

Mototolo Der Brochen Mine Complex

Social and labour plan 2021-2025



Table of contents

Abbreviations and acronyms	7
Glossary	8
1. Preamble (Regulation 46a)	12
1.1 Company details.....	12
1.2 Location of Mototolo Der Brochen Mine Complex.....	13
1.3 Ownership.....	15
1.4 The demographics of Mototolo Der Brochen Mine Complex workforce.....	15
1.5 Provincial distribution.....	17
2. Human Resource Development (HRD) (Regulation 46b)	22
2.1 HRD Programme (Regulation 46b).....	22
2.2 HRD framework.....	22
2.3 Compliance with skills development legislation.....	24
2.4 Illiteracy level and AET needs.....	28
2.5 Adult education training (AET).....	29
2.5.1 Training planned – AET full-time and part-time for enrolled employees.....	29
2.5.2 AET implementation plan.....	30
2.5.3 Full-time AET plan.....	30
2.5.4 Own-time AET plan.....	30
2.5.5 Infrastructure and capacity.....	31
2.5.6 Marketing and enrolment.....	31
2.6 Core business training.....	32
2.6.1 Core business training (mining and engineering).....	32
2.7 Learnerships.....	33
2.7.1 Learnerships (internal and external).....	33
2.8 Portable skills.....	34
2.9 Form R: Hard-to-fill vacancies.....	35

2.10 Career progression (path) plan (Regulation 46b (ii)).....	36
2.11 Comprehensive career progression plan.....	37
2.12 Mentorship plan (Regulation 46b (iii)).....	39
2.13 Bursary and internship plan.....	40
2.13.1 Bursaries to be awarded (internal – educational assistance).....	40
2.13.2 Bursaries to be awarded (external).....	40
2.14 Graduate development scheme.....	42
2.15 HRD development summary (targets and commitment)	44
3. Employment equity (EE).....	44
3.1 Workforce profile per occupational level and Patterson grading.....	47
3.2 EE targets (permanent employees).....	48
3.3 Objectives of the EE Plan.....	48
3.4 Action Plan for achieving EE targets.....	48
4. Local Economic Development (LED) (Regulation 46c).....	51
4.1 Overview of Anglo American operations.....	51
4.2 Desktop regional analysis.....	57
4.2.1 Limpopo provincial context.....	56
4.2.2 Socio-economic overview of Fetakgomo Tubatse Local Municipality (FTLM) (Regulation 46c (i)).....	66
4.3 Economic activities (Regulation 46c (ii)).....	86
4.4 Negative impacts of mining activities.....	87
4.5 Infrastructure and poverty eradication (Regulation 46c (iv)).....	89
4.6 Approach to Local Economic Development (LED).....	95
4.7 Stakeholder engagement.....	98
4.8 Anglo American Sustainable Mining Plan.....	99
4.8 LED projects.....	101
4.10 Project plans.....	103
4.10.1 Provision of water infrastructure.....	103
4.10.2 Installation of solar energy systems in three villages.....	104
4.10.3 Leadership and character-building programme.....	105
4.10.4 Construction of early childhood development centre.....	106
4.10.5 Support learner development and material supply.....	107
4.10.6 Whole school development programme.....	108

4.10.7	Leadership and character-building programme.....	109
4.10.8	Refurbishment of health facility.....	110
4.10.9	Support to improving health in schools.....	111
4.10.10	Initiative to improve health in schools.....	112
4.10.11	Supply of emergency and planned patient transport.....	113
4.10.12	Social cohesion.....	114
4.10.13	Reconstruction of Viljoen street in Lydenburg.....	115
4.10.14	Internet connectivity for low-income schools in host communities.....	116
4.10.15	Shaga manufacturing plant.....	117
4.10.16	Tourism project for Ga-Mawela (St Georges Farm).....	118
5.	Housing and living conditions (Regulation 46c (i)).....	119
6.	Procurement, enterprise and supplier development (Regulation 46c (vi)).....	120
6.1	Rationale.....	120
6.2	Commitments for inclusive procurement of mining goods and services.....	121
6.3	Targets for mining goods and services.....	121
6.4	Anglo American Platinum’s approach towards implementation to achieve procurement, enterprise and supplier development targets.....	125
6.5	Implementation plan.....	126
7.	Downscaling and retrenchment (Regulation 46d).....	127
7.1	Establishment of Future Forum.....	127
7.1.1	Composition of the future forums.....	127
7.1.2	Main objectives of the mine future forum.....	128
7.2	Mechanisms to save jobs, providing alternative solutions and procedures for creating job security where job losses cannot be avoided.....	129
7.3	Management of retrenchments (in line with the terms of Section 52 (i) of the MPRDA and Section 189 of the LRA)	130
7.4	Mechanisms to ameliorate the social and economic impact on individuals, regions and economies where retrenchment or closure of the operation is certain.....	131
7.4.1	Counselling.....	131
7.4.2	Programmes to be implemented.....	132
7.5	Action plans.....	132
8.	Financial Provision (Regulation 46e).....	133
9.	Undertaking (Regulation 46f).....	134

Table and figures

Figure 1	Mine locality.....	13
Figure 2	The Mining Right area.....	14
Table 1	Distribution of labour at Mototolo Der Brochen Mine Complex.....	17
Table 2	Total employee development plan.....	23
Table 3:	The educational level of the permanent employees at Mototolo Der Brochen Mine Complex as at 31 March 2020 (baseline), as per Form Q, Annexure II of the MPRDA regulations	26
Table 4	The educational level of the contractor employees at Mototolo Der Brochen Mine Complex as at 31 March 2020 (baseline), as per Form Q, Annexure II of the MPRDA regulations	27
Table 5:	Illiteracy levels.....	28
Table 6:	Training planned - AET full-time enrolled employees.....	29
Table 8:	Training planned - AET full-time community.....	29
Table 9:	Training planned - AET part-time contractors.....	30
Table 10:	Core business training (engineering and mining).....	32
Table 11:	Core business training (support services).....	32
Table 12:	Learnerships - internal.....	33
Table 13:	Learnerships - external.....	33
Table 14:	Portable skills targets.....	34
Table 15:	Form R: Hard-to-fill vacancies.....	35
Table 16:	Engineering (excluding learnerships/educational assistance).....	36
Table 17:	Human Resources Development (ODETDP).....	36
Table 18:	Career progression plan – management and leadership development.....	37
Table 19:	Career progression plan – Health and Safety.....	37
Table 20:	Mentorship targets.....	39
Table 21:	Bursaries to be awarded - (internal, educational assistance).....	40
Table 22:	Bursaries by year.....	41
Table 23	Summary HRD targets and financial commitments.....	44
Table 24:	Financial provision for five-year period.....	44
Table 25:	EE permanent employees.....	47
Table 26:	EE permanent employees (core skills).....	48
Figure 3:	Geology of the Bushveld Intrusive Complex, South Africa.....	51
Figure 4:	Map of South Africa.....	52
Figure 5:	Mototolo Complex municipal area.....	53
Figure 6:	Mototolo Der Brochen Mine Complex mining right area.....	54
Figure 7:	Aerial view of Mototolo Der Brochen Mine Complex.....	54
Figure 8:	Group composition of Limpopo’s population.....	56
Figure 9:	Limpopo population by age group.....	57
Figure 10:	Limpopo population.....	57
Figure 11:	Place of birth/area of origin of residents.....	58
Figure 12:	Limpopo - language spoken at home.....	59
Table 27:	People living with HIV/Aids.....	60
Figure 13:	People with HIV/Aids on ARV treatment.....	61
Figure 14:	Limpopo economic sectors.....	62
Table 28:	Annual household incomes.....	63
Table 23:	Employees by annual income.....	63
Figure 15:	Environmental attribution of Limpopo.....	64

Figure 16:	Areas under traditional authority.....	66
Figure 17:	Population groups in Fetakgomo Tubatse Local Municipality (FTLM).....	67
Table 30:	Population groups in numbers in FTLM.....	67
Table 31:	Population groups by age in FTLM.....	68
Figure 18:	Primary language spoken at home in FTLM.....	68
Figure 19:	Place of birth and migration in FTLM.....	69
Table 32:	Population (20 and older) by highest education level.....	70
Table 31:	Population aged 0-4 years attending an educational institution.....	71
Figure 20:	Employment status for individuals 15 years and older.....	72
Table 35:	Employment status for individuals 15 years and older.....	72
Table 36:	Annual income levels and distribution.....	73
Figure 21:	Households by type of main dwelling in FTLM.....	76
Table 37:	Households by type of main dwelling in FTLM.....	75
Table 22:	Housing by ownership in FTLM.....	76
Table 38:	Population by water source in FTLM.....	77
Figure 23:	Population by water supplier in FTLM.....	78
Figure 24:	Distribution of households by main type of electrical energy source.....	79
Table 39:	Distribution of households by main type of electrical energy source.....	79
Table 40:	Distribution of households by type of toilet facility in FTLM.....	80
Table 41:	Distribution of households by refuse removal.....	80
Table 42:	Access to internet by sex of household head.....	81
Figure 25:	Households involved in agricultural activities in Greater Sekhukhune District.....	81
Table 43:	Households that ran out of money to buy food in the last 12 months.....	82
Table 44:	Households that skipped a meal in the last 12 months.....	82
Table 45:	Ownership of goods by households.....	83
Figure 26:	Households that experienced crime in the last 12 months in FTLM.....	84
Figure 27:	Five leading challenges faced by municipalities in Limpopo.....	85
Table 46:	Primary mining activity in Limpopo.....	86
Table 47:	Leading challenges/problems faced by municipalities in Limpopo.....	87
Table 48:	Development needs for Mototolo Der Brochen Mine Complex.....	89
Figure 28:	Sustainable Mining Plan.....	99
Table 49:	Summary of local economic development (LED) programme.....	109
Table 50:	Mining Charter III mining goods targets.....	121
Table 51:	Mining Charter III mining services targets.....	122
Table 52:	Host community procurement, enterprise, supplier and youth development.....	122
Table 53:	Mechanisms to avoid retrenchments.....	129
Table 54:	Management of downscaling and retrenchments.....	130
Table 55:	Methods to ameliorate the impact of retrenchments.....	131
Table 48:	Counselling options available to staff.....	131
Table 49:	Programmes to be implemented.....	132
Table 50:	Total five-year financial commitment.....	133

Abbreviations and Acronyms

AET	Adult Education and Training
ADC	Anglo American Platinum Development Centre
BBSEE	Broad-Based Socio-economic Empowerment
BEE	Black Economic Empowerment
CSI	Corporate Social Investment
DMRE	Department of Mineral Resources and Energy
DoA	Department of Agriculture
DoE	Department of Education
DoH	Department of Health
DSD	Department of Social Development
EE	Employment Equity
HBSS	Housing Bond Subsidy Scheme
HDP	Historically Disadvantaged Person
HRD	Human Resources Development
IDC	Individual Development Charter
IDP	Integrated Development Plan
IPA	Individual Performance Agreement
LED	Local Economic Development
LIBSA	Limpopo Business Support Agency
MDGs	Millennium Development Goals
MPRDA	Mineral and Petroleum Resources Development Act
MQA	Mining Qualifications Authority
MWP	Mine Works Plan
NGO	Non-governmental Organisation
NPI	National Productivity Institute
NQF	National Qualifications Framework
PGMs	Platinum Group Metals
SADC	Southern African Development Community
SED	Socio-economic Development
SEDA	Small Enterprise Development Agency
SMME	Small, Micro and Medium Enterprise
SLP	Social and Labour Plan
UIF	Unemployment Insurance Fund
WSP	Workplace Skills Plan

Glossary

Black women	African, Indian and Coloured women.
Broad-Based Black Socio-economic Empowerment (BBBSEE)	<p>A social or economic strategy, plan, principle, approach or act, which is aimed at:</p> <ol style="list-style-type: none"> 1. Redressing the results of past or present discrimination based on race, gender or disability of historically disadvantaged persons in the minerals and petroleum industry, related industries and in the value chain of such industries; and 2. Transforming such industries to assist in, provide for, initiate, facilitate or benefit from: <ul style="list-style-type: none"> • Ownership participation in existing or future mining, prospecting, exploration and beneficiation operations; • Participation in or control of management of such operations; • Development of management, scientific, engineering or other skills of historically disadvantaged persons; • Involvement or participation in the procurement chains of operations; and • Integrated socio-economic development of host communities, major labour-sending areas and areas by mobilising relevant stakeholder resources.
Community	A coherent, social group of persons with interests or rights in an area of land which the members have or exercise communally in terms of agreement, custom or law.
Employee	An employee is defined as any full-time person who directly works for the owner of a reconnaissance permission/permit, prospecting right, mining right, mining permit, technical cooperation permit, exploration right and production right, and who is entitled to receive any direct remuneration from the holder of any of the above mentioned rights, including any person working for an independent contractor.
Historically disadvantaged person (HDP)	<ol style="list-style-type: none"> a. Any person, category of person or community, disadvantaged by unfair discrimination before the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993) took effect; b. Any association, most of whose members are persons contemplated in paragraph (a); c. Any juristic person other than an association, in which persons contemplated in paragraph (a) own and control a majority of the issued capital or members' interest and can control a majority of the members' votes; and d. In this plan, HDP refers to Black, Coloured, Indian males and all females (including White females).

<p>Integrated Development Plan (IDP)</p>	<p>a. A plan aimed at the integrated development and management of a municipal area as contemplated in the Municipal Structures Act (Act No. 117 of 1998); and</p> <p>b. For the purposes of this social and labour plan (SLP), integrated development plan (IDP) is taken to mean the IDP for all those municipalities falling within the determined host community from which more than 10% (the significance factor) of the mine’s labour is sourced.</p>
<p>Labour-sending areas</p>	<p>Municipalities from which current employees have been recruited.</p>
<p>Local labour</p>	<p>Those employees recruited locally from within the host community.</p>
<p>Major labour-sending area (see also labour-sending areas)</p>	<p>a. In the context of the host community, a major labour-sending area is a municipality from which more than 10% of the mine’s workforce is sourced; and</p> <p>b. In the context of rural areas outside the host community, a major labour-sending area is a municipality from which more than 5% of the mine’s workforce is sourced.</p> <p>Special consideration is given to the municipalities hosting such communities because of:</p> <p>a. The scattered nature of rural labour-sending areas and the need to focus the effort of the mine’s rural development strategy and its programmes;</p> <p>b. The need to work within the framework of the IDPs of these communities to leverage the mine’s efforts; and</p> <p>c. The need to ensure that those communities directly affected by the mine’s prospective closure are equipped to meet that eventuality.</p>
<p>Management</p>	<p>All employees within the Paterson D, E, and F Bands.</p>
<p>Migrant labour</p>	<p>Migrant labour refers to workers who originate from the rural labour- sending areas, who live in hostels or other mine-provided accommodation, and who have no formal local dependents.</p> <p>Three types of migrant labour are referred to in this SLP:</p> <p>a. Provincial migrant workers are those who come from areas within the mine’s host province but outside the host community;</p> <p>a. South African migrant workers are those who come from another South African province; and</p> <p>a. Foreign migrant workers are those who come from neighbouring Southern African Development Community (SADC) states. It is these workers that are referred to as migrant workers in the Mineral and Petroleum Resources Development Act.</p>

<p>Host community</p>	<p>The host community is defined as those towns, villages and settlements that fall within the area surrounding the mine.</p> <p>Special consideration is given to these municipalities because of the requirements for planning and implementation of IDPs. Host community issues that are directly and indirectly required by the regulations to be addressed in this SLP are:</p> <ul style="list-style-type: none"> a. Existing and expected patterns of human settlements and villages within this community; b. Patterns of labour sourcing for the mine; c. Common commuting habits to and from the mine on a daily or weekly basis to work; d. Spending patterns of the mine’s employees; e. The use of social amenities, recreational facilities and infrastructure; f. Commercial and industrial linkages; g. Provincial and municipal boundaries; h. Existing and proposed functional boundaries, including magisterial districts; i. Existing and expected land use, transport modes and routes; j. The need for coordinated social development programmes and services including the need for housing, nutrition and healthcare; and k. The need to rationalise the delivery of sustainable services and other socio-economic programmes as committed to in this SLP, particularly with respect to pragmatic delivery, financial viability and the mine’s administrative capacity.
<p>Municipality</p>	<p>A local municipality that shares municipal executive and legislative authority in its area with a district municipality within whose area it falls and which is described in Section 155 (1) of the Constitution as a Category B municipality.</p>

<p>Rural labour-sending area (also see major labour-sending areas)</p>	<p>A rural labour-sending area is a municipality outside the host community from which the mine sources its labour. It is almost always located in what is traditionally regarded as a rural area such as the Eastern Cape Province.</p> <p>The following rural labour-sending issues are required by the Mineral and Petroleum Resources Development Act (MPRDA) regulations to be addressed in this SLP:</p> <ol style="list-style-type: none"> a. Patterns of labour sourcing for the mine; b. Areas of traditional rural communities; c. Existing and proposed functional boundaries, including magisterial districts; d. Wage remittances to such areas; e. Existing and expected land use, transport modes and routes; f. The need for coordinated social development programmes and services, including the need for housing, nutrition and healthcare; and g. The need to rationalise the delivery of sustainable services and other socio-economic programmes as committed to in this SLP, particularly with respect to pragmatic delivery, financial viability and the mine’s administrative capacity.
<p>Total discretionary spend</p>	<p>Total discretionary spend means that portion of mine capital and working cost component which comprises expenditure over which the mine management has discretion. The working cost component is made up of the mine’s total ongoing operating expenditure less that money paid to:</p> <ol style="list-style-type: none"> a. Government: <ol style="list-style-type: none"> a. Central government departments; b. Parastatal companies; c. Provincial government; and d. Municipalities and other local authorities. b. Imported proprietary technology; c. Key raw materials; and d. Inter-company transfers
<p>Total procurement spend</p>	<p>Expenditure on capital goods, consumables and services. This includes both discretionary and non-discretionary expenditure.</p>
<p>Transitional workers</p>	<p>Those workers who originate from rural labour-sending areas (such as the Eastern Cape Province), who have established local, urban (second) families but support other (first) families in the rural areas.</p>

Section 1

1. Preamble (Regulation 46a)

1.1 Company details

Name of the company/applicant	Rustenburg Platinum Mines Ltd
Name of mine/production operation	Mototolo Der Brochen Mine Complex
Physical address	144 Oxford Road, Rosebank, Melrose, 2196
Postal address	P.O. Box 62179, Marshalltown, 2107
Telephone number	011 373 6358
Fax number	086 760 1542
Location of mine or production operation	Local Municipality: Fetakgomo Tubatse District Municipality: Sekhukhune Province: Limpopo
Commodity	Platinum, palladium, rhodium, iridium, ruthenium, gold, silver, cobalt, nickel, and copper
Life of Mine	Greater than 60 years
Financial year	January-December
Reporting year	2021-2025
Responsible person	Johan van Tonder
Geographic origin of employees (mine community and labour-sending areas).	
a) Mine community	b.) Labour-sending area
Province	Province
Limpopo	Mpumalanga
District municipality	District municipality
Sekhukhune	Ehlanzeni
Local municipality	Local municipality
Fetakgomo Tubatse	Thaba Chweu

1.2 Location of Mototolo Der Brochen Mine Complex

The Mototolo Der Brochen Mine Complex is situated almost on the border of Limpopo and Mpumalanga, about 35km north west of Lydenburg, about 30km northeast of Rosemead and about 30km south of Steelpoort. The project is accessible via the R577 (between Stofberg and Steelpoort) via the tarred road to Lydenburg.

The project is located on the southernmost exposure of the Eastern Limb of the Bushveld Geological Complex.

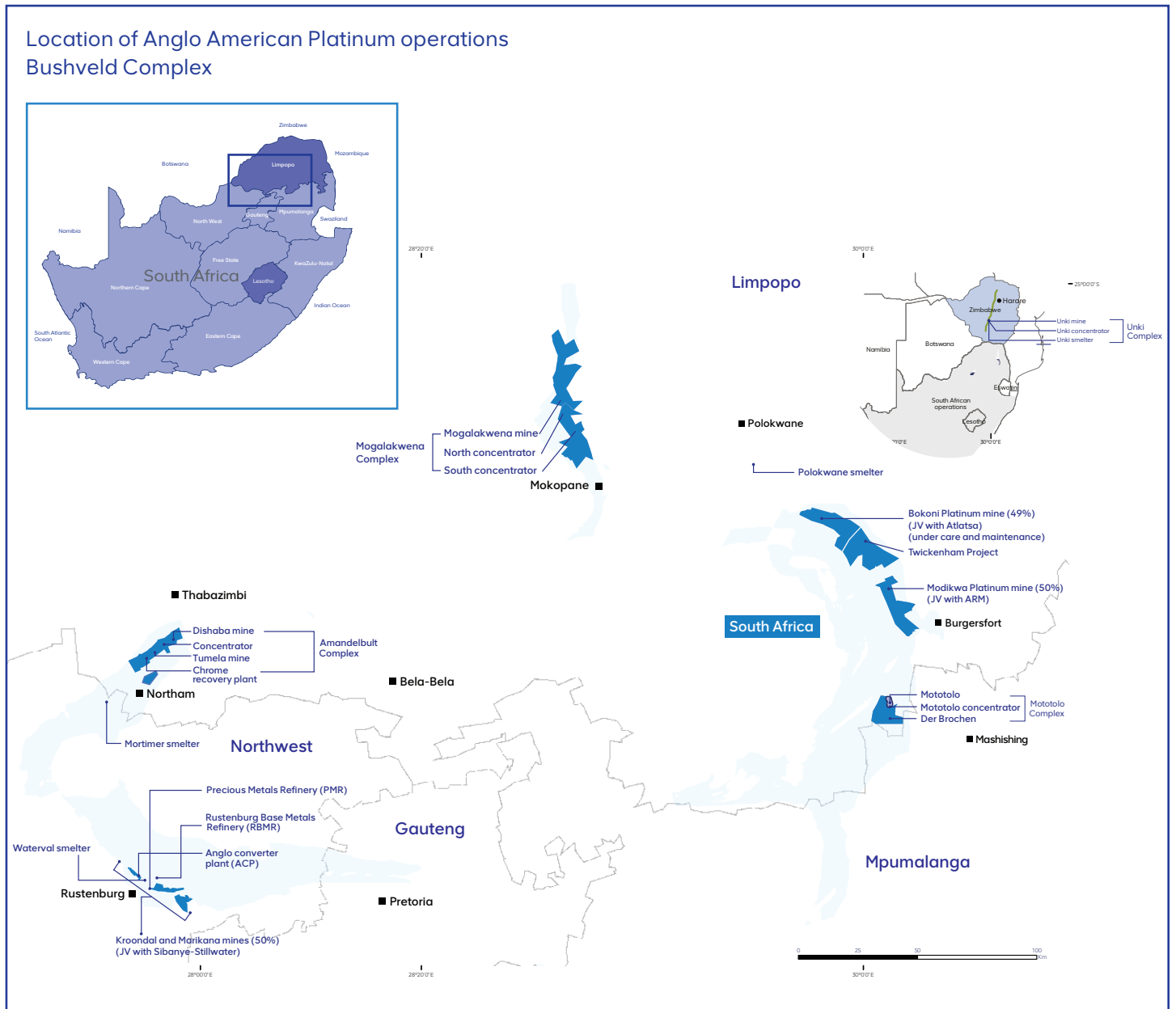


Figure 1: Mine locality.

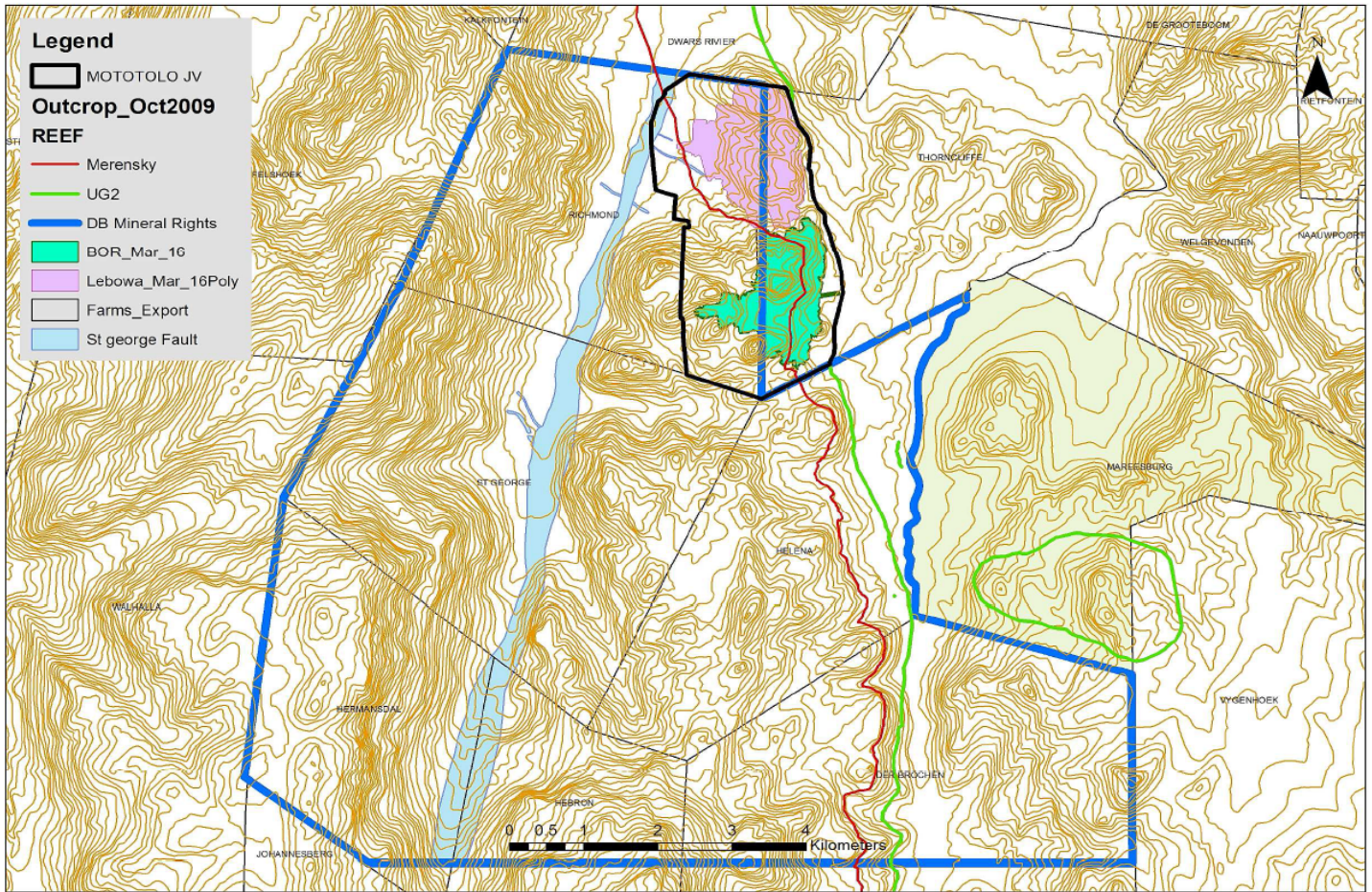


Figure 2: The Mining right area.

The Mototolo Mine was a joint venture between Anglo American and Glencore. The transfer of the mining right to Anglo American was concluded in November 2018 culminating in the Mototolo Der Brochen Mine Complex. The Mining Work Programme amendment is submitted as a result and is designed to include of the new area into the Mine Works Programme and Life of Mine (LoM) planning.

The Mototolo Der Brochen Mine Complex is located about 40km south of the town of Steelpoort. It forms part of the Eastern Limb of the Bushveld Complex, targeting both the Merensky Reef and UG2 Reef since 2001.

The Mototolo Der Brochen Complex consists of about 12km strike of Merensky Reef and 11km strike of UG2 Reef outcrops dipping at approximately 10° to the west. The Merensky Reef and UG2 Reef are vertically separated by about 170m. The topography is mountainous and varies between 975m and 2,000m above mean sea level with the Groot Dwars- and Klein Dwars Rivers flowing northwards through the area.

In the regional context the Eastern Limb of the Bushveld Complex is located within the Limpopo and Mpumalanga provinces of South Africa. It comprises of layered ultramafic to felsic igneous rocks. The Eastern Limb of the Bushveld Complex is divided into three zones: the southern; central; and western zones. These zones are demarcated by two major lineaments, the Steelpoort and Wonderkop Faults.

The Social and Labour Plan comprises of the following areas:

- Mototolo Der Brochen Mine Complex

Mining activities undertaken by Anglo American Platinum on the Mototolo Der Brochen Mine Complex mining right.

The social and labour plan (SLP) has been compiled as a commitment to contribute towards the advancement of the socio-economic welfare of South Africans with special focus on the social and economic impact that the operation has on the surrounding communities, as well as rural communities from which migrant labour tends to be drawn.

The Company recognises that minerals are non-renewable, hence the SLP also focuses on managing the impact of eventual downscaling and closure as part of strategic business planning.

The SLP further makes provision for the development of historically disadvantaged employees as well as equipping members of the surrounding communities through different training interventions.

1.3 Ownership

The Mototolo Der Brochen Mine Complex is a business unit of Rustenburg Platinum Mines Ltd, which in turn is a wholly-owned subsidiary of Anglo American Platinum Corporation Limited.

1.4 The demographics of Mototolo Der Brochen Mine Complex workforce

Mine community

The mine community is defined as those towns, villages and settlements that fall within the area surrounding the mine.

Rural labour-sending areas

A rural labour-sending area is a municipality outside the mine community from which the mine sources its labour.

Mine labour

In the context of this SLP, mine labour is defined as those employees who are employed directly by Mototolo Der Brochen Mine Complex, including Mototolo Concentrator, and not by other suppliers of goods and services. Labour falls into one of three categories:

- a. Local employees;
- b. Migrant workers; and
- c. Transitional workers.



1.5 Provincial distribution

The labour complement of 1,524 employees as at 21 May 2021 (baseline).

Table 1: Mine labour distribution.

Area from which employee originate	Enrolled employees	Percentage
Acornhoek	11	0.7%
Allanridge	1	0.1%
Arnot	2	0.1%
Atok	1	0.1%
Bakone	3	0.2%
Balfour	1	0.1%
Barberton	2	0.1%
Belfast	3	0.2%
Benoni	2	0.1%
Bizana	2	0.1%
Bloemfontein	3	0.2%
Bochum	1	0.1%
Brandfort	1	0.1%
Brits	2	0.1%
Burgersfort	493	32.3%
Bushbuckridge	13	0.9%
Butterworth	1	0.1%
Centurion	1	0.1%
Chromite	6	0.4%
Chuenespoort	3	0.2%
Dennelton	1	0.1%
Driekop	69	4.5%
Durban	3	0.2%
Elliotdale	2	0.1%
Emalahleni	5	0.5%
Engcobo	1	0.1%
Ermelo	1	0.1%
Fetakgomo	1	0.1%
Gakgapane	1	0.1%
Ga-Malekama	1	0.1%
Ga-Mamadila	1	0.1%
Ga-Maraba	3	0.2%
Giyana	15	1.0%
Gompies	1	0.1%
Graskop	6	0.4%
Groblersdal	14	0.9%
Hammanskraal	2	0.1%
Hazyview	4	0.3%
Hoedspruit	3	0.2%
Jane Furse	49	3.2%
Johannesburg	10	0.7%
Jouberton	1	0.1%

Area from which employee originate	Enrolled employees	Percentage
Kabokweni	3	0.2%
Kathu	1	0.1%
Kempton Park	2	0.1%
King Williams Town	1	0.1%
Klerksdorp	5	0.3%
Koloti	1	0.1%
Komatipoort	3	0.2%
Kwalugedlane	1	0.1%
KwaZulu-Natal	1	0.1%
Ladysmith	1	0.1%
Lebowakgomo	1	0.1%
Leeudoringstad	2	0.1%
Letaba	1	0.1%
Lethabong	1	0.1%
Letsitele	8	0.5%
Lichtenburg	1	0.1%
Limpopo	1	0.1%
Longtill	2	0.1%
Louis Trichardt	2	0.1%
Lusikisiki	2	0.1%
Lydenburg	286	18.8%
Maboloka-Ohrigstad	1	0.1%
Mabopane	1	0.1%
Madikwe	1	0.1%
Mafatsana	1	0.1%
Mahikeng	2	0.1%
Mahwelereng	3	0.2%
Malamulele	5	0.3%
Malelane	1	0.1%
Mamelodi	1	0.1%
Marble Hall	3	0.2%
Marquard	1	0.1%
Mashashane	43	2.8%
Mashishing	1	0.1%
Matatiele	2	0.1%
Meadowlands	1	0.1%
Middelburg	8	0.5%
Mogwase	1	0.1%
Mohlakeng	1	0.1%
Mokopane	4	0.3%
Moloto	9	0.6%
Motsethabong	1	0.1%
Mphahlele	2	0.1%
Mpudulle	1	0.1%

Area from which employee originate	Enrolled employees	Percentage
Mthatha	2	0.1%
Musina	1	0.1%
Namakgale	2	0.1%
Nebo	6	0.4%
Nelspruit	10	0.7%
Ngwaabe	3	0.2%
Ngwabe	6	0.4%
Nkomo	1	0.1%
Northam	4	0.3%
Nqabeni	1	0.1%
Odendaalsrus	1	0.1%
Ogies	2	0.1%
Orkney	2	0.1%
Osizweni	1	0.1%
Peddie	1	0.1%
Penge	5	0.3%
Phalaborwa	15	1.0%
Piet Retief	1	0.1%
Pinetown	1	0.1%
Polokwane	41	2.7%
Port St Johns	2	0.1%
Potgietersrus	1	0.1%
Pretoria	6	0.4%
Pudimoe	1	0.1%
Qumbu	1	0.1%
Randfontein	1	0.1%
Rayton	1	0.1%
Rusloo	1	0.1%
Rustenburg	29	1.9%
Sabie	1	0.1%
Sasolburg	1	0.1%
Saulspoort	1	0.1%
Sekhukhune	102	6.7%
Senwabarwana	1	0.1%
Sibasa	2	0.1%
Skilpadsnest	1	0.1%
Sophia Town	1	0.1%
Soshanguve	1	0.1%
Soweto	1	0.1%
Steelpoort	19	1.2%
Stilfontein	2	0.1%
Stocking Village	1	0.1%
Swartklip	1	0.1%
Tabankulu	1	0.1%

Area from which employee originate	Enrolled employees	Percentage
Taung	1	0.1%
Thabazimbi	5	0.3%
Theresapark	1	0.1%
Theunissen	2	0.1%
Thohoyandou	9	0.6%
Thulamahashe	5	0.3%
Tlhabane	1	0.1%
Trichardtsdal	9	0.6%
Tshilwanhlisiku	1	0.1%
Tswane	1	0.1%
Tubatse	1	0.1%
Tzaneen	14	0.9%
Ulundi	1	0.1%
Umtata	2	0.1%
Vanderbijlpark	1	0.1%
Vereeniging	2	0.1%
Vryheid	2	0.1%
Warrenson	1	0.1%
Welkom	5	0.3%
Westonaria	2	0.1%
Wierdapark	1	0.1%
Willowvale	1	0.1%
Witbank	1	0.1%
Ximhungwe	3	0.2%
Zimbabwe	1	0.1%
Grand total	1,524	100%

This social and labour plan (SLP) for Rustenburg Platinum Mines Ltd, referred to as Mototolo Der Brochen Mine Complex Project, is the third submission (for 2021-2025) following the previous five year SLP (2016-2020).



Section 2

2. Human Resource Development (HRD) (Regulation 46b)

2.1 HRD Programme (Regulation 46b)

The HRD strategy takes cognisance of the demand and supply for skills in the mining industry with specific reference to scarce and critical skills. The development of historically disadvantaged South Africans (HDSA) leadership, including creating an ongoing pipeline of HDSA leadership, is a key strategic focus area.

HRD is managed across all levels of employment and is also considered a critical component of achieving the mine's employment equity targets. Consequently, the mine's HRD plans are continuously aligned with the Workplace Skills Plans and integrated into the long-term business plan to cover the organisation's short-term, medium-term, and long-term human capital development requirements.

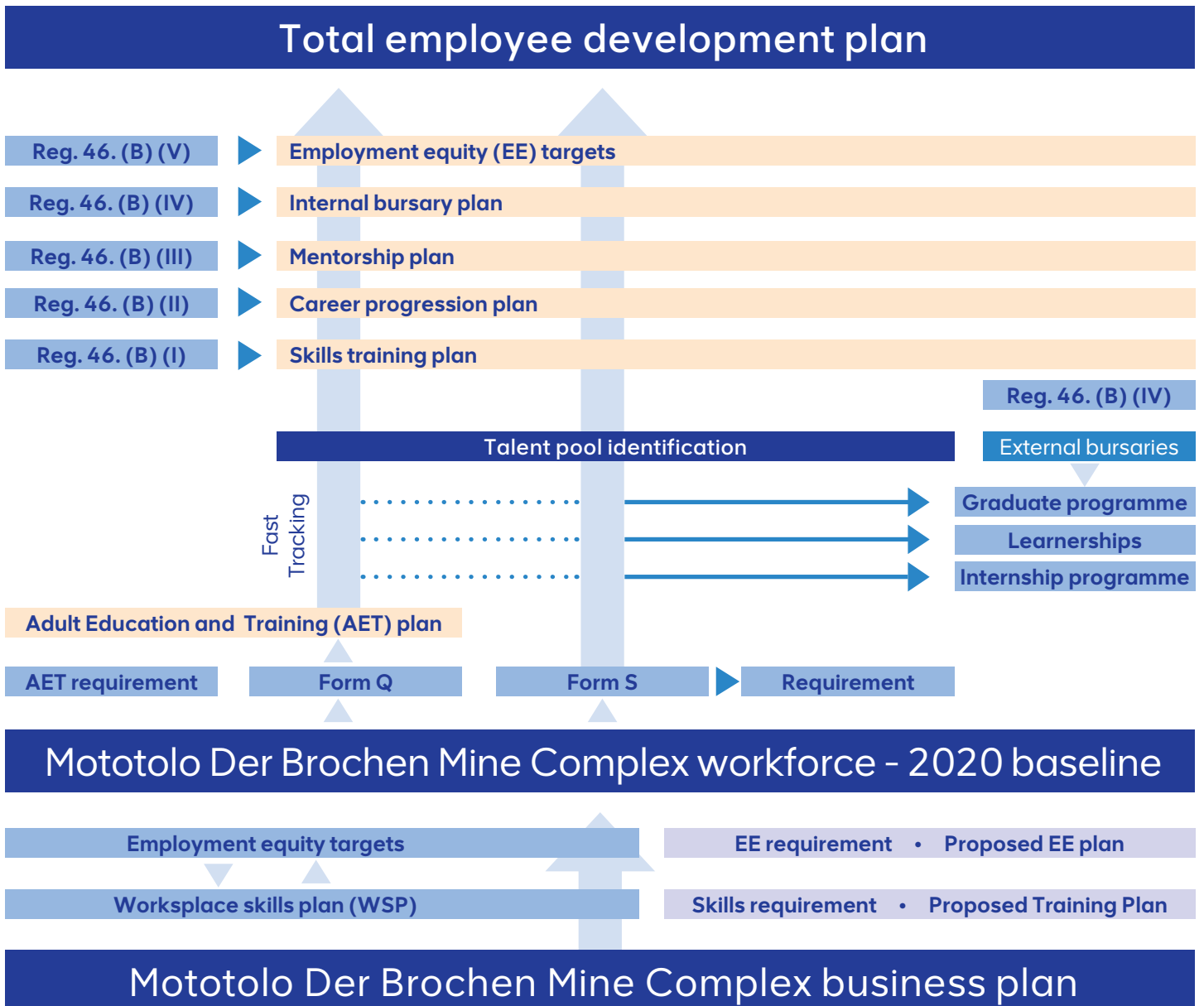
Mototolo Der Brochen Mine Complex is committed to ensuring that workers, inclusive of contractor employees, are given the opportunity to acquire skills and competencies in order to achieve both individual and organisational goals in the context of the mine's operational and local economic development objectives.

2.2 HRD framework

The human resource development plans are aligned to the business plan. The development of future HDSA leadership is key and strategic to the survival of Mototolo Der Brochen Mine Complex.



Table 2: Total employee development plan.



The above figure shows how the business plan, its projected labour requirements, its Workforce Skills Plan, and its employment equity targets are superimposed on each other to create a skills development framework. The data in Form Q and Form S indicate the areas where identified talent pool employees are trained and fast-tracked.

2.3 Compliance with skills development legislation

The Mototolo Der Brochen Mine Complex complies with the Skills Development Act and Skills Development Levies Act.

Name of SETA	Mining qualifications authority
Registration number with the relevant SETA	L690713724
Has your company appointed a skills development facilitator? If yes, provide name.	Gavin Brink
To which institution have you submitted your workplace skills plan?	Mining Qualifications Authority
Proof of submission of Workplace Skills Plan (WSP)	Attached Annexure A

The skills development plan outlines how employees will be offered the opportunity to:

- a. Become functionally literate and numerate.
- b. Participate in learnerships.
- c. Participate in skills programmes.
- d. Acquire portable skills.
- e. Participate in various other training initiatives, including but not limited to bursaries.

The plan includes a range of initiatives from the 'Breakthrough to Literacy' programme through to post-graduate education. These programmes will be consistent with the requirements of the National Qualifications Framework (NQF) and the Mining Qualifications Authority (MQA). The purpose of the skills development plan is to assess and formally record the current levels of skills and educational levels of all employees and to use this as a base for future skills development plans. These plans address the current skills and competency gaps and have a special focus on the training needs of historically disadvantaged South Africans, the fast-tracking of individuals within the talent pool and the various career path development and mentoring programmes.

Skills development at Anglo American Platinum takes place at the various Company-wide training centres such as the Engineering Skills Training Centre in Randfontein as well as at each of the specific operations. All training centres employ development practitioners and training staff, and each of the centres has both ISO-certification and MQA accreditation to ensure that training provided meets set national standards.

The skills development plan complies with skills development legislation and includes the regular submission of the WSP and annual training reports. This includes the paying and claiming of levies and grants with the relevant Sector Education and Training Authority with which the operation is registered, i.e. the MQA.

The attraction, retention, and development of high-quality professional staff to manage and lead are a key element of the mining operation's long-term success. The ongoing shortage of certain critical skills in the mining industry in South Africa, combined with the mine's need for this, has highlighted the importance of proper talent management and people development.



Table 3: The educational level of the permanent employees at Mototolo Der Brochen Mine Complex as at 21 May 2021 (baseline), as per Form Q, Annexure II of the MPRDA regulations.

Permanent employees												
Band	NQF Level	Planned as per envisaged organogram	Male				Female				Total	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
General Education and Training (GET)	1	No schooling captured	50	0	0	4	11	1	0	1	54	13
		Grade 0 / Pre	3	0	0	0	0	0	0	0	3	0
		ABET00N	37	0	0	0	3	0	0	1	37	4
		Grade 2 / Sub B	0	0	0	0	0	0	0	0	0	0
		Grade 3 / Std 1 / AET 1	6	0	0	0	0	0	0	0	6	0
		Grade 4 / Std 2	0	0	0	0	0	0	0	0	0	0
		Grade 5 / Std 3 / AET 2	10	0	0	0	1	0	0	0	10	1
		Grade 6 / Std 4	0	0	0	0	0	0	0	0	0	0
		Grade 7 / Std 5 / AET 3	42	0	0	0	3	0	0	0	42	3
		Grade 8 / Std 6	0	0	0	0	0	0	0	0	0	0
		Grade 9 / Std 7 / AET 4	47	0	0	0	4	0	0	0	47	4
Further Education and Training (FET)	2	Grade 10 / Std 8 / N1	117	1	0	2	8	1	0	0	120	9
	3	Grade 11 / Std 9 / N2	332	4	1	33	42	1	0	0	370	43
	4	Grade 12 / Std 10 / N3	459	5	1	23	143	4	0	17	488	164
Higher Education and Training (HET)	5	Higher Certificates and Advanced	19	0	0	5	12	0	0	3	24	15
	6	Diploma and Advanced Certificates	19	0	0	0	14	0	0	0	19	14
	7	Bachelor's Degree and Advanced Diplomas	11	0	0	8	11	0	1	1	19	13
	8	Honours Degree, Postgraduate Diploma and Professional Qualifications	0	0	0	0	0	0	0	0	0	0
	9	Master's Degree	1	0	0	0	0	0	1	0	1	1
	10	Doctoral Degree	0	0	0	0	0	0	0	0	0	0
Total			1,153	10	2	75	252	7	2	23	1,240	284

Table 4 The educational level of contractor employees at Mototolo Der Brochen Mine Complex as at 21 May 2021 (baseline), as per Form Q, Annexure II of the MPRDA regulations.

Contractor employees												
Band	NQF Level	Planned as per envisaged organogram	Male				Female				Total	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
General Education and Training (GET)	1	No Schooling	1,075	7	0	88	120	2	0	7	1,170	129
		Grade 0 / Pre	0	0	0	0	0	0	0	0	0	0
		ABET00P	1	0	0	0	0	0	0	0	1	0
		Grade 2 / Sub B	1	0	0	0	0	0	0	0	1	0
		Grade 3 / Std 1 / AET 1	0	0	0	0	0	0	0	0	0	0
		Grade 4 / Std 2	0	0	0	0	0	0	0	0	0	0
		Grade 5 / Std 3 / AET 2	0	0	0	0	0	0	0	0	0	0
		Grade 6 / Std 4	1	0	0	0	0	0	0	0	1	0
		Grade 7 / Std 5 / AET 3	2	0	0	0	0	0	0	0	2	0
		Grade 8 / Std 6	25	0	0	0	1	0	0	0	25	1
		Grade 9 / Std 7 / AET 4	1	0	0	0	0	0	0	0	1	0
Further Education and Training (FET)	2	Grade 10 / Std 8 / N1	36	0	0	5	2	0	0	1	41	3
	3	Grade 11 / Std 9 / N2	131	1	0	23	13	0	0	0	155	13
	4	Grade 12 / Std 10 / N3	107	1	0	17	10	0	0	5	125	15
Higher Education and Training (HET)	5	Higher Certificates and Advanced	0	0	0	0	0	0	0	2	0	2
	6	Diploma and Advanced Certificates	0	0	0	0	0	0	0	0	0	0
	7	Bachelor's Degree and Advanced Diplomas	0	0	0	0	0	0	0	0	0	0
	8	Honours Degree, Postgraduate Diploma and Professional Qualifications	0	0	0	0	0	0	0	0	0	0
	9	Master's Degree	0	0	0	0	0	0	0	0	0	0
	10	Doctoral Degree	0	0	0	0	0	0	0	0	0	0
Total			1,380	9	0	133	146	2	0	15	1,522	163

2.4 Illiteracy level and adult education and training (AET) needs

Literacy is a key component for all employees in enabling them to have the opportunity to acquire skills and knowledge and, with the current high levels of illiteracy, employees and contractors are afforded opportunities to participate in AET to increase their level of literacy. The number of employees that do not have AET 4 qualification inclusive of contractor employees amounts to 1,503.

The table below indicates the number of permanent employees who are classified as illiterate as at the end of December 2020.

Table 5: Illiteracy levels

AET level	Permanent employees	Total need
No schooling	67	67
AET 1	6	6
AET 2	11	11
AET 3	45	45
Foundational learning course	44	44

Mototolo Der Brochen Mine Complex acknowledges the obligation to uplift the literacy levels of all those employees who have not achieved an AET Level 4 qualification or above and have offered the opportunity to obtain such a qualification to most functionally illiterate employees. There is a commitment to improving the skills levels of all employees, as well as developing their full potential toward safer and more efficient work practices. All employees are continuously informed about the personal and career advantages of furthering their educational levels. All employees who register for AET are then assessed through a recognition of prior learning process and the most appropriate placement level from which to begin further studies is recorded.

AET is broken down into the following levels:

- Basic oral / pre-level 1
- AET level 1 (literacy and numeracy at Standard 1/Grade 3)
- AET level 2 (literacy and numeracy at Standard 3/Grade 5)
- AET level 3 (literacy and numeracy at Standard 5/Grade 7)

In addition to the above, a key principle of the social and labour plan is to show potential learning progression on a continuum for illiterate employees towards literacy and entrance into further qualifications. As such, if we have and plan to have employees enrolled in Foundational Learning Competence (FLC) training, they will be reflected in the targets and progression towards achieving the targets for FLC, as this is a progression towards entrance to further qualifications.

2.5 Adult education and training (AET)

2.5.1 Training planned – AET full-time and part time for enrolled employees

Table 6: Training planned - AET full-time enrolled employees.

AET internal (full time)						
AET level	Targets and time lines					
	2021	2022	2023	2024	2025	Five-year target
AET 1	4	0	0	0	4	8
AET 2	0	4	0	0	0	4
AET 3	0	0	4	0	0	4
Foundational Learning Course	0	0	0	4	0	4
Total	4	4	4	4	4	20

Table 7: Training planned - AET part -time enrolled employees.

AET internal (part time)						
AET level	Targets and time lines					
	2021	2022	2023	2024	2025	Five-year target
AET 1	16	0	0	0	16	32
AET 2	0	16	0	0	0	16
AET 3	0	0	16	0	0	16
Foundational Learning Course	0	0	0	16	0	16
Total	16	16	16	16	16	80

Table 8: Training planned - AET full-time community

AET full-time community						
AET level	Targets and time lines					
	2021	2022	2023	2024	2025	Five-year target
AET 1	16	0	0	0	16	32
AET 2	0	16	0	0	0	16
AET 3	0	0	16	0	0	16
Foundational Learning Course	0	0	0	16	0	16
Total	16	16	16	16	16	80

Table 9: Training planned - AET part time contractors.

AET contractors (part time)						
AET level	Targets and time lines					
	2021	2022	2023	2024	2025	Five-year target
AET 1	16	0	0	0	16	32
AET 2	0	16	0	0	0	16
AET 3	0	0	16	0	0	16
Foundational Learning Course	0	0	0	16	0	16
Total	16	16	16	16	16	80

2.5.2 AET implementation plan

Besides offering AET classes to employees, the operation will expand its learning interventions into the wider mine community. This will form part of a strategy to enable members of the mine community to access further education opportunities, with 80 community members who will be admitted to own-time AET classes of which a large proportion will be women from the surrounding communities.

2.5.3 Full-time AET plan

Full-time AET refers to the arrangement in which the employee is relieved of his or her normal duties and attends AET classes on a full-time basis. The following action steps will enable Mototolo Der Brochen Mine Complex to achieve the AET full-time targets:

- A commitment has been made by management to offer an average of four employees per year the opportunity to attend AET classes on a full-time basis, with full salaries and ex-gratia bonuses.
- All production areas have been tasked with nominating potential learners. These employees first go through the recognition of prior learning assessment before being placed into full-time AET; and
- Employees that are highly trainable will, together with 'high flyers', be identified from the own-time programme, and are offered the opportunity to enrol for full-time AET. These employees could be fast-tracked into supervisory positions through various talent pool interventions.

2.5.4 Own-time AET plan

Own-time AET refers to the arrangement in which the learner attends AET classes in his or her own time at a suitable equipped venue.

2.5.5 Infrastructure and capacity

The operation will operate full-time and own-time courses as a way of addressing the literacy challenge. Suitably qualified facilitators will be sourced to ensure that quality teaching and learning take place in AET classes with a facilitator-learner ratio of 1:25. An accredited service provider will supply teaching materials.

2.5.6 Marketing and enrolment

The number of employees enrolled for AET own-time training has not yet reached the desired number that is required to fully address the illiteracy problem. To be able to increase the number of employees enrolling for AET, the following initiatives will be put in place:

- a. Increased management involvement, particularly from production management and heads of department, will boost the campaign to increase adult education enrolment.
- b. The AET sub-committee will provide pamphlets for information sharing sessions.
- c. Facilitators should submit progress reports on learners (both own-time and full-time) to their supervisors and departmental heads.
- d. Incentive options for own-time AET learners to attend classes will be investigated since the returns to the Company could be a more literate workforce, a larger pool of talent, enhanced productivity, and safety through better communication.

2.6 Core business training

2.6.1 Core business training (mining and engineering)

Core business training is defined in respect of legislation as that which relates to mining, engineering, and process (excluding learnerships). It is imperative that the operation focuses on ensuring that all employees are adequately trained and competent in the core training for the respective roles that they perform.

Apart from core business training, there are specific training interventions that support core business offered per discipline such as human resources, human resources development, safety, health and environment and protection services.

The table below provides the action steps Mototolo Der Brochen Mine Complex will implement once the mining operation achieved full production.

Table 10: Core business training (engineering and mining).

Field/Area of training	Targets and time lines					
	2021	2022	2023	2024	2025	Five-year target
Mining skills	15	15	15	15	15	75
Engineering skills	28	28	28	26	24	132
Machine operator skills	22	22	27	27	27	125
Leadership skills	7	7	7	7	7	35
Total	72	72	75	75	73	367

Table 11: Core business training (support services).

Field/Area of training	Targets and time lines					
	2021	2022	2023	2024	2025	Five-year target
Human Resources	4	3	3	4	3	17
Human Resources Development	5	3	4	3	3	18
Finance	3	3	3	3	3	15
Safety	2	2	2	2	2	10
Protection Services	1	0	1	0	1	3
Concentrator Services	0	0	0	0	0	0
Total	15	11	13	12	12	63

2.7 Learnerships

2.7.1 Learnerships (internal and external)

Included in this category are all internal (S18.1 learners) and external learners (S18.2 learners) that embark on a registered learnership as defined in the skills development legislation.

Learnerships – internal

Table 12: Learnerships – internal.

Field/Area of training	Targets and time lines									
	2021		2022		2023		2024		2025	
	New intake	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	
National Certificate Mining Operations UG Hard Rock	3	3	3	3	3	3	3	3	3	
Engineering Learnership	7	-	7	7	0	0	7	7	0	
Repair Person	7	-	7	7	0	0	7	7	0	
NCert: Engineering Electrician LS	1	-	1	-	0	1	-	-	1	
NCert: Engineering Boilermaker LS	1	-	1	-	0	1	-	-	1	
NCert: Engineering Motor, Control, and Instrumentation LS	1	-	1	-	0	1	-	-	1	
Total	20	3	20	17	3	6	17	17	6	

Table 13: Learnerships – external.

Field/Area of training	Targets and time lines									
	2021		2022		2023		2024		2025	
	New intake	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	
NCert: Engineering Boilermaker	2	2	4	2	4	2	4	2	4	
NCert: Engineering Electrician	1	1	2	1	2	1	2	1	2	
Total	3	3	6	3	6	3	6	3	6	

2.8 Portable skills

The mine commits to implement portable skills training where required, according to the following target and **action steps**:

Table 10: Portable skills targets.

Field/Area of training	Targets and time lines					
	2021	2022	2023	2024	2025	Five-year total
Enrolled employees						
Basic woodwork course	4	4	4	5	4	21
Basic plumbing course	4	4	4	5	4	21
Sewing	2	2	2	2	2	10
Basic computer course	4	4	4	5	4	21
Community						
Hospitality for community members	5	5	5	5	5	25
Cadetships	5	5	5	5	5	25
Total	24	24	24	27	24	123

Portable skills during the life of mine:

- a. The human resources development (HRD) department, through HRD officers and contracting companies, will identify individuals who should go through the identified programmes.
- b. These skills will be catered for as part of the workplace skills plan.
- c. These training interventions may be offered to employees approaching retirement age.
- d. These training interventions will be offered to community members.

2.9 Form R: Hard-to-fill vacancies

Table 11: Form R: hard-to-fill vacancies.

Job title of vacancy		Main reason for being unable to fill the vacancy	Strategy to address hard-to-fill vacancy
Senior management	HDSA female managers - mining and engineering.	Historically females focused on studies in administrative skills (accounting, safety and human resources).	The company identified the gap in the market and are in the process of training, through bursaries, HDSA females. Due to the duration of the courses these females will enter the Company in three to five years.
Professionally qualified and experienced specialists and mid- management	Historically disadvantaged South Africans (HDSA) female supervisors – mining and engineering.	In recent years, females entered the artisan and miner fields of study - although more females started occupying these positions, they are still in an on the job learning phase to gain the required experience.	Focus on-the-job learning opportunities to enhance experience.
Qualified workers, junior management, supervisors, foreman and superintendents	HDSA female artisans and miners.	Limited pool of qualified female artisans and miners.	The company identified the need for training and are focusing on training of female artisans and miners.

2.10 Career progression (path) plan (Regulation 46b (ii))

The intent is to show upward career mobility of talent/capacity pool employees through the various occupational levels with the aim to staff the business plan requirements and reach employment equity targets by 2025 and beyond.

Career progression planning reflects a pool of employees that have been identified (from the talent pool and capacity pool) and developed, not only for their current roles, but for future potential roles that they can occupy. The purpose is to create readiness so that identified individuals can be able to occupy future potential roles.

There are developed generic competency matrices per job and career path matrices (flow charts) for every discipline. The flow charts for each occupation will guide the mine and its employees on a desirable path for career progression and the expected time frames necessary for achieving the various job levels after the qualification criteria have been met.

Role descriptions are outlined with respect to minimum job entry requirements, desirable qualifications and relevant courses aligned to national unit standards and the required duration to complete each step in the recommended career path for each position. Consideration is given to complexity, qualifications, previous experience, and competence.

Table 12: Engineering (excluding learnerships/educational assistance).

Current position	Training intervention	Qualification to be achieved	2021		2022		2023		2024		2025	
			New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.
Artisan/foreman	Engineering foreman certificate	Engineering foreman certificate	0	0	0	0	1	0	0	0	0	0

Table 13: HRD (ODETDP).

Current position	Training intervention	Qualification to be achieved	2021		2022		2023		2024		2025	
			New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.
HRD officer	FET Certificate in OD ETDP NQF 4	FET Certificate in OD ETDP NQF 4	2	0	0	0	0	0	0	0	0	0
HRD officer	National Certificate in OD ETDP NQF 5	National Certificate in OD ETDP NQF 5	1	0	2	0	2	0	0	2	0	0
HRD officer	Diploma in OD ETDP NQF 5	Diploma in OD ETDP NQF 5	0	0	1	0	0	1	0	1	0	0

2.11 Career progression plan – management and leadership development

Management and leadership development is any training that is undertaken for employees to enhance their supervisory, managerial and leadership competence. There are various interventions that focus primarily on employees within the talent pool, particularly on those members of the pool that require certain skills to facilitate their progression into management.

Table 14a: Career progression plan – management and leadership development.

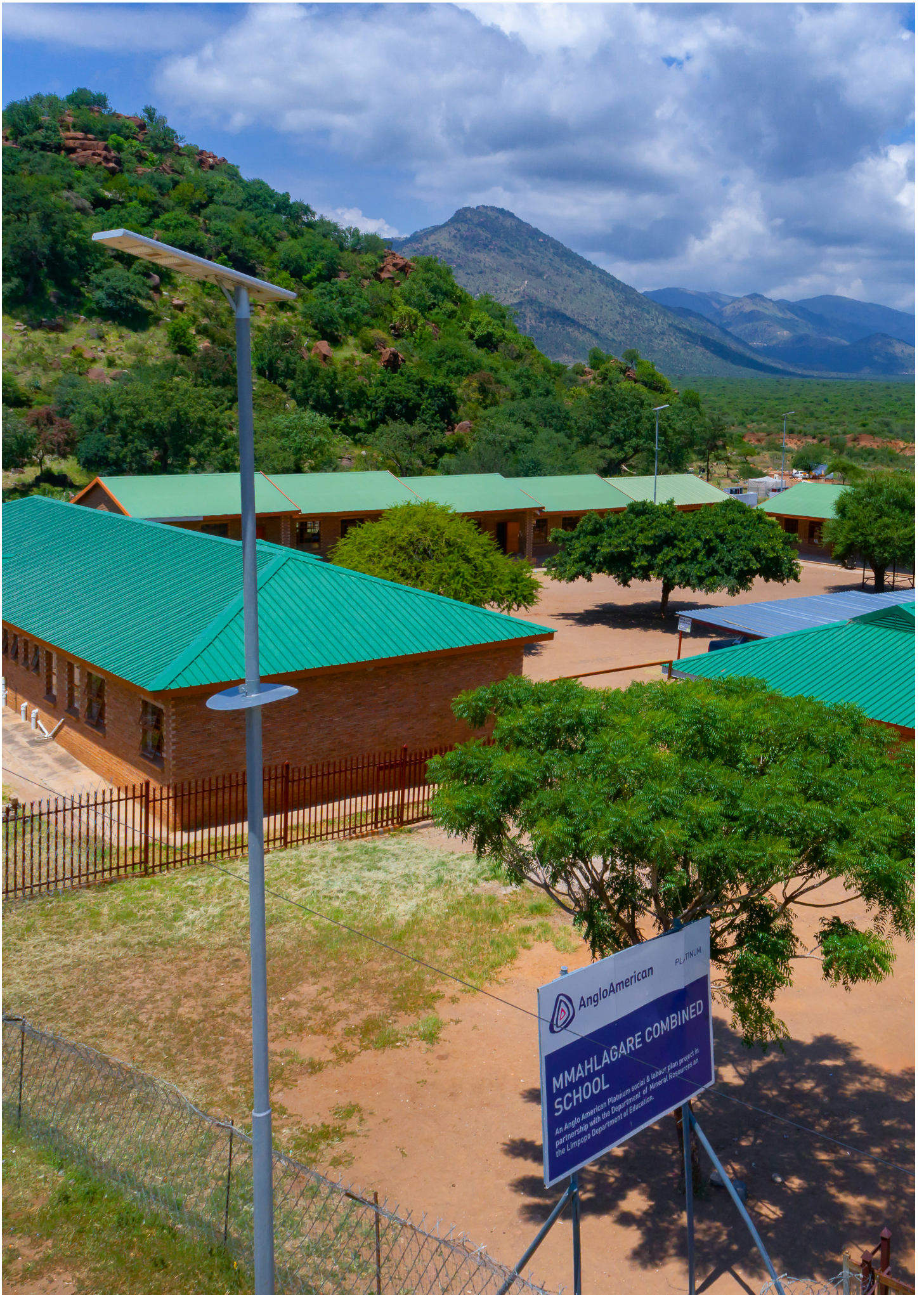
Current position	Training intervention	Qualification to be achieved	2021		2022		2023		2024		2025	
			New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.
Junior management	Junior management programme/ Achievers programme (Capacity pool – D1)	Junior management programme/ Achievers programme (Capacity pool – D1)	1	0	1	0	1	0	1	0	1	0
Middle management	Programme for management excellence/ Accelerators Programme (Talent Pool – Band 6)	Programme for management excellence/ Accelerators Programme (Talent Pool – Band 6)	3	0	3	0	3	0	3	0	3	0
Junior/Middle Management	Situational Leadership (Capacity Pool – Band 7)	Situational Leadership (Capacity Pool – Band 7)	1	0	1	0	1	0	1	0	1	0

The following action steps will enable the achievement of the above targets:

- Identify high-potential candidates from supervisory and junior management ranks based on their performance and individual development progress.
- During career development panel sessions, candidates will be identified to attend further leadership programmes.
- Specific individual needs identified during Individual Development Charter sessions will be addressed through attending short programmes at Anglo American.

Table 14b: Career progression plan – health and safety

Current position	Training intervention	Qualification to be achieved	2021		2022		2023		2024		2025	
			New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.
Health and safety representative	COMSOC 1 & 2	COMSOC 1 & 2	1	0	0	0	1	0	0	0	1	0
Safety officer	Intro to SAMTRAC	Intro to SAMTRAC	1	0	0	0	1	0	0	0	1	0



2.12 Mentorship plan (Regulation 46b (iii))

Mentorship is a key process and tool in support of people development, employment equity, human resources planning and performance management at Anglo American Platinum.

In addition, mentorship and coaching support Anglo American Platinum's career and succession management system, providing for a transfer of knowledge, work, and life experiences under the formal or informal guidance of selected suitable individuals and competent role models who act as mentors.

Table 15: Mentorship targets.

Target Career deliverables		Duration	2021	2022	2023	2024	2025	Five-year target
2021-2025	Learnerships	3 years	20	3	17	6	17	63
2021-2025	Bursars	3 years						
2021-2025	Graduates	3 years						
2021-2025	Fast-tracking	2 years						
2021-2025	Capacity pool (D1 and below)	Continuous						
2021-2025	Talent pool (D2 and above)	Continuous						

The table above provides the current and future targets for establishing mentorship relationships for all employees in the various training and development programmes, i.e. Learnerships, bursars, graduates, fast-tracking and capacity talent pool candidates, which is aimed at reaching the employment equity targets as well as meeting the staffing requirements for the future. The candidates that are in development programmes will be in mentorship programmes.

The following **action steps** will enable the achievement of the above targets:

- Mentors will be selected carefully and developed to ensure effective continuation of mentorship relationships.
- Employees that are not participating in the mentorship programmes will be developed via standard development mechanisms, including relevant coaching by supervisors and Company coaching.
- Registered mentees and mentors participating in the mentorship programme will be given mentorship training.
- Needs identified because of the mentorship relationship will be reported to the direct supervisor via the mentee and included in the Individual Development Charter.
- An agreement will be entered into for formal mentorship and will specify the Company or party's expectations and commitments.
- The mentorship systems will be reviewed regularly to ensure the effectiveness and efficiency.

2.13 Bursary and internship plan

2.13.1 Internal bursaries / educational assistance

Internal bursaries are available to all employees. Individuals commit themselves to career development and the Company supports the initiatives. It is important to mention that studies within the educational assistance scheme are conducted on an own-time basis, normally through correspondence learning. The process will be implemented in line with the Company Educational Assistance Policy.

Table 16: Bursaries to be awarded (internal, educational assistance).

Field/Area of training	Targets and time lines									
	2021		2022		2023		2024		2025	
	New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.
Total number	6	0	6	0	6	0	6	0	6	0

The educational assistance scheme will continuously be aligned with the requirement of business, depending on the future requirements in terms of representation of HDSAs through the Mining Charter.

The following **action steps** will enable the operation to achieve the above targets:

- To encourage current employees to progress their careers, internal bursaries will be available for qualifying employees.
- These will be granted on condition that the course of study is relevant to the employee's current and future roles within the Company.
- The identification of candidates will be guided by succession planning and career management processes per discipline.
- The final approval of internal bursaries for identified employees and/or employee who apply will be given by their immediate supervisors and heads of department in consultation with the human resources development manager and any other relevant subject matter experts.
- Such studies are to be undertaken through institutions recognised by the Company.

2.13.2 External bursaries

External bursaries are awarded to people that are not currently employees of the Company. Anglo American Platinum has a well-established bursary scheme orientated towards the development of suitably qualified and competent people who, upon graduating, will be afforded professional career paths in the company. Through this comprehensive and attractive bursary scheme, Anglo American Platinum will develop its own young professionals. The emphasis of this scheme will be to identify high-potential young historically disadvantaged South Africans (HDSA) candidates.

The Young Professionals Scheme, which will consist of the Bursary Scheme and the Graduate Development Scheme, are aimed at filling critical skills gaps in core activities in line with critical skills shortages as identified in the hard-to-fill vacancies component (Form R). Accordingly, the Company will direct significant resources towards these schemes in terms of both direct financing and staff support.

Table 17 provides an indication of the type and number of external bursaries that will be made available over the next five years.

Anglo American Platinum also offers scholarships to community members in fields of study other than those needed by the Company.

Table 17: Bursaries by year.

Field/Area of training	2021		2022		2023		2024		2025	
	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.
Scholarships (any field of study)	3	0	3	0	3	0	3	0	3	0
Chemical Engineering	1	0	0	1	0	0	0	0	0	0
Mechanical/Electrical Engineering	1	0	0	1	0	0	0	0	0	0
Total number	5	0	3	2	3	0	3	0	3	0

The Young Professionals Scheme, which will consist of the Bursary Scheme and the Graduate Development Scheme, are aimed at filling critical skills gaps in core activities in line with critical skills shortages as identified in the hard-to-fill vacancies component (Form R). Accordingly, the Company will direct significant resources towards these schemes in terms of both direct financing and staff support.

The following action steps will enable the achievement of the above targets:

- a. Bursaries will be advertised both internally as well as through national recruitment programmes annually.
- b. Commitment to 80% HDSAs being selected for these bursaries.
- c. 25% of these HDSA bursaries will be reserved for black women.
- d. The highest calibre of young professionals will be attracted to meet staffing and Employment Equity requirements. This area is regarded as one of the mining operation's strategic priorities, particularly considering the chronic skills shortages in the South African mining industry.
- e. The bursary scheme will be open to the broader public as well as employees' children and relatives.
- f. The minimum selection requirement for Grade 12 learners will be 60% in mathematics and science.
- g. Candidates who meet the necessary academic requirements but who do not wish to undertake full-time tertiary studies will be offered more practically orientated bursaries in mining, mine ventilation and occupational hygiene. In terms of the external bursary programme, the first phase will be to assess all new bursars in terms of readiness for full-time tertiary study and their suitability for the chosen career.
- h. Based on this assessment, they will be either routed into the Exposure Year or channelled into full-time tertiary study.
- i. Full-time study at a tertiary institution is integrated with periods of practical training (as part of study programmes or during holiday breaks), and a graduate training phase. This is intended to equip the young professionals with all they will need to translate their previous development into top-class performance in the workplace.

2.14 Graduate development scheme

The graduate development scheme, which forms part of the Young Professionals function, is aimed at filling critical skills gaps and historically disadvantaged South Africans (HDSA) targets in core activities.

Anglo American Platinum runs a number of graduate development programmes, for example the metallurgy graduate development programme, the mining graduate development programme, the human resources management graduate development programme and others.

These programmes are well structured that allows graduates upon completion to be appointed into substantive positions at the various operations. Graduate trainees are developed by means of the discipline specific graduate development programme for on average 18 months. During the programme, they are provided with basic training, exposure and courses which will enable them to gain the core competencies and knowledge required by Anglo American Platinum.

Every graduate has an Individual Development Charter (IDC) and an appointed mentor and is given bi-annual appraisals. Mototolo Der Brochen Mine Complex will participate in this scheme as from 2025 with an annual planning process for many graduate trainees per discipline to be engaged based on the staffing and HDSA targets.

The following action steps will enable achievement of the above targets:

1. The number of graduate trainees per discipline to be engaged based on the staffing and HDSA targets for the next five years are assessed annually.
2. Following a special national recruitment drive, the successful applicants are engaged by the Company.
3. These graduate trainees are then further developed by means of the discipline-specific graduate development programmes for an average of 18 months.
4. During the programme, they are provided with basic training, exposure and courses which will enable them to gain the core competencies and knowledge required by the operation.
5. Every graduate has an IDC and an appointed mentor of whom appraisals are conducted bi-annually.



2.15 Human Resources Development Summary - targets and commitment

Table 18a: Summary HRD targets and financial commitments.

Sub-pillar	2021	2022	2023	2024	2025	Five-year target - cumulative
Employees						
Adult education and training (AET) training (full-time employees)	20	20	20	20	20	100
AET training (contractors)	16	16	16	16	16	80
Career progression	15	9	11	6	9	50
Mentorship	20	3	17	6	17	63
Learnerships (18.1)	20	3	17	6	17	63
Bursary internal	6	6	6	6	6	30
Bursary external	5	3	3	3	3	17
Portable skills	14	14	14	17	14	73
Communities						
AET	16	16	16	16	16	80
Learnerships (18.2)	3	3	3	3	3	15
Portable skills/cadetships	10	10	10	10	10	50
Bursary external	5	3	3	3	3	17
Total targets	114	87	103	90	101	495
Total financial commitment	R64,769,436	R48,421,694	R65,315,705	R55,697,990	R71,108,976	R305,313,801

Table 18b: Financial provision for five-year period.

Financial provision for a five-year period						
SLP element	2021	2022	2023	2024	2025	Five-year target - cumulative
AET training	R7,435,063	R7,664,813	R8,096,429	R8,565,663	R9,079,108	R40,841,076
Core business training	R6,824,661	R7,046,010	R7,540,426	R8,009,660	R8,508,305	R37,929,061
Learnerships	R28,952,123	R11,911,674	R26,565,806	R14,707,924	R27,548,485	R109,686,011
Career progression	R6,870,662	R7,037,411	R7,488,027	R7,806,261	R8,382,706	R37,585,066
Portable skills	R6,658,661	R6,888,410	R7,320,026	R7,834,260	R8,302,705	R37,004,061
Bursaries	R7,860,268	R7,705,374	R8,136,990	R8,606,224	R9,119,669	R41,428,524
Internships	R168,000	R168,000	R168,000	R168,000	R168,000	R840,000
HRD total	R64,769,436	R48,421,694	R65,315,705	R55,697,990	R71,108,976	R305,313,801



Section 3



3. Employment equity (EE)

Of key concern to Anglo American Platinum, in line with the broader objectives of the Mineral and Petroleum Resources Development Act (MPRDA) and the Mining Charter is the acquisition, development and attraction of historically disadvantaged persons (HDPs) in management within the business. Equity in management can only be achieved through the implement of policies and different programmes.

The attraction and retention of HDPs and the nurturing of talent to supplement current achievements and provide for succession within Anglo American Platinum is key.

HDPs including women are expected to make a larger percentage of Anglo American Platinum management. The planning of HDPs in management incorporates appointment and retention of women in key positions.

Encouraging and retaining women in the employ of Anglo American Platinum, particularly within mine-related employment areas, is also a significant drive for the business and receives appropriate resources and attention in line with employment equity plan which has been developed to meet employment equity targets.

The two tables below reflect the workforce profile of the permanent employees of the Mototolo Der Brochen Mine Complex as well as the contractor employees of Glencore/Xstrata at end of 31 March 2020 in terms of race and gender as required in the Employment Equity Regulations and the Mining Charter guidelines. The occupational levels used are as per the Employment Equity Act and the Mining Charter (2010-2014) Scorecard templates.

3.1 Workforce profile per occupational level and Patterson grading

Table 25: Permanent employees.

Occupational levels	Male				Female				Foreign nationals		Total
	African	Coloured	Asian	White	African	Coloured	Asian	White	Male	Female	
Senior management	4	0	0	2	1	0	0	0	0	0	7
Band 4				1							1
Band 5	4		1	1							6
Middle management	37	0	1	16	13	0	1	3	0	0	71
D4/E1	7			5	2		1				15
D3	2			1							3
D2	8			4	3			2			17
D1	20			6	8			1			36
Junior management	197	4	1	54	44	4	0	18	5	0	327
C5	31	3	1	22	6			3			66
C4	6				1			1			8
C3	103			26	7	2		8	4		150
C2	41	1		4	1	1		2	1		61
C1	16			2	19	1		4			42
Semi-skilled and discretionary decision making	509	4	0	4	62	1	0	2	0	0	582
B7	16				15	1					32
B6	11				1						12
B5	83	2		1	21			2			109
B4	81			3	4						88
B3	172	2			16						190
B2	8				4						12
N1	138				1						139
Unskilled and defined decision making	398	2	0	3	132	2	0	0	0	0	537
A3	389	2		2	132	2					537
A2	9			1							10
Total permanent employees	1,145	10	2	79	252	7	1	23	5	0	1,524
Temporary employees	3				1						4
Grand total	1,148	10	2	79	253	7	1	23	5	0	1,528

2.16.2 Employment Equity targets (permanent employees)

The targets have been developed in compliance with the Mining Charter 2018 targets and aligned to the transitional arrangements submitted to the DMRE in 2019.

Table 20: Permanent employees (core skills).

Occupational levels	Targets											
	DMRE target		2021		2022		2023		2024		2025	
	% HD	% WIM	% HD	% WIM	% HD	% WIM	% HD	% WIM	% HD	% WIM	% HD	% WIM
Senior management	60%	25%	60%	15%	60.4%	18%	60%	21%	60%	23%	60%	25%
Middle management	60%	25%	60%	25%	60%	25%	60%	25%	60%	25%	60%	25%
Junior management	70%	30%	70%	22%	70%	24%	70%	26%	70%	28%	70%	30%
Employees with disabilities	2%		0.9%		1.2%		1.5%		1.6%		2%	

2.16.3 Objectives of the employment equity (EE) plan

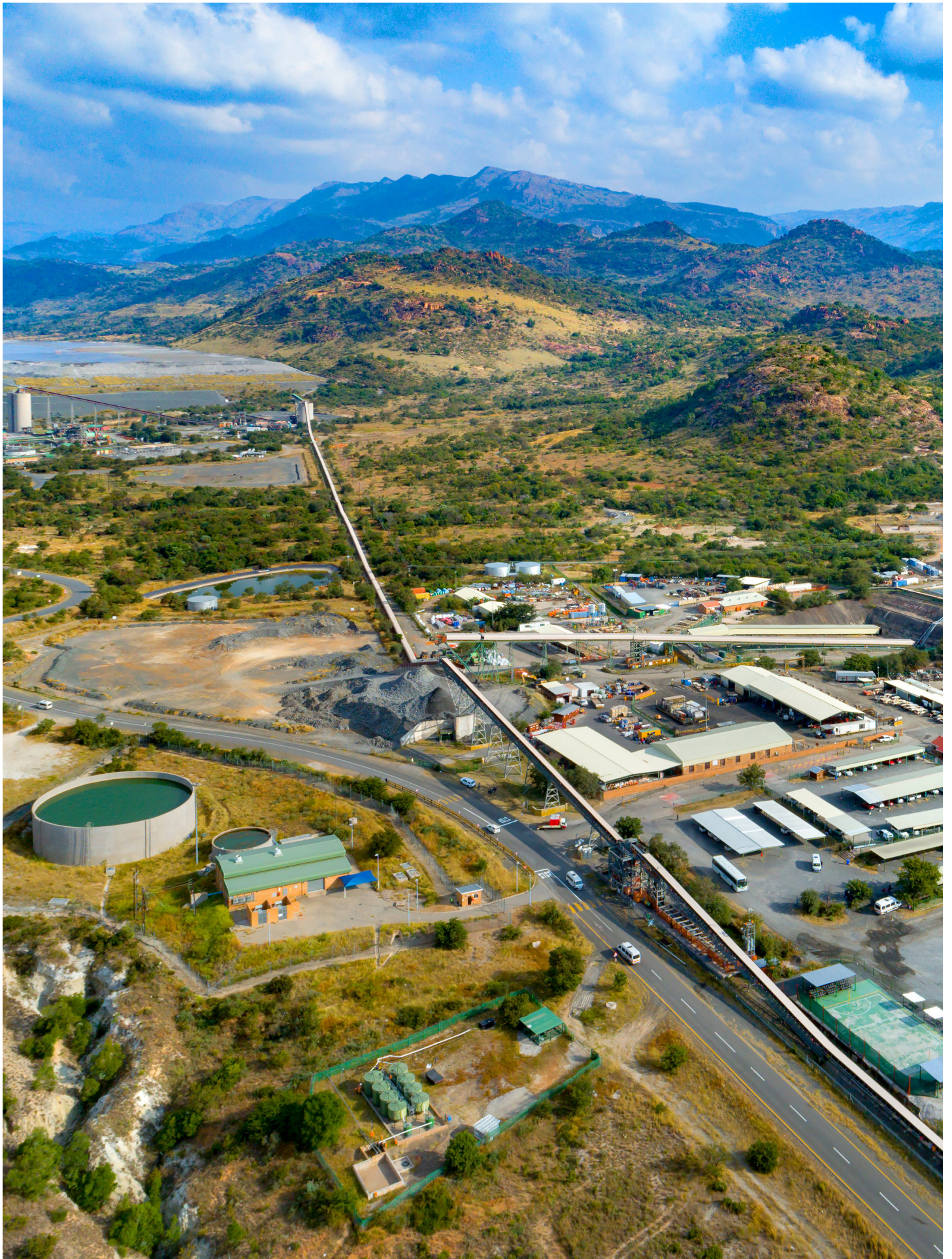
The following table captures the actions and objective of the Anglo American Platinum EE action plan.

Action	Objective
Review recruitment processes	<ul style="list-style-type: none"> Ensure that recruitment processes are in line with EE targets. Historically disadvantaged persons (HDPs) and women are given a priority in respect of recruitment, appointment, and promotion opportunities.
Numerical targets are set on an annual basis for achieving HDPs in management and women in mining.	<ul style="list-style-type: none"> Set targets are realistic and achievable.
Allocate resources to the training of HDPs and women in terms of the EE plan.	<ul style="list-style-type: none"> HDPs and women have equal access to training programmes. Fast-track the development of HDPs and women with potential. Promote HDPs and women based on merit.
Establish mechanisms to identify and assess HDPs and women with potential in line with the talent management programme.	<ul style="list-style-type: none"> Establish and maintain a balance between the principles of promotion from within and sourcing HDPs and women recruits externally.

Action	Objective
Design of HRD programmes in support of EE plan and the workplace skills plan (WSP).	<ul style="list-style-type: none"> • Ensure alignment with WSP, skills plan and EE plan. • Empower HDPs and women by providing appropriate training and development to ensure that they have skills and competencies to assume their roles successfully.
EE will be monitored on a monthly, quarterly, and annual basis.	<ul style="list-style-type: none"> • Review selection procedures and processes. • Utilisation of opportunities to support HDPs management and women.

2.16.4 Action plan for achieving employment equity (EE) targets

- Identify positions which will become vacant during the five years of the plan, using retirement age as a stepping stone.
- Replace positions vacated by historically disadvantaged persons (HDPs) with HDPs, with more focus on the group with a high percentage of under-representation when compared to the economically active population demographics.
- Target positions left vacant by non-HDPs, who are over-represented, and fill them with HDPs accordingly.
- Identify HDPs with potential and develop them to become suitably qualified for positions which might become vacant.
- Put more emphasis in the development of HDPs in core and critical skills.
- Develop EE plan in terms of the Employment Equity Act and accompanying regulations.
- Develop an EE and skills development committee to be consulted on development of targets, implementation of the plan and reporting to the Department of Labour.
- Remove all barriers which may be identified in the process of consultations to attract and retain HDPs.
- Include attainment of the set targets in the managers' performance agreements.



Section 4

4 Local economic development (LED) (Regulation 46c)

4.1 Overview of Anglo American operations

Anglo American is one of the leading global producers of platinum, diamonds, iron, nickel, copper and coal.

The British multinational mining company, headquartered in London in the United Kingdom and Johannesburg, South Africa, has operations in 45 countries. The Company has an 85% shareholding in six core operations through De Beers. Figure 3 provides a schematic overview of the location of Anglo American's operations in South Africa.

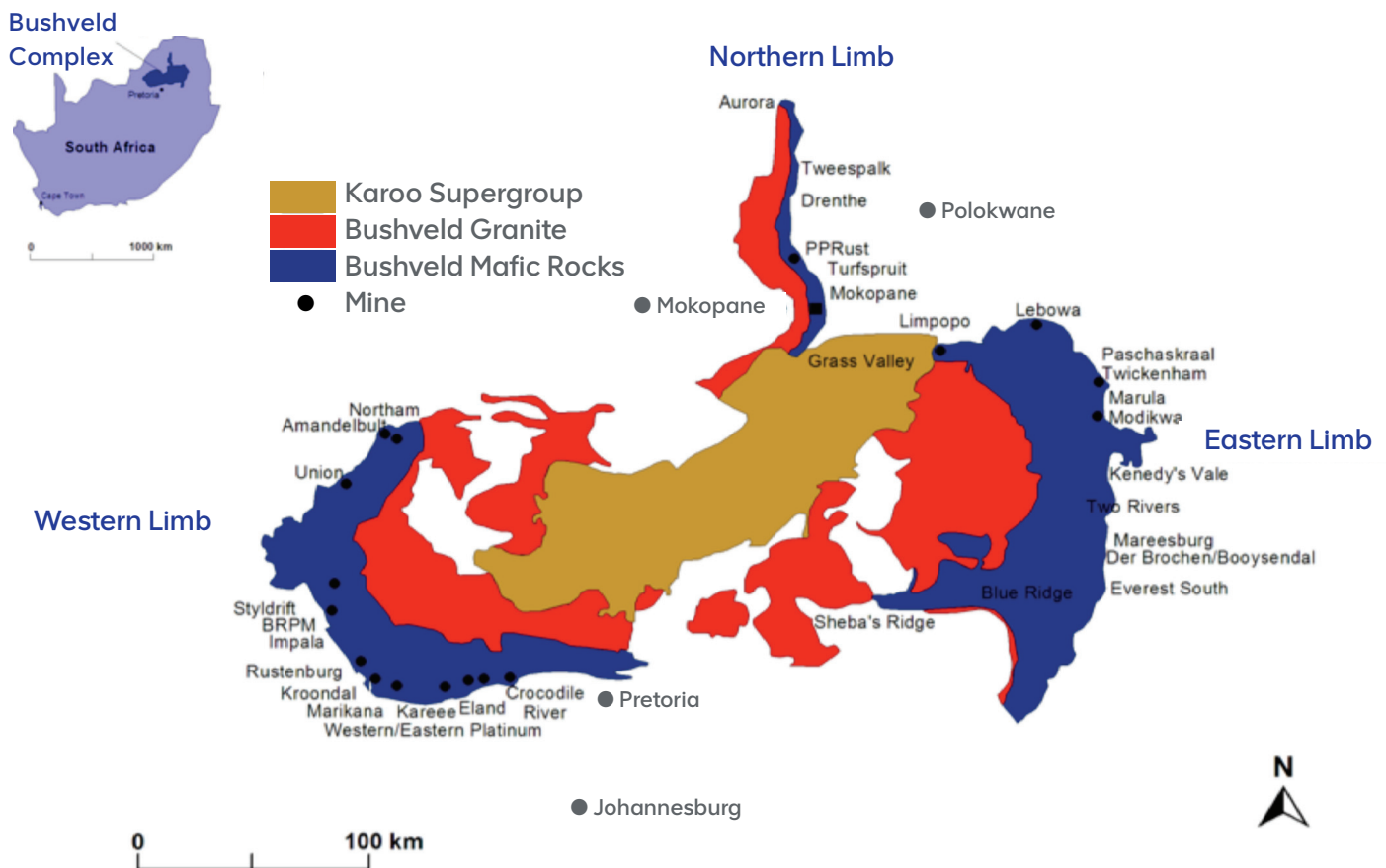


Figure 3: Geology of the Bushveld Intrusive Complex, South Africa.
Source: Roberts M.K.C. and Clark-Mostert V., 2014.

Limpopo province (Figure 3) is one of the Company's major areas of operation, where its operations stretch from Messina in the north to Blue Ridge, approximately 30km south-east of Groblersdal, on the eastern limb of the Bushveld Igneous Complex. The area of focus for this social and labour plan (SLP) is the Mototolo Der Brochen Mine Complex which is a platinum project owned by Rustenburg Platinum Mines Limited (RPM). RPM a wholly owned subsidiary of Anglo American Platinum.

The mine falls within the Fetakgomo Tubatse Local Municipality (FTLM), under jurisdiction of the Sekhukhune District Municipality. Fetakgomo Tubatse is a local municipality which was established in 2016. This followed the amalgamation of two municipalities, namely Fetakgomo Local Municipality and Greater Tubatse Local Municipality.

Burgersfort, Ohrigstad and Steelpoort are the three main urban centres located in FTLM. The Mototolo Der Brochen Mine Complex is located approximately 25km south-west of the town of Steelpoort and 40km west of Mashishing (Lydenburg), in Limpopo.



Figure 4: Map of South Africa.

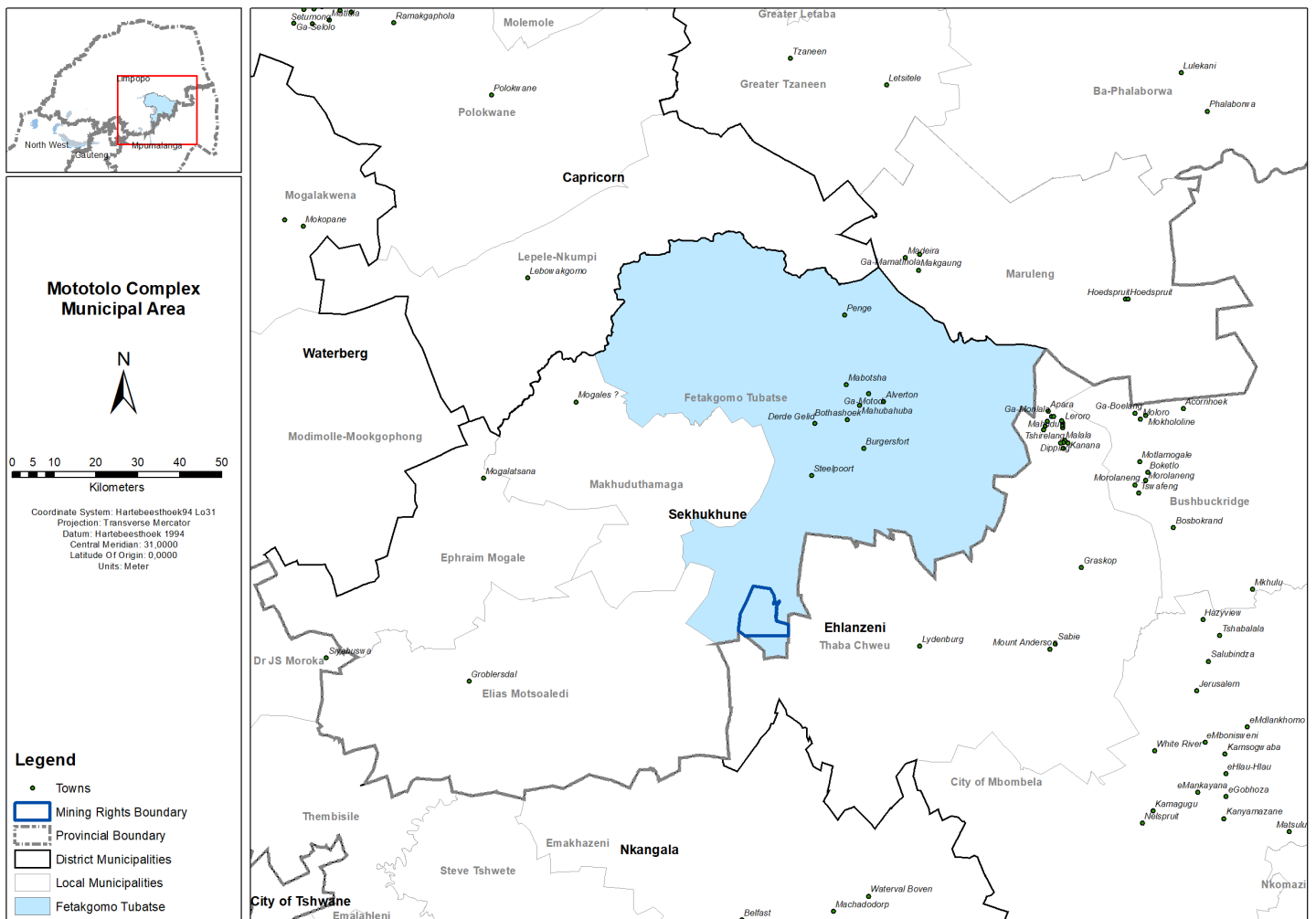


Figure 5: Mototolo Complex municipal area.

Source: www.researchgate.net

Fetakgomo Tubatse Local Municipality (FTLM) is located in the Sekhukhune District in Limpopo and is the largest of the four municipalities making up the district. Measuring 5,693 square kilometres, FTLM accounts for 42% of Sekhukhune district’s geographical expanse. The local municipality is located between the Highveld and Lowveld regions, that is in the Middleveld.

The Mototolo Der Brochen Mine Complex’s mining right (Figure 3.3) falls on the following properties:

- Richmond 370 KT (Remaining extent, portions 1 and 2).
- St George 2 JT (Remaining extent, portions 1 and 2).
- Hermansdal 3 JT (Remaining extent).
- Hebron 5 JT (Remaining extent and portion 1).
- Helena 6 JT (Remaining extent and portion 3).
- Der Brochen 7 JT (Remaining extent).

Furthermore, RPM holds the surface right to Portion 7 of the farm Mareesburg 8 JT. Located on this property is the Mareesburg tailings storage facility (TSF), return water dams (RWDs) and tailings-return water pipeline. These facilities form part of the Mototolo Der Brochen Mine Complex operation.

Figure 3 provides an overview of Fetakgomo Tubatse, and the relative location of Mototolo Der Brochen Mine Complex and the local communities/settlements. The two nearest towns, Steelpoort and Lydenburg, are reflected in red rectangle while the general location of the mining rights is sketched in blue.



Figure 4: Mototolo Der Brochen Mine Complex mining right area.
Source: Anglo American (Der Brochen Amendment Draft Scoping Report), 2019



Figure 5: A bird's view of Mototolo Der Brochen Mine Complex.
Source: Anglo American (Der Brochen Amendment Draft Scoping Report), 2019

The mine community development section of the social and labour plan (SLP) relates to the following operations: Mototolo Der Brochen Mine Complex; Mototolo Joint Venture Concentrator Plant, and mining activities undertaken by Glencore as part of a Joint Venture agreement on the Der Brochen mining right.

The following constitute Der Brochen's doorstep communities: Moletsi, St Georger/Ga-Mawela, Richmond/Leshaba, Phakaneng Choma. The host communities are Molototsi, Ga-Shaga, Kalfontein, Kutullow, Ga-Masha, Ga-Phasha, Ga-Malekana, Ga-Mampuru, Maseven, Ngwaabe, Schaapskraal, Tukakgomo, Longtill, Tsakane, Ga-Maepa, Ga-Maphopha, Stocking, Mpodile, Mahlakwena, Boshfontein, Matoporong, Shapskraal, Bufelshoek.

Mototolo Der Brochen Mine Complex's labour force fall into three categories in terms of their areas of geographic origin, that is local employees, migrant workers and transitional workers. Local employees originate from the immediate mine community and normally reside with their families, while labour sending areas provide the mine operations with the category referred to as migrants. The geographic spread of migrants falls into three, namely provincial, from any of the other eight provinces and from the Southern African Development Community (SADC) region.

4.2 Desktop regional analysis

4.2.1 Limpopo provincial context

Spatial perspective

Limpopo is one of the nine provinces in South Africa. It shares borders with three countries: Botswana, Mozambique and Zimbabwe. The province is predominantly characterised by bushveld and wildlife reserves. One of the country's famous nature reserves, Kruger National Park, partly falls under this beautiful region. Limpopo has an abundance of historic sites and rich legacy dating back to early hominids. Limpopo covers an area of 125,806.1 square kilometres.

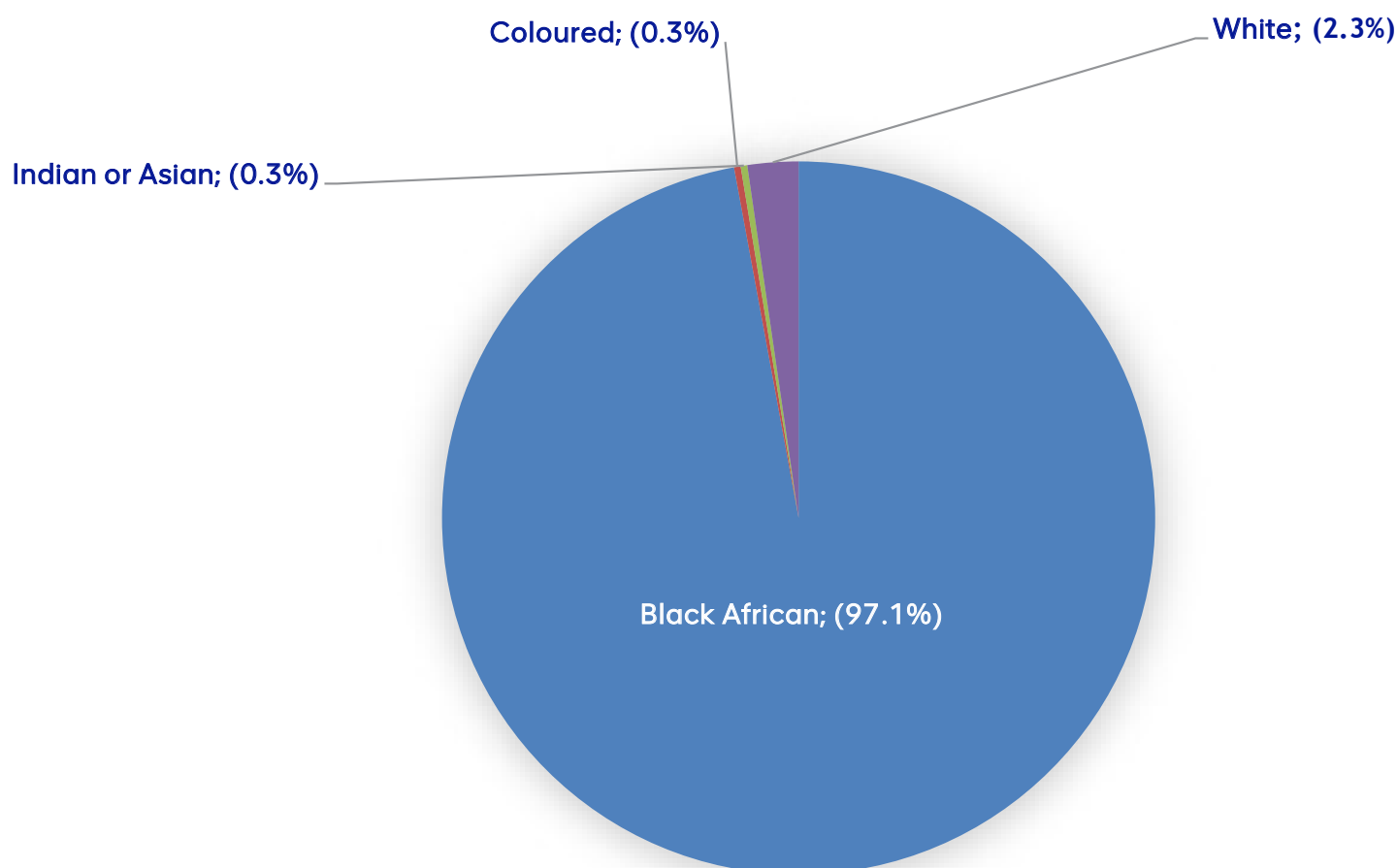
Social perspective

Polokwane, the provincial capital city, was established in 1886 and named "Pietersburg" by Andries Potgieter, leader of the Voortrekkers. The city has a significant and somewhat sombre history. The settlement grew over time, buoyed by mining and farming. Almost a century later, 96 years to be exact, and on the 23rd of April 1992 the town was officially declared a city. On 25th February 2005, the city's name (Pietersburg) was officially changed to Polokwane, a name meaning "Place of safety".

Limpopo has a total population of 57,999,090, and a population density of 46.1 people per square kilometre. There are 1,601,081 households in Limpopo; that is 9.4 % of the total 16,923,309 households countrywide. Black Africans constitute the majority of the population. Figure 3.4 shows the group composition of the province's population.

Figure 6: Mototolo Der Brochen Mine Complex Project mining right area.

Source: StatsSA (Community survey) 2016



Blacks and Whites account for 97.1% and 2.3% of the population, respectively. Females, at 53% of the population are the majority. This compares relatively close with the national population gender profile of 51% female, and 49% male. Children and youth, the 0 to 18-year-old group, account for 43% of the population as can be deciphered from Figure 3.5 and Figure 3.6. The over 65-year-old group constitute a mere 5%, with the majority (52%) of the population made up of the over 18- to 64-year olds. The interplay of these factors leads to a median age of 22 years for Limpopo.

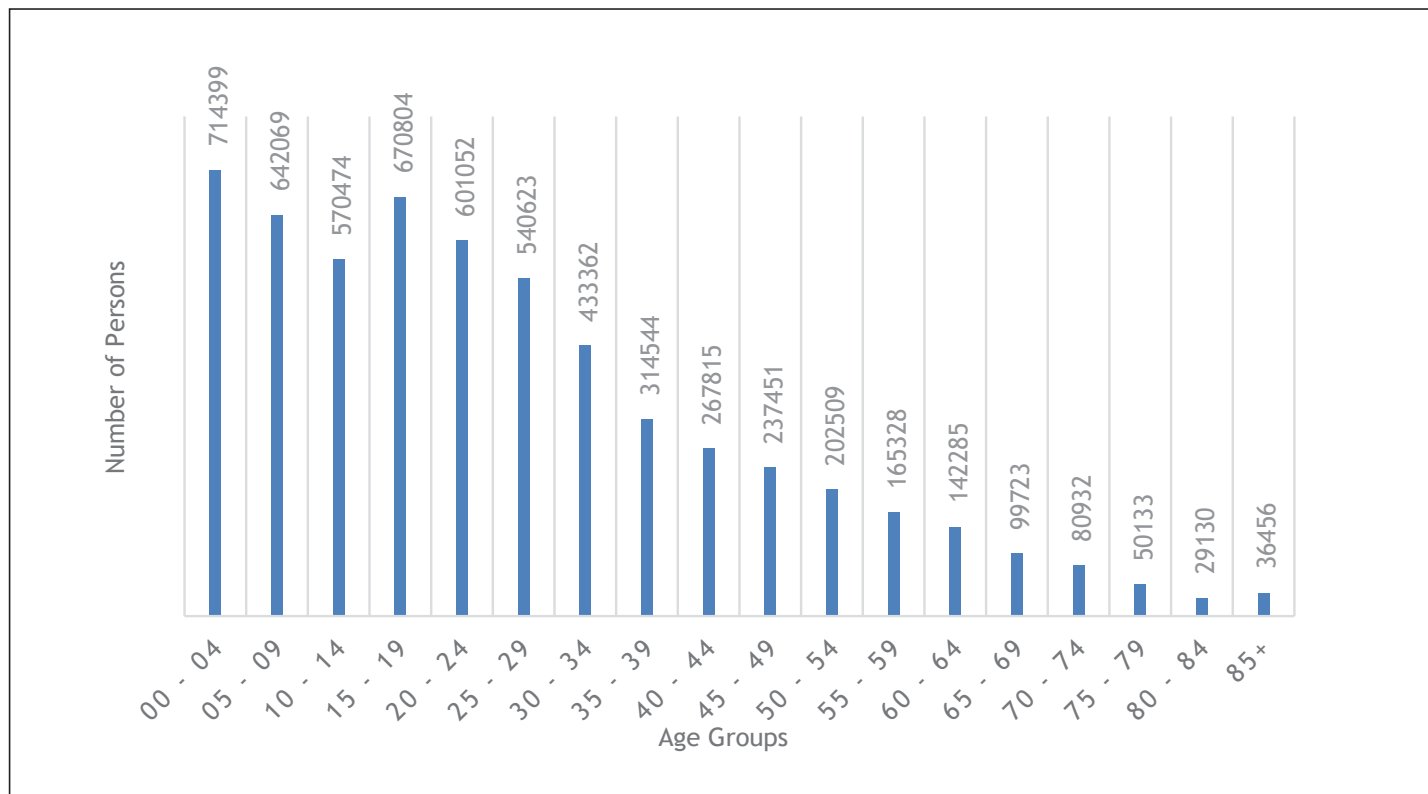


Figure 9: Limpopo province population by age group.
Source: StatsSA (Community survey) 2016

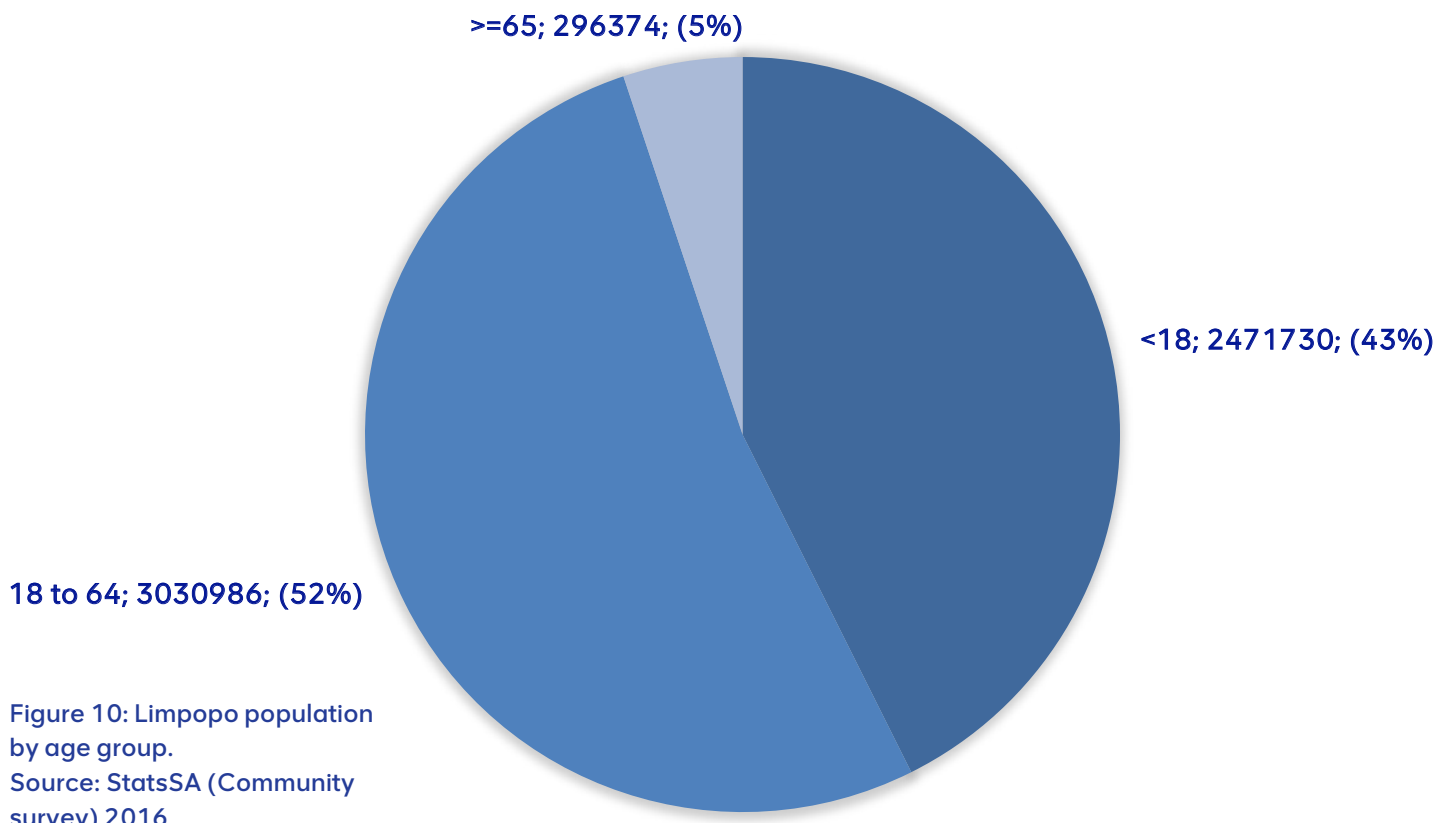


Figure 10: Limpopo population by age group.
Source: StatsSA (Community survey) 2016

The majority, that is 98.7% of the population are South African citizens and less than 2% from outside the country.

Taking into consideration that Limpopo accounts for over 12% of the South Africa's population, it would appear that people born in Limpopo are less nomadic; a whopping 95.6% (**Figure 9**) of the population were born and reside in Limpopo. However, the situation is not different from that of other provinces.

Only 3.1% of the Limpopo's population are from other provinces. The difference is made up of people from citizens of other countries. As already highlighted above, SADC is the major contributor on non-South African citizens to the Province's population.

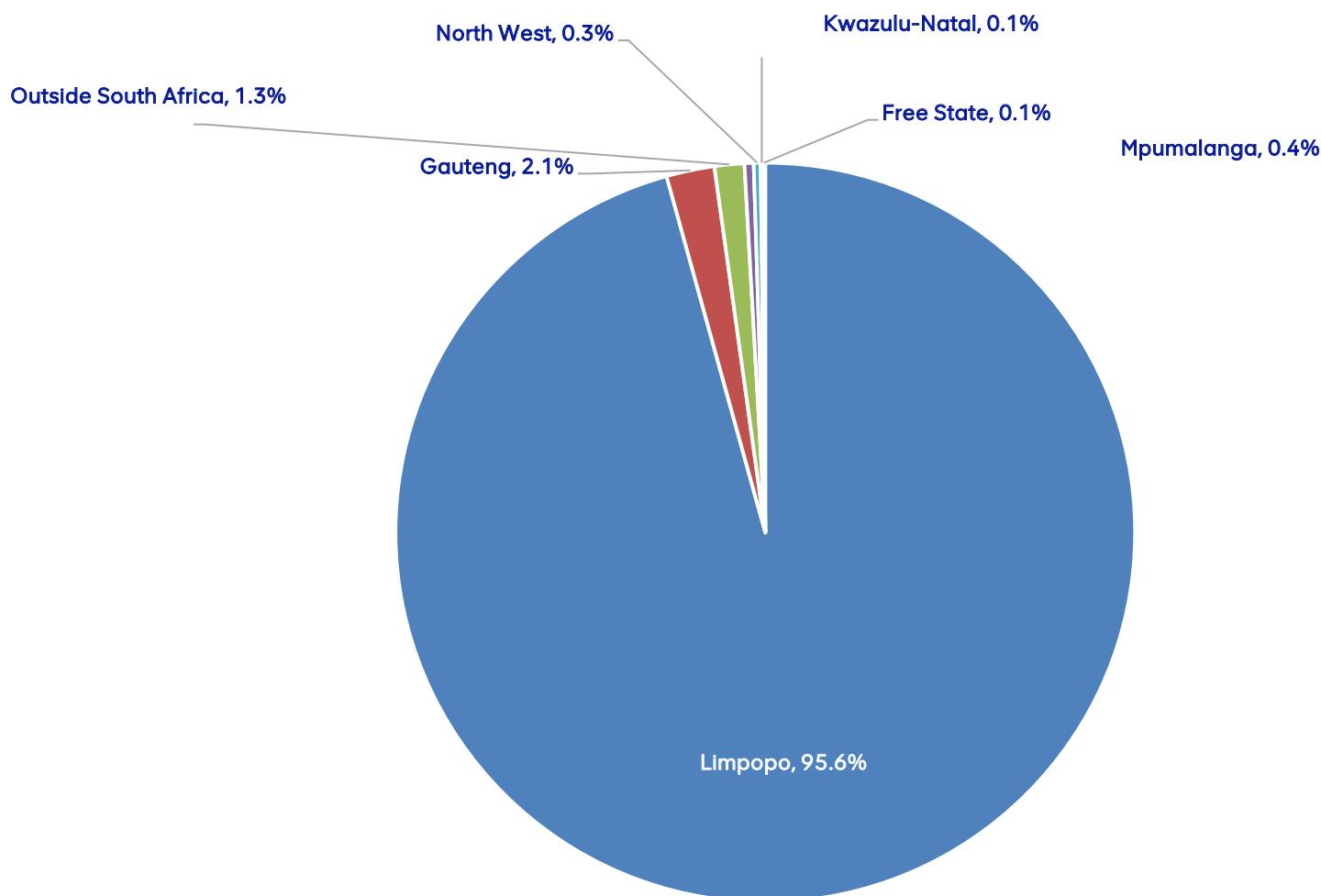


Figure 9: Place of birth/area of origin of residents.

Source: StatsSA (Community survey) 2016

Sepedi is the most spoken language in Limpopo, followed by Tshivenda and Xitsonga. Afrikaans, which is spoken by 2% of the population, is the most predominant non-Bantu language, way ahead of English at 1% (**Figure 11**).

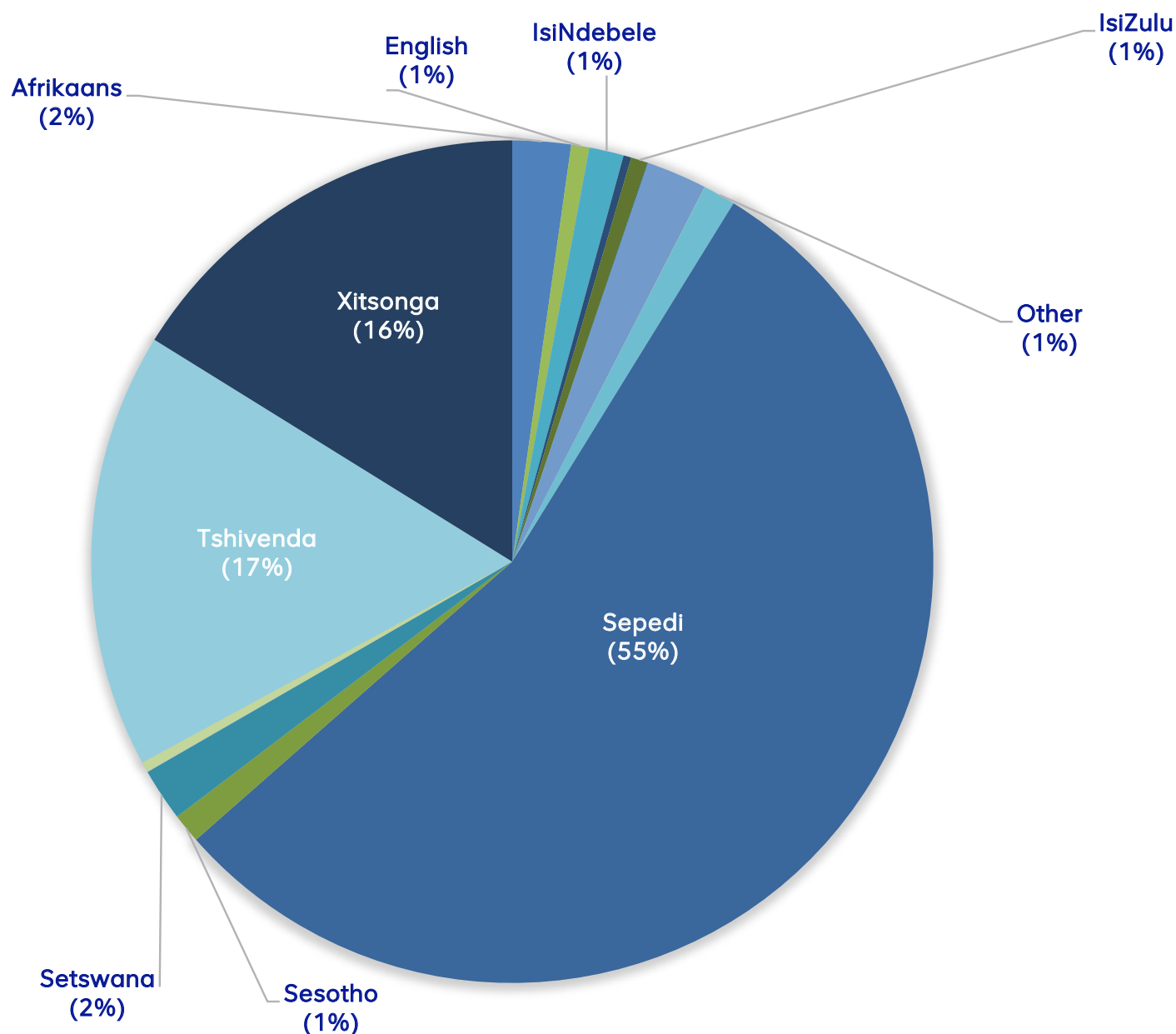


Figure 11: Limpopo - language spoken at home.
Source: StatsSA (Community survey) 2016

Health (HIV and AIDS)

The health of our communities is critical to economic growth and development and more so to the eradication of intergenerational poverty. The enjoyment of the highest attainable standard of health is a fundamental right of every human being. Health is not merely the absence of disease or infirmity. It is a state of complete physical, mental and social well-being.

Hancock & Duhl (1988) have argued that the following are key elements of a healthy community include:

- A clean, safe, high-quality environment (including housing);
- An ecosystem that is stable now and sustainable in the long term A strong, mutually supportive and non-exploitative community;
- A high degree of public participation in and control over the decisions affecting life, health and well-being;
- Meeting basic needs (food, water, shelter, income, safety, work) for all people;
- Access to a wide variety of experiences and resources, with the possibility of multiple contacts, interactions and communication;
- A diverse, vital and innovative economy;
- Encouragement of connections with the past, with the varied cultural and biological heritage and with other groups and individuals;
- A human settlement form (design) that is compatible with and enhances the preceding parameters and forms of behaviour;
- An optimum level of appropriate public health sick care services accessible to all; and
- High health status (both high positive health status and low disease status).

As of 2016, Limpopo had about 8% HIV prevalence (Treatment Action Campaign, 2016).

Amongst the five district municipalities, Sekhukhune District municipality having the second highest HIV prevalence in the province (Table 27). Figure 13 provides an overview of HIV infections and provides projections to 2021 in Limpopo.

People living with HIV	Limpopo	District municipalities				
		Greater Sekhukhune	Capricorn	Sekhukhune	Vhembe	Mopani
Number	445 097	66 508	107 728	81 708	74 704	114 449
HIV Prevalence (%)	7.7%	8.9%	8.1%	7.0%	5.4%	9.9%

Table 27: Limpopo HIV/AIDS profile as of year 2016.

Source: Adapted from Treatment Action Campaign State of Provincial Health Care System Report, September 2018

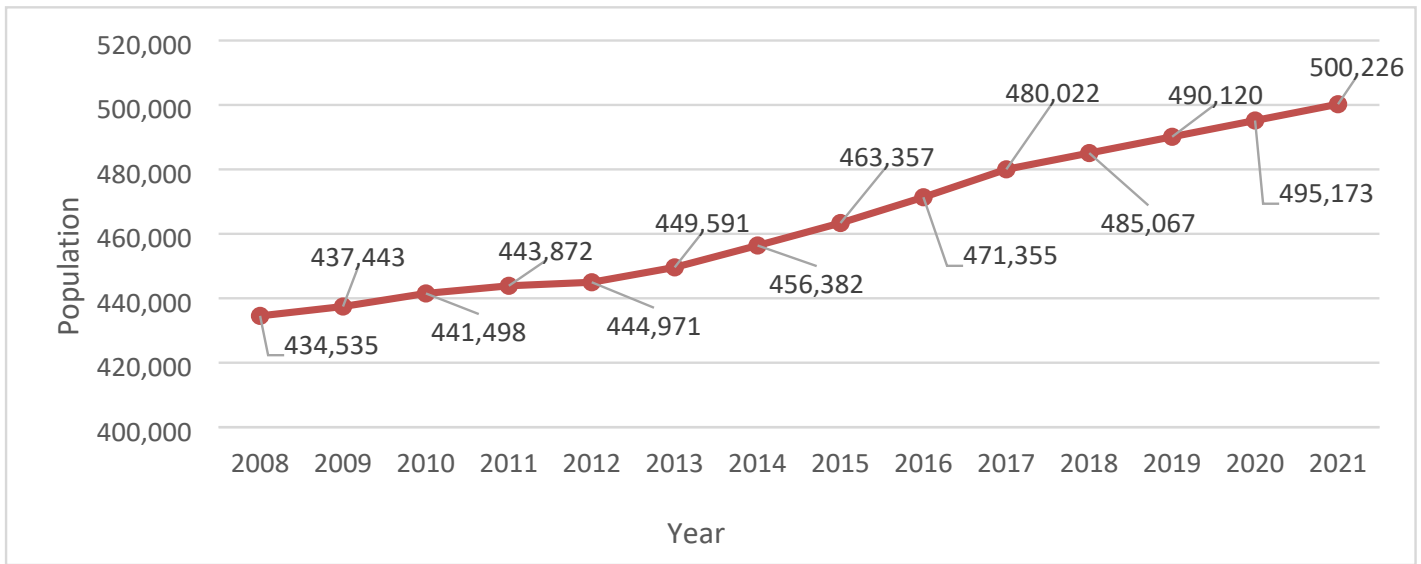


Figure 13: Limpopo HIV/AIDS profile as of year 2016.

Source: Adapted from IHS Regional Explorer (2018)

HIV and Aids have had a debilitating effect on the world. Globally, South Africa is said to be the worst affected country. The persistence of HIV infections and Aids-related deaths despite the massive roll out of awareness campaigns, free issue of condoms and the provision of free anti-retroviral (ARV) treatment, means more still needs to be done to contribute to and achieve an Aids-free generation.

Greater Sekhukhune is not immune from the HIV/Aids pandemic. Women in the 16-64-year-old bracket bear the brunt of HIV. Most women in the cited age group succumb to HIV and Aids-related illnesses.

Although there are different schools of thought on the correlation between AIDS and socio-economic status, the United Nations Joint Programme on HIV/AIDS (UNAIDS) concluded in 2001 that “poverty, underdevelopment, the lack of choices and the inability to determine one’s own destiny fuel the (HIV) epidemic”. Reducing poverty may be one of the only viable long-term response to HIV in Limpopo in general.

Regional economy

Limpopo has a robust economy; mining is the primary driver of the province’s economy (Limpopo Treasury, 2016). Figure 14 shows the sectoral composition of Limpopo’s economy. Community services – primarily consisting of public sector funded activities – is the second most important sector in the province. However, the economy is characterized by primary activities. It mainly produces or extracts raw materials, as in the case of mining, for export to other provinces and outside of the country for beneficiation.

Limpopo is the mainstay of game hunting in South Africa. Beef production is also a dominant economic activity. Water shortage is one of the primary constraints to the development of the area. Most of the farming activities is aided by the use of boreholes. Despite, this challenge mining continues to be the backbone of this bushveld region. Mining contributes to over a fifth of the provincial economy.

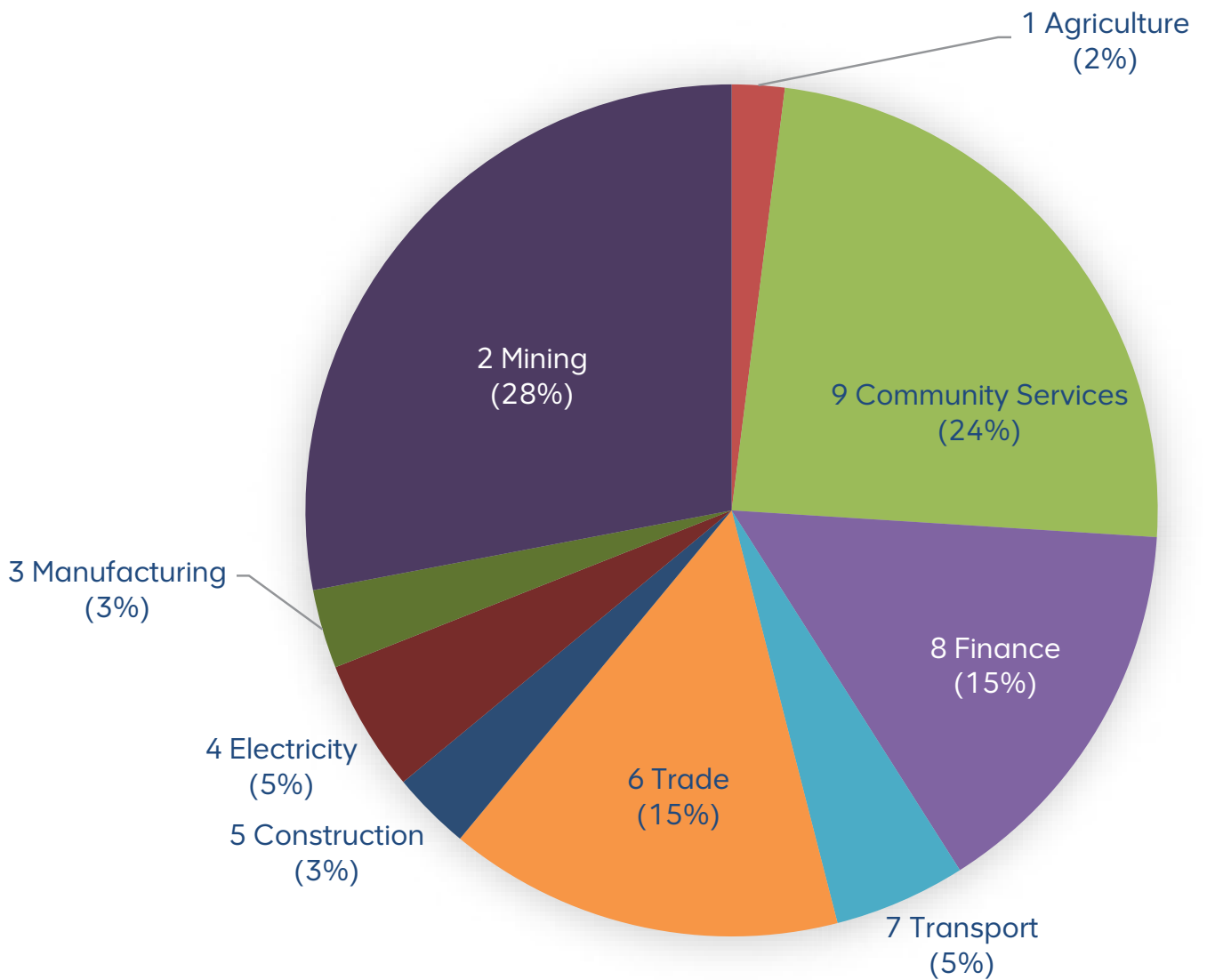


Figure 14: Limpopo HIV/AIDS profile as of year 2016.
Source: Treasury (Limpopo SERO), 2016

Limpopo is endowed with rich mineral deposits which include platinum, iron ore, chromium, coal, diamonds, gold, emeralds, silicon, mica, phosphate, magnetite and copper. Black granite, corundum, and feldspar which are premium commodities are also found. The province has the largest platinum deposit and 40% of South Africa's coal reserves.

Despite this rich mix of minerals and agricultural activities, Limpopo is one of the poorest provinces in South Africa.

Table 28 and **Table 29** provide an overview of annual income levels of households and individuals in Limpopo. The average household income is R14,600 which is half the amount of the average for the whole country, that is R29,400.

More than 55% of the population live below a monthly income of R20,000. There is a close correlation between employee annual incomes and household incomes. In most cases, individual annual incomes are slightly lower than household incomes.

Annual income	Population	%
No income	200,924	13.9%
R1 - R 4,800	92,948	6.4%
R4,801 - R 9,600	173,722	12%
R9,601 - R 19,200	33,573	23.2%
R19,201 - R38,400	302,661	20.9%
R38,401 - R76,800	141,117	9.7%
R76,801 - R153,600	90,768	6.3%
R153,601 - R307,200	64,813	4.5%
R307,201 - R614,400	32,129	2.2%
R614,401- R1,228,800	8,046	0.6%
R1,228,801 - R2,457,600	2,599	0.2%
R2,457,601 or more	2,176	0.2%
Unspecified	24	0%

Table 28: Annual household incomes.
Source: StatsSA (Community survey) 2016

Annual income	Population	%
No income	84,566	9.5%
R1 - R4,800	32,595	3.7%
R4,801 - R9,600	75,891	8.6%
R9,601 - R19,200	208,138	23.5%
R19,201 - R38,400	145,853	16.5%
R38,401 - R76,800	112,307	12.7%
R76,801 - R153,600	106,222	12%
R153,601 - R307,200	72,437	8.2%
R307,201 - R614,400	17,939	2%
R614,401 - R1,228,800	3,917	0.4%
R1,228,801 - R2,457,600	1,988	0.2%
R2,457,601 or more	1,758	0.2%
Unspecified	22 264	2.5%

Table 29: Employees by annual income.
Source: StatsSA (Community survey) 2016

The above income scenario is largely explained by the relatively high level of unemployment in Limpopo. Less than a third of the population, 27.4%, is employed. This is about two-thirds of the level of employment in South Africa (Census 2011).

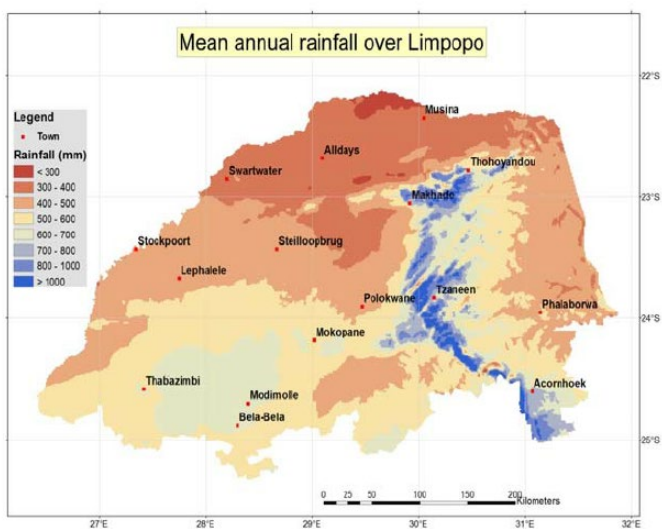
The other interesting dimension that can be discerned from the Community Survey of 2016 is relates to the proportion of persons in employment in the formal and informal sector. Two thirds, which is 66%, of those employed are in the formal sector. This is about 90% of the level of employment in the formal sector in South Africa; 74% of employees are in the formal sector. As a result, it is not surprising given that Limpopo has 1.5 times the national level of employment in the informal sector; 18% of those in employment are in the informal sector. Another unique feature is the higher level of residents who are employed in private households. 14% as opposed to the national level of 11% are employed in private households.

Environmental perspective

Figure 3.13 provides a series of maps depicting different elements of the environment in Limpopo. The annual mean rainfall is well below 300 millilitres for the upper north of the province, particularly in Musina. The rainfall is above 1,000 millilitres per annum in the belt stretching from parts of Thohoyandou, Makhado, Tzaneen and to the South East towards Acornhoek. In the second map, croplands, most of which are rain-fed, are demarcated in orange. The third map depicts areas of drought hazard. These areas are characterised by their sensitivity to droughts. They range from low/moderate to high/very high, with the bulk of Fetakgomo Tubatse Local Municipality being in the high to very high category.

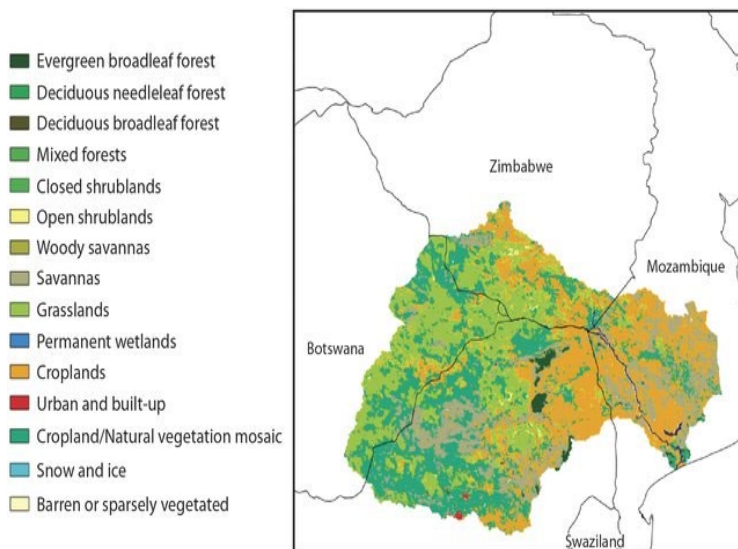
Figure 3.13: Environmental attributes of Limpopo

Mean annual rainfall



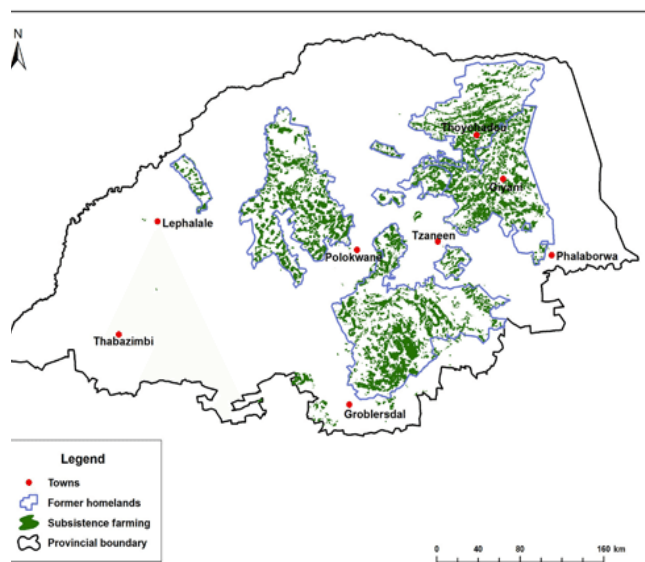
Source: Mpandeli S. et. al. (2015)

Land use in Limpopo



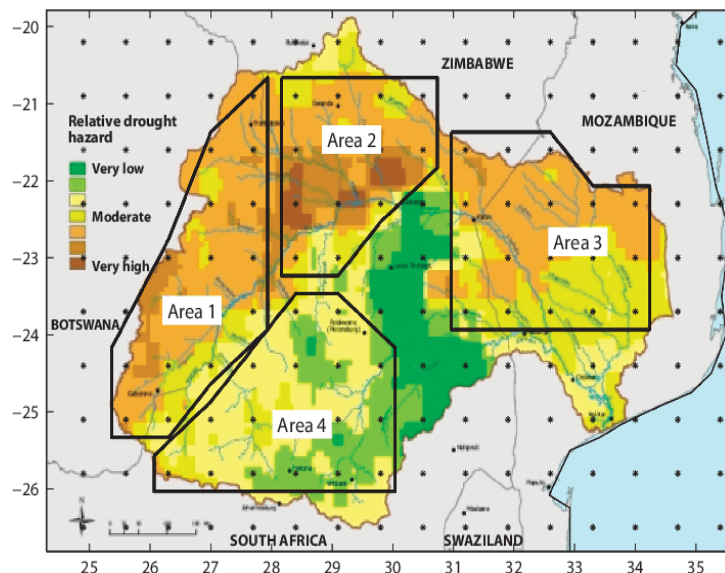
Source: Wetterhall, F. et. al. (2015)

Subsistence agriculture



Source: Wetterhall, F. et. al. (2015)

Areas of drought hazard



Source: Koppen, B. (2017)

Despite the low sensitivity to drought, there is minimal cropping to the west and westerly parts of the province. Mining, cattle ranching, and game hunting are the main agricultural activities in that part of the province. Subsistence agriculture is the mainstay of the rural economy as shown by the last map. There is high concentration of subsistence farming in moderate to high drought hazardous areas particularly to the east of the province. Most of the farmers and households in the province suffer from water supply. This negatively affects agricultural productivity, particularly amongst small scale and village farmers who cannot afford to invest in boreholes and irrigation infrastructure.



4.2.2 Socio-economic overview of Fetakgomo Tubatse Local Municipality (FTLM) (Regulation 46c (i))

The analysis mainly focuses on the specific locality of Mototolo Der Brochen Mine Complex, which is FTLM. Reference is also made to Greater Sekhukhune District where necessary, due to the sphere of influence of the mine, which extends to the adjacent local municipality and specific communities therein.

Where reference is made to the district municipality, data and information is presented in the order of Fetakgomo Tubatse and Greater Sekhukhune District to avoid the monotonous use of the term 'respectively' in the narrative.

Administration

The institution of traditional leadership is recognised in section 212 of the Constitution of South Africa. Traditional leadership plays an important part in the constitutional state. There are 74 traditional leadership structures within Greater Sekhukhune. The Sekhukhune District Municipality's Integrated Development Plan states that about 48% (658,887 hectares of land) of the Greater Sekhukhune District falls under tribal authority (Figure 16).

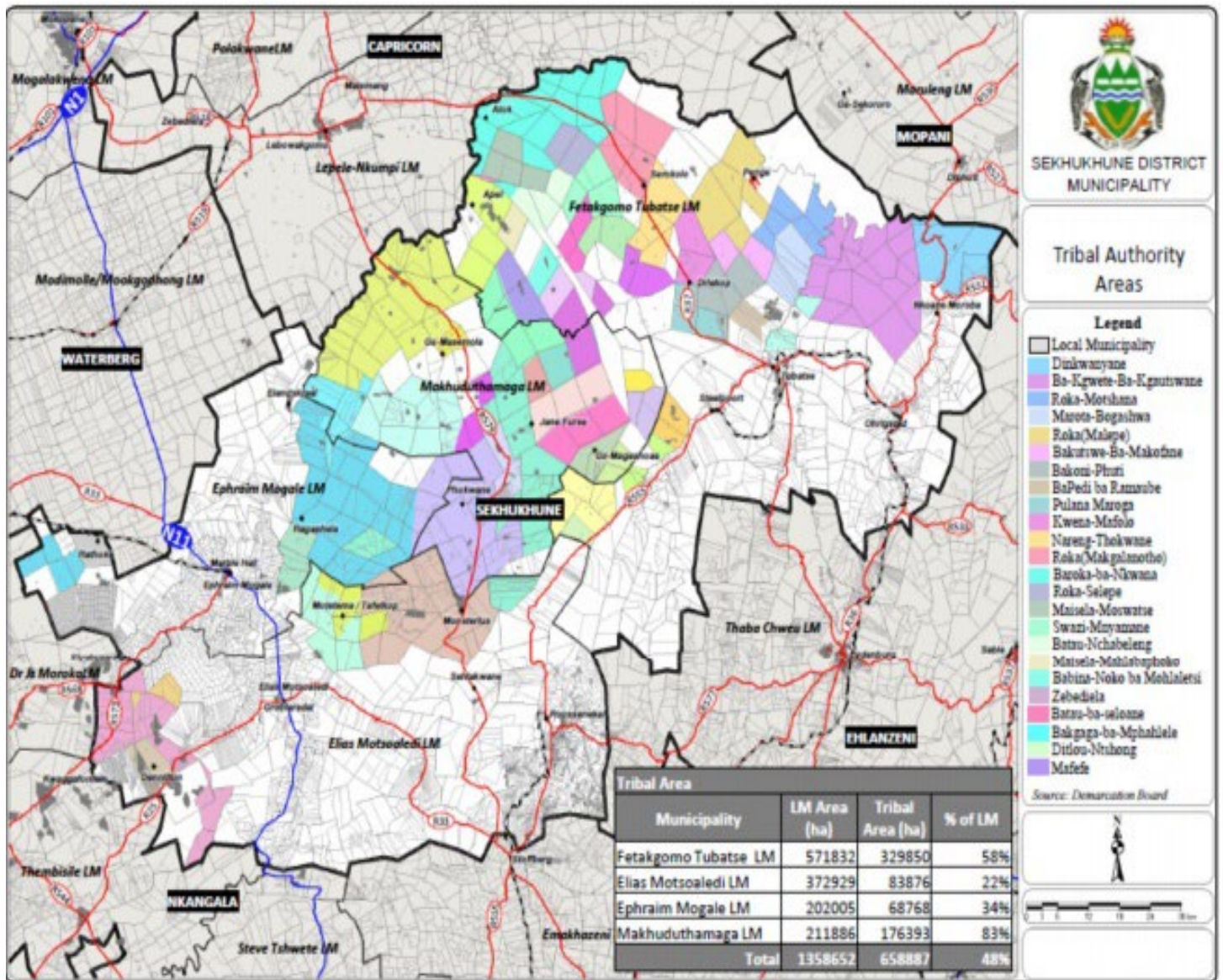


Figure 16: Areas under traditional authority.
Source: Greater Sekhukhune District Municipality, 2020

It is estimated that 58% (that is 329,850 hectares) of the FTLM area is under tribal authority. The bulk of mining operations fall under areas under traditional authority and as such need to be cognisant of the interplay between constitutional governance and traditional leadership structures.

Population

FTLM has a population of 489,902 (Stats SA, 2016). The 2016 Community Survey indicates that there are 125,361 households in FTLM. The local municipality's demographic profile, with black being the majority, that is 98.7% of the population, is not different from the national picture as shown in **Figure 8**. The top part of **Figure 17** shows the population for Fetakgomo Tubatse while the tabulated data allows one to interpret Fetakgomo Tubatse's population within a broader context of the district, province and nationally.

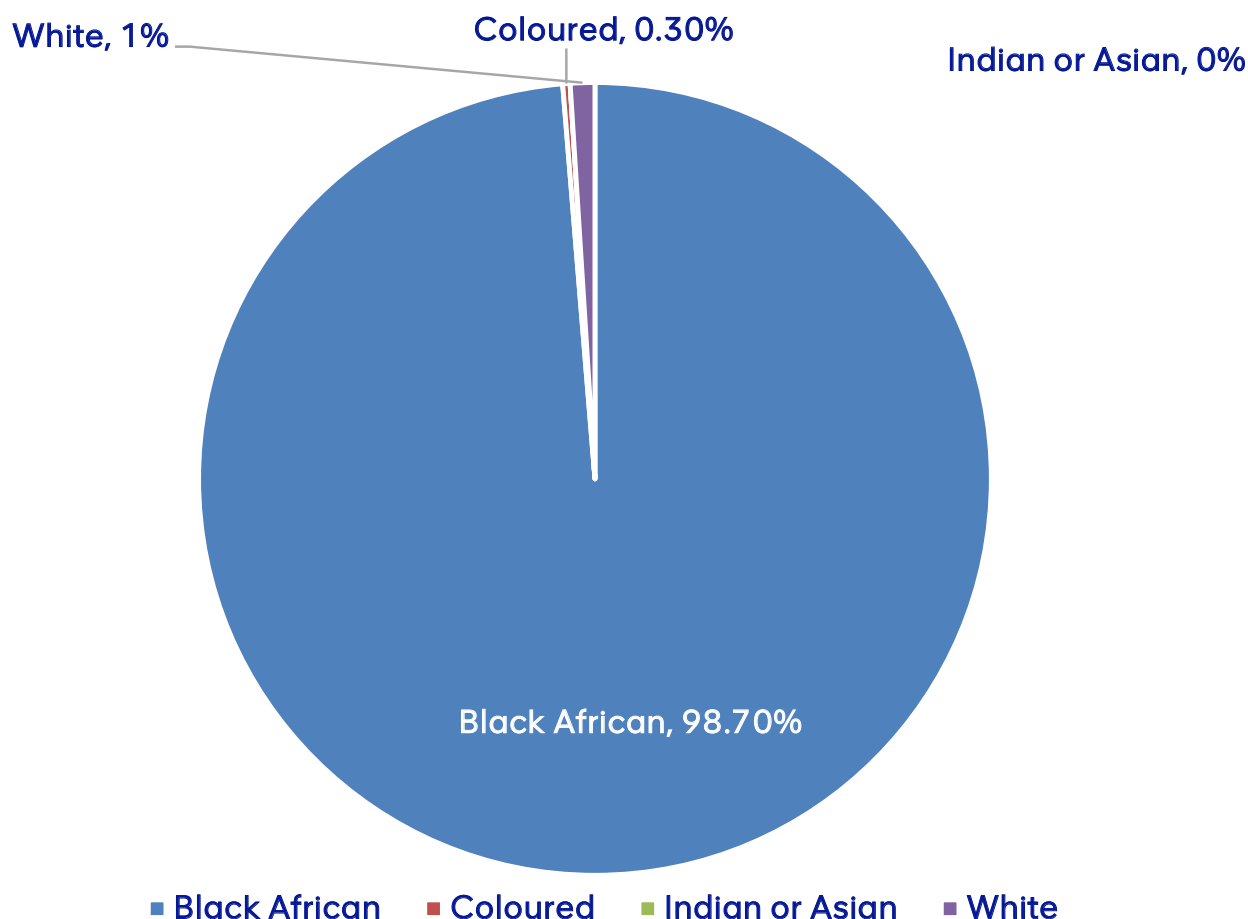


Figure 17: Population groups in FTLM.

Table 30: Population groups in numbers in FTLM.

	Black African		Coloured		Asian		White	
	Totals	%	Totals	%	Totals	%	Totals	%
Fetakgomo Tubatse	483,490	98.7	1 243	0.3	229	0	4,940	1
Greater Sekhukhune	1,153,458	98.6	2,175	0.2	860	0.1	13,269	1.1
Limpopo	5,630,163	97.1	16,839	0.3	17,085	0.3	135,003	2.3
South Africa	44,891,603	80.7	4,869,526	8.7	1,375,834	2.5	4,516,691	8.1

Source: StatsSA (Community survey) 2016.

The bulk of the population in FTLM is within the economically active group. **Table 30** show that the 15- to 64-year-old constitute 65.7% of the total population in FTLM children, that is 0 to 14 years constitute 30% of the population. The population of persons over 65, at 4.3%, is 1% below that of the country. Young people between the ages of 0-14 years represent 30% of the population.

Table 31: Population groups by age in FTLM.
Source: StatsSA (Community survey) 2016

Fetakgomo Tubatse Local Municipality		
	Total	%
00-14	147,474	30
15-64	321,380	65.7
65 and above	21,048	4.3

In FTLM, most, that is 65.7%, of the households are headed by males, and the remainder, that is 34.3% by women. In this regard, FTLM differs a lot with the provincial scenario, where 71% of the households are female headed.

Language

It is important to pay attention to language, history, culture and legacy in development. **Figure 18** shows that Sepedi is the primary language in FTLM; 92% speak the language at their respective homes.

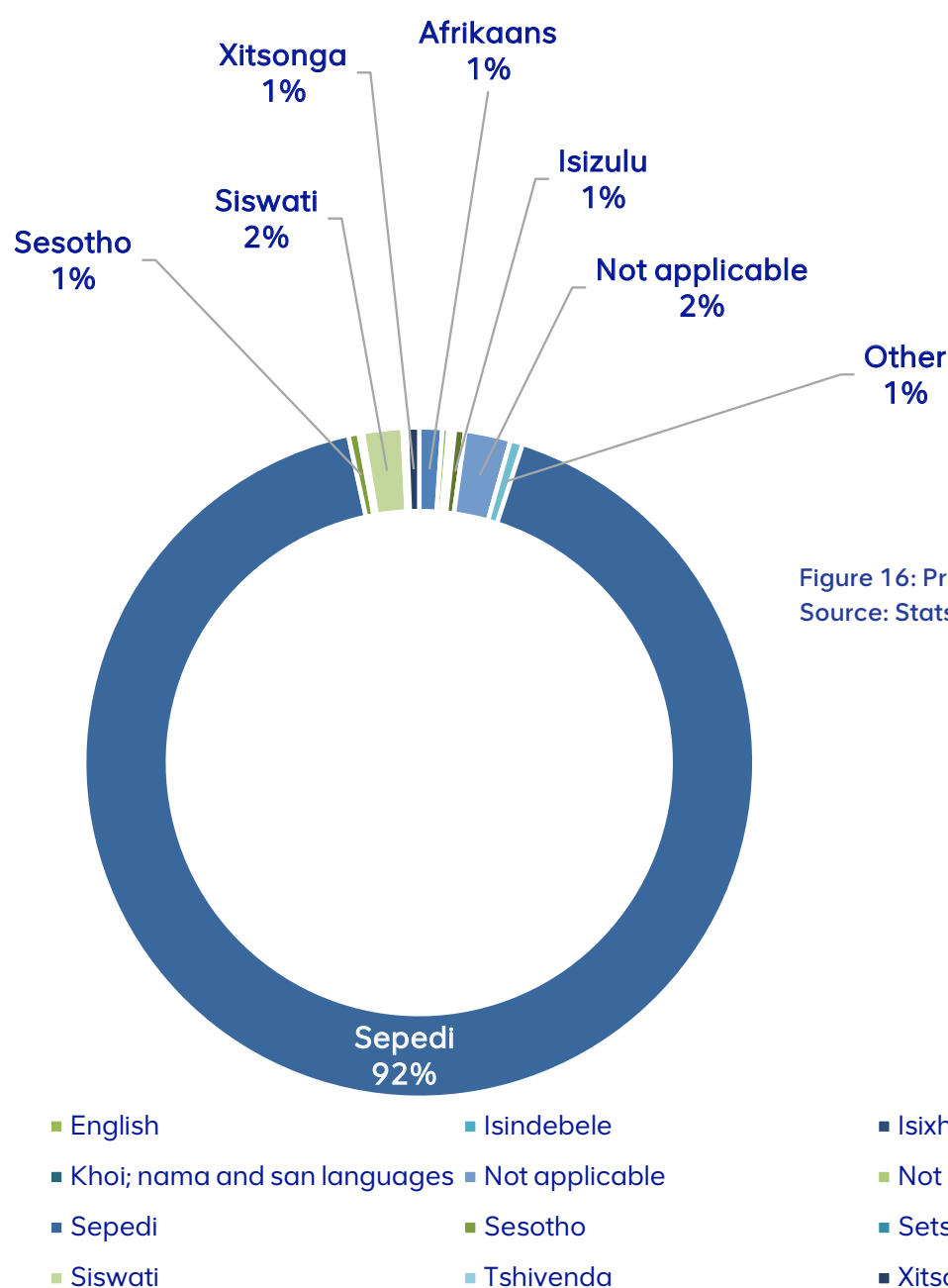


Figure 16: Primary language spoken at home in FTLM.
Source: StatsSA (Community survey) 2016

One of the key issues emanating from the language profile pertains to the packaging and dissemination of information, including the SLP document, as well as development projects. It is therefore critical that, over and above being written in English, the social and labour plan (SLP) is packaged in the languages(s) most spoken in the community. In the case of Fetakgomo, the SLP needs to be packaged in English and Sepedi.

Migration

Virtually all the residents of FTLM are originally from Limpopo province as shown in Figure 19.

Only 5% of the population is from the other provinces and outside of South Africa.

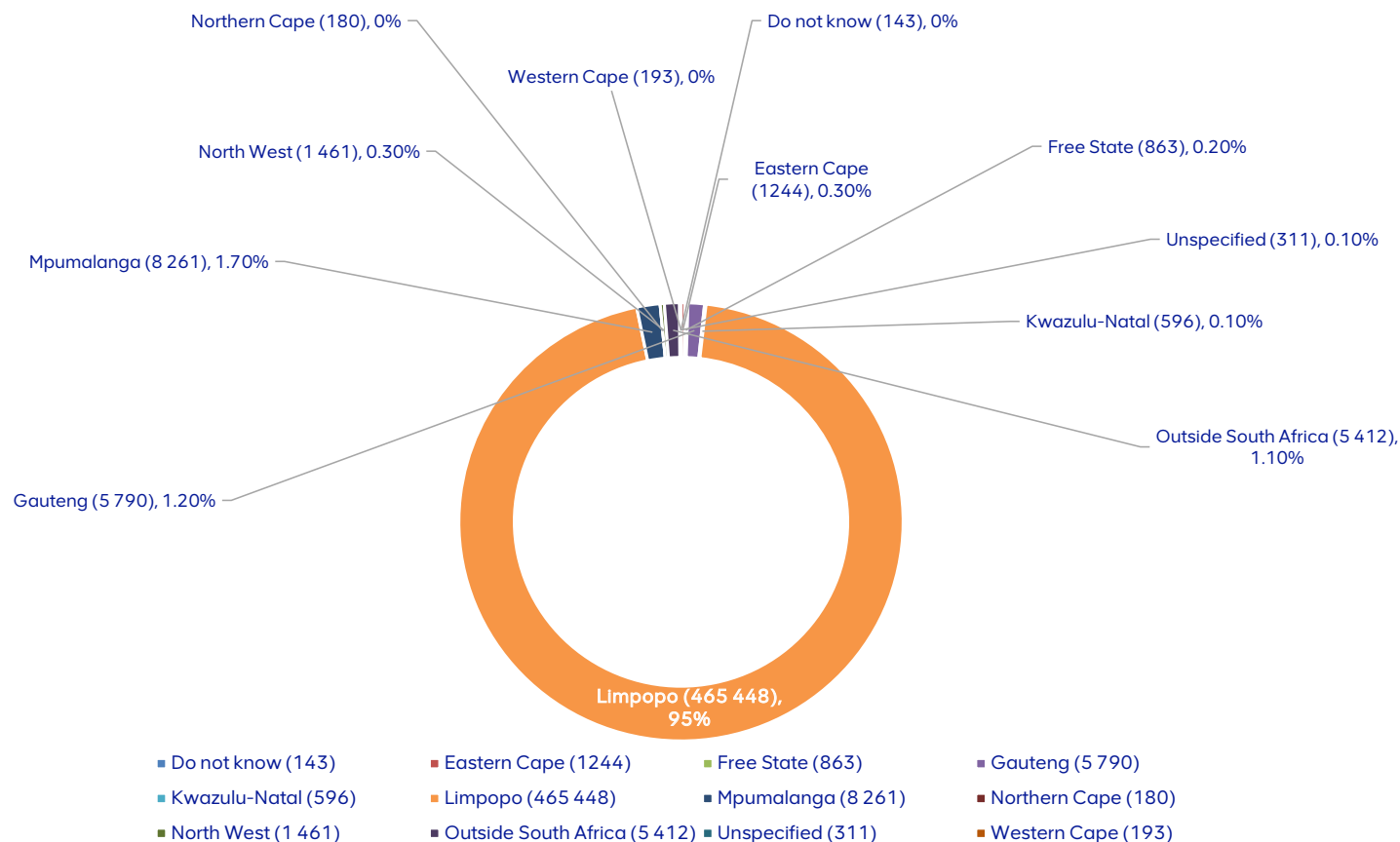


Figure 19: Place of birth and migration in FTLM.

Source: StatsSA (Community survey) 2016

Education

In the words of South Africa's first democratically elected president, Nelson Rolihlaha Mandela, "Education is the most powerful weapon which you can use to change the world." It is therefore befitting that education is entrenched as a basic human right in terms of the Bill of Rights, which is Chapter 2 of the country's Constitution.

Table 32 provides an overview of the distribution of population of FTLM in terms of the highest level of education. 26.6% in FTLM have completed matric or post-high school qualifications. These figures are just a little bit lower than the district and provincial levels which are 34.5% (Greater Sekhukhune) and 28.2% (Limpopo) as shown in **Table 36**.

Table 32: Population (over 20 and older) by Highest Education level.

Source: StatsSA (Community survey) 2016

Level of education	Fetakgomo Tubatse Local Municipality		Sekhukhune District Municipality		Limpopo	
	Number	%	Number	%	Number	%
No schooling and not sure	49,836	17.7	110,860	17.3	484,526	15.2
Primary level schooling	26,600	9.6	72,765	11.4	400,600	12.6
Secondary level schooling but with no matric	115,404	41	253,257	39.6	1,141,339	35.6
Matric	66,973	23	152,110	32.8	828,097	25.9
Post-matric certificate and diploma	4,215	3.6	10,478	1.7	2,370,036	2.3
Bachelor's degree	2,054	0.7	4,916	0.8	51,764	1.6
Honours degree	1,481	0.5	3,996	0.1	31,512	1.0
Master's degree	1,326	0.4	3,612	0.7	29,620	0.9
Post-graduate certificate/diploma	2,884	1	7,368	1.2	61,132	1.8
PhD	80	0	377	0.3	3,499	0.1
Total	270,853	100	619,739	100	5,402,125	100

More than half of FTLM's residents, that is 68.3% do not have matric qualifications. Just below a quarter, 23% to be exact, of the population have matriculated, while only 2.6% of the population have a university qualification. Vocational skilled personnel are also relatively few, at 3.6% of the over 20-year-old residents. The emerging picture, that is the relatively lower level of post-secondary education in FTLM calls for concerted efforts towards improving education outcomes in the area. One of the areas to intervene in and that can make a huge difference is in early childhood development (ECD).

School readiness reflects a child's potential to succeed both academically and socially. ECD plays a critical role in enhancing school readiness as it contributes to physical well-being, appropriate motor development, emotional health, positive approach to new experiences and cognitive skills. Furthermore, ECD contributes to age-appropriate social knowledge, competence, language skills and general knowledge. **Table 33** provides a summary of participation in ECD by infants (the below five-year age group) in the FTLM community.

Table 33: Population aged 0-4 years attending an educational institution.

Source: Stats SA (Community survey) 2016

Age (in years)	Attending		Not attending	
	Number	%	Number	%
Below 1	189	1	10,485	31
1	975	5	10,463	31
2	2,817	14	8,071	24
3	6,915	34	3,612	11
4	9,332	46	947	3
Total	20,228	100	33,578	100

There is already research-based evidence that “six poverty-related factors are known to impact child development in general and school readiness in particular. They are the incidence of poverty, the depth of poverty, the duration of poverty, the timing of poverty (e.g., age of child), community characteristics (e.g. concentration of poverty and crime in neighbourhood, and school characteristics) and the impact poverty has on the child’s social network (parents, relatives and neighbours)” (Ferguson, Bovaird & Mueller, 2007). The level of participation in ECD by the below five-year age group is not encouraging. There is relatively high ECD participation from age three (**Table 33**). The underlying reasons for this phenomenon need to be unravelled.

Employment

Unemployment, alongside poverty and inequality are the three biggest challenges facing South Africa. In this regard, creating an environment for business to thrive for the creation of long-term and dignified jobs is at the heart of public policy in South Africa. Notwithstanding the noble policy intents, unemployment remains a major challenge in the country. As shown in the discussion on the provincial economy, Limpopo suffers from serious levels of unemployment. **Table 34** and **Figure 20** provide a picture of employment status and employment status by sector in FTLM.

Table 34: Employment status for individuals 15 years and older.

Source: Stats SA (Community survey) 2016

Status	Total	%
Discouraged work-seeker	13,860	3.2
Employed	58,695	13.7
Not applicable	173,526	40.5
Other not economically active	119,530	27.9
Unemployed total	63,337	14.8
Total	428,948	100

A mere 13.7% of the economically active population (EAP), that is 15 to 64 years population segment, are employed in FTLM, primarily in the formal sector. The area has one of the highest unemployment levels in the province. Almost 8 out of 10 people within the EAP group, are unemployment. Notwithstanding the high level of unemployment, only 3% are involved in the informal sector.

The debilitating effects of unemployment and the attendant poverty raises two issues of great concern. The first major concern that needs to be dealt with is the low labour force participation rate and absorption rate. The second issue pertains to lack of alternative and diverse forms of livelihoods, that is outside of the formal sector.

The informal sector provides fertile ground for the establishment, growth and eventual formalisation of small, medium and micro-enterprises (SMMEs). Having 50% of the EAP employed spells gloom and doom for many individuals and households. It is the very source of growing socio-economic inequalities, hopelessness, and a plethora of social ills.

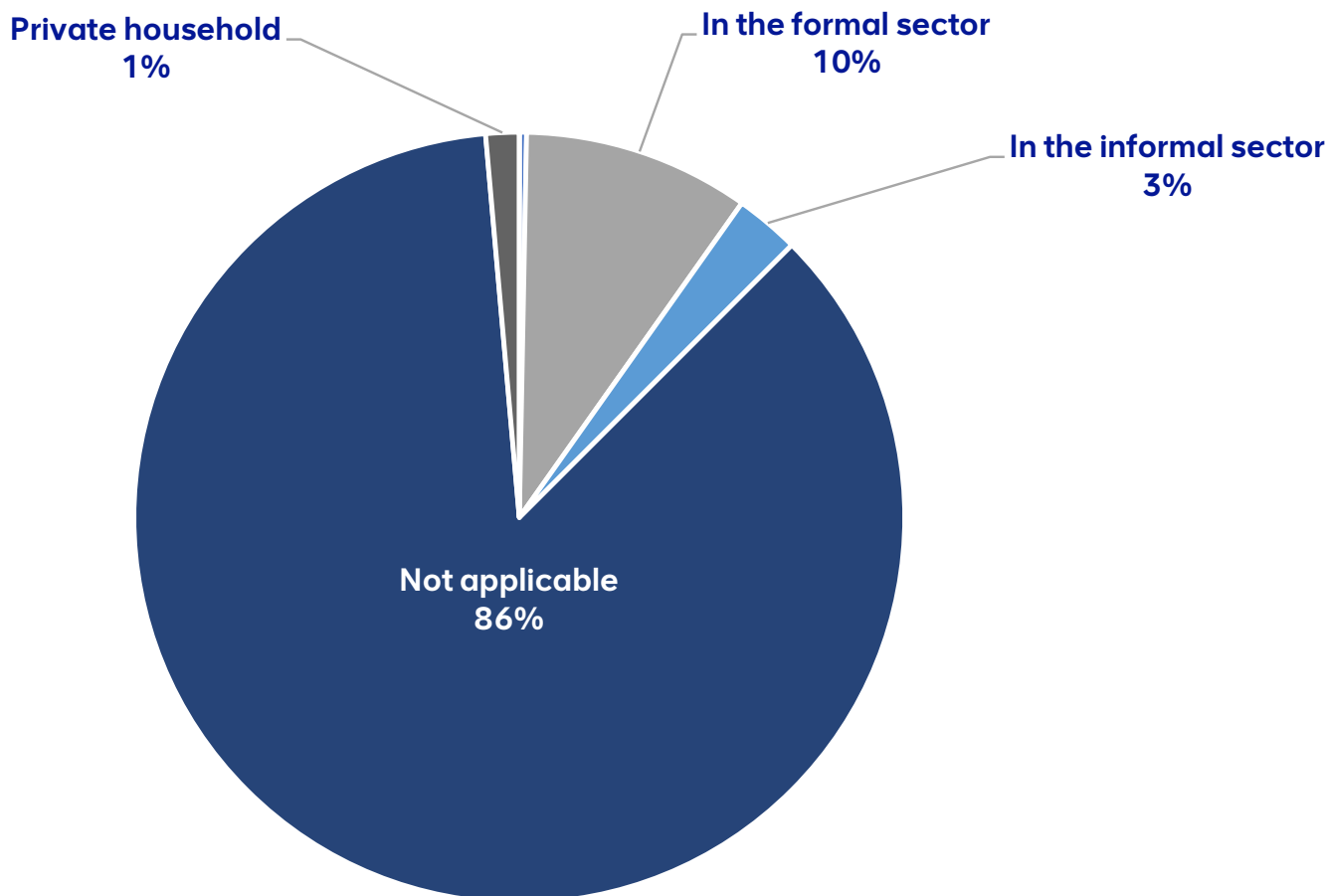


Figure 20: Employment status for individuals 15 years and older.

Table 35: Employment status for individuals 15 years and older.

Source: StatsSA Census, 2011

	Fetakgomo Tubatse		Greater Sekhukhune		Limpopo		South Africa	
	Totals	%	Totals	%	Totals	%	Totals	%
Do not know	1,380	0.3	44,009	4.1	19,003	0.4	318,446	0.6
In the formal sector	40,603	9.5	128,794	12	596,283	11	9,956,436	19.2
In the informal sector	11,746	2.7	460,316	42.7	163,392	3	1,640,901	3.2
Not applicable	369,330	86.1	310,446	28.8	4,503,493	83.3	38,319,935	74
Private household	5,890	1.4	133,273	12.4	122,696	2.3	1,534,843	
Unspecified	0	0	0	0	0	0	0	0
	428,949	100	1,076,838	100	5,404,867	100	51,770,561	100

There are grave economic, but even social and environmental consequences for single industry dependency. This is further exacerbated dependency on primary production, that is a scenario where the local area concentrates on production and exporting of raw material to other areas/provinces or to other countries. The fortunes of FTLM are intricately linked to and dependent on mining. There is need for concerted partnerships to diversify the economy and livelihoods of the area. This calls for the State to take a lead through public policy and programmes.

Incomes

The level of annual incomes for residents of FTLM are comparatively on the lower end as shown in Table 3.9. Close to 8% of working persons earn less than R9,601 per month, while a further 11,7% do not have any form of income.

Table 36: Annual income levels and distribution.

Source: StatsSA (Community survey) 2016

Income level	Number	%
No income	6,863	11.7
R1 – R4 800	1,562	2.7
R4 801 – R9 600	3,001	5.1
R9 601 – R19 200	8,035	13.7
R19 201 – R38 400	9,519	16.2
R38 401 – R76 800	13,744	23.4
R76 801 – R153 600	8,875	15.1
R153 601 – R307 200	4,046	6.9
R307 201 – R614 400	1,049	1.8
R614 401 – R1 228 800	153	0.3
R1228 801 – R2 457 600	61	0.1
R2 457 601 and above	74	0.1
Not applicable	0	0
Unspecified	1,712	2.9
Total	58,694	100

This means that socio-economic inequalities have increased overtime. Such a situation, where half of the community have no sustainable livelihoods, is not conducive and does not lead to social unity and cohesion. Coupling high unemployment and low incomes for the few that are employed, as well as lack of alternative economic activities outside of mining contributes to untenable dependency.

Dependency

Dependency is the measure of the pressure (exerted by those who are not gainfully employed) on the productive population. In South Africa, dependency is measured in relation to age or proportion of age groups, that is using age dependency.

Age dependency ratio is the ratio of dependents to the working- age population. Dependency is calculated as ratio between the dependent age group(s) [that is the number of young people (under 15 years of age) plus older people (over 64 years of age)] in relation to the people of economically active persons (15-64 years).

A low dependency ratio means that there is sufficient pool of people in employment to support the dependent population.

A higher value means that employed people must support more non-working people. A lower ratio is the ideal.

According to StatsSA 2011, FTLM has a dependency ratio of 52.4 (per 100 persons) a level that is somewhat surprising given the relatively low levels of employment. Other areas in the province, notably Mogalakwena which have double the employment level, have a dependency ratio of over 70. However, a dependency ratio of 52.4 is still very high.

The high dependency ratio indicates a substantial burden on the employed individuals who need to support the unemployed, inactive and youth. These findings suggest a need for local government to implement income generating or transfer programmes to cater for the dependent group(s).

The prime purpose of development interventions should be to diversify the economy, promote entrepreneurship and create employment opportunities, particularly for out-of-school youth and young adults. This situation is likely to be exacerbated by potential high unemployment in the aftermath of the Covid-19 induced national lockdown.

Due to the Covid-19 pandemic, South Africa's economic path is gloomy. Economists project that the country will move from low growth experienced in the previous year, to recession and then to depression over the next three years. Projections are that in 2020 the economy could shrink by 2% while the country's budget deficit could rocket to 10%, as opposed to growth of 0.9% and a budget deficit of 6.8%, which had been forecast during the budget in February 2020 (Johann Els, chief economist at Old Mutual, in <https://city-press.news24.com/Business/>; accessed 29th April 2020).

The epidemic has seriously crippled the economy. PWC (31 March 2020) estimates that unemployment in the country will rise from 29.1% in February 2020 to between 33.3% and 46.2% by the end of the third quarter of the year. This may mean more efforts should be focused on increasing alternative livelihoods for Fetakgomo Tubatse households.

Impact of the Covid-19 pandemic

The economic situation in South Africa has been exacerbated by the fact that in the middle of the coronavirus pandemic, on the 29th of April 2020, one of the international rating agencies, Standard and Poor (S&P), lowered South Africa's sovereign credit rating further into non-investment grade, otherwise known as junk status. The agency's downgrading of South Africa's long-term foreign currency credit rating from BB to BB- means that the country will find it difficult to attract, and even retain, foreign direct investment. The mining sector is not immune to the economic calamity facing the rest of the economy.

As more and more Covid-19 infections are recorded, mining companies will be left with no choice but to scale down production. Scaling down production will directly impact on profit levels and thus the viability of all mines. Mining is an important sector of the South African economy. Mining, basic metal and non-metallic mineral products accounted for close to 53% of South Africa's exports, prior Covid-19 pandemic. Without doubt, the export contribution of mining – both in absolute and percentage terms – has been greatly affected.

Reduction in mining related exports will eventually impact the state coffers due the reduced contribution of the sector to the state coffers. Such contribution is in terms of both corporate and individual taxes. Furthermore, with profits evaporating, mining will find it more and more difficult to fulfil their SLP commitments or embark on corporate social investment programmes, thereby greatly impacting on mine-host communities, labour-sending communities and the general society in South Africa.

Anglo American Platinum will plan appropriately and invest wisely the little resources available in order for the investment to benefit more and also take care of the future needs of the communities.

Housing and living conditions

Section 26(1) of the Constitution of the Republic of South Africa, Act 108 of 1996 (Constitution), guarantees everyone's right of access to adequate housing. Section 26 of the Constitution states that: Everyone has a right to have access to adequate housing; (2) The state must take reasonable legislative and other measures within its available resources to achieve the progressive realisation of this right.

This section provides an overview of the extent to which this right is being realised (or otherwise) within FTLM. Most of the residents live in formal housing (**Figure 21**). An overview of distribution of households by type of main dwelling in Fetakgomo Tubatse is provided in **Table 37**, highlighting the great strides that have been made since 2011 to the last Community Survey in 2016. The picture shows that 89% of Fetakgomo Tubatse's residents live in formal dwellings. The bulk of the dwellings, that is 81% of the total housing stock, are constructed from conventional material.

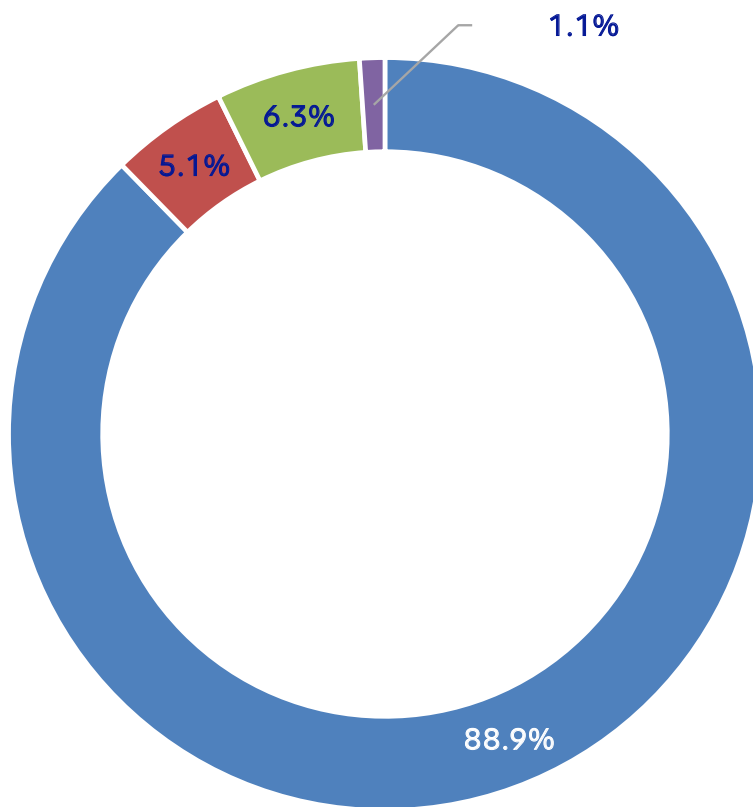


Figure 21: Distribution of households by type of main dwelling in FTLM.
Source: StatsSA (Community survey) 2016

■ Formal dwelling ■ Traditional dwelling ■ Informal dwelling ■ Other

Table 37: Households by type of main dwelling in FTLM.
Source: StatsSA (Community survey) 2016

Type of dwelling	Number	%
House or brick/concrete block structure on a separate stand/yard/farm	95,887	76.49
Traditional dwelling/hut/structure made of traditional materials	8,744	6.98
Formal dwelling/house/flat/room in backyard	5,893	4.70
Formal dwelling/house/flat/room in backyard	4,996	3.99
Informal dwelling (shack not in backyard, e.g. in an informal/squatter settlement or a farm)	3,943	3.15
Informal dwelling (shack in backyard)	3,908	3.12
Other	1,282	1.02
Caravan/tent	75	0.06
Town house (semi-detached house in a complex)	272	0.22
Flat or apartment in a block of flats	272	0.22
Semi-detached house	48	0.04
Cluster house in complex	30	0.02
Unspecified	9	0.01
Total	125,361	100

Full home ownership is on top of the South African government's agenda. This has in part led to the implementation of a housing subsidy programme, popularly known as Reconstruction and Development Programme (RDP) housing. The programme targets the bottom of the pyramid households in which houses are owned, that is not rented, by beneficiaries. Beneficiaries must be individuals who meet the National Housing Subsidy Scheme criteria. The tenure status of the residents of Fetakgomo Tubatse is shown on Figure 22.

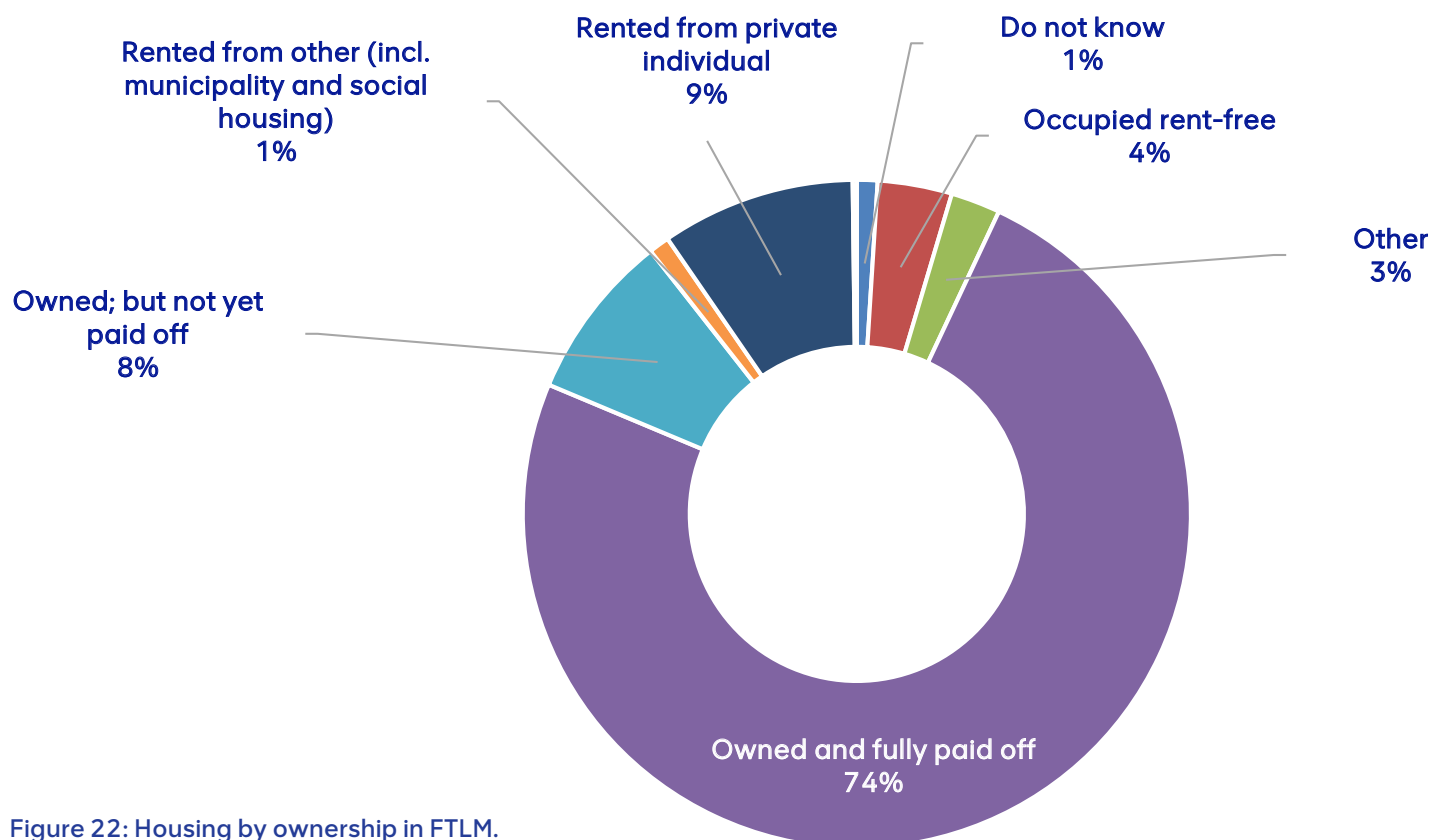


Figure 22: Housing by ownership in FTLM.
Source: StatsSA (Community survey) 2016

The municipality has a relatively high level of full home ownership in the country. Approximately 74% of the households own the properties they live in and a further 8% own, although they have not yet fully paid for the houses they occupy. Rental accommodation, at 14.0% is also a common tenure option in FTLM.

3.2.4 Service delivery

For most of the ordinary citizens, the effectiveness of government is judged by its ability (or otherwise) to timely and consistently provide basic and common services. Service delivery – that is the provision of basic resources and access to public administration services – is a common problem in South Africa.

The Constitution states that municipalities have the responsibility to make sure that all citizens are provided with services to satisfy their basic needs. Local government has a core function in the provision of basic services as encapsulated in the Municipal Systems Act (Act No. 32 of 2000), Municipal Structure Act (Act No. 117 of 1998) and many other supporting legislative instruments and policies. Notwithstanding the constitutional provision, service delivery remains one of the most daunting challenges to post-apartheid South Africa. FTLM is therefore not exempt from the constitutional imperatives relating to service delivery.

The series of tabulated information - Table 38 to Table 40 and Figures 22 to 24 - provide an overview of access to the following categories of basic services: water, source of power, toilet facilities, and refuse disposal.

Water

The right to water is enshrined in the Constitution of South Africa, which states that every person has the right to clean water. This rightly places a legal obligation on the government to ensure that all people living in the country have the right to sufficient water. Therefore, government has an obligation to ensure that there is enough water for basic needs such as drinking, cooking and cleaning. **Table 38** provides an overview of household access to by different means in Fetakgomo Tubatse.

Table 38: Population by water source in FTLM.

Source: StatsSA (Community survey) 2016

Source of water	Number of households	%
Piped (tap) water inside yard	26,880	21.44
Piped water on community stand	26,591	21.21
Public/communal tap	19,967	15.93
Flowing water/stream/river	13,262	10.58
Borehole	11,481	9.16
Neighbour's tap	9,516	7.59
Piped (tap) water inside the dwelling/house	4,764	3.80
Rain-water tank in yard	4,105	3.27
Water carrier/tanker	4,056	3.24
Other	3,534	2.82
Spring	735	0.59
Well	469	0.37
Total	125,360	100

Despite the high level of formal housing in FTLM, that is 88,9%, only 28.51% of households access water from within their properties. As low as 3.8% actually have water within their dwellings. As much as 45% rely on community water points; that is 21.21% from community stands and 15.93% from public taps. A further 9.16% rely on boreholes.

Water access by village

Institutionalised water supply accounts for 62% of the households, that is 38% and 24% from the municipality and other organised water schemes, respectively (Figure 38). Over a fifth of the households have to arrange for water supply at a household level.

As a result, 18.8% and 6.6% of the households depend on own sources or rely on water vendors for this essential commodity; 18% have own services for example in the form of private boreholes while 6% rely on waterpreneurs (water vendors). Taking into account that 14% of households rely on open/surface water sources, such as rivers and springs, it is clear that FTLM is not water secure.

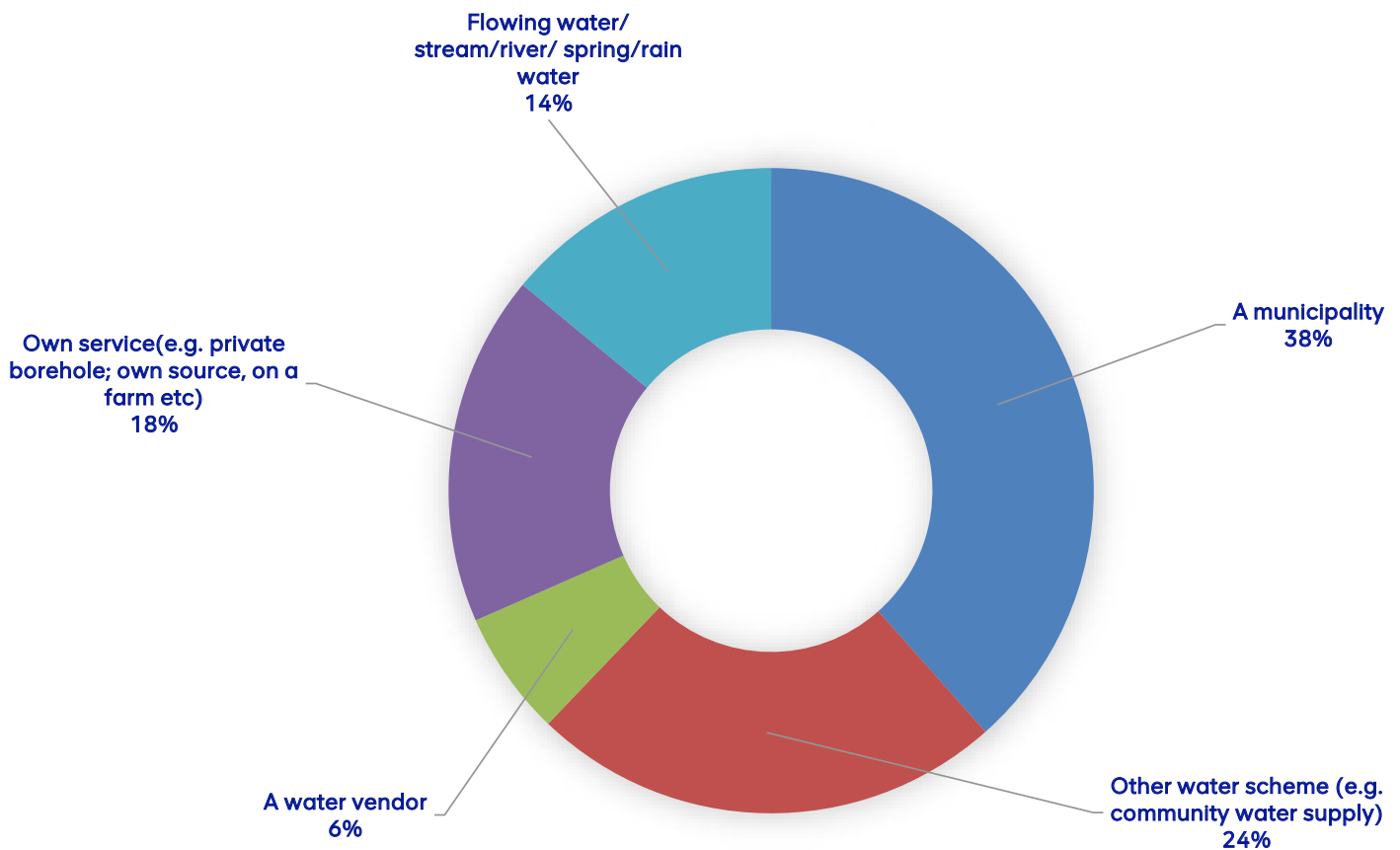


Figure 21: Population by water supplier in FTLM.
Source: StatsSA (Community survey) 2016

Source of power

The National Energy Act, 2008 (Act No. 34 of 2008) mandates the Minister of Energy to ensure that diverse energy resources are available in sustainable quantities and at affordable prices in South Africa to support economic growth and poverty alleviation, while considering the effect and impact on the environment. However, this mandate is limited by Part B of Schedule 4 of the Constitution, 1966, which specifies “electricity and gas reticulation” as functional areas of concurrent legislative competence.

To give effect to that – that is the responsibilities and role of local government - Section 156(1) of the Constitution specifies that a “municipality has executive authority in respect of and has the right to administer the local government matters listed in Part B of Schedule 4 and Part B of Schedule 5”.

Notwithstanding the constitutional provisions cited herein, access to electricity, unlike housing, water and sanitation amongst other, is not specifically enshrined in the South African Constitution. However, over the past two decades, several community protests have been directed at their lack of access to electricity. Figure 21 shows distribution of households by main type of energy.

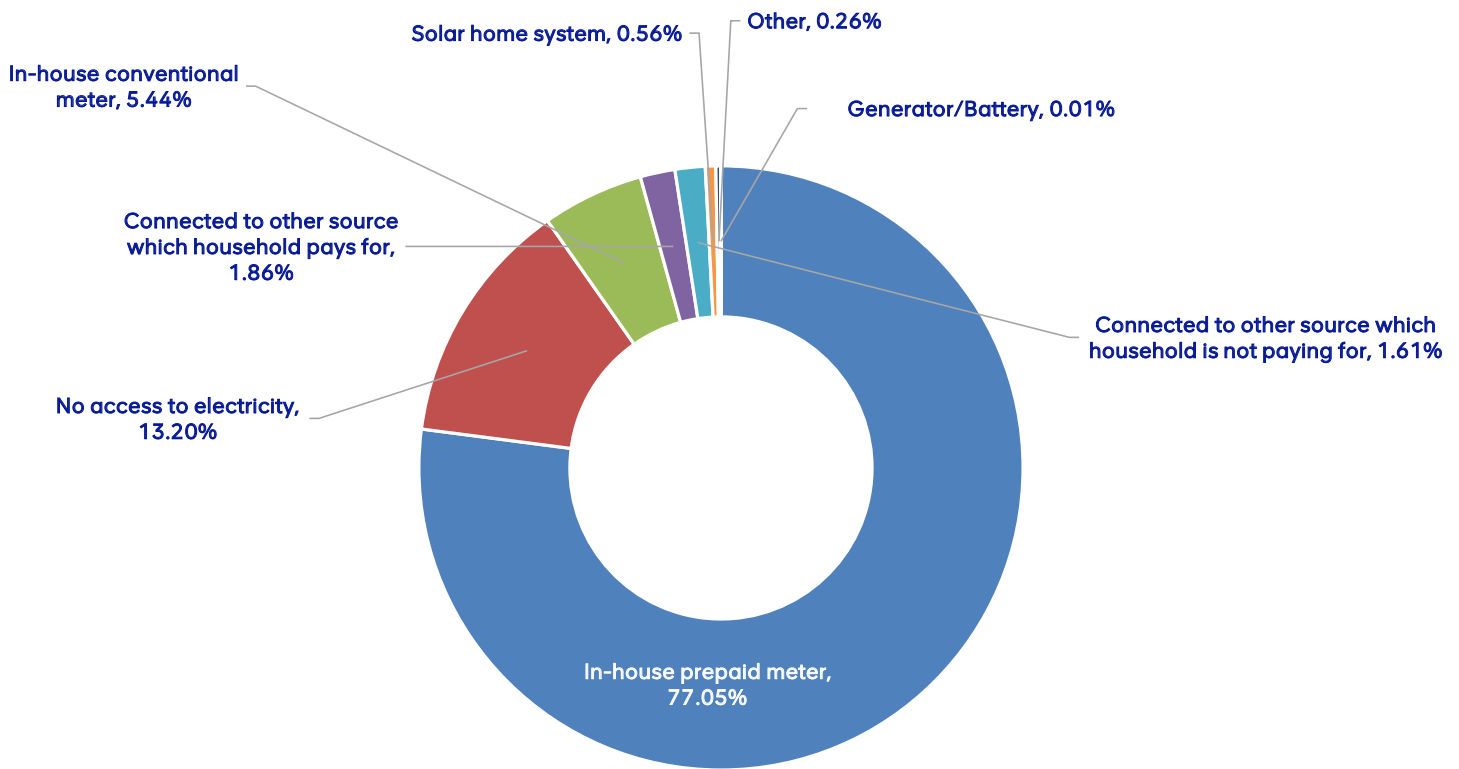


Figure 22: Distribution of households by main type of electrical energy source.
Source: StatsSA (Community survey) 2016

Energy source	Number of households	%
In-house prepaid meter	96,593	77.05
No access to electricity	16,546	13.2
In-house conventional meter	6,824	5.44
Connected to other source which household pays for	2,337	1.86
Connected to other source which household is not paying for	2,016	1.61
Solar home system	702	0.56
Other	328	0.26
Generator/Battery	14	0.01
Total	125,360	100

As if to compensate for water insecurity, almost all households, that is 86.98% of the households have access to electricity in FTLM. The level of households accessing electricity through in-house prepaid metres and in-house conventional metres is nearly equivalent to the level of formal houses, that is 82.49% (Figure 22). 1.86% of households are connected to other sources of electricity that they pay for. In essence most of the households in Fetakgomo Tubatse mainly use electricity as their form of energy. Despite the 'rosy' picture, more than 16,000 households in Fetakgomo Tubatse have no access to electricity.

Toilet facilities

Flush toilets are a 'privilege' for a minority in FTLM. Table 40 shows that less a mere 6% of the households 'enjoy access to a flush toilet, while 80% rely on pit latrines. The 80% is made up of 59% who use the rudimentary non-ventilated pit latrines and a further 1% have to bear with bucket toilets. There is no institutionalised services for the bucket system, so the households have to empty these by themselves.

Table 40: Distribution of households by type of toilet facility in FTLM.

Source: StatsSA (Community survey) 2016

Toilet type	Number of households	%
Pit latrine/toilet without ventilation pipe	64,538	51.48
Pit latrine/toilet with ventilation pipe	36,442	29.07
Chemical toilet	6,003	4.79
None	5,932	4.73
Flush toilet connected to a public sewerage system	5,893	4.70
Other	3,554	2.84
Flush toilet connected to a septic tank or conservancy tank	1,906	1.52
Bucket toilet (emptied by house-hold)	1,015	0.81
Bucket toilet (collected by municipality)	78	0.06
Total	125,361	100

There is a need to address the sanitation challenges faced by the community. This could be in the form of provision of alternative but acceptable and low-cost non-sewer sanitary systems.

Refuse removal

Solid waste management is primarily a local government function in South Africa. Section 156(1)(a) of the country's Constitution, read with Schedule 5, assigns direct responsibility for refuse management (that is encompassing refuse removal, refuse dumps, solid waste disposal and cleansing) to local government. Table 41 highlights the level of access to different forms of refuse removal.

Table 41: Distribution of households by refuse removal.

Source: StatsSA (Community survey) 2016

Refuse removal system	Number of households	%
Own refuse dump	95,483	76.1
Dump or leave rubbish anywhere (no rubbish disposal)	13,133	10.48
Removed by local authority/private company/community members at least once a week	12,095	9.65
Communal refuse dump	2,835	2.26
Removed by local authority/private company/community members less often than once a week	882	0.70
Other	705	0.56
Communal container/central collection point	228	0.18
Total	125,361	100

Institutionalised refuse management is almost non-existent in FTLM. The results presented in **Table 41** show that a service provider –municipality or a contracted third party – is responsible for collection of refuse in only 10.48% of households in FTLM. The majority (89.52%) of the households in FTLM have to find alternative ways, which unfortunately include dumping or leaving rubbish anywhere, to managing waste.

Internet

Internet is the new vehicle and data the novel oil! The internet and data fuel the economy and keeps individuals, households and communities connected. The internet together with other elements of the Fourth Industrial Revolution (4IR), mainly artificial intelligence (AI), smart gadgets, business analytics (BA) and intelligence (BI), form the backbone of modern society. Access to internet is therefore an important development indicator in contemporary society, hence a need to look at how FTLM fares in this regard taking gender into account (**Table 42**).

Table 42: Access to Internet by Sex of Household head.

Source: StatsSA (Community survey) 2016

Gender	Access to internet		Number of access to internet		Total
	Number	%	Number	%	
Male	2,933	4.40	63,723	95.60	66,656
Female	2,133	3.98	51,444	96.02	53,577
Total	5,066	4.2	115,167	95.8	120,233

The level of access to the internet is very low in Fetakgomo Tubatse. **Table 42** shows that out of 120,233 households profiled in relation to the subject, that is access to the internet, only 4.2% have access to the internet. Access to the internet is skewed towards male-headed households; of the 4.2%, 59% are male headed households.

The World Bank has asserted that access to the Internet is a basic necessity for human and economic development. The 'digital divide' has a disproportionate impact on communities and poor households. As a response to the debilitating effects of the Covid-19 global pandemic the South African government has instituted a number of disaster management and recovery strategies. These have included e-learning. Poor households which face huge technological exclusion such as those in Fetakgomo Tubatse are thus greatly disadvantaged. Children in such communities will be 'left behind'; in essence the lack of access will have intergenerational negative outcomes if not urgently addressed.

Food security and agricultural activities

Food rights are enshrined in two sections of the country's Constitution, namely Section 27(1)(b) and 28(1)(c). The former, that is Section 27(1)(b) states that everyone has the right of access to sufficient food. Section 28(1)(c) states that every child has the right to basic nutrition.

A number of international human rights instruments, such as the Universal Declaration of Human Rights (UDHR), the International Covenant on Economic, Social and Cultural Rights and the Copenhagen Declaration on Social Development recognize the right to food as a component of an adequate standard of living. This section provides an analysis of the status of agricultural activities (**Figure 25**) and the status of food security in FTLM.

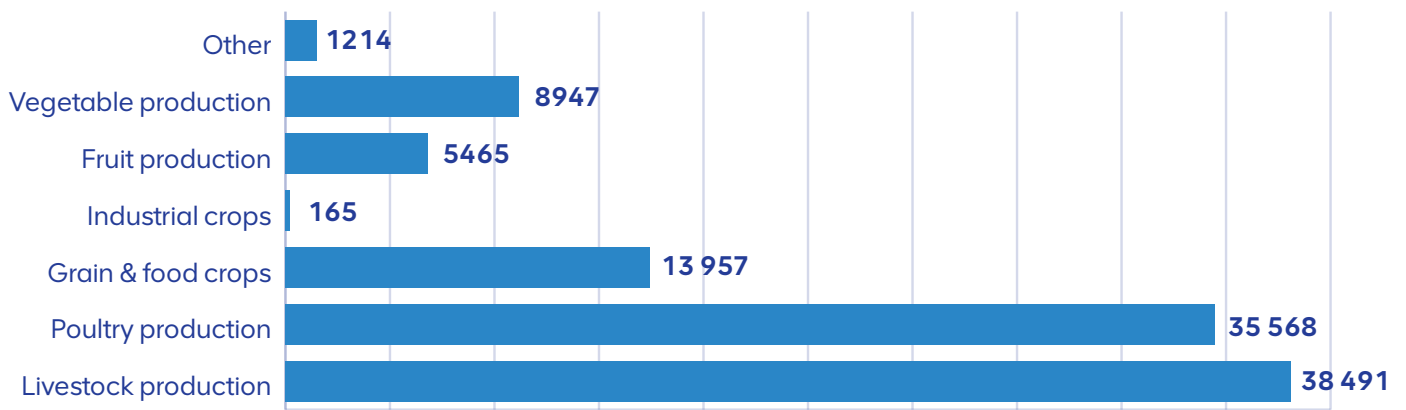


Figure 25: Households involved in agricultural activities in Greater Sekhukhune District.
Source: StatsSA (Community survey) 2016

The total value of agriculture to the region's economy is marginal although production of livestock, poultry, as well as grain and food crops constitute the main agricultural activities in Greater Sekhukhune District. Notwithstanding this, the district municipality's agricultural potential has not been fully explored. Fetakgomo Tubatse has good soil conditions and sub-tropical climate.

Despite the water challenges, the area is blessed with three natural sources of water, namely Olifants, Steelpoort and Spekboom rivers. Unfortunately, the areas show potential for desertification. Highly impoverished rural households are forced to overgraze livestock over a pro-longed period.

As a consequence, FTLM is vulnerable to periodic droughts and food insecurity.

Table 43: Households that ran out of money to buy food in the last 12 months.
Source: StatsSA (Community survey) 2016

Issue	Number	%
Ran out of money	24,247	19.8
Did not run out of money	98,142	80.2
Total	122,390	100

South Africa is self-sufficient in terms of basic food. The irony is that countrywide, prevalence for running out of food is at 19.8%. So severe is the situation in FTLM that 20.3% of the households have gone without money for food (Table 43) and as much as 14.7% have been forced to skip a meal within 12 months (Table 44).

Table 44: Households that skipped a meal in the last 12 months.
Source: StatsSA (Community survey) 2016

Issue	Number	%
Skipped a meal	18,010	14.7
Did not skip a meal	104,294	85.3
Total	12,307	100

The level of food insecurity in FTLM points out to a need to diversify the economy, promote grassroots employment opportunities and to invest in household level livelihood projects.

Ownership of household goods

Table 45 also shows that the community of FTLM tends to invest in a more or less similar manner with the rest of the province.

Table 45: Ownership of goods by households.

Source: StatsSA (Community survey) 2016

Goods	Fetakgomo Tubatse Local Municipality		Sekhukhune District Municipality		Limpopo	
	Number	%	Number	%	Number	%
Cellphone	115,755	92,3	269,518	92,8	1,485,990	92,8
Computer	14,876	11,9	32,517	11,2	256,445	16
DVD player	58,324	46,5	140,391	48,3	815,681	50,9
Electric/gas stove	86,178	68,7	216,951	74,7	1,198,019	74,8
Landline/telephone	1,546	1,2	4,176	1,4	41,372	2,6
Motorcar	26,363	21	59,214	20,4	361,552	22,6
Radio	65,273	52,1	160,118	55,1	984,904	61,5
Refrigerator	91,126	72,7	222,800	76,7	1,254,341	78,3
Satellite television	69,263	55,3	119,829	41,2	614,030	38,4
Television	89,737	71,6	223,690	77	1,282,309	80,1
Vacuum cleaner	8,708	6,9	16,920	5,8	132,1001	8,3
Washing machine	29,263	23,3	73,915	25,4	372,884	23,3

Over a period of almost two decades, the cell phone has moved from being a luxury to a basic necessity. Playing a prominent role in reducing geographic distance, connecting loved ones and facilitating business, the cell phone has become the most visible symbol of the 21st century. It is therefore unsurprising that 92,3% of FTLM households own at least one handset.

Crime and perceptions of safety

Crime compromises physical safety, psychological well-being and discourages investment. Unfortunately, crime is one of the biggest challenge facing South Africa. The country has a notably high rate of crime; it is the third most dangerous country in the world, and has the highest crime index in Africa (<https://worldpopulationreview.com/countries/crime-rate-by-country/>).

It has been argued that poverty and disparities between the rich and the poor, mainly manifesting from poor educational outcomes and jobless economic growth, as well as poor service delivery especially in townships and informal settlements impact crime levels. Low conviction rates exacerbate the problem. Perceptions of safety is therefore an important development indicator. **Figure 26** shows that 3% of FTLM residents experienced crime in a period of 12 months (Community Survey, 2016).

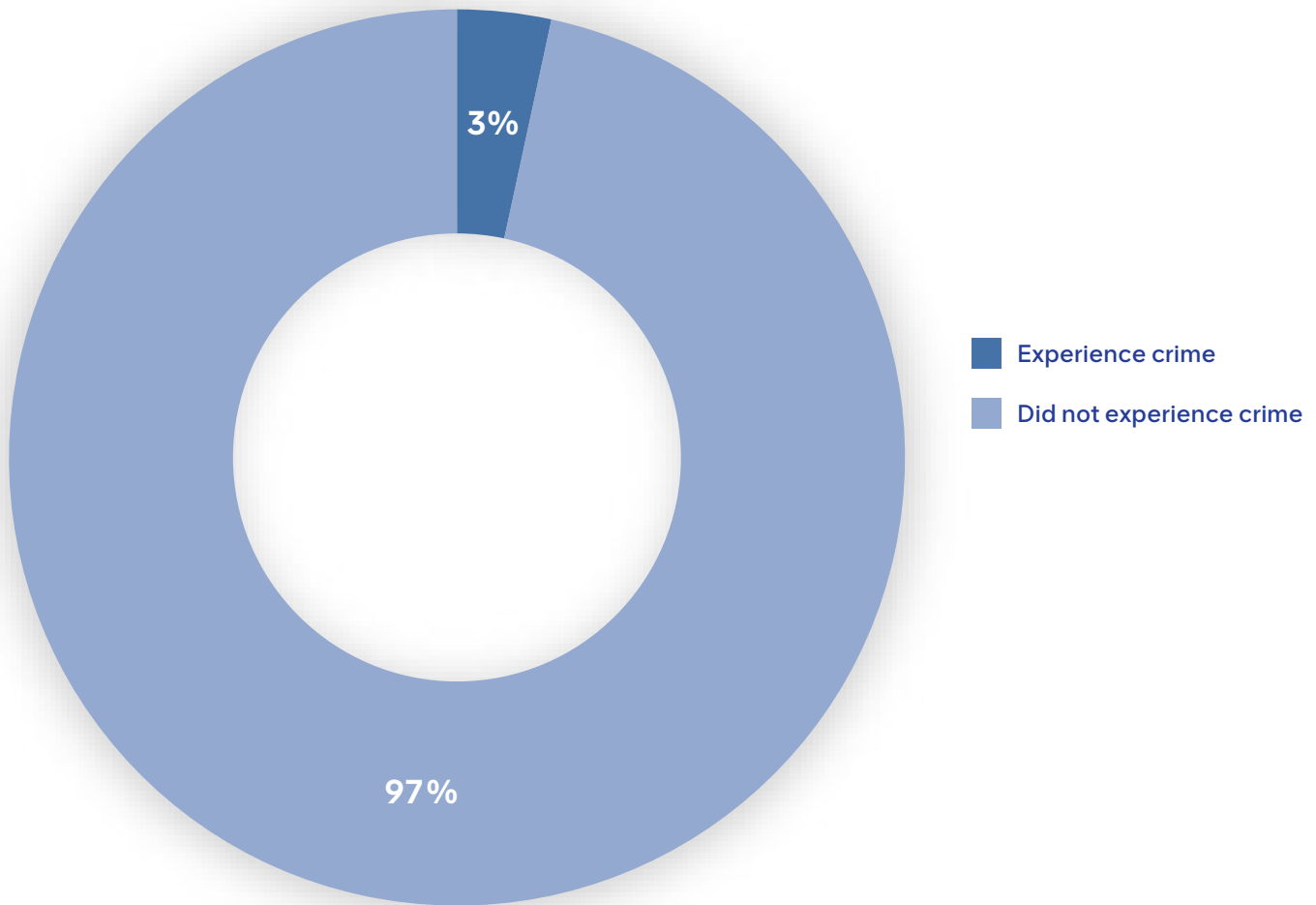


Figure 26: Households that experienced crime in the last 12 months in FTLM.

Source: StatsSA (Community survey) 2016

There has been claims that poverty promotes criminality. However, when one looks at the picture in FTLM, claims of a direct link between poverty and criminality appear to be spurious. Despite high unemployment and overwhelming poverty, FTLM is a low crime area.

Perception of municipal services and problems

Perception is everything! In the case of South Africa, perceptions of poor service delivery and or mismanagement of public funds have greatly contributed to collective violence in the form of community protests. Municipalities are at the coalface of service and invariably bear the brunt of angry residents. According to the 2016 Community Survey lack of safe and reliable water supply is perceived as the biggest challenge by the Limpopo community (Figure 27).

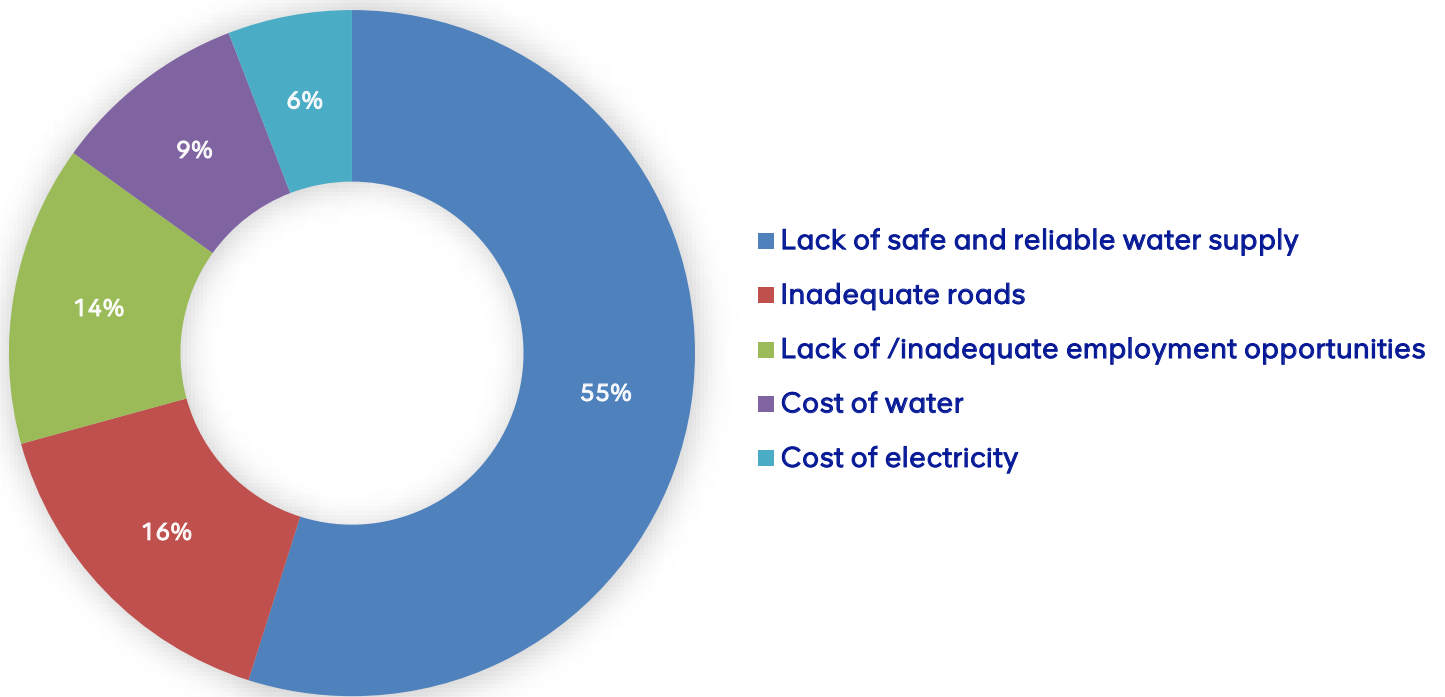


Figure 27: Five leading challenges/problems faced by municipalities in Limpopo.

Source: StatsSA (Community survey) 2016

Water insecurity, poor sanitation and near non-existent refuse management symbolise failure of service delivery in FTLM. It would also appear that cost is another major constraint to accessing basic services, particularly water and electricity.

Notwithstanding the fact that municipalities are constitutionally mandated with provision of basic services, mining companies have not been spared the brunt of community protests. This has partly been aggravated by misplaced perceptions by some community members that mines have a responsibility for service delivery and other instances by flawed expectations.

4.3 Economic activities (Regulation 46c (ii))

As alluded to earlier on, mining is the backbone of Fetakgomo Tubatse and indeed the whole province.

Table 46 provides an overview of mines located and operating within Fetakgomo Tubatse Local Municipality (FTLM), the minerals mined.

Table 46: Primary mining activity in Limpopo.

Number	Name of the mine	Mineral commodity
1.	Dilokong	Chrome
2.	Dwarsrivier	Chrome
3.	Dooringbosch	Chrome
4.	Tweefontein	Chrome
5.	Lannex mine	Chrome
6.	Magereng	Chrome
7.	Thorncliff	Chrome
8.	Helena	Chrome
9.	Mooihoek	Chrome
10.	Lwala mine	Chrome
11.	Mototolo (Xstrata)	Platinum
12.	Marula	Platinum
13.	Modikwa	Platinum
14.	Two Rivers	Platinum
15.	Spitzkop	Platinum
16.	Grootboom	Platinum
17.	Nkwe	Platinum
18.	Boysendal	Platinum
19.	Tjate	Platinum
20.	Rhino Minerals	Andalusite
21.	Annesley Havcroft	Andalusite
22.	Elephant River	Granite
23.	Atta Clay	Clay
24.	Saringa	Slate
25.	Goede Hoop	Magnetite

There are at least 25 mines within FTLM. Most of the residents are directly employed in one of these mines or companies that are subcontracted by or indirectly provide services to the mines. These mines invariably impact the environment (that is social, economic and natural aspects).

4.4 Negative impacts of mining activities

Most, if not virtually all economic and even social activities, have impacts. Positive impacts, especially if they are long lasting or even sustainable, are desirable. **Table 47** provides an overview of impacts associated with Mototolo Der Brochen Mine Complex's operations.

Table 47: Leading challenges/problems faced by municipalities in Limpopo.

Issue	Impact related to the issue	Consequence	Remedial action
1. Resettlement	<ul style="list-style-type: none"> • Loss of historical property rights. • Loss of livelihoods. • Disruption to general lifestyle andw culture. 	<ul style="list-style-type: none"> • Loss of property. • Poverty. • Distorted history and heritage loss. • Loss of unity and social cohesion. 	<ul style="list-style-type: none"> • Rights-based approach to relocation and post-settlement support. • Fulfilment of relocation agreement. • Investing in activities that foster social.
2. Unemployment	<ul style="list-style-type: none"> • Poverty. • Desperation. 	<ul style="list-style-type: none"> • Social/community unrest, housing and basic services. • Social ills, such as prostitution, crime, substance abuse, etc. 	<ul style="list-style-type: none"> • Preferential employment for locals with requisite qualifications.
3. In-migration	<ul style="list-style-type: none"> • High competition for jobs, housing and basic services. • Acculturation. 	<ul style="list-style-type: none"> • Resentment of immigrants from other provinces and parts of the world. • Cultural disintegration. 	<ul style="list-style-type: none"> • Preferential employment for locals with requisite qualifications. • Workplace diversity.
4. Procurement	<ul style="list-style-type: none"> • (Perceived deliberate) exclusion of local entrepreneurs. 	<ul style="list-style-type: none"> • Community unrest. 	<ul style="list-style-type: none"> • Transparent procurement regime/ policies and practices • Entrepreneurship capacity development programme targeting locals.
5. Graves	<ul style="list-style-type: none"> • Right to participate in cultural life. 	<ul style="list-style-type: none"> • Lack of cultural ties. 	<ul style="list-style-type: none"> • Protection of graves.

6. Social investment and benefit sharing	<ul style="list-style-type: none"> • Discrimination. 	<ul style="list-style-type: none"> • Deepening socio-economic inequalities within the communities. 	<ul style="list-style-type: none"> • Community participation in planning and implementation of social and economic development plan. • Equity and transparency in social investment.
7. Environmental quality and health	<ul style="list-style-type: none"> • Environmental degradation. 	<ul style="list-style-type: none"> • Environmental contamination, that is dust; water contamination; and contamination of grazing and farming land. 	<ul style="list-style-type: none"> • Environmental Impact Assessment. • Implementation of measures under the Environmental Management Plan. • Environmental management reporting. • Mine rehabilitation.
8. Safety	<ul style="list-style-type: none"> • Insecurity (lack of personal, community and business security). 	<ul style="list-style-type: none"> • Fear. • High costs of doing business. 	<ul style="list-style-type: none"> • Collaborative security measures, working with SAPS and community.
9. Bribery and corruption	<ul style="list-style-type: none"> • Exclusion, e.g. unemployment of those with qualifications and exclusions of companies that do not participate in corrupt activities. 	<ul style="list-style-type: none"> • High unemployment especially of locals. 	<ul style="list-style-type: none"> • Zero-tolerance to unethical conduct. • Measures implemented to facilitate anonymous reporting and provision of evidence on unethical conduct.

Negative impacts relate to the relocation of households, in-migration and loss of grazing land. Mitigation measures, shown in **Table 47**, have been instituted and will continue to be operational for the duration of the SLP.

The success of all the above measures is dependent on partnerships between various role players. Anglo American is cognisant of and accords great attention to finding sustainable solutions to social and environmental issues.

Communities are the backbone to our operations and workers are our most valuable asset.

4.5 Infrastructure and poverty eradication (Regulation 46c (iv))

Infrastructure and poverty eradication projects that the mine would undertake in line with the IDP of the areas and other relevant frameworks in which the mine operates and the major sending areas (Regulation 46c (iv)).

Priorities

FTLM is laden with both development opportunities and constraints. It is critical to therefore identify development themes on both – opportunities and constraints – in order address development gaps while leveraging on the available strengths.

Table 39 provides a prioritised order of development needs for FTLM. It is crucial to establish the relationship between the identified development needs of FTLM communities to the priorities articulated in major development instruments.

The identified development needs have therefore been mapped as per **Table 39** to the priorities of the FTLM Integrated Development Plan (IDP), the Greater Sekhukhune Development Plan (GSDP), the Limpopo development priorities as per the most recent (2020) State of the Province Address (Limpopo SoPA), and the country's anchor policy, the National Development Plan, Vision 2030 (NDP). Development interventions, in the form of programmes and projects, essentially try to respond to the identified and prioritised development needs

Table 39: Development needs for Mototolo Der Brochen Mine Complex.

No	Theme	Development need	Desired outcomes	Desired impact
1.	<ul style="list-style-type: none"> Employability 	<ul style="list-style-type: none"> Jobs and sustainable livelihoods. High level of workplace participation by women. 	<ul style="list-style-type: none"> Employability. Entrepreneurship driven job creation. 	<ul style="list-style-type: none"> Inclusive economic growth.
2.	<ul style="list-style-type: none"> Decent living conditions and access to basic services 	<ul style="list-style-type: none"> Portable water and appropriate sanitation. Appropriate waste management. 	<ul style="list-style-type: none"> Healthy living conditions. Sustainable waste management practices. 	<ul style="list-style-type: none"> Sustainable human settlements and environment.

¹ Immediate to long term effects

² Long term sustainable difference to society, economy or environment

3.	<ul style="list-style-type: none"> • Appropriate literacy (for employability, competitive entrepreneurship and the future). 	<ul style="list-style-type: none"> • Inclusive early childhood development (ECD) facilities and services. • Appropriate post-secondary school skills/ skills for out of school youth and young adults for entrepreneurship. Appropriate post-secondary school skills/ skills for out of school youth and young adults for employability. 	<ul style="list-style-type: none"> • Inclusive participation in ECD. • Viable and competitive grassroots entrepreneurship. • Occupationally directed skills set. 	<ul style="list-style-type: none"> • Skilled and capable human capital (for business and for employment).
4.	<ul style="list-style-type: none"> • Health and well-being. 	<ul style="list-style-type: none"> • Effective HIV prevention. • Effective HIV and Aids management. • Effective management of chronic diseases. • Addressing sense of despair and hopelessness. 	<ul style="list-style-type: none"> • Healthy individuals and communities. • Mental well-being. 	<ul style="list-style-type: none"> • Long, healthy and productive lives.
5.	<ul style="list-style-type: none"> • Individual and community safety. 	<ul style="list-style-type: none"> • Effective community policing and high mast street lights. • District Integrated Development Plan identifies the following challenges: (a) The presence of gangs in some communities; (b) lack of electricity and proper lighting; (c) people have trouble accessing distant stations (d) lack of satellite Police Stations. 	<ul style="list-style-type: none"> • Safe/crime free community. 	<ul style="list-style-type: none"> • Safe living, working and recreational environment.
6.	<ul style="list-style-type: none"> • Food security and nutrition. 	<ul style="list-style-type: none"> • Access to sufficient quantity of nutritious food. • Means to access sufficient and nutritious food. 	<ul style="list-style-type: none"> • Minimum three meals a day. 	<ul style="list-style-type: none"> • Household food and nutrition security.

Figure 27 provides an overview of the approach employed to guide the analysis, selection and design of the most viable and priority LED projects.

No	Development needs of FTLM communities	Priorities			
		• FTLM Integrated Development Plan (IDP)	• Greater Sekhukhune Development Plan (GSDP)	• Limpopo Development Priorities	• National Development Plan; Vision 2030 (NDP)
1.	• Jobs and sustainable livelihoods.	• Priority area – job creation: To create an environment that promotes growth, development thereby facilitating job creation and (eradication of) inequality and poverty.	• Priority 2: Local economic development, growth and job creation through agrarian reform, mining, tourism and repositioning of SDA.	• Growing the economy.	• Outcome 4: Decent employment through inclusive growth.
2.	• High level of workplace participation by women.		• Not explicitly identified as a priority. The priority is implied under Priority 2.	• Not mentioned in the SoPA; however, a priority in other provincial development strategies and programmes.	
3.	• Portable water and appropriate sanitation.	• Priority area – access to basic services: To facilitate for basic service delivery and infrastructural development/ investment.	• Priority 1: Provision of water and sanitation services in a sustainable manner.	• Infrastructure development.	
4.	• Appropriate waste management.				
5.	• Inclusive early childhood development (ECD) facilities and services.	• Not identified explicitly.	• Not identified as a priority. • However, the Plan notes that the lack of support to ECD unregistered and community initiatives as a challenge.	• Investing in education.	

6.	<ul style="list-style-type: none"> • Appropriate post-secondary school skills/ skills for out of school youth and young adults for entrepreneurship. 	<ul style="list-style-type: none"> • Priority area – job creation: To create an environment that promotes growth, development thereby facilitating job creation and (eradication of) inequality (and) poverty. 	<ul style="list-style-type: none"> • Not explicitly identified as a priority; however, mentioned as a need and implied under Priority 2. 	<ul style="list-style-type: none"> • Skills development. 	<ul style="list-style-type: none"> • Outcome 5: A skilled and capable workforce to support an inclusive growth path.
7.	<ul style="list-style-type: none"> • Appropriate post-secondary school skills/ skills for out of school youth and young adults for employability. 	<ul style="list-style-type: none"> • Specific development strategies: • Facilitate socio-economic empowerment programmes through training, skills development and mentorship programmes in the poorest rural communities. • Lobby and facilitate learnerships and internship programmes for unemployed graduates. • Encourage entrepreneurship to unemployed graduates. 			

	<ul style="list-style-type: none"> Effective HIV prevention. 	<ul style="list-style-type: none"> Although not a strategic priority, the municipality intends to address conditions leading to or aggravating the vulnerability of the community, and especially women and youth, to HIV infection and Aids-related mortality. This is mainly through skills development and creation of conducive environment for business and job creation. 	<ul style="list-style-type: none"> Not identified as a priority, despite highlighting of programme to deal with HIV/Aids. 	<ul style="list-style-type: none"> Increased focus on main causes of death in the province, particularly infant and maternal mortality, TB and HIV/Aids. 	<ul style="list-style-type: none"> Outcome 2: A long and healthy.
9.	<ul style="list-style-type: none"> Effective HIV and AIDS management. 	<ul style="list-style-type: none"> Although not a strategic priority, the municipality intends to address conditions leading to or aggravating the vulnerability of the community, and especially women and youth, to HIV infection and Aids-related mortality. This is mainly through skills development and creation of conducive environment for business and job creation. 	<ul style="list-style-type: none"> Not identified as a priority, despite highlighting of programme to deal with HIV/Aids. 	<ul style="list-style-type: none"> Increased focus on main causes of death in the province, particularly infant and maternal mortality, TB and HIV/Aids. 	<ul style="list-style-type: none"> Outcome 2: A long and healthy.
10.	<ul style="list-style-type: none"> Effective management of chronic diseases. 	<ul style="list-style-type: none"> Although not identified as part of strategic intents, the municipality acknowledges the causes and impact of chronic diseases such as diabetes, hypertension, pneumonia, arthritis etc., HIV/AIDS as among the dominant (common) causes of deaths. Also identifies absence of hospital within the municipal jurisdiction as aggravating the mortality factors. 	<ul style="list-style-type: none"> Not cited as priority, although there is acknowledgement of the need for and benefits of healthy lifestyles as well as the impact of air pollution with respect to chronic obstructive pulmonary diseases. 	<ul style="list-style-type: none"> Health promotion through public health education, to reduce infections, end lifestyle diseases, prevent disability and premature deaths. 	
11.	<ul style="list-style-type: none"> Addressing sense of despair and hopelessness 	<ul style="list-style-type: none"> Priority area – job creation: To create an environment that promotes growth, development thereby facilitating job creation and (eradication of) inequality (and) poverty. 	<ul style="list-style-type: none"> Priority 5: Community development, social cohesion and nation building. 	<ul style="list-style-type: none"> Growing the economy. Expanded Public Works Programme to provide short to medium term employment and skills development to the less fortunate members of society in the province. 	<ul style="list-style-type: none"> Outcome 13: A comprehensive, responsive and sustainable social protection system.

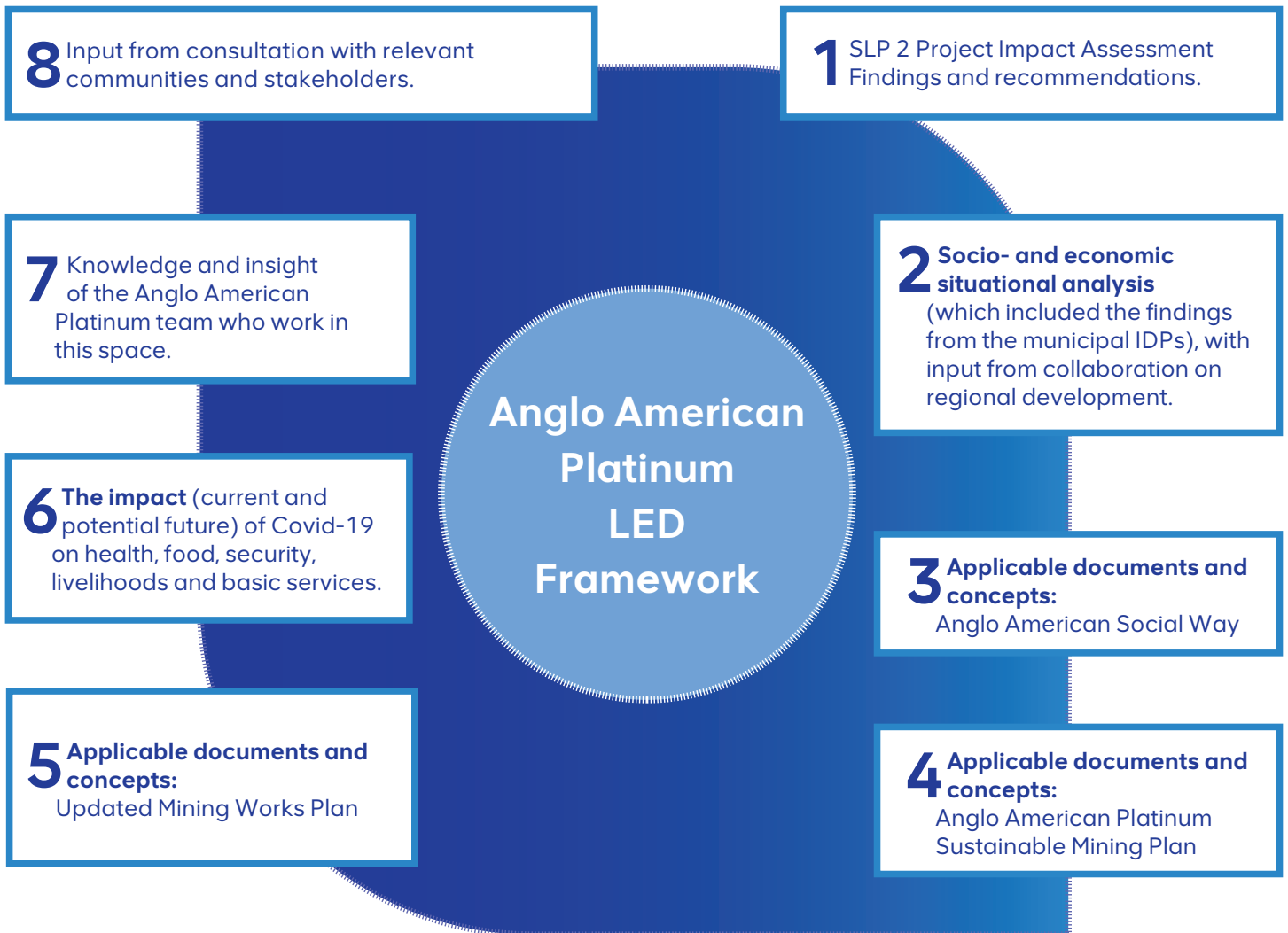
12.	<ul style="list-style-type: none"> • Crime. 	<ul style="list-style-type: none"> • Although not identified as part of strategic intents, the municipality acknowledges need for high mast lights to deal specifically with crime (mainly burglary, rape, assault and robberies) that takes place at night. 	<ul style="list-style-type: none"> • Not cited as priority, although District Municipality has committed to working in partnership and to develop a Community Safety Plan as well as to conduct safety audits. 	<ul style="list-style-type: none"> • Establish and maintain effective Community Police Forums in every ward of every municipality in Limpopo. • To reduce the crime incidence across the spectrum of crime categories as reported in the crime statistics of the South African Police Service. 	
	<ul style="list-style-type: none"> • Access to sufficient quantity of nutritious food. 	<ul style="list-style-type: none"> • Priority area – job creation: To create an environment that promotes growth, development thereby facilitating job creation and (eradication of) inequality (and) poverty. 	<ul style="list-style-type: none"> • Not cited as priority, although District Municipality is cognisant of challenges to and need for food security. 	<ul style="list-style-type: none"> • Unlocking the potential of agriculture in order to ensure maximum contribution of this sector to food security 	<ul style="list-style-type: none"> • Outcome 7: Vibrant, equitable, sustainable rural communities contributing towards food security for all.
	<ul style="list-style-type: none"> • Means to access sufficient and nutritious food. 	<ul style="list-style-type: none"> • Specific development strategies: <ul style="list-style-type: none"> - Resuscitation of the agricultural sector through partnerships with the DTI for growing high value crops for job creation. Resuscitate and support Agricultural schemes. - Create conducive environment for Market linkages for local agricultural enterprises. 		<ul style="list-style-type: none"> • Bus subsidy programme to ensure that the poor and the working class use their income on important social items such as food and clothing. 	

4.6 Approach to Local Economic Development (LED)

Anglo American recognises that to achieve sustainable human development, there is need to attend to the total environment that supports human survival and prosperity. This entails investing in communities. LED is a sub-component of community development. Simply perceived, community development is a complicated phenomenon, that span all phases of the mining and metals project cycle.

Genuine community development is concerned with and works towards “...empowerment of the people to be responsible for their own development” (Hennie & Frik, 2006: xiv). Therefore, it can be argued that community development is a social transformation process, which heavily depends on three levels of social agency, namely the individual, organisations and networks of associations. Our approach to local economic development is girded by community development principles and features as shown in the overall LED Framework in Table 48.

Figure 28: Inputs and considerations into the development of Anglo American Platinum’s LED framework.



The LED framework reflected in Figure 28 takes into cognisance the different developmental themes reflected in Table 40 to ensure that the emerging LED interventions are responsive to the needs of the community.

The framework recognises the need to align to broader policy and development frameworks as encapsulated by the National Development Plan and the Integrated Development Plans amongst various public instruments. It also takes into consideration Anglo American Platinum’s own corporate vision as articulated in various instruments such as the Anglo American Social Way and Sustainable Mining Plan. Cognisance is also made of operational apparatus such as the mining works plan. There is also wealth of knowledge and institutional memory within the Anglo American Platinum development team, hence engagement with all personnel who work within the community development and empowerment space to tap into their insights.

This framework also takes into account the projected short, medium and long-term impact of the coronavirus on the country’s economy and more particularly on the mining communities in question. As such, the LED framework acknowledges that the country is likely to move from low growth experienced in the previous year, to recession and then to depression over the next three years. Thus, the proposed LED projects need to contribute to mitigating these negative economic impacts upon the surrounding communities, particularly during the first part of this five-year social and labour plan cycle.

Table 40: Anglo American Platinum LED framework

LED Vision	Working in partnership with Government, community and other partners to implement projects and programmes that build thriving communities, who recognize and value and the mining company’s contribution, as well as their own contribution to their success.
Mission	Ensure Mototolo Der Brochen Mine Complex’s local response towards achieving the Global Sustainable Mining Plan is guided by a robust LED Framework that ensures that cost-effective, relevant and sustainable strategies are prioritised.
Thematic areas	<ol style="list-style-type: none"> 1. Quality of Life <ol style="list-style-type: none"> (a) Housing (b) Water and sanitation (c) Energy (d) Connectivity 2. Living conditions <ol style="list-style-type: none"> a) Employment b) Education and skills c) Health and well-being d) Food Security e) Finance (Livelihood development)
Values and principles	<ul style="list-style-type: none"> • Risk, opportunity and impact management focused • Outcome focused • Sustainable • Aligned with existing public-development plans • Linked to site value chains and expertise • Participating • Inclusive and diverse • Collaborative
Engagement Model	<ul style="list-style-type: none"> • Transform the relationship between mines and communities, and wider society. • Transparent and regular communication. • Building local leadership capacity to enhance participation, ownership and sustainability of community projects.

Anglo American aims to contribute to society by partnering with communities to advance their aspirations and direct resources towards their development priorities. In doing so Anglo American also recognises the key role of local government in service delivery. Thus, Anglo American will partner with and contribute to building the capacity of local government to effectively deliver on their administration and development mandate.

Mining is conducted within an environment defined by government policy, strategies and programmes. To that end, Anglo American's contributions are aligned both to the national development agenda and the development priorities of local communities.

Anglo American's financial and other resource contributions are therefore critical inputs towards implementation of programmes that emphasise community empowerment and participation. The social and labour plan document is an instrument to manage and report the results (outputs, outcomes and impact) of our cross-cutting projects.

4.7 Stakeholder engagement

The Anglo American Social Way, serves as the governing framework for social performance stipulating compliance to various specific requirements.

One of Anglo American's overarching sustainability pillars is that of Thriving Communities. This goal cannot be achieved without a detailed understanding of the surrounding communities, whilst also building close partnerships and establishing joint goals with these communities and other relevant stakeholders in the area.

The Anglo American Social Performance department works closely with the sustainability, supply chain and local procurement departments to promote socio-economic upliftment in communities close to the operations and in the areas from which Anglo draws labour (Lesotho, Mozambique, and South Africa's Eastern Cape province).

All Anglo American operations have existing community-engagement forums (CEFs) that meet at least quarterly. The Social Performance teams continuously monitor the quality of engagement, the structures and communication channels in place, especially at community level, to ensure that these are effective.

Anglo American's approach to engaging stakeholders is based on:

- Understanding and being responsive to the interests and concerns of our stakeholders is one of our principal priorities and challenges.
- Maintaining effective stakeholder relations.

Anglo American's ability to create a sustainable business is inextricably linked to their stakeholders – most directly with the employees and the communities around our operations, but equally with the stakeholders who indirectly affect, or are affected by, what Anglo American does, including governments, shareholders, partners and suppliers.

Anglo American commits to working with stakeholders in government, business and civil society to promote good governance and the responsible use of mineral wealth, and to prevent corruption. Anglo American believes that establishing relationships built on trust and respect is fundamental to the ability to create value. The need to invest in building mutually beneficial relationships is of increasing importance given the fact that many stakeholders currently have low levels of trust in business generally.

Stakeholder engagement processes are underpinned by the following strategic intents:

- to become a partner of choice in promoting integrated, sustainable local economic development in the provinces where we operate;
- to build a reputation for consistent and reliable delivery – whether on production or on social or environmental commitments made to stakeholders;
- to effectively engage stakeholders in obtaining the right to, and support for, safe and profitable platinum group metals mining.

In addition to the existing well-established stakeholder forums and communication channels, in line with Anglo American's own Social Way and the legislative requirements, Anglo American undertook consultation during the preparation of this social labour plan, whilst still complying to national Covid-19 restrictions. This consultation has been conducted by holding meetings with representative groups, conducting individual interviews, telephonic discussions and engaging in various forms of email/written correspondence.

4.8 Anglo American Sustainable Mining Plan

The Anglo American Sustainable Mining Plan was launched publicly in March 2018. The Sustainable Mining Plan comprises three pillars, each with three stretch goals, underpinned by six critical foundations that are enabled by partnership and engagement. The Sustainable Mining Plan components are illustrated in the diagram below:

Figure : Sustainable Mining Plan



Collaborative Regional Development is central to the Sustainable Mining Plan and aims to stimulate socio-economic development inside and outside the mining value chain.

Key components of the Sustainable Mining Plan helps to plan and guide project interventions to ensure that they contribute towards the overall purpose and long-term vision of Anglo American for its mining assets and the well-being of the surrounding communities.

The projects selected for this social and labour plan 3 and the implementation approach aim to contribute and support the overall Sustainable Mining Plan vision.

3.8 Local economic development (LED) projects

Local economic development projects seek to address the systemic challenges and weaknesses identified above. The identified LED projects have been categorised according to the LED framework themes and listed in the summary table below. There is growing recognition that the best instrument for fighting poverty is through enterprise development and building resilient livelihoods to withstand socio-economic and even environmental setbacks.

Table 40: Summary of LED programme.

	Thematic area	Proposed projects	Budget
1	Water and sanitation	Provision of water infrastructure	R28,325,000
2	Energy	Construction and installation of high mast lights	R33,863,000
3	Energy	Electrification of three doorstep villages	R17,316,000
4	Education and skills	Construction of early childhood development (ECD) centre at Nokaneng village	R6,172,000
5	Education and skills	Support to learner development and material supply	R9,145,000
6	Education and skills	Whole school programme (Anglo American Education Programme South Africa)	R15,677,000
7	Education and skills	ECD, leadership and character building	R6,532,000
8	Health and well-being	Refurbishment of health facility to improve access to health services - Ngwaabe Clinic	R4,700,000
9	Health and well-being	Support to improving health in schools (Ngwaabe and Steelpoort area)	R3,919,000
10	Health and well-being	Initiative to improve health in schools (Thaba Chweu area)	R3,919,000
11	Health and well-being	Supply of emergency and planned patient transport (ambulances)	R2,612,000
12	Social cohesion and sustainability	Social cohesion (Interfaith Programme)	R10,451,000
13	Infrastructure employment	Reconstruction of the road (Lydenburg town)	R23,088,000
14	Connectivity	Internet connectivity for low income villages in host communities	R5,225,000
15	Enterprise development	Anglo Zimele (Youth development, enterprise development and supplier development)	R32,661,000
16	Enterprise development	Shaga manufacturing project	R6,172,000
17	Enterprise development	Tourism project for Ga-Mawela St. George's Farm	R9,620,000
Total			R219,397,000

Anglo American Platinum commits to implementing projects that meet the identified need and will amend the approach or solution of any project if the situational context and requirements differ to what was anticipated when designing the social and labour plan.



4.10 Project plans

4.10.1 DBN 01

Project name	Provision of water infrastructure	Focus area	Water and sanitation	Budget	R28,325,000.00
Project description	Upgrade and refurbishment of community water infrastructure.				
Background and project justification	<p>The villages surrounding the mine often experience severe water challenges, due to poor infrastructure and the areas variable low rainfall pattern. 42% of households surrounding Mototolo Der Brochen Mine Complex receive water below minimum RDP standards.</p> <p>Fetakgomo Tubatse Local Municipal (FTLM) area is the ninth worst district in South Africa in terms of households without access to piped water. 65% of the populations do not have piped water compared to the national average of 28% without piped water.</p> <p>31% of schools lack access to water whilst 98% of households receive sanitation at levels below minimum RDP standards. 53% of schools receive sanitation at levels below minimum RDP standards.</p> <p>This places serious constraints on economic and social development initiatives. It is against this background that the following project has been initiated and aims to contribute to improving and maintaining the services available.</p>				
Accountable/responsible persons	District municipality	Local municipality	Host community		
Social performance manager	Greater Sekhukhune	FTLM	Various selected villages		
Implementation time frame					
2021	2022	2023	2024	2025	
Engagement and planning	Implementation	Implementation	Implementation	Handover	
Project outputs (KPIs)			Project outcomes (KPIs)		
<ol style="list-style-type: none"> 1. Planning and approvals 2. Procurement of service provider 3. Project execution 4. Project close-out and handover 			<ol style="list-style-type: none"> 1. Project scoping and approvals 2. Appointment of a service provider 3. Project scope, schedule vs progress report 4. Close-out and handover report 		
General comments (employment related)					
Local employment and contracting opportunities will be created during construction.					
Project completion and exit strategy					
Handover to local municipality.					

Project name	High mast lights supply and installation (selected villages in Fetakgomo Tubatse (FTLM) and Thaba Chweu (TCLM) local municipalities)	Focus area	Energy	Budget	R33,863,000.00
Project description	Supply and installation of high mast lights in selected villages in FTLM and TCLM.				
Background and project justification	<p>The communities had, for the past years, made requests to Anglo American Platinum for high mast lights. Their villages are very dark and communities encounter a lot of crime as a result. After engagement with the community, the FTLM and the TCLM, it was agreed to implement this project which will contribute to the safety of communities and employees.</p> <p>Mototolo Der Brochen Mine Complex will implement this project in partnership with the FTLM and TCLM in line with the Integrated Development Plan and will make provision for the design, project management, supply, delivery, erection and commissioning of high mast lights.</p> <p>The work also includes foundation, the furnishing of all labour, material and services for the design, supply, manufacture, testing and inspection at work, delivery to site, erection and rectification of defects developing during the warranty period for equipment.</p>				
Accountable/responsible persons	District municipality	Local municipality	Host community		
Social performance manager and integrated development plan manager	Sekhukhune District Municipality	FTLM and TCLM	Ga-Malekana and Pakaneng Choma		
Implementation time frame					
2021	2022	2023	2024	2025	
Engagement and planning			Implementation	Handover	
Project outputs (KPIs)			Project outcomes (KPIs)		
<ol style="list-style-type: none"> 1. Project plan 2. Memorandum of Understanding with Fetakgomo Tubatse FTLM and TCLM 3. Procurement of service provider 4. Project execution 5. Project close out and handover 			<ol style="list-style-type: none"> 1. Project charter 2. Agreements with all relevant implementation role players 3. Approved project plans and implementation 4. Improved lighting in the FTLM and TCLM villages 5. Increased sense of safety within communities 		
General comments (employment related)					
Local employment and contracting opportunities will be created during construction.					
Project completion and exit strategy					
Handover to local municipalities.					

Project name	Supply and installation of solar energy/ electrification	Focus area	Infrastructure	Budget	R17,316,000.00
Project description	Supply and installation of electrification infrastructure Fetakgomo Tubatse Local Municipality (FTLM).				
Background and project justification	<p>The FTLM comprises about 342 villages. The municipality is largely dominated by rural landscape with only six proclaimed townships. This municipality is characterised by weak economic base, inadequate infrastructure, major service backlogs, dispersed human settlements and high poverty levels.</p> <p>FTLM is not the electricity authority nor provider and this is the sole competency of Eskom. The municipality is only responsible for the coordination of the service by making sure that communities are consulted and by compiling a priority list. The rural population has no electricity. Lack of access to electricity to some villages poses a problem to the municipality as it impacts negatively on local economic development and community projects. The advent of the Covid-19 disease further exacerbates the electricity challenges faced by the municipality due to the diversion of funds to manage the impacts of the disease.</p> <p>Anglo American Platinum has identified the need to support the local municipality electrification program. It is anticipated that this will assist in the alleviation of the electricity backlog and assist vulnerable households to obtain basic electricity connections.</p>				
Accountable/ responsible persons	District municipality	Local municipality	Host community		
Social performance manager	Sekhukhune District Municipality	FTLM	Doorstep communities		
Implementation time frame					
2021	2022	2023	2024	2025	
Engagement and planning		Implementation		Handover	
Project outputs (KPIs)			Project outcomes (KPIs)		
<ol style="list-style-type: none"> 1. Scope project 2. Identification and verification of beneficiary households 3. Memorandum of Understanding (MoU) with FTLM and Eskom 4. Procurement of service provider 5. Project execution 6. Project close-out 7. Handover 			<ol style="list-style-type: none"> 1. Project scope report 2. Number of households 3. Signed MoU with FTLM and Eskom 4. Service provider appointed 5. Project scope, schedule vs progress report 6. Close-out report 7. Handover report 		
General comments (employment related)					
Local employment and contracting opportunities will be created during installation.					
Project completion and exit strategy					
Handover to local municipality.					

Project name	Construction of early childhood development centre (ECD) at Nokaneng village	Focus area	Education and skills	Budget	R6,172,000.00
Project description	Construction of a new ECD centre.				
Background and project justification	<p>Creating an environment conducive for learning and teaching is one of the major priorities for our government in their quest to improve the education system of the country. Mototolo Der Brochen Mine Complex is committed to partnering with Government to facilitate and contribute towards schools and ECD infrastructure and whole school development in our host communities.</p> <p>Overcrowding is a challenge in most of the ECD 's and schools around the FTLM. This project will involve the construction of and equipping of a new ECD Centre at Phashaskraal.</p>				
Accountable/responsible persons	District municipality	Local municipality	Host community		
Social performance manager	Greater Sekhukhune	FTLM	Nokaneng village		
Implementation time frame					
2021	2022	2023	2024	2025	
Engagement and planning	Implementation	Implementation	Monitoring and evaluation	Handover	
Project outputs (KPIs)			Project outcomes (KPIs)		
<ol style="list-style-type: none"> 1. Scope project 2. Procurement of contractor 3. Project execution 4. Project close-out and handover 			<ol style="list-style-type: none"> 1. Project plan and scope report and approvals 2. Appointment of a contractor 3. Project scope, schedule vs progress report 4. Close-out and handover report 		
General comments (employment related)					
Local employment and contracting opportunities will be created during construction.					
Project completion and exit strategy					
Handover to CBO/NPO/NGO.					

Project name	Support to learner development and material supply	Focus area	Education and skills	Budget	R9,145,000.00
Project description	The mine will support the Department of Education (DoE) by building curriculum content knowledge and resource materials.				
Background and project justification	<p>It is widely accepted that South Africa is a country in transition and that to achieve accelerated and shared growth, it is critical to develop its people. Throughout the country there is agreement that a severe shortage of skills hampers long-term, sustained economic growth and the effectiveness of service delivery.</p> <p>There is a need to produce more matriculants proficient in mathematics, science and technical skills. It is the aim of Anglo American Platinum to support the schools in the communities where they operate in order to strengthen the pipeline that they depend on to provide the candidates who are competent and confident, and who have the skills and experience required for the workplace. In its endeavour to contribute to these challenges, Mototolo Der Brochen Mine Complex plans to support the DoE to build content and pedagogical knowledge/capacity of teachers, content knowledge of learners and management capability of school leadership. Supplement Grade 12 Learners Content Gaps (mathematics, English, physical science etc.) with access to 'extra education digital support', shortages, facilitate curriculum advisor and peer support and collaboration, 24/7/365 access to supplementary education digital resources.</p>				
Accountable/responsible persons	District municipality	Local municipality	Host community		
Social performance manager	Ehlanzeni District Municipality and Sekhukhune	Fetakgomo Tubatse and Thaba Chweu	Selected villages		
Implementation time frame					
2021	2022	2023	2024	2025	
Engagement and planning	Implementation		Monitoring and evaluation		
Project outputs (KPIs)			Project outcomes (KPIs)		
<ol style="list-style-type: none"> Building partnerships with department and other business partners. Continuous support to the learners selected. Continuous academic support to selected learners from local municipalities. Mathematics, science and accounting Winter and Spring camps. Supply of learning material and equipment. 			<ol style="list-style-type: none"> Target of 300 beneficiaries over the duration of the programme. Procurement and provision of required services and equipment. Increased number of learners benefiting. Improved learner performance through improved teacher content and pedagogical knowledge, improved learner access to digital education resources and strengthening of curriculum delivery management. Additional learning material supplied to those attending camps and those at the identified schools. 		
General comments (employment related)					
This project may create some temporary short-term employment opportunities during implementation but will promote the ability of learners to find employment in the future.					
Project completion and exit strategy					
Focused on systems strengthening via multi-stakeholder partnerships led by the DoE, hence a transition plan rather than an exit plan would be incorporated and guided by an signed Memorandum of Understanding in terms of the ongoing project maintenance.					

Project name	Whole School Development Programme - school infrastructure and capacity building programmes (teachers, learners, school)	Focus area	Education and skills	Budget	R15,677,000.00
Project description	The programme focuses on early childhood learning and a whole school development (WSD) approach to facilitate a significant positive impact on the educational outcomes of children in selected primary and secondary schools local to the Anglo American operations in three provinces. The approach emphasizes in particular those aspects of school development believed to have the greatest impact on educational/academic outcomes for children.				
Background and project justification	<p>The Anglo American South Africa (AASA) Education Programme is an initiative of the Anglo American Sustainable Mining Plan and forms part of AASA's commitment, as an active corporate citizen, to engage with the challenges facing South Africa. One of the pillars of the Sustainable Mining Plan is to create thriving communities close to the Company's operations with education as a key building block.</p> <p>The programme is aligned to the policy and strategy of the Department of Basic Education (DBE), notably the "Action Plan to 2019: Towards the Realization of Schooling 2030" and the "Strategic plan of the DBE 2014-2019" (DBE, 2015).</p>				
Accountable/responsible persons	District municipality	Local municipality	Host community		
Social performance manager	Ehlanzeni District Municipality	Thaba Chweu	All		
Implementation time frame					
2021	2022	2023	2024	2025	
Implementation				Monitoring and evaluation	
Project outputs (KPIs)			Project outcomes (KPIs)		
<ol style="list-style-type: none"> 1. Primary and secondary school development 2. Infrastructure support 3. Early Childhood Development (ECD) support 			<ol style="list-style-type: none"> 1. Children attending primary schools supported by the Programme receive quality education and attain grade and age appropriate education standards. 2. Minimum infrastructure support provided to ensure conducive and safe learning environments at the identified schools. 3. Children aged 3-5 living local to AASA and its operations receive quality ECD care and are school ready. 		
General comments (employment related)					
This project may create some temporary short-term employment opportunities during implementation but will promote the ability of learners to find employment in the future.					
Project completion and exit strategy					
Handover to DoE					

Project name	Leadership and character-building programme	Focus area	Education and skills	Budget	R6,532,000.00
Project description	Implementation of a previously successful programme in schools focused on early childhood development (ECD), leadership and character development.				
Background and project justification	<p>It is widely accepted that in South Africa and other developing countries “43% of children younger than five years of age, are likely to forego a quarter of average adult income per year and up to two times the gross domestic product spent on health”.</p> <p>Throughout the country, there is also agreement that there is need for moral regeneration and requirement to address the severe shortage of skills which hampers long-term, sustained economic growth and the effectiveness of service delivery. This project unleashes the full potential of the future generations by preparing them to contribute successfully to their communities and country. It is framed according to three phases of their development:</p> <ul style="list-style-type: none"> • pre-birth to two years • 2-6 years • 7 years to 20 years <p>The first two phases constitute ECD and the third; leadership and character development. The ECD programme is centred on health and nutrition and the leadership and character teaching addresses, life skills, leadership, moral regeneration, virtue development, service and volunteerism. In the process it also capacitates teachers and parents.</p>				
Accountable/responsible persons	District municipality	Local municipality		Host community	
Social performance manager and local municipality and Department of Education (DoE)	Ehlanzeni District Municipality and Sekhukhune	Fetakgomo Tubatse and Thaba Chweu local municipalities		Selected villages	
Implementation time frame					
2021	2022	2023	2024	2025	
Implementation			Monitoring and evaluation	Handover	
Project outputs (KPIs)			Project outcomes (KPIs)		
<ol style="list-style-type: none"> 1. Select a suitable service provider with a solid track record. 2. Implement the programme at selected schools. 3. Project tracking, monitoring and report 			<ol style="list-style-type: none"> 1. Increased EDC knowledge and interventions with pre-schoolers. 2. Enriched and upskilled parents, primary and high school learners and teachers. 3. Development of youth graduates (as assistants in the programme). 		
General comments (employment related)					
This programme employs youth graduates from the surrounding community to implement the programming and mentorship.					
Project completion and exit strategy					
Focused on systems strengthening via multi-stakeholder partnerships led by the DoE. For example, DoE is running ECD programmes and overall education improvements. Hence, a transition plan rather than an exit plan would be incorporated and guided by a signed Memorandum of Understanding in terms of the ongoing project maintenance.					

Project name	Refurbishment of health facility to improve access to health services - Ngwaabe Clinic	Focus area	Health and well-being	Budget	R4,700,000.00
Project description	Upgrade of infrastructure and equipment at an existing clinic.				
Background and project justification	<p>The Fetakgomo Tubatse Local Municipality (FTLM) faces significant challenges in health infrastructure, further exacerbated by the Covid-19 pandemic's increased traffic.</p> <p>Budget allocations to continually maintain and improving existing infrastructure is a challenge, with the district budget for several years being approximately 10% of the required amount. As such, service delivery is impacted on by the inability to refurbish the facilities as well as extend others to accommodate higher patient loads.</p> <p>Working with the Limpopo Department of Health (DoH), this project will assist in work required at Ngwaabe clinic, one of the largest in the region, to ensure it meets the National Core Standards for infrastructure.</p>				
Accountable/responsible persons	District municipality	Local municipality	Host community		
Social performance manager and DoH	Sekhukhune	FTLM	Ngwaabe		
Implementation time frame					
2021	2022	2023	2024	2025	
Engagement and planning	Implementation	Implementation	Monitoring and evaluation	Handover	
Project outputs (KPIs)			Project outcomes (KPIs)		
<ol style="list-style-type: none"> 1. Scope project 2. Memorandum of Understanding with DoH and procurement of service provider. 3. Project execution 4. Project close-out and handover 			<ol style="list-style-type: none"> 1. Partnership between Anglo American and Limpopo DoH for community benefit. 2. Upgraded and improve health care facilities (and therefore services) for local communities. 3. Partnership between Anglo American and Limpopo DoH for community benefit. 4. Upgraded and improve health care facilities (and therefore services) for local communities. 		
General comments (employment related)					
Local employment and contracting opportunities will be created during construction.					
Project completion and exit strategy					
Handover to DoH					

Project name	Support to improving health in schools (Ngwaabe and Steelpoort area)	Focus area	Health and well-being	Budget	R3,919,000.00
Project description	The mine will partner with experienced implementing partners to provide vision screening and correction as well as basic dental services to school learners.				
Background and project justification	<p>One in three people in the Fetakgomo Tubatse Local Municipality (FTLM) are of a school going age (source: Statistics South Africa). The Departments of Health (DoH) and Basic Education have adopted the Integrated School Health Policy. This policy is in line with the World Health Organisation's aim of school health programmes that are a combination of services which ensure the physical, mental and social well-being of learners to maximise their learning capabilities.</p> <p>School health services is also considered to be a pebble in a pond strategy, implying that in the process of engaging school-going children key messages cascade to teachers and guardians at home. Improved vision can make a significant improvement to learners ability to participate in class, whilst good dental health practices are important habits to instil in people from an early age.</p>				
Accountable/responsible persons	District municipality	Local municipality	Host community		
Social performance manager	Sekhukhune	FTLM	All		
Implementation time frame					
2021	2022	2023	2024	2025	
Engagement and planning	Implementation	Implementation	Implementation	Handover	
Project outputs (KPIs)			Project outcomes (KPIs)		
<ol style="list-style-type: none"> 1. Develop partnership implementation plan. 2. Implement vision testing and correction outreach. 3. Dental health outreach. 4. Project close-out 			<ol style="list-style-type: none"> 1. Establishment of project steering committee with Limpopo DoH and implementing partners. 2. Implementing partner tests vision and provides glasses for learners in need. 3. Implementing partner provides education, screening and teeth cleaning service to schools in host community 4. Project close-out and outcomes report. 		
General comments (employment related)					
This project will not create employment, apart from possibly a few part-time assistant opportunities, but will promote learning and health in learners.					
Project completion and exit strategy					
No exit or handover strategy required.					

Project name	Initiative to improve health in schools (Thaba Chweu area)	Focus area	Health and well-being	Budget	R3,919,000.00
Project description	Mototolo Der Brochen Mine Complex will partner with experienced implementing partners to provide vision screening and correction as well as basic dental services to school learners.				
Background and project justification	<p>One in three people in the Fetakgomo Tubatse Local Municipality (FTLM) area are of a school going age (source: Statistics South Africa). The Departments of Health (DoH) and Basic Education have adopted the Integrated School Health Policy.</p> <p>This policy is in line with the World Health Organisation's aim of school health programmes that are a combination of services which ensure the physical, mental and social well-being of learners to maximise their learning capabilities.</p> <p>School health services is also considered to be a pebble in a pond strategy, implying that in the process of engaging school-going children key messages cascade to teachers and guardians at home. Improved vision can make a significant improvement to learners ability to participate in class, whilst good dental health practices are important habits to instil in people from an early age.</p>				
Accountable/responsible persons	District municipality	Local municipality	Host community		
Social performance manager	Sekhukhune	Thaba Chweu	All		
Implementation time frame					
2021	2022	2023	2024	2025	
Engagement and planning	Implementation	Implementation	Implementation	Monitoring and evaluation	
Project outputs (KPIs)			Project outcomes (KPIs)		
<ol style="list-style-type: none"> 1. Develop partnership implementation plan. 2. Implement vision testing and correction outreach. 3. Dental health outreach. 4. Project close-out. 			<ol style="list-style-type: none"> 1. Establishment of project steering committee with Limpopo DoH and implementing partners. 2. Implementing partner tests vision and provides glasses for learners in need. 3. Implementing partner provides education, screening and teeth cleaning service to schools in host community. 4. Project close-out and outcomes report. 		
General comments (employment related)					
This project will not create employment, apart from possibly a few part-time assistant opportunities, but will promote learning and health in learners.					
Project completion and exit strategy					
No exit or handover strategy required.					

Project name	Supply of emergency and planned patient transport (ambulances)	Focus area	Health and well-being	Budget	R2,612,000.00
Project description	Help augment the limited resources of the Limpopo Department of Health (DoH) to fund their emergency fleet requirements.				
Background and project justification	<p>Limpopo has the highest maternal mortality ratio in South Africa at 185 deaths per 100,000 live births (Health Systems Trust, 2015). This is well above the Millennium Development Goal of 4/100,000 and the national average of 133/100,000.</p> <p>One of the contributing causes of this significant health is the availability and timely transport of mothers requiring emergency care which cannot be offered at a primary care level. Similarly, generic emergency care vehicles are not adequately equipped to provide sufficient care on route, therefore, the DoH has specialised vehicles which are stationed at clinics with maternal and obstetric units.</p> <p>A significant challenge for health care users in poor communities is the cost of accessing care. While Primary Health Care is offered free of charge, it is not truly free in the sense that it still costs the user in other ways. In an investigation for Operation Phakisa it is estimated that the economic burden associated with accessing health care can be as much as R1,140 a year for transport alone. Should the person require referral and regular follow-up at a district, regional or central facility this amount multiplies exponentially; with some cited examples of R1,400 a facility visit.</p> <p>Within poor community the affordability such expenses is beyond most people's means, resulting in them failing to attend facilities which impacts their long-term health. Linked to this problem is people then falling critically ill due to not receiving the required care, who then in turn require emergency transport. To address this challenge, Planned Patient Transport services are offered to patients that cannot afford the cost of accessing care or attend higher level facilities on referral. However, these vehicles need regular repair and upgrading to in order to ensure there is constantly an effective fleet of available vehicles.</p>				
Accountable/responsible persons	District municipality	Local municipality	Host community		
Social performance manager	Greater Sekhukhune	Fetakgomo Tubatse Local Municipality	Local villages		
Implementation time frame					
2021	2022	2023	2024	2025	
Engagement and planning		Implementation	Implementation	Handover	
Project outputs (KPIs)			Project outcomes (KPIs)		
<ol style="list-style-type: none"> 1. Agreement reached on required vehicles. 2. Procure and fit ambulances based on department requirements. 3. Delivery of the Ambulances to the DoH. 			<ol style="list-style-type: none"> 1. The Limpopo DoH and mine conclude a purchase-transfer agreement. 2. Ambulances procured and fitted. 3. Handover of ambulances. 4. Improved access to maternity health care. 		
General comments (employment related)					
No employment will be created.					
Project completion and exit strategy					
Handover to DoH emergency services.					

Project name	Social cohesion (Interfaith programme)	Focus area	Social cohesion and sustainability	Budget	R10,451,000.00
Project description	Specialist social change programme facilitating Interfaith-based leaders to work together to bring social change, for moral regeneration.				
Background and project justification	<p>Conflict and jealousy along with competition for resources, benefits and profile are characteristics found within many community groups and amongst their leaders.</p> <p>This project will seek to gather together all faith-based leaders, without including business and/or school leadership, to better work together to bring social change, conflict resolution, break dependency and build resilience within their respective communities.</p>				
Accountable/responsible persons	District municipality	Local municipality		Host community	
Social performance manager	Greater Sekhukhune	Fetakgomo Tubatse Local Municipality		Local villages	
Implementation time frame					
2021	2022	2023	2024	2025	
Engagement and planning		Implementation	Implementation	Handover	
Project outputs (KPIs)			Project outcomes (KPIs)		
<ol style="list-style-type: none"> 1. Project feasibility study. 2. Memorandum of Understanding with Department of Sports, arts and culture. 3. Project execution. 4. Project close-out and handover. 			<ol style="list-style-type: none"> 1. Feasibility study report. 2. Appointment of a service provider. 3. Project scope, schedule and progress report. 4. Close-out and handover report. 		
General comments (employment related)					
This project will not create employment but will facilitate networking, conflict resolution and moral regeneration, that are vital to creating and stimulating new economic and investment opportunities in any community.					
Project completion and exit strategy					
This project will not require any formal completion or exit, it will aim to develop and facilitate internal community relationships that will continue after the service providers appointment.					

Project name	Reconstruction of the Viljoen Street in Lydenburg	Focus area	Employment through Infrastructure	Budget	R23,088,000.00
Project description	Reconstruction of 2km dual carriage of the Viljoen Street in Lydenburg.				
Background and project justification	<p>Due to the deterioration of roads in the villages surrounding the mine, community members have difficulty accessing transportation, going to school, work, shops and accessing health facilities.</p> <p>This can be exacerbated during the rainy season. The improvement of Viljoen Street in Lydenburg will benefit the surrounding communities in terms of better access to social and transport services, while also improving local transport and trade, with associated economic benefits. Road improvement projects were recommended by the local communities.</p>				
Accountable/responsible persons	District municipality	Local municipality		Host community	
Social performance manager	Ehlanzeni District Municipality	Fetakgomo Tubatse Local Municipality		Local villages	
Implementation time frame					
2021	2022	2023	2024	2025	
Engagement and planning		Implementation	Implementation	Handover	
Project outputs (KPIs)			Project outcomes (KPIs)		
<ol style="list-style-type: none"> 1. Pre-stage initiation of the project. 2. Pre-stage planning. 3. Compile procurement documentation and procure a construction service provider for the required construction processes. 4. Manage the construction process. 5. Project close out and handover. 			<ol style="list-style-type: none"> 1. Project charter, stakeholder mapping and approvals 2. Project scoping and approvals. 3. Bid documentation and appointment of construction service provider. 4. Project construction progress reports. 5. Project close-out and handover report. 		
General comments (employment related)					
Local employment and contracting opportunities will be created during construction.					
Project completion and exit strategy					
Handover to local municipality					

Project name	Internet connectivity for low-income schools in host communities	Focus area	Connectivity	Budget	R5,225,000.00
Project description	The funding of infrastructure, hardware and software technology solutions, along with monthly support to enable a service provider to implement a form of open access WiFi solution within the selected schools.				
Background and project justification	<p>Internet and telecommunications connectivity have become a necessary tool in every home and business. Beyond the ability to connect with friends and family, internet connectivity allows individuals to access business or income-earning opportunities, bank, make purchases online, study and learn new skills. More and more internet access is being seen as a basic human right. Rural areas across the country often have poor connectivity as well as there being few open WiFi hotspots. This status quo and high mobile data costs, still exclude many rural households from the benefits and opportunities available with cheap available internet access.</p> <p>Service providers are reluctant to install further towers and upgrade access services in areas where households are scattered and/or where return on investment is low due to the limited purchasing power of the residents. There are technology options available to implement a form of open access WiFi solution within a rural community, the mine aims to support the implementation and contribute to sustaining the system where a certain quantity of free data access is provided to any registered individual user on a monthly basis.</p>				
Accountable/responsible persons	District municipality	Local municipality	Host community		
Social performance manager	Ehlanzeni District Municipality	Thaba Chweu Local Municipality	Selected schools		
Implementation time frame					
2021	2022	2023	2024	2025	
Engagement and planning	Implementation		Monitoring and evaluation		
Project outputs (KPIs)			Project outcomes (KPIs)		
<ol style="list-style-type: none"> 1. Project planning, solution and service provider Identification. 2. Identification of selected villages. 3. Construction and implementation of infrastructure and software solutions. 4. Registration and awareness programme. 5. Project close-out. 			<ol style="list-style-type: none"> 1. Project and service provider plan. 2. Selected villages consulted and in agreement 3. Construction of towers and installation of WiFi hotspots with extension hubs to extend network access 4. Programme to promote awareness and registration and use criteria 5. Close-out report. 		
General comments (employment related)					
This project will create a few temporary short-term jobs during construction and possibly employ some local support community support staff. However, it will enable all community members to better access internet services to seek and find employment opportunities.					
Project completion and exit strategy					
The mine will contribute and support the programme until the generated revenue allows the service provider to continue the programme without further support.					

Project name	Shaga manufacturing project	Focus area	Enterprise development	Budget	R6,172,000.00
Project description	Implement a manufacturing initiative for income generation.				
Background and project justification	<p>SED under social performance has adopted a specific approach called Collaborative Regional Development (CRD).</p> <p>In line with the Anglo American Sustainable Mining Plan, CRD is about acting as a catalyst for change in the communities and regions where we operate, in cross-sectoral, multi-organisational partnership with other stakeholders to promote larger scale, long-term development.</p> <p>CRD looks beyond the immediate vicinity of our sites to identify opportunities to improve the prospects of those in our host regions. Manufacturing is identified as an income generating initiative that could be used as a sustainable revenue generating stream for Shaga community. One such opportunity is for the establishment of a Leather Tannery, this and/or other opportunities will be investigated in a feasibility study and developed.</p>				
Accountable/responsible persons	District municipality	Local municipality	Host community		
Social performance manager and service provider	Ehlanzeni District Municipality	Thaba Chweu	Shaga		
Implementation time frame					
2021	2022	2023	2024	2025	
Engagement and planning			Monitoring and evaluation		
Project outputs (KPIs)			Project outcomes (KPIs)		
<ol style="list-style-type: none"> 1. Appoint a service provider to undertake a feasibility study. 2. Implementation of the project along with training and empowerment of the beneficiaries. 3. Project monitoring, close-out and handover. 			<ol style="list-style-type: none"> 1. Project plan and charter. 2. Developing new manufacturing opportunities and skills within the community. 3. Beneficiaries from the community have a new opportunity through which to earn an income and improve their livelihood. 		
General comments (employment related)					
Youth and historically marginalised individuals, namely women and people with disabilities, will be given preference.					
Project completion and exit strategy					
The project will be handed over to the beneficiaries immediately upon completion, and it is expected that they will manage the enterprise and generate income. A six-month incubation period, including property management skills development will be part of project implementation.					

Project name	Tourism project for Ga-Mawela St. Georges Farm	Focus area	Enterprise development	Budget	R9,620,000.00
Project description	Development of a tourism project for income generation.				
Background and project justification	<p>Socio-economic development under social performance has adopted a specific approach called Collaborative Regional Development (CRD). In line with the Anglo American Sustainable Mining Plan, CRD is about acting as a catalyst for change in the communities and regions where we operate, in cross-sectoral, multi-organisational partnership with other stakeholders to promote larger scale, long-term development. CRD looks beyond the immediate vicinity of our sites to identify opportunities to improve the prospects of those in our host regions. Tourism is identified as an income generating initiative that could be used as a sustainable revenue generating stream for Ga-Mawela CPA land.</p> <p>To fully realise the potential that lies in the land mass of 1,467 hectares, we are exploring a route of doing a full Feasibility Study so the appropriate well-informed decisions can be made.</p> <p>Acknowledging the fact that the economic world is going to be a different place post Lockdown, as a result of Covid-19 pandemic lot of small businesses will not survive, the requirement for sustainable jobs will be dire hence we need to support every possible opportunity to create new revenue streams and new job opportunities.</p>				
Accountable/responsible persons	District municipality	Local municipality	Host community		
Social performance manager and service provider	Sehkhuhune District Municipality	Fetakgomo Tubatse Local Municipality	Ga-Mawela		
Implementation time frame					
2021	2022	2023	2024	2025	
Engagements, planning and implementation			Monitoring and evaluation		
Project outputs (KPIs)			Project outcomes (KPIs)		
<ol style="list-style-type: none"> 1. Appoint a service provider to undertake a feasibility study. 2. Implementation of the project along with training and empowerment of the beneficiaries. 3. Project monitoring, close-out and handover. 			<ol style="list-style-type: none"> 1. Developing new tourism or other enterprise opportunities as informed by the feasibility study along with the required skills within the community. 2. Beneficiaries from the community have a new opportunity through which to earn an income and improve their livelihood. 		
General comments (employment related)					
Youth and historically marginalised individuals, namely women and people with disabilities, will be given preference.					
Project completion and exit strategy					
The project will be handed over to the beneficiaries immediately upon completion, and it is expected that they will manage the enterprise and generate income. A six-month incubation period, including property management skills development will be part of project implementation.					

5. Housing and living conditions (Regulation 46c (i))

The revised Housing and Living Conditions Standard for the Minerals Industry was published in the Government Gazette on 11 December 2019. As an existing mining Right Holder, Anglo American Platinum commits to the submission of a Detailed Housing and Living Conditions Plan, aligned to the new standard, and in consultation with Organised Labour by 10 December 2020.

The plan will include in summary:

- **Home ownership**
Anglo American Platinum with this pillar intends to assist employees to achieve home ownership in the most affordable manner.
- **Company houses**
Provide company houses to employees with core and critical skills to be retained and attracted to our various operating areas.
- **Living out allowances (LOA)**
Provide LOA to accommodate employees from labour source communities.
Provide LOA that will ensure that employees source their own decent accommodation.
- **Single accommodation villages**
Provide single accommodation that is decent and aligned to the provisions of securing human dignity and respect.
- **Rental subsidies**
Provide rental subsidies to employees in areas where the company has very little or no developed company houses. The stock is used as a plan to attract and retain employees with rare skills.

This plan and its implementation will meet the requirements of this SLP for Regulation 46c (iv).

6. Procurement, enterprise and supplier development (Regulation 46c (vi))

6.1 Rationale

Anglo American Platinum continues to embark on empowering Host Community Based Companies (HCBC) businesses through our inclusive procurement approach, which aims to support the sustainable growth of all business in South Africa, with emphasis on businesses owned by historically disadvantaged individuals and our HCBC.

The inclusive procurement team works to support Anglo American purpose of re-imagining mining to improve people's lives by connecting and engaging internal and external stakeholders of different backgrounds to address issues and risks, solve problems, provide a visible impact and add maximum value.

Anglo American Platinum has adopted a collaborative approach to inclusive procurement. We aim to get the most value out of our resources and investments that are working in areas where we can gain synergies, such as Group Supply Chain teams, Zimele enterprise and supplier development teams as well as social performance teams, our suppliers and all our colleagues in Anglo American Platinum, to accelerate economic growth and empowering of HCBC.

Anglo American Platinum inclusive procurement, enterprise and supplier development strategies are pro-actively informed by the ever-changing mining environment, complexity of our community needs, world best practices, benchmarking, associations with peers and collaboration with other partners (government, non-governmental and non-profit organisations and other non-mining industry players).

Anglo American Platinum has therefore set its procurement, enterprise and supplier development achievable targets for the period 2021 to 2025.

These targets are aligned to the following Anglo American Platinum objectives:

1. Create sustainable businesses in our primary and secondary zones of influence.
2. Create sustainable jobs for Anglo American Platinum host communities.
3. Support other government initiatives e.g. black industrialisation and special economic zones.
4. Create thriving economies beyond our life of assets/operations.
5. Maintain our social and political licence to operate our assets.

6.2 Commitments for inclusive procurement of mining goods and services

This element of Anglo American Platinum social and labour plan (SLP) is aligned to Mining Charter 2018 (MC III). Platinum commits to meet MCIII targets set out for the mining industry for a period 2018 to 2023.

Anglo American Platinum commits to procure the required threshold of mining goods from black owned, empowered, women and youth owned companies, according to the increasing targets towards full compliance by 2023. (as per the Mining Charter regulations).

Anglo American Platinum commits to support local manufacturing by procuring the required threshold of mining goods that has minimum of 60% local content.

Anglo American Platinum commits to procure the required threshold of mining services from black owned, empowered, women- and youth-owned companies, according to the increasing targets towards full compliance by 2020 (as per the Mining Charter regulations).

6.3 Targets for mining goods and service

Table 50: Mining Charter III mining goods targets.

Mining goods			
Category of suppliers	>25+1 Vote % HDP	>51% HDP	Women and youth owned
Annual ownership targets	44%	21%	5%
Annual targets (ownership and local content)			
2021	15.4%	7.4%	1.8%
2022	22.2%	10.5%	2.5%
2023	30.8%	14.4%	3.5%
2024	30.8%	14.4%	3.5%
2025	30.8%	14.4%	3.5%

Table 51: Mining Charter III mining services targets.

Services				
	>25 HDP	>51% HDP	>51% Women-owned	>51% Youth-owned
Targets	10%	50%	15%	5%
2021	30%	40%	7%	3%
2022	19%	45%	12%	4%
2023	10%	50%	15%	5%
2024	10%	50%	15%	5%
2025	10%	50%	15%	5%

Table 52: Host community procurement, enterprise, supplier and youth development

Description	SLP target						Responsible function
Procurement							
SLP commitment	UOM	2021	2022	2023	2024	2025	Responsible function
Host community procurement	%						Inclusive procurement
Host community (zone of influence and doorstep)	%	18%	20%	22%	24%	26%	
Doorstep spend	%	11%	13%	15%	17%	19%	
New contract with host community companies	#	3	3	3	3	3	
Unbundled contracts (joint ventures, partnerships, subcontracting)	#	1	1	1	1	1	
Black Industrialist Projects (manufacturing/fab/refurbishments)	#	1	1	1	1	1	

Supplier development (SD)							
SLP commitment	UOM	2021	2022	2023	2024	2025	Responsible function
Local supplier gap analysis	#	40	40	40	40	40	Zimele
Number of courses for local suppliers	#	4	4	4	4	4	
Supplier development partners	#	2	2	2	2	2	
Training of local suppliers	#	50	50	50	50	50	
SD Beneficiaries	#	12	12	12	12	12	
Enterprise development (ED)							
SLP commitment	UOM	2021	2022	2023	2024	2025	Responsible function
ED Beneficiaries	#	20	20	20	20	20	Zimele
ED Beneficiaries Graduated to SD	#	2	2	2	2	2	
Youth development (YD)							
SLP commitment	UOM	2021	2022	2023	2024	2025	Responsible function
YD beneficiaries	#	50	50	50	50	50	Zimele
YD beneficiaries graduated to short- or long-term employment	#	40	40	40	40	40	

Project name	Anglo Zimele enterprise, supplier and youth development programme	Focus area	Enterprise, supplier and youth development	Budget	R32,661,000.00
Project description	Enterprise and supplier development through the Anglo Zimele development hub				
Background and project justification	<p>The Anglo Zimele programme is about creating sustainability in business. It's focused on building sustainable livelihoods in host communities and on strengthening relationships to create synergies within Anglo American and with broader mining industry partners.</p> <p>High levels of unemployment in our country mean that providing funding is simply not enough anymore, so Zimele will roll out a demand lead development programme that mentors entrepreneurs with a focus on youth, supplier and enterprise development. Based on the needs smaller business, Zimele will support businesses in general business acumen, safety, innovation and technical capability. Access to funding will be provided as a second step.</p> <p>Key programme include:</p> <ul style="list-style-type: none"> • Supplier Development by supporting inclusive procurement: Build capacity of current and potential black-owned localised suppliers in priority Anglo American sub-segments to increase value of inclusive procurement and support customer diversification. • Enterprise Development through improved performance of local entrepreneurs: Build the capacity of high potential, local entrepreneurs and facilitate market linkages thereby aiding their professionalism and increasing their sales and employment. • Youth Development through increased youth workforce readiness: Build capacity of local youth, such that they are able to start a new business, increase sales of an existing business or gain formal employment. This will support jobs via direct placement in industries that go beyond mining. 				
Accountable/responsible persons	District municipality	Local municipality		Host community	
Anglo Zimele	Ehlanzeni and Sekhukhune District Municipalities	Fetakgomo Tubatse and Thaba Chweu Local Municipalities		All	
Implementation time frame					
2021	2022	2023	2024	2025	
Implementation					
Project outputs (KPIs)			Project outcomes (KPIs)		
<ol style="list-style-type: none"> 1. Training and mentorship for local black-owned businesses. 2. Securing of development partners. 3. Provision of loan funding. 			<ol style="list-style-type: none"> 1. Project charter. 2. Agreements with all relevant implementation role players. 3. Enabling small, micro or medium-sized businesses to grow to the next level. 4. Sustained and created jobs. 5. Placed youth into jobs. 		
General comments (employment related)					
Increasing levels of local employment, employability and entrepreneurship for local economic development.					
Project completion and exit strategy					
As per individualise SMME / Youth development plans.					

6.4 Anglo American Platinum's approach towards implementation to achieve procurement, enterprise and supplier development targets

Host community procurement

Anglo American Platinum commits to a consolidated Anglo American Platinum procurement spend with both Primary (doorstep) and Secondary (other affected communities).

Supplier Development (SD)

Anglo American Platinum through Anglo Zimele has a structured supplier development programme aimed at developing and supporting small medium and micro enterprises (SMMEs), part of Anglo American Platinum's current supply chain, to become more competitive in the mining industry for delivery of goods and services.

Enterprise Development (ED)

Anglo American Platinum through Anglo Zimele has a structured enterprise development programme aimed at creating, developing and supporting emerging micro enterprises (EMEs) to become active, sustainable and able to compete in the open market including mining sector. Anglo American Platinum beneficiaries of ED programmes are small and emerging formal and informal businesses within Platinum host communities.

Youth Development (YD)

Anglo American Platinum through Anglo Zimele has a structured youth development programme aimed at developing and supporting youth from Anglo American Platinum host communities to become capacitated for possible employment or entrepreneurship. The youth are taken through various capacity building initiatives to enhance their knowledge, experience and insight on various subject matters.

6.5 Implementation plan

Responsible	Action	Timing
Head of procurement	Revise inclusive procurement, enterprise and supplier development strategy and targets.	Annually, following Mining Charter Annual reporting
Procurement management team	Design comprehensive procurement, enterprise and supplier development plans (including core-contractor suppliers) focusing on developing local historically disadvantaged owned and controlled suppliers to Platinum.	Annually, in January
Head of procurement	Implement the comprehensive procurement, enterprise and supplier development plans. Review quarterly and revise where required.	Annually
Procurement executive	Engagement with core contractors, DMRE, Minerals Council, SANAS, SABS on fulfilling the standards and requirements relating to Procurement e.g. verification of local content and product identification codes, verification of % women and youth owned companies.	Ongoing
Procurement executive	Monitor and report progress monthly, quarterly and annually Report to the DMRE annually on all requirements of the SLP and Mining Charter, for mine and core-contractor mine-related spend.	Monthly, quarterly and annually
Procurement management team	Assess and evaluate impact, and adjust accordingly.	Ongoing

Section 7

Process pertaining to downscaling and retrenchment

7. Downscaling and retrenchment (Regulation 46d)

71 Establishment of Future Forum

Table 44: Future Forum compliance

Legislative requirements	SLP commitments
Establishment of the Future Forum which includes external stakeholders (municipality)	Future Forums have been established although they are limited to internal stakeholders (management and labour)
Date of establishment	2022
No. of planned meetings per annum	6

71.1 Composition of the future forums

The key purpose of the Mine Future Forum is to involve key stakeholders to play a strategic role in identifying problems, challenges and possible solutions with regard to productivity and the security of employment at the operational units.

The Mine Future Forum shall be a joint consultative forum comprising representatives of:

- Mine management and/or any other alternative person/s that may be nominated from time to time and appointed by Anglo American Platinum.
- The workers and / or their representatives.

The Mine Future Forum shall be chaired by the general manager/plant manager of the operation or his/her duly delegated appointee and he shall be responsible for the upkeep of the Mine Future Forum action register.

The secretariat of the Mine Future Forum shall be the human resources manager, employee relations manager or a duly delegated representative.

The Mine Future Forum may from time to time establish task teams and/or sub- committees incorporating different terms of reference for each when it is deemed necessary to achieve a certain outcome outside of the Mine Future Forum. The task team and/or sub-committee will have its own chairperson and will report into the Future Forum.

The task team and/or sub-committee shall have an investigative and reporting function, but not a decision- making function.

Reports from the task team and/or sub-committee shall be considered by the Mine Future Forum, who shall make appropriate recommendations or proposals.

7.1.2 Main objectives of the Mine Future Forum

The objectives of the Anglo American Platinum Mine Future Forum are to:

- Establish appropriate measures to ensure that there is continuous business improvement;
- Establish appropriate measures to ensure optimum performance of the operational units;
- Determine appropriate remedial steps to overcome operational performance challenges and barriers that inhibit performance;
- Generate overall awareness of the social and labour plan (SLP) and associated activities;
- Act as a communication mechanism on operational issues relevant to the operational units and promote on-going discussions between the parties about the future of Platinum and in particular the operational units;
- Play a strategic role in the early detection of potential threats to job security at Anglo American Platinum and in particular the operational units;
- Develop mechanisms to save jobs and avoid job losses and a decline in employment at Anglo American Platinum and in particular the operational units;
- Implement mechanisms that provide reasonable alternative solutions and procedures for creating job security where job losses cannot be avoided;
- Provide mechanisms that ameliorate the social and economic impact on individuals, regions and local municipalities and economies where retrenchments or closure of operational units is proposed, alternatively certain;
- Promote meaningful and solution driven discussions between the parties and their representatives, in accordance with the processes contemplated in section 189 and section 189A of the LRA, as well as section 52 of the MPRDA in respect of or relating to any proposed downscaling of operations and/or retrenchments of Anglo American Platinum employees, particularly in the operational units;
- Mobilise the DOL Social Plan Services (e.g., technical assistance, job advice centre, retrenchment response teams etc.);
- Debate and develop potential solutions to alleviate job losses and retrenchments, taking into account the viability and operational requirements of Anglo American Platinum and in particular the operational units;
- Engage in strategic planning for purposes of avoiding or minimising retrenchments and job losses whilst promoting business sustainability and growth and thereby also attempting to prevent and avert any possible future retrenchments or job losses;
- Initiate the reassignment of existing downscaling and/or retrenchment strategies to prevent job losses while still promoting business competitiveness and viability of Anglo American Platinum and in particular the operational units;
- Structure and implement solutions to prevent job losses and retrenchments;
- Identify solutions to problems and challenges which may arise and impact on the operation of Anglo American Platinum and in particular the operational units;
- Develop and recommend appropriate remedial strategies; and
- Do all such things that are necessary, incidental to and conducive to the achievement of the aforementioned objectives.

7.2 Mechanisms to save jobs, providing alternative solutions and procedures for creating job security where job losses cannot be avoided

Table 53: Mechanisms to avoid retrenchments.

Legislative requirements	SLP commitments
<p>Mechanisms to save jobs and avoid job losses and a decline in employment.</p>	<ul style="list-style-type: none"> • Implementing Section 189 of the Labour Relations Act. Notification - notification process in terms of Section 52 of the Mineral and Petroleum Resources Development Act. • (MPRDA), 2002; and Section 189. • Notification to the Minerals and Mining Development Board – the notification process in terms of Section 52 (1) (a) of the MPRDA. • Complying with the Minister’s directive and confirming how corrective measures will be taken. • Internal transfers to other Anglo American Platinum mines. Applying for technical assistance and support from the National Productivity Institute (NPI). • Applying to the MQA, the mining sector’s education and training authority, for applicable grants.

7.3 Management of Retrenchments (in line with the terms of Section 52 (i) of the MPRDA and Section 189 of the LRA)

Table 54: Management of downscaling and retrenchments.

Legislative requirements	SLP commitments
<p>Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided.</p>	<ul style="list-style-type: none"> • Facilitate links with a local business service centre and other appropriate support institutions. • Provide business support services to workers while they are still at work and can explore their options. • Provide assistance and mentoring in feasibility studies and the development of business plans.
<p>Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided.</p>	<ul style="list-style-type: none"> • Provide time off so that workers can undergo such training before they leave. • Engage with banks and other lending institutions to explore and facilitate arrangements for workers who want to use all or part of their retrenchment packages as collateral security for business loans. • Skills assessments and written recognition of prior learning, experience and qualifications. • Referrals to accredited training providers. Consideration for bursary initiatives. • Step-by-step guidelines on starting their own businesses. • Job hunting tips. • Assistance in identifying labour market opportunities. • Collection of mine pensions. • Access to state benefits for pensioners. • Financial planning for retirement. • Possibilities for supplementing pension income. • Assessment and counselling services for affected individuals.

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

Table 55: Methods to ameliorate the impact of retrenchments.

Legislative requirements	SLP commitments
<p>Mechanisms to ameliorate social and economic impact on individuals, regions and economies.</p>	<ul style="list-style-type: none"> • Self-employment training and re-employment programmes • The CED unit will coordinate the provision of the above self-employment training and re-employment programmes for all employees affected by retrenchments. The CED unit will give feedback to the Future Forum. • Identify and consider SMME initiatives which have the potential to create future employment opportunities in the event of a large-scale retrenchment. • Identify the creation of opportunities for SMMEs to supply the mine with goods and services.

7.4.1 Counselling

Table 48: Counselling options available to staff.

Emotional	Psychological counselling or employee assistance programme.
Financial	Financial counselling and debt management.
Employment	It will be done in line with the Anglo American Platinum re-deployment policy.

7.4.2 Programmes to be implemented

Table 55: Programmes to be implemented.

Programmes		Time frames
Self-employment training programmes	Portable skills training	Continuous
Placement opportunities	As the need arises	As the need arises
Portable Skills Development Plan	Train employees a year as per the portable skills targets in Human Resources Development.	Continuous

7.5 Action plans

- Future Forums have been established at each operation and they are functional.
- In addition to applying Section 189 as per the LRA, the MPRDA processes will be followed which include in-forming the Board and consultations with the Minister of the Department of Mineral Resources.
- Within 24 months of such retrenchments, the mine will develop implementation plans to mitigate the effects of downscaling which may include retrenchments.
- Training and re-skilling will be provided as part of the mitigating plan. Mandatory prescribed payments as per the LRA will be applied.

Section 8

8. Financial provision (Regulation 46e)

The following table summarises Anglo American Platinum's committed financial provision to the relevant programmes.

Table 56: Total five-year financial commitment.

Financial provision for a five-year period						
SLP element	2021	2022	2023	2024	2025	Total five-year commitment
Human resources development (HRD)	R64,769,436	R48,421,694	R65,315,705	R55,697,990	R71,108,976	R305,313,801
Local economic development (LED) **	R5,123,837	R39,313,000	R44,270,000	R20,590,000	R49,480,000	R219,397,000
Management of downscaling and retrenchments*	R150,000	R150,000	R150,000	R150,000	R150,000	R750,000
Total	R70,043,273	R48,571,694	R109,735,705	R76,437,990	R120,738,976	R525,460,801

*Anglo American Platinum's commits R10,000.00 per employee for specific training geared at directly assisting the employee in obtaining specific skills pertinent to their needs at point of downscaling and retrenchments per each financial year.

* The financial provision projected under management of downscaling and retrenchment element is calculated at 1% of the total workforce for each financial year. Anglo American Platinum has no plans to downscale or retrench. The provisions are made in line with the Regulation 46 (e) of the MPRDA.

** Annual budget forecasting is an ongoing exercise; numbers may change but will not exceed total social and labour plan (SLP 3) commitment to the Department of Minerals and Energy (DMRE). Forecasts are affected by various issues not limited to scoping, pricing, discount, re-prioritisation, schedules, community, and contractors' issues. All forecasted numbers are currently less than the total SLP 3 commitment to DMRE; this is reviewed continuously to align with economic situations.

Section 9

1. (Regulation 46f)

I, Johan van Tonder, the undersigned and duly authorised thereto by Anglo American Platinum, undertake to adhere to the information requirements, commitments and conditions as set out in the social and labour plan.

Signed at Mototolo Der Brochen Mine Complex on this 13th day of December 2021.

Signature of responsible person

Signed by: Johan Van Tonder
Signed at: 2022-09-04 15:24:58 +02:00
Reason: Witnessing Johan Van Tonder



Designation
General manager
Mototolo Der Brochen Mine Complex

Anglo American Platinum Limited

Incorporated in the Republic of South
Africa Date of incorporation: 13 July 1946
Registration number: 1946/022452/06 JSE
code: AMS – ISIN: ZAE000013181

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