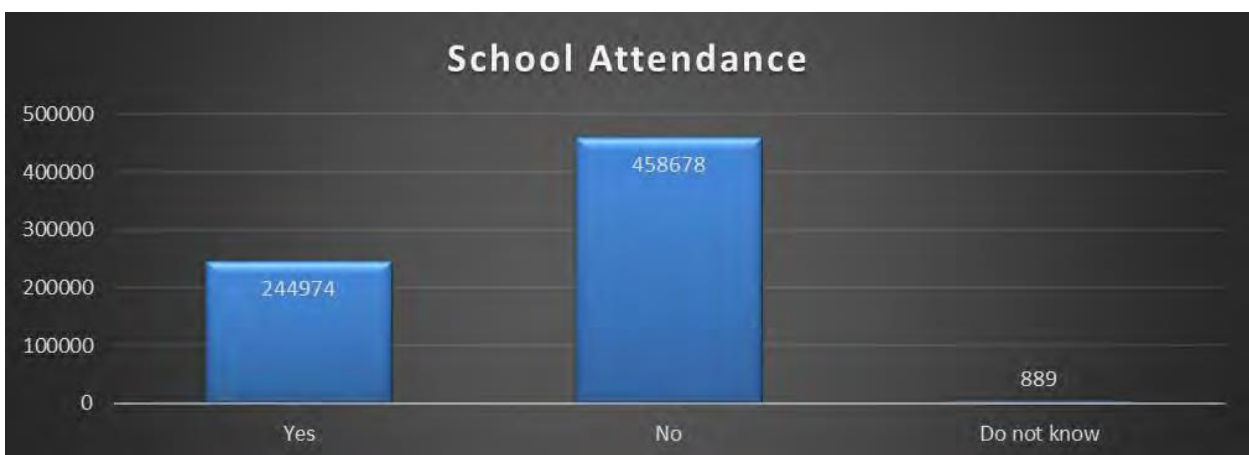
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
GDP-R (R'1000 constant prices)	147,189,067	150,085,872	154,516,711	157,142,254	159,470,832	160,192,971	162,609,316	166,117,545	170,045,069	174,084,264
Real GDP per cent growth	2.5%	2.0%	3.0%	1.7%	1.5%	0.5%	1.5%	2.2%	2.4%	2.4%
GDP-R by sector (real change)										
Agriculture	0.3%	-9.2%	0.6%	1.8%	5.4%	-5.1%	1.6%	2.0%	2.0%	2.0%
Mining	4.9%	-1.4%	1.1%	3.3%	1.0%	0.9%	1.7%	3.3%	2.5%	1.2%
Manufacturing	5.7%	1.1%	0.5%	0.2%	-0.8%	-0.6%	1.6%	2.1%	2.7%	2.7%
Electricity	3.6%	1.5%	0.4%	0.1%	-1.2%	-2.3%	-0.2%	0.1%	1.5%	1.6%
Construction	-5.7%	0.6%	2.2%	2.0%	0.9%	0.0%	0.7%	0.8%	1.3%	1.6%
Trade	3.5%	2.7%	7.4%	1.6%	1.8%	-0.4%	1.6%	1.7%	2.4%	2.6%
Transport	1.0%	2.1%	1.8%	0.7%	1.7%	0.6%	1.9%	2.8%	2.9%	3.4%
Finance	0.4%	2.7%	3.0%	0.5%	1.4%	1.7%	1.9%	2.4%	2.5%	2.9%
Community services	1.7%	3.7%	3.1%	3.3%	2.6%	1.2%	1.2%	1.8%	2.1%	2.2%
Total Industries	2.4%	1.4%	2.9%	1.8%	1.6%	0.3%	1.5%	2.1%	2.4%	2.4%

Source: IHS Global Insight Regional eXplorer version 920

South Africa as a whole is forecasted to grow at an average annual growth rate of 2.55%, which is higher than that of the Free State Province. In 2019, the Free State's forecasted GDP will be an estimated R174 billion (constant 2010 prices) or 5.1% of the total GDP of the National Total. The ranking in terms of size of the Free State Province will remain the same between 2014 and 2019, with a contribution to the South African GDP of 5.1% in 2019 compared to the 5.36% in 2014. At a 1.77% average annual GDP growth rate between 2014 and 2019, the Free State will rank the lowest compared to the other provincial economies.

3.1.7. Education Levels

In Figure 3.3 below it is clear that school attendance of the population is 244 974 and 458 678 of the population do not attend school.



32.8% of the population have completed their schooling up to Grade 12 and 13.3% of the population have some sort of higher education training.

3.1.8. Employment Profile

Of the 292 971 economically active people in Mangaung, 27.7% is unemployed. 37.2% of the 150 128 economically active youth (15-34) in the area are unemployed. 211 746 of the population

are employed, 81 225 of the population are unemployed, 18 244 of the population are discouraged work seekers and 195 707 of the population are not economically active.

In June 2015 Mangaung Metropolitan Municipality's Youth Enterprise Development programme aimed at unlocking opportunities for skills training and knowledge infusion, and to develop and nurture the skills base in order to better employment prospects for youth, by exposing them to on-the-job training and inculcating and supporting entrepreneurial aspiration among young people. This programme was a partnership between Mangaung, ABSA, Central University of Technology (CUT) and SETA, which is intended to run for 3 years. The programme is divided into the following work streams to ensure that the youth of Mangaung are equipped with various skills:

- Building maintenance projects led by the Human Settlement Directorate, with 150 youths;
- Road and Stormwater projects led by the Engineering Services Directorate, with 50 youths;
- Parks and cemeteries projects led by the Social Services Directorate, with 50 youths;
- Emergency Services projects led by the Social Services Directorate, with 10 youths;
- Water leakages projects led by the Engineering Services Directorate, with 155 youths;
- Fresh produce market projects led by the Planning Directorate, with 5 youths;
- Digital migration projects led by the Planning Directorate, with 602 youths.

3.1.9. Income Profile

The following table sums up the percentage income of the population.

Income	Percentage
No income	11.4%
R1 – R4 800	4.6%
R4 801 – R9 600	6.8%
R9 601 – R19 600	17.2%
R19 601 – R38 200	20.2%
R38 201 – R76 400	14.1%
R76 401 – R153 800	10.3%
R153 801 – R307 600	8%
R307 601 – R614 400	5%
R614 001 – R1 228 800	1.6%
R1 228 801 – R2 457 600	0.4%
R2 457 600 +	0.4%

3.1.10. Infrastructure

Storm water

MMM's bulk storm-water consists of approximately 56 km of major storm-water canals and by the end of June 2016 the City has installed 6.114km of new storm-water drainages. The capacity of the major systems varies from a 10-25-year storm frequency depending on the area to be served. In general, there are no major capacity constrain in the major systems, however some portions of the major systems need serious rehabilitation regarding vegetation

and structural collapses. MMM is making use of a Stormwater Management System (SMS) to determine the flows and capacities of the stormwater conduits. There are contractors appointed on a 3-year contract to do rehabilitation work on the major stormwater systems, but more funding will be needed to cater for the total rehabilitation need.

Free Basic Services

The City is committed to assist its communities by giving Free Basic Services to households that can't afford to pay for services and are classified as Indigents.

Free Basic Services	Indigent Support/Subsidy	Indigents Household
Electricity	50 kWh	42677
Water	10 Kilolitres	31 686
Sewerage	Full Subsidy	31 686
Refuse Removal	Full Subsidy	31 686
Property Rates	Full Subsidy	31 686

3.1.11. Housing

South Africa has been experiencing rapid urbanization for decades, which will continue, particularly in metropolitan areas. Combined with increasing urban poverty, chronic shortages of serviced land and adequate housing and inadequate urban policies and planning approaches, large numbers of urban dwellers have had no other option than to settle in life and at times health threatening conditions. This situation is posing a significant threat to the social, economic and environmental sustainability of cities.

The significant increase of the city's urban population leads to a crisis of unprecedented magnitude in urban shelter provision. All these new urban citizens need to be provided with adequate shelter, employment and with urban basic services. The limited capacity of most urban economies is unable to meet all these needs; which range from tenure security, serviced stands/land availability, provision of infrastructure services, socio-economic facilities, availability of appropriate construction materials and building technologies, poverty, high unemployment and vulnerability. The City of Mangaung is not immune to all these challenges. It has a huge housing backlog compared to other municipalities in the Free State.

According to the 2016 community survey the current housing backlog stands at approximately 31 149 houses in Mangaung, the bulk of which are situated in the Mangaung Township. In addition to the existing municipal rental stock that consists of 361 units, excluding plot houses, the city is implementing Social Housing and Community Residential Units (CRU) projects that are geared towards the refurbishment and construction of new social housing units in partnership with the Free State Department of Human Settlements.

	Formal dwelling	Informal dwelling	Traditional dwelling	Other	Unspecified	Total
Formal Residential	231214	31149	2000	1042	10	265414

3.1.12. Water and Sanitation

211 461 households throughout the municipality received kerb-side waste removal services for the period ending June 2016. Most municipal areas have access to waste removal services, whilst rural areas, farms, small holdings and some informal areas do not have access to the service due to accessibility and distance. Low availability of fleet and equipment and lack of skilled personnel exacerbates the situation. The currently utilised landfills are not operating in accordance to the permit requirements and are therefore non-compliant. Land filling operations are being improved to ensure operational compliance.

The following projects and initiatives are being implemented:

- Rehabilitation and official closure of Thaba Nchu landfill site;
- Upgrading of all the three permitted landfill sites;
- Establishment of waste transfer station in Thaba Nchu.

The following additional projects will be funded by the Department of Tourism and Environmental Affairs (DTEA):

- Establishment of 5 recycling facilities in Mangaung;

- Establishment of a waste transfer station in Thaba Nchu.

Mangaung's Metropolitan Municipality bulk storm-water consists of approximately 56 km of major storm water canals and by the end of June 2016 the city has installed 6.114km of new storm-water drainage. The capacity of the major systems varies from a 10 to 25-year storm frequency depending on the area to be served. In general, there are no major capacity constraints in the major systems, however, some portions of the major systems need rehabilitation regarding vegetation and structural collapse. Mangaung is making use of a Stormwater Management System to determine the flow and capacities of the storm-water conduits.

The City is committed to assist its communities by providing Free Basic Services to households that cannot afford to pay for services and are classified as indigents.

Free basic services	Indigent Support/Subsidy	Indigent households
Electricity	50kW	42 677
Water	10 kilolitres	31 686
Sewerage	Full subsidy	31 686
Refuse removal	Full subsidy	31 686
Property rates	Full subsidy	31 686

3.1.13. Electricity and Energy

Centlec, a municipal utility, is responsible for providing electricity in Mangaung. When a development within the urban area occurs it is necessary to do electrical design in such a manner that will make provision for electrical supply capacity for a number of years to come. The ongoing developmental growth results in electrical load growth. According to community survey 2016 the city is providing electricity services to 254 525 households.

Centlec is faced with the following challenges concerning the lack of investment in respect of electrical infrastructure:

- Accelerating the provision of household electricity connections;
- Fast-tracking the completion of Fichardtpark, Cecilia Park Distribution Centre and Northern Ring from Noordstad to Harvard Distribution Centres and Airport Development Node sub-station;
- Recruiting additional staff;
- Fast tracking supply chain management processes;
- Enhancing debt collection strategies on the electricity service arears.

3.1.14. Unemployment

Of the 292 971 economically active (employed or unemployed but looking for work) people in Mangaung, 27.7% are unemployed, 37.2% of the 150 128 economically active youth (15 to 34 years) in the area are unemployed.

Employment Status	Number
Employed	211746
Unemployed	81225
Discouraged Work Seeker	18244
Not Economically Active	195707

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

3.2.1. Key Economic Activities in the Mining Community

Activity	Percentage of Employment
Community Services	35.3%
Finance	26.8%
Trade	16%
Transport	11.8%
Manufacturing	3.5%

3.2.2. Mining Companies in the Area

There are no other operating mining companies in the direct vicinity of Thaba’Nchu.

Due to the fact that most of the employees reside within the Mangaung Municipal area, it is fair to presume that the majority of monthly earned salaries are spent in the local area.

Indirectly, through the payment for services and suppliers the mine also supports employment of the 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
Infrastructure	Bartimea School for the Blind and Deaf	Need Determination to be conducted on an annual basis	Mangaung

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

See table 3.2 below.

Type of project and locality

Thaba Stone Quarry has been implementing several projects for the Bartimea School for the Blind and Deaf in Thaba’Nchu as part of its previous SLP. Thaba Stone Quarry will contribute a total amount of R200 000.00 (Two Hundred Thousand Rand) for the duration of this SLP, which can be divided as follows:

- 2020 – R25 000.00
- 2021 – R25 000.00
- 2022 – R50 000.00
- 2023 – R50 000.00
- 2024 – R50 000.00

Due to the longstanding relationship between the quarry and Bartimea school Thaba Stone Quarry would like to continue in providing its support to the school for the total amount allocated for the LED project in this revised SLP, should the DMRE find this appropriate under the circumstances.

The project currently agreed upon is for the installation of custom built kitchen units in the 24 hostels of the school.

A needs determination/analysis will be done by Thaba Stone quarry and the school principle on an annual basis to ensure that the needs of the school are adequately met. In the event that the needs of the school and the projects to be implemented changes, the DMRE will be notified accordingly in the annual reports.

3.5.1. Stakeholder’s involved in the project

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

- Thaba Stone Quarry;
- The local authority;
- The local community;
- SMME suppliers and local labour;
- Bartimea School for the Deaf and Blind;
- The Department of Mineral Resources and Energy.

3.5.2. Sustainability of the project

Thaba Stone Quarry’s support of Bartimea School will be continuous for the duration of this SLP. The installation of the kitchen cupboards in the hostels of the school is sustainable in that it does not require any upkeep, if looked after properly. It will also assist the school staff in working more efficiently, which will therefore enable the staff to take better care of the children.

3.5.3. Financial provision over a 5-year timeframe

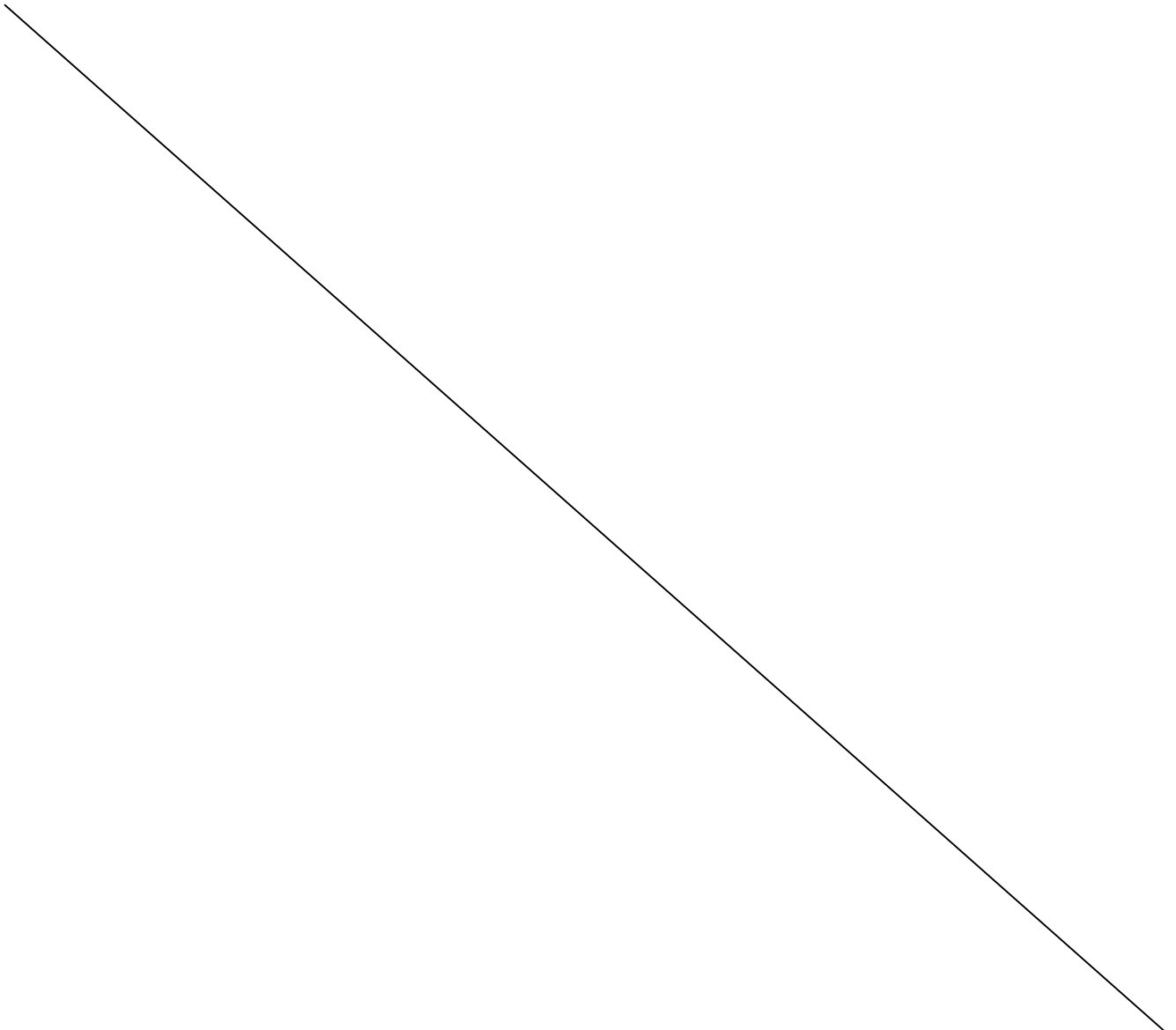
Thaba Stone Quarry is able to contribute a total amount of R200 000.00 (Two Hundred Thousand Rand) in terms of Local Economic Development for the 5-year duration of this SLP.

The implementation and expenditure will be as follows per year:

- 2020 – R25 000.00
- 2021 – R25 000.00
- 2022 – R50 000.00
- 2023 – R50 000.00
- 2024 – R50 000.00

3.5.4. Company's exit strategy after implementation

Thaba Stone Quarry will request the school to provide the company with written confirmation that the projects have been implemented satisfactorily, which might also require site inspections.



Reference: FS 30/5/1/2/2/195 MR

Table 3.2:Project Plan

Project Name	Bartimea School for the Deaf and Blind		Classification of project	Infrastructure & school support				
Background	<p>Thaba Stone Quarry will contribute a total amount of R200 000.00 (Two Hundred Thousand Rand) for the duration of this SLP, which can be divided as follows:</p> <ul style="list-style-type: none"> • 2020 – R25 000.00 • 2021 – R25 000.00 • 2022 – R50 000.00 • 2023 – R50 000.00 • 2024 – R50 000.00 <p>Due to the longstanding relationship between the quarry and Bartimea school Thaba Stone Quarry would like to continue in providing its support to the school for the total amount allocated for the LED project in this revised SLP. The project currently agreed upon is for the installation of custom built kitchen units in the 24 hostels of the school.</p> <p>A needs determination/analysis will be done by Thaba Stone quarry and the school principle on an annual basis to ensure that the needs of the school are adequately met. In the event that the needs of the school and the projects to be implemented changes, the DMRE will be notified accordingly in the annual reports.</p>							
Geographical Location	District Municipality	Local Municipality	Village / Town		Project Start Date		Project End Date	
Free State	Mangaung	Mangaung	Thaba’Nchu		2020		2024	
Output	Key performance indicators and areas	Responsible Entity	2020	2021	2022	2023	2024	Total
Infrastructure	Community Consultation & local authority	Applicant and local authority	R25 000.00	R25 000.00	R50 000.00	R50 000.00	R50 000.00	R200 000.00
Type of jobs	No of jobs	Male adults	Female adults	Male/Fem youth	Total	Comment		
Short-term	TBC	TBC	TBC	TBC	TBC	See above		
Medium term	TBC	TBC	TBC	TBC	TBC	See above		
Long term	TBC	TBC	TBC	TBC	TBC	See above		
Completion	2024	Exit strategy	Upon confirmation from the school			Total:	R200 000.00	

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 housing

The local authority has adopted an Integrated Human Settlements Plan which aims to identify the housing backlog and provide the manner in which the housing backlog will be eradicated. Although the housing provisioning rests with the Department of Human Settlements, the municipality together with the officials from the department work together to have the housing backlog eradicated and housing projects implemented.

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 have been sourced from the local community and all employees currently have their own existing housing.

Future employees will also be sourced from within 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 does not reside within the Mangaung Local 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.

Employees are also provided with material at cost price, in the event that they would like to refurbish their homes, which material is also delivered free of charge at their homes.

3.6.4. Housing and living conditions plan over a five-year period -

Table 3.4: Housing and living conditions

Type of accommodation	2020 Baseline	2021 25%	2022 50%	2023 75%	2024 100%
Home ownership					
Family units					
Single quarters					
Other – Employees have established households that they either rent or own off site	Will remain	Will remain	Will remain	Will remain	Will remain

Please refer to paragraph 3.8.3 above.

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

- A focus on local recruitment. 100% of the employees of Thaba Stone Quarry reside within the local Mangaung Municipality, and preference will be given to future local employees.
- Thaba Stone Quarry will support the Infrastructure and Basic Services projects identified, which will provide skills, finance and encouragement for the development of community related infrastructure.
- Thaba Stone Quarry intends to implement regular awareness programmes to inform all employees of the benefits of good nutrition, balanced diets, correct method of food preparation to maximize nutritional benefits of food as well as Water and Sanitation when preparing food, including the use of nutritional diets in the management of HIV/Aids and Tuberculosis.
- Thaba Stone Quarry will provide employee transport to and from the site at no cost to the employee.
- The employees will also undergo annual medical examinations, at the expense of Thaba Stone Quarry.

3.7. PROCUREMENT PROGRESSION (*REGULATION 46(c)(vi)*)

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

Thaba Stone Quarry undertakes to do the following in order to facilitate procurement progression: -

- **STEP 1:** Thaba Stone Quarry will ensure that where possible all suppliers of goods and services will be BEE compliant entities, or BEE entities being either HDP, women or youth owned;
- **STEP 2:** Submit a list of the needs of Thaba Stone Quarry to the local authority, as well as request for local SMME and BEE supplier list, after which the local authority will be able to provide the relevant information contained on their database;
- **STEP 3:** Thaba Stone Quarry will investigate each supplier taking *inter alia* the following into account namely: -
 - Quality of the product and service;
 - Price of the product and service;
 - Availability of the product and service;
 - Thaba Stone Quarry's needs.
- **STEP 4:** Thaba Stone Quarry will select the most suitable SMME/BEE suppliers (if any) where possible and make contact with each supplier in order to obtain a quotation. Should the quotation be acceptable to Thaba Stone Quarry 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, Thaba Stone Quarry 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 the 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))

Thaba Stone Quarry have already established a future forum.

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 **three times per year** 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 that it is necessary 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 as a result 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:-

- Thaba Stone Quarry 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 Thaba Stone Quarry 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 Thaba Stone Quarry 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 may be significant due to the fact that the mine is the only mine in the area and the 20 employees support 40 dependants. Thaba'Nchu is 70km from Bloemfontein and employees, especially if they do not have their own transport, might find it difficult (and expensive) to acquire new employment and to travel to the city on a daily basis.

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, Thaba Stone Quarry 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.

Thaba Stone Quarry 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. Thaba Stone Quarry will inform the affected employee/s of the existence of these services and skills programmes.

Thaba Stone Quarry 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:-


Reference: FS 30/5/1/2/2/195 MR

- 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					
	2020	2021	2022	2023	2024	Total
HR development	R102 196.00	R123 909.70	R114 827.00	R137 298.70	R129 020.00	R607 251.40
Local Economic Development	R25 000.00	R25 000.00	R50 000.00	R50 000.00	R50 000.00	R200 000.00
Management of downscaling	R5 000.00	R5 500.00	R6 000.00	R6 500.00	R7 000.00	R30 000.00
Total	R132 196.00	R154 409.70	R170 827.00	R193 797.70	R186 020.00	R837 251.40

6. UNDERTAKING (REGULATION 46(F))

	Herewith I, the person whose name and Identity Number is stated below, confirm that I am the person authorised to act as representative of Thaba Stone Quarry in terms of the resolution submitted with the application, and undertake to implement this Social and Labour Plan and adhere to the proposals set therein.
Full name(s) and surname	Armandt Gerhard Kotzé
Signature	
Identity number	870921 5087 089

Reference: FS 30/5/1/2/2/195 MR

7. ANNEXURES**7.1. Annexure 1: Form Q (DME 327)**

DEPARTMENT: MINERALS AND ENERGY
EMPLOYEES – November 2020

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	2								2	
		Grade 0 / Pre										
		Grade 1 / Sub A										
		Grade 2 / Sub B										
		Grade 3 / Std 1 / ABET 1										
		Grade 4 / Std 2										
		Grade 5 / Std 3 / ABET 2										
		Grade 6 / Std 4	2								2	
		Grade 7 / Std 5 / ABET 3	2								2	
		Grade 8 / Std 6	3					1			3	1
Grade 9 / Std 7 / ABET 4	2								2			
Further Education and Training (FET)	2	Grade 10 / Std 8 / N1	1			1				2		
	3	Grade 11 / Std 9 / N2				1				1		
	4	Grade 12 / Std 10 / N3	1			2			1	3	1	
Higher Education and Training (HET)	5	Diplomas / Certificates										
	6	First degrees / higher diplomas							1		1	
	7	Honours / Master's degrees										
	8	Doctorates										
TOTAL			13			4	1		2	17	3	

Reference: FS 30/5/1/2/2/195 MR

ANNEXURE 2: FORM R (DME 328)



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

HARD-TO-FILL VACANCIES AS AT NOVEMBER 2020

[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

Reference: FS 30/5/1/2/2/195 MR

7.2. ANNEXURE 3: FORM S (DME 325)

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

EMPLOYMENT EQUITY STATISTICS AS AT NOVEMBER 2020

[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	1			2					3		
Senior Management								1	1		
Professionally qualified and experienced specialist and mid-management	2								2		
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	2			1				1	4		
Semi-skilled and discretionary decision making.	2				1				3		
Unskilled and defined decision making	7								7		
TOTAL PERMANENT											
Non-permanent employees											
TOTAL	14			3	1			2	20		

Reference: FS 30/5/1/2/2/195 MR

7.3. ANNEXURE 4: FORM T (DME 326)

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

PROCUREMENT AS AT NOVEMBER 2020

[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 services procurement	HDSA Composition	Provider and Address	Percentage of total consumables procurement	HDSA Composition
Uitkoms Klipbreker	50,954536	Level 4	FJ van der Merwe Mine Surveyor	1,301193745		Royal Flush	78,34535	
Babcock	2,55664427	Level 4	Z Wessels - SLP	0,319562293		Embroidery Unlimited	21,65465	Level 4
Barloworld	0,16479612	Level 3	Greenmined	0,715340193		Total %	100	
Bell	4,97508272		Turn 180 Environmental	0,278418648	Level 2 - 51%			
Tewie Wessels Fam Trust	18,7254074		PW Bergman	0,798905732				
Thaba Stone	22,6235335		ASA Sandkonstruksie	0,138940093				
Total %	100		Bloem Filtration	0,823841578	Level 4			
			Bloem Wheel Alignment	1,694654019	Level 4			
			De Pan Sand	1,595240986				
			Dial a Auto	0,175958988				
			Ebenaeser Environmental	2,394719933	Level 2 - 51%			
			EDS	0,831544627	Level 4			

Reference: FS 30/5/1/2/2/195 MR

			ESP Africa - Equipment	0,961126338				
			General Supplier	7,140330233				
			Hugo & seun	5,595208598				
			JIT Exploration	0,217427388				
			Kenmore Crushing	1,791226543				
			KEVCOR	0,790530404	n/a			
			Le Roux Besigheidstrust	1,180990787				
			LMC Readymix	3,871532731				
			M&M Transport	0,282810632				
			Maluti Crushers	2,502172754				
			Navitas	0,436601983	Level 4			
			Ponelopele	0,112888576				
			Shirah General Trading	0,144601938				
			Supreme Bearings	0,308771873				
			Sureblast	26,1744115	Level 4			
			Teengs	0,108778605	Level 4			
			Thaba Nchu Tyres	1,123835873	Level 4			
			The Oil Shoppe	7,657706378	Level 2			
			Transerve	1,069859405				
			Vibra Teck	0,407921267				
			Winkelhaak Verspreiders	24,62147577				
			WOW Scales	2,431469597	Level 4			
			Total %	100				

	Service	Capital	Consumables
Total	R2 503 424.00	R1 363 053.92	R893.48
% BEE compliant procurement	53.67%	44%	21.65%

Reference: FS 30/5/1/2/2/195 MR

7.4. ANNEXURE 5: QUESTIONNAIRE

SOCIAL AND LABOUR PLAN QUESTIONNAIRE FOR THABA STONE QUARRY EMPLOYEES				
“PLEASE COMPLETE AND RETURN TO THE TEAM LEADER”				
BACK GROUND 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				

Reference: FS 30/5/1/2/2/195 MR

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?	