

WANSLEY SIYAKHULA (PTY) LTD
MINING OPERATION ON A PORTION OF PORTION 1
OF THE FARM NO 652, EAST LONDON
MAGISTERIAL DISTRICT, EASTERN CAPE
PROVINCE

SOCIAL AND LABOUR PLAN

EC 30/5/1/2/2/228 MR

2021 - 2025

(Revision: October 2020)



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EXECUTIVE SUMMARY

Wansley quarry is an opencast gravel quarry located near East London in the Eastern Cape and has been operating for the past 19 years. Wansley Quarry is approximately 30 km north-east of East London city centre and ±65 km south-east of King William's Town.

Wansley quarry currently has 20 (twenty) full time employees; which employees reside within the local community. This Social and Labour Plan review is for the purpose of a Section 102 amendment application for the extension of the mining area from 5.2149 ha to 32.1311 ha. A Section 11 application was approved during July 2019 for the consent of the Minister to cede the mining right to Wansley Siyakhula (Pty) Ltd. This Section 102 application is to align the mining documentation with the Section 11 approval, comply with the latest departmental and legislative requirements, add blasting and processing of material to the EMPR, and to expand the mining footprint area.

Wansley quarry intends to spend at least R636 418-70 (Six Hundred and Thirty-Six Thousand Four Hundred and Eighteen Rand and Seventy cents) on Human Resource Development for the 5-year duration of this SLP.

Wansley quarry will also have available a total amount of R177 325-20 (One Hundred and Seventy-Seven Thousand Three Hundred and Twenty-Five Rand and Twenty cents) for Local Economic Development (LED) of the community for the 5-year period of this SLP. Local authority approval of the LED project is attached hereto; which project is more fully set out in clause 3.5 herein. The project will consist of assistance to Guardians of Hope, a non-profit organisation that takes care of abandoned and destitute babies. The care facility is situated in East London, which falls within the Buffalo City Metropolitan Municipality.

In line with the Amendments to the Mineral and Petroleum Resources Development Regulations, this Social and Labour Plan will be subjected to public participation as prescribed by the Environmental Impact Assessment Regulations promulgated in terms of Section 24(5) of the National Environmental Management Act, 1998.

Once this revised Social and Labour Plan has been approved by the Regional Manager it will be published, in line with the amended Regulations, in English as well as isiXhosa, which is the most dominant language within the Buffalo City Metropolitan Municipal area.

1. PREAMBLE (REGULATION 46(A))

Name of Company/Applicant	Wansley Siyakhula (Pty) Ltd
Name of mine/production operation	Wansley quarry
Physical Address	W7 Wansley Farm Holm Hill Old Gonubie Road Beacon Bay East London
Postal Address	PO Box 769 Gonubie 5256
Telephone number	043 730 7162 / 082 313 5825
Fax number	043 730 7162
Location of mine or production operation	Wansley Quarry is approximately 30 km north-east of East London city centre and ±65 km south-east of King William’s Town.
Commodity	Gravel
Life of mine	30 years
Financial year end	March to February
Reporting year	2022
Responsible person	Mr. Jason Coetzer
Geographic origin of employees (mine employees and labour sending areas)	
(a) Mine community	(b) Labour sending area
Province	Province
Eastern Cape	Eastern Cape
District municipality	District municipality
Buffalo City Metropolitan	Buffalo City Metropolitan
Local municipality	Local municipality
Buffalo City Metropolitan	Buffalo City Metropolitan

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

It is important to point out, at the onset, that the mine currently has a very small staff complement of 20 (twenty) employees. This reviewed Social and Labour Plan is for the purpose of a Section 102 amendment application in which application is made to the Department of Mineral Resources and Energy for the extension of the mining area.

Should the workforce increase subsequent to the extension of the mining area the operation will still remain very small and therefore will not have the capacity or structure to be comparative in terms of Training and Development and Social Responsibilities, to that of other larger mining operations. Due to the aforementioned, the Skills Development Plan “SDP” is simplistic but most of all, attainable and manageable.

Our primary focus is to present both a Skills Development and Social Plan that is simplistic, but more importantly achievable and which will address the requirements of the local community and municipal area.

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 capacity to implement a blanket training initiative and these initiatives are not realistic for an operation of this size.

Although this is such a small operation, 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
Registration number with relevant SETA	To be confirmed once registered
Has your company appointed a Skills Development Facilitator. If yes, provide name	Yes, Michele Coetzer, internal SDF.
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 By 30 April annually

The SDF will be the main liaison person with the MQA and will have access to company information directly on the MQA Database (DataNet) through the use of a user ID and password. The appointed skills development facilitator will be responsible for the development and submission of the workplace skills plan for Wansley quarry.

The roles of the Skills Development Facilitator will be:

- 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.

Wansley quarry will focus on strategic and specific training interventions 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))

Wansley 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 Wansley 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. The future employees’ education levels will be reported on within the first year of operations under the extended mining right, in the event that new employees are 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										
Grade 0 / Pre										
Grade 1 / Sub A										
Grade 2 / Sub B										
Grade 3 / Std 1 / ABET 1	1								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							1		1	
Grade 8 / Std 6 / ABET 3										
Grade 9 / Std 7 / ABET 4	3						1		4	
Grade 10 / Std 8 / N1		1					1		1	1
Grade 11 / Std 9 / N2	1								1	
Grade 12 / Std 10 / N3	3						6	2	9	2
Diplomas / Certificates										
First degree / higher diploma										
Honours/Master’s degree										
Total	8	1					9	2	17	3

2.2.2. Illiteracy level and ABET needs

The mine currently has 2 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.

Wansley 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 to be appointed under the extension of the mining right such employees 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	2021	2022	2023	2024	2025	Total
ABET 1	1					1
ABET 2		1				1
ABET 3			1			1
ABET 4				1	1	2
Total No.	1	1	1	1	1	5
Budget	R7500.00	R7500.00	R7500.00	R7500.00	R7500.00	R37500.00

Wansley quarry’s intention is for all employees to obtain an educational level of at least ABET level 4. 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 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

Wansley 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, Wansley quarry also recognises that employees may seek alternative employment during their careers.

In recognition of the above Wansley quarry will implement the following portable skills plan.

Action plan:

- Table 2.4 below provides an indication of the portable skills that Wansley quarry will aim to provide employees which will be useful both during their employment as well as after employment at Wansley quarry.
- 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
	2021	2022	2023	2024	2025	
Excavator Operator	2		2		2	6
Safety Rep Training	1	1	1	1	1	5
Mobile Crusher	1		1		1	3
First Aid	2		2		2	6
Driver competence		3		3		6
Core Business training (Induction)	All	All	All	All	All	All
BUDGET	R15 000	R17 000	R19 000	R21 000	R22 000	R95 000.00

2.2.5. Core Business Training

In addition to the training described above Wansley quarry will also provide all employees training in the following:

- HIV/AIDS and Tuberculosis awareness training;
- Health and Safety in the workplace training;
- Environmental Awareness training;
- Personal Protective Equipment & Emergency preparedness;
- Codes of Practice;
- Load and Haul.

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 Wansley 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 Wansley quarry, 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									Budget
	2021	2022		2023		2024		2025		
	New intake	New	Cont	New	Cont	New	Cont	New	Cont	
Mechanical Engineer (or any mine related field)	1	1	0	1	0	1	0	1	0	
Total No	1	1	0	1	0	1	0	1		
Budget	R15 000-	R20 000-	0	R25 000-	0	R30 000-	0	R35 000-	0	R125 000-

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. Wansley 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 candidates. An interview process will be completed in order to identify the successful candidate. The candidate will receive a monthly stipend of approximately R2 500.00 during the 1st year of this SLP, with annual increases, and the total budget for the 5-year SLP period will be a maximum of R125 000.00.

2.2.8 School Support and Post Matric Programme

APPENDIX 2.2.8

School Support

Wansley quarry will implement a school support programme in which school going children of employees and/or community members will be funded with regards to school fees, school clothing or any relevant educational supplies. Wansley quarry will approve at least 2 applications per year, which applications must be submitted by the employee parent or community member, 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, 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 mine by the parents.

Post Matric

Wansley quarry will implement a post matric programme in which children from the local community 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 table below the budget for the 5-year period is set out more fully:

Field/ area of training	Targets and timelines					
	2021	2022	2023	2024	2025	Budget
School support	2	2	2	2	2	10
Post Matric	2	2	2	2	2	10
Total No	4	4	4	4	4	20
Budget	R8 016-00	R8 375-10	R9 217-60	R10 655-70	R12 654-30	R48 918-70

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 Wansley 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 (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 Wansley 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 Career Progression Plan will be used for updating future progress in this regard. In the event that new employees are employed under the Section 102 extension the career progression of the new employees will be reported on in subsequent annual reports.

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Table 2.7: Five Year Career Progression Plan of current employees

No	Name	Position	Gr.	Ethnic	Core Business	Mentor ship	2021	2022	2023	2024	2025	
1.	Jason Russel Coetzer	Managing Director	12	White	Core Business to be conducted as part of employee induction							
2.	Dean Russel Coetzer	Mine Manager	12	White								
3.	Mkhuseli Notyhawa	Manager & H&S Rep	12	African								
4.	Thabo Zonke	Supervisor & Diesel Mech.	9	African								
5.	Dayne Michael Coetzer	Weighbridge Operator	10	White								
6.	Michele Coetzer	Admin Manager	12	White								
7.	Karen Coetzer	Admin Assistant	12	White								
8.	Benjamin Jordaan	Excavator Operator	9	White								
9.	Mnyamezeli Mingxithama	Excavator Operator	3	African								
10.	Tobile Vayisi	Workshop Assistant	9	African								
11.	Faith Memani	Cleaner	10	African								
12.	Shadrick Mechachi	Code 14 Driver	12	African								
13.	Marius van Heerden	Diesel Mechanic	12	White								
14.	Lunga Tanabuti	Crusher Operator	11	African								
15.	Prosper Chikuni	Code 14 Driver	12	African								



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16.	Piet Strydom	Workshop Manager	12	White								
17.	Duncan Bosch	Welder	7	White								
18.	Brandan Nass	Weighbridge Operator	12	White								
19.	Bapiwe Nete	General Labourer	9	African								
20.	Dirk Jaco Kotze	Plant & subordinate Manager	12	White								

Yellow - Excavator Operator Green – SHE Representative Blue - Mobile Crusher Red – First Aid Pink – ABET
Orange – Driver Competence Turquoise - Mentorship

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

Wansley quarry regards mentorship as helping people realising their potential 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.

Wansley quarry will implement a mentorship plan through the action plan listed below. This constitutes a provisional mentorship plan, which plan might be subject to change, depending on operational requirements of the quarry.

Action plan:

- Wansley quarry will undertake a survey to identify both potential mentors and mentees to take part in the mentorship programme. Possible mentees have been set out in the career progression plan in table 2.7, although this is just a provisional plan, and is subject to change. 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 Wansley 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 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. Only one mentee per mentor will be allocated.
- 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 Wansley 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:

- 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

MENTORING PROGRAMME	MENTOR	DURATION	TARGET		GENDER	
			HDSA	NON-HDSA	FEMALE	MALE
Admin/Office	Michele Coetzer (or nominee)	1 Year	1	0	1	0
Management	Jason Coetzer (or nominee)	1 Year	1	0	0	4

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

Wansley quarry will make internal bursaries available to employees of the company who want to study on a part time basis. The Company actively optimises on the utilisation of the skills, abilities and efforts of all its employees. To this end we encourage and assist our employees in realising their aspirations for personal growth and career advancement. The company 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 any time prior to the financial year end, for the bursary to be awarded during the next financial year. The employee must provide Wansley quarry with proof of the cost of the course as well as the course material.
- Studies and educational institutions must be approved by the Company.
- The employee must provide the quarry with at quarterly progress reports in this regard.

Bursary field	Internal Bursaries								
	2021	2022		2023		2024		2025	Total Budget
	New	New	Cont	New	Cont	New	Cont	New	
Mine related field	1	0	1	0	1	0	1	1	
Total No	1	0	1	0	1	0	1	1	
Budget	R10 000	0	R10 000	0	R10 000	0	R10 000	R10 000	R50 000-

2.6.2. External Bursary Plan

Table 2.9: Tertiary Learnership Targets – External Bursary

Bursary field	Targets and timelines								
	2021	2022		2023		2024		2025	Total Budget
	New	New	Cont	New	Cont	New	Cont	New	
Mechanical Engineering	1	0	1	0	1	0	1	1	2
Total No	1	0	1	0	1	0	1	1	2
Budget	R30000-	0	R30000-	0	R30000-	0	R30000-	R30000-	R150000-

In order to identify potential students in need of assistance who would benefit from the external bursary programme, Wansley quarry will liaise with local schools to ascertain how many possible applicants there might be. Aspiring students from the Buffalo City 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 mine). Wansley quarry 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 student will be required to enter into an agreement with Wansley quarry 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. In the event that it becomes clear to Wansley quarry that any one or more

student/s are not fully committed to their studies, Wansley quarry reserves the right to terminate that particular student’s bursary and offer the bursary to a new student.

Wansley quarry will make payment of all the applicable fees directly to the relevant educational institution/service provider. The student will have to provide Wansley quarry with bi-annual progress reports.

2.6.3. Internship plan (Regulation 46(b)(iv))

APPENDIX 2.6.3

Table 2.10: Internship targets

Internship field	Targets and timelines									
	2021	2022		2023		2024		2025		Total Budget
	New intake	New	Cont	New	Cont	New	Cont	New	Cont	
Engineering/ Mining	2	2	0	2	0	2	0	2	0	
Total No	2	2	0	2	0	2	0	2	0	
Budget	R26000	R26000	0	R26000	0	R26000	0	R26000	0	R130 000-

The internship plan will target HDSA students within the local community, who are in the process of completing high school. Students will be sourced with assistance from the local authority and/or local institutions/schools, as well as through an application process.

The internship will be offered to 2 students per year during secondary institution holiday periods (where possible) in order to accommodate the student. Wansley 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 3 weeks prior thereto. The intern will receive a stipend for the duration of the internship and the total budget for the five-year period will be R130 000-00.

The internship will be aimed at exposing high school student(s) 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

Wansley quarry currently has 2 Board positions of which 50% is HDSA male; no Executive management positions; 2 senior management position of which 1 is female (50%); 4 middle management positions of which 50% is HDSA; 4 junior management positions of which 75% is HDSA and the remaining 8 positions are core and critical skills, of which 62.5% is HDSA. The targets for HDSA in management have been set out in Table 2.11 below as from 2021. In the event that management positions change should new employees be employed this will be reported on accordingly.

Table 2.11: Targets for HDSA participation in management

Occupation levels	2021	Min progress to achieve	2022	Min progress to achieve	2023	Min progress to be achieved	2024	Min progress to be achieved	2025	Compliance Target
BOARD 50%										
HDSA	50%	50%	50%	50%	50%	50%	50%	50%	50%	30%
Women	0%	0%	0%	0%	0%	0%	0%	0%	0%	20%
EXECUTIVE MANAGEMENT 50%										
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%										
HDSA (Male)	0%	0%	0%	0%	0%	0%	0%	0%	0%	35%
Women	50%	50%	50%	50%	50%	50%	50%	50%	50%	25%
MIDDLE MANAGEMENT 60%										
HDSA	50%	35%	50%	35%	50%	35%	50%	35%	50%	35%
Women	0	25%	0	25%	0	25%	0	25%	0	25%
JUNIOR MANAGEMENT 70%										
HDSA	25%	50%	25%	50%	40%	50%	40%	50%	40%	40%
Women	25%	0%	25%	0%	25%	25%	30%	30%	30%	30%
CORE AND CRITICAL SKILLS 70%										
HDSA	63%	63%	63%	63%	63%	63%	63%	70%	70%	70%
EMPLOYEES WITH DISABILITIES										
All employees	0%	0%	0%	0.5%	0.5%	1%	1%	1.5%	1.5%	1.5%

Women in Mining

Wansley quarry employ women in accordance to the Mining Charter and Employment Equity Act, and currently the mine has 3 women employed, constituting 15% of all the employees. Wansley 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.

- Wansley quarry will target suitable qualified women for vacant employment positions as and when they are available.
- Wansley 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.
- Wansley quarry recognises that one of the roles that would suit women is as a vehicle operator or weighbridge operator in the mine. 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

Buffalo City Metropolitan Municipality is situated relatively centrally in the Eastern Cape Province, and is surrounded by the Great Kei Local Municipality, Amahlati Local Municipality, Nkonkobe Local Municipality and Ngqushwa Local Municipality. It is bounded to the south-east by the long coastline along the Indian Ocean.

The Eastern Cape Province is the second largest province in land area in South Africa, and covers 169, 580 square kilometers, which is 12.7% of South Africa's total land area. The province has the third largest population of South Africa's Provinces, approximately 6,562 053 million people (Census 2011), which is 12, 7% of South Africa's people.

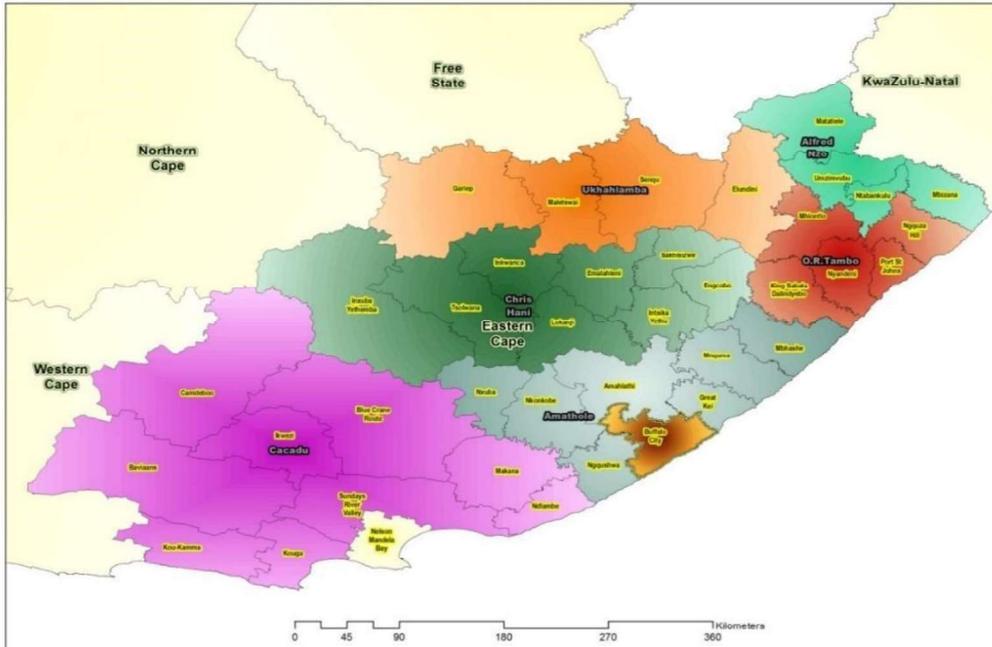
The province is generally seen as one of the two poorest in South Africa. There are two major urban conurbations within the Province, Nelson Mandela Bay Metropolitan and Buffalo City Metropolitan Municipality. The Eastern Cape population has reduced from 14% (Census 2001) to 12,7% (Census 2011) of the country's population.

The Buffalo City Metropolitan is made up of significant portion of two Magisterial Districts, as follows:

- East London, including the previous Ciskei Magisterial District(s) of Mdantsane.
- King Williams Town, including the previous Ciskei Magisterial District of Zwelitsha.

In line with the local government dispensation in South Africa, the Buffalo City Metropolitan Municipality is categorized as a Category "A" Municipality.

BCMM location relating to provinces:

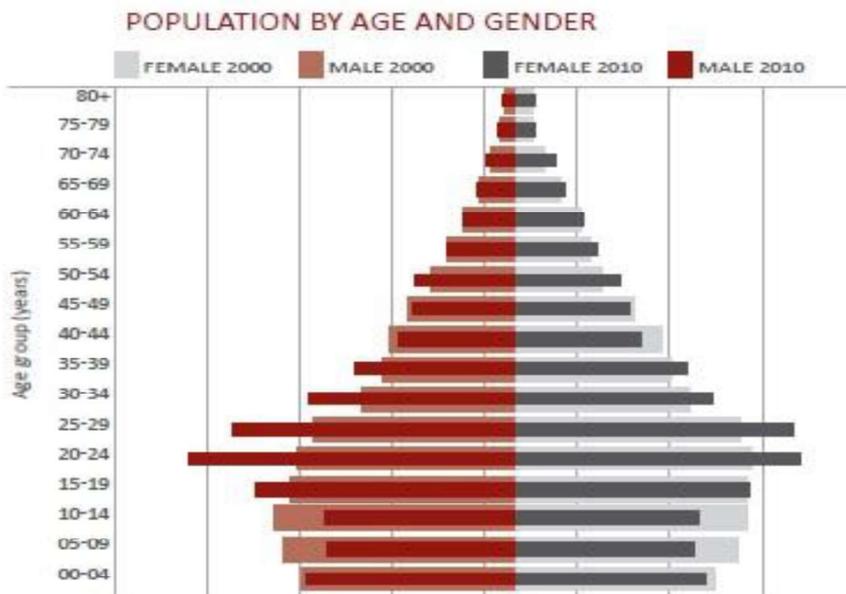
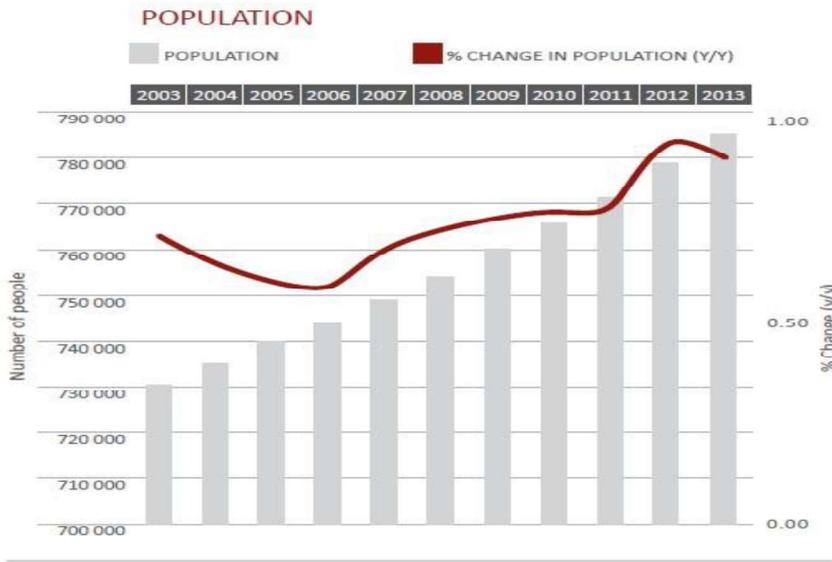


3.1.2. Gender Profile

The sex ration in the Buffalo City Metropolitan Municipality during 2016 was 93.8 males for each 100 females. During 2011 45.9% of all households was female headed, whereas during 2016 the female headed households decreased slightly to 45.3%.

3.1.3. Population Profile

The census 2011 conducted by Stats SA estimates the total population of Buffalo City Metro to be 755 200. In 2013 there were an estimated 785 330 people in the Buffalo City metro. This is a little more than a tenth (11.4%) of the Eastern Cape’s population and represents 1.5% of South Africa’s population.



3.1.4. Population by race

The racial composition of the Buffalo City metro is as follows:

- Black 92.9%
- Coloured 2.4%
- Asian 0.2%
- White 4.5%

The annual rate of population growth since 2005 has been about 0.8%. This is lower than the 1.2% growth rate for South Africa, but higher than the Eastern Cape whose population has grown at 0.5% pa since 2005.

The annual average growth rates of the various population groups from 2005 to 2013 are as follows:

- Black 1.0%
- Coloured 2.3%
- Asian -6.7%
- White -2.9%

The Buffalo City metro is densely populated with 2.511 people per km² compared to South Africa (42 people per km²) and the Eastern Cape (41 people per km²).

3.1.5. Distribution of population by Language

First language during 2011 Census:

	People	Percentage
isiXhosa	580,624	78.83%
English	81,050	11.00%
Afrikaans	52,801	7.17%
Sign language	5,289	0.72%
Other	5,232	0.71%
isiZulu	3,154	0.43%
Sesotho	2,466	0.33%
isiNdebele	1,811	0.25%
Sepedi	1,607	0.22%
Setswana	1,380	0.19%
Xitsonga	558	0.08%
Tshivenda	327	0.04%
SiSwati	222	0.03%
Not applicable	18,680	

3.1.6. Economic Profile

Although Buffalo City's economy is relatively small, it is the second largest metropolitan municipality in the Eastern Cape, contributing 1.6% to the South African economy and 20.9% to the Eastern Cape's economy.

The economic performance of the Buffalo City area has been relatively stable over the past decade or so, albeit below the national average.

The annual average growth rate from 2003 to 2013 was 2.8% and the economy shrank by -1.5% during the 2008–09 recession. This was the same as the national average (-1.5%) but worse than the provincial average (-1%). However, post-recession growth has been slower. In 2013 the growth rate was only 1.3% compared with South Africa's growth rate of 1.9%, although it was the same as that of the Eastern Cape (1.6%)

The tertiary sector is the municipality's largest contributor to its economy with a contribution of 81.7%. This is followed by the secondary sector (17.0%) and the primary sector (1.3%).

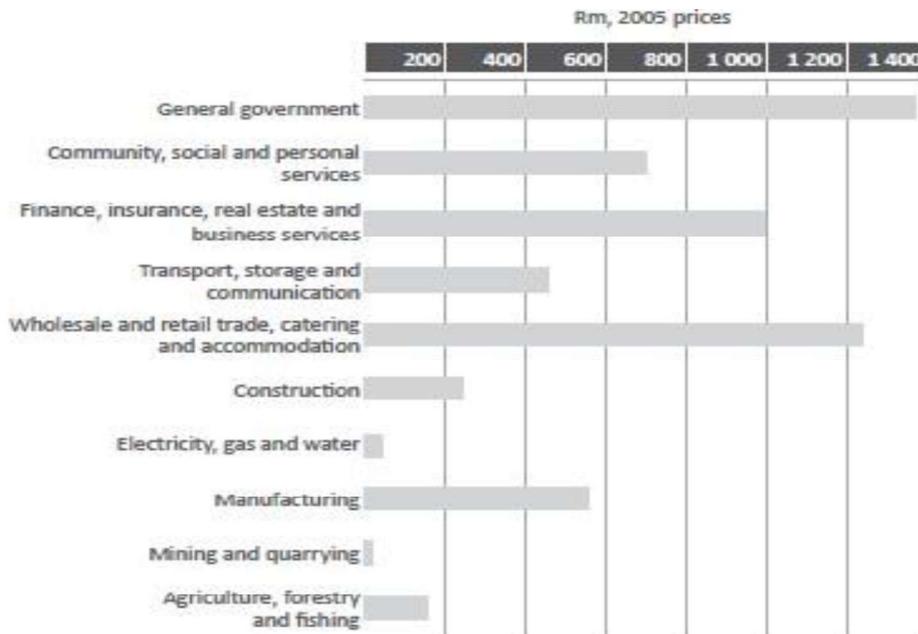
Mining and quarrying is insignificant (0.19%) in the metro's economy; agriculture therefore contributes the largest share (1.3%) to the primary sector. The municipality contributes 1.2% to South Africa's agricultural output, and 18.1% to the Eastern Cape's agricultural output. The sector has exhibited an average annual growth rate of over 4.0% since 2005. It did, however, slowdown in 2010 (1.10%).

Manufacturing contributes 13.5% to the metro's gross value added. The transport equipment sector is the most important manufacturing sector, contributing 3.0% to the metro's gross value added. Mercedes-Benz SA, based in East London, is one of the largest foreign investors in South Africa. The transport equipment sector contributes 4.2% to South Africa's transport sector and has been growing at an annual average rate of 1.5% since 1995. Although the sector shrank by -13.0% during the 2008-09 recession, it increased by a moderate 3.6% in 2013.

The second largest contributor to manufacturing is the petroleum products, chemicals, rubber and plastic sector, which contributes 2.7% to the region's GVA. This sector supplies components to the automotive sector. In addition, the food, beverages and tobacco sector contributes 2.1% of the region's GVA.

The tertiary sector is dominated by general government which contributes 25.2% to the local economy. This is followed by business services (13.9%), finance and insurance (8.4%) and wholesale and retail trade (13.3%).

GROSS VALUE ADDED (GVA) PER SECTOR (2013)

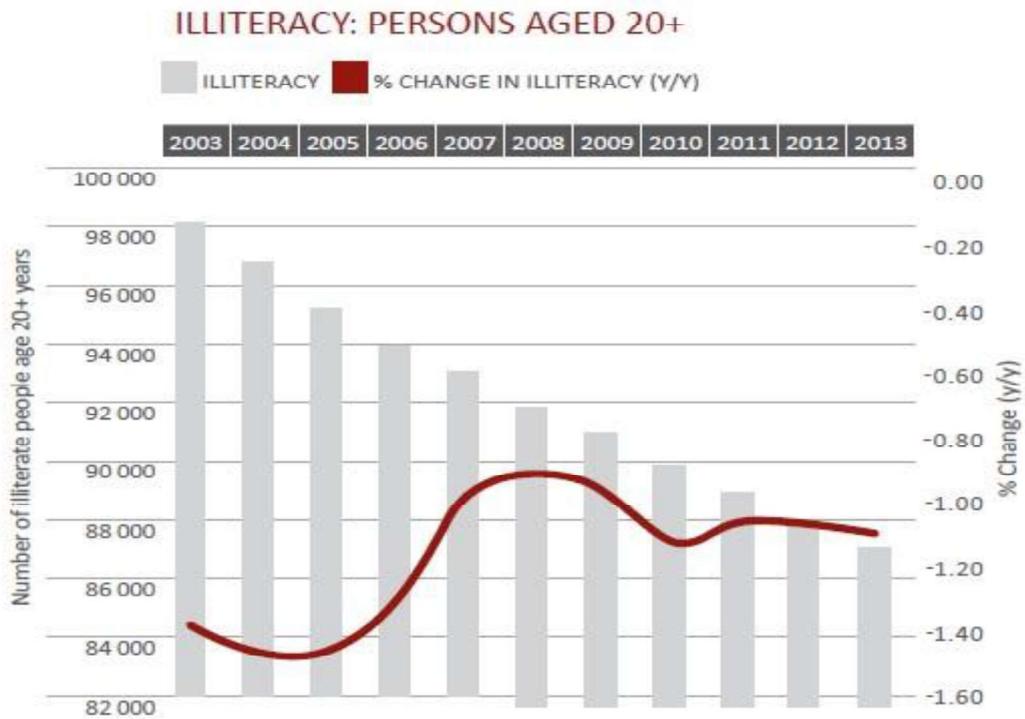
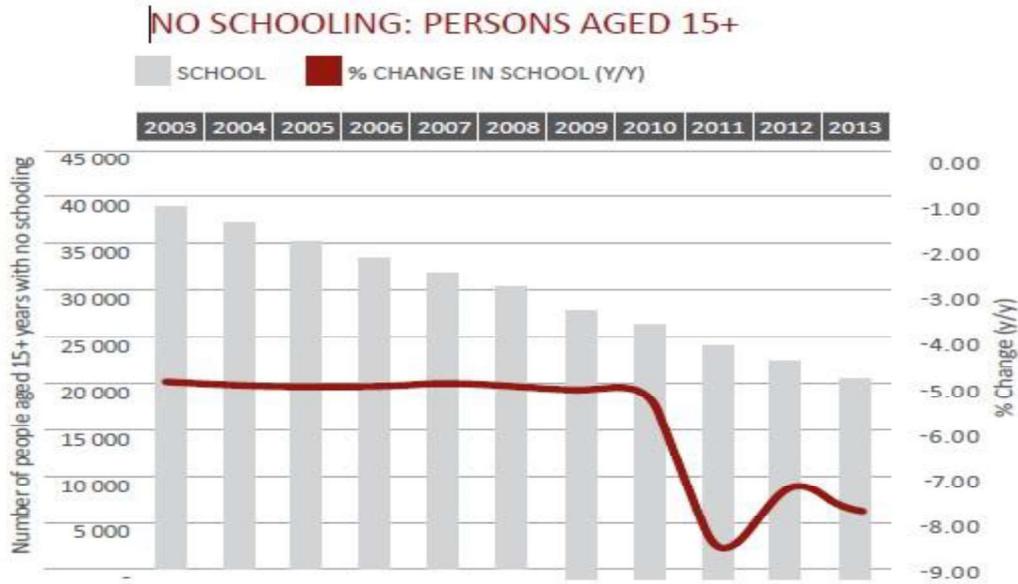


3.1.7. Education Levels

The effects of education (or non-education) are extensive throughout society. Education links directly to poverty-reduction efforts, with poverty levels tending to be lower among families in which the head of the household has had some education than in those where the head of the household has no education. Education is also directly related to improved health and adversely related to premature death rates among children.

Even with improved education levels, jobs may still be hard to find, although education considerably enhances the chances of finding employment.

The illiteracy rate in Buffalo City is high with over 11% of the population being functionally illiterate. The number of people aged 15 years or older without any schooling is a matter of concern. Fortunately, this has been coming down. In 1995 more than 54 063 adults had not received any schooling. However, this figure dropped to just over 21 000 in 2013. This represented 2.8% of the population as opposed to 7.7% in 1995. This is lower than both that of the Eastern Cape, which stands at 6.1%, and that of South Africa at 5.5%. This has, however, been improving. Since 1995 this figure has been dropping by an average of -5% per annum and, in recent years, has not improved to an average of -7% per annum since 2009



WANSLEY SIYAKHULA (PTY) LTD – SOCIAL AND LABOUR PLAN



INSTITUTION	MALE	FEMALE	GRAND TOTAL
Pre-school including day care; crèche; Grade R and Pre-Grade R in an ECD centre	894	797	1690
INSTITUTION	MALE	FEMALE	GRAND TOTAL
Ordinary school including Grade R learners who attend a formal school; Grade 1-12 learners & learners in special class	86571	84092	170664
Special school	707	617	1324
Further Education and Training College FET	4034	5401	9435
Other College	1291	1947	3238
Higher Educational Institution University/University of Technology	7453	10112	17565
Adult Basic Education and Training Centre ABET Centre	1960	2621	4581
Literacy classes e.g. Kha Ri Gude; SANLI	486	610	1096
Home based education/ home schooling	415	391	806
Unspecified	-	-	-
Not applicable	254746	290056	544802
Grand Total	358557	396644	755200

3.1.8. Employment Profile

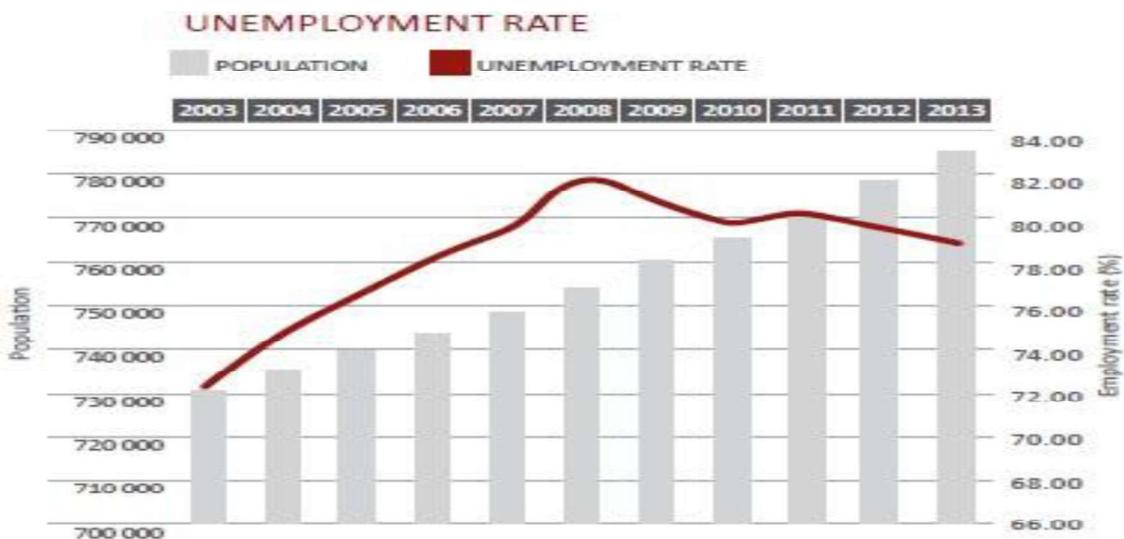
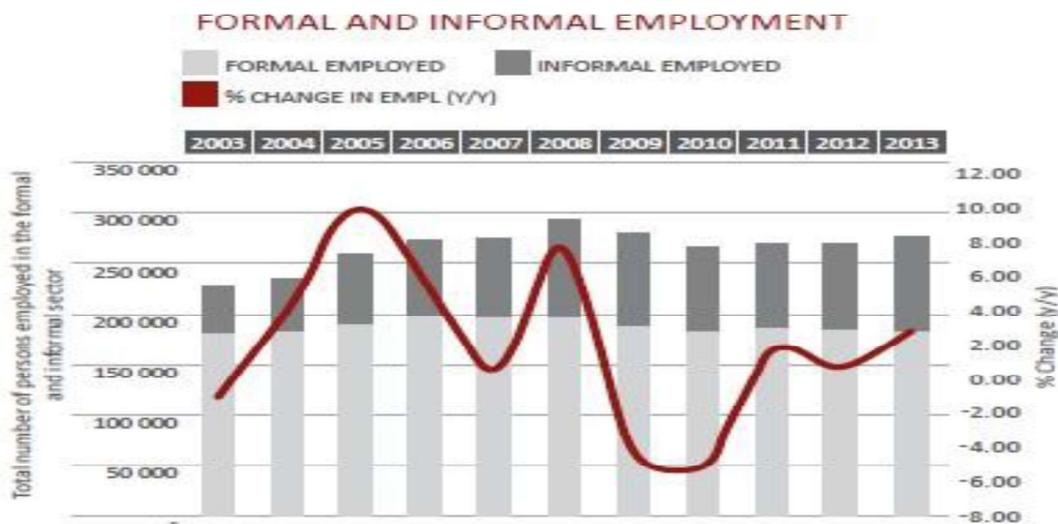
Employment is a function of economic activity. As the economy grows so does the number of people employed. In recent times, employment growth has not been commensurate with economic growth rates. This is because some sectors are unable to create more employment opportunities with a given economic growth rate.

Creating jobs for unskilled labour is especially difficult, hindering efforts to disperse the benefits of economic growth more evenly. The number of total employed has been

increasing marginally since 2002 and jobs have been growing at the rate of 2.15% pa since 2009. In 2001, 246 251 people were employed but this increased to 277 154 in 2013. As a result of the recession, jobs decreased from 293 960 in 2008 to 277 154 in 2013.

The percentage of employed people with formal jobs is declining slowly as more people find informal positions. In South Africa formal employment has fallen from 79.57% in 1995 to 70% in 2013. The same trend is evident in the Eastern Cape where 78.29 % formal employment was recorded in 1995 and only 65% in 2013. Buffalo City follows this trend with 77% formally employed in 1995 and only 65% in 2013. It is evident that there are fewer highly skilled and skilled people working in Buffalo City than in South Africa but more than in the Eastern Cape as a whole.

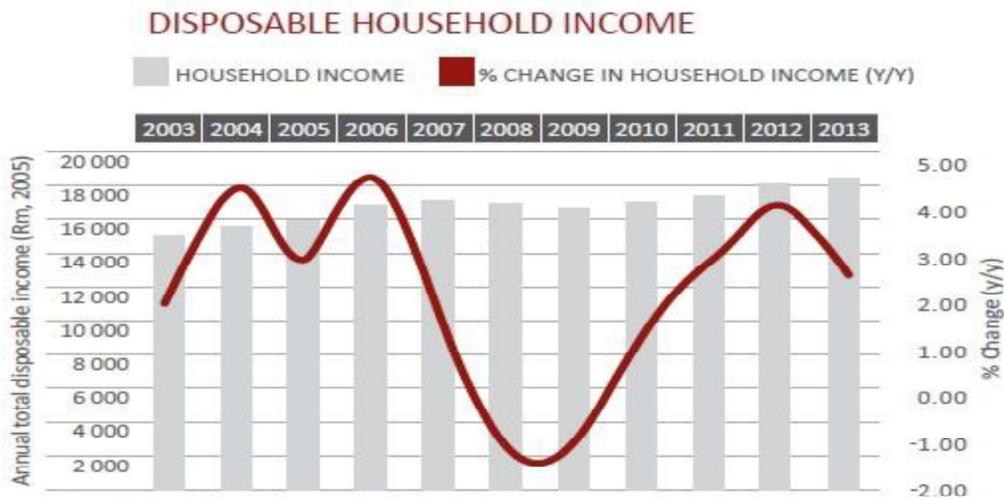
In addition, 34% of employed people have found work in the informal sector compared to 34.69% in the Eastern Cape and 29.74% in South Africa.



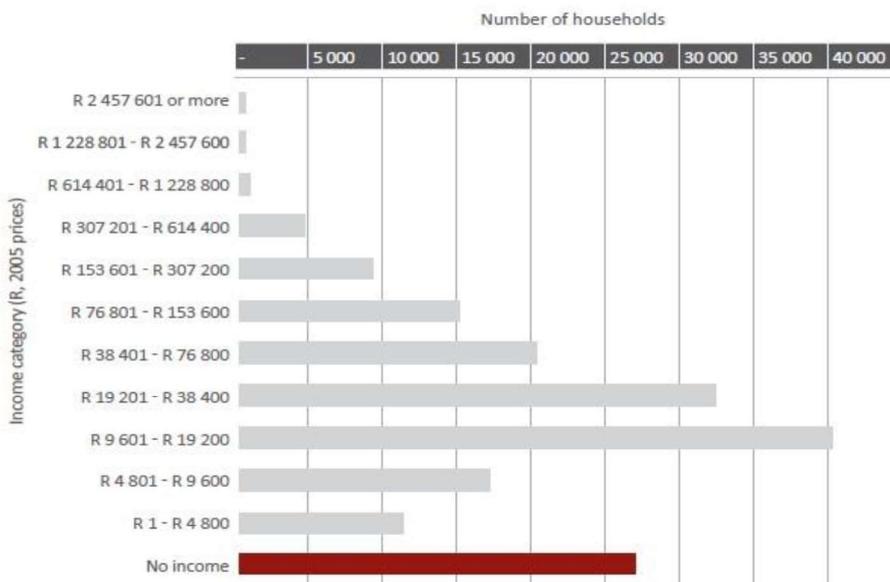
3.1.9. Income Profile

In 2013, total household income for Buffalo City was estimated at R18 421 million, of which 102% was used as household expenditure. Of total income, remuneration (salaries, wages, business proceeds etc.) accounted for 66.3% and whole unearned income accounted for 33.7% of total income, which suggests that more than a third of households in the district are surviving on pensions, government grants and remittances. The percentage of total disposable income that is derived from remuneration is declining; remuneration represented 84.1% of total disposable income in 1995.

The average household income in Buffalo City in 2013 exceeded R78 436 (2007).



DISTRIBUTION OF DISPOSABLE INCOME (2013)



3.1.10. Infrastructure & Crime

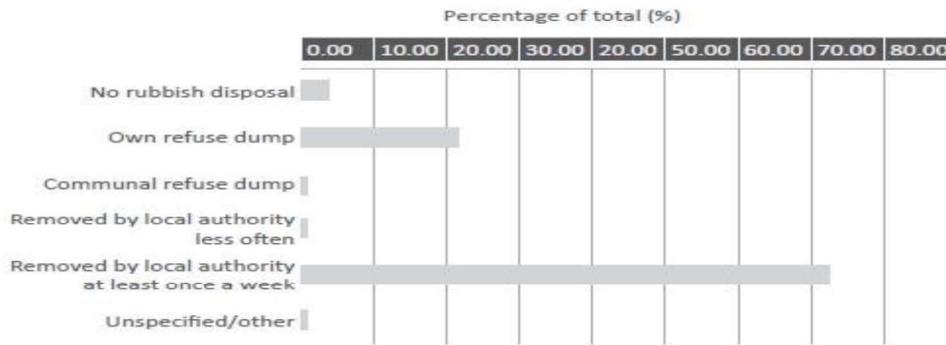
REFUSE

Refuse removal is essential for safe and healthy living conditions. This is especially true in urban areas. However, there are still many households that provide for their own refuse removal or use a communal refuse dump.

There has been an improvement in services in Buffalo City Metro; however, 7% of households still do not have access to rubbish disposal services. Nevertheless, the proportion of households that dispose of their own refuse is declining.

Accordingly, the proportion of households without rubbish disposal decreased from 6% in 1995 to 4% in 2013.

ACCESS TO REFUSE REMOVAL BY CATEGORY (2013)



Refuse removal (B2B) BCMM OWN STATISTICS

159 359 households have their refuse collected by the Metro according to Census 2011.

CRIME

Criminality in all ranks of life is widespread in BCMM, like in any other city. The issues of Safety and Security extend to the safety of individuals, people in their communities and to businesses in urban and rural contexts. The impact of crime on visitor arrivals can be devastating for the tourism-dependent economies.

The crime prevention strategy is being implemented by the BCMM. High levels of crime require strategies for addressing crime including both reactive strategies to respond to crime and proactive strategies. Opportunities arise for the integrated, multifaceted approach that includes working closely with communities, Business, National and Provincial Government, CPF, other stakeholders and service providers within the areas of crime prevention.

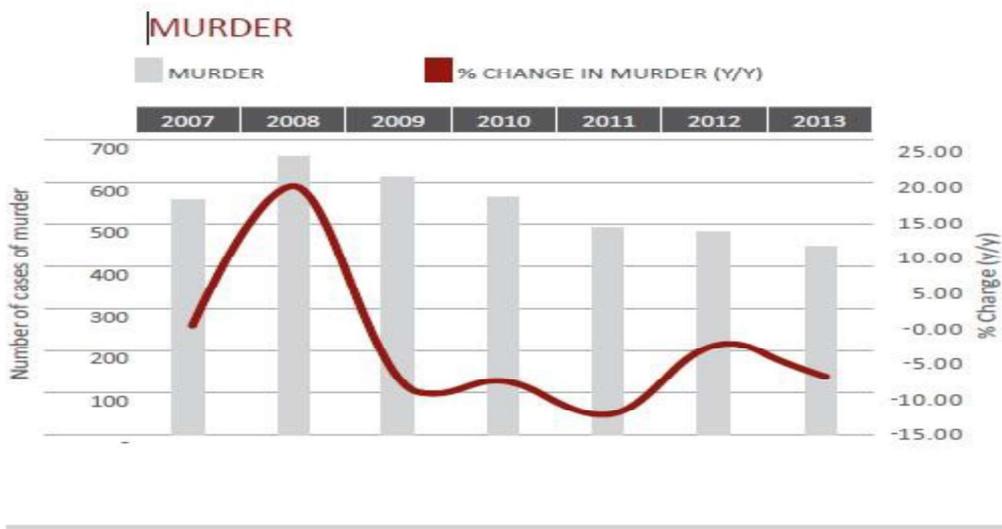
There are twenty-three (23) police stations in BCMM. The minimum level of service to be provided by a police station is given as 25 000 people (7350 households) per Police Station. (USDG report 2013) Only three (3) areas have over 90% of households served within 10km. The least served area is Yellowwoods/ KWT Rural.

Since 2004 serious crime in Buffalo City has generally been on a downward trend. Since 2004 the unweighted decline has been around -1.2% pa. The decline for South Africa and the Eastern Cape for the same period was an average of -2.5% pa and -3% pa respectively.

MURDER

In 2013, there were 445 murder cases in Buffalo City compared with 478 the year before. Although an increase in the murder rate was witnessed between 2012 and 2013, generally, there has been a downward trend with murders decreasing by -3.61% annually since 2004. This decrease is better than the national average which has declined by -2.11% pa since 2004 and the provincial average of -0.35%. Attempted murder declined by -13.2% since 2009. This is better than the national average (which declined by -7.4% pa) and the provincial average (which declined by -7.0 % pa).

The murder rate in Buffalo City remains high at 57 murders per 100 000 people but is better than the rate for Eastern Cape at 68 per 100 000 and worse than the South Africa’s rate at 34 murders per 100 000.



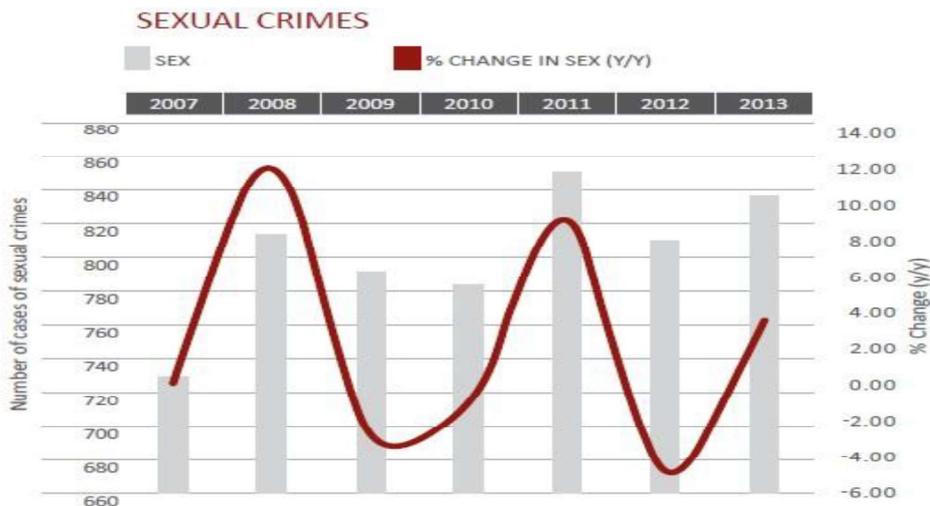
SEXUAL CRIMES

Sexual crimes have been decreasing moderately at an average rate of -0.63 % pa since 2009. In 2013, 1

636 incidents of sexual crime were reported. Nationally sexual crimes have been decreasing moderately (-

0.2% pa since 2009). A decrease of -0.57% p.a was recorded in the Eastern Cape since 2009.

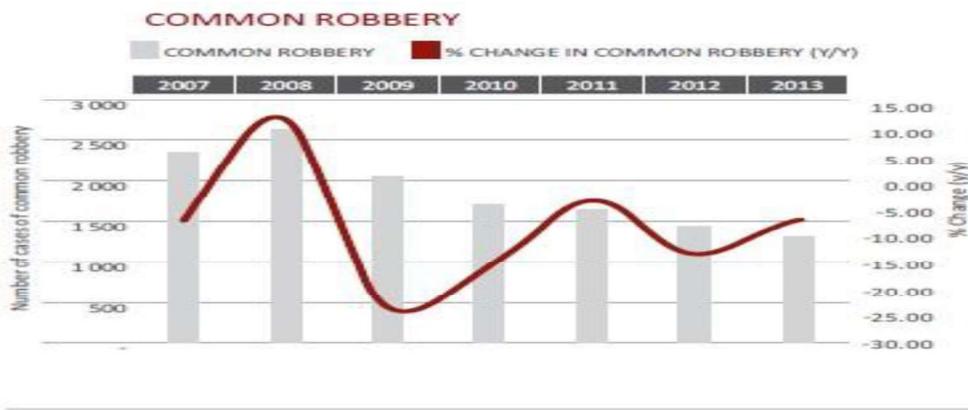
Buffalo City reported 207 sexual crimes per 100 000 people. This is higher than the rates for South Africa (120 sexual crimes per 100 000 people) and the Eastern Cape (193 sexual crimes per 100 000 people).



COMMON ROBBERY

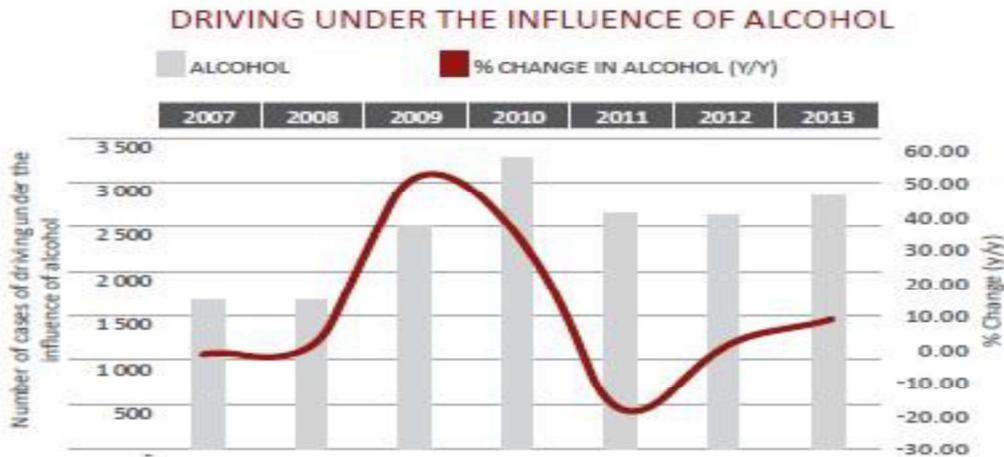
Although 1 331 common robberies were reported in 2013, there has been a substantial reduction since 2004 when 3 003 common robberies were reported. The average rate of decline is -8.64% pa since 2004 compared with a decline of -6.4% for South Africa and -8.64% for the Eastern Cape.

The common robbery rate in Buffalo City (169 common robberies per 100 000) is substantially higher than both South Africa (106 common robberies per 100 000) and the Eastern Cape (92 common robberies per 100 000).



DRIVING UNDER THE INFLUENCE OF ALCOHOL

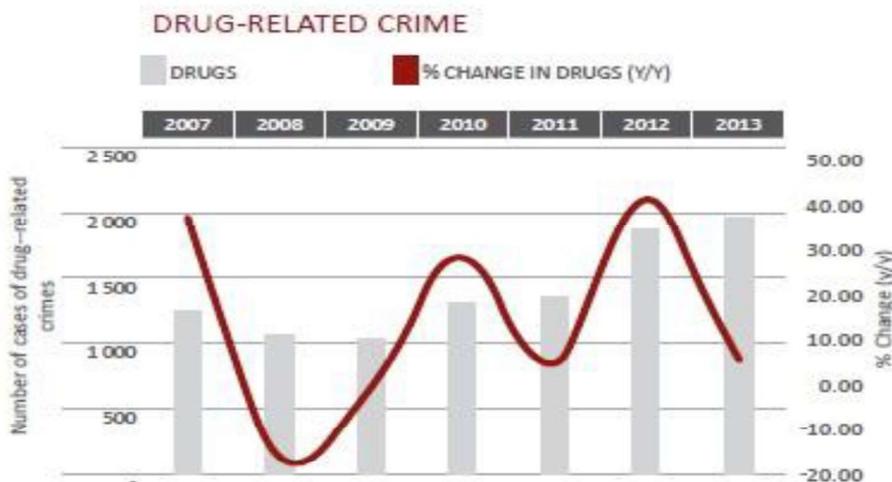
The number of cases of driving under the influence of alcohol or drugs has increased substantially over the past few years in South Africa, the Eastern Cape and in Buffalo City. Only 1 749 incidents were dealt with in 2004 compared with 2 864 in 2013. This represents an increase of 5.6 % pa since 2004. However, this is lower than the national (12% pa) and the provincial (8% pa) growth rate.



DRUG-RELATED CRIME

Drug-related crimes have increased in both the Eastern Cape and South Africa. A similar trend is exhibited in the Buffalo City area and drug-related crimes have increased by an average of 5.12 % pa since 2004. This is lower than the increase of 13.9% pa for the whole of South Africa and 5.8 % for the Eastern Cape since 2004.

The rate of offences per 100 000 people for drug-related crime is relatively low in the Buffalo City area (250 per 100 000 people). The rates for the Eastern Cape (254 per 100 000 people) and South Africa (407 per 100 000 people) are considerably higher.



HEALTH

The East London area has 30 fixed community health clinics, 2 community health centres, 9 mobile clinics

(8 clinical services and 1 dental) and 2 Specialized Hospitals (Fort Grey TB Hospitals and New Haven Chronic Hospital). Frere Hospital, a Tertiary Hospital, is also located within this sub-

district. Despite the area appearing to have adequate clinics this is not the case due to the geographical nature of the catchment area. Many of the clinics are concentrated in the urban area due to inward migration, as a result of people seeking employment from the industrial and service centre sectors. According to Census 2011, 307 852 moved into East London. The population in the rural outskirts of East London access primary health care services through mobile clinics and primary health care outreach teams. The implications for service delivery in this area are that the clinics are overcrowded and over- burdened. The population mix of BCM, a large percentage of which is found in East London, is biased towards females at 53 percent and males at 47%. The EPI population is 73 054, reproductive health population 186 878, HCT population both male and female of 15-49 years is 406,066 and the 50 years and above population is 89 272 (Census 2012).

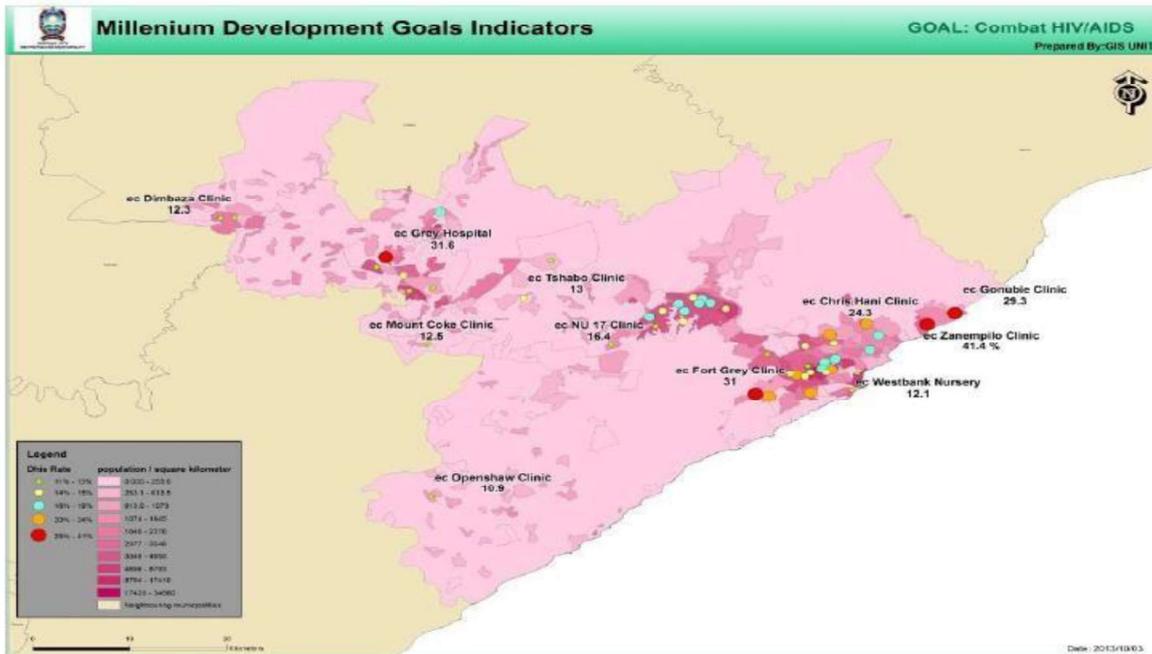
The Mdantsane area is comprised of 17 fixed community health clinics, 1 community health centre, 3 mobile clinics (2 clinical services and 1 dental), 2 health posts and 1 Specialised TB Hospital (Nkqubela Hospital). The rural areas of Mdantsane access services through a mobile clinic and PHC outreach teams. Patients in this area by pass primary health care services and access directly the Regional Hospital in the area, Cecilia Makiwane Hospital. This may be attributed to the fact that there is only 1 CHC in this area to service a population of 240 548 (DHIS 2013). Most people access Cecilia Makiwane to consult medical services.

HIV AND SYPHILIS PREVALENCE IN BUFFALO CITY

According to the National HIV and Syphilis Prevalence Survey of South Africa, 2011 HIV Prevalence for Buffalo City Metro is at 34.1% which is above provincial prevalence of 29.3%. This means that BCM has the highest prevalence among pregnant women. The 2012 data reveals a slight decline to 33.1%.

A poor health status reduces the ability of people to be productive, earn a proper income and escape the poverty cycle. (21st Century Cities). An important determinant of health status in a region is the availability of health facilities, not only their existence but also their accessibility and service quality (21st century cities).

During the second quarter 2012/2013 the Department of Health released the 2011 National Antenatal Sentinel HIV & Syphilis Prevalence Survey in South Africa. The BCM was reported to have the highest prevalence rate of 34% within the Eastern Cape.



Map: BCMM HIV Prevalence facility per Ward – Dept. of Health Antenatal Sentinel Survey Report

The above Map indicates the BCMM Health facility positivity rate with the high HIV and AIDS positivity rate between 24.4 % and 41.4 % namely; Zanempilo clinic with the highest positivity rate of 41.4 % followed by Grey Hospital at 31.6 %, Forgery clinic at 31 %, and Gonubie clinic at 29.3. It is evident from the map that

HIV is more prevalent in the informal settlements. South Africa has scaled up implementation of national HIV and AIDS initiatives, including an increase in antiretroviral (ARV) therapy provision and the introduction of a dual therapy policy in 2008 for the prevention of MTCT.

HIV Positivity Rate %	Facility Name	Catchment Areas
41.4	Zanempilo Clinic	Gonubie Informal Settlements (Mzamomhle)
31.0	Fort Grey Clinic	Fort Grey Informal settlement, Ebhongweni & Ebhompini Informal Settlement, Airport phase 1, Umtiza and surrounding farms
24.3	Chris Hani Clinic	Nompulelo Informal area, Ducats Informal Settlement ,Kwetyana, Cintsa, Surrounding farms
24.3	D Village CHC	Duncan Village

Source: Dept. of Health Antenatal Sentinel Survey Report 2011

The top causes of death in BCMM are: - Tuberculosis, influenza and pneumonia, chronic lower respiratory diseases, heart diseases, cerebrovascular diseases, intestinal infectious

diseases, diabetes, mellitus, and hypertension, malignant, neoplasm of digestive organs, and obstetric haemorrhages and maternal mortality. (Stats SA 2011)

Opportunities presented by the NDP 2030: - The primary and district health system envisaged providing universal access focussing on prevention, education, disease management and treatment and quality care to all, free at the point of service through the National Health Insurance Scheme implementation.

3.1.11. Housing

In 2013, informal structures (either a house/flat/room in a backyard or informal dwelling/shacks) in Buffalo City comprised 30% of total dwellings. This percentage has not changed over the past 18 years, as informal structures also made up 30% of housing units in 1995.

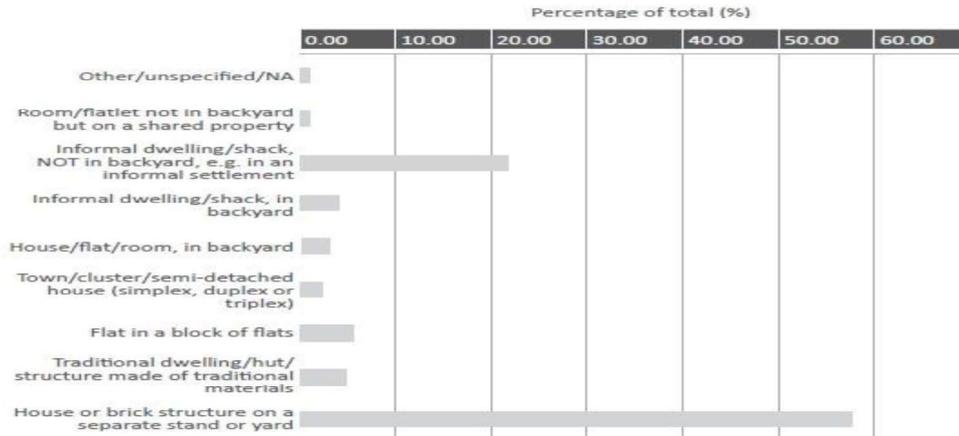
On average 58% of housing units are formal houses or brick structures on separate yards or stands. This percentage is similar to South Africa at 58%, but better than the Eastern Cape at 46%. The number of brick structures has increased by 2.4% pa since 2005 compared with South Africa and the Eastern Cape at 1.4% and 1.8% respectively.

Traditional dwellings make up 5% the total housing units. The number of traditional units has been declining by -1% p/a for the past five years.

On average, 6% of Buffalo City’s housing units are flats in blocks of flats, as opposed to 5% of the province’s housing units and 5% of South Africa’s housing units. There has been an increase of 6.3% pa in the number of flats in blocks of flats since 2005.



ACCESS TO HOUSING BY CATEGORY (2013)



Housing (B2B) BCMM OWN STATISTICS

Number of Beneficiaries registered for possible home ownership	1481
Number of Beneficiaries educated about possible home ownership	2022
Number of Housing (Top Structures) delivered	208
Number of serviced sites completed	374
Number of temporary shelters requested	54
Housing list backlog	+/- 40 000
Number of informal settlements upgraded	0
Number of shacks demolished	87

Supplied by Housing department as at 30th June 2014)

3.1.12. Water and Sanitation

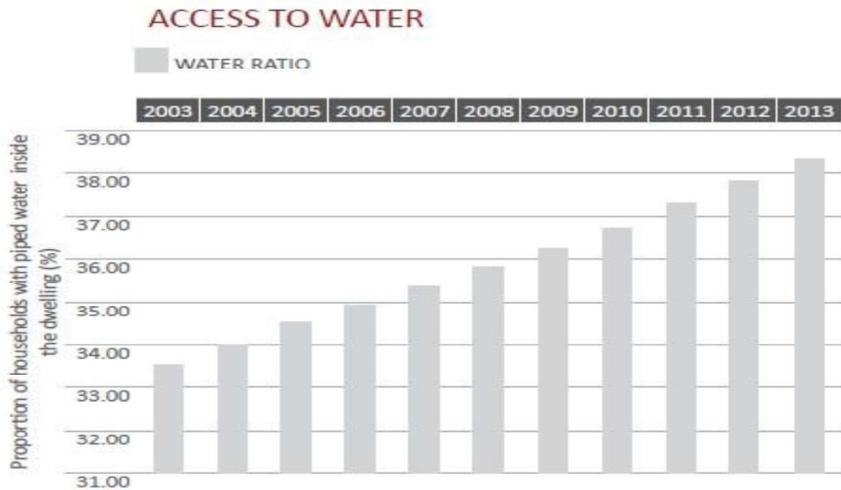
WATER

Piped water is accessed by 40% of South Africa’s households and 26% has piped water inside their yard. A further 25% has piped water on community stands – half of these are more than 200 m from their dwellings. A tenth relies on a natural water supply (boreholes, rainwater tanks, dams, rivers, streams or springs).

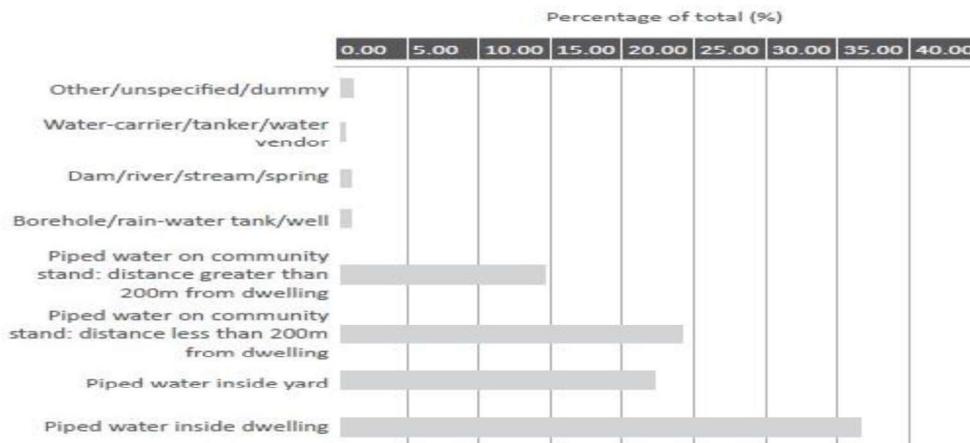
The Eastern Cape lags behind the South African average with 24% enjoying piped water and 17% having piped water inside their yard. Almost a quarter relies on dams, rivers, stream, or springs, while only 8 000 rely on a water-carrier, tanker or water vendor for their water requirements.

Since 1995, when 29 253 BCM households had piped water into their yards, there has been a further annual growth rate of households of 3.4%. Accordingly, in 2013, just over 233 000 households had piped water.

Although the number of households having water piped into their dwelling or yard has increased since 1995, 39% still has to get their water from a community stand (irrespective of distance from the community stand), while less than 1% relies on a natural supply (boreholes, rainwater tanks, dams, rivers, streams or springs).



ACCESS TO WATER BY CATEGORY (2013)



Water (B2B) BCMM OWN STATISTICS

221 039 households have access to water as at 30th June 2015, according to Water Department response to B2B questionnaire. 101 482 households get water at a distance less than 200m from the yard, while 2 658 households get water at a distance more than 200m from the yard.



NUMBER OF HOUSEHOLDS THAT RECEIVE WATER 221 414

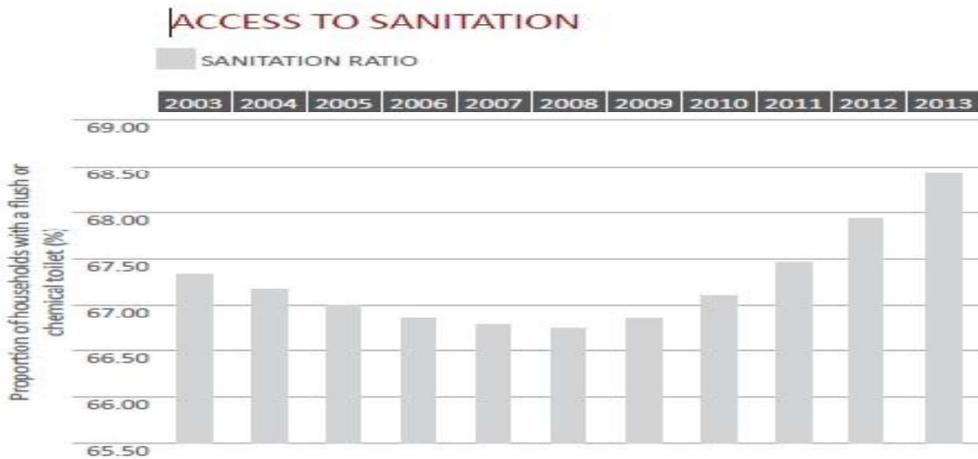
NUMBER OF HOUSEHOLDS THAT RECEIVE FREE BASIC WATER 59 450

SANITATION

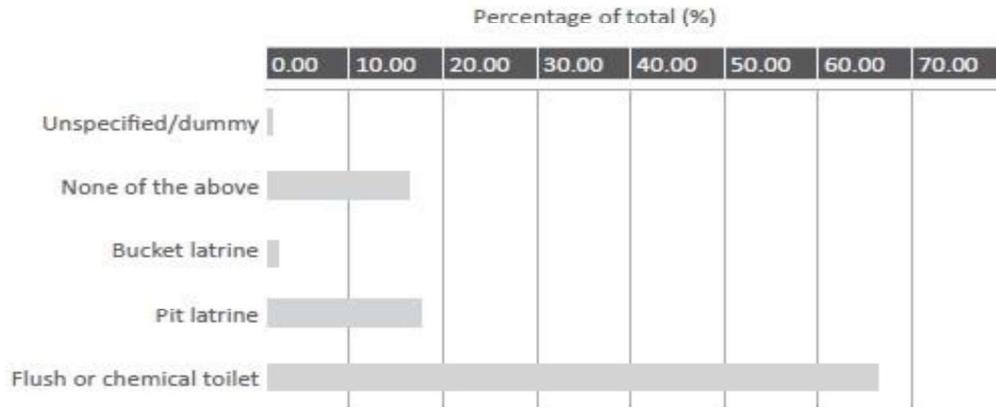
Sanitation service levels reflect those of water, as flush toilets tend to be more closely aligned to the establishment of formal houses. Therefore, buckets are usually provided to informal settlements as an interim measure until the establishment of a formal human settlement.

In 2013, South Africa had 58% flush or chemical toilets, 26% pit latrines and 3% buckets, while the Eastern Cape had only 39% flush or chemical toilets, 27% pit latrines and 4% buckets.

In the same year, Buffalo City compared favourably with 66% flush or chemical toilets, 16% pit latrines and 1% bucket latrines.



ACCESS TO SANITATION BY CATEGORY (2013)



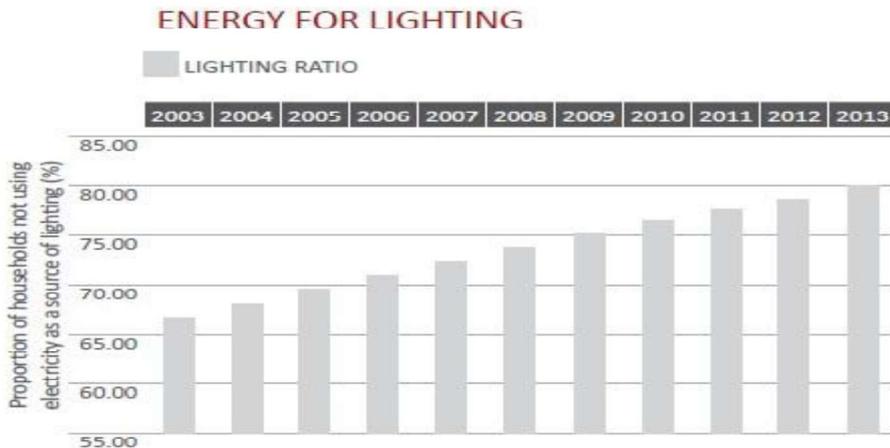
Sanitation (B2B) BCMM OWN STATISTICS

218 101 households received sanitation by 30th of June 2015. 156 374 households have Flush toilet connected to a public sewerage system, 5 437 households have Flush toilet connected to septic tank, 26 719 households have Ventilated improved pit (VIP) latrine, 29 571 use other, which could be classified as the backlog. The department records that there is no Bucket system any more.

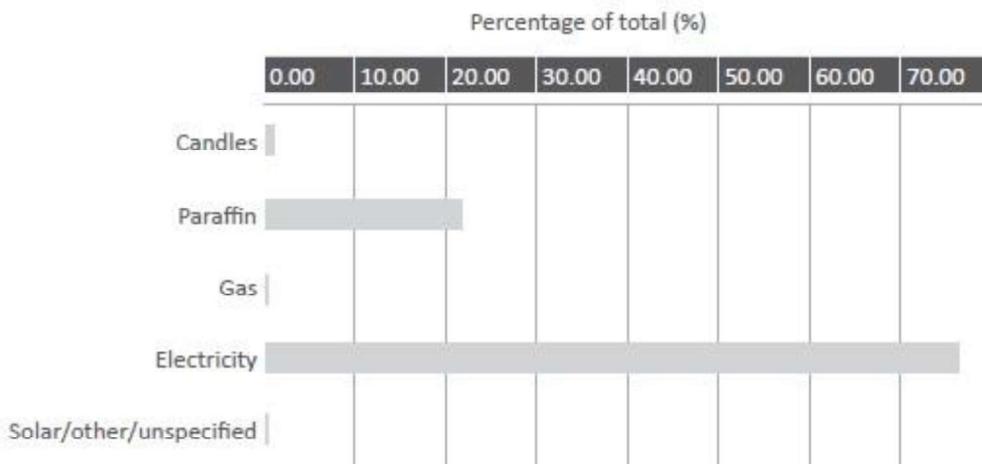
3.1.13. Electricity and Energy

Electricity usage in the Eastern Cape is not as high as for South Africa as a whole. The table below shows that electricity usage for the Eastern Cape increased from about 35% in 1995 to over 68% in 2013. However, many households are still reliant on paraffin and even candles.

In Buffalo City, the proportion of households with access to electricity is less than in the Eastern Cape as a whole, increasing from half of households in 1995 to 76.5% in 2013. Despite the fact that the number of households that rely on paraffin has halved from 46% to 22%, it is still a large proportion.



ENERGY FOR LIGHTING BY CATEGORY (2013)

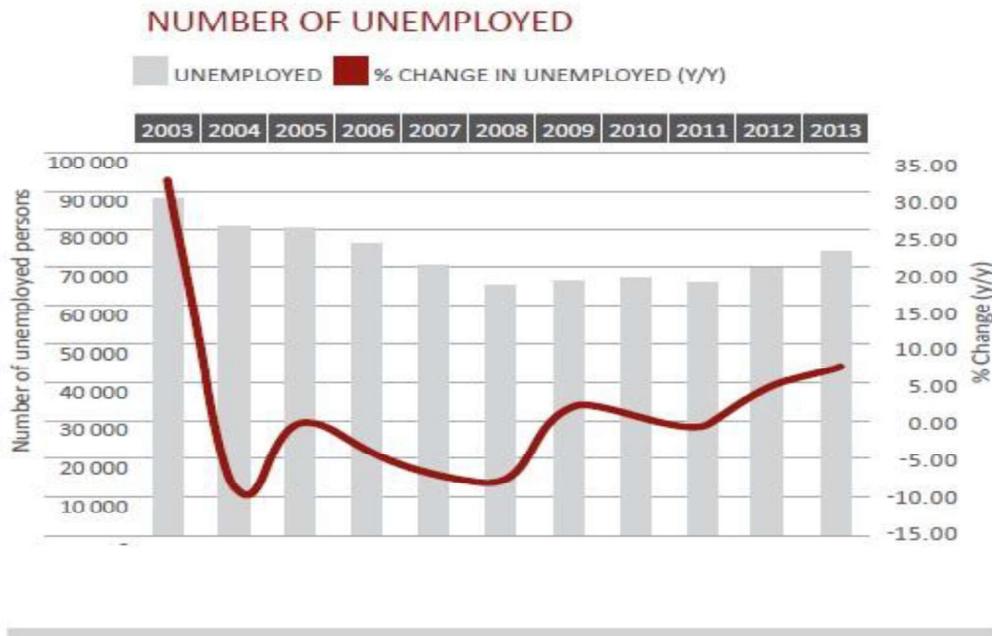


Electricity (B2B) BCMM OWN STATISTICS

136 023 households were billed as at 30th June 2015, for receiving electricity from the Metro and this excludes direct ESKOM customers. Which is mainly the rural component.

3.1.14. Unemployment

The unemployment rate in the metro is very high and stood at 21% in 2013. Despite the fact that the population has been increasing, the unemployment rate has declined in recent years from a high of 27.7% in 2003.



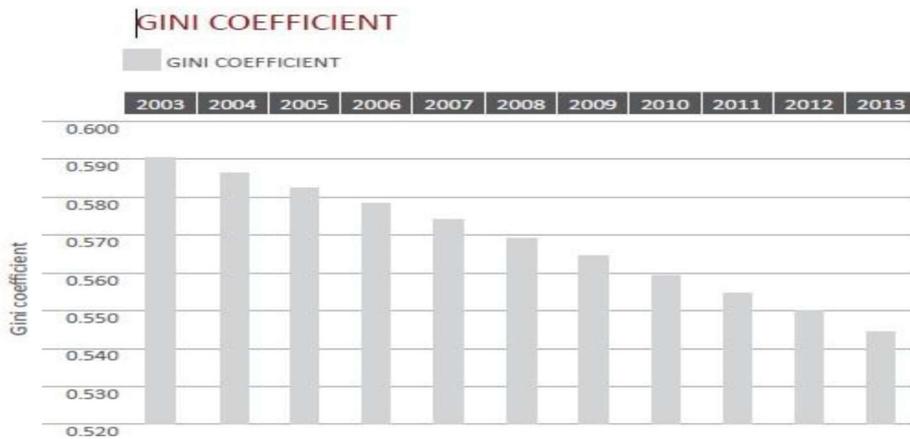
GINI Coefficient

Poverty and inequality remain major challenges for the Buffalo City metro, the Eastern Cape and South Africa. The Gini coefficient is merely an indicator of how equally income (or poverty) is distributed, as countries that have identical Gini coefficients can differ greatly in terms of income and quality of life. The Gini coefficient measures the extent to which the incomes of individuals or households within an economy deviate from a perfectly equal distribution. It is important to bear in mind that the Gini coefficient is neither a necessary nor a sufficient indicator or condition for improving the lives of the poor in South Africa. Methodological differences in the available underlying data and differences in the methodology by which the Gini coefficient is calculated, complicate comparisons.

The Gini coefficient measures inequality using a ratio analysis that makes it easy to interpret. A Gini coefficient of 0 represents perfect equality and 1 means perfect inequality.

In terms of the Gini coefficient, inequality in South Africa slightly improved from 0.666 in 2007 to 0.65 in 2013. The Eastern Cape has however become more unequal with a Gini coefficient of 0.64 in 2007 to 0.66 in 2013

In Buffalo City a Gini coefficient of 0.55 indicates inequality. This has, however, improved over the past ten years.



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	25%
Finance	24%
Manufacturing	24%
Trade	12%
Transport	12%

3.2.2. Mining Companies in the Area

Name of Mining Company	Commodity
AL Plant Hire Farm 520	Aggregate & Sand
AL Plant Hire & Trust Farm 1338	Aggregate & Sand
Alton Quarry	Aggregate & Sand
Buffalo Plant Hire	Sand
CLC Tutt	Aggregate & Sand
Drummo	Sand
East London Bricks	Clay & Shale Brickmaking
Gonubie Mine	Aggregate & Sand
Herschel Sandstone Mine	Aggregate & Sand
Inkwenkezi Game Reserve	Sand
Lafarge Blue Rock Quarry	Aggregate & Sand
Mvubu Quarries	Aggregate & Sand
Power Rush	Aggregate & Sand
PSA Sandgroef	Sand
St Lukes Quarry	Aggregate & Sand
Stone Ridge Quarry	Aggregate & Sand

Superspot 2 C	Aggregate
Vaduba Investments	Aggregate & Sand

Wansley quarry currently has 20 employees who support approximately 46 dependents, keeping in mind that each household is an average size of 3.3.

Due to the fact that most of the employees reside within the Buffalo City 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
Community upliftment	Guardians of Hope Baby Care	Support to non-profit organisation	Buffalo City Metropolitan

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

See table 3.2 below.

Type of project and locality

The local municipality approved the Guardians of Hope Project in which the company will contribute towards baby care requirements, as well as coffee tables and chairs for the facility’s handover area. Guardians of Hope is a non-profit organisation, which takes care of abandoned and destitute babies. The organisation currently cares for 12 babies between the ages of new-born to 18 months.

The facility is located in East London within the Buffalo City Metropolitan Municipality.

The total contribution of Wansley quarry for the 5-year period is R 177 325-20 (One Hundred and Seventy-Seven Thousand Three Hundred and Twenty-Five Rand and twenty cents).

3.5.1. Stakeholder's involved in the project

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

- Wansley quarry;
- The local authority;
- The local community;
- Guardians of Hope NPO;
- The Department of Mineral Resources.

3.5.2. Sustainability of the project

Wansley will provide baby care products to Guardians of Hope for a period of 5 years, which will assist the facility in the day to day care of its babies. Hopefully the babies in the facility's care will be adopted during the 5 years of these contributions. The provision of coffee tables and chairs for the facility's handover area will give this area a new look, provide a cosy atmosphere for prospective families of the babies, as well as the provision of an area where fundraising events can be held.

3.5.3. Financial provision over a 5-year timeframe

Wansley quarry is able to contribute a total amount of R 177 325-20 (One Hundred and Seventy-Seven Thousand Three Hundred and Twenty-Five Rand and twenty cents) in terms of Local Economic Development for the 5-year duration of this SLP.

3.5.4. Company's exit strategy after implementation

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

WANSLEY SIYAKHULA (PTY) LTD – SOCIAL AND LABOUR PLAN

Table 3.2: Project Plan

Project Name	Guardians of Hope		Classification of project	Community upliftment				
Background Timeframe	<p>The local municipality approved the Guardians of Hope Project in which the company will contribute towards baby care requirements, as well as coffee tables and chairs for the facility's handover area. Guardians of Hope is a non-profit organisation, which takes care of abandoned and destitute babies. The organisation currently cares for 12 babies between the ages of new-born to 18 months.</p> <p>The facility is located in East London within the Buffalo City Metropolitan Municipality.</p> <p>The total contribution of Wansley quarry for the 5-year period is R 177 325-20 (One Hundred and Seventy-Seven Thousand Three Hundred and Twenty-Five Rand and twenty cents). Municipal letter of approval of this project is attached hereto.</p>							
Geographical Location	District Municipality	Local Municipality	Village / Town	Project Start Date	Project End Date			
Eastern Cape	Buffalo City	Buffalo City	East London	2021	2025			
Output	Key performance indicators and areas	Responsible Entity	2021	2022	2023	2024	2025	Total
Community Upliftment	Community Consultation & local authority	Applicant and local authority	R29 916.09	R36 268.95	R36 755.26	R37 101.76	R37 283.15	R177 325.20
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	2025	Exit strategy	Upon confirmation from local authority		Total:	R177 325.20		

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 Buffalo City 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	2021 Baseline	2022 25%	2023 50%	2024 75%	2025 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 Wansley quarry will reside within the local Buffalo City Municipality.
- Wansley quarry will support the community upliftment projects identified, which will provide finance and encouragement for the social development.
- Active promotion of home ownership through annual awareness campaigns and continuous consultations with worker representatives, as well as the local authority.

Wansley 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.

Wansley quarry will provide employee transport to and from the site at no cost to the employee. The employees will also undergo annual medical check-ups, at the expense of Wansley quarry.

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

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

Wansley quarry undertakes to do the following in order to facilitate procurement progression: -

- **STEP 1:** Wansley 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 Wansley 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:** Wansley 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;
 - Wansley quarry's needs.
- **STEP 4:** Wansley quarry will select the most suitable SMME/BEE suppliers where possible and make contact with each supplier in order to obtain a quotation. Should the quotation be acceptable to Wansley 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, Wansley 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))

Wansley 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 annually** 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:-

- Wansley 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 Wansley 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 Wansley 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 assist in the provision of approximately 20 jobs within the local municipality and will also contribute to the GDP of the municipality. The mine employees also provide for approximately 46 dependents.

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, Wansley 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.

Wansley 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. Wansley quarry will inform the affected employee/s of the existence of these services and skills programmes.

Wansley 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:-

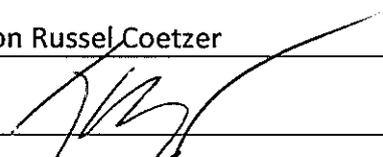
- Appropriate centres able to assist the employee such as Social Plan Centres, Job Advice Centres, Labour Centres etc.;

- 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 the 5-year SLP period					
	2021	2022	2023	2024	2025	Total
HR development	R111 516.00	R118 875.10	R126 717.60	R135 155.70	R144 154.30	R636 418.70
Local Economic Development	R29 916.09	R36 268.95	R36 755.26	R37 101.76	R37 283.15	R177 325.21
Management of downscaling	R10 000.00	R12 500.00	R15 000.00	R17 500.00	R20 000.00	R75 000.00
Total	R151 432.09	R167 644.05	R178 472.86	R189 757.46	R201 437.45	R888 743.91

6. UNDERTAKING (REGULATION 46(F))

	Herewith I, the person whose name and Identity Number is stated below, confirm that I am Wansley quarry or the person authorised to act as representative of Wansley 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	Jason Russel Coetzer
Signature	
Identity number	910825 50 12 08 2

WANSLEY SIYAKHULA (PTY) LTD – SOCIAL AND LABOUR PLAN

7. ANNEXURES

7.1. Annexure 1: Form Q (DME 327)



DEPARTMENT: MINERALS AND ENERGY
EMPLOYEES – OCTOBER 2020

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

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

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

WANSLEY SIYAKHULA (PTY) LTD – SOCIAL AND LABOUR PLAN



WANSLEY SIYAKHULA (PTY) LTD – SOCIAL AND LABOUR PLAN



ANNEXURE 2: FORM R (DME 328)



DEPARTMENT: MINERALS AND ENERGY REPUBLIC OF SOUTH AFRICA

HARD-TO-FILL VACANCIES AS AT OCTOBER 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

WANSLEY SIYAKHULA (PTY) LTD – SOCIAL AND LABOUR PLAN



7.2. ANNEXURE 3: FORM S (DME 325)



DEPARTMENT: MINERALS AND ENERGY
REPUBLIC OF SOUTH AFRICA

EMPLOYMENT EQUITY STATISTICS AS AT OCTOBER 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			1									
Senior Management				1				1					
Professionally qualified and experienced specialist and mid-management													
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	1			1									
Semi-skilled and discretionary decision making.	4			6				1					
Unskilled and defined decision making	2				1								
TOTAL PERMANENT													
Non-permanent employees													
TOTAL	8			8	1			2					20

WANSLEY SIYAKHULA (PTY) LTD – SOCIAL AND LABOUR PLAN



7.3. ANNEXURE 4: FORM T (DME 326)



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

PROCUREMENT AS AT OCTOBER 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	
MNJ Civils Truck	25,29%		ABN Earthmoving	0,00%	Level 4	Beehive	1,41%		
Sinokhule Investments	33,01%	100%	ACDC Electrical	0,00%		Boards R Us	18,06%		
Viking Finance	15,82%		ACE Plant Hire	0,28%	100%	Fusion Business Tech	14,88%		
Wansley Siyakhula	25,88%		Action Plant & Equip	0,19%	51% & 30,35%	Clicks	0,44%		
			Afrihost	0,04%		Copy World	21,32%	31% & 3,1%	
			Alexander Forbes	0,26%		Game	21,69%		
			All Tyres	1,15%	Level 4	Mambos	0,49%		
			Allied Business Solutions	0,01%	51%, 44% & 29%	RO Water Systems	20,14%	Level 4	
			Allmans	0,00%		Waltons	1,58%	36,08%	
			Amatola Irrigation	0,02%					
			Arnschell Hydraulics CC	0,06%					
			Autozone Centre	0,02%					
			Bay Breeze	0,24%	100% & 60%				

WANSLEY SIYAKHULA (PTY) LTD – SOCIAL AND LABOUR PLAN

	Bearing Man Group	1,65%	26,60%	
	Bits & Bytes Computer	0,08%	Level 4	
	BNN Construction Sand Pit	0,27%		
	BOHES Clinic	0,13%		
	Buffalo City lubricants	0,08%		
	BUCO	0,00%		
	Builders Express	0,01%		
	Burmeisters	0,07%		
	Byron Seiderer	0,10%		
	CatCo Plant	4,75%		
	CDK Plant Hire	21,63%	34,95% & 27,42%	
	Centrafin	0,01%		
	CMH Mining Supplies	0,00%		
	Coetzer Fire	0,01%		
	Controlab	0,05%	51,47% & 11,08%	
	Cooper Conroy Bell	0,01%		
	Crush & Screen	0,02%		
	Crushing & Mining Supplies	0,29%		
	Curo Guard	1,15%		
	Debracy CC	0,06%		
	Drake Flemmer & Osmond	0,05%		
	East Cape Fuels	43,02%	51%	
	East London Airconditioning	0,07%	51%	
	East London Bolt & Nut	0,01%		
	East London Brick Trust	0,98%		
	East London Crane Hire	0,09%		
	EL Toilet Hire	0,00%	100%	
	EECHO	0,54%		
	EL Tubing & hydraulics	0,01%		

7.4. ANNEXURE 5: QUESTIONNAIRE

SOCIAL AND LABOUR PLAN QUESTIONNAIRE FOR WANSLEY 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				
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?	