



Kropz Elandsfontein (Pty) Ltd

Social and Labour Plan

2022 - 2026



Kropz Elandsfontein (Pty) Ltd

MINING RIGHT NUMBER: WC 0/5/1/2/2/10043

REGISTRATION NO: 2010/006791/07

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Social and Labour Plan

2022 - 2026

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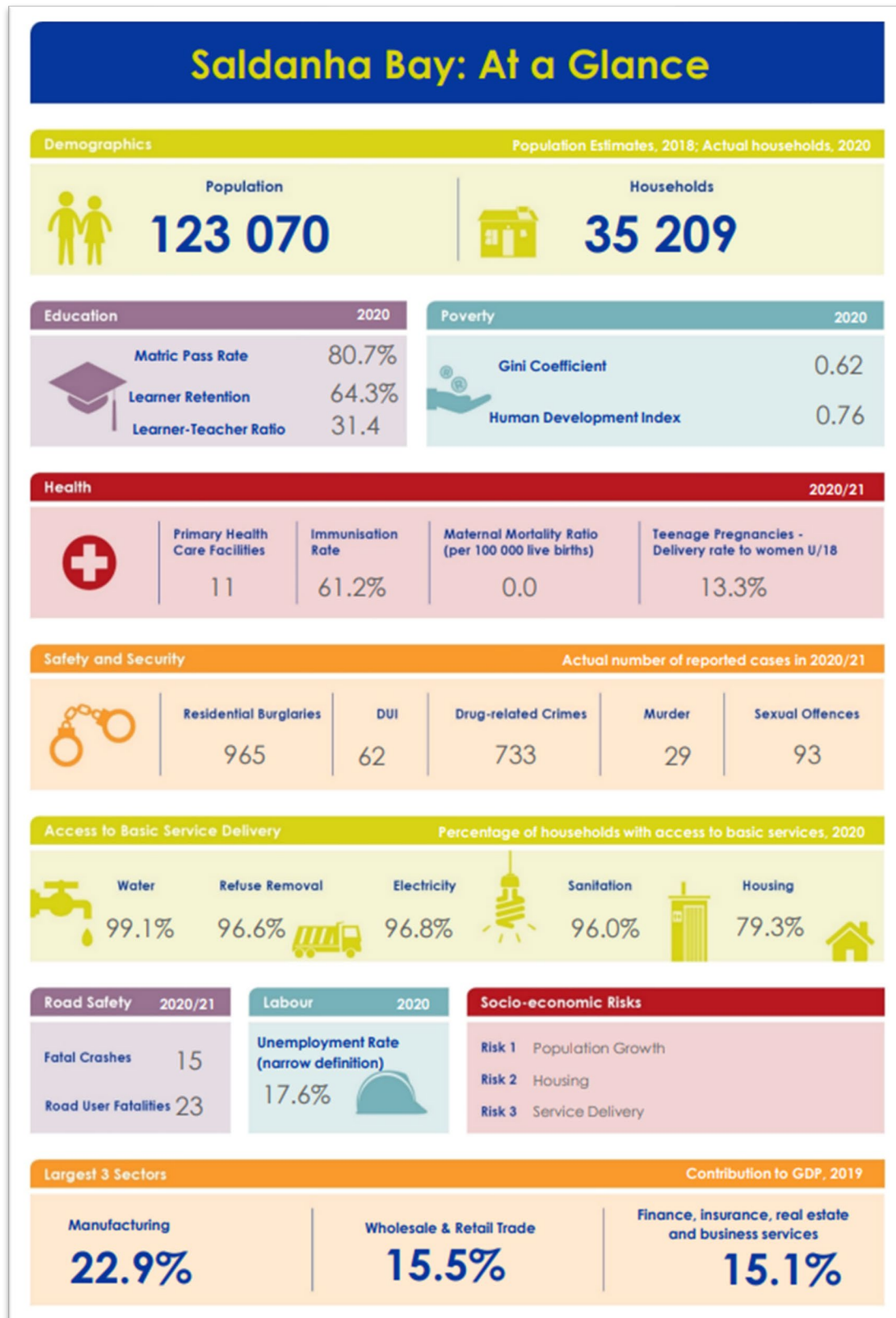
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GLOSSARY OF TERMS

ABBREVIATION	MEANING
ABET	Adult Base Education and Training
ARC	African Rainbow Capital
ATR	Annual Training Report
BEE	Black Economic Empowerment
B-BBEE	Broad-Based Black Economic Empowerment
CPP	Career Progression Plan
DMRE	Department of Mineral Resources and Energy
DOL	Department of Labour
EE	Employment Equity
EEA	Employment Equity Act
EEP	Employment Equity Plan
ETD	Education, Training and Development
ECD	Early Childhood Development
FY	Financial Year
GP	General Practitioner
HDSAs	Historically Disadvantaged South Africans
HRD	Human Resources Development
HSD	Human Settlement Plan
HRDP	Human Resources Development Programme
IDP	Individual Development Plan
IDP	Integrated Development Plan
KE	Kropz Elandsfontein
KPA	Key Performance Area
KPI	Key Performance Indicator
LED	Local Economic Development
LSDF	Local Spatial Development Framework
OMP	Occupational Medical Practitioner
MPRDA	Mineral and Petroleum Resources Development Act (No. 28, 2002)
MQA	Mining Qualifications Authority
MWP	Mine Works Programme
NQF	National Qualifications Framework

NDSF	National Spatial Development Framework
NDP	National Development Plan
SETA	Sector Education and Training Authority
SBM	Saldanha Bay Municipality
SLP	Social and Labour Plan
SMMEs	Small, Medium and Micro Enterprises
SDF	Skills Development Facilitator
SDA	Skills Development Act
WIM	Women in Mining
WSP	Workplace Skills Plan
WCPSDF	Western Cape Provincial Spatial Development Framework
WCPSP	Western Cape Provincial Strategic Plan
WCDM	West Coast District Municipality

1. Introduction and Preamble

1.1. Introduction

Elandsfontein (Pty) Ltd [previously Elandsfontein Exploration and Mining (Pty) Ltd] owns the Elandsfontein Phosphate Mine, which hosts South Africa's second-largest phosphate deposit. It is well understood and importantly, has low cadmium and other heavy metal content often found in sedimentary phosphate deposits, which allows the production of fertilisers that support food security and sustainable agriculture.

Elandsfontein's rock phosphate can be economically upgraded for production by fertiliser manufacturers of:

- phosphoric acid;
- single super phosphate (SSP)
- monoammonium phosphate (MAP); and
- diammonium phosphate (DAP).

Elandsfontein (Pty) Ltd ("KE") purchased the Elandsfontein Land Holdings property on the West Coast of South Africa's Western Cape province in 2010 and rapidly developed an open-pit mining operation and on-site processing facility with a production capacity of 1Mtpa on site. After the required feasibility studies, metallurgical and environmental test work, and an exhaustive permitting process, the project is fully compliant with South Africa's rigorously monitored legislative requirements.

This flagship project has access to reliable infrastructural utilities such as power and water, and available port capacity through the Port of Saldanha, less than 50km away by major roads.

Rock phosphate from the open pit mine will be stockpiled, before passing to the milling and classification circuit in the processing plant where it is prepared for flotation. Concentrate and tailings streams are thickened and filtered. The concentrate is then dried and stored for dispatch to port in Saldanha.

Through smart mine design, rehabilitation of the open pit mine will take place concurrently with mining. Given Elandsfontein's phosphate deposit position below the natural water table and its proximity to the Langebaan Lagoon, water management is a critical focus area. The Langebaan Lagoon is a significant wetland in terms of UNESCO's Ramsar Convention. To prepare the mine pit for excavation, Elandsfontein extracts groundwater, directs it around the open pit in a closed system, and reinjects it back below the water table, thus protecting the local ground water resources and the Langebaan Lagoon. The network is managed through real-time systems, and an extensive ground water monitoring scheme which ensures that the integrity of the ground water resource is maintained. The project's expert environmental team and its workings are overseen by the Board of Directors.

The SLP addresses the company's socio-economic development plans in accordance with the MPRDA and, MPRDA Regulation 46, by detailing a Preamble, Human Resources Development (HRD) Programmes, a Local Economic Development Programme, Processes Pertaining to Management of

Downscaling and Retrenchment, Financial Provision, and an Undertaking by the holder of the Mining Right. The Social and Labour Plan is aligned to the principles of other relevant legislation in addition to the prescribed undertakings and objectives of the MPRDA.

The map below indicates the location of the Elandsfontein Mining operations.

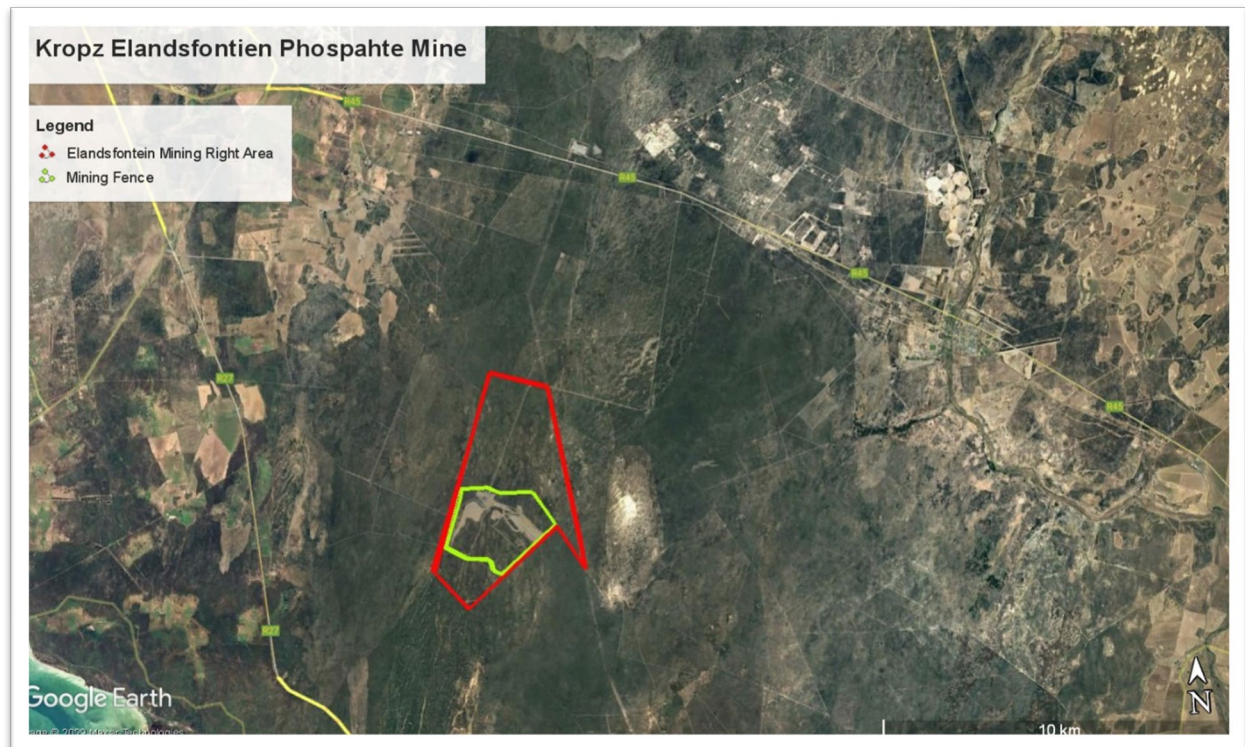


Figure 1: Location of the mine

The objectives of the mine's SLP is to:

- Promote economic growth and mineral and petroleum resources development in the Republic of South Africa (Section 2 (e) of the (MPRDA).
- Promote employment and advance the social and economic welfare of all South Africans (section 2 (f) of the MPRDA).
- Contribute towards the socio-economic development of the area in which the mine will be operating as well as the areas from which most of the workforce is sourced (Section 2 (i) of the MPRDA, and the Charter); and
- To utilize and expand the existing skills base for the empowerment of Historically Disadvantaged South Africans (HDSAs) and to serve the community.

1.2 Black Economic Empowerment (BEE) Status

The African Rainbow Capital (ARC) Fund, which is wholly owned by UBI (Ubuntu Botho Investments Limited), is the BEE partner which has a direct stake 26% stake in Elandsfontein

(KE). The ARC Fund is also 83.2% shareholder in Kropz plc, which is a 74% holder in KE.
 Direct BEE shareholding into KE = 26% + 83.2 x 74% = 87.6% BEE ownership.

1.3 Preamble

Name of Company	Elandsfontein (Pty) Ltd ("KE" or the "Company")																
Name of Mine	Elandsfontein Phosphate Mine (hereafter referred to as the mine company or Elandsfontein) Mining Right Number: WC 0/5/1/2/2/10043 Registration Number: 2010/006791/07																
Physical Address	Elandsfontein Phosphate Mine R45 Road, 1 Greenheart Drive, Portion 4 Farm Elandsfontyn 349, Hopefield 7355																
Postal Address	Elandsfontein Phosphate Mine R45 Road, Hopefield Western Cape 7355 South Africa																
Contact Details	Dr Martin Carstens Legal and Compliance Cell: 082 908 3344 E-Mail: martin@kropz.com																
Location of Mine	Elandsfontein Phosphate Mine R45 Road, Hopefield Western Cape 7355 South Africa																
Breakdown of Employees (Permanent and Contractors)	As at 28 February 2022 The mine employees were: – 16 permanent employees (Elandsfontein, excluding Board members) – 334 contractor employees TOTAL = 350 It is envisaged that the following numbers of people (permanent and contractors) will be employed over the 5-year period between 2022 and 2026. Table 1: Total Employees Forecast for the 2022 to 2026 Period <table border="1"> <thead> <tr> <th>Current</th><th>2022</th><th>2023</th><th>2024</th><th>2025</th><th>2026</th></tr> </thead> <tbody> <tr> <td>350</td><td>432</td><td>514</td><td>514</td><td>519</td><td>519</td></tr> </tbody> </table>					Current	2022	2023	2024	2025	2026	350	432	514	514	519	519
Current	2022	2023	2024	2025	2026												
350	432	514	514	519	519												

Table 2 presents information as at 28 February 2022 on full time employees engaged by the company for the operations phases.

Table 2: Breakdown of Elandsfontein Full time employees by Occupational Level as at 28 February 2022

Occupational Level	Male				Female				Total	
	African	Coloured	Indian	White	African	Coloured	Indian	White	HDSA	Employees
Top Management (Board)	1			2	1			1	1	5
Senior Management (EXCO)				1				1	0	2
Professionally qualified and experienced specialists and mid-management	1	1		4	1				2	7
Skilled technicians, associated professionals, including junior management, supervisors and foremen		1				1			2	2
Semi-skilled and discretionary decision making									0	0
Unskilled and defined decision making	3				1				4	4
TOTAL	5	2	0	7	2	1	0	2	9	20

Table 3 presents information on full time contractors engaged by the company as at 28 February 2022.

Table 3: Breakdown of Contractor by Occupational Level as 28 February 2022

Occupational Level	Male				Female				Total	
	African	Coloured	Indian	White	African	Coloured	Indian	White	HDSA	Employees
*Top Management									0	0
Senior Management		1		4		24			3	7
Professionally qualified and experienced specialists and mid-management	1	8		11		1		1	10	22
Skilled technicians, associated professionals, including junior management, supervisors and foremen	2	35		4	2	3		7	42	53
Semi-skilled and discretionary decision making	39	85		5	11	30		2	165	172
Unskilled and defined decision making	2	60			1	17			80	80
TOTAL	44	189	0	24	14	53	0	10	300	334

*Only site personnel (Board/EXCO excluded)

1.4 Current and Expected Workforce for Elandsfontein

Table 4: Summary of Expected Workforce (2022 – 2026)

Occupational Levels	Current	2022	2023	2024	2025	2026
*Top management	1	1	1	1	1	1
Senior management	13	14	15	15	151	15
Professionally qualified and experienced specialists and middle management	29	31	33	33	33	33
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	174	224	274	274	274	274
Semi-skilled and discretionary decisions making	51	59	66	66	66	66
Unskilled and defined decision making	66	85	103	103	103	103
TOTAL PERMANENT	16	19	22	27	27	27
Contractors	334	413	492	492	492	492
TOTAL STAFF	350	432	519	519	519	519

*Only site personnel (Board/EXCO excluded)

1.5 Local Recruitment

The mine's workforce at the end of February was 350 employees including contractors. The mine is aware of the socio-economic conditions prevailing in the host communities within the Saldanha Bay Municipality. To limit the potential impact of the mining operation on the area, the mine intends to have a focus on the recruitment and development of previously disadvantaged and unemployed members of local communities and to reflect the demographics of the region. The table below provides a breakdown of employees by labour sending area including the host area:

Table 5: Summary of Employees' Origins or Labour Sending Areas

Province	Permanent Employees	Contract Employees	Total	Percentage
Eastern Cape	1	1	2	0.57%
Gauteng	3	2	5	1.50%
Free State	0	0	0	0%
Kwa-Zulu Natal	0	0	0	0%
Limpopo	0	1	1	0.29%
Mpumalanga	0	1	1	0.29%
Northwest	0	0	0	0%
Northern Cape	0	1	1	0.29%
Western Cape	10	327	337	96.29%
Sub-Total	14	333	347	100%
Botswana	0	0	0	0%
Lesotho	0	0	0	0%
Mozambique	2	0	2	0.57%
Swaziland	0	0	0	0%
Zimbabwe	0	1	1	0.29%
Total	16	334	350	100%

2. Human Resources Development Plan

2.1 Overview

In accordance with Section 101 of the mineral and Petroleum Resource Development Act, Act 28 of 2002 (MPRDA), Kropz must ensure that all contractors engaged by the Company comply with the provisions of the Act. These requirements are entrenched in the Company's tender requests and general conditions of service level agreements. The mine is cognisant of skills requirements and promotes the development leadership and technical skills in accordance with the demographics of the region.

The primary objectives of the mine's Human Resources Development Programmes are:

- Development of skills necessary for safe productive operation of the mine. These include skills that may lead to improved productivity, increased revenue, reduction of operating expenses and a motivated and positive workforce.
- Creation of opportunities for employees to develop to their full potential so that they can achieve exceptional performance and greater flexibility.

- Providing employees with portable skills that they can utilize outside the mining industry and associated industries.

Elandsfontein complies with the provisions of the Skills Development Act 97 of 1998. The Skills Development Plan forms an integral part of our Human Resource Development strategy and outlines how the mine intends to equip employees with the necessary skills. The Skills Development Plan is developed and coordinated by a Skills Development Facilitator (SDF). The HR Officer/Community Liaison Officer will act as SDF within the company.

Elandsfontein participates in local economic and social development to ensure optimal alignment of training programmes with skills and capacity building requirements of surrounding communities, including all major contractors.

The objectives of our Skills Development Plan are:

- To facilitate the availability of mining and related skills and competencies of the workforce through training, mentorship and other means;
- To provide workers with portable skills that may increase their employability, flexibility, self-employability and mobility;
- To enhance sustainable individual, workgroup and organisational performance, Kropz affords employees the opportunity to develop required competencies to execute their jobs effectively and safely;
- To provide opportunities for fast tracking and developing HDSAs with potential to function at more senior level in the organisation; and
- To develop leadership, behavioural, life and social skills.

Where appropriate, Kropz oversees the following:

- Offer learnerships that are registered by the MQA SETA and/or other relevant SETA.
- Enter learnership agreements with learners in accordance the Skills Development Act.
- Provide learners with appropriate training in the working environment.
- Provide appropriate learner facilities.
- Provide adequate learner supervision.
- Conduct on-the-job assessments of learners on an ongoing basis by the trained assessors.
- Provide records of learning and facilitate discussions regarding learner progress.
- Learners will be paid an allowance based on MQA SETA guidelines.

Skills development targets are based on the developmental stage in which the mine finds itself as the holder of a mining right. *The targets will be adapted accordingly as the mine ramps up its production and included in the annual report.* Consequently, the Human Resource Development Programme

contained in this SLP is limited to the current staff complement and will be updated periodically to accommodate new appointments as and when the Company employs additional personnel, *in line with the mine's production targets and staff projections.*

The Mine complies with the statutory payroll contributions for the skills levy. This is in addition to the SLP Financial Provision. A breakdown of this provision is outlined in the Financial Provision section of this document.

2.2 Compliance with skills Development Legislation

Table 6: Skills Development Legislation Compliance

SETA Information Required	Details
Name of SETA	Mining & Minerals Sector Education & Training Authority MQA SETA.
Registration Number with relevant SETAs	Will register within 3 months of the mine becoming fully operational
Skills Development Facilitator	Kropz will identify an employee to be appointed to serve as the Skills development Facilitator for the mine.
Proof of submission of Workplace Skills Plan (WSP) and date of submission	Will be submitted within 6 months of the mine becoming fully operational.

The skills Development Facilitator facilitates the skills development process and acts as the contact person between the MQA and the mine. The Skills Development Facilitator will be registered with the MQA. The Skills Development Facilitator's will develop the annual Workplace Skills Plan, design a training quality assurance system and for the Annual Training Report (ATR) in relation to the WSP.

Elandsfontein is registered with South African Revenue Services (SARS) for monthly payments of the Skills Development Levy (Skill development levy no: L960783886). To access the mandatory grant, Elandsfontein will make submissions of the WSP and ATR and apply for the grant at the MQA.

Skills development needs and targets will be based on the production level in which the Elandsfontein Mine finds itself during its economic life and a skills programme. The Skills programs will be:

- Occupationally based.
- When completed, will constitute a credit towards a qualification registered in terms of the National Qualifications Framework as defined in section 1 of the South African Qualifications Authority Act.

2.3 Human Resources Development Plan

Details of the current education levels of employees are outlined in the *Form Q* below for permanent employees and contract employees and will be updated from time to time. The *Form Q*'s depicts the diversity of education levels amongst the employees, ranging from having no education to tertiary qualification level. When needed Elandsfontein will conduct a skills gap analysis and to liaise with the MQA to determine further skills development priorities.

Ongoing training programmes may be provided for industry specific skills and non-industry specific skills or portable skills. Policy guidelines will be developed regarding types of assistance that may be made available to employees.

Table 7: Functional Literacy amongst Elandsfontein employees as at 28 February 2022 (Form Q)

QUALIFICATION GROUP	African	African	Asian	Coloured	Coloured	Indian	Indian	White	White	TOTAL
	Female	Male	Female	Female	Male	Female	Male	Female	Male	
0 – Undefined	0	0	0	0	0	0	0	0	0	0
1 - Pre-ABET (< NQF1)	0	0	0	0	0	0	0	0	0	0
2 - ABET 1(< NQF1)	0	0	0	0	0	0	0	0	0	0
3 - ABET 2, Grade 5 (< NQF 1)	0	0	0	0	0	0	0	0	0	0
4 - ABET 3, Grade 7 (< NQF 1)	0	0	0	0	0	0	0	0	0	0
5 - ABET 4, Grade 9 (NQF 1)	0	0	0	0	0	0	0	0	0	0
6 - Grade 10, NATED 1, NCV Level 1(NQF 2)	0	0	0	0	0	0	0	0	0	0
7 - Grade 11, NATED 2, NCV Level 2(NQF 3)	0	0	0	0	0	0	0	0	0	0
8 - Grade 12, NATED 3, NCV Level 3(NQF 4)	1	3	0	0	1	0	0	0	0	5
9 - Nat Cert/Diploma, Advanced Certificate, N4 – 6(NQF 5/6)	0	0	0	1	0	0	0	1	0	2
10 - Adv. Diploma/B Tech Degree/Bachelor's Degree (NQF 7/8)	1	2	0	0	1	0	0	1	4	9
11 - Master's Degree (NQF 9)	0	0	0	0	0	0	0	0	0	0
TOTAL	2	5	0	1	2	0	0	2	4	16

Table 8: Functional Literacy amongst Elandsfontein Mine contract Workers as at 28 February 2022 (Form Q)

QUALIFICATION GROUP	African	African	Coloured	Coloured	Indian	White	White	TOTAL
	Female	Male	Female	Male	Male	Female	Male	
0 – Undefined	0	0	0	0	0	0	0	0
1 - Pre-ABET (< NQF1)	0	0	0	0	0	0	0	0
2 - ABET 1(< NQF1)	0	0	1	1	0	0	0	2
3 - ABET 2, Grade 5 (< NQF 1)	0	0	2	0	0	0	0	2
4 - ABET 3, Grade 7 (< NQF 1)	0	0	0	1	0	0	0	1
5 - ABET 4, Grade 9 (NQF 1)	0	2	0	1	0	0	0	3
6 - Grade 10, NATED 1, NCV Level 1(NQF 2)	1	9	2	9	0	0	0	21
7 - Grade 11, NATED 2, NCV Level 2(NQF 3)	3	4	1	3	0	0	0	11
8 - Grade 12, NATED 3, NCV Level 3(NQF 4)	7	33	46	148	0	1	4	239
9 - Nat Cert/Diploma, Advanced Certificate, N4 – 6(NQF 5/6)	0	1	5	23	0	2	9	40
10 - Adv. Diploma/B Tech Degree/Bachelor's Degree (NQF 7/8)	0	0	0	0	0	11	0	11
11 - Master's Degree (NQF 9)	0	0	0	0	0	0	3	43
TOTAL	11	49	57	187	0	14	16	334

2.4 Skill Development Plans

2.4.1. Adult Base Education and Training (ABET)

In 2019, the South African adult illiteracy rate was 12%, reflecting an improvement of 7.1 percentage points over the past decade. Despite this improvement, 4.4 million adults in South Africa are still illiterate. Although illiteracy levels are higher for females (12.5%) than males (11.6%), the gender gap in shares of illiteracy as well as illiteracy rates have narrowed markedly.

Elandsfontein Mine recognises that a workforce with the right skills, experience and training is one of the industry's most basic needs. Recognition of Prior Learning (RPL) will also be employed as part of the ABET approach to give employees and community learners the opportunity to gain a recognised qualification. In the main, RPL is used to determine the placement and competence of employees at appropriate ABET levels. Such employees undergo an assessment and if competent, are certified and an MQA grant maybe secured for them. Participants will be motivated and encouraged to attend ABET classes to bring them in line for possible further development, training, and promotion opportunities, where vacancies exist. ABET allows participants to compete with other qualified employees and gives them the ability to market themselves. ABET levels will also be a requirement for promotion in other occupations.

To qualify for ABET, a person must have undergone screening for placement through as agreed with the respective employer. Candidates who demonstrate high levels of potential during the placement/ RPL assessments may be recommended for full-time ABET. The targets ABET are shown in the tables below along with the budget provision for the proposed training.

Table 9: ABET Training plan

ABET Level	Target Enrolments - 2022	Target Enrolments - 2023	Target Enrolments - 2024	Target Enrolments - 2025	Target Enrolments - 2026	Total Enrolments (2022 to 2026)
Community Learners	0	0	0	5	0	5
Budget (R)	0	0	0	50 000	0	50 000

2.5. Learnerships

A learnership is a mechanism to link structured learning with work experience, leading to a qualification registered with the National Qualifications Framework (NQF). Unlike the old apprenticeship system, learnerships provide for relevant competencies for productive work. Work experience must relate to the structured learning and prepare the learners for competence assessment.

The mine, through its major contractors (TMS and WCPO) will make opportunities available for learnerships to employees and communities within the Saldanha Bay Municipality. Learnerships will be considered as per the business requirements and the employment strategy of the mine and will be updated in the annual report to the DMRE.

Table 10: External Learnerships Targets

Learnerships Opportunities	Learnerships per year					Total
	2022	2023	2024	2025	2026	
Number of external learners to be accommodated in the learnership programme per year	0	5	0	0	0	5
Budget (R)	R0	R600 000	R0	R0	R0	R600 000
Career areas available to interns	Example The mine will provide practical experiential learning in Fitting, Electrician, Instrumentation Mechanician, Boiler making, Rigger, IT, etc.					

2.6 Core Business Skills Programme

The mine considers disseminating education and training opportunities among its employees and when appropriate, as part of the Core Skills Programme will:

- Conduct a skills assessment of employee's potential and aptitude;
- Assess and review available Skills Development Programmes in terms of employee's efficiency and results;
- Assess employees in terms of skills and competency gaps; and
- Evaluate future business needs, positions required, budgets, timeframes, etc.

The mine will, where appropriate, only consider Skills Programmes that are registered with the MQA. The training programme selected by the mine should be aligned to employees' Career Progression Plans and promote safe and productive operations. The table below outlines the targets for the SLP period from 2022 to 2026.

Table 11: Core Business Training Targets (Contractors)

Core Business Area	2022	2023	2024	2025	2026	Total (2022 - 2026)
	Expected Enrolments	Expected Enrolments	Expected Enrolments	Expected Enrolments	Expected Enrolments	
First Aid	109	20	110	20	20	279
Safety Representative Training	12	1	3	2	2	20
Competency A	15	2	2	2	2	23
Competency B	110	20	100	20	100	350
Mine Manager Certification	0	0	0	0	0	0
Mine Overseer Certification	0	0	0	0	0	0
Health and Safety Technical Training	0	2	0	0	0	2
Production Supervisor Promotion Course	4	4	4	4	4	2025
Total	250	49	219	48	128	694
Budget (R)	R265 100	R94 500	R153 000	R84 500	R124 500	R721 600

2.7 Portable Skills Programme

The Mine supports the development of portable skills that can be applied outside of the industry or company. The skills will be related to economic opportunities within the Saldanha Local and West Coast District municipalities and may include to the individual employee's personal preferences. The minimum entry level educational qualifications requirement is Grade 12. On appointment, employees receive mandatory Job Specific, Health & Safety and Environment related training. Permanent employees also have access to individual development opportunities for personal career advancement, in line with their career paths. If and when the need arises, a skills audit will be conducted to determine the need for portable skills development, as well as an external market skills demand analysis, we will then develop and implement a Portable Skills Development Programme in line with the outcome of the skills audit, and through engagement with the future forum once the mine is in full production.

The table below highlights some of the portable skills that will be focused on by the Mine and will be sourced from both the MQA and other SETAs.

Table 12: Portable Skills development focus area

Category of Portable Skill	Sector	Skills program	Timeframe
Alternative Employment Skills focused on major economic sectors in the district economy Applicable to all employees	Mining Sector	Machine operating Basic electrical training Mining vehicle operating Basic automotive repairs Basic cutting and welding Computer training Metallurgical skills	Ongoing and will be reflected in the mine's Workplace Skills Plan
	Construction Industry	Basic electrical training Basic plumbing Brickmaking Bricklaying Building Carpentry Computer training Plastering Painting	
	Manufacturing Sector	Basic cutting and welding Basic wooden furniture making Computer training Steel product manufacture	
	Transport Sector	Basic automotive repairs Driving Vehicle maintenance Vehicle valet service	
Entrepreneurial Skills Applicable to all employees	Across all sectors	Labour Relations Leadership development, supervisory and management skills Diversity management Women in management	

Table 13: Portable Skills development plan (contractors/community)

Type of Portable Skills Training	2022	2023	2024	2025	2026	Total Expected Enrolments 2022 to 2026
	Expected Enrolments	Expected Enrolments	Expected Enrolments	Expected Enrolments	Expected Enrolments	
Metskills Individuals Skills Programmes: - Basic Plant Operator - Process Plant Overview - Sample Preparation Practical Assessment - NQF L2 Ore Reception and crushing, milling & classification/Attritioning & Conditioning - NQF L2 Flotation - NQF L2 Concentrate and Tailings handling - RPL L2 National Certificate Mineral Processing	166	150	140	130	120	706
Other skills training: - Machine operator (i.e., ADT, excavator, grader)	184	0	0	0	0	184
Budget (R)	R2 326 037	R958 226	R894 344	R830 462	R766 580	R5 775 649

*To be reviewed and updated when the mine is in full production and in conjunction with recommendations from the future forum

2.8 Hard-to-Fill Vacancies

At this stage the mine is in the commissioning phase and busy with ramping up operations. *Form R, required in terms of Regulation 46 (b) (i)(bb) of the MPRDA will be submitted during the third year of the mine being in full operation as it is required to indicate vacancies that have not been filled for a period longer than 12 months.*

2.9 Career Progression Plan

Where appropriate, opportunities to further enhance the career development of employees will be considered. This may include the development of generic career paths for all disciplines to develop a customised career path most suited to candidates. This will be an ongoing initiative. This will be beneficial for employees to pursue specific career opportunities within the mine.

In accordance with the MPRDA Regulation 46 (b) (ii) the following may be provided, where appropriate:

- Career development matrices for each discipline (inclusive of minimum entry requirements & time-frames – part of WSP);
- Individual employee development plans and fast-tracking in line with needs and abilities; and
- Align with targets, timeframes and how the Career Progression Planning & Guidance plan will be implemented (in harmony with WSP).

2.10. Career path and career guidance

To facilitate career progression in the company, the mine will, when in full production, and where appropriate, develop a plan with the competencies, skills and grading levels required for the various categories of employment, the training needed for each step and the minimum entry requirement or job specification.

Job descriptions may contain detailed information of the knowledge, skills and abilities and experiences required at minimum entry levels for the specific position. Job descriptions may be used to determine progression between levels in the company.

Individuals within the various disciplines may be given opportunities to grow/develop from lower skilled working levels to higher skilled and management levels by means of:

- Conducting individual assessments, gathering information on all employees' qualifications, aspirations, developmental needs, and potential capabilities.
- Adequate planning for employee career paths so they may progress from lower to higher skilled and management positions. It must be noted, however, that due to the limited staffing structure internal progression opportunities may be limited.
- Provide for minimum job requirements, competencies, skills, and training needed for each position/job within the operation.
- Ensuring that career progression plans include gender targets at senior and managerial levels.
- Considering the realisation of employees' personal development needs in line with the strategic objectives of the mining operation.
- Facilitating, where appropriate, relevant courses and alternative skills development programs to equip employees for progression.

Career progression plans will be updated regularly and will be made available through the HR manager. *The table below provides a framework for managing progression and the final numbers will be provided once the mine is in full production.*

Table 14: Framework for Managing Career Progression within the Elandsfontein Mine

Training program s within career progression paths	Core mining occupations	Position starting from	Current training intervention	Target position working towards	Year 1	Year 2	Year 3	Year 4	Year 5
					No. of identified employees	No. of identified employees	No. of identified employees	No. of identified employees	No. of identified employees
TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC	TBC

2.11. Establishing a Talent Pool

For purposes of establishing a Talent Pool, the mine may regularly determine job and educational requirements for each position within the organisation and propose career paths aimed at addressing the Hard-to-Fill Positions. The mine will consult with employees, in this regard. This will include candidates with potential in terms of the mine's skills and Employment Equity requirements.

2.12. Mentorship Plan

Mentorship supports people development, Employment Equity, Human Resource Development planning and performance management. It is a formal relationship between a mentor and a mentee

and is established to enhance the mentee's career by building skills and knowledge. This is a continuous process for unlocking the mentee's potential, which benefits both the individual and the organisation. When in full production, the mentorship programme will be prepared by HR managers to commence after mentors and mentees have been identified.

When fully implemented, the mentorship process will include:

- Identifying and training mentors regarding their specific role and responsibilities as mentors;
- Ensuring that mentees are matched with suitable mentors within the operation;
- Develop specific outcomes for the mentorship program;
- Consider opportunities for mentors and mentees to meet;
- Equal opportunities for the participation of female candidates.

The table below may serve as a basis for planning the mentorship program and will be updated annually by the HR Manager and reported to the DMRE.

Table 15: Mentorship program framework

Mentoring Program	Career Deliverables	Duration	Target		Gender	
			HDSA	NON-HDSA	FEMALE	MALE
TBC	TBC	TBC	TBC	TBC	TBC	TBC

2.12.1. Mentorship Action Plan

The Mine will use the 2023/2024 period when the mine is in full production to refine and formalise its Mentorship Programme linked to its Career Progression Programme.

- The Mentorship Programme may be linked to the Skills Development Programme, Learnership Programme, Career Progression Programme, Internship and Bursary Programme and Employment Equity Programme.
- Regarding internal mentorship of employees, the mine may consider the following mechanisms:
 - o Establish mentoring implementation structures within the mine
 - o Match mentors with suitable mentees
 - o Set relationship goals and plans for learning programmes
 - o Evaluate and fine-tune the process

2.13 Internship Plan

An internship is an instrument to provide opportunities for new entrants to the labour market to gain work exposure and practical experience in their respective fields of study. Opportunities for internships may become available when more diversified and skilled positions become available at the mine only when the mine is in full production. To this end, opportunities for internships are likely to be available once is in full production.

2.13.1 Internship Action Plan

The Internship Plan forms part of the mine's Skills Development Plan.

The Internship Plan may:

- Provide targets, timeframes, and a budget.
- Provide areas of learning in line with the needs of the company.
- Separate internal and external internships.
- Be inclusive of own-funded studies; and
- Be reflective of regional demographics.

The objective of the Elandsfontein Mine's Internship Plan may offer experiential internship training to identified mine employees and to selected external students when the mine is in full production. Progress of interns will be monitored and evaluated. Students' records will be maintained and where relevant sent to the intern's parent institution. If an external student is a recipient of a bursary scheme, the option of first right to employ the bursar, once the internship has been completed, may be considered. An internship plan and associated targets will be provided in the annual report to the DMRE. *Below is an outline of a typical internship implementation plan and the envisage learnership numbers and will be reviewed when the mine is in full production.*

Table 16: Internship Implementation Plan

Internship Implementation Plan																				
Activities	2022				2023				2024				2025				2026			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Experiential needs				X				X				X				X				X
Selection and placement of interns					X				X				X				X			
Develop a training management tool						X				X				X				X		
SLA & internship programme							X				X				X				X	
Evaluation and feedback																				X

Table 17: Internship Targets

Internship Opportunities	Internships per year					Total
	2022	2023	2024	2025	2026	
Number of external learners to be accommodated in the internship programme per year	0	0	1	1	1	3
Budget (R)	R0	R0	R25 000	R25 000	R25 000	R75 000
Career areas available to interns	The mine may provide practical experiential learning in engineering, surveying, occupational Health, Safety, and environment, etc.					

2.14 Bursary Program

The objective of the mine's Bursary Plan is to make available bursaries that reflect the broader needs of the industry and the mine's Skills Development Plan. Career information and orientation sessions will be conducted to recruit bursary recipients and to advise graduates about career opportunities within the mine and the sector. Study assistance may be provided for employees that are studying in their own time in terms of bursary policy.

The Mine is aware of the need to not only assist its own employees with development opportunities, but also those members of the local community to access tertiary education through bursaries. Apart from business-related qualifications, the mine may provide for qualified individuals from other sectors of the economy whose communities will be affected by the mine.

The mine will establish a Bursary Management Committee, which will inform and guide the implementation of the bursary programme in accordance with the Skills Development Plan. The Management Committee will develop a Bursary Scheme Framework which will determine the budget to be allocated to the programme. The budget will be subject to annual review. The Bursary Scheme Framework may provide that:

- Bursaries be offered in a responsible manner and reflect the needs of the industry and the mine's skills and labour plans.
- Bursaries be awarded to learners who wish to pursue undergraduate studies in mining related fields, safety, health, environmental management, geology, commerce, and other fields of study that are relevant to the mine's needs.
- Career information sessions and orientation schemes may be conducted, to advise Grade 10 to Grade 12 learners from the host communities in the area and graduates about career opportunities within the mine.

Bursary recipients will be required to enter into a contract setting out the terms and conditions of the bursary. They may be offered practical training during December holidays. Bursary holders may either be offered employment after completion in the form of an internship or if they accept employment elsewhere, repayment of bursary commitments will be arranged.

with The Bursary Plan/Scheme provides for post school training and education, which may:

- Provide targets, timeframes, and a budget.
- Provide areas of learning in line with the needs of the company.
- Separate internal and external bursaries
- Indicate whether bursaries are continuous or provide for new intakes.
- Be informed by the hard-to-fill vacancies

2.14.1 Bursary Selection Criteria

Selection criteria for a bursary are based on fairness and may include requirements relating to:

- Matric exemption with an average pass of 75%;
- Key subjects to be passed depending on the discipline applied for;
- The candidate is not holding another bursary;
- The candidate to be accepted by the educational tertiary institution for a specific course;
- The educational institution and the course should be SAQA accredited;
- Preference may be given to candidates from disadvantaged backgrounds;
- Preference will be given to residents of the local communities; and
- A full bursary may be offered.

Renewal of the bursary will depend on the successful performance of the bursar.

Table 18: Bursary Targets

Year	New bursaries	Roll over	Total	Budget (R)
2022	0	0	0	0
2023	0	0	0	0
2024	2	0	2	300 000
2025	0	2	2	300 000
2026	2	2	4	600 000
Total	4	4	4	R1 200 000

Note: Kropz intends to award at least one (1) bursary per annum increasing to two (2) as the mine reaches full production.

3. Employment Equity

3.1 Introduction

Elandsfontein complies with the Employment Equity Act, 1998, Act 55 of 1998 as amended, and applicable to mining companies. The purpose of the Act is to achieve equity in the workplace, by

- Promoting equal opportunity and fair treatment in employment through the elimination of unfair discrimination.
- Redress the disadvantages in employment experienced by designated groups (A designated group means black people, women, or people with disabilities).

Employment equity objectives, when the mine is in full production, will provide for:

- have numerical goals for achieving equitable representation,
- have a timetable for each year,
- have internal monitoring and evaluation procedures, including internal dispute resolution mechanisms, and
- identify persons, including senior managers, to monitor and implement the plan.

Table 19: Employment Equity Statistics of Elandsfontein employees as at 28 February 2022 (Form S).

Occupational Level	Male				Female				Foreign Nationals		Total	Disabled		Total HDSA % in
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female		Male	Female	Management
Top management (Board)	1	0	0	2	1	0	0	1	0	0	5	0	0	40%
Senior management (EXCO)				1		0	0	1	0	0	2	0	0	0.00%
Professionally qualified and experienced specialists and mid-management	1	1	0	4	1	0	0		0	0	7	0	0	43%
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	0	1	0	0	0	1	0	1	0	0	3	0	0	50%
Semi-skilled and discretionary decision making									0	0	0	0	0	0.00%
Unskilled and defined decision making	3				1				0	0	4	0	0	100%
Total	4	2	0	5	2	1	0	2	0	0	20	0	0	50%

Table 20: Employment Equity Statistics of contractors as at 28 February 2022 (Form S)

Occupational Level	Male				Female				Foreign Nationals		Total	Disabled		Total HDSA % in
	African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female		Male	Female	Management
Top management											0			
Senior management		1		4		2					7			42.86%
Professionally qualified and experienced specialists and mid-management	1	8		11		1		1			22			56.55%
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	2	35		4	2	3		7			53			79.25%
Semi-skilled and discretionary decision making	39	85		5	11	30		2			172			95.93%
Unskilled and defined decision making	2	60			1	17					80			100%
Total	44	189	0	24	14	53	0	10	0	0	334			90%

*Only site personnel (Board/EXCO excluded)

3.2 Women in Mining

The mine provides women an equal opportunity to participate in its operation, at all levels of responsibility. The mine management is committed to attain *women participation* at all levels within the mine within a 5-year timeframe, where male physical attributes are not required. To achieve the required level of women participation within the mine, the following initiatives apply:

- Recruitment of women at all operational levels.
- The promotion of a culture of non-discrimination and gender equality.
- Female employees to participate in responsibilities and challenges equal to those afforded to male employees.
- Mentorship.
- The health and safety of women will not be compromised, in the case of pregnant women and that of their unborn children.
- Equal representation amongst learners, trainees, and bursars.
- HR policies and procedures will be audited to ensure non-discrimination.

3.3 Empowerment of the Disabled

If an employee becomes disabled while in the employment of the company, alternatives short of dismissal will be investigated. The following will be considered:

- The nature of the person's current job.
- The seriousness and extent of disability.

If the employee is not capable of performing his/her current job the following considerations will apply:

- The extent to which the employee can perform the current job.
- The possibility of adapting the duties or work circumstances of the employee to accommodate his/her disability.
- The availability of suitable alternative employment.

4. Mine Community Development Plan

4.1. Local Economic Development Programme

The Elandsfontein mine is situated within the Saldanha Bay Municipality (**SBM**). The locality of the excavation site is roughly between Hopefield and Langebaan. SBM is approximately 140 kilometers north of Cape Town. It forms part of the West Coast District Municipality (DC1), situated in the Western Cape Province. The Swartland Municipality borders the municipality in the west by the Atlantic Ocean, in the north by the Bergrivier Municipality and the east.

The Saldanha Bay Municipality covers an area of 2 015 km² (approximately 166 565,48 hectares) and has a coastline of 238km. In total 0.4% of the geographical land are urban land and 96.96% rural land. Overall Saldanha Bay municipality constitutes 5.8% of the entire West Coast geographical land making it the smallest municipal area in the district. The head office is located in Vredenburg, with satellite offices in Hopefield, St Helena Bay, Paternoster, Saldanha

and Langebaan. Saldanha Bay has the largest natural port in Africa and the area is earmarked as a regional development node for the development of the Western Cape Province.

The map below provides a graphical indication of local of the Saldanha Bay Municipality. The location of the mine is in Ward 6. The mining site can be reached from the R 27 and the R45 as indicated in the map C below.

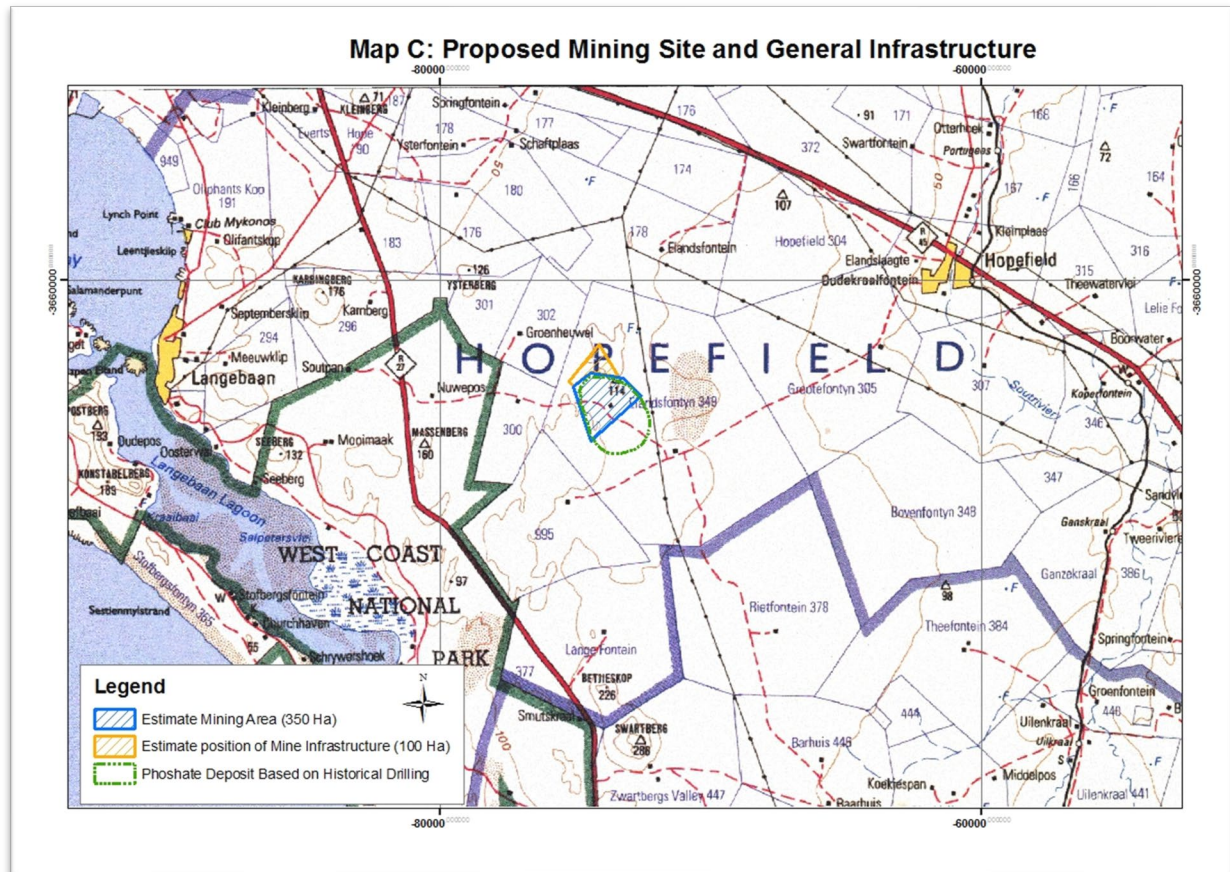


Figure 2: Map indicating Mining area

4.2. Socio Economic

The figure below indicates the overall socio-economic profile of the Saldanha Bay Municipality.

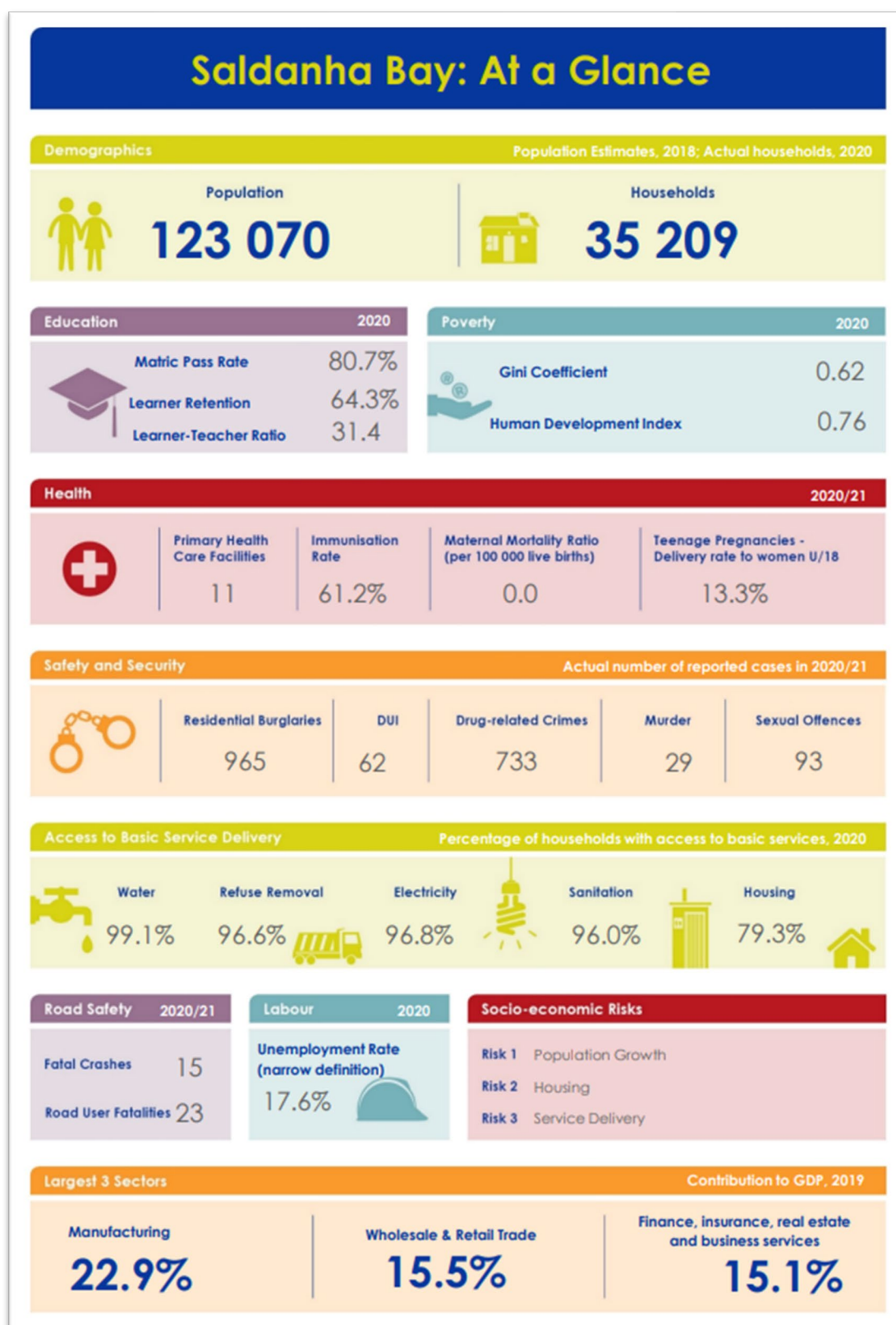


Figure 3: Saldanha Bay at a glance (Source: 2021 Socio-Economic Profile SBM – 2021)

4.3. Social and Economic background of area in which mine operates [Reg 46 (c) (i)]

The social and economic background of the area in which the mine operates are delineated by national, provincial and local government policy.

National Spatial Development Framework (NSDF 2019) provides the national policy framework that relates to:

- The Western Cape Provincial Spatial Development Framework (PSDF, 2014)
- Western Cape Provincial Strategic Plan 2019 – 2024 (WCPSP)
- West Coast District Municipality Integrated Development Plan (WCD IDP 2022 – 2027) and Spatial development Framework (2020)
- Saldanha Bay Integrated Development Plan (SBM IDP 2017-2022).

4.4. National Spatial Development Framework (NSDF) - 2019

The NSDF is focused on changing its historical development to unlock spatial opportunities for all people in all areas. This underlying objective should inform spatial planning in all spheres of government, guiding development decisions and steering investment decisions.

The NSDF provides a spatial planning vision for South Africa, which states as follows: “All Our People Living in Shared and Transformed Places in an Integrated, Inclusive, Sustainable and Competitive National Space Economy”.

The NSDF indicates that there are a number of key informants that will unavoidably influence spatial planning decision in future, including:

- Migration to Cities and large towns;
- Population growth - ± 75-80 million by 2050;
- Increasing dependency on government, due to growing poverty;
- Demand for increased service delivery, i.e. water, electricity, WWTW, etc.
- Climate change – impacting development in urban and rural areas;
- Natural environs – ecological systems

To achieve the above-mentioned spatial vision, the NSDF introduces the ideal spatial development pattern for South Africa in 2050, as follows: Resilient, sustainable and inclusive post-Apartheid national spatial development pattern that is well-served by a consolidated system of international, national and regional development nodes and corridors, with a highly productive network of rural regions, where development nodes, rural regions and hard infrastructure are embedded within the capabilities and interdependencies of the national ecological infrastructure system.

Forthcoming from the NSDF's ideal spatial development pattern, the following specific spatial elements within the West Coast District were identified:

- Saldanha Bay is recognised as an import/export node;
- Saldanha-Vredenburg, Mooresburg and Clanwilliam are identified as regional development anchors;
- The N7 is recognised as a key national road and interregional transport route/corridor;
- The Sishen-Saldanha iron ore railway line is recognised as a key rail route;
- The southern parts of the district is designated is an area for agricultural enterprise and small scale farming, as well as eco-resource production area.

4.5. The Western Cape Provincial Spatial Development Framework (PSDF, 2014)

The purpose of the Western Cape PSDF is to guide municipal integrated development plans and spatial development frameworks to prioritise and align investment and infrastructure in the Western Cape.

The PSDF identified three areas of intervention, which should be reflected in lower order district and local spatial plans, as follows:

- Socio – Economic Development
- Urban Restructuring
- Environmental Sustainability

The PSDF identified specific issues and strategies for the West Coast District as follows:

- Prepare an industrial development / environmental conservation plan for Saldanha Bay that acknowledges this sub-region's extreme environmental and economic sensitivities.
- Prepare an action plan to adapt to global climate change.
- Investigate the potential for an Olifants River development corridor with particular emphasis on improved access to land for small farmers, being cognisant of environmental sensitivities of the very important Oliphants River Estuary.
- Formulate a coastal management plan to address pressure for development along the coast.
- Promote ecological corridors linking the coastal zone to the Cederberg Mountains.

The PSDF (2014) includes a spatial plan, indicating land use patterns, spatial planning categories, the space economy and settlement pattern in the province. PSDF map includes the following spatial designations, which are considered relevant to the West Coast District SDF:

- Saldanha-Vredenburg as an urban functional region, being the growth and economic node in the District;
- The N7 as an important north-south tourism and/ or transportation route through the District.

4.6. Western Cape Government Provincial Treasury: Provincial Revenue Expenditure 2022

During 2022/23, provincial departments will be spending R3.816 billion (or 4.9%) of the 2022/23 provincial budgets in the WCD. Within the District, Swartland (24.8%) and Saldanha Bay (17.0 %) local municipal areas are allocated the largest share of the 2022/23 provincial budget. Bergrivier will receive the smallest allocation (10.2 %).



Figure 4: West Coast District Municipality

Provincial budget distribution in local municipal areas, 2022/23 illustrates the provincial budget split between the local municipalities in the West Coast District. The district will receive the lowest provincial expenditure per capita (R8 068) in the Western Cape.

The total provincial infrastructure expenditure in the WCD is R554.447 million in 2022/23 of which R230.790 million (41.6%) will be spent on road infrastructure and public works, and R155.1 million (28 %) on human settlements in the region. A significant share (19.5%) of the provincial spending within the WCD spans across wards and municipalities.

The WCD's economy was valued at R31.0 billion in 2019 and contributed 5.1% to the Provincial economy. Between 2015 and 2019, the WCD experienced an average annual growth rate of 0.6 %. This rate is below that of the Provincial economy, which grew by 1.0 % over the same period.

4.7. Labour

From a regional perspective, the WCDM employed 183 188 workers in 2019 and contributed 7.1 % to Provincial employment. **Saldanha Bay and Swartland** municipal areas contributed the largest proportions of jobs in the WCD in 2019, at 28.1 % and 25.5 % respectively. This is followed by the **Bergvliet** (16.3 %), **Matzikama** (15.6 %) and **Cederberg** (14.6 %) municipal areas. Between 2015 and 2019, the WCD experienced an average annual increase of 3 552 jobs. The **Saldanha Bay** and **Matzikama** municipal areas experienced the lowest number of new employment opportunities between 2015 and 2019, with an average annual increase of 504 and 598 jobs respectively.

4.8. Local Municipal Spatial Development frameworks

From the overarching spatial and planning principles and IDP objectives, the SDF contains three overarching spatial goals/ themes that reflect the direction of spatial growth and management in the district. These goals are further informed by the key spatial issues that were identified from the status quo assessment. These spatial goals and themes are displayed in the tables below:

Table 21: SDF Spatial Goals

Goal	Description
Goal 1: Built Environment	Enhance the capacity and quality of infrastructure in the areas with the highest economic growth potential, while ensuring continued provision of sustainable basic services to all residents in the district, promoting spatial transformation and equal access to opportunities.
Goal 2: Socio Economic	To facilitate and create an enabling environment for employment, economic growth and tourism development, while promoting access to public amenities, such as education and health facilities – generally improving community wellness and safety of all people.
Goal 3: Biophysical Environment	Promote conservation of Critical Biodiversity Areas by strategically implementing sustainable agricultural activities and urban development where the impact on biodiversity will be the lowest, while also mitigating the potential impact of nature (climate change) on the residents of the district.

Table 22: SDF Themes

Goal	Description	Key sectors/aspects
	The built environment is a broad term that refers to the manmade surroundings that provide the setting for human activity, on a district level, ranging from bulk infrastructure (i.e., energy, water, waste) to transport Infrastructure, human settlements, and heritage resources.	- Growth Potential of Towns - Human Settlements & Informality – Spatial Transformation - Transport & Mobility - Water Supply - Waste Management - Energy - Heritage - Information & Communication Technologies (ICT)
	Socio-economic development, in the context of a SDF relates to and is concerned with the interaction of social and economic factors/ sectors.	- Population Growth - Economic Growth & Employment - Tourism - Health & Education - Land Reform
	The biophysical environment can be defined as the physical environment (water, soil etc.), the biological activity within it as well as the associated ecological processes (Digby Wells, 2013).	- Conservation & Biodiversity Areas - Coastal management - Agriculture - Climate Change - Mining - Rural Development Landscape & Hydrology

4.9. Demographics

4.9.1. Population

The population of Saldanha Bay is 123 070 people in 2021, making it the second most populated municipal area in the WCD. This total is expected to grow to 129 209 by 2025, equating to an average annual growth rate of 1.6%.

4.9.2. Gender ratio

The overall gender ratio (GR) depicts the number of males per 100 females in the population. The data indicates that there are slightly more females than males in the Saldanha Bay municipal area with a ratio of 50.3 % (females) to 49.7 % (males). The GR for Saldanha Bay appears to be increasing slightly year on year towards 2025 which could be attributed to a wide range of factors such as an increase in female mortality rates as well as the potential inflow of working males to the municipal area.

4.9.3. Age Cohorts

Between 2021 and 2025, the largest population growth was recorded in the 65+ aged cohort which grew at an annual average rate of 2.3 %. Growth in the Age Cohorts for Children and Working Age segments grew at 1.1 % and 1.8 % respectively. This predicted growth rate increases the dependency ratio towards 2025.

4.9.4. Household sizes

Household size refers to the number of people per household. The actual size of households is on a downward trend from 3.4 people per household in 2021 to 3.2 in 2026. Contributing factors to a stagnation in household size growth could include, but are not limited to, lower fertility rates, occurrences of divorce, ageing population, etc.

4.9.5. Population density

Amidst rapid urbanisation across the Western Cape, population density figures will aid public sector decision makers to mitigate environmental, individual health and service delivery risks. In 2021, the population density of the West Coast District (WCD) was 15 persons per square kilometre. In order of highest to lowest, the various local municipal areas in the CWD compare as follows:

- **Saldanha Bay** 61 people/km²
- Swartland 37 people/km²
- Bergervier 17 people/km²
- Cederberg 7 people/km²
- Matzikama 6 people/km²

The figure below indicates the overall Saldanha Bay demographics.

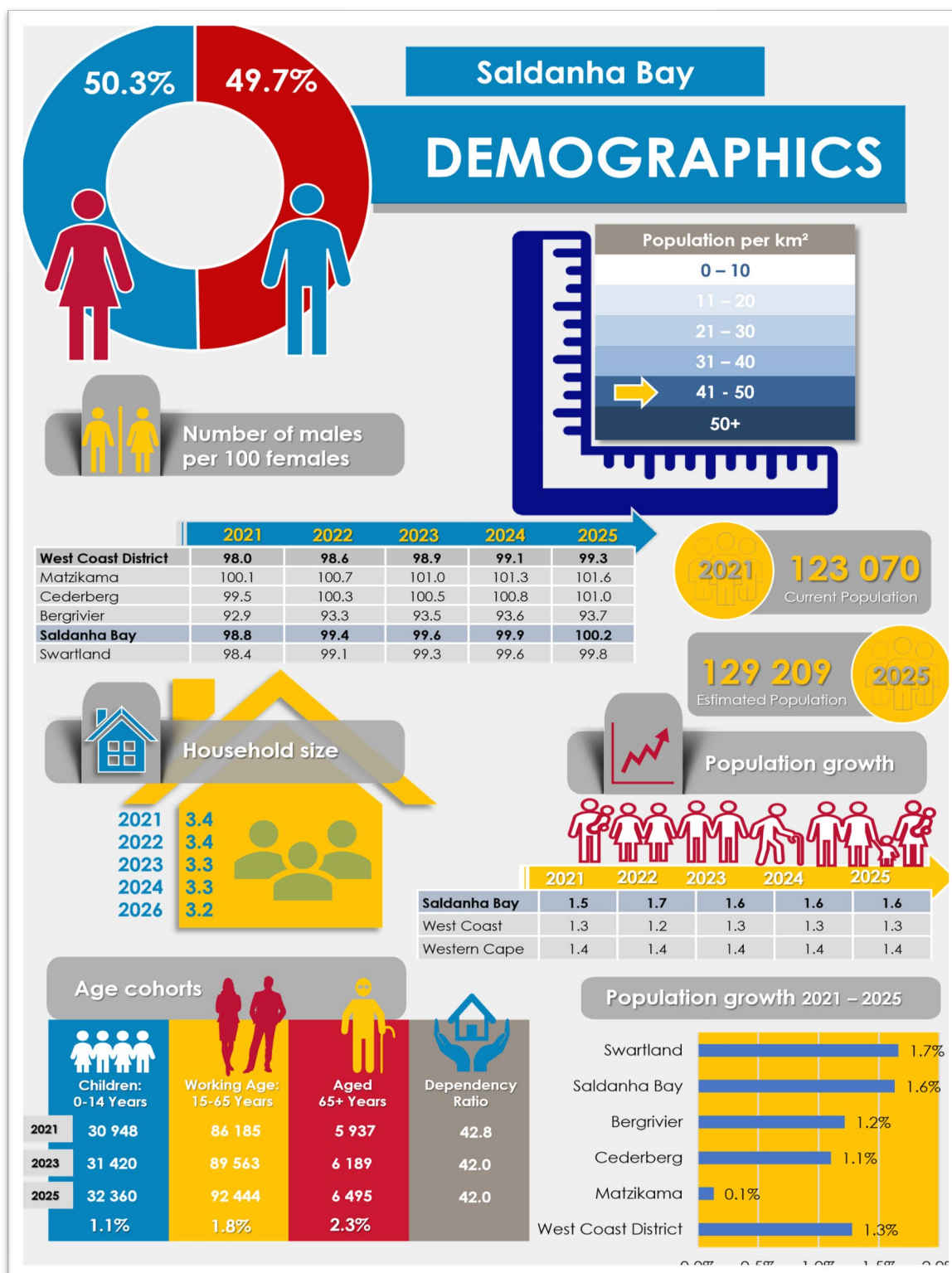


Figure 5: Demographics overview

4.10. Education

Education remains one of the key avenues through which the state is involved in the economy. Saldanha Bay's matric outcomes peaked at 90.5 per in 2013 and levelled out to 87.9 % in 2014 and

2015 respectively as per the Western Cape Education Department, 2016; Annual Survey of Public and Independent Schools (ASS), learner enrolment in Saldanha Bay increased at an average annual growth rate of 2.7 % between 2013 and 2015, which is an indication that access to education has improved in the Saldanha Bay area and should translate into opportunities for an inclusive society.

The learner to teacher ratio was at its highest in 2015 at 47.7 learners per teacher which is well above the national standard of 30.3 learners per teacher. Factors influencing the learner teacher ratio is the ability of schools to employ more educators when needed as well as schools struggling to collect fees from their learners are more likely to have high learner teacher ratios.

4.10.1 Learner enrolment, the learner-teacher ratio and learner retention rate

Learner enrolment in Saldanha Bay increased by 5.8 % annually from 18 314 in 2018 to 19 383 in 2020, the highest in the district when compared to neighbouring municipal areas. This could be attributed to several factors including demographics and socio-economic context as well as a rapidly expanding population.

4.10.2. Number of schools

In 2020, Saldanha Bay had a total of 23 public ordinary schools. The low number of schools in relation to high learner enrolment relative to the other areas in the district further accentuate the need for additional schools in the Saldanha Bay area.

4.10.3. Number of no-fee schools

The proportion of no-fee schools remained at 56.5 % from 2018 to 2020, indicating that, given the tough economic climate, schools have been reporting an increase in parents being unable to pay their school fees. In an effort to alleviate some of the funding challenges the Western Cape Department of Education (WCED) offered certain fee-paying schools the option to become no-fee schools. This translates to approximately two thirds of the schools in the Saldanha Bay area being registered with the Western Cape Department of Education as no-fee schools.

4.10.4. Schools with libraries and media centres

Schools with libraries and media centers have gradually increased from 11 in 2018 to 15 in 2019 before declining to 12 schools in 2020.

4.10.5. Education Outcomes (Matric Pass Rates)

Saldanha Bay's matric outcomes was 84.9 % in 2019 but regressed to 80.7 % in 2020. The figure below indicates the overall Education summary in Saldanha Bay.

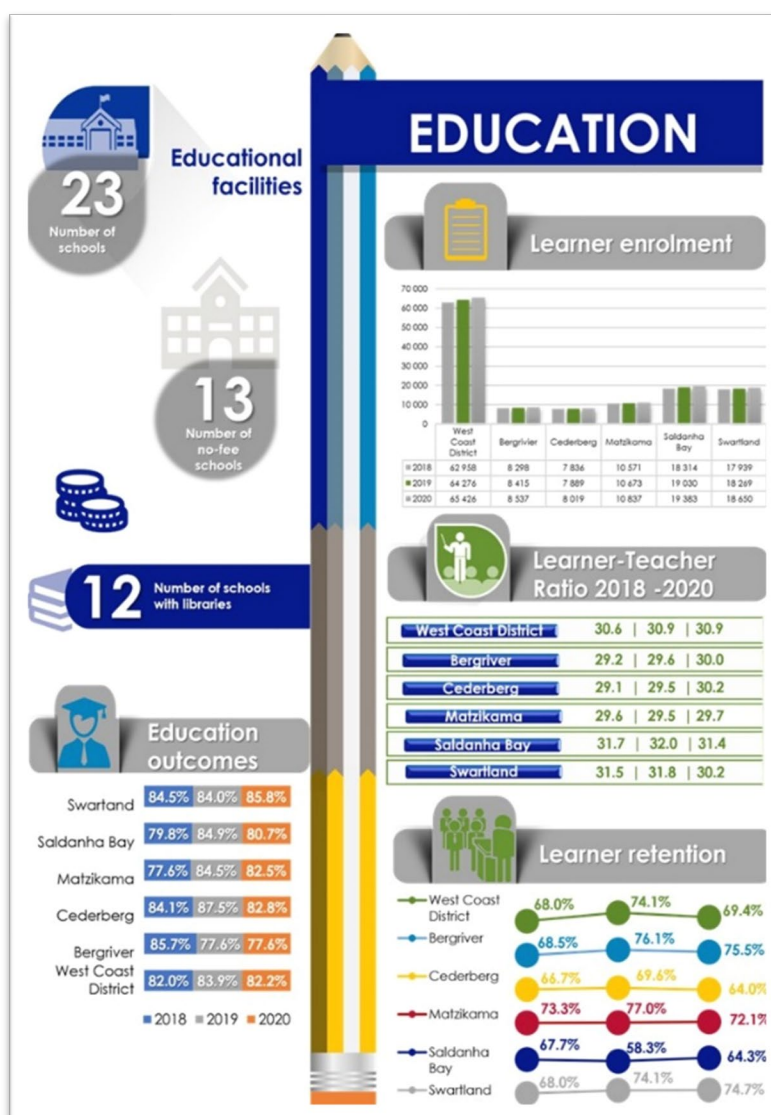


Figure 6: Education overview

4.11. Health

4.11.1 Healthcare Facilities

In terms of healthcare facilities, Saldanha Bay had 11 primary healthcare clinics (PHC) in 2020, which comprises of 8 fixed and 3 mobile clinics. In addition, there is a district hospital.

4.11.2. Emergency Medical Services

Saldanha Bay has 2 ambulances per 10 000 inhabitants in 2020 which is on par with the district average of 2 ambulances per 10 000 people. It is worth noting that this number only refers to Provincial ambulances and excludes all private service providers.

4.11.3. HIV/AIDS/TB

Saldanha Bay's total registered patients receiving ARTs increased by 102 patients between 2019/20 and 2020/21. A total of 13 154 registered patients received antiretroviral treatment in the West Coast

District in 2020/21. Saldanha Bay, at 3 952 patients, represent 30.0 % of the patient's receiving ART in the West Coast District. The number of new antiretroviral patients decreased to 635 in 2020/21 when compared to the 2019/20 figure.

Saldanha Bay experienced an improved showing in tuberculosis (TB) cases in 2020/21 with 655 cases recorded. This figure represents a decline from the 781 cases reported in 2019/20.

4.11.4. Child Health

Immunisation rates in the Saldanha Bay area is relatively low at 51.5 % in 2019/20 but showing signs of improvement shifting to 61.2 in 2020/21. The number of malnourished children under five years (per 100 000) in Saldanha Bay in 2020 was 0.4, a slight improvement from 2019. Neonatal mortality rate (NMR) (per 1 000 live births) in the Saldanha Bay increased from 5.6 to 7.0 in 2019/20 but decreased to 4.4 in 2020/21. The low-birth-weight indicator was recorded at 9.7 in 2020/21, a slight decrease from 10.7 recorded in 2019/20. The municipality outperformed the district for all four child health indicators, excluding immunisations.

4.11.5. Maternal Health

The maternal mortality rate in the Saldanha Bay area is zero deaths per 100 000 live births in 2020/21. The district maternal mortality rate stood at 43.0 for 2020/21.

The delivery rate to women under 20 years in Saldanha Bay and West Coast District was recorded at 13.3 and 14.7 % respectively in 2020/21. Declines in teen pregnancies were observed from 2019/20 to 2020/21 for both the municipality and District.

The termination of pregnancy rate remains relatively constant at 0.8 % for 2020 and 2021 in the Saldanha Bay area. The figure below indicates the overall Health summary in Saldanha Bay.

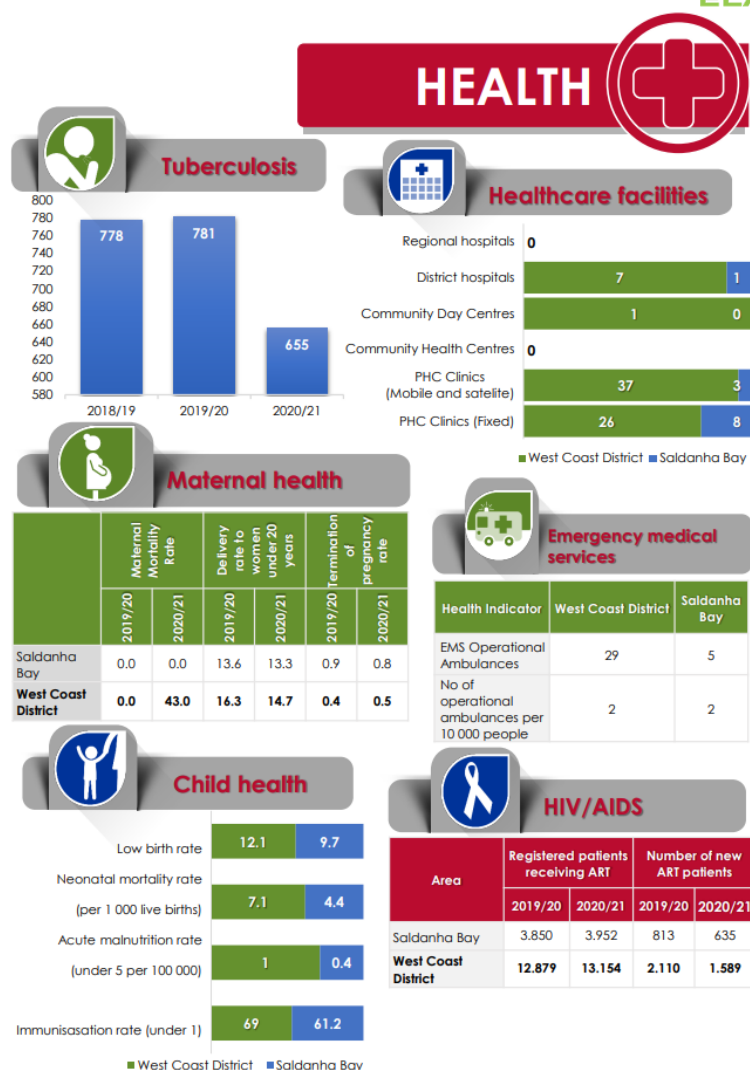


Figure 7: Health overview

4.12. Poverty

4.12.1. GDP per capita

At R78 890.00 (Nominal Price) in 2020, Saldanha Bay's current GDP per capita well and truly stands above that of the West Coast District's figure of R69 251.00, but below the Western Cape Figure of R84 967.00.

4.12.2. Income Inequality

It is estimated that Saldanha Bay's total labour force will in 2019 amount to 51 546 workers of which 10 850 (22.9 per cent) are in the informal sector. Income inequality levels were marginally higher in Saldanha Bay for 2020 with a Gini coefficient of 0.62 when compared to neighbouring municipalities across the West Coast District and the Western Cape.

4.12.3. Human Development

The United Nations uses the Human Development Index (HDI) to assess the relative level of socio-economic development in countries. Indicators that measure human development are education, housing, access to basic services and health. The HDI is a composite indicator reflecting education levels, health, and income. The HDI is represented by a number between 0 and 1, where 1 indicates a high level of human development and 0 represents no human development. The poverty indicators are displayed in the figure below.

There has been a general increase in the HDI in Saldanha Bay from 0.71 in 2014 to 0.72 in 2017. This increase persisted with a figure of 0.76 recorded in 2020. The trend for the West Coast District and the Western Cape in general has been similar between 2017 and 2020.

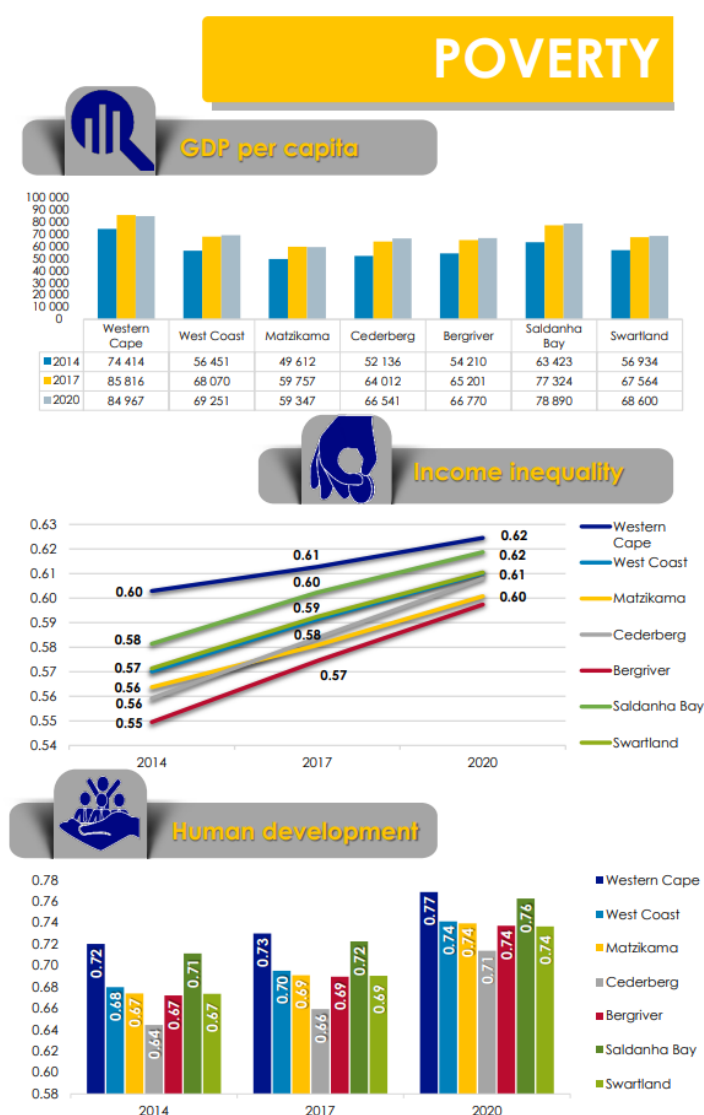


Figure 8: Poverty indicators

4.13. Basic Service Delivery

4.13.1. Background

The Constitution stipulates that every citizen has the right to access to adequate housing and that the state must take reasonable legislative and other measures within its available resources to achieve the progressive realisation of this right. Access to housing also includes access to services such as potable water, basic sanitation, safe energy sources and refuse removal services, to ensure that households enjoy a decent standard of living.

4.13.2. Housing and Household Services

With a total of 35 209 households in the Saldanha Bay municipal area, only 79.3 % had access to formal housing, the lowest when compared with other municipalities in the West Coast District area; the district average was 86.4 %. The area also had the highest proportion of informal households in the district, a total of 19.6 % compared with the district average of 11.7 %. As such, access to formal housing is a particular challenge in the Saldanha Bay municipal area.

However, even though there was a relatively low proportion of formal housing, service access levels were significantly higher, with access to piped water inside/within 200m of the dwelling at 99.1 %, access to a flush or chemical toilet at 96.0 %, access to electricity (for lighting) at 96.0 % and the removal of refuse at least weekly by local authority at 96.6 % of households. These access levels were above the district averages for all services.

4.13.3. Housing and Household Services

The number of households receiving free basic services in the Saldanha Bay municipal area has shown a generally decreasing trend up to 2018. The stressed economic conditions are anticipated to exert pressure on household income levels, which may influence the number of indigent households and the demand for free basic services increase.

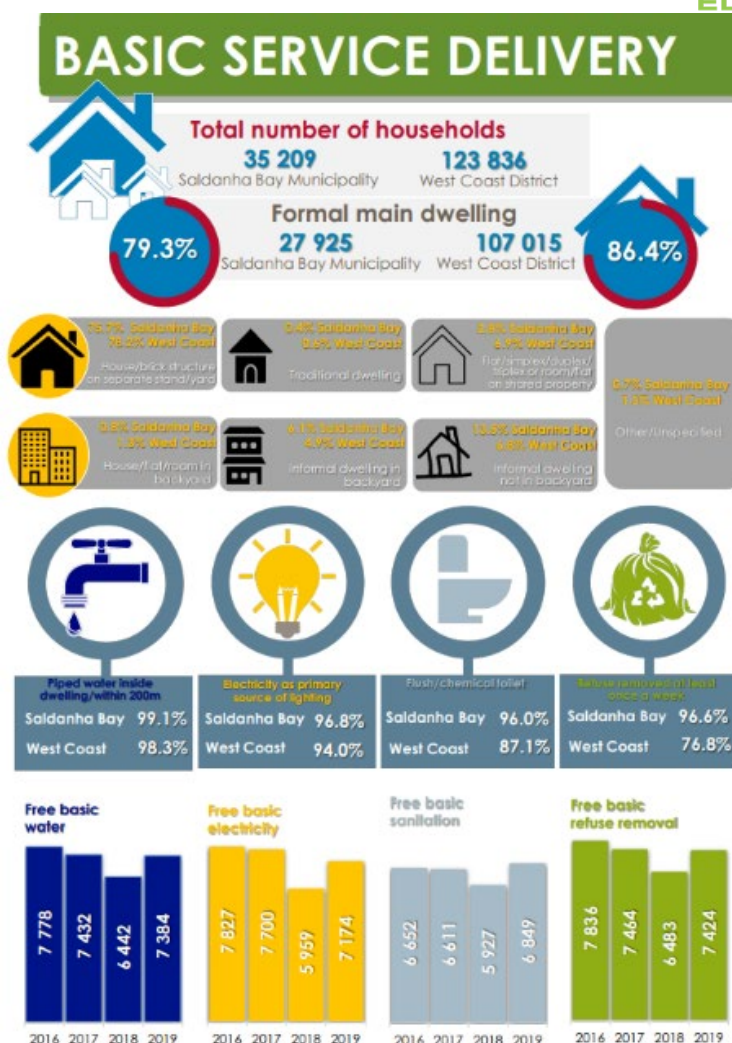


Figure 9: Basic service delivery

4.14. Safety and Security

4.14.1. Murder

Murder is defined as the unlawful and intentional killing of another person.

Within the Saldanha Bay area, the number of murders decreased from 40 in 2020 to 29 in 2021. The murder rate (per 100 000 people) decreased from 33 in 2020 to 24 in 2021. In the WCD it decreased from 28 in 2020 to 25 in 2021. The murder rate in Saldanha is amongst the highest in the WCD.

4.14.2. Sexual Offences

Sexual offences include rape (updated to the new definition of rape to provide for the inclusion of male rape), sex work, pornography, public indecency, and human trafficking.

In 2021, there were 93 sexual offences in the Saldanha Bay area compared to 434 reported cases in the West Coast District. Saldanha therefore accounted for 21.4 % of sexual offences across the district. The incidence of sexual offences (per 100 000 population) is the lowest in Saldanha Bay (76) compared to other local municipalities in WCD.

4.14.3. Drug-related Offences

Drug-related crimes refer to the situation where the perpetrator is found to be in possession of, under the influence of, or selling illegal drugs.

Drug-related crime within the Saldanha Bay area decreased in 2021, from 892 cases in 2020 to 733 cases in 2021. The WCD's drug-related offences decreased sharply in 2021, from 4 411 in 2020 to 3 505 in 2021. When considering the rate per 100 000 people, with 596 crimes per 100 000 people in 2021, the Saldanha Bay area is below that of the district (750).

4.14.4. Driving under the influence (DUI)

A situation where the driver of a vehicle is found to be over the legal blood alcohol limit.

The number of cases of driving under the influence of alcohol or drugs in the Saldanha Bay area shows a sharp decline of 252, from 314 in 2020 to 62 in 2021. This translates into a rate of 51 per 100 000 people in 2021, which is below the district's 87 per 100 000 people in 2021.

4.14.5. Residential Burglaries

The unlawful entry of a residential structure with the intent to commit a crime, usually a theft.

The 2020/21 crime statistics released by SAPS and Stats SA indicate that the number of residential burglaries fell by 6.7 % in South Africa. Within the Western Cape Province, burglaries at residential areas decrease by 8.5 % between 2020 and 2021. Residential burglary cases within the Saldanha Bay area decreased by 275 from 1 240 in 2020 to 965 in 2021.

When considering the rate per 100 000 population, with 784 cases per 100 000 people in 2021, Saldanha's rate is above that of the district which recorded a rate of 515 per 100 000 in the same reporting year. The figure below indicates the safety and security statistics.

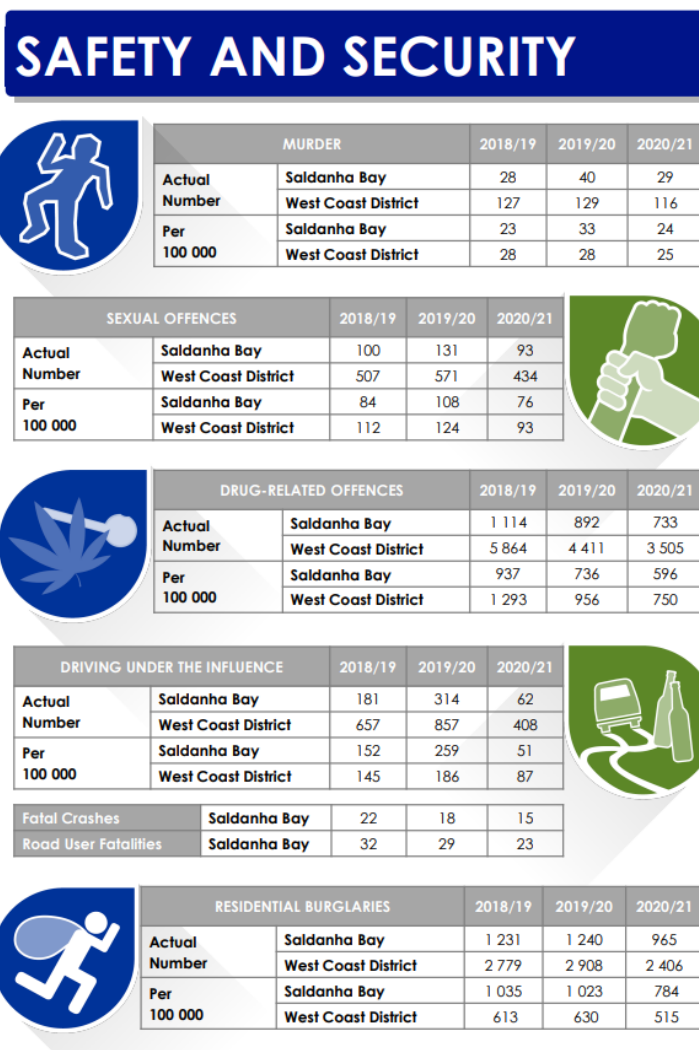


Figure 10: Safety and security

4.15. Economy and Labour market performance

4.15.1. Formal and Informal Employment

Informal employment accounts for 32.2 per cent of the workers in the agriculture, forestry, and fishing sector. Most of the workers in this sector are within the fishing-related industry. Informal workers in this sector typically earn below-average compensation.

4.15.2. Unemployment

Even though the manufacturing sector makes up a significant portion of the economy, it has stagnated in terms of GDP growth between 2015 and 2019 and contracted by an estimated 8.4 per cent in 2020. This resulted in an average of 25 job losses per annum between 2015 and 2019, followed by a further decline of 271 jobs in 2020. The figure below indicates the economy and labour market performance.

Economy and Labour Market Performance

SECTOR	GDP			Employment		
	R Million value 2019	Trend 2015 – 2019	Real GDP growth 2020e	Number of jobs 2019	Average annual change 2015 - 2019	Net change 2020e
PS Primary Sector	1 404.9	-3.7	18.7	18 334	-70	-2 339
Agriculture, forestry & fishing	1 355.1	-3.8	20.2	18 286	-69	-2 333
Mining & quarrying	49.8	-2.4	-20.5	48	-2	-6
SS Secondary sector	2 741.7	-0.1	-10.2	6 873	-29	-551
Manufacturing	2 172.0	0.0	-8.4	4 912	-25	-271
Electricity, gas & water	120.6	-0.3	-6.7	69	0	-3
Construction	449.2	-0.7	-21.1	1 892	-4	-277
TS Tertiary sector	5 348.1	1.7	-5.6	26 339	603	-1 331
Wholesale & retail trade, catering & accommodation	1 470.3	1.6	-9.8	8 890	293	-563
Transport, storage & communication	813.8	-1.6	-17.3	1 414	0	-93
Finance, insurance, real estate & business services	1 435.4	3.3	-2.7	5 760	161	-278
General government	1 030.4	0.9	0.9	4 935	17	59
Community, social & personal services	598.2	2.3	-1.5	5 340	131	-456
Saldanha Bay	9 494.7	0.3	-3.6	51 546	504	-4 221

Skill Levels	Formal employment	Skill Level Contribution 2020 (%)	Average growth (%) 2016 - 2020	Number of jobs	
				2019	2020
Skilled	19.1	0.7	7 256	6 958	
Semi-skilled	40.7	-1.9	16 242	14 859	
Low-skilled	40.2	-1.5	15 983	14 658	
TOTAL	100.0	-1.3	39 481	36 475	

Informal Employment	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Number of informal jobs	11 718	11 623	12 148	13 311	13 481	14 028	12 896	13 142	12 677	12 065	10 850
% of Total Employment	27.3	26.8	26.6	27.4	27.5	27.3	25.2	25.5	24.5	23.4	22.9

Unemployment rates	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Bergvrierv	4.9	5.2	5.0	4.6	5.0	4.1	4.6	5.1	5.2	5.6	5.4
Matzikama	11.0	11.4	11.0	10.4	11.0	9.5	10.5	11.3	11.4	12.3	11.7
Swartland	9.0	9.4	9.2	8.9	9.4	8.5	9.3	10.1	10.2	11.1	10.6
Saldanha Bay	14.2	14.8	14.3	13.6	14.4	13.4	14.9	16.1	16.4	17.8	17.6
Cederberg	7.0	7.3	7.0	6.6	7.1	6.0	6.7	7.3	7.4	8.1	7.8
West Coast	10.0	10.4	10.1	9.6	10.2	9.1	10.1	10.9	11.1	12.0	11.7
Western Cape	15.9	16.1	16.1	16.0	16.4	16.5	17.7	18.4	18.3	19.6	18.9

Figure 11: Economy and labour markets

4.16. Public infrastructure spend

4.16.1. Spending on social infrastructure

Community safety has been prioritized by the Western Cape Government (WCG) due to high levels of crime in the Western Cape. The Municipality has as such allocated 7.4 per cent (R27.9 million) of its capital budget on community and public safety.

4.16.2 Spending on Economic Infrastructure

Economic infrastructure is defined as infrastructure that promotes economic activity. The WCG allocated R51 million (36.1 per cent) towards economic infrastructure, more specifically towards transport, which also benefitted the Elandsfontein mine. The Municipality assisted by contributing a further R125.7 million (i.e., 34 per cent of total municipal infrastructure spending) of which R108.5 million of this amount is allocated to road transport.

4.16.3. Spending on Trading Services

The majority of the Municipality's infrastructure budget i.e., 44.5% or R167.0 million is allocated towards the provision of basic services. Most of the spending on trading services have been allocated towards water management (R62.8 million) considering the last droughts. This was followed by waste water management (R57.8 million), electricity (R36.2 million) and waste management (R9.9 million). The figure below depicts the infrastructure spend.

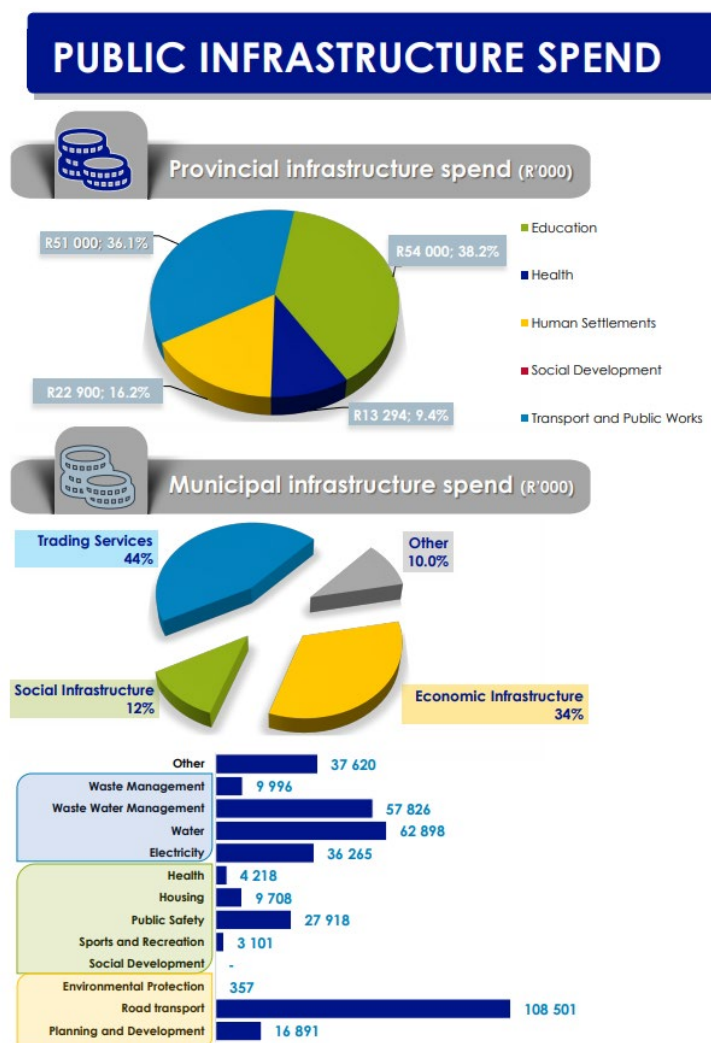


Figure 12: Public Infrastructure spend

4.17. Key economic activities of area in which the mines operate (Reg 46 (c)(ii))

In 2019, the economy of the Saldanha Bay municipal area was valued at R9.5 billion (current prices) and employed 51 546 workers. The estimate for 2020 indicates that the economy was valued at R9.7 billion (current prices), while employment declined by 4 221 jobs to 47 325 workers in the municipal area.

The largest economic sectors contributing to GDP in the municipal area were:

- manufacturing (22.9 per cent),
- wholesale and retail trade, catering, and accommodation (15.5 per cent), and
- finance, insurance, real estate, and business services (15.5 per cent).

While manufacturing was the major contributor to GDP in the Saldanha Bay municipal area, the agriculture, forestry, and fishing sector was the largest contributor to employment in 2019, accounting for 35.5 per cent of total employment, which indicates that the industry is labour-intensive. In the same year, the manufacturing sector employed 9.5 per cent of the WCD's workforce, indicating that it is a capital-intensive industry. The wholesale and retail trade, catering, and accommodation sector, which accounted for 17.2 per cent of total employment in the Saldanha Bay municipal area in 2019, is also a key source of employment. The smallest contributor in 2019 was the mining and quarrying sector, contributing 0.5 per cent to GDP and 0.1 per cent to employment in the Saldanha Bay municipal area.

4.18. Impact of the mine in local and labour sending communities (Reg 46 (c)(ii))

The Elandsfontein mine has significant employment benefits for the local communities within the Saldanha Bay Municipality (SBM). More than 50% of the employees at the mine live in Hopefield, which has is the town with the highest unemployment rate.

The major impact will be employment opportunities for the residents with SBM. Procurement will where possible be done within the employment statistics of the Elandsfontein mine is as follows as at end February 2022, 12 permanent employees on the mine, 4 permanent employees at Head Office and 334 contractor employees a total of 350.

4.18.1. Possible negative impact of mining operation

There are two Kropz employees that reside on Kropz Elandsfontein Mine. Portions 2 and 4 of the farm Elandsfontyn 349, is unpopulated. There are no people, informal settlements, or graveyards that had to be removed, or relocated. The Saldanha Bay Municipality is aware of the possible migration of people due to work opportunities as the mine and provide infrastructure for housing in accordance with the IDP. The impact of the proposed mine would be positive to create job opportunities, for the communities of Hopefield and Vredenburg/Saldanha.

4.18.2. Other mines in proximity of Elandsfontein Mine

The following mines are in proximity to the Elandsfontein mine:

Afrimat. Aggregate quarry. Employs about 18 persons. **AfriSam (South Africa) (Pty) Ltd.** Between 1970 and 1985, AfriSam (then Anglo Alpha Limited) and NPCC purchased the properties in the Saldanha area for a cement plant and limestone quarries and established a transport corridor to connect the two elements. AfriSam currently mines up to 40 000 tpa of limestone for agricultural lime in terms

of a mining right over a limited footprint of its existing Tabakbaai quarry area. The AfriSam project includes mining of limestone and clay.

Gecko Fert, phosphate mine. The company produces about 30 000 tpa on the farms Langeberg 185/7 and Farm 1043, Saldanha Bay, Western Cape. Two areas, section one covering 8.2 hectares and section two covering 12.5 hectares, lying north of the West Coast Fossil Park have been proposed for phosphate mining.

4.19. Infrastructure and poverty alleviation projects (IPAPs] Reg 46 (c) (iii)

Regulation 46C of the MPRDA Regulations, as amended, provides for collaboration on approved Social and Labour projects with mine communities and interested and affected persons. The major interested and affected party, is the Saldanha Bay Municipality.

Kropz had a meeting during with SBM on 20 May 2022 regarding Kropz's SLP for 2022-2027, with reference to infrastructure and poverty eradication projects that the mine would support in line with the SBM IDP - the area in which the mine operates. SBM, and in particular Hopefield are the major labour sending areas.

The 2022-2027 SBM IDP is in the process of being finalised. A letter from the SBM, dated 15 September 2022 confirms:

- the consultation with the municipality and
- the relevant projects in the Kropz 2022-2026 SLP in line with the SBM IDP. (Attached as an Annexure)

SBM may approach Kropz within the next five years to request that additional projects be considered. This may be possible when Kropz is in full production and it's profitability allows for that that.

The consultation process with SBM will be ongoing. SBM may reprioritize their needs when the IDP for 2022-2027 has been adopted by the SBM Council.

Regulation 46 (c) (iv) of the MPRDA provides for the mine's contribution towards infrastructure and poverty alleviation projects. In this submission, it would be referred to as **IPAPs**. The IPAPs were developed in consultation with interested and affected parties.

4.20.1. District and SBM IDP priorities

The Council have identified the following strategic objectives to give effect to the vision and mission for the municipality and based on the game changer obsessions. While the mission statement provides direction for the municipality, the strategic objectives provide a way to measure progress toward realizing the ideals set by Council in the mission statement.

- To diversify the economic base of the municipality through industrialization, de-regulation, investment facilitation, tourism development whilst at the same time nurturing traditional economic sectors.
- To facilitate an integrated transport system.
- To provide and maintain superior decentralized consumer services (Water, sanitation, roads, storm water, waste management and electricity.)
- To develop socially integrated, safe and healthy communities.
- To maintain and expand basic infrastructure for economic development and growth.
- To be an innovative municipality through technology, best practices and caring culture.
- To be a transparent, responsive and sustainable decentralised administration.
- To ensure an effective communication system. (Media, newsletter, marketing, IT, talking to clients, participation, internet).
- To embrace a nurturing culture amongst our team members to gain trust from the community.
- To ensure compliance as prescribed by relevant legislation.

In the SBM IDP, 6.2.2.1.2 early childhood development and after-care has been identified. An Early Childhood Development (ECD) Forum exists in the Saldanha Bay Municipal Area. Department of Social Development is leading the forum with the support of SBM & WCDM and forum members. DSD, SBM and the West Coast District Municipality work as a collective in terms of the registration of unregistered Partial Care Facilities.

Kropz will consider, the following, with an emphasis on Hopefield:

- Assistance with unregistered Partial Care Facilities in the SBM area, which needs urgent attention;
- To expand Out-of-Centre ECD programmes in the whole SBM area – e.g., playgroups seeing that there are still too many children who are not exposed to any form of stimulation;
- Expansion of After School Care as well as sports and recreational activities;
- Review infrastructure support and associated parks in the area for recreational purposes;
- Focus on environmental awareness through various initiatives – e.g., hiking trails;
- Thusong Centre support better and utilisation.

Both the IDPs of the District and SBM emphasise Early Childhood Development (ECD) as a priority, which includes the following, in the WCDM IDP:

- Early childhood development, better curricula
- Better support for vulnerable children
- Assist ECD centre with registration and infrastructure upgrades
- Assist with establishing and support of ECD playgroups

- Support and strengthening of ECD forums within the structure
- Provide training to ECD practitioners and board members
- Youth Development- Reduce school dropout rate
- Support youth to compete better for jobs
- Youth exchange programme

In the SBM IDP, under 2.4 (Game Changer Obsessions) the Council has identified five focus areas for achieving the vision and mission set for the municipality:

- Economic Development and Growth
- Customer Care
- Technology and Innovation
- Cleanliness and
- Youth.

These focus areas serve as the foundation and framework on which the municipality will be able to realise its vision, help to drive National and Provincial Government's agenda, expand, and enhance its infrastructure, and ensure that all residents have access to the essential services they require.

5.0. Procurement

5.1. Overview

Elandsfontein recognises Preferential Procurement as part of Broad-based Black Economic Empowerment in South Africa. To this end, the company is committed to the implementation of a Procurement Plan.

Kropz will adhere to the following BEE legislation:

- the Broad-Based Black Economic Empowerment Act, 2003 (as amended); the generic Codes of Good Practice on Broad-Based Black Economic Empowerment (BEE Codes).
- The revisions to the 2007 version of the BEE Codes were issued on 11 October 2013 and came into force on 1 May 2015; and certain sector-specific Codes of Good Practice (Sector Codes).
- The B-BBEE Codes contain five elements.
 - Code series 100 and 600 are the Codes governing the ownership element
 - Code series 200 and 602 govern the management control element
 - Code series 300 and 603 govern the skills development element
 - Code series 400 and 604 govern the enterprise and supplier development element
 - Code series 500 and 605 govern the socio-economic development element.

5.2. Procurement Progression Plans (Reg 46 vi)

The Mine's procurement progression Plan/Policy is aligned with one of the objectives of the Broad-Based Black Economic Empowerment Act, 2003 (B-BBEEA) to "achieve a substantial change in the racial composition of ownership and management structures of enterprises". The B-BBEE Codes refer to enterprises that use the Codes to calculate their BEE status as "measured entities". The rules and formulae contained in the B-BBEE Codes, prescribe the methodology to be followed in determine the BEE rating of enterprises. Kropz supports the local suppliers, (wherever possible) incorporating local content as part of our supply chain. The focus is on integrating broad-based, black economic empowerment principles.

The Mine regards a supplier or service provider's BEE rating and Black ownership as a consideration, along with price and quality, when considering tenders or choosing a supplier. Kropz would not simply focus on a BEE score but, rather, the interplay between the level of Black ownership, BEE score, commercial attractiveness and quality products and services.

5.3. Housing and living conditions: [Regulation 46 (c) (iv)]

5.3.1. Introduction

The Elandsfontein is a contract mine, which means most of the employees are employed by major contractors, whose employees that work at the mine, reside in the residential areas of towns within SBM.

5.3.2. Status of housing within the community

The SBM has a Human Settlement Plan (HSP), The HSP is aligned with national and provincial strategic objectives, policy statements and advisory directives related to the development and management of integrated human settlements, the SBM Integrated Development Plan (IDP), Draft Spatial Development Framework (SDF) and a recent review of the SBM space economy strategy.

The aim of the HSP is to identify the location, size, and nature of specific housing projects in the greater SBM area. The net housing need in the area, as far as possible must be met within the strategic framework of the national and provincial directives, the SBM IDP, Draft SDF, reviewed SBM space economy strategy. The HSP should be read with the IDP, which remains the principal strategic planning instrument which guides and informs all planning and development and all decisions with regard to planning, management and development in the municipality.

5.3.3. Nutrition

Nutrition will be covered in the induction programme for workers returning from leave and for new recruits. If an employee is diagnosed as having a specific disease such as diabetes, high cholesterol or arthritis, the affiliated occupational medical practitioner (OMP) or general practitioner (GP) or dietician will give the employee more information about healthy and better nutritional choices.

6.0. LED Project Implementation summary

The following projects have been identified and proposed as being appropriate for the SLP and in terms of Kropz's objectives. As such, the projects presented in this SLP are more likely to be sustainable given the linkages and collaboration opportunities mentioned above. The investment in this regard would also be commensurate with the current and anticipated production levels and associated profit levels of Elandsfontein Mine. To this end, representatives from the SBM and associated partners will be kept informed of progress with regards to the implementation of projects to advise the DMRE of compliance. These may take the form of quarterly LED project progress meetings as applicable.

SBM, in consultation with Kropz may proposed additional projects to be included in the SLP.

Table 23: Projects Summary

Project Name and no	Project Impact	Implementation Date	Budget 2022	Budget 2023	Budget 2024	Budget 2025	Budget 2026	Total
1) Hopefield Thusong Centre (Computer room upgrade, training, and support)	Infrastructure Skills Development and Training Education	2022-2026	R 100 000	R 350 000	R 350 000	R 350 000	R 350 000	R 1 500 000
2) Disabled project	Infrastructure Health and social wellbeing	2022 - 2026	R 120 000	R0	R0	R0	R0	R 120 000
3) Educational Support and Early Childhood Development (Upgrade infrastructure/playparks/teachers support program)	Education Infrastructure upgrade Nutritional support Skills Development and Training	2022 - 2026	R 750 000	R 750 000	R 850 000	R 850 000	R 850 000	R4 050 000
4) Eco- Tourism and trail	Local tourism in West coast Skills Development and Training Environmental awareness Health and social wellbeing	2022-2026	R 0	R 250 000	R 250 000	R0	R0	R 500 000
*Note that these are minimum amounts, and more funding may be made available through collaboration and strategic partnerships. However, the contribution by the company is a projection based on expected production ramp up and will be subject to change based on actual production in full operation, and these will be delineated more fully in the annual implementation plans and annual progress reports.			R 970 000	R 1 410 000	R 1 390 000	R 1 200 000	R 1 200 000	R 6 170 000

Table 24: Projects no 1

Project name	Thusong Centre (Computer room upgrade, infrastructure, training, and support)				Classification of project:								Infrastructure/Training and Skills development																			
Background	Elandsfontein completed Phase one of the Thusong Centre upgrade in 2021/2022 and was handed over to the local municipality. This was the addition of two rooms, kitchen as well as toilet facilities. One of the rooms were dedicated as a computer room for access and training to community members. The need was identified to align with some of the other Thusong centres in the Saldanha Bay municipality (i.e., Langebaan) and provide computer facilities (i.e., smart centre) to the community, training, and job creation opportunities, through partnerships and collaboration.																															
Geographical location	District Municipality West Coast				Local Municipality Saldanha Bay				Ward Ward 7 and adjacent areas				Project Start Date Quarter 4 - 2022						Project end Date 2026													
Output	KPA				KPI				Project partners				Year 1				Year 2				Year 3				Year 4				Year 5			
	MOU				Review and sign of MOU				Kropz/SBM								X															
	Infrastructure				Security upgrades (burglars, alarms, computer security) Secure Wi-Fi connection				SBM									X	X													
	Partnerships				Sign MOU with service provider				SBM									X														
	Asset management				Procurement of computers, printer, chairs, projector				Kropz										X													
	Asset management				Handover of assets				Kropz/SBM											X												
	Project Plan				Sign-off project plan (i.e., training schedule)				SBM											X												
	Project Plan				Execution of plan				SBM											X		X	X	X	X	X	X	X	X	X	X	
Classification of jobs	No of jobs to be created				Male Adults				Female adults				Male Youth				Female Youth				Total				Comments							
Short term	2												1				1				2				Initial Phase							
Medium term	0												0				0				0				N/A							
Long term	2												1				1				2				Fully operational							
Total Budget: R1 500 000																																
Exit strategy: Handover computer lab in 2023/2024 to be self-managed																																
Project completion date: 2026																																

Table 25: Project no 2

Project name	Disabled project			Classification of project:								Infrastructure/Training and Skills development														
Background	The disabled project was initiated in 2019, during engagements with the Hopefield Community Forum. Kropz visited various NGO'S and organizations operating in the asssiatnce to disabled persons. Kropz engaged with Mfesane in Hopefield, who works in the community with the assistance of the Homebased Carers. Mfesane was then approached and tasked by Kropz to do a need analysis, focused on the disabled people in Hopefield. Some of the needs identified, were: Building of new wheelchair ramps with railings, install grab handles in toilets, bathrooms, and showers, provide beneficiaries with commodes and walking frames, install/erect new railings on existing ramps. Unfortunately, with the Covid-19 pandemic, the project was put on hold. Only some of the items (i.e., commodes and walking frames), were provided. In 2022 the project was reinstated, and a contractor appointed to complete the infrastructure upgrades (i.e., construction of walkways and ramps, handrails on walkways, bathroom handrails, etc.) and the completion of the project.																									
Geographical location	District Municipality West Coast		Local Municipality Saldanha Bay		Ward Ward 7 and adjacent areas		Project Start Date Quarter 4 - 2022																			
Output	KPA		KPI		Project partners		Year 1				Year 2				Year 3				Year 4				Year 5			
	Needs analysis		Conduct needs analysis		Kropz/Mfesane				X		-	-	-	-	-	-	-	-	-	-	-	-				
	Project proposal		Define and agree on scope		Contractor/Kropz				X		-	-	-	-	-	-	-	-	-	-	-	-				
	Scope of work		Sign scope of work & project plan		Contractor/Kropz					X	-	-	-	-	-	-	-	-	-	-	-	-				
	Project Plan		Execute project plan		Contractor/Kropz					X	-	-	-	-	-	-	-	-	-	-	-	-				
Classification of jobs	No of jobs to be created		Male Adults		Female adults		Male Youth				Female Youth				Total				Comments							
Short term	4		4				0				0				4				Initial Phase							
Medium term	0		0				0				0				0				N/A							
Long term	0		0				0				0				0				N/A							
Total Budget: R120 000																										
Exit strategy: Handover after completion of upgrades 2022																										
Project completion date: 2022																										

Table 26: Project no 3

Project name	Educational Support and Early Childhood Development				Classification of project:								Education, Skills development and Infrastructure													
Background	Educational support remains a key focus area from early childhood development through primary and high school. Kropz Elandsfontein supported two teachers at Hopefield primary school since 2021, by means of paying for salaries to enable the following: smaller classes, individual attention, better discipline, better attendance, better class management, assist with the synchronization of class activities, enhance overall class discipline, enhance learner performance and continuous class supervision class supervision. This intervention resulted in improvement in absenteeism, less children per teacher resulting in more individual attention, and improved discipline. Early Childhood Development (ECD) programmes and support was identified as a need to assist a few ECD's on their requirements to be registered. Kropz assisted with infrastructure upgrades that included: ceiling removal and replacement, upgrade electricity (wiring, replace switches and lights), supply and fit safety gates, fit burglar bars, paint ceilings, replace broken tiles, supply and fit sink cupboard, supply and fit sink with sink mixer, supply curtains for classrooms, supply tables and chairs, supply learning aid and play material. The continues support to the ECD's as well as potential pilot (develop a blueprint to feed into ECD's) for playgroups were identified as a need and the focus will be in these areas as agreed in the proposal with the local municipality.																									
Geographical location	District Municipality West Coast		Local Municipality Saldanha Bay		Ward Ward 7 and adjacent areas		Project Start Date Quarter 4 - 2022						Project end Date 2026													
Output	KPA		KPI		Project partners		Year 1				Year 2				Year 3				Year 4				Year 5			
	Teachers support Program		Execute according to program		All partners		X	X	X	X	X	X	X	X	X	X										
	Proposal		Review proposal		Kropz/SBM						X															
	MOU		Signing of MOU									X														
	Scope of work		Finalize SOW		Kropz/SBM								X													
	Project Plan		Develop detailed project plan		Kropz/Partners								X													
	Project Plan		Execute project plan		Kropz/Partners								X	X	X	X	X	X	X	X	X	X	X			
Classification of jobs	No of jobs to be created		Male Adults		Female adults		Male Youth				Female Youth				Total				Comments							
Short term			3												3				Initial Phase							
Medium term																										
Long term			2		3						4				9				Full time							
Total Budget: R4 050 000																										
Exit strategy: Handover infrastructure upgrades and support programme																										
Project completion date: 2026																										

Table 27: Project no 4

Project name	Eco tourism – Fossil Hiking Trails			Classification of project:								Eco Tourism, Environmental, Health and social wellbeing												
Background	The Westcoast is known for its beauty and flowers and thousands of people visit the area every year. The Cape West Coast Biosphere Reserve (CWCBR) stretches northward from Diep River in Cape Town, South Africa to the Berg River and covers 378000 hectares of coastal lowland plains. It is unique in terms of its natural beauty, biodiversity, history, culture, and location but the future of the area requires special management if it is to thrive. Numerous archaeological sites such as open midden sites, caves and rock art sites occur within the coastal zone, with animal remains and stone implements dating back 500,000 years found at the Elandsfontein fossil site. Through collaboration they host various trail walks and expose people to the area. Elandsfontein Mine hosts protected fossil area, under Heritage Western Cape, and in collaboration with various stakeholders wishes to partner in the development of a new fossil trail walk, that would incorporate a one night stay over close to the mining area and exposing hikers to responsible mining. This project envisaged to see collaboration between, Kropz, CWCBR, SANPARKS, SBM, West Coast Fossil Park and other stakeholders.																							
Geographical location	District Municipality West Coast		Local Municipality Saldanha Bay	Ward Ward 7 and adjacent areas	Project Start Date Quarter 2 - 2023						Project end Date 2024													
Output	KPA		KPI	Project partners	Year 1				Year 2				Year 3				Year 4				Year 5			
	MOU		Sign MOU	All partners		X								-	-	-	-	-	-	-	-	-		
	Infrastructure		Proposal for upgrades	Kropz		X	X							-	-	-	-	-	-	-	-	-		
	Training		Training of tour guides	Biosphere			X	X																
	Guided tours		Booking of first tour	Biosphere					X															
	Project plan		Execute project plan	All partners						X	X	X	X	-	-	-	-	-	-	-	-	-	-	
Classification of jobs	No of jobs to be created		Male Adults	Female adults	Male Youth				Female Youth				Total				Comments							
Short term	2		1	1	1				1				2				Initial Phase							
Medium term	0		0	0	0				0				0				N/A							
Long term	2		1	1	1				1				2				Full time							
Total Budget: R 500 000																								
Exit strategy: Hand over project end 2024 when infrastructure upgrades are completed																								
Project completion date: 2026																								

6.1. Funding of LED Projects

As the Elandsfontein Phosphate Mine is a new operation, the financial projections in the MWP are based on expected performance parameters (costs, grades, tonnes mined, etc.) and are subject to change based on actuals achieved. The current funding set aside is displayed in the financial provision table of this document.

7. Downscaling and Retrenchments

7.1. Introduction

Provision is made in the Mine Works Plan for the possibility, as provided for by Section 52 of the MPRDA, that circumstances beyond the normal operational control of the rights holder may result in a strategic decision to place Kropz Elandsfontein Mine on care-and maintenance for an indefinite period. These circumstances may include but are not limited to, natural disaster, civil unrest, adverse market conditions, logistical constraints and major plant overhaul or replacement; with this in mind, the mine facilitates a process to offer its employees further skills development opportunities inclusive of life skills, entrepreneurial and enterprise development skills as well as social development skills.

To manage and to minimize the effect of downsizing, closure, and retrenchments, the Kropz Elandsfontein will implement measures set out below in an endeavour to avoid job losses. Where retrenchments cannot be avoided, Kropz Elandsfontein will manage the process in a manner that reflects the values of sound corporate governance, the interests of its investors, employees and the community in accordance with the undertakings outlined below:

7.2. Establishment of a future forum

The mine has already established a Future Forum. The Future Forum, as provided for in Regulation 46 (d) i) of the MPRDA, comprises of, inter alia, employees and major contractors. A copy of the constitution of the Future Forum is attached.

7.3. Communication with Authorities during retrenchments

Where retrenchments cannot be avoided, the mine will consult with the Future Forum and comply with the relevant provisions of the Labour Relations Act.

7.4. Capital Investment

The most effective way to extend the life of the mine is by capital investment and incremental growth. Future expansion and capital investment opportunities that may exist in respect of the mine would be considered with due regard to the prevailing phosphate price, production costs and the ability of the ore reserve, mine plan and geological model(s) to deliver phosphate to

support future profitable extraction. The mine will continuously update its geological models to enhance its geological and knowledge base.

7.5. Alternative Solutions

In the event where it becomes impossible to avoid job losses, the Future Forum will consider alternatives to retrenchment, including alternatives proposed by stakeholders in the Forum. The list below provides examples of alternatives which could be explored. This list is not definitive and is subject to changes and additions because of discussions with stakeholders.

When considering proposals, the company will, of necessity, consider the need for special skills and the need to retain experienced employees, and will furthermore comply with its policies and procedures regarding retrenchment, existing labour agreements and current legislation. The following may be considered:

- a. The cessation of recruitment of new employees, save for critical skills required for the safe running of the operations;
- b. The termination of the services of temporary employees and re-employed pensioners;
- c. Minimization of the use of contract labour;
- d. Avoid renewal of contract agreements where possible;
- e. Use of internal skills;
- f. Small contracts not affected;
- g. Normal Retirement;
- h. Compulsory Early Retirement;
- i. Voluntary Early Retirement;
- j. Voluntary Separation;
- k. Alternative employment in other mining companies;
- l. Redeployment of misplaced and/or over-complement labour to vacancies within Elandsfontein;
- m. Implementing Alternative Work Arrangements; and
- n. Working on off-days.

7.6. Mechanisms to ameliorate the social and economic impact on individuals, regions, and economies where retrenchment or closure of the operation is certain

Should retrenchments be unavoidable, the mine will take steps to minimize the social and economic impact on the affected employees and regions.

7.7. Post Closure Planning

The mine intends to develop and expand skills training programmes to provide employees with skills which are valuable outside of the mining industry and will enable integration into the broader economy.

On-going engagement and consultation and advisory roles facilitated through the Future Forum structure, will be utilised to ensure that the programmes and plans continue to deliver sustainable and effective benefits.

7.8. Provision for management of downscaling and retrenchments

The decision to retrench employees is subject to the prevailing economic circumstances of the mine at a point in time. In the event of such a decision having to be taken for operational or other economic-related reasons, provision for the management of retrenchments will be provided for as part of the operational budget. This would also cover costs for consultation processes and forums that must, of necessity, take place in the event of any retrenchment process.

All provisions in this regard will therefore be captured in the preceding implementation plans. With respect to downscaling in general and in accordance to the Life of Mine plan (Mining Work Programme), provision has been made for natural attrition in accordance with (i) changes in production, and (ii) related workforce requirements.

7.8.1. Strategic Plan

A consultation process will be undertaken through the Future Forum structures where strategic initiatives and plans implemented by the Forum are not successful to avoid job losses. Where job losses cannot be avoided the Future Forum may propose, discuss and implement plans for alternative solutions and to create job security for affected employees.

7.8.2. Alternative solutions and strategies to create job security

Potential alternative solutions and strategies to create job security to be proposed by the Future Forum may include but may not be limited to:

- ways to minimise the number of employees who are likely to be affected by the contemplated retrenchment; and
- employees targeted for retrenchment will be provided with the necessary training to remain economically active if retrenched. (This will be through specific learnership programmes aimed at providing employees with alternative skills and experience which will enhance their employability outside of the mining sector. This process will ensure that the retrenched employees are more marketable and can capitalise on current and emerging employment opportunities that exist within the local labour market.)

- the Human Resources Development Programme will ensure that employees receive accredited and certified skills and training. Such accredited skills and training may be utilized elsewhere within the mining sector or, alternatively, within different industry sectors or through the pursuit of entrepreneurial ventures (SMMEs or BEEs).

7.8.3. Implementing Section 189 of the Labour Relations Act 1995 (as amended)

After consulting with the Future Forum and if it is evident that job losses cannot be avoided the provisions of Section 189 and 189(A) of the Labour Relations Act as well as the provisions of the existing collective agreement will be implemented. A consultation process will be initiated with the relevant employee, representative organisations and will encompass all areas identified in the LRA and the collective agreements. Issues such as ways to minimise retrenchment, the timing of the retrenchments and severance pay will be discussed by the company and the employee representatives. All plans and other issues agreed on during this consultation process will be implemented.

8. Financial Provision

Regulation 46 (e) of the MPRDA requires that the contents of a Social and Labour Plan must provide financially for the implementation of the social and labour plan in terms of the implementation of-

- the human resource development programme;
- the local economic development programmes; and
- the processes to manage downscaling and retrenchment.

The below mentioned proposed financial provision is subject to amendments. Such amendments will be submitted to the Regional Manager for the Department of Mineral Resources and Energy in the Western Cape, for approval. Elandsfontein will report annually on the compliance of the Social and Labour Plan and may propose amendments as provided for in Regulations 44 and 45 of the MPRDA.

It is important to note that Elandsfontein's ability to fund programmes described in this Social and Labour Plan hinges on the ability of the operation to generate positive cash flows after capital expenditure. Similarly, profitability and generation of cash flows depend on the Rand/phosphate price received. Proposed Financial Provision is set out in the table below.

Table 28: Financial Provision

SLP Area	Proposed financial provision					
	FY2022/23	FY2023/24	FY2024/25	FY2025/26	FY2026/27	Total
HRD	R518 400	R616 800	R616 800	R622 800	R622 800	R2 997 600
LED	R970 000	R1 350 000	R1 450 000	R1 200 000	R1 200 000	R6 170 000
Downscaling & Retrenchments	R0	R77 100	R80 955	R86 404	R93 411	R337 870
Total budget	R1 488 400	R2 043 900	R2 147 755	R1 909 204	R1 916 211	R9 505 470

Note: Estimates are premised on number of employees employed by contractors. Kropz is a contract mine and will contribute/co-ordinate with contractors who have their own HRD Programmes. LED provision may be revised according to the production & profitability of the mine, IDP programmes and community needs. Downscaling and retrenchment expenditure will increase substantively 5 years prior to mine closure at end of life of mine. Any changes to above will be included in the annual report to the DMRE

9. Undertaking by the Chief Executive Officer (CEO)

I, Mark Maynard the undersigned and duly authorized thereto

by **Kropz Elandsfontein (Pty) Ltd undertake** to adhere to the information, requirements, commitments, and conditions as set out in the social and labour plan.

Signed at Langebaan on this 30 day March 2023



Signature person responsible for implementation of S&LP

Designation Sustainability Manager

APPROVED

Signed at Cape Town on this 30 day of March 2023

Signature: 
MJ Carstens (Apr 4, 2023 18:30 GMT+2)

Designation: CEO/MD Legal and Compliance

8.0. ANNEXURES

8.1. Future Forum constitution

8.2. Future Forum meeting minutes

8.3. IDP letter from Saldanha Bay Municipality

8.4. Ward committee meeting minutes

8.5. Community Newsletter

8.6. Letter form SBM endorsement of projects

8.7. MOU's and project plans

SLP 2022-2026.DMRE.v2

Final Audit Report

2023-04-04

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