



mineral resources & energy

Department: Mineral Resources &
Energy
REPUBLIC OF SOUTH AFRICA

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1st Floor, The Hub Building, Saveways Centre, Mandela Drive, Witbank 1035
Enquiries: Mr. M Mavata Sub-directorate: Social and Labour Plan

Reference No: MP30/5/1/2/2/(237) SLP

The Director
Palesa Coal (Pty) Ltd
PO Box 1839
Halfway House
1685

Dear Sir / Madam

APPLICATION FOR DEPUTY DIRECTOR GENERAL CONSENT IN TERMS OF SECTION 102 READ WITH REGULATION 44 OF THE MINERAL AND PETROLEUM RESOURCES DEVELOPMENT ACT, 2002 (ACT 28 OF 2002) AS AMENDED (HEREINAFTER REFERRED TO AS "the Act"): TO APPROVE SOCIAL AND LABOUR PLAN 2.

This serves to inform you that your application in terms of section 102 read with regulation 44 to amend the current Social and Labour Plan has been granted.

You are required to publish the approved SLP in English and a dominant language(s) commonly used within the mine community.

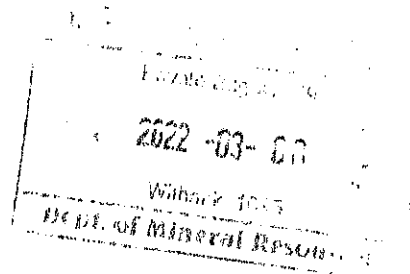
.....
MR TSELISO MAQUBELA

**DEPUTY DIRECTOR GENERAL: MINERAL AND PETROLEUM
REGULATION**

DEPARTMENT OF MINERAL RESOURCES AND ENERGY

DATE: 13-10-2022

4 March 2022
The Regional Manager
Department of Mineral Resources & Energy
Mpumalanga Regional Office
Saveway Crescent
Mandela Drive
eMalahleni
1035



Attention: Mr. Mandisi Mavata

Dear Mr. Mavata

APPLICATION FOR THE AMENDMENT OF THE SOCIAL AND LABOUR PLAN 2020 – 2024 OF PALESA COAL IN RELATION TO ITS MINING RIGHT WITH REFERENCE: MP30/5/1/2/5/2/237MR

The above matter refers.

Attached hereto, please find Palesa Coal (Pty) Ltd's application for the amendment of the Palesa Coal Social and Labour Plan, hereby submitted in terms of Section 102 of the Mineral and Petroleum Resources Development Act, No. 28 of 2002, as read with Regulation 44 of the Mineral and Petroleum Resources Development Regulations, as previously discussed and advised by your office on 12 January 2022.

In accordance with the discussions held, a hard copy of this application is hereby submitted to your offices for consideration, and if required by your offices, will be submitted on the SAMRAD system.

Thank you for your kind assistance in this regard.

We trust that you will find same to be in order and please do not hesitate to contact us should you have any questions or queries.

Yours sincerely

Phindani Makamu
Stakeholder Manager

Directors: Antonio F Pereira, Jabu G Ngcobo, Makhosazana Y Sibisi, Pieter A Terblanche, Aadli S Nakooda

Palesa Coal (Pty) Ltd. Reg No 2006/019675/07
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mineral resources

Department:
Mineral Resources
REPUBLIC OF SOUTH AFRICA

**APPLICATION FOR THE CONSENT OF
THE MINISTER
TO AMEND RIGHTS PERMITS
PROGRAMMES OR PLANS**

IN TERMS OF SECTION 102

OF

**THE MINERAL AND PETROLEUM RESOURCES
DEVELOPMENT ACT, 2002,
(ACT NO. 28 OF 2002) (The Act)**

STANDARD DIRECTIVE

All applicants applying for the consent of the Minister to amend or vary, (including by extension or reduction of the area or the addition of associated minerals) any reconnaissance permission prospecting right, mining right mining permit, retention permit, technical co-operation permit, reconnaissance permit, exploration right and production work programme mining work programme environmental management programme, and environmental management plan are herewith, in terms of the provisions of Section 29 (a) of the Mineral and Petroleum Resources Development Act, directed to specifically submit an application in that regard to the relevant Regional Manager or Designated Agency as the case may be, which application must provide the specific information in the format required herein.

In cases of extension or reduction of a prospecting area, any applicant requesting consent to vary the prospecting right accordingly is herewith in terms of the provisions of Section 29 (a) of the Mineral and Petroleum Resources Development Act, directed to submit a revised prospecting work programme, environmental management programme or plan, and social and labour plan in cases of mining or production rights that reflect the variation concerned, for consideration.

The Regional/General Manager

REGION/ DESIGNATED AGENCY	MPUMALANGA
REFERENCE NUMBER OF RIGHT	MP30/5/1/2/2/276MR
NAME OF APPLICANT	PALESA COAL (PTY) LTD

1. DETAILS OF THE APPLICATION.
(Mark with an X where applicable)

1.1 Indicate the type of Right

PROSPECTING RIGHT	
MINING RIGHT	X
MINING PERMIT	
RECONNAISSANCE PERMISSION	
RETENTION PERMIT	
TECHNICAL CO_OPERATION PERMIT	
EXPLORATION RIGHT	
PRODUCTION RIGHT	

1.2 INDICATE THE TYPE OF AMENDMENT OR VARIATION REQUESTED

EXTENTION OF AREA* - NOT APPLICABLE	
REDUCTION OF AREA* - NOT APPLICABLE	
ADDITION OF MINERALS – NOT APPLICABLE	
SUBTRACTION OF MINERALS – NOT APPLICABLE	
ADDITION OF SHARES OF SEAMS MINERALISED BODIES OR STRATA* - NOT APPLICABLE	
SUBTRACTION OF SHARES OF SEAMS MINERALISED BODIES OR STRATA* - NOT APPLICABLE	
AMENDMENT OF PRODUCTION RIGHT WORK PROGRAMME – NOT APPLICABLE	
AMENDMENT OF EXPLORATION RIGHT WORK PROGRAMME – NOT APPLICABLE	
AMENDMENT OF MINING OR PROSPECTING WORK PROGRAMME – NOT APPLICABLE	
AMENDMENT OF ENVIRONMENTAL MANAGEMENT PLAN – NOT APPLICABLE	
AMENDMENT OF ENVIRONMENTAL MANAGEMENT PROGRAMME – NOT APPLICABLE	
AMENDMENT OF SOCIAL AND LABOUR PLAN	X

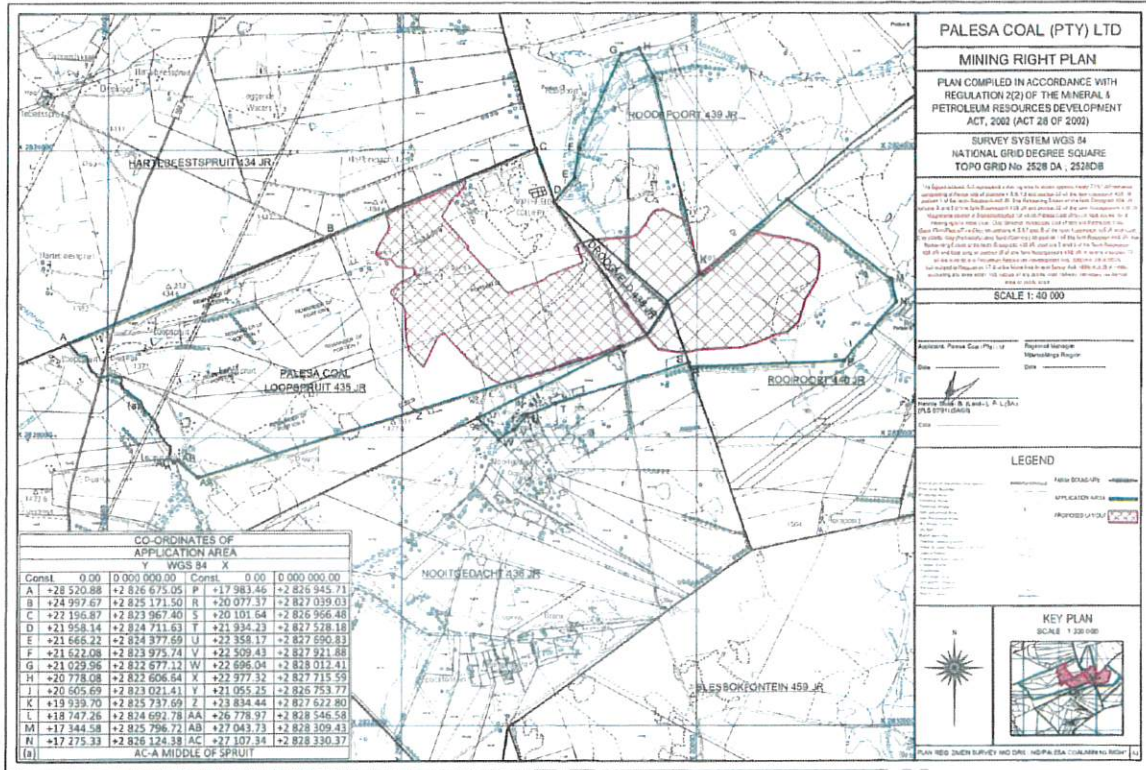
Note*# The extension or reduction of an area, and the addition or subtraction of shares of seams mineralised bodies or strata always require the amendment of the applicable work programme and the applicable Environmental Management Plan or Programme. When acquiring a portion of another

existing right the variation of that right and transfer thereof, also requires consent in terms of the provisions of sections 11 and 102 of the Act.

INFORMATION TO BE SUBMITTED

1.3 Description of the right in respect of which the application is made

A mining right held by Palesa Coal (Pty) Ltd in respect of its Palesa Coal, with mining right reference number MP30/5/1/2/2/237MR, as referred to in the Revised Social and Labour Plan attached hereto as Annexure B.



1.4 Extension of an area or the addition of minerals – NOT APPLICABLE

PROVIDE THE FOLLOWING INFORMATION	YES	NO
Mark with an X where applicable		
Are there existing rights for the same minerals in the requested extension area?		
Are the additional minerals requested held in terms of an existing right?		
CONFIRM THAT THE FOLLOWING INFORMATION HAS BEEN APPENDED		
A plan drawn to the requirements of Regulation 2(2) of the right to be varied.		
A plan drawn to the requirements of Regulation 2(2) of the extension area, or the area in respect of which the additional minerals are required.		
Copy of the existing right in respect of which the addition of an area or minerals is required		
Copy of the (section 11) consent of the Minister to cede the additional area to the applicant from the former holder. (If not applicable, state N/A)		

Copy of the registered cession (section 11) in respect of the additional area or minerals has been acquired from a former holder. (If not applicable, state N/A)	
The revised mining, prospecting, production right, or exploration right work programme as the case may be, which deals with the consolidated operation.	
The revised environmental work programme or plan as the case may be, which deals with the consolidated operation.	
The revised Social and Labour Plan (in cases of mining or production rights) which deals with the consolidated operation.	

Reduction of an area or subtraction of minerals – **NOT APPLICABLE**

PROVIDE THE FOLLOWING INFORMATION Mark with an X where applicable	YES	NO
Is the area being reduced for purposes of abandonment?		
Is the area being reduced in order to incorporate the balance into another right?		
CONFIRM THAT THE FOLLOWING INFORMATION HAS BEEN APPENDED		
A plan drawn to the requirements of Regulation 2(2) of the existing right.		
A plan drawn to the requirements of Regulation 2(2) of the reduced area.		
Copy of the existing right in respect of which the area or minerals is to be reduced.		
Copy of the (section 11) consent of the Minister to cede the balance of the area or minerals to a third party. (If not applicable, state N/A)		
Copy of the registered cession (section 11) in respect of the area or minerals ceded to a third party. (If not applicable, state N/A)		
The revised mining, prospecting, production right, or exploration right work programme as the case may be, in respect of the reduced operation.		
The revised Environmental management plan or programme as the case may be of the varied operation, which clearly distinguishes between the respective liability and environmental management responsibility of the two parties.		
The revised Environmental management plan or programme of the other affected party, which clearly distinguishes between the respective liability and environmental management responsibility of the two parties.		
The revised Social and Labour Plan (in cases of mining or production rights) which deals with the reduced operation. (If not applicable, state N/A)		

1.5 Addition or subtraction of shares of seams, mineralised bodies or strata – NOT APPLICABLE

PROVIDE THE FOLLOWING INFORMATION Mark with an X where applicable	YES	NO
Is the right being varied for purposes of abandonment?		
Is the right being varied in order to incorporate the balance into another right?		
Is the right being varied in order to acquire additional resources from another right?		
Is the right being varied to accommodate a subletting, subcontracting, or tribute arrangement?		
CONFIRM THAT THE FOLLOWING INFORMATION HAS BEEN APPENDED		
A plan drawn to the requirements of Regulation 2(2) of the existing right.		
A plan drawn to the requirements of Regulation 2(2) of the area and resources to be amended or varied.		
Copy of the existing right to be varied.		
Copy of the (section 11) consent of the Minister to cede, sublet, subcontract (or tribute), the balance of the resources to a third party. (If not applicable, state N/A)		
Copy of the registered cession (section 11) in respect of the resources ceded to or from a third party, as the case may be. (If not applicable, state N/A)		
The revised mining, prospecting, production right, or exploration right work programme as the case may be, in respect of the varied operation.		
The revised Environmental management plan or programme as the case may be of the varied operation, which clearly distinguishes between the respective liability and environmental management responsibility of the two parties.		
The revised Environmental management plan or programme of the other affected party, which clearly distinguishes between the respective liability and environmental management responsibility of the two parties.		
The revised Social and Labour Plan (in cases of mining or production rights) which deals with the varied operation. (If not applicable, state N/A)		

- 1.6 Amendment of a work programme – NOT APPLICABLE**
- 1.6.1 Detailed motivation for the amendment**
(Provide a detailed explanation of the reason for the requested amendment)
- 1.6.2 Confirmation that the amended document is appended – NOT APPLICABLE**
(Confirm that the revised document is appended. The document itself must be revised and submitted in complete form. An addendum will not be acceptable)
- 1.7 Amendment of an Environmental Management Plan or Programme – NOT APPLICABLE**
- 1.7.1 Detailed motivation for the amendment**
(Provide a detailed explanation of the reason for the requested amendment)
- 1.7.2 Confirmation that the amended document is appended**
(Confirm that the revised document is appended. The document itself must be revised and submitted in complete form. An addendum will not be acceptable)
- 1.8 Amendment of a Social and Labour Plan**
- 1.8.1 Detailed motivation for the amendment**

This application is made by Palesa Coal (Pty) Ltd in terms of Section 102 of the MPRDA read with Regulation 44 of the MPRDA Regulations through the office of the Regional Manager: Mpumalanga (the “Regional Manager”) of the Department of Mineral Resources & Energy (“DMRE”), for the amendment of Palesa Coal’ Social and Labour Plan 2020 – 2024 (“SLP2”), applicable to the following mining right; MP30/5/1/2/2/237MR – Palesa Coal.

An inspection was conducted by the DMRE on 02 March 2021, Palesa Coal was ordered in terms of Section 93(1)(b)(i) of the Mineral and Petroleum Resources Development Act 2002 (Act No 28 of 2002), as amended, that the operation at portion of the farms (portion 22 of the farm Loopspruit 435JR, portion 1 of the farm Rooipoort 440JR, remaining extent of the farm Droogveld 438JR, portion 3 and 5 of the farm Roodeport 439JR and portion 22 of the farm Nooitgedacht 436JR in Thembisile Hani Local Municipality and Region 7 City of Tshwane, be ordered to take rectifying steps.

Palesa Coal submitted an action plan to the DMRE on 30 August 2021 addressing the above-mentioned non-compliance, subsequent to that the DMRE set aside an order on 27 October 2021. Palesa Coal further an opportunity to liaise with the DMRE on January 2022, and has sought guidance on the manner in which the application of the amendment is to be made and the aspects to be included in the application for the amendment. Palesa Coal would like to thank the Assistant Director-Mineral Regulation: Mpumalanga for this guidance and for the opportunity to liaise with the DMRE in a consultative and inclusive manner.

Palesa Coal remains, at all times, committed to the commitments set out in its SLP2. It is in this light that this application is made, in order to ensure that all commitments contained in SLP2 can be appropriately achieved, so that Palesa Coal can better serve its surrounding communities and assist the relevant stakeholders.

REQUESTED AMENDMENTS

The proposed amended version of Palesa Coal' SLP2, which requires your approval, and which includes proposed amendments below, has been attached hereto as Annexure B ("Amended Palesa Coal SLP2"). Palesa Coal humbly requests the following amendments to the Palesa Coal SLP2;

In respect of the human resource development programme (HRDP)

The implementation of HRDP was impacted by COVID-19 in 2019 – 2021, Palesa Coal therefore request a rectification of such commitments to year 2022 – 2024. Furthermore, the Section 93 order issued by the DMRE in 2021 also had an impact on implementation of commitments, Palesa Coal has since put together corrective measures.

In respect of mine community development relevant consultations

Please find attached hereto as Annexure "C", the proof of relevant consultations with Region 7 City of Tshwane Metropolitan, and Thembisile Hani Local Municipality regarding SLP LED replacement project "housing project".

- 1.8.2 Confirmation that the amended document is appended**
(Confirm that the revised document is appended. The document itself must be revised and submitted in complete form. An addendum will not be acceptable)

IDENTIFICATION OF THE APPLICATION

Herewith I, the person whose name and identity number is stated below, confirm that I am the person authorised to Act as representative of the Applicant in terms of the resolution submitted with the application, and confirm that the information provided above constitutes the official application for the consent of the Minister to amend the aforesaid right, permit, programme or plan, and I furthermore undertake to lodge such consent for registration within 30 days of consent, in the event that such consent is given.

Full Names and Surname	PIETER ANDRIES TERBUNCKE
Identity Number	6810015107085

-END-

Annexure B: amended Palesa Coal Social and Labour Plan "SLP2"

CONTENTS OF SOCIAL AND LABOUR PLAN

Section 1: Preamble (Regulation 46 a)

1.1 Name of the company/applicant	Palesa Coal (Pty) Ltd
1.2 Name of mine/ production Operation	Palesa Coal
1.3 Physical Address	Level 3 – West Wing Gallagher House 19 Richards Drive Midrand 1685
1.4 Postal Address	P.O. Box 1839 Halfway House 1685
1.5 Telephone Number	011 448 4900
1.6 Fax Number	011 448 4901
1.2 Location of mine or production Operation	The mine is located within two municipal boundaries, namely portion 22 of the farm Loopspruit 435 JR, portion 1 of the farm Rooipoort 440 JR which properties are within City of Tshwane Region 7 situated in Gauteng, and the Remaining Extent of the farm Droogeveld 438 JR, Portions 3 and 5 of the farm Roodepoort 439 JR and portion 22 of the farm Nootgedacht 436 JR within Thembisile Hani Local Municipality in Mpumalanga Province.
1.8 Commodity	Coal
1.9 Life of mine	Approximately 18 years
1.10 Financial Year	01 April to 31 March
1.11 Reporting Year	01 April 2021 – 31 March 2022
1.12. Responsible person	Pieter Terblanche
1.13 Geographic origin of employees (mine community and labour sending areas):	
(a) Mine Community	(b) Labour Sending Area
<i>Province</i> Mpumalanga	<i>Province</i> Gauteng
<i>District Municipality</i>	<i>District Municipality</i>

Nkangala District	City of Tshwane
Local Municipality	Local Municipality
Thembisile Hani	Region 7

OFFICIAL COMMENTS

Has the applicant provided all the required information in the correct format? YES NO

If not, state areas that needs intervention.

SCORE 1

Score box must have weight and score. See notes

SECTION 2: HUMAN RESOURCE DEVELOPMENT PROGRAMME (REGULATION 46 (B))

2.1 Compliance with Skills development Legislation

Applicants who by law have to register with SETAs must provide the following:

Is your company required by law to register with any SETA? If yes then complete the table below.

Name of SETA.	MQA
Registration number with the relevant SETA.	L900765126
Has your company appointed a Skills Development Facilitator? If yes provide name	YES - Ms Snethemba Vilakazi
To which institution have you submitted your workplace skills plan?	
(i) Department of Labour	<input type="checkbox"/>
(ii) Mining Qualifications Authority	<input checked="" type="checkbox"/>
(iii) Mine Health and Safety	<input type="checkbox"/>

Official Comments:

Has the applicant provided all the required information in the correct format? YES

NO If no, state areas of intervention.

SCORE 1

Form Q 2.2 Skills development plan - Regulation 46 (b) (i) in conjunction with Regulation 11 (1) g

BAND	NQF level	Planned as per envisaged organogram	Male				Female				Total	
			African	Colored	Indian	White	African	Colored	Indian	White	M	F
General Education And Training (GET)	1	No Schooling	0	0	0	0	0	0	0	0	0	0
		Grade 0/ Pre	0	0	0	0	0	0	0	0	0	0
		Grade 1/ Sub A	0	0	0	0	0	0	0	0	0	0
		Grade 2/ Sub B	0	0	0	0	0	0	0	0	0	0
		Grade 3/Std 1/ABET 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/ ABET 2	4	0	0	0	0	0	0	0	4	0
		Grade 6/Std 4	0	0	0	0	0	0	0	0	0	0
		Grade 7/ Std 5/ ABET 3	0	0	0	0	0	0	0	0	0	0
		Grade 8 / Std 6	0	0	0	0	0	0	0	0	0	0
		Grade 9 / Std 7/ ABET 4	0	0	0	0	0	0	0	0	0	
Further Education and Training (FET)	2	Grade 10/ Std 8/N1	16	0	0	0	1	0	0	0	16	1
	3	Grade 11/ Std 9/ N2	17	0	0	1	3	0	0	1	18	4
	4	Grade 12/ Std 10/ N3	47	0	0	0	20	0	0	0	47	20
Higher Education and Training (HET)	5	Diplomas / Certificates	15	1	0	1	3	0	0	0	17	3
	6	First degrees / Higher diplomas	7	1	0	0	4	0	0	0	8	4
	7	Honors / Masters degrees	1	0	0	0	2	0	0	0	1	2
	8	Doctorates	0	0	0	0	0	0	0	0	0	0
		Total	107	2	0	2	33	0	0	1	111	34

OFFICIAL COMMENTS

Has the applicant provided all the required information in the correct format? YES NO If not, state areas that needs intervention.

SCORE 1

2.2.2 Illiteracy Level and ABET needs

Level	Number of illiteracy	Need	Cumulative need
No Schooling	0	0	0
ABET 1	0	0	0
ABET 2	0	0	0
ABET 3	0	0	0
ABET 4	4	0	0

The mine is committed to developing the educational levels of its employees and the local host community. A survey was conducted in 2017, to establish the interest in Adult Education and Training (AET) by the local community. The results indicated that host communities prefer to be equipped with skills training programmes that will result in immediate job creation. The mine offers portables skills training as a key focus area. Even though AET provides the foundation for any further development, most members of impoverished communities do not want to be classroom bound learning to read and write. The portables skills training has had great attendance in over the last five years.

OFFICIAL COMMENTS

Has the applicant provided all the required information in the correct format? YES NO

if not, state areas that needs intervention.

SCORE 1

2.2.4 Core Business Training

Field/ area of training	Targets and timeline					
	<i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>					
	2020	2021	2022	2023	2024	Total budget
Core skills training	0	30	15	15	15	75
Total number	0	30	15	15	15	75

Budget	R0	R371 000	R393 000	R417 000	R442 00	R2 086 667
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Official Comments

Has the applicant provided the necessary information as required? YES NO If no state areas that still need intervention

SCORE 3

2.2.5 Learnerships (Internal) –

Type / area of training	Targets and timelines <i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>									
	2020	2021		2022		2023		2024		Total budget
	New intake	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	
Blasting	0	1		1		1		1		2
Coal Prep	0	1		1		1		1		6
Engineering	0	1		1		1		1		2
Total number	0	3		3		3		3		10
Budget	R0	R330 000		R361 000		R393 000		R400 000		R148 4000

Official Comments

Has the applicant provided the necessary information as required? YES NO If no state areas that still need intervention

SCORE 3

2.2.6 Learnerships (External)

Type / area of training	Targets and timelines.									
	<i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>									
	2020	2021		2022		2023		2024		Total budget
	New intake	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	
Engineering	0	4		4			4	4		8
Blasting	0	2		2		2		2		6
Admin	0	2		2		2		2		6
Total number	0	8		8		4	4	8		20
Budget	R0	R500 000		R561 800		R561 800		R593 600		R1 717 200

Official comments

Has the applicant provided all the information as required? YES NO If not which areas still needs intervention?

SCORE 3

2.2.7 Portable Skills Training

Type / area of training	Targets and timeline					
	<i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>					
	2020	2021	2022	2023	2024	Total budget
Portable Skills	0	20	10	10	10	50
Total number	0	20	10	10	10	50
Budget	R0	R174 154	R184 607	R195 683	R207 424	R761 868

Official Comments

Has the applicant provided the necessary information as required? YES NO If no state areas that still need intervention

SCORE 3

2.3 Form R Hard-to-fill vacancies

Occupational level	Job Title of Vacancy	Main Reason for being unable to fill the vacancy
Top management	N/A	
Senior Management	N/A	
Professionally qualified and experienced specialists and mid-management	Technical Services Manager	Skills shortage
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	N/A	
Semi-skilled and discretionary decision making	N/A	
Unskilled and defined decision making	N/A	

Official Comments

Has the applicant provided the necessary information as required? YES NO If no state areas that still need intervention

SCORE 1

2.4 Career Progression (path) Plan (Regulation 46 (b) (ii))

2.4.1 Provide career development matrices of each discipline (as annexure)

2.4.2 Provide a comprehensive plan with targets, timeframes and how the plan would be implemented. (Table H)

Current Position	Training Intervention	Qualification to be achieved	2020		2021		2022		2023		2024		
			No of Identified employees		No of Identified employees		No of Identified employees		No of Identified employees		No of Identified employees		
			new	cont.	New	cont.	new	cont.	new	cont.	new	cont.	cont.
Responsible person	Rock Breaking	Blasting Certificate			1			1					
Process Plant Assistant	Coal Prep	Mineral Processing Certificate					3		3		3		
Artisan Assistant	Recognition of Prior Learning	Trade Test Certificate					1				1		

Official comments:

Has the applicant provided the information as required? YES If specify areas that need intervention

SCORE 3

2.5 Mentorship Plan (Regulation 46 (b) (iii))

2.5.1 Provide a detailed plan with timeframes

2020		2021		2022		2023		2024	
			TARGET		GENDER				
MENTORING PROGRAMME	CAREER DELIVERABLES	DURATION	HDSA	NON-HDSA	FEMALE	MALE			
Supervisory	Bursars	01 year	06	0	05	01			
Supervisory	Learnership	01 Year							

Official comments:

Has the applicant provided the information as required? YES NO If no provide the areas that need intervention

SCORE 3

2.6 Bursary and Internship Plan

2.6.1 Bursaries to be awarded (External)

Bursary Field	Targets and timelines.									
	<i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>									
	2020	2021		2022		2023		2024		Total budget
	New intake	New Intake	Cont.	New intake	Cont.	New intake	Cont.	New Intake	Cont	
HR	0	2		2		2		2		6
Admin	0	2		2		2		2		6
Engineering	0	2		2		2		2		6
Total number	0	6		6		6		6		24
Budget	R0	R111 000		R168 600		R168 600		R168 600		R727 800

Official Comments

Has the applicant provided the necessary information as required? YES NO If no state areas that still need intervention

SCORE 3

2.6.3 Internship Plan

2.6.3 Internships

Internship Fields	Targets and timelines. <i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>									
	2020	2021		2022		2023		2024		Total budget
	New intake	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	
Various disciplines	0	10		6		6		6		28
Total number	0	10		6		6		6		28
Budget	R0	R1 297 440		R1 375 287		R1 457 804		R1 545 271		R5 675 802

Official comment

Has the applicant provided the information as required? YES NO IF no provide areas that needs intervention

Score 3

2.7 Employment Equity Plan

2.7.1 Form S

Occupational levels	Male				Female				Total	Disabled	
	African	Coloured	Indian	White	African	Coloured	Indian	White		Male	Female
Top management (Board)	0	0	0	0	0	0	0	0	0	0	0
Senior management (Exco)	1	0	0	0	0	0	0	0	1	0	0
Middle Management	1	0	0	0	0	0	0	0	1	0	0
Junior Management	26	2	0	2	7	0	0	0	37	0	0
Core Skills	70	0	0	0	17	0	0	1	88	1	1
TOTAL PERMANENT	98	2	0	2	24	0	0	1	127	1	1
Non- permanent employees	9	0	0	0	9	0	0	0	18	0	1

Official comment

Has the applicant provided the information as required YES NO IF no provide areas that needs intervention

Score 1

2.7.2.1 Employment Equity Plan

Occupational levels	Male				Female				Total	Disabled	
	African	Coloured	Indian	White	African	Coloured	Indian	White		Male	Female
Top management (Board)	1	0	1	2	1	0	0	0	5	0	0
Senior management (Exco)	1	0	0	0	0	0	0	0	1	0	0
Middle Management	1	0	0	0	0	0	0	0	1	0	0
Junior Management	26	2	0	2	7	0	0	0	37	0	0
Core Skills	70	0	0	0	17	0	0	1	88	1	1

Official comment

Has the applicant provided the information as required YES NO IF no provide areas that needs intervention

SCORE 4

2.7.3 Annual HDSA Progressive Targets

Occupational Levels	2020	Minimum Progress to be achieved	2021	Minimum Progress to be achieved	2022	Minimum Progress to be achieved	2023	Minimum Progress to be achieved	2024	Compliance Target
Executive Management (Board)		20%		25%		30%		35%		40%
Senior Management (Exco)	100%	20%	100%	25%	100%	30%		35%		40%
Middle Management	100%	30%	100%	35%	100%	40%		40%		40%
Junior Management level	70.24%	40%	70.24%	40%	70.240%	40%		40%		40%
Core Skills	100%	15%	100%	20%	100%	30%		35%		35%

Official comment

Has the applicant provided the information as required YES NO IF no provide areas that needs intervention

SCORE 1

SECTION 3: MINE COMMUNITY ECONOMIC DEVELOPMENT

3.1 Social and economic background information (Regulation 46 (c) (i))

The mine is located within two municipal boundaries, namely portion 22 of the farm Loopspruit 435 JR, portion 1 of the farm Rooipoot 440 JR which properties are within City of Tshwane Region 7 situated in Gauteng, and the Remaining Extent of the farm Droogeveld 438 JR, Portions 3 and 5 of the farm Roodepoort 439 JR and portion 22 of the farm Nootgedacht 436 JR within Thembisile Hani Local Municipality in Mpumalanga Province.

Gender Profile	According to Statistics South Africa, Thembisile Hani Local Municipality had a total population of 310 458 people, of which 99,2% are black African, and 0,3% are Indian/Asian. The other population groups make up the remaining 0,5%. Based on the aforementioned, it is evident that the municipal population is predominately composed of black Africans. Region 7 City of Tshwane had a population of approximately 109 766 in 2016.
Population Profile	Thembisile Hani Local Municipality – had total population of 310 458 people in 2011. Region 7 City of Tshwane – had a total population of 109 766 people in 2016
Economic Profile	<p>Manufacturing (24%) and community services (21%) were Thembisile Hani Local Municipality's sector contributor to the local economy. These are followed by finance (18%) and trade (12%). Although construction, agriculture and mining are relatively small economic contributors at 5%, 8%, and 4% respectively they experienced the largest growth rates with construction increasing by 27% and agriculture and mining increasing by 18% in 2016.</p> <p>Region 7 - Opportunity exists to introduce agro-processing opportunities within Ekangala – linked to Ekandustria. In general, it is anticipated that manufacturing opportunities will take advantage of the locational spin offs along the N4 as part of the Maputo Development Corridor and the Bronkhorstpruit / Bapsfontein freight hub. Ekandustria is regarded as a well-established industrial area servicing provincial, national and international exports. It is also regarded as the</p>

	main industrial focal point in the region, where most of the local manufacturing plants are located.
Education levels	The populations of Thembisile Hani Local Municipality and Region 7 have low levels of education levels. Thembisile Hani Local Municipality – No schooling 2.6%. Some primary 44,8%. Completed primary 6.5%, Some secondary 33%. Completed secondary 11,7%. Higher education 1,3%. Not applicable 0,1%. Region 7 – a total of 7% of adults have no schooling and 19% of adults are schooled up to grade 12.
Employment Profile	Thembisile Hani Local Municipality - employed =61 611. Unemployed =36 141 and discouraged work seekers = 13 476 Region 7 - Approximately 26% of economically active persons are permanently unemployed
Income Profile	According to Statistics South Africa (2007), 37.7% of Region 7 and 61.2% of Thembisile Hani Local Municipality population were not earning an Income in 2016.
Infrastructure	There's a mobile clinic which services the area from Nkangala District. The closet clinic to Palesa Coal is Sokhuluml clinic located at Sokhuluml settlement. In addition, there is a community health clinic in Ekangala as well as a clinic in Gembokspruit to the northeast of Palesa Coal and a municipal clinic at Kwaggafontein. There are 12 schools in the Region 7 comprising of four primary schools, 4 combined schools, 1 comprehensive school and three secondary schools. The closest schools
Housing	Household ownership is high in Thembisile Hani at 92% compared to only 52,9% in Region 7. Brick structures are common in both Region 7 and Thembisile Hani with the latter having almost 80% of main dwelling structures constructed from brick. Informal structures or shacks are the second common main dwelling structures in both local municipalities.
Water and Sanitation	In 2011, approximately 75% of Region 7's population had access to piped water either within their households or yards with 11% having access to communal water points. Similarly, 74% of Thembisile Hani's households had access to piped water within their yards with only 12.7%

	<p>having access to water inside their dwellings and 9.4% using communal water points. This shows that a relatively high percentage of households in both local municipalities have RDP standard access to water.</p> <p>There is a difference between available sanitation facilities within the two local municipalities. Seventy six percent of Thembisile Hani households have pit toilets or latrines without ventilation. In comparison, 50% of Region 7 households had access to a flush toilet followed by almost 29% using pit latrines (without ventilation). Only 3% and 1.7% of Region 7 and Thembisile Hani households had no sanitation system in 2016.</p>
Electricity	<p>The dominant sources of energy for cooking and lighting was electricity in both local municipalities in 2011. High percentages of households within Thembisile Hani Local Municipality & Region 7 City of Tshwane have access to electricity, approximately 82,2% and 95,9% respectively.</p>
Unemployment	<p>High levels of Thembisile Hani's labour force are not economically active with only 29% of the population between 16 and 65. In comparison, Region 7 has much higher employment levels with 56% of the population between 16 – 65 employed in 2016.</p>

Source: Statistics South Africa (2016), Community Survey

SCORE 1

3.2 Key economic activities (Regulation 46 (c) (ii))

3.2.1 Provide the key economic activities of the mining community

Activity	Percentage of Employment
Community Services	53%
Trade	19%
Transport	7%
Mining	6%
Finance	5%
Manufacturing	4%
Electricity	3%
Construction	2%
Agriculture	2%

Official Comments

Has the applicant provided the necessary information for the provision of ABET in the mining operation? YES NO If no state areas that still need intervention

SCORE 1

3.2.2 Provide names of other mining companies that operate around your area of operation.

Name of Mining Company	Commodity
Canyon Coal	Coal
Ecca Holdings	Clay
Ndebele Mining	Sand
Black Royal Mine	Coal

Official comment

Has the applicant provided the information as required YES NO IF no provide areas that needs intervention

SCORE 1

3.3 Negative Impact of the mining operation

	Yes	No	If Yes, how will you address it?
Relocation of people		No	
Exhumation of graves		No	
Influx of people		No	
Other			

Official comment

Has the applicant provided the information as required YES NO IF no provide areas that needs intervention

SCORE 1

3.4 Provide needs of the area in order of priority

General	Specific	Type of need	Municipality
Services Delivery	Tarring of roads	Infrastructure	Region 7 CoT
Human Settlement	Provlson of land and housing formalisation	Infrastructure	Region 7 CoT

Water	Provision of boreholes	Infrastructure	THLM
Human Settlement	Formalisation of rural communities	Infrastructure	THLM

Official comment

Has the applicant provided the information as required YES NO IF no provide areas that needs intervention

SCORE 1

3.5 Project Plan Format

Project Name	Housing Project			Classification of project: Infrastructure			
Background	In 2019, Region 7 and Thembisile Hani Local Municipality's Integrated Development Plans (IDPs) identified the shortage of formal housing in its municipal areas as a developmental challenge which restricted access to decent housing for residents of the municipalities. Another challenge identified in the municipalities' IDPs was the provision of land and housing formalisation. It is against this background that Palesa Coal is supporting the implementation of the IDPs priorities by constructing houses in the two municipalities.						
Geographical location of project	District Municipality Nkangala District Municipality/City of Tshwane Gauteng/Mpumalanga	Local Municipalities Thembisile Hani Local Municipality/Region 7	Village names Various	Project Start Date 2022		Project End date 2024	
Output Construction of houses in accordance with specifications and standards of the Department of Human Settlements	Key Performance Area Project Initiation, including planning and design/commercial/processes/project implementation, monitoring, evaluation and reporting/project close-out and handover	Key Performance Indicator Project charter/project scoping and approvals/purchase order and appointment of service provider/project construction progress reports/project close-out and handover report.	Responsible entity (inclusive of all role players) Palesa Coal Region 7 City of Tshwane Metropolitan Thembisile Hani Local Municipality Department of Human Settlements	Quarterly timelines and year FY22 Q1: Engagements with THLM & Region 7 City of Tshwane (MoU & drawings sign-off) (concept phase) Q2: Feasibility phase to complete BOQs and scope of work + order approval (request for capital) + bulk earthworks and foundation Q3 to Q4: Construction building	Quarterly timelines and year FY23 Q1: Ceilings + Tiling + Capentry + paintwork Q1 to Q2: Electrical + installation of equipment + practical completion	Quarterly timelines and year FY24 Q2: Handover	Budget R7 000 000

Classification of jobs	No of jobs to be create	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term							
Medium Term	50	10	10	15	15	50	Opportunities that are projected to be available during the construction phase of the project.
Long Term							
Completion date and exit strategy: It is anticipated that the project will be completed by 2014 and Palesa Coal will exit the programme once completed, and the houses will be handed to the beneficiaries identified by the municipalities.							

Official comment

Has the applicant provided the information as required YES NO IF no provide areas that needs intervention

SCORE 4

3.8 Measures to address housing and living conditions (Regulation) 46 (c) (iv))

3.8.1 Provide the current status of available dwelling for employees;

All employees at Palesa Coal receive a minimum living out/or housing allowance as part of their conditions of employment;

	Tick the appropriate	Percentage
Hostels		
Own Home (home ownership)	X	100%
Rentals		
Other (specify)		

SCORE 1

Palesa Coal provide supplement nutrition to its employees on a daily basis. The mine intends to implement regular awareness programmes to inform workers of the benefits of good nutrition, balanced diets, correct method of food preparation to maximize nutritional benefits of food, as well as, the use of nutritional diets in the management of HIV/Aids.

SECTION 4: PROCESSES PERTAINING TO MANAGEMENT OF DOWNSCALING AND RETRENCHMENT

4.1 Establishment of future forum

Date of Establishment	10 December 2015
No. of planned meetings per annum	10 December 2015

SCORE 1

4.2 Mechanisms to save jobs, provide alternative solutions and procedures for creating job security where job losses cannot be avoided (Attach a Plan)

In order to save employment, Palesa Coal will develop and implement turnaround strategies and mechanisms to save jobs, prevent unemployment and downscaling by focusing on the following; seeking to prevent retrenchments from taking place, where possible. Utilising the future forum to identify strategies to prolong the life of the mine and operations or avoid retrenchments and downscaling, consult with the DoL, DMRE, and surrounding mining companies to assess any potential opportunities.

4.3 Management of retrenchments (Attach a copy in line with the terms of Section 52(i) of the MPRDA and Section 189 of the LRA.)

In compliance with Section 52(1) of the MPRDA, on identifying the need to reduce mining operations, should the profit revenue ratio of Palesa Coal be less than 6% on average for a continuous period of twelve (12) months or should 10% or more of the workforce (or more than five hundred (500) employees) have to be retrenched, a comprehensive consultation process with the relevant trade union structures or affected employees will commence in compliance with Section 189 and 189(A) of the Labour Relations Act, 1995 (as amended) through the established Future Forum structure.

As planning for the Social and Labour Plan and its associated job loss and retrenchment management programmes commences, the Department of Labour, and the Department of Mineral Resources & Energy (specifically the Minerals and Mining Development Board in accordance with Section 52(1)(a) of the Act) will be notified. The government authorities will be given notice of the timeframe for the closure process as well as the on-going consultation and social plan through the Future Forum structure. Regular progress reports will subsequently be distributed to the necessary departments, including the Social Plan and productivity advisory council and the Department of Provincial and Local Government. Compliance to the Board's directive will be adhered to in order to meet the corrective measures as stipulated by the Board.

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

To ameliorate the social and economic impact on individuals, regions, and economies where retrenchment or closure of the operation is certain, Mine Management, together with the Future Forum, will assess in advance the impact that will be caused by the retrenchment and/or closure of its operations. This will be communicated to the affected individuals and communities involved so as to make all affected parties aware of what the outcome of the retrenchment and/or closure will be. Proposals to lessen the impact on the socio-economic situation of the area concerned will be considered. In order to assess this impact a socio-economic impact analysis (SEIA) will be carried out prior to the development of detailed closure management plans. Such an impact

assessment will incorporate interaction with both the Future Forum and relevant community structures.

Official comment

Has the applicant provided the information as required? YES NO IF no provide areas that needs intervention

SCORE 1

SECTION 5: FINANCIAL PROVISION (Regulation 46 (e) (I), (II), (III))

ITEM	Financial provision for a 5year period				
	2020	2021	2022	2023	2024
HUMAN RESOURCE DEVELOPMENT	R0	R0	R4 184 426, 33	R4 184 426 ,33	R4 184 426, 33
LOCAL ECONOMIC DEVELOPMENT	R0	R0	R2 333 333	R2 333 333	R2 333 333
MANAGEMENT OF DOWNSCALING	R0	R0	R0	R0	R0

Official comment

Has the applicant provided the information as required? YES NO IF no provide areas that needs intervention

SCORE 2

SECTION 6: UNDERTAKING

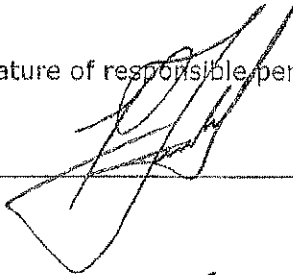
I, PIETER TERBLANCHE the undersigned and duly authorized thereto

by HET COAL (Palesa Coal)

undertake to adhere to the information, requirements, commitments and conditions as set out in the social and labour plan.

Signed at MEERANO on this 04 day MARCH 2022

Signature of responsible person



Designation Co CEO

Approved

Signed at _____ on this _____ day of _____ 20____

Signature: _____

Designation: _____

FOR OFFICIAL USE ONLY

Has the applicant addressed all the items as required in the document?

ITEMS	YES	NO	WEIGHT
TOTAL SCORE	100		

Has the applicant has met all the requirements of Regulation 46? YES NO

Recommend for Approval of the Social and Labour Plan YES NO

Name and Rank (Official) _____

Signature _____

Date _____

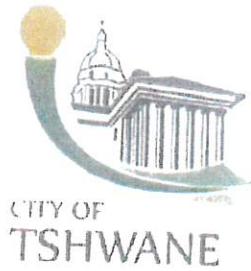
Notes for the system developer

- ❖ Where there is **NO**, the reason for refusal is failure to meet the requirements, the system should be able to indicate that,
- ❖ If **NO**, the system should be able to copy the corresponding requirement to this space
- ❖ Please ensure that this appears next to the comments box by official see the first box in page 2.

Weight	Score
100	?

- ❖ The system should be able to calculate all the score given by official and round it up to 100.
- ❖ All the weights provided should come to 100 in total
- ❖ The weight indicated for each element must appear as it is and must be under each element allocated to
- ❖ All these elements have been allocated scores in the document and should reflect thus **IN THE ITEM BOX FOR SCORING PURPOSES.**

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REGIONAL OPERATIONS AND COORDINATION REGION 7

Room L32347 | 1st Floor | Muniforum Building | Corner Market & Botha Street | Bronkhorstspuit | 1020
PO Box 40 | Bronkhorstspuit | 1020
Tel: 012 358 6030
Email: labulane@tshwane.gov.za | www.tshwane.gov.za | www.facebook.com/CityOfTshwane

My ref:
Your ref:
Contact person:
Section/Unit:

Tel: 012 358 6030
Fax: 086 678 6732
Email: dorcass@tshwane.gov.za

05 October 2021

Dear Sir / Madam

Re: Donation of houses City of Tshwane Region 7 communities by HCI COAL mining house

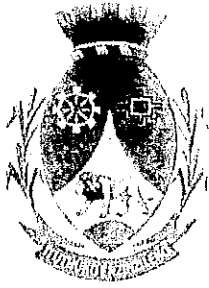
The City of Tshwane Metropolitan Municipality is welcoming this very great initiative by HCI coal to build houses for our communities within the four wards in Region 7. Our office have received a go ahead from the Executive Mayor of the City, Cllr Randall Williams and Member of Mayoral Committee Cllr Mpho Mehlape-Zimu responsible for Human Settlement to work with you in the processes that are required from the City in providing the stands/site where the houses will be built.

Our office will together with Social development and other stake holders (religious leader and traditional council etc.) including our Ward Councillor to compile the beneficiary lists so that deserving families benefit from this Corporate Social Investment project. We dearly welcome the donation and hope that this will bring back dignity and pride to our communities who had to go through hardship during this time of Covid 19 pandemic.

Hoping for a positive plan from HCI Coal soon so that all logistical arrangements are processed to speed up this project.

Regards

S.J. Mabona
Regional Head
Region 7



THEMBISILE HANI LOCAL MUNICIPALITY

PRIVATE BAG X4041
EMPUMALANGA
0458

TEL: (013) 986 9100
FAX: (013) 986 0995
E-MAIL: themb@mweb.co.za
www.thembisilelm.gov.za

Ref No: 11/3/2/1

Date: 19 February 2020

Enquiries: Tsebe M

MANAGING DIRECTOR
HCI COAL (PALESA MINE)
PO BOX 1839
HALFWAY HOUSE
1685

Att: Ms. Maropeng Ramoshaba

Dear Sir/Madam,

RE: REQUEST TO RE-PRIORITISE THE SOCIAL-LABOUR PLAN PROJECTS FOR
THE NEXT 5-YEARS

1. The above matter bears reference.
2. Thembisile Hani Local Municipality is of the opinion that due to the high demand of human settlements by the impoverished households within the jurisdiction of the municipality, We came to the conclusion that the following project(s) will have to be considered for the implementation in the coming 5-year period;
 - i. Construction of RDP Houses/Human Settlements Units for the farm-dwellers under Ward 32
3. The municipality will continuously interact with HCI Coal (Palesa Mine) if there could be any amendments that would have to be considered on the above-mentioned project (s).

Hoping that you will find the above in good order.

Yours faithfully,

1 O.N Nkosi
MUNICIPAL MANAGER

Vision

"To better the lives of our people through equitable, sustainable service delivery and economic development."