



SOCIAL AND LABOUR PLAN

FOR

BAKGATLA BA KGAFELA INVESTMENTS AND RESOURCES (PTY) LTD

NOVEMBER 2018

Bakgatla Ba Kgafela Investments and Resources (Pty) Ltd

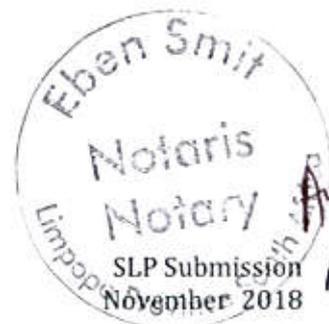


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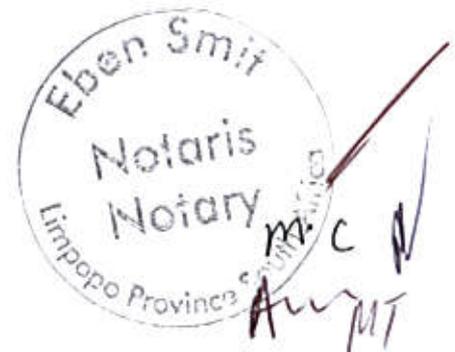
ABBREVIATIONS AND ACRONYMS

Abbreviation	Description
ABET	Adult Basic Education and Training
BEE	Black Economic Empowerment
CDM	Central District Municipality
DMR	Department of Mineral Resources
DoL	Department of Labour
FET	Further Education and Training
FF	Future Forum
HDSAs	Historically Disadvantaged South Africans
HET	Higher Education and Training
HLC	Housing and Living Conditions
HRD	Human Resources Development
IDPs	Integrated Development Plans
LED	Local Economic Development
TLM	Thabazimbi Local Municipality
MKLM	Moses Kotane Local Municipality
LoM	Life of Mine
LoA	Living Out Allowance
MPRDA	Mineral and Petroleum Resources Development Act
MQA	Mining Qualifications Authority
NQF	National Qualifications Framework
RDP	Reconstruction and Development Programme
SETA	Sector Education and Training Authority
SHEQ	Safety, Health, Environment, and Quality
SLP	Social and Labour Plan
WIM	Women in Mining
WSP	Workplace Skills Plan

SECTION 1

PREAMBLE:

Introduction to and background information on the operation
Regulation 46 (a)



1 INTRODUCTION AND BACKGROUND INFORMATION

About the Bakgatla Ba Kgafela

Bakgatla is a derivative of the word kgabo which means monkey, the totem animal of the Bakgatla.

The Bakgatla-ba-Kgafela people are a sub-group of the Tswana, people who live in the North West province of South Africa and in Botswana.

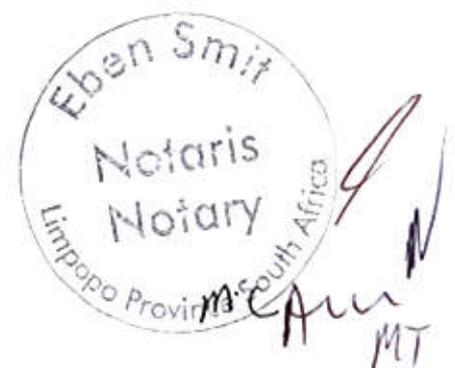
The timeline of the history of this clan is punctuated with alliances and conflict, as it was forged during the era of the Difaqane (the scattering) in the early 1800s, when southern Africa was in social turmoil.

By the mid-1800s, the Bakgatla-ba-Kgafela were living in the Pilanesberg area near the site of the present-day Sun City resort in villages on a large number of farms they had leased from the Boer Republic. Part of the lease deal was that the Bakgatla-ba-Kgafela would provide farm labour to the Boers and join them on various raids on other tribes.

After the war, the Bakgatla-ba-Kgafela on both sides of the border lost much of their hard-earned land, but then they slowly began buying back farms, especially around Pilanesberg.

No one realised that in 1924 a massive platinum find would take place on land belonging to the Bakgatla-ba-Kgafela. The area was part of what became known as the Bushveld Igneous Complex, full of massive deposits of chrome and platinum group metals.

In the years that followed, the leadership of the Bakgatla-ba-Kgafela formed joint ventures with



1.1 Introduction

This new five (5) year Social and Labour Plan (SLP) is submitted by Bakgatla Ba Kgafela Investments and Resources (Pty) Ltd (herein referred as Bakgatla) in terms of the requirements of the Mineral and Petroleum Resources Development Act (Act 28 of 2002) (MPRDA). The development and submission of an SLP is a requirement of the MPRDA and sets out the social and labour programmes to be put in place for the life of the proposed mine.

The objectives of the SLP are to:

- a) Promote employment and advance the social and economic welfare of all South Africans;
- b) Contribute to the transformation of the mining industry; and
- c) Ensure that holders of mining rights contribute towards the socio-economic development of the areas in which they operate.

Progress in meeting the commitments set out in the programmes outlined in the SLP with regards to Human Resource Development (HRD), Local Economic Development (LED) and the Management of Downscaling and Retrenchment will be reported annually to the Limpopo Regional Department of Mineral Resources (DMR).

1.2 Social and Labour Plan Context

It is crucial that one understands the context in which Bakgatla SLP document was compiled. All the data reflected in this document is based on calculation of the potential workforce and will have to be re-evaluated upon appointment of permanent and contractor employees. Employee levels were provided by the applicant.

Once the permanent and contractor employees have been appointed, then a comprehensive Baseline Employee Surveys to collect data will be conducted. This is in order to make current all the relevant sections of the SLP document, especially the HRD section and for future reporting.

As this is a new operation, employee levels will increase year by year over the first five years and even up to year eight. There is a planned total labour complement of approximately 76 employees at Bakgatla by the end of the first five years and then an additional 141 staffing across permanent and contract mining in the next SLP review period, i.e. year 6 up to year 10. Where applicable in the document, some of the tables are populated with available data, and the relevant tables will be updated with the outstanding data on the employees once a Contractor has been appointed and a Baseline Employee Survey has been completed.

Most of the information in this document that requires a number of employees will be provided after the right has been awarded.



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1.3 Particulars of the Operation

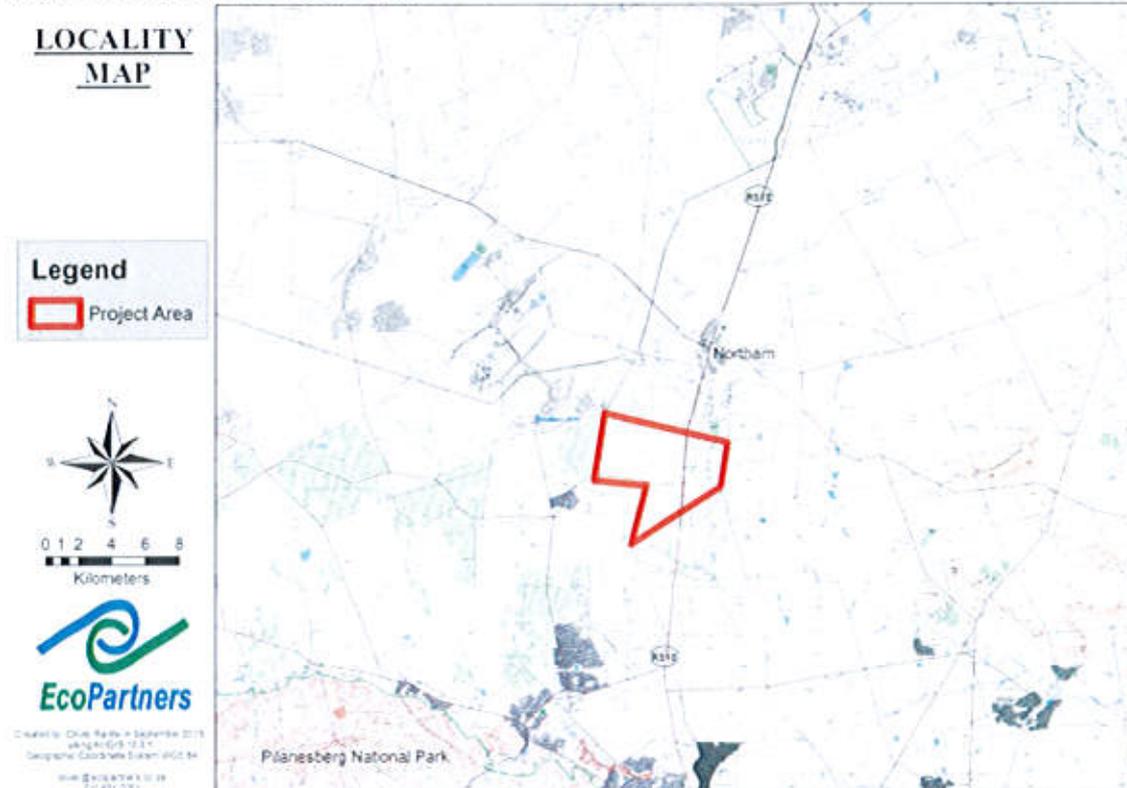
Name of Company	Bakgatla Ba Kgafela Investments and Resources (Pty) Ltd
Name of Mine	Bakgatla VTM
Physical Address	Farm Nooitgedacht 11JQ
Postal Address	P. O. Box 151 Sunninghill 2157 Johannesburg, South Africa.
Telephone Number	010 446 8451
Email Address	notices@oshoventures.com / bonanin@oshoventures.com
Location of mine or production operation	Thabazimbi Local Municipality- Waterberg District Municipality of the Limpopo Province
Commodity	Iron Ore, Titanium and Vanadium
Life of Mine	30 years
Financial Year	28 th February
Reporting Year	28 th February
Responsible Person	Head Corporate Affairs, Bakgatla VTM Manager
Geographical origin of employees (mine community and labour sending areas)	(This information will be provided after three months of operation of the mine)



1.4 Locality

Bakgatla Ba Kgafela Investments and Resources (Pty) Ltd (Bakgatla VTM) project area is approximately 200km northwest of Gauteng and is located next to a well maintained tar road and rail that runs between Rustenburg and Thabazimbi. The project falls under the jurisdiction of the Waterberg Municipal District in the Limpopo Province of South Africa (Figure 1).

Figure 1: Location of Bakgatla VTM



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1.5 Mining

Bakgatla Ba Kgafela Investments and Resources (Pty) Ltd's has been operating from OSHO Ventures offices based in Johannesburg. Bakgatla will produce high quality Iron Ore also containing Titanium and Vanadium units that will be sold on the domestic and international market depending on the prevailing market conditions. After the ramp up, the life of mine is 30 years at a steady state product (lump and fines) of 1.8 million tonnes per annum (Mtpa). The ramp-up to steady state will be over two years, with a smaller product output in year one of 1.2 Mt and 1.4Mt in year two.

PRODUCTION FORECAST FOR EACH YEAR ("Y")

	Y1	Y2	Y3 to Y 23	Y24	Y25
Ore Tonnes (In-situ)	1 431 000	1 669 500	2 146 500	1 431 000	1 358 258
Waste Tonnes (In-situ)	4 686 515	5 467 601	7 029 772	4 686 515	4 448 284
Waste BCM (In-situ)	1 562 172	1 822 534	2 343 257	1 562 172	1 482 761
Ore Tonnes (ROM)	1 216 350	1 419 075	1 824 525	1 216 350	1 154 519
Waste (ROM)	4 901 165	5 718 026	7 351 747	4 901 165	4 652 022
Product Tonnes (Lump and Fines)	1 200 000	1 400 000	1 800 000	1 200 000	1 139 000

1.6 Breakdown of Employees per Labour-Sending Area (LSE)

Bakgatla VTM has a planned number of 76 contract and 3 permanent employees as per **Table 2**. At least 60% of the employees is expected to be sourced in the mine community that includes Thabazimbi Local Municipality, within a 15km radius of the Bakgatla operations and some villages close to the Bakgatla VTM which falls under the Moses Kotane Local Municipality in the North West Province. As required by the MPRDA, Core Contractor employees will receive similar SLP benefits, as employees.

Upon appointment of the Core Contractor Service Provider a baseline Employee Survey will be conducted to verify the labour-sending areas for Bakgatla VTM, including the percentage of employees sourced from each of the local municipalities. *The Employee Survey will be completed by the end of the third quarter of 2019 after the mining right is awarded*, and will include a detailed report. The importance of the survey is paramount as the Bakgatla VTM plans to initiate LED activities in those labour-sending areas where most labourers will be sourced complement.

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Table 2: Breakdown of Employees per Labour-Sending Area

Labour Sending Areas	Number of Employees	% against total workforce
North West and Limpopo Province	51	68%
Other Provinces	25	32%
Total	76	100%

* Baseline Employee Survey to be completed upon appointment of mine and Contractor employees

1.7 Methods to Facilitate SLP Implementation

The following methods have been identified as the medium to ensure the successful and appropriate implementation of the SLP together with its Core Contractors:

- a) Ensuring continuous implementation of the Action Plans set out in the various sections of the SLP;
- b) Updating all the baseline and target tables in this document to ensure continuous monitoring of successes, challenges and/or failures;
- c) Conducting regular SLP Forum meetings to discuss successes and challenges and develop mitigation measures against issues/challenges identified;
- d) Conducting capacity building workshops to ensure management at Bakgatla meet SLP commitments relating to both permanent and Core Contractor employees.

Eben Smif
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Limpopo Province South Africa
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SECTION 2

**Human Resources Development Programme
Regulation 46 (b)**



A circular notary seal for Eben Smit, Notaris, Limpopo Province. The seal contains the text "Eben Smit", "Notaris", "Notary", and "Limpopo Province". A handwritten signature "M. C. H. M." is written across the seal, and a red pen is visible to the right of the seal.

2 HUMAN RESOURCES DEVELOPMENT PROGRAMME

2.1 Introduction

The Bakgatla VTM's Human Resource Development (HRD) Programmes, as required by Section 46 of the Regulations of the MPRDA, is detailed in this section. At all times the Mine takes full cognisance of the provisions of Section 101 of the MPRDA. As such, the provisions of the HRD Programme outlined in this section will apply to both Core Contractor and permanent workforce at Bakgatla VTM.

As contained within the SLP the Head of Corporate Affairs at the mine will conduct continuous monitoring and evaluation of the implementation of all HRD Programmes.

Due to the skilled workforce required by the Mine for daily activities, training support and career development, these opportunities will be provided to all employees, in particular to the Historically Disadvantaged South African (HDSA) employees from the local and labour-sending areas.

As required the Mine will comply with the Skills Development Act (No 97 of 1998) and will submit the required Workplace Skills Plans and Annual Training Reports to the DMR and the Mining Qualifications Authority (MQA).

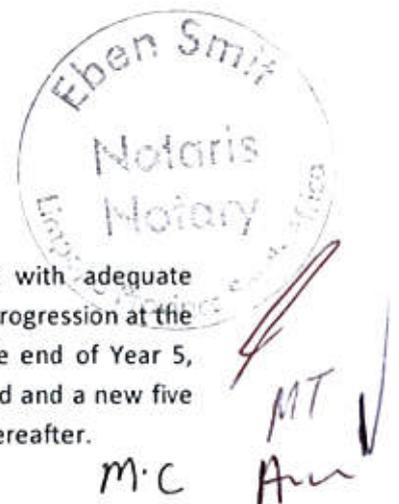
In order to ensure proper implementation of the HRD Programme, the Bakgatla VTM will utilise accredited training service providers where necessary, in order to ensure the on-going facilitation of transferable, accredited skills among employees.

2.2 Approach

The integrated HRD Programme will seek to maximise the productive potential of employees employed by the Mine, through the implementation of the following plans:

- a) A Skills Development Plan;
- b) A Career Progression Plan;
- c) A Mentorship Plan;
- d) An Internship and Bursary Plan; and
- e) An Employment Equity Plan.

The HRD Programme over five (5) years focuses on providing employees with adequate opportunities for Adult Basic Education and Training (ABET), skills development, progression at the Mine, as well as the compliance with the Mining Charter requirements. At the end of Year 5, progress with regards to the implementation of HRD Programme will be assessed and a new five (5) year Programme will be established. This will take place every five (5) years thereafter.



Eben Smits
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Notary

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Table 3: Compliance with Skills Development Legislation

Name of SETA	MQA
Registration number with SETA	Registration process will start after the Mining Right has been awarded
Confirmation of having appointed a Skills Development Facilitator	Not yet, the SDF will be appointed upon the appointment of the core contractor
Proof of submission of workplace skills plan and date of submission	Workplace Skills Plans and Annual Training Reports will be submitted to the Mining Qualification Authority (MQA)

* Registration will be completed upon appointment of the Core Contractor (S)

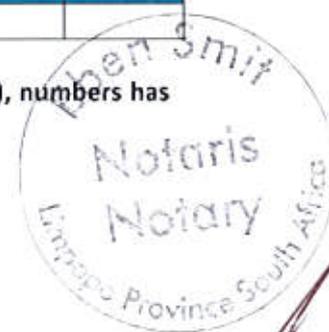
2.3 Labour Force

Table 4 below indicates the Mine's planned and future labour force. Most of the employees are concentrated in the Semi-skilled Level. This document makes provision for the appointment of additional skills to supplement the management structure.

Table 4: Workforce Planning Per each year of operation

Occupational Level	Plan					
	Planned Baseline	Y 1	Y 2	Y 3	Y 4	Y 5
Top Management						
Senior Management		1				
Professionally qualified and experienced specialists and mid management		2				
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents		10				
Semi-skilled and discretionary decision making		15				
Unskilled and defined and decision making		51				
Total Employees		79				
Core Contractors		76				

* Baseline Employee Survey to be completed upon appointment of Contractor (S), numbers has been estimated and therefore subject to change.



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2.4 Skills Development Plan

2.4.1 Introduction

The Bakgatla VTM recognises the importance of employees in achieving its business objectives, and that skills development is the foundation for developing competent and productive employees who are able to participate in meeting the proposed mine's business objectives. As such, a Skills Development Plan will be implemented with a focus on equipping employees with skills to enhance their progression and development at the Mine.

The Skills Development Plan provides action plans and targets on how The Bakgatla VTM intends to offer its employees opportunities to become functionally literate and numerate; to participate in learnerships, skills development programmes and various other training initiatives; and to acquire portable skills.

The Skills Development Plan links with Skills Development legislation, and includes the regular submission of a Workplace Skills Plan (WSP) and annual training reports. This includes the paying and claiming of levies and grants with the relevant Sector Education and Training Authority (SETA) with which the operation is registered, i.e. the Mining Qualifications Authority (MQA).

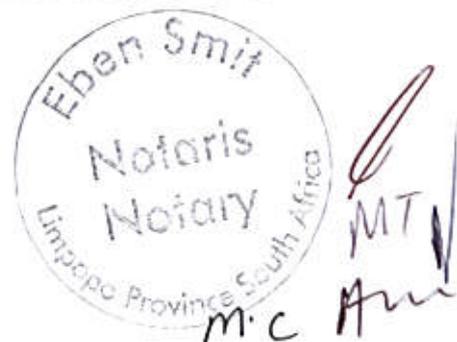
2.4.2 Adult Basic Education and Training

2.4.2.1 Overview

The Mine is committed to developing the educational levels of its employees with ABET been a key focus area. The Bakgatla VTM will potentially have a number of employees that can be considered to have a moderate literacy level, as their educational levels are expected to be below Grade 9 – see **Table 5**(Form Q) which will be completed upon the appointment of the employees.

Statistics indicate that the local communities in this area have high percentages of people with no schooling and high unemployment rates. However, many of these people have the necessary skills to work on the mines, as many were previously employed on the mines. Those employees who are identified as having functional literacy and numeracy levels below ABET Level 4, and are younger than 50 years old, will be given the opportunity to participate in ABET training.

Education and training of employees over the next five (5) years will specifically focus on providing opportunities and giving assistance to the employees with low literacy levels to become literate and numerate.



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2.4.2.2 Form Q – Educational Levels of the Workforce

Table 5: Form Q – The Employee Educational Levels Regulation 46 (b) (i) for the Bakgatla VTM Employees

**To be completed based on actual information received through the Baseline Employee Survey*

Educational classification system	Male				Female				Total	
	A	C	I	W	A	C	I	W	Male	Female
No Schooling / Unknown										
Grade 0/Pre										
Grade 1/Sub A										
Grade 2/Sub B										
Grade 3/ Std 1/ ABET1										
Grade 4/ Std 2										
Grade 5/ Std 3/ ABET 2										
Grade 6/ Std 4										
Grade 7/ Std 5/ ABET 3										
Grade 8/ Std 6										
Grade 9/ Std 7/ ABET 4										
Grade 10/ Std 8 / N1										
Grade 11/ Std 9 / N2										
Grade 12/ Std 10 / N3										
Certificates										
First degrees / Diplomas										
Honours / Higher Diplomas										
Masters Degrees / Doctorates										
TOTAL										76

* A = African; C = Coloured; I = Indian; W = White

*Baseline Employee Survey to be completed upon appointment of employees

Table 6: Five Year Plan for ABET enrolments

ABET LEVEL	Baseline PLAN	Plan					TOTAL
		Y 1	Y 2	Y 3	Y 4	Y 5	
ABET 1	0	2	3	4	1	4	14
ABET 2	0	2	2	3	2	3	12
ABET 3	0	1	1	1	2	2	7
ABET 4	0	1	3	3	1	2	10
TOTAL	0	6	9	11	6	11	43
BUDGET	R	R21 000	R31 500	R38 500	R21 000	R38 500	R150 500

* Baseline Employee Survey to be completed by the end of the second quarter of 2016 to update this table if the Mining Right has been awarded.

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2.4.2.4 Action Plan

Table 7 provides an action plan for the implementation of the ABET programme at the Bakgatla VTM.

Table 7: ABET - Commitments, activities and timeframes

CATEGORY	ACTION PLAN	TIMEFRAME
ABET 3	Develop ABET policy, strategies and procedures for employees	Quarter 2, Y 1,
	Create awareness amongst employees regarding training and education and encourage individuals to undergo training and education	Quarter 3, Y 1
	Confirm service provider to conduct assessments and provide training	Quarter 4, Y 1
	Confirm training venue and secure contract	Quarter 1, Y 2
	Commence with assessments and training	Quarter 3, Y 2
	Annual assessment and revision of the implementation programme	Quarter 4, Y 2

*This will be completed after the Mining Right has been awarded.

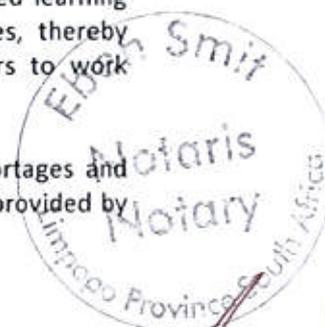
2.5 Learnerships Plan

2.5.1 Learnerships

2.5.1.1 Overview

As part of its Skills Development Plan, the Bakgatla VTM will introduce Learnership Programmes with the aim to provide learners with an occupationally based qualification registered by the National Qualifications Framework (NQF). A learnership is a registered and accredited learning programme that includes practical work experience, as well as theoretical studies, thereby integrating both workplace and institutional learning. Learnerships enable learners to work towards a qualification whilst being employed.

Learners will be placed on an in-house learnership to assist in addressing skills shortages and unemployment challenges. Wherever possible, learnerships will be funded by grants provided by the MQA.



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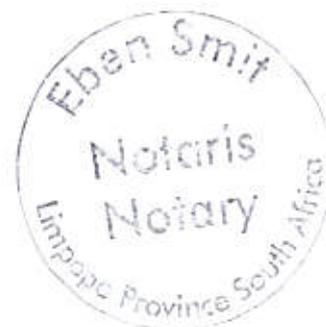
1.5.1.2 Targets

Table 8 provides targets that are based on a five (5) year Learnership Programme in the fields of Mining, Electrical and Mechanical Engineering fields, which will be offered to both internal and external candidates. During the third year of the SLP cycle the Bakgatla VTM will still be in a dire need for the Surveyors and Engineers Learners. Amongst the two Learnerships to be offered during the second year, the Mining and Survey Engineering Learnership will be overlapped towards the third year, hence there is no commitment for the third year.

Table 8: Five year plan for Learnership enrolments

Trade	Baseline Plan		Y 1		Y 2		Y 3		Y 4		Y 5	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Learnerships												
Internal (Section 18.1)	0	0	0	1	0	1	0	0	1	0	0	1
External (Section 18.2)	0	0	0	0	1	0	0	0	0	1	0	0
<i>Sub Total Number</i>	0	0	0	1	1	1	0	0	1	1	0	1
Total Number	0		1		2		0		2		1	
Type of Learnerships												
Mining and Survey Engineering	0	0	0	0	0	1	0	0	1	0	0	0
Procurement	0	0	0	1	0	0	0	0	0	1	0	1
Mechanical/Automobile Engineering	0	0	0	0	1	0	0	0	0	0	0	0
<i>Sub Total Number</i>	0	0	0	0	1	1	0	0	1	1	0	1
Total Number	0		1		2		0		2		1	
BUDGET	R		R48000		R96000		0		R96000		R48000	

* Learnerships are to be completed over 2 years



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2.5.1.3 Action Plan

Table 9 provides an action plan for the implementation of the learnership programme at Bakgatla VTM.

Table 9: Learnerships – Commitments, Activities and Time Frame Category

CATEGORY	ACTION PLAN	TIMEFRAME
Learnerships Internal/External	Advertise and promote learnerships amongst employees at the mine as well as mine host communities	Quarter 4, Y 1
	Determine the availability and accessibility of training facilities and plan accordingly	Quarter 4, Y 1
	Re-evaluate the future skills needs of the mine	Quarter 2, Y 2
	Implement learnership programme using targets, timeframes and budgets	Quarter 2, Y 2
	Award learnerships	Quarter 2, Y 2
	Annual assessment and revision of the implementation programme	Quarter 4, Y 2

***This will be completed after the Mining Right has been awarded.**

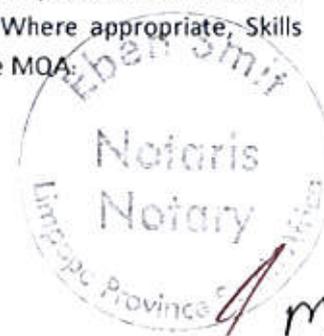
Once learnerships are awarded the mine will undertake to absorb or place some qualified candidates (depending on the business requirements and other external forces) into most suitable positions with the aim of creating employment, filling the skills gap and/or hard-to-fill vacancy posts.

2.5.2 Skills Training Programmes

2.5.2.1 Overview

Skills Training Programmes for the Bakgatla VTM offers employees the opportunity to acquire the necessary skills and competencies to successfully implement their employment responsibilities. These programmes are also designed to equip employees with the required capacity and skills to progress to higher levels of employment at the Bakgatla VTM Mine. The career paths discussed in Section 3.3.2 will identify the minimum requirements and experience for each position. This will serve as a framework for planning any training and development.

The Skills Training Programmes will cover a range of important skills for the Mine. The skills that are part of the Skills Training Programme for the Bakgatla VTM have been identified as key priority skills. A further deliverable of the Skills Training Programme is to provide portable skills that will serve employees beyond employment at the mine – see Table 13. Where appropriate, Skills Training Programmes implemented by the Mine will be registered by the MQA.



2.5.2.2 Targets

Table 10 provides training targets for the Bakgatla VTM Skills Training Programme.

Table 10: Five year plan for Skills Training

Training Programme	Plan					
	Baseline Plan	Y 1	Y 2	Y 3	Y 4	Y 5
Drill Operating Certificate	0		1	1		1
Operations Management for the Procurement Professional	0		1			
Grader Operating Certificate	0	1		1		
Mine Health and Safety Act training	0		1			
Front End Loader Operating Certificate	0	1				
Iron Ore Processing technology	0				1	
TOTAL	0	2	3	2	1	1
Budget	R0	R18000	R27000	R18000	R9000	R9000

* This will be finalized and confirmed after the mining right has been awarded

2.5.2.3 Action Plan

Table 11 provides an action plan for the implementation of the Skills Training Programme at Bakgatla VTM

Table 11: Skills Training Commitments, Activities and Timeframes Category

CATEGORY	ACTION PLAN	TIMEFRAME
Skills Training	Develop skills and competency requirements for Bakgatla VTM	Quarter 4, Y 1
	Assess employees in terms of skills and competency gaps	Quarter 2, Y 2
	Implement skills training plan using targets, budgets and timeframes	Quarter 3, Y 2
	Annual assessment and revision of the implementation programme	Quarter 4, Y 2

*This will be completed after the Right has been awarded.



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2.5.3 Portable Skills Training

2.5.3.1 Overview

Due to the fact that all mining operations have a finite Life of Mine, The Bakgatla VTM will equip those employees with mining-specific skills and with non-mining related portable skills to enable them to find other forms of livelihood in various sectors of the economy.

The Bakgatla VTM will focus on the provision of portable skills while the mine is still in operation, and will not wait for a period closer to the end of the life of mine or downscaling/retrenchment. The strategies and skills programmes will be determined in conjunction with the Future Forum and a fund will be made available for this purpose.

2.5.3.2 Targets

Table 12 shows the targets Bakgatla has set for portable skills training for the next five (5) years.

Table 12: Five year plan for Portable Skills Training Interventions

Training Programme	Plan					
	Baseline Plan	Y 1	Y 2	Y 3	Y 4	Y 5
Tourism Development	0		1		1	
Construction	0	1				
Plumbing	0			1	1	1
Welding	0			1		
TOTAL		1	1	2	2	1
Budget	R0	R4600	R4600	R9200	R9200	R4600

2.5.3.3 Action Plan

Table 13 provides an action plan for the implementation of the portable skills programme at Bakgatla VTM.

Table 13: Portable Skills - Commitments, Activities and Timeframes

CATEGORY	ACTION PLAN	TIMEFRAME
Portable Skills	Develop portable skills strategy in line with life of mine and future downscaling exercises	Quarter 2, Y 1
	Identify service provider to provide courses	Quarter 2, Y 1
	Determine procedures and methodology of training in terms of frequency and duration	Quarter 2, Y 1
	Commence with training	Quarter 3, Y 1
	Consult with identified employees through engagement structures and use socio-economic baseline to establish further portable skills requirement	Quarter 4, Y 1
	Annual assessment and revision of the implementation programme	Quarter 4, Y 1

*This will be completed after the Right has been awarded.

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2.6 Hard-to-fill vacancies

The Bakgatla VTM will report annually on the hard-to-fill vacancies through the submission of Form R (Table 14 below).

Table 14: Hard-to-fill vacancies as per Form R in Annexure II of the MPRDA regulations

Occupation Level	Job Title Of Anticipated Vacancy	Main Reason For Inability To Fill When Vacant
Top Management		
Senior Management		
Professionally qualified and experienced specialist and mid-management		
Skilled technical and academically qualified workers, junior management, supervisors		
Semi-skilled and discretionary decision making		
Unskilled and defined decision-making		

This section is not applicable currently, however, Bakgatla (including contractors) will report annually on its hard-to-fill vacancies at Bakgatla through the submission of Form R. All hard-to-fill vacancies will eventually be addressed through the skills development and learnership programmes within the broader framework of the company’s long-term business strategy.

2.7 Career Progression Plan

2.7.1 Overview

Career Progression Plan is a formalized approach followed by the Mine in order to plan and monitor an individual’s career development and growth through the potential career levels available at Bakgatla VTM. The HRD Programme becomes the mine’s mechanism for developing the capabilities of employees to progress to either a different post within their same level or higher.



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Key principles of the career management programme to be embarked upon by Bakgatla are outlined below:



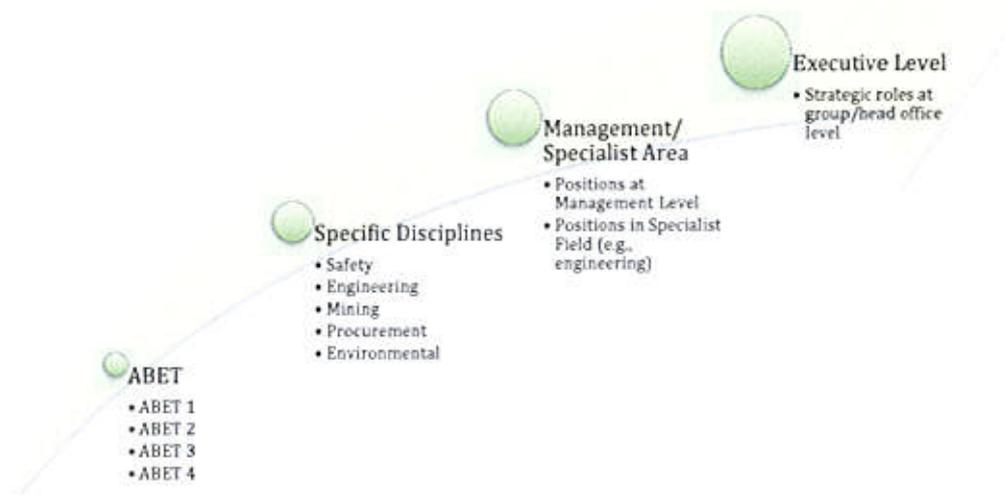
2.7.2 Career Paths

The Career Progression Plan aims to illustrate a Career Path for employees (**Figure 3**), indicating possible routes to move or change from one role or position to another within a specific discipline. This will be achieved through defining competencies, such as skills and experiences required by the various job categories. Competency profiles for each job will be developed before recruitment commences.



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Figure 3: Generic Career Path at Bakgatla VTM



2.7.3 Career Progression Plan

The Bakgatla VTM will promote career progression and succession opportunities among its employees and will implement the Career Progression Plan by means of the following:

- Establishing a Career Progression policy, procedure and programme, which are operation-specific and contextually relevant to the employment levels, organogram, workforce, skills needs and Employment Equity needs at Bakgatla VTM;
- The Career Progression Plan will be implemented for a five (5) year period and will be reassessed annually;
- The Career Progression Plan will be linked to the Skills Training Programme, Learnership Programme, and Internship Programme, Mentorship Programme and Employment Equity Programme;
- Mechanisms will be put in place for individuals to progress from lower skilled working levels to higher skilled working levels and management levels, should job opportunities arise and positions become vacant; and
- The Career Progression Plan will ensure that the qualifications, aspirations, developmental needs, and potential capabilities of employees are accounted for, in line with the needs and capabilities of Bakgatla VTM.

Bakgatla VTM will identify those employees who require further skills in their planned appointed positions, as well as employees who require further skills aimed at Career Progression to fill a future position – see Table 15 below.

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Table 15: Skills level and potential for further development

Job Title	Min entry requirement/ qualification	No. who do not meet the min requirement	No. identified for ABET training	No. identified for further career advancement
Artisan Assistant	Grade 12 and Artisan Certificate			
Mobile Operator Forklift	Grade 12			
Weighbridge Operator	Grade 12			
Sampling Attendant	Technical Training and Trade Certificate			
TOTAL				

* Table 15 to be completed upon conclusion of the Baseline Employee Survey

Table 16 below provides details of Bakgatla VTM’s Career Progression Plan for the next 5 years.

Table 16: Career Progression Plan

Planned Position on Y1	Gender	Educational Status	Training and development interventions	Envisaged future position	Target Date

* Table 16 to be completed upon conclusion of the Baseline Employee Survey

2.7.4 Action Plan

Table 17 provides an action plan for the implementation of the Career Progression programme at Bakgatla VTM.

Table 17: Career Progression - Commitments, activities and timeframes

CATEGORY	ACTION PLAN	TIMEFRAME
Career Progression	Validate list of job categories, role descriptions, indicating minimum job-entry requirements and desirable qualifications	Quarter 1, Y 1
	Establish a Career Progression policy, procedure and programme	Quarter 2, Y 1
	Communicate the generic career path and job profiles to all employees	Quarter 3, Y 1
	Report quarterly on progress	Quarter 4, Y 1

*This will be completed after the Mining Right has been awarded.

Table 19: Mentorship - Commitments, activities and timeframes

CATEGORY	ACTION PLAN	TIMEFRAME
Mentorships	Conduct an assessment/identification of employees' career goals/aspirations	Quarter 3, Y 1
	Research framework and methodology for mentoring	Quarter 3, Y 1
	Development of contracts/agreements between mentor and mentee	Quarter 4, Y 1
	Monthly report on progress of mentees from mentors	Quarter 4, Y 1

*This will be completed after the Mining Right has been awarded.

2.9 Internship and Bursary Plan

2.9.1 Overview

The Bakgatla VTM understands the need not only to assist its own employees with development opportunities, but also those members of the local community to access tertiary education (bursaries) and experiential work (internships).

The Internship and Bursary Plan has been compiled for a five-year period, and includes Study Assistance.

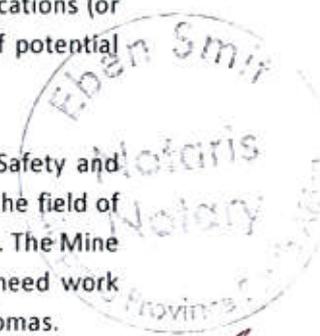
Study Assistance is funding that will be provided to employees in order to achieve the objectives of the Bakgatla VTM HRD Programme (i.e. Skills Development Plan, Career Progression, Mentorship Plan, etc.).

2.9.2 Internship Plan

The Internship Programme will consist of different programmes varying from giving exposure to prospective employees, to students requiring practical experience towards their qualifications (or experiential training). Some of the programmes will be aimed at the development of potential employees.

Internships at the Bakgatla VTM will be offered in Engineering (mining and survey), Safety and Environment, Artisans as well as in Geology over of 12months contract depending on the field of work as stipulated in the contract, mine requirements as well as internship career goals. The Mine will make internships available to bursars or students of the local community who need work experience and exposure to the mining industry in order to complete their degrees/diplomas.

As per Table 20 below, the Mine intends offering internships (external) to candidates who obtained degrees, diplomas or certificates of competencies from recognised tertiary institutions. Bakgatla VTM will ensure that Internships are offered to the HDSA women in particular to encourage Women in Mining (WIM) participation amongst the HDSA's.



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Table 20: Five year plan for Internships Targets at Bakgatka Ba Kgafela

Internship Category	Y 1			Y 2			Y 3			Y 4			Y 5		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Mining Engineering & Survey	0	0	0	0	1	1	1	0	1	0	0	0	0	1	1
Safety & Environment	0	0	0	0	0	0	0	1	1	1	1	2	1	0	1
Artisans	0	0	0	0		0	0	0	0	0	1	1	0	0	0
Geology	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	2	2	1	1	2	1	2	3	1	1	2
Budget	R 0.00			R156000			R156000			R234000			R156000		

2.9.3 Bursary Plan (including Study Assistance)

The objective of the Bursary Programme is to support high-potential young HDSA students at tertiary institutions with an annual once-off financial contribution or grant. A detailed bursary policy and procedure will be developed as per the action plan. Bursaries at The Bakgatla VTM are to be awarded in Mining Engineering, Mine Survey, Geology as well as Environmental Science (and Environmental Health) over a period specified by the relevant tertiary institution.

The Bakgatla VTM employees will also be afforded an opportunity to pursue their studies in various fields specific to Bakgatla VTM's business as well as mining industry requirements. This will also be in support of employees' career development as well as fast tracking and development which will encourage an increase in the number of HDSAs in Management positions. The number of contributions offered will therefore be subject to the financial situation of the Mine.

2.9.4 Bursary Targets (including Study Assistance)

As per Table 21 below, the Mine intends offering bursaries (external) and study assistance (internal) to qualifying candidates who wish to pursue their careers in mining and non-mining related fields within locally recognised and accredited tertiary institutions.



Table 21: Five year plan for Bursary (and study assistance) targets at Bakgatla

Bursary Category	Y 1			Y 2			Y 3			Y 4			Y 5		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Mining Engineering	0	0	0	0	0	0	0	1	1	1	0	1	0	0	0
Environment Science/Health	0	0	0	0	0	0	0	1	1	1	0	1	0	0	0
Geology	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
Mine Survey	0	0	0	0	1	1	0	0	0	0	0	0	1	0	1
Sub-Total	0	0	0	1	1	2	0	2	2	2	0	2	1	0	1
Study Assistance (Employees)	0	0	0	1	1	2	0	1	1	0	1	1	1	0	1
Total	0	0	0	2	2	4	0	3	3	2	1	3	1	1	2
Budget	R0.00			R80000			R60000			R60000			R40000		

As in Table 21 above Bakgatla VTM will also offer employee study assistance to be carried out once the mine is in full operation. Employee survey will be conducted in which to better identify and understand employee career aspirations in order to channel and align their education needs with their career goals.

2.9.4.1 Action Plan

Table 21 provides an action plan for the implementation of Internship and Bursary programme at Bakgatla VTM.

Table 22: Internships and Bursaries - Commitments, activities and timeframes

CATEGORY	ACTION PLAN	TIMEFRAME
Internships and Bursaries	Draft detailed bursary, internship and study assistance policy and procedure	Quarter 3, Y 1
	Identify and engage local tertiary institutions to identify prospective students eligible for grants	Quarter 3, Y 1
	Develop internship programmes aimed at students within relevant mining disciplines	Quarter 4, Y 1
	Initiate Study Assistance linked to Career Progression and Mentorship	Quarter 4, Y 1
	Recruit bursars for vacation work and experiential training	Quarter 3, Y 1

*This will be completed after the Right has been awarded.



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2.10 Employment Equity Plan

2.10.1 Overview

The Bakgatla VTM fully subscribes to the principles of the Mining Charter and strives to achieve more than the minimum requirements. The Mine believes that Employment Equity is an integral part of building an effective and representative workforce to ensure equality among its future employees. The Mine will report to the Department of Labour (DoL) annually in respect of its Employment Equity progress. Concurrently, the Mine will report progress in terms of HDSA in Management and Women in Mining to the DMR.

Table 23 provides the planned Employment Equity status at the Mine for recruitment of permanent employees and contract employees, followed by two sections describing the participation of HDSAs in Management and Women in Mining in line with the requirements of the MPRDA and Mining Charter.

Table 23: Employment Equity statistics as per Form S in Annexure II of the MPRDA Regulations

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management											
Senior management											1
Professionally qualified and experienced specialists and mid-management											2
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents											10
Semi-skilled and discretionary decision making											15
Unskilled and defined decision making											51
TOTAL PERMANENT											3
Core Contractor Employees											76
GRAND TOTAL											79

A = African; C = Coloured; I/A = Indian/Asian; W=White

* Table 23 to be completed upon conclusion of the Baseline Employee Survey

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2.10.2 HDSAs in Management Targets

The Bakgatla VTM plans to source HDSA's that can fulfill management roles in compliance with the Employment Equity requirements of the Mining Charter (Table 24).

Table 24: Five year plan and targets for HDSA participation at Bakgatla VTM

Employment Level	Plan											
	Baseline Plan		Y 1		Y 2		Y 3		Y 4		Y 5	
	%	#	%	#	%	#	%	#	%	#	%	#
HDSAs in Management	35		40		40		40		40		40	
Total Management (D+E-bands)	35		40									
HDSAs in Junior Management	40		40		40		40		40		40	
Total Junior Management (C)	40		40		40		40		40		40	

* Baseline Employee Survey to be completed once Contractor has been appointed.

2.10.3 Women in Core Mining Targets

In order to address the historical issues of South Africa, the Mine will develop a gender equality policy and plan to ensure that women are represented in positions that were traditionally considered "male only". These positions are also referred to as Core Mining positions. In compliance with the spirit of the MPRDA, the Mine will put direct interventions in place to increase the participation of black women in core mining related positions. Progress against these plans will be reported annually in accordance with the requirements of the DoL and the DMR.

Table 25 provides a breakdown of the estimated targets that have been set for increasing the participation of women in mining.

Table 25: Five year plan and targets for the participation of women at Bakgatla VTM

Employment Level	Plan											
	Baseline Plan		Y 1		Y 2		Y 3		Y 4		Y 5	
	%	#	%	#	%	#	%	#	%	#	%	#
Women at the Mine	6.5		7.8		8.2		9.8		10		11.1	
Women in Core Mining	1.2		1.6		1.9		2.4		2.8		3.3	
Total Employees												

* Baseline Employee Survey to be completed upon appointment of the Contractor and other employees

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Notary
Limpopo Province South Africa
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The Mine will embark on a drive to employ black female employees to obtain the 10% minimum requirement. Should any person(s) resign or retire at the Mine in the next five (5) years, the vacant positions will be filled with black females. Also, a specific programme will be implemented to identify suitably qualified black females.

It must be noted, however, that constraints such as the remote location of the mine which result in lack of social amenities, sometimes prohibits HDSAs, especially women, from moving into areas such as Northam and Thabazimbi, where the mine is located. In addition, HDSAs from junior companies such as Bakgatla VTM are often poached by major mining companies who offer HDSA candidates' huge sign-on-bonuses.

The action plan to achieve Employment Equity targets includes undertaking the following actions annually:

- a) Integrating women in the Bakgatla VTM skills training, career progression and mentorship programmes;
- b) Ensuring that Housing and Living Conditions for women are acceptable; and this will only be dealt with after the appointment of the core contractor once the Mining Right has been awarded.
- c) Integrating women into the skills training, bursary and internship programmes at Bakgatla VTM.



A circular notary seal for Eben Smif, Notaris, Notary, Limpopo Province, South Africa. The seal is stamped in blue ink. To the right of the seal, there is a handwritten signature in black ink, which appears to be 'M.C. Allen'.

SECTION 3

MINE COMMUNITY ECONOMIC DEVELOPMENT PROGRAMME:
Regulation 46 (c)



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LOCAL ECONOMIC DEVELOPMENT PROGRAMME

3.1 Overview

This Local Economic Development (LED) Programme contains details on the core activities, programmes, targets, resources, facilitators, facilities, budgets and timeframes for the implementation of Bakgatla VTM's LED Programme. The programme has been designed as a Working Document to facilitate the appropriate implementation of the SLP.

Bakgatla VTM will implement a sustainable community development initiative to ensure that they meet the requirements of participation in LED as intended in the SLP, thereby being a preferred business partner and a valued corporate citizen. The LED Programme will seek to promote Bakgatla VTM's alignment and involvement in the LED initiatives as contained in the Thabazimbi Local Municipality's IDP.

3.2 Background Socio-economic Information for both Thabazimbi and Moses Kotane Local Municipalities

3.2.1 Introduction

The Bakgatla VTM Mine is situated in the Thabazimbi Local Municipality, within the jurisdiction of the Greater Waterberg District Municipality in the Limpopo Province of South Africa. A desktop study was conducted to provide a socio-economic background on the immediate area of operation, as can be seen from the Socio-Economic Analysis below. The socio-economic data have been sourced from the Thabazimbi Local Municipality (www.thabazimbi.gov.za), the Limpopo Provincial Government (www.limpopo.gov.za) and the 2011 National Census.

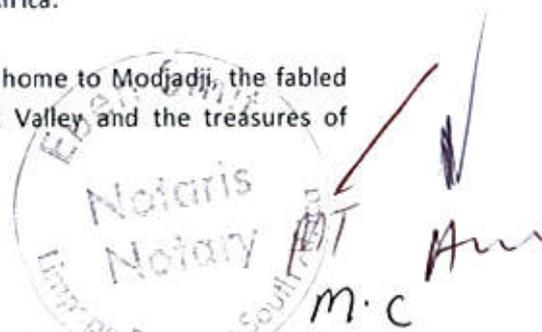
3.2.2 Limpopo Province

Limpopo Province is South Africa's northernmost province, which shares borders with Mozambique, Zimbabwe and Botswana, making it the ideal entrance to Africa. Named after the great Limpopo River that flows along its northern border, this province is rich in wildlife, spectacular scenery and a wealth of historical and cultural treasures. Known as the Great North, Limpopo is a land of legend. Ruins and relics abound in ancient forests, sparkling trout waters, hot mineral springs and waterfalls. Much of it has remained unchanged for centuries, offering unlimited opportunities in Limpopo for the enjoyment of untamed Africa.

Limpopo is home to ancient lands and pre-historic secrets. This is home to Modjadji, the fabled Rain Queen, the Stone Age and Iron age relics of Makapansgat Valley and the treasures of Mapungubwe that date back to time immemorial.

Limpopo is divided into the following districts:

1. Waterberg District Municipality



2. Capricorn District Municipality
3. Vhembe District Municipality
4. Mopani District Municipality
5. Sekhukhune District Municipality

3.2.3 Waterberg District Municipality

3.2.3.1 Overview

The Waterberg District Municipality makes 11,6% of the population of the Limpopo Province of 5,2 million within an average population density of 52,5% people per square km. The largest number of people is found in Mogalakwena Municipality, whilst the fewest live in Mookgophong Municipality.

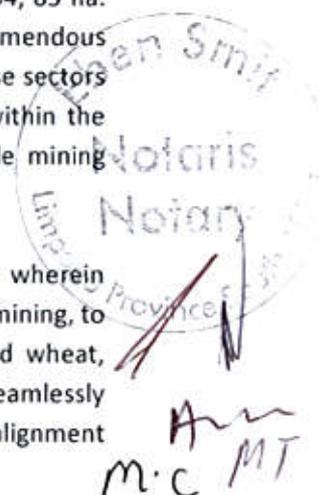
3.2.4 Thabazimbi Local Municipality

Thabazimbi Municipality is located in the south-western part of the Limpopo Province and has Botswana as its international neighbour and a mere two (2) hour drive from Tshwane. Thabazimbi is known as "mountain of iron" which is the Tswana name for this peaceful productive town, referring to the highly lucrative iron ore reef first discovered in the Municipality in 1919. The Municipality has Marakele National Park, which is a subsidiary of National Parks Board, and in the same standard as the Kruger National Park and Mapungubwe. The game lodges scattered around the area helps to promote the issue of environmental sustainability.

It was mined since the 1930's when iron and steel production started. The town was proclaimed in 1953. Today Arcelor Mittal Steel (Arcelor Mittal South Africa) in Vanderbijlpark still draw much of their raw material from Thabazimbi Kumba Iron Ore mine. Apart from Iron Ore the Thabazimbi Municipality is surrounded by Platinum producing areas such as: Northam Platinum mine, Anglo, i.e. Amandelbult and Swartklip mines.

Other minerals produced in the area include Andalusite, which is mined by Rhino Mine and limestone for the production of cement by Pretoria Portland Cement (PPC). Boundaries of Thabazimbi Municipality include areas such as: Thabazimbi, Northam, Leeupoort, Rooiberg and Dwaalboom. The Municipal area falls within the Waterberg District Municipal area, very peaceful place to live in and a malaria free Municipality. The size of the Municipal area is 986 264, 85 ha. Thabazimbi Municipality has demonstrated to be one of the sectors in depicting tremendous growth and will continue to do so. Given the potential to grasp opportunities within these sectors is therefore paramount. The mining sector has huge potential to absorb lot of skills within the municipality. There is also a need to establish mining opportunities in the small scale mining sector.

Thabazimbi is absolutely one of the country's most sought tourism attraction point wherein tourists can be granted harmonious moment. Agriculture has also proven, in addition to mining, to be the strong economic sector in our municipality. Agricultural commodities produced wheat, beans and maize. We are growing our economy not in isolation; however, our goals are seamlessly aligned within those Limpopo Economic Growth and Development Plan in Limpopo. The alignment



A circular notary seal for "Notaris Notary" in Limpopo Province, South Africa, with the name "Helen Smij" partially visible. Below the seal is a handwritten signature and the initials "M.C MT".

will ensure that the growth trajectory bears fruits and that it also address the objective of poverty eradication through job creation and business opportunity stimulation.

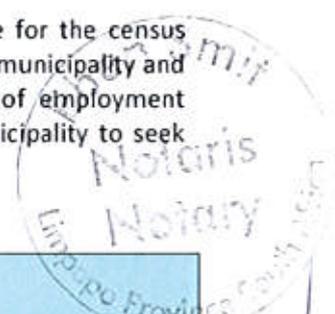


3.2.4.1 Population statistics of Thabazimbi Local Municipality

Tables 27 below shows the population distribution and trend according to race for the census period 2011 for Thabazimbi Local Municipality. This indicates depopulation of the municipality and may be due to a number of factors, for example, it can be due to a lack of employment opportunities in the area and, hence, portions of the population leave the municipality to seek work opportunities elsewhere.

MUNICIPAL AREA

MUNICIPALITY	AREA (km ²)	% of District
Lephalale	14 000 km ²	28.3%
Thabazimbi	10 882 km²	21.97%
Bela- Bela	4 000 km ²	8.07%
Modimolle	6 227 km ²	12.57%
Mogalakwena	6 200 km ²	12.52%
Mookgopong	4 270.62 km ²	9.2%
Waterberg District Municipality	45 579.62 km ²	92.63%



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Source: Waterberg District IDP 2013/14 document

POPULATION TREND

	2001	2011	% change
Thabazimbi	65 533	85 234	30.1
Lephalale	85 272	115 767	35.8
Mookgophong	34 541	35 640	3.2
Modimolle	69 027	68 513	-0.7
Bela-Bela	52 124	66 500	27.6
Mogalakwena	298 439	307 682	3.1
Waterberg	604 936	679 336	12.3

Thabazimbi	Total Population				
	1996	2001	%Change	2011	% Change
	60 175	65 533	1.7	85 234	2.6

Source: Statssa, Census 2011

Notes: Municipality experience fast population growth for the period between 2001 and 2011

POPULATION AND AGE STRUCTURE

LM	POPULATION		AGE STRUCTURE						GENDER RATIO		POPULATION GROWTH (% p.a.)	
			<15		15 - 65		65+		Males per 100 females			
Thabazimbi	2001	2011	2001	2011	2001	2011	2001	2011	2001	2011	1996 - 2001	2001 - 2011
	65 533	85 234	26.0	21.1	71.5	76.4	2.5	2.4	114.0	141.1	1.71	2.63

Source: Statssa, Census 2011

MALE AND FEMALE

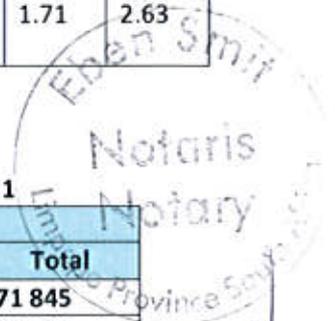
DISTRIBUTION OF THE POPULATION BY POPULATION GROUP AND SEX – 2001 and 2011

Population Group	2001			2011		
	Male	Female	Total	Male	Female	Total
Black	28 935	24 940	53 875	42 773	29 072	71 845
Whites	5 810	5 540	11 350	6 420	5 889	12 309
Coloureds	151	122	274	310	217	527
Indians/Asians	19	15	34	130	75	205
TOTAL	34 915	30 617	65 532	49 633	35 253	35 253

Source: Statssa, Census 2011

Notes:

- Blacks are in the majority, followed by whites.



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- More male blacks than female blacks.

DISTRIBUTION OF THE POPULATION AGED BETWEEN 15 and 64 YEARS BY EMPLOYMENT STATUS 2001 and 2011

Thabazimbi	Employed		Unemployed		Unemployed Rate	
	2001	2011	2001	2011	2001	2011
	26 903	29 605	7 143	7 304	21.0	19.8

Source: Statssa, Census 2011

POPULATION OF THE WORKING AGE (15-65) BY EMPLOYMENT STATUS AND MUNICIPALITY

Municipality	Thabazimbi
Employed	32 918
Unemployed	22 438
Discouraged work-seeker	1 236
Other not economically active	22 438
Total	65 154
Unemployment Rate	20.6%

Source: Census 2011

CENSUS unemployment rates should not be compared to the national unemployment rate calculated from the Quarterly Labour Force Survey

HOUSEHOLD WITH INCOME BELOW R2 300 PER MONTH

Thabazimbi 2013	
No income	R1 – R2 300
3 518	8 412

Source: Statssa, Census 2011

Note:

- The 8 412 household are indigents and entitled for free basic services.

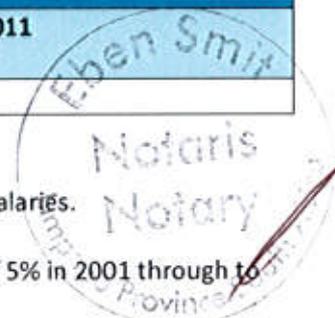
DISTRIBUTION OF AVERAGE HOUSEHOLD INCOME BY MUNICIPALITY

Thabazimbi 2013	
2001	2011
39 073	101 058

Source: Statssa, Census 2011

Notes:

- The above table shows that there is an improvement in terms of salaries.
- A decrease in unemployment.
- An increase is commensurate to the Consumer Price Index (CPI) of 5% in 2001 through to 50% over the years in 2011.



LABOUR MARKET (UNEMPLOYMENT RATE)

LM	UNEMPLOYMENT RATE		LABOUR MARKET		EDUCATION AGE 20+				MATRIC	
			Youth Unemployment Rate 15 – 24 yrs		No Schooling		Higher Education			
TBZ	2001	2011	2001	2011	2001	2011	2001	2011	2001	2011
	21.0	20.6	31.0	26.9	17.5	8.8	16.0	26.6	4.3	7.6

Source: Statssa, Census 2011

HOUSEHOLD BY MONTHLY INCOME CATEGORY

Thabazimbi 2011	
Income Category	Household
No income	3 518
R1 – R400 686	686
R401 – R800 1 027	1027
R801 – R1 600 3 165	3165
R1 601 – R3 200 4 048	4048
R3 201 – R6 400 5 021	5021
R6 401 – R12 800 3 517	3517
R12 801 – R25 600 2 474	2474
R25 601 – R51 200 1 160	1160
R51 201 – R102 400 313	313
R102 401 – R204 800 105	105
R204 801 or more 45	45

Source: Statssa, Census 2011

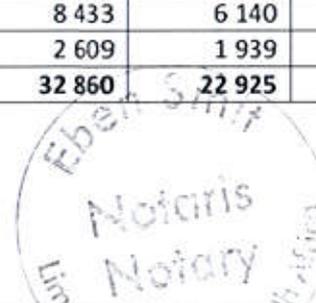
Notes:

- Majority of household earn between R3 201 – R6 400

DISTRIBUTION OF POPULATION AGED 20 YEARS AND OLDER BY HIGHEST LEVEL OF EDUCATION ATTAINED, SEX AND MUNICIPALITY – 2001 and 2011

Thabazimbi	2001			2011		
	Male	Female	Total	Male	Female	Total
No Schooling	4 068	3 554	7 622	2 766	2 138	4 904
Some Primary	5 719	4 012	9 731	4 600	2 975	7 575
Completed Primary	2 113	736	3 849	1 970	1 342	3 311
Some Secondary	7 096	6 386	13 482	12 482	8 392	20 873
Grade 12	3 967	3 025	6 992	8 433	6 140	14 573
Higher	1 015	874	1 889	2 609	1 939	4 548
TOTAL	23 977	19 587	43 563	32 860	22 925	55 785

Source: Statssa, Census 2011



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DISTRIBUTION OF THE POPULATION AGED BETWEEN 5 and 24 YEARS BY SCHOOL ATTENDANCE, SEX AND MUNICIPALITY – 2001 and 2011

Thabazimbi	2001			2011		
	Male	Female	Total	Male	Female	Total
Attending	5 425	5 139	10 563	6 462	6 091	12 554
Not Attending	5 109	5 399	10 507	5 570	4 465	10 035
TOTAL	10 533	10 537	21 070	12 032	10 556	22 589

Source: Statssa, Census 2011

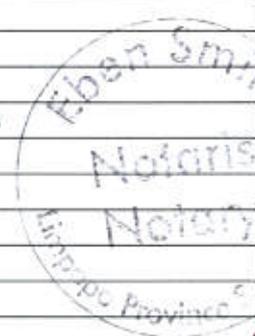
Notes:

- The table above shows an increase in the proportion of the population with Grade 12/ Matric and higher education.
- The Other table above shows a striking drastic reduction in the population with no schooling in 2011.

Implications:

Education plays a pivotal role on community development, providing basic skills for development, creativity and innovative abilities within individuals

POPULATION OF WATERBERG BY MUNICIPALITY AND HIGHEST EDUCATION LEVEL	
Educational Level	Thabazimbi Local Municipality
Gade 0	1639
Grade 1 / Sub A	1 730
Grade 2 / Sub B	1 887
Grade 3 / Std 1/ABET 1Kha Ri Gude;SANLI	2 202
Grade 4 / Std 2	2 493
Grade 5 / Std 3/ABET 2	2 826
Grade 6 / Std 4	2 975
Grade 7 / Std 5/ ABET 3	4 464
Grade 8 / Std 6 / Form 1	5 309
Grade 9 / Std 7 / Form 2/ ABET 4	4 707
Grade 10 / Std 8 / Form 3	7 039
Grade 11 / Std 9 / Form 4	6 925
Grade 12 / Std 10 / Form 5	15 067
NTC I / N1/ NIC/ V Level 2	156
NTC II / N2/ NIC/ V Level 3	212
NTC III /N3/ NIC/ V Level 4	301
N4 / NTC 4	242
N5 /NTC 5	124
N6 / NTC 6	217
Certificate with less than Grade 12 / Std 10	86
Diploma with less than Grade 12 / Std 10	162
Certificate with Grade 12 / Std 10	806
Diploma with Grade 12 / Std 10	1 033
Higher Diploma	677
Post Higher Diploma Masters; Doctoral Diploma	104
Bachelors Degree	471
Bachelors Degree and Post graduate Diploma	220
Honours degree	247
Higher Degree Masters / PhD	135
Other	156



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No schooling	5 919
Unspecified	-----
Not applicable	14 701
Grand Total	85 234

SOURCE: Statistics South Africa, Census 2011

3.2.4.2 Population statistics of Moses Kotane Local Municipality

Demographic Indicators

Census 1996	Male	108313	Female	121308
Census 2001	Male	115715	Female	121460
Census 2011	Male	120515	Female	122038
Population Growth(2001-2011)	0.22			

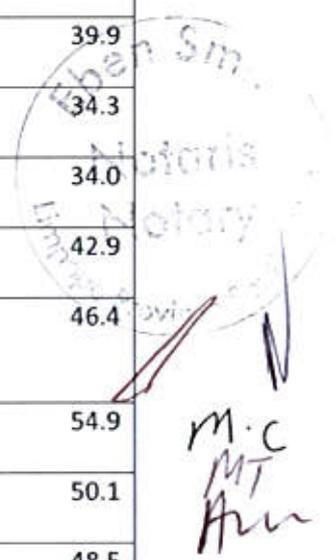
Census 2011 Ward level

AGE	0 - 4		5-14		15 - 34		35 - 64		65 +	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
63705001	397	421	604	624	863	779	676	892	325	484
63705002	487	532	736	740	1064	1059	916	1102	340	555
63705003	401	370	579	609	845	1125	940	1005	313	466
63705004	717	680	1125	1113	1417	1496	1074	1416	370	589
63705005	521	630	840	826	2080	1845	1446	1445	270	498
63705006	409	397	579	555	1252	1015	973	996	316	454
63705007	396	454	461	426	1739	1260	1391	904	103	153
63705008	373	377	513	507	1488	1061	1087	1024	293	415
63705009	414	431	691	637	1737	1382	1364	1384	276	452
63705010	691	600	1015	975	2446	2183	1835	1867	167	269
63705011	422	373	634	681	1094	1075	664	785	165	260
63705012	360	352	507	490	964	926	665	754	204	374
63705013	306	270	465	416	1840	1254	1275	1068	74	92
63705014	367	356	495	482	1495	1265	1398	1319	251	240
63705015	452	391	572	573	1610	1305	1189	1243	93	135
63705016	628	643	897	914	1965	1835	1282	1400	150	223
63705017	515	543	803	755	1932	1605	1185	1406	251	353
63705018	462	434	697	695	1022	903	767	999	261	476
63705019	493	463	797	728	1171	1100	959	1161	231	406
63705020	418	417	727	650	1106	1096	930	1109	308	469
63705021	537	554	874	922	1272	1220	1019	1275	263	382
63705022	438	413	665	625	1464	1271	871	1018	189	277
63705023	472	469	685	695	1197	1167	1059	1189	333	576
63705024	241	212	395	356	689	643	551	662	163	344
63705025	389	388	672	683	1109	1238	965	1145	269	491
63705026	410	447	651	656	1353	1286	982	1108	286	404
63705027	512	544	806	788	1618	1386	1102	1153	300	446
63705028	547	588	841	799	1915	1752	1367	1479	119	173
63705029	608	535	837	811	1735	1618	1204	1264	242	391
63705030	411	450	598	577	1457	1332	1004	1066	163	304

63705031	485	394	658	665	1421	1270	994	1094	242	305
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Census 2011 Households per ward

Wards categories		Villages	Households	Female Headed Households %
63705001	Ward 1	Goedehoop, Molatedi, Obakeng, Welverdient (Nonceba)Welgeval, (Los Metjerie) De-Brak, Dwarsberg (Dinokaneng) and Mankaipaya Rampampaspoor,	2,056	53.3
63705002	Ward 2	Sesobe, Ramotlhajwe, Montsana, Khayakhulu, David Katnagel, PitsedisulejangLetlhakeng and Ramokgolela	2,427	54.3
63705003	Ward 3	Manamela, Ga Sefanyetso, Masekoloane, Siga, Mmatau	2,238	46.4
63705004	Ward 4	Brakkuil, Uitkyk(1 & 2), Koffiekraal	2,478	53.0
63705005	Ward 5	Kraalhoek, Mopyane, Mmantserre	3,295	40.0
63705006	Ward 6	Vlakplaas (Mogoditshane), Mapaputle, Kameelboom, Ramohibitswana, Mantsho, Motlhabe, Nkogolwe, Dikameelkuil, Ntswanalemetsing, Molorwe	2,240	44.8
63705007	Ward 7	Sefikile, Mononono	2,836	33.3
63705008	Ward 8	Ramasedi, Ngweding, Magong and Ntswanalemetsing, Magalane, Legkraal, Mononono	2,447	38.1
63705009	Ward 9	Moruleng-Makresteng, Matangwaneng, Raserapane, Green side, Vuka, Ramoga	2,890	40.7
63705010	Ward 10	Sandfontein, Mogwase unit 5	4,055	38.3
63705011	Ward 11	Bojating, Mmorogong, Phadi	1,529	48.8
63705012	Ward 12	Ramokokastad	1,698	51.7
63705013	Ward 13	Mogwase Unit 2, Mabele a podi	2,923	39.9
63705014	Ward 14	Ledig, Kagiso 2, Bakgatlheng, Section1	2,407	34.3
63705015	Ward 15	Lerome (Thabeng), Lerome South, Mogwase Unit 1, 4& 8	2,884	34.0
63705016	Ward 16	Lerome, (Mositwana) , Welgeval, Dikweipi	2,939	42.9
63705017	Ward 17	Moruleng section, Phola Park, Malebe, Mabodisa, Ramolope, Lerekuri, Marrapallo, Lerome	2,717	46.4
63705018	Ward 18	Pella	2,011	54.9
63705019	Ward 19	Pella and Madikwe	2,339	50.1
63705020	Ward	Tlokweng	2,072	48.5



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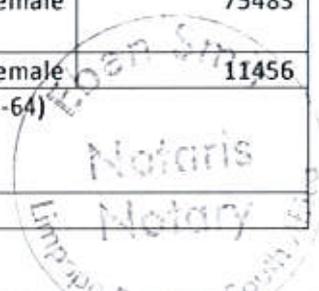
	20			
63705021	Ward 21	Vrede, Seshibitswe	2,344	46.8
63705022	Ward 22	Manamakgotheng (Legogolwe, Mositwana, Madibeng, Marokwaneng, Selocha, Mabiatlane, Vergenoeg, Matlotleng, Mairaneng, Tlapane), Lesetlheng (Lekutung, Tswaani, Lekubung)	1,862	46.4
63705023	Ward 23	SeolongMabeskraalMakweleng, Ratau, Ntsweng	2,492	47.8
63705024	Ward 24	Makoshong 1, Mabeskraal, Ratau	1,386	52.9
63705025	Ward 25	Holfontein , Rietfontein (Mabaalstad)Bapong(Leretlweng)	2,258	48.4
63705026	Ward 26	Tweelagte , Lengeneng, Phalane,Makoshong 2	2,096	47.6
63705027	Ward 27	MmorogongMakgope, Maologane , Witranjie, Mabeleng, Tihatlhaganyane	2,544	41.0
63705028	Ward 28	Ledig, Lethlabile,(upper & lower), Selosesha, Lekwadi, Kagiso1, Reagile(Casablanca)	2,960	36.1
63705029	Ward 29	Matlametlo, Mokgalwana	2,438	45.1
63705030	Ward 30	Ledig,, Mahobieskrall, Matooster, Zulu section, Phagameng, Khutsong, Khalanyoni, Sofa sonke, Codesa, Zone 2,4,6	2,267	42.6
63705031	Ward 31	Segakwana, Huma,Manamakgotheng (Poela	2,066	43.0

Population Distribution

Area (Km2)	3839
Population Density (POP/Km2)	42.4
Urban Formal Area	27.7
Traditional Area	4224.2
Informal Area	
Farm Area	1467.3

Population Composition and Structure

Young (0-14)	Male	35696	Female	35099
Working Age (15-64)	Male	77489	Female	75483
Elderly (65+)	Male	7330	Female	11456
Sex Ratio (Males/100 Females)	99	Dependancy Ratio (<15+>65/(15-64))		
Young (0-14)	Male	35696		



Population Group

Population group	Male	Female	Total
Black African	118 092	120 424	238 516
Coloured	325	294	620
Indian or Asian	837	363	1200
White	989	840	1829

Assume National Mortality, Fertility rates - Household Services

	2001	2011
Average number of rooms	4	4
Formal Dwelling (%)	78	81
Average Household Size	4.4	3.2
Female Headed Households (%)	50.3	43.9
Access to pipe water in the yard (%)	31.8	37.63
Access to pipe water in the dwelling (%)	8.1	18.73
Usage of electricity for lighting (%)	91	90
Electricity usage for cooking (%)	51	76
Access to sanitation – connected to sewer (%)	10.4	13.0

Education

	2001	2011
Attending Educational Institutional (%)	75	70
No Schooling (%) (20yrs +)	18	10.4
Primary Enrolment (%) (6-13yrs)	97.8	98
Matric Completion (%) (20yrs +)	36.5	33
Matric Pass Rate	See DoE report	
Completion of Higher Education (%)	6.2	5.9

Types of main dwelling Unit

	2001	2011
House or brick/concrete block structure on a separate stand or yard or on a farm	75.07	75.56
Traditional dwelling/hut/structure made of traditional materials	4.99	1.38
Flat or apartment in a block of flats	0.92	1.43
Cluster house in complex - Semi-detached house	0.39	0.21
House/flat/room in backyard	1.30	1.19
Informal dwelling (shack; in backyard)	4.47	7.69
Informal dwelling (shack; not in backyard; e.g. in an informal/squatter settlement or on a farm)	12.37	11.79
Room/flatlet on a property or larger dwelling/servants quarters/granny flat	0.30	0.71
Caravan/tent	0.15	0.05
Total	100	100

Population group

	Black African	Coloured	Indian or Asian	White	Other
NW375: Moses Kotane					
Male					
Afrikaans	526	79	6	417	4
English	3 093	62	242	216	34
IsiNdebele	1 503	5	16	3	5
IsiXhosa	4 280	6	1	6	9
IsiZulu	4 980	10	8	4	10
Sepedi	1 446	-	-	-	4
Sesotho	1 933	1	-	1	9
Setswana	94 299	86	60	42	34
Sign language	452	-	2	-	-
SiSwati	270	-	-	3	-
Tshivenda	420	-	-	1	4
Xitsonga	1 971	2	1	3	12
Female					
Afrikaans	482	69	7	367	2
English	3 162	55	96	161	22
IsiNdebele	1 479	2	-	4	-
IsiXhosa	3 793	1	3	-	6
IsiZulu	4 752	4	8	3	4
Sepedi	1 223	2	1	4	1
Sesotho	1 767	1	-	6	10
Setswana	100 543	98	40	36	31
Sign language	462	-	-	-	-
SiSwati	200	-	-	7	-
Tshivenda	205	-	-	-	-
Xitsonga	954	-	-	5	2

Marital Status



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Census 2011 by municipalities, marital status, gender and population group					
Black African	Coloured	Indian or Asian	White	Other	Black African
NW375: Moses Kotane					
Male					
Married	22 917	89	422	483	89
Living together like married partners	4 619	13	15	65	16
Never married	87 324	211	392	390	164
Widower/Widow	1 887	6	2	11	-
Separated	519	1	1	4	1
Divorced	824	5	5	36	1
Unspecified	-	-	-	-	-
Female					
Married	22 575	86	211	428	46
Living together like married partners	4 619	23	8	50	15
Never married	83 341	155	134	292	51
Widower/Widow	7 810	15	8	33	2
Separated	609	1	2	1	-
Divorced	1 471	14	-	35	3
Unspecified	-	-	-	-	-

CENSUS 2011 BY MUNICIPALITIES, REGION OF BIRTH, GENDER AND POPULATION GROUP					
Black African	Coloured	Indian or Asian	White	Other	
NW375: Moses Kotane					
Male					
Born in South Africa	111 025	238	168	706	60
SADC	2 443	6	9	12	137
Rest of Africa	141	5	20	9	55
United Kingdom and Europe	4	-	-	9	-
Asia	23	8	402	5	33
North America	-	-	-	-	-
Latin America and Caribbean	-	-	-	-	-
Oceania	2	-	-	-	-
Unspecified	4 454	68	239	257	87
Not applicable	-	-	-	-	-
Female					

Born in South Africa	115 950	245	135	628	60
SADC	1 364	5	4	8	14
Rest of Africa	28	-	5	-	5
United Kingdom and Europe	1	-	-	7	1
Asia	11	-	149	1	9
North America	-	-	-	-	-
Latin America and Caribbean	-	-	-	-	-
Oceania	1	-	-	-	-
Unspecified	3 068	45	70	195	28
Not applicable	-	-	-	-	-

CENSUS 2011 BY MUNICIPALITIES, AGE GROUP, GENDER AND POPULATION GROUP

Black African	Coloured	Indian or Asian	White	Other	Unspecified
NW375: Moses Kotane					
Male					
55 - 59	4 497	11	26	57	10
60 - 64	3 332	6	18	56	4
65 - 69	2 727	6	31	57	5
70 - 74	1 907	2	7	23	2
75 - 79	1 211	7	5	16	2
80 - 84	745	3	2	6	-
85 +	562	-	-	3	-
Female					
55 - 59	4 937	11	8	51	2
60 - 64	4 151	9	19	57	4
65 - 69	3 536	9	1	27	4
70 - 74	2 898	3	1	22	1
75 - 79	2 106	4	1	14	1
80 - 84	1 410	2	1	7	-
85 +	1 400	1	-	4	1

CENSUS 2011 BY MUNICIPALITIES, SCHOOL ATTENDANCE, GENDER AND POPULATION GROUP

Black African	Coloured	Indian or Asian	White	Other
NW375: Moses Kotane				
Male				
Yes	31 880	63	66	136
No	67 158	168	597	463
Do not know	79	-	4	-
Unspecified	3 199	2	6	52
Female				
Yes	30 204	53	66	123
No	71 256	140	202	397
Do not know	114	-	1	-
Unspecified	4 021	6	8	36


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CENSUS 2011 BY MUNICIPALITIES, HIGHEST LEVEL OF EDUCATION, GENDER AND POPULATION GROUP

Black African	Coloured	Indian or Asian	White	Other	
NW375: Moses Kotane					
Male					
Grade 0	3 993	11	6	16	2
Grade 1 / Sub A	3 612	7	9	9	4
Grade 2 / Sub B	3 536	2	13	10	5
Grade 3 / Std 1/ABET 1Kha Ri Gude;SANLI	3 959	4	5	10	8
Grade 4 / Std 2	4 636	16	7	13	10
Grade 5 / Std 3/ABET 2	4 892	7	12	7	6
Grade 6 / Std 4	5 573	12	13	14	11
Grade 7 / Std 5/ ABET 3	6 168	13	12	8	19
Grade 8 / Std 6 / Form 1	8 642	6	35	26	14
Grade 9 / Std 7 / Form 2/ ABET 4	6 792	8	20	12	17
Grade 10 / Std 8 / Form 3	9 189	22	35	43	31
Grade 11 / Std 9 / Form 4	9 685	19	39	21	15
Grade 12 / Std 10 / Form 5	20 581	68	251	221	54
NTC I / N1/ NIC/ V Level 2	153	0	5	5	0
NTC II / N2/ NIC/ V Level 3	91	1	0	12	0
NTC III /N3/ NIC/ V Level 4	148	0	1	12	0
N4 / NTC 4	92	1	0	5	0
N5 /NTC 5	47	0	1	3	0
N6 / NTC 6	124	1	3	9	0
Certificate with less than Grade 12 / Std 10	100	3	1	0	0
Diploma with less than Grade 12 / Std 10	101	0	2	4	1
Certificate with Grade 12 / Std 10	649	5	16	26	2
Diploma with Grade 12 / Std 10	774	5	57	50	5
Higher Diploma	511	4	16	49	1
Post Higher Diploma Masters; Doctoral Diploma	97	0	1	1	0
Bachelors Degree	287	5	52	18	4
Bachelors Degree and Post graduate Diploma	120	3	7	7	1
Honours degree	144	1	7	5	0
Higher Degree Masters / PhD	82	0	11	3	0
Other	108	1	18	16	3
Female					
Grade 0	3 767	1	11	12	1
Grade 1 / Sub A	3 528	4	3	14	2
Grade 2 / Sub B	3 677	2	6	13	4
Grade 3 / Std 1/ABET 1Kha Ri Gude;SANLI	4 113	5	5	9	2
Grade 4 / Std 2	4 533	8	8	8	0
Grade 5 / Std 3/ABET 2	4 936	10	11	6	7
Grade 6 / Std 4	5 842	13	1	15	5
Grade 7 / Std 5/ ABET 3	6 291	9	4	13	7
Grade 8 / Std 6 / Form 1	9 024	17	10	18	10
Grade 9 / Std 7 / Form 2/ ABET 4	6 459	8	12	11	3
Grade 10 / Std 8 / Form 3	8 946	19	17	51	7

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Black African	Coloured	Indian or Asian	White	Other	
Grade 11 / Std 9 / Form 4	9 789	17	8	17	11
Grade 12 / Std 10 / Form 5	21 530	50	75	213	21
NTC I / N1/ NIC/ V Level 2	143	0	1	0	0
NTC II / N2/ NIC/ V Level 3	99	0	0	0	0
NTC III /N3/ NIC/ V Level 4	126	0	0	6	0
N4 / NTC 4	71	0	0	3	0
N5 /NTC 5	77	0	0	0	0
N6 / NTC 6	74	0	1	0	0
Certificate with less than Grade 12 / Std 10	87	1	0	1	0
Diploma with less than Grade 12 / Std 10	134	0	0	2	1
Certificate with Grade 12 / Std 10	792	5	4	16	0
Diploma with Grade 12 / Std 10	1 248	7	16	31	1
Higher Diploma	819	8	1	32	0
Post Higher Diploma Masters; Doctoral Diploma	105	0	3	5	0
Bachelors Degree	444	5	46	12	1
Bachelors Degree and Post graduate Diploma	153	0	6	5	0
Honours degree	273	0	0	14	0
Higher Degree Masters / PhD	84	0	12	3	0
Other	128	0	4	8	1

CENSUS 2011, MUNICIPALITIES, ENERGY OR FUEL FOR COOKING BY POPULATION GROUP OF HEAD OF THE HOUSEHOLD

Black African	Coloured	Indian or Asian	White	Other	
NW375: Moses Kotane					
Electricity	55 406	135	353	450	162
Gas	731	1	61	20	1
Paraffin	4 157	5	4	0	2
Wood	13 050	12	6	4	12
Coal	80	0	0	0	2
Animal dung	47	0	1	0	0
Solar	112	0	0	0	0
Other	42	4	7	13	0

CENSUS 2011 BY MUNICIPALITY, REFUSE REMOVAL BY POPULATION GROUP OF HEAD OF THE HOUSEHOLD

Black African	Coloured	Indian or Asian	White	Other	
NW375: Moses Kotane					
Removed by local authority/private company at least once a week	59 758	119	384	368	143
Removed by local authority/private company less often	1 456	7	11	66	27
Communal refuse dump	384	0	4	22	0
Own refuse dump	9 383	17	19	22	20
No rubbish disposal	2 337	7	8	4	15

CENSUS 2011 BY MUNICIPALITY AND SOURCE OF WATER BY POPULATION GROUP OF HEAD OF HOUSEHOLD

Black African	Coloured	Indian or Asian	White	Other	
NW375: Moses Kotane					
Regional/local water scheme (operated by municipality or other water services provider)	59 357	120	389	390	151
Borehole	7 202	20	25	69	13
Spring	107	1	0	0	1
Rain water tank	302	1	0	0	0
Dam/pool/stagnant water	662	2	2	6	1
River/stream	59	0	0	1	1
Water vendor	1 396	1	2	0	2
Water tanker	2 394	8	7	16	4
Other	2 458	3	7	5	7

CENSUS 2011 BY MUNICIPALITY, TENURE STATUS AND POPULATION GROUP OF HEAD OF THE HOUSEHOLD

Black African	Coloured	Indian or Asian	White	Other	
NW375: Moses Kotane					
Rented	9 209	60	304	245	121
Owned but not yet paid off	2 536	13	8	28	1
Occupied rent-free	15 231	31	73	129	19
Owned and fully paid off	44 056	45	38	53	37
Other	2 905	8	9	33	3

CENSUS 2011 BY MUNICIPALITY AND TOILET FACILITIES BY POPULATION GROUP OF HEAD OF HOUSEHOLD

Black African	Coloured	Indian or Asian	White	Other	
NW375: Moses Kotane					
None	2 465	-	1	4	9
Flush toilet (connected to sewerage system)	8 516	71	229	397	15
Flush toilet (with septic tank)	1 164	5	14	65	4
Chemical toilet	631	-	1	-	1
Pit toilet with ventilation (VIP)	10 112	9	24	5	33
Pit toilet without ventilation	50 449	71	161	16	118
Bucket toilet	167	1	1	-	-
Other	432	-	-	-	-

CENSUS 2011 BY MUNICIPALITY, TYPE OF MAIN DWELLING AND POPULATION GROUP OF HEAD OF HOUSEHOLD

Black African	Coloured	Indian or Asian	White	Other	
NW375: Moses Kotane					
House or brick/concrete block	55 475	98	270	264	118

structure on a separate stand or yard or on a farm					
Traditional dwelling/hut/structure made of traditional materials	1 011	3	1	1	7
Flat or apartment in a block of flats	731	26	114	187	8
Cluster house in complex	64	-	-	11	-
Townhouse (semi-detached house in a complex)	33	1	1	3	-
Semi-detached house	38	-	3	1	3
House/flat/room in backyard	857	5	14	4	7
Informal dwelling (shack; in backyard)	5 690	9	7	3	13
Informal dwelling (shack; not in backyard; e.g. in an informal/squatter settlement or on a farm)	8 737	10	8	2	14
Room/flatlet on a property or larger dwelling/servants quarters/granny flat	511	3	2	6	3
Caravan/tent	32	-	1	2	-
Other		757		2	

3.3 Socio-economic Impact of Operation

3.3.1 The Impact

Bakgatla VTM will have a beneficial socio-economic impact on the region and the local communities in many significant ways. During the operation of the mine, local communities will be provided with jobs and input services to the mining operation. They will also benefit from direct and indirect spending by the mine.

The following is a summary of key contributions made by the Company:

1. Job Creation, employees and their households:

At the end of a 5 year period the Mine will employ approximately 76 employees, which translates into approximately ± 480 community members being impacted through direct and indirect income from breadwinner support. Considering that the Mine has an expected mining life of over 30 years, these benefits should be sustainable into the long term future. The Mine will put constructive mitigating measures in place to ensure that the long term benefits do not become deconstructive upon closure of the Mine. In order to assist their employees to find alternative sources of income outside of the Mine and mining a detailed Skills Training Programme forms a crucial part of this process.

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2. Surrounding and labour-sending communities:

As noted, the employees will be drawn mainly from the local community depending on the availability of the skills required by the mine, but these people may be representative of other labour-sending areas. The future incomes earned by these employees will translate into spending power, benefiting businesses and entrepreneurs, not only in the area surrounding the operation where the employees spend their working week, but also in those economies further away. The Mine's spending on goods and services can also contribute significantly to the local economy (refer to Procurement Section 3.6).

3. Poverty eradication:

Apart from the positive impact the Mine is most likely to have on the livelihoods of the households of the employees in the neighbouring and labour-sending communities Bakgatla VTM will contribute to the upliftment of the local communities surrounding the operation. One of the main tax benefits is the distribution of wealth and alleviation of poverty within the poorer communities. In addition to a contribution to the economy, Bakgatla VTM will also pay significant amounts in annual taxes, which will be used by the Government.

3.4 LOCAL ECONOMIC DEVELOPMENT (LED) PROJECTS

3.4.1 CONSTRUCTION OF HAWKER STALLS

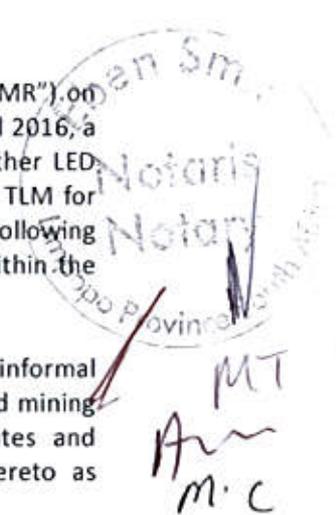
3.4.1.1 Overview

Apart from the mining operations that take place in various areas under the Thabazimbi Local Municipality ("TLM"), it is common knowledge that Thabazimbi and Northam are home to hawkers who sell fruit, vegetables, traditional regalia, herbs, amongst other things. It has been identified by TLM that the hawkers who come from the envisaged mining area and the surrounding areas lack key and proper infrastructure for the marketing of their products. This has been highlighted as one of the key development areas in TLM's 2016 – 2021 Integrated Development Plan ("IDP").

3.4.1.2 Consultations with TLM and the local leaders for LED Project

Subsequent to the meeting held with the Department of Mineral Resources ("DMR") on the 1st of June 2018 to inquire on the progress of the initial SLP submitted in April 2016, a directive was given to Bakgatla VTM to revise the SLP and come up with another LED Project which is part of TLM's current IDP. Accordingly, Bakgatla VTM consulted TLM for the LED Project and recommendations on the new LED Project were made, following which further consultations were held with the Ward Councillors who reside within the area for the envisaged LED Project implementation.

TLM recommended the construction of Hawker Stalls for the unstructured informal businesses that come from different wards and communities within the envisaged mining right area. The Business Plan, TLM Recommendation Letter, Meeting Minutes and Attendance Register for the members who were consulted are attached hereto as Annexure A, for reference purposes.



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3.4.2 REFURBISHMENT OF A COMPUTER LABORATORY AND PROVISION OF COMPUTER EQUIPMENT IN MAKUKA HIGH SCHOOL, SEFIKILE COMMUNITY

3.4.2.1 Overview

By its definition, a Computer Laboratory is a space which provides computer services to a defined community. Computer laboratories are typically provided by libraries to the public, by academic institutions to students who attend the institution, or by other institutions to the public or to people affiliated with that institution.

3.4.2.2 Consultations with Bakgatla Ba Sefikile Community

Subsequent to the meeting of the 12th of October 2018 in Pretoria DMR Head Office with the Chief Director for the Limpopo DMR Region, together with the officials from the DMR Regional Office, it was agreed that BBKIR should consider coming up with initiatives towards the educational needs of the host communities for the envisaged mining operations.

Accordingly, BBKIR managed to secure a meeting with the Community Leadership, Traditional Authorities and the Legal Representatives of the Bakgatla Ba Sefikile Community on the 30th of October 2018 for discussions on the envisaged mining operations and also for selection of an LED Project for inclusion in BBKIR's SLP. The community suggested the refurbishment of the Computer Laboratory in their and was left with the task of discussing with the relevant school authorities and providing the name of the school. Please see as **Annexure B**, extract of the minutes of the meeting of the 30th of October 2018 and the subsequent email correspondence regarding selection of Makuka High School as the school upon which the Computer Laboratory shall be set up.



Typical Computer Laboratory that shall be provided to the Makuka High School, Bakgatla Ba Sefikile Community

BBKIR shall commit an amount not exceeding R300 000 towards the refurbishment of the Computer Laboratory, as per LED Project Summary on page 56.

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3.4.3 REFURBISHMENT OF COMPUTER LABORATORY AND PROVISION OF COMPUTER EQUIPMENT TO MONONONO PRIMARY SCHOOL

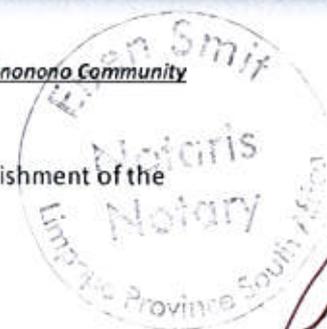
3.4.3.1 Consultations with Mononono Community Leadership

One of the host communities for the envisaged mining operations is Mononono Community. The Community was also engaged on the 02 November 2018 regarding the educational needs of the learners within the Mononono Community. Subsequent correspondences were received to the effect that a Computer Laboratory could be set up for the learners in Mononono Primary School. Please see attached as **Annexure C**, extract of the meeting minutes and attendance register for the meeting held on the 02 of November 2018.



Typical Computer Laboratory that shall be provided to the Mononono Primary School, Mononono Community

BBKIR shall commit an amount not exceeding R150 000 towards the refurbishment of the Computer Laboratory, as per LED Project Summary on Page 56.



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3.4.4 CONSTRUCTION OF PLAY AREA/JUNGLE GYM, STORAGE ROOM AND SHADED CAR PARK AREA AT EBENEZER DAY CARE CENTRE, MONONONO COMMUNITY

BBKIR shall also be constructing a jungle gym, shaded car park area and a two roomed storage/office facility for the staff at Ebenezer Day Care Centre. The detailed implementation plan of this LED Project shall be provided on the SLP Implementation Plan that shall be submitted to the DMR prior to commencement of construction. Below are typical photographs of the aforementioned projects:



Typical Play area for the Ebenezer Day Care Centre in Mononono Community

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Typical proposed structure for use by the staff at Ebenezer Day Care Centre



Typical proposed structure for use by the staff at Ebenezer Day Care Centre

BBKIR shall commit an amount not exceeding R150 000 towards the construction of the play area.

Shaded car park and storage/office room at the Ebenezer Day Care Centre.

The breakdown of the amount is provided on page 56 (LED Project Summary).

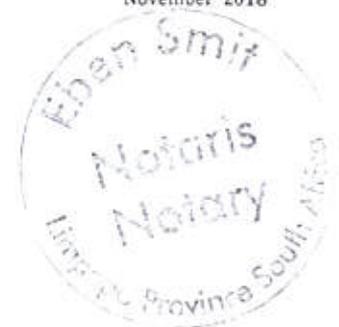
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	Name of Identified Project	Focus Area	Location	PROPOSED PROJECT IMPLEMENTATION PERIODS FROM YEAR OF COMMENCEMENT OF MINING					Total (Years 1-5)	Youth	Adults	Expected No. of Jobs to be created
				FY 1	FY 2	FY 3	FY 4	FY 5				
1	Erection of Hawker Stalls	Communities that are directly and indirectly affected by the mining operations	Northam CBD	R100 000	R100 000	R100 000	R100 000	R100 000	R500 000	TBI	TBI	TBI
2	Construction and refurbishment of Computer Laboratory	Addressing the educational needs of the scholars residing within the area likely to be affected by the mining operations	Makuka High School, Bakgatla Ba Sefikile Community	R50 000	R50 000	R50 000	R50 000	R50 000	R300 000	TBI	TBI	TBI
3	Construction of shaded Car Park Ports, Jungle Gym and Storage Room	Addressing infrastructural needs for day care children and the staff working therein	Ebenezer Day Care Centre, Mononono Community	R50 000	R50 000	R50 000			R150 000	TBI	TBI	TBI
4	Refurbishment of Computer Laboratory	Addressing the educational needs of the scholars residing within the area likely to be affected by the mining operations	Mononono Primary School, Mononono Community			R50 000	R50 000	R50 000	R150 000	TBI	TBI	TBI
TOTAL LOCAL ECONOMIC DEVELOPMENT CONTRIBUTION				R210 000	R210 000	R260 000	R210 000	R210 000	R1 100 000			

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SLP Submission

November 2018



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3.4.2 Action Plans and Future Projects

The following refers to actions for the implementation of the LED project:

1. Bakgatka VTM will annually review the above LED Project to ensure it is supported as per the Company's successful model through continuous consultations with internal and external stakeholders.
2. At the end of the five (5) year period, the Company's involvement in LED project will be reviewed to ensure that the contributions are sustainable and make an impact in the communities that are directly and indirectly affected by the envisaged mining operations.

3.5 Measures to address Housing and Living Conditions

3.5.1 Housing and Living

The Mine will not provide any housing or accommodation to its employees. The baseline employee survey to be completed upon appointment of the Contractor will be used to verify the Housing and Living Conditions (HLC) of all The Bakgatla VTM employees.

Bakgatla VTM employees' houses are within the 6km radius of the mine.

3.6 The Procurement Progression Plan

3.6.1 Overview

HDSA procurement plays a crucial role in the creation of a broader base for economic empowerment in South Africa and the Mine is therefore committed to using purchasing power to contribute towards this objective. The Mine is particularly committed in assisting the procurement from, and the development of, HDSA companies, mainly from within the Limpopo Province.

The Mine's approach to procurement will be guided by the following three principles:

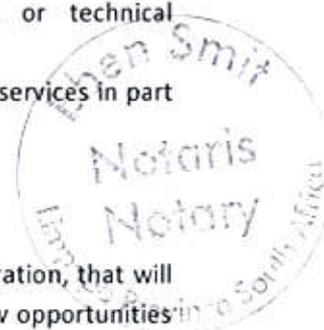
- a) To facilitate access to procurement activities resulting in greater HDSA participation in mining related industries.
- b) HDSA suppliers will not be treated differently than the norm with regard to quality, price, safety standards, environmental impact or any other commercial or technical requirements.
- c) Support for small HDSA suppliers may include identifying certain goods or services in part or in whole, for procurement from HDSA suppliers.

3.6.2 Procurement Progression Plan

A Preferential Procurement Policy will be developed prior to the first year of operation, that will clearly state the commitment to procuring from HDSA vendors and to promote new opportunities for meaningful participation by HDSA companies in the Mine's procurement spend, in compliance

Bakgatla Ba Kgafela Investments and Resources (Pty) Ltd

SLP Submission
November 2018



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with the applicable Mining Charter.

The following guidelines will be used to develop the policy:

- a) Preference will be given to products supplied and services rendered by HDSA suppliers, provided that these meet the required specifications, with higher BEE score.
- b) All the suppliers of this mining operation will be required to disclose information regarding their ownership/control and internal BEE programmes;
- c) the Mine will encourage suppliers to form partnerships or joint ventures with HDSA supplier companies where there is no HDSA Company tendering to supply the required goods or services;
- d) Tender requirements will be comprehensively communicated to HDSA companies;
- e) Aspiring HDSA vendors will be assessed, assisted and mentored in the formulation of appropriate business plans.

3.6.3 Procurement Progression Targets

The Mine will monitor progress in terms of achieving procurement targets on a regular basis through the SLP monitoring mechanisms. Progress in respect of the Mine's progressive procurement plan will be reported in the Annual SLP report. The following provisional targets, as per the Mining Charter requirements, in **Table 33**, apply to total discretionary spend placed with HDSA vendors. These targets will be updated after the tendering process and incorporated into the SLP.

Table 33: Targets for increasing the HDSA/BEE spend (South Africa) by 40% over the next five years. An estimated budget for procurement was utilized – Actual shall be in accordance with the applicable Mining Charter.

Category	Plan					
	Planned Baseline	Y 1	Y 2	Y 3	Y 4	Y 5
Capital Goods	0%	10%	20%	25%	30%	35%
Services	0%	30%	30%	40%	45%	50%
Consumables	0%	10%	15%	20%	25%	30%
TOTAL	0%					

3.6.4 Action Plan

Table 34 provides an Action Plan for the implementation of Preferential Procurement programme at Bakgatla VTM.

Table 34: Procurement Progression - Commitments, Activities and Timeframes

CATEGORY	ACTION PLAN	TIMEFRAME
Procurement	Update Form T and revise targets to progress the Mine's expenditure from HDSA vendors if necessary	Quarter 4, Y 1
	Compile a specific preferential procurement policy, procedure and plan for all Mine vendors	Quarter 1, Y 2
	Put measures in place to obtain all vendor or	Quarter 2, Y 3

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	supplier's BEE status as part of the contractor agreement	
	Develop a database of potential HDSA and local suppliers	Quarter 3, Y 3
	Communicate procurement requirements with HDSA companies	Quarter 3, Y 3

The Bakgatla VTM will encourage the big companies to work with emerging HDSA companies in order to ensure procurement progression

Table 35: Breakdown of mine procurement as per Form T in Annexure II of the MPRDA regulations

Provider	Address	HDSA Level	% Procure		
			Consumables	Capital Goods	Services

* Supplier assessment to be completed by the end of the second quarter of 2019 to update this table.

3.7 Beneficiation

3.7.1 Overview

The Mine is in a position to, once established, commence its second phase of development which is the establishment of a beneficiation programme close to the area. The value of processed ore, beneficiated into concentrate and metal is substantial and worth considering to enhance the profitability of the mine.

Beneficiation of vanadium ores is energy intensive and consumes large quantities of water. It is therefore anticipated that the beneficiation plant will not be based in Thabazimbi but to a place where the important inputs, water and electricity can be supplied.

3.8 Health and Safety

Health and Safety Commitments form part of the Mine's annual SLP Report, Bakgatla VTM are committed to Safety as a priority and will comply with all the minimum requirements as set out in the Chamber of Mines and the Mining Charter.

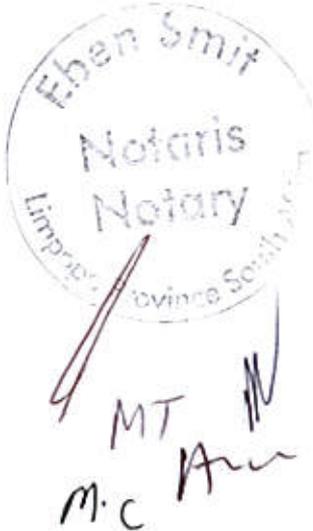
3.9 Environmental

Bakgatla VTM will be committed to the environment and will comply with the approved EMP

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SECTION 4

**PROGRAMME FOR MANAGING DOWNSCALING AND RETRENCHMENT:
Regulation 46 (d)**



4 PROGRAMME FOR MANAGING DOWNSCALING AND RETRENCHMENT

4.1 Establishing a Future Forum

4.1.1 Overview

The establishment of a Future Forum (FF) is required under Regulation 46 (d) (i) of the MPRDA. A Future Forum is a site-specific labour management body that will focus on the implementation and monitoring of the SLP. The purpose is to provide a formal vehicle, where all affected parties can discuss challenges and possible solutions to problems facing the Mine that may have the potential of leading to possible retrenchments in the future.

The Bakgatla VTM Future Forum, including a Future Forum Constitution, will be established in the third quarter of commencement of mining operations and soon after the recruitment for the Project is finalized.

The strategies and the mechanisms for implementing the above objectives will largely be managed through a Future Forum. The key mandate for the Future Forum will be to:

- a) Identify and analyse issues, problems, challenges and solutions surrounding job losses and retrenchment management in good time for mine closure;
- b) Provide a channel of communication between management, employees and their representatives;
- c) Ensure valuable inputs from the key stakeholders are utilized to develop an appropriate and, more importantly, acceptable plan of action for production and employment turnaround strategies, as well as the inevitable downscaling period;
- d) To implement this plan of action agreed upon by both the employer and worker parties; and
- e) To continuously assess and report on the success and progress of all job loss management and retrenchment management programmes implemented during the closure, and subsequently the post-closure period, through the Annual SLP Reports.

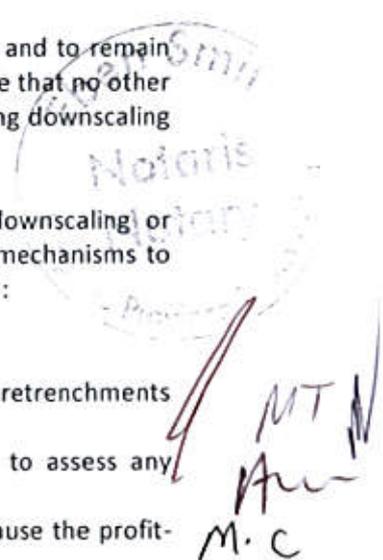
4.2 Mechanisms to save jobs and avoid a decline in employment

4.2.1 Overview

"Organizations have to retrench workers from time to time for economic reasons and to remain globally competitive. It is therefore important that employers should first make sure that no other viable options to achieve operational requirements are available before considering downscaling of workers" - *SLP guidelines for the mining and production industries.*

In the event of potential challenges that face the Mine and may lead to downscaling or retrenchment, the Mine will develop and implement turnaround strategies and mechanisms to save jobs, prevent unemployment and avoid downscaling. This will be done through:

1. Seeking to prevent retrenchments from taking place, where possible.
2. Utilising the FF to identify strategies to prolong the life of mine or avoid retrenchments and downscaling.
3. Consulting with the DoL, the DMR, and surrounding mining companies to assess any potential opportunities to mitigate the effects of retrenchment or closure.
4. Certain processes will be followed when prevailing economic conditions cause the profit-



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to-revenue ratio of the Mine to drop below 12% on average for a continuous period of 12 months:

- a) Consultations – the consultation process in terms of Section 52 (1) of the Act;
- b) Implementing Section 189 of the Labour Relations Act, 1995 – the process to implement Section 189 of the Labour Relations Act, 1995;
- c) Notification to the Minerals and Mining Development Board – the notification process to the Board in terms of Section 52 (1) (a) of the Act; and
- d) Complying with ministerial directive – compliance with the Minister’s directive and confirming how corrective measures will be taken.

4.2.2 Consultation Processes

The consultation process regarding saving jobs, avoiding job losses and a decline in employment will be managed by the Company in accordance with the provisions of sections 189 and 189A of the Labour Relations Act as amended.

4.2.2.1 Implementing Section 189 of the Labour Relations Act, 1995 (As Amended)

Any downscaling or retrenchment will be done in accordance with Sections 189 and 189(A) of the Labour Relations Act. In this regard the following will apply:

1. The Labour Relations Act prescribes a 60 day consultation process.
2. Regarding the Section 189 and 189(A) requirements, the Mine need to enter into an agreement with unions representing the workforce that specifically addresses the following:
 - a) Prevention of forced retrenchments;
 - b) Voluntary separations (early retirement and voluntary retrenchment packages);
 - c) Redeployment of employees;
 - d) Company assistance to alleviate the negative effects of retrenchment include:
 - e) Pursuing alternative employment opportunities;
 - f) Financial advice;
 - g) Counseling services;
 - h) Provision of entrepreneurial skills;
 - i) Training opportunities including re-skilling; and
 - j) Recall of retrenched employees, if required by the Company.



4.2.3 Notification to Government Authorities

When the necessity for planning of job losses and retrenchment management programmes arises, the DoL and the DMR (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 time-frame for the closure process, as well as the ongoing 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.

4.2.4 Strategic Plans for Providing Job Security

The strategy for providing job security is as follows:

1. Ensuring that the business remains viable by keeping the cost structure as low and competitive as possible;
2. Ensuring a productive workforce through training and motivation;
3. Making continuing adjustments to production methods to remain competitive;
4. Seeking ways of growing and extending the business to ensure enhanced future sustainability.

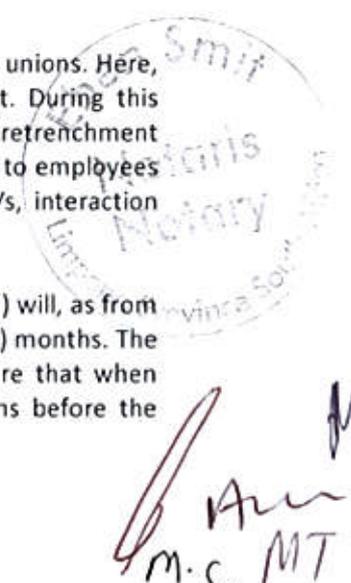
4.3 Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided

4.3.1 Overview

After consideration of all other alternatives for the prolonging of the Life of Mine, unavoidable downscaling and retrenchment is necessitated, an appropriate retrenchment proposal will be formulated in consultation with the relevant parties. This programme will be finalized 4 months prior to the eventuality.

This phase will be implemented in partnership with the DoL and the representative unions. Here, affected employees will be helped to maximise their chances of re-employment. During this phase, the Mine will regularly communicate with the Future Forum to direct the retrenchment process and identify a Job Advice Centre, which will provide counseling and support to employees in locating alternative employment, e.g. through the formulating of employee CVs, interaction mechanisms with potential employers, interview strategies, etc.

Names of employees whose positions become redundant (the "affected employees") will, as from the date of redundancy, be placed on the Human Resources database for twelve (12) months. The main purpose for the creation of the database of affected employees is to ensure that when opportunities arise, people on the list will be considered for permanent positions before the employment of external candidates.



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Additional measures that the Mine may take/include, amongst others:

1. Assistance, prior to retrenchment date, with retraining, portable skills training and other courses to enhance further employment practices;
2. Assistance in accessing available and suitable jobs with other local mines or companies;
3. Informing neighbouring mines of the retrenchment process and ascertaining any job vacancies in existence;
4. Assistance with accessing outplacement and/or career transition counseling from relevant consultancies or job advice centers in the community;
5. Assistance with completing job applications and other relevant forms;
6. Financial planning advice, as well as advice and support in accessing pension/provident fund payouts and UIF claims or other state assistance;
7. Personal counseling for individuals and groups to be able to deal with the trauma associated with retrenchment. This will be extended to both retrenched employees and those left behind.

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

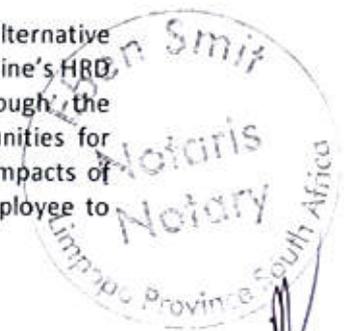
4.4.1 Overview

A Social Closure Plan will be formulated five (5) years before planned closure, and will consist of the following:

- a) Undertaking a Socio-economic Baseline Survey to determine the social dynamics between the Mine and the affected regions, the workforce and the affected local municipalities;
- b) Predicting the likely socio-economic impact on employee households, communities and the region;
- c) Identifying critical issues affecting the ongoing sustainability of employees and communities during closure, by means of a detailed consultation process;
- d) Identification of alternative livelihood and socio-economic development opportunities and projects, which may become sustainable over the long term;
- e) Mitigating and managing the adverse impacts of closure; and
- f) Providing alternative livelihood options.

The Mine will make every effort to ameliorate the social and economic impact on its employees where retrenchment and closure of the Mine are certain.

The primary mechanism that will be employed to promote opportunities for alternative livelihoods and employment in other sectors of the economy will be to implement the Mine's HRD Programme on a consistent basis throughout the life of the operation. Through the implementation of Skills Development Programmes and the creation of LED opportunities for employees and their households in local communities, the negative socio-economic impacts of downscaling, closure and retrenchment should be minimised. This will enable the employee to access alternative livelihood opportunities in other sectors of the economy.



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SECTION 5

**FINANCIAL PROVISION FOR IMPLEMENTING THE SOCIAL AND LABOUR
PLAN:
Regulation 46 (e)**



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5 FINANCIAL PROVISION FOR SLP IMPLEMENTATION

Section 23(1) (e) of the MPRDA state that "The Minister must grant a mining right if the applicant has provided financially and otherwise for the prescribed social and labour plan." Bakgatla VTM will make financial provisions for each component of the SLP as required.

Table 36 below presents a summary of the financial commitment by the Company to each section and/or element of the SLP for a five (5) year period.



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Table 36: Breakdown of SLP Financial Provisions

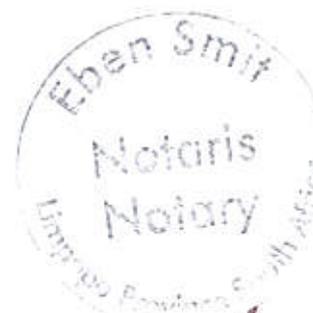
Category	Y 1	Y 2	Y 3	Y 4	Y 5	Total
Human Resources Development	R70 000	R300 000.00	R200 000.00	R379 200.00	R250 000.00	R 1 199 200.00
Local Economic Development	R210 000.00	R210 000.00	R260 000.00	R210 000.00	R210 000.00	R1 100 000.00
Totals	R280 000.00	R510 000.00	R460 000.00	R589 200.00	R460 000.00	R2 299 200

Management of Downscaling and Closure programme

In the unfortunate event of downscaling due to unfavorable economic conditions, the Company shall begin training of the affected employees with an intention of giving portable skills that can be utilized elsewhere. The estimate of the budgeted amount is detailed in the table below:

Table 1: Financial Provision for the Implementation of the Management of Downscaling and Closure Programme

Year	Year of closure less 5 years	Year of closure less 4 years	Year of closure less 3 years	Year of closure less 2 years	Year of Prior to closure	TOTAL
Budget	R21 600.00	R95 100.00	R81 700.00	R50 000.00	R46 100.00	R288 900.00



SECTION 6: UNDERTAKING

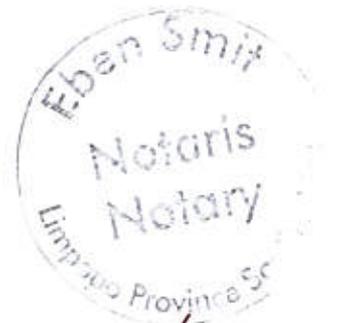
Regulation 46 (f)

6 UNDERTAKING

I, BONANI NDLOVU, the undersigned and duly authorised thereto by **Bakgatla Ba Kgafela Investments and Resources (Pty) Ltd** undertake to adhere to the information, requirements, commitments, and conditions as set out in the Bakgatla Ba Kgafela Investments and Resources (Pty) Ltd Social and Labour Plan.

Signed at MIDRAND on this 19th day of **November 2018**

Signature of responsible person: _____



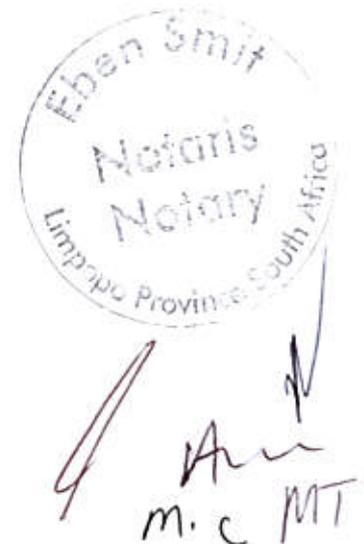
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LIST OF SOURCES

1. www.statssa.gov.za
2. www.limpopo.gov.za
3. www.dmr.gov.za
4. www.chamberofmines.org.za
5. www.thabazimbi.gov.za
6. Social and Labour Plan Guidelines - October 2010
7. Mining Charter Reporting Template -2012
8. Waterberg Municipality 2014/15 IDP
9. Waterberg Municipality 2015/16 Draft IDP
10. Thabazimbi Municipality 2016/2021 Draft IDP
11. Census 2011



ANNEXURE A

BUSINESS PLAN FOR THE PROPOSED NORTHAM MARKET STALLS

1. INTRODUCTION

In its simplest form, a Market/Hawker Stall is a typically immobile structure erected by hawkers to display and shelter their merchandise in a street market or other setting. A market (public or private), refers to a specific grouping of traders operating from open stalls within a defined or enclosed space, which are engaged in the exchange of goods and services and governed by a set of rules.

2. OBJECTIVES

One of the main objectives of the Thabazimbi Local Municipality (“TLM”) is to create a conducive environment where business can thrive for the hawkers who are operating within the area that falls within their jurisdiction. This is evidenced by TLM’s 2016 - 2021 approved Integrated Development Plan (“IDP”) which explicitly provides for the construction of the Hawker Stalls as one of the main focus areas for 2019 going forward.

3. KEY TO SUCCESS

Just like any other business venture, getting into a project to build Hawker Stalls without careful analysis and contingency planning is an almost certain prescription for failure. Against this backdrop, TLM regularly provide trainings and support to informal and formal business traders that fall within the area of its jurisdiction. Regular training is viewed as an essential component which aims to strengthen the ability of market to manage more efficiently and help hawkers to improve their profit margins.

4. PROPOSED PROJECT LOCATION

Northam is the second largest town in TLM and is considered as the Municipal Growth Point with a well-established business sector. This explains the reason why Northam has been identified as the proposed project area for

the Hawker Stalls to assist hawkers who converge in the town from the nearby communities.

5. CURRENT SITUATION

The current situation regarding some of the Hawker Stalls in Northam is not conducive for both the hawkers trading therein and TLM. This can be seen in the below photographs which were recently taken in the area when TLM Officials and representatives of Bakgatla Ba Kgafela Investments and Resources (Pty) Ltd (“Company/ BBKIR”) attended at the area to assess the situation where some of the hawkers in Northam are currently conducting their business.



Figure 1: One of the stands that is utilised by a hawker for trading purposes in Northam Town within the proximity of other trading stands.



Figure 2: From Left to Right: *Mr A Mushwana (Divisional Head - TLM Local Economic Development; Ms S Ndhlovu (TLM Executive Committee Member); Mr B Ndlovu (Representative of BBKIR) and one of the local hawkers appearing in the background during the inspection of the area currently used for trading.*



Figure 3: View of some of the Hawker Stalls in the Northam area by the R510 road side and adjacent to the Northam Mall.

6. THE INTEGRATED DEVELOPMENT PLAN AND HAWKER STALLS

The TLM is charged with the responsibility of being a developmental local government whose core business is to respond to socio- economic challenges in strategic and developmental ways. In the current context this means responding to the challenges that impact on the quality of life of the residents of TLM which include, but are not limited to: unemployment, crime, poverty and HIV infections.

In response to the above, the approach adopted in TLM's IDP is strategic, developmental and needs driven. The essence of the strategy is to achieve a balance between meeting basic needs and building economic development and skills for the future.

Markets play a crucial role in addressing some of the challenges of the IDP such as poverty, unemployment, lack of skills etc. Markets can be modern and professional distribution system bringing benefits to the local community. Studies have shown that markets fulfil an important economic and cultural function. They are important in terms of:

- Direct and indirect employment for the area
- Their place in the dynamics of local economy
- Their social function for the local population, (liveliness and vibrancy)
- Their ability to produce high quality goods and in particular fresh produce at relatively lower prices than supermarkets which inevitably leads to a higher quality of health and life for the local residents. This also impacts on poverty alleviation.

One of the goals of TLM as entrenched in their current IDP is to strengthen the local economy and the better management of this industry means the monetary benefits are increased. TLM and its hawkers aim to work together to maintain and regenerate markets, helping to ensure that customers in markets all over TLM continue to enjoy this traditional style of shopping which benefits consumers. In essence, turning a blind eye to this markets segment will lead to the demise and loss of jobs they provide, and thus the death of a worthwhile cultural and socio-economic aspect of the rural life.

7. CHALLENGES FACED BY HAWKERS IN NORTHAM

Just like any other informal traders with no proper structure, the traders who come from the surrounding communities and converge in Northam complain that current structures do not provide adequate protection from the following elements:

- When it is hot the products wilt and dry up from the heat.
- When it rains the products get wet.
- Dust on their products.

8. PROPOSED SOLUTION TO THE CHALLENGES FACED BY THE HAWKERS

BBKIR intends partnering with TLM and the hawkers in the Northam area, in line with the key infrastructural development needs earmarked in TLM's IDP for 2019 going forward, by providing funding for the construction of the infrastructure required to satisfy the needs of the hawkers. Meetings have been held with various stakeholders in this regard, records of which are attached hereto, for reference purposes.

The material and design of the proposed Hawker Stalls is still a subject for discussion with the relevant stakeholders. Further, discussions are underway regarding the personnel who shall be engaged in the construction of the Hawker Stalls and the details thereof shall be included in the SLP Implementation Plan that shall be submitted to the DMR prior to the implementation of the LED Projects.

The general idea of the proposed Hawker Stalls can be seen as illustrated in the photographs below:

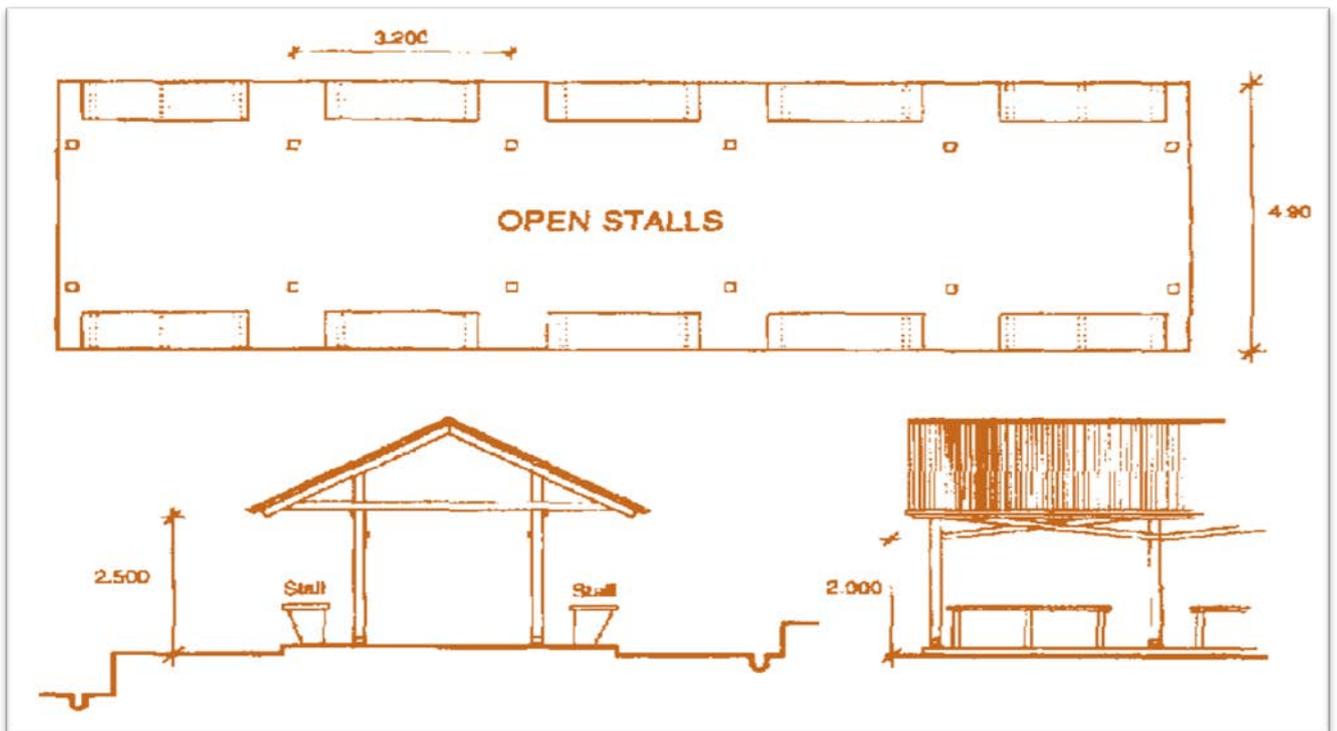
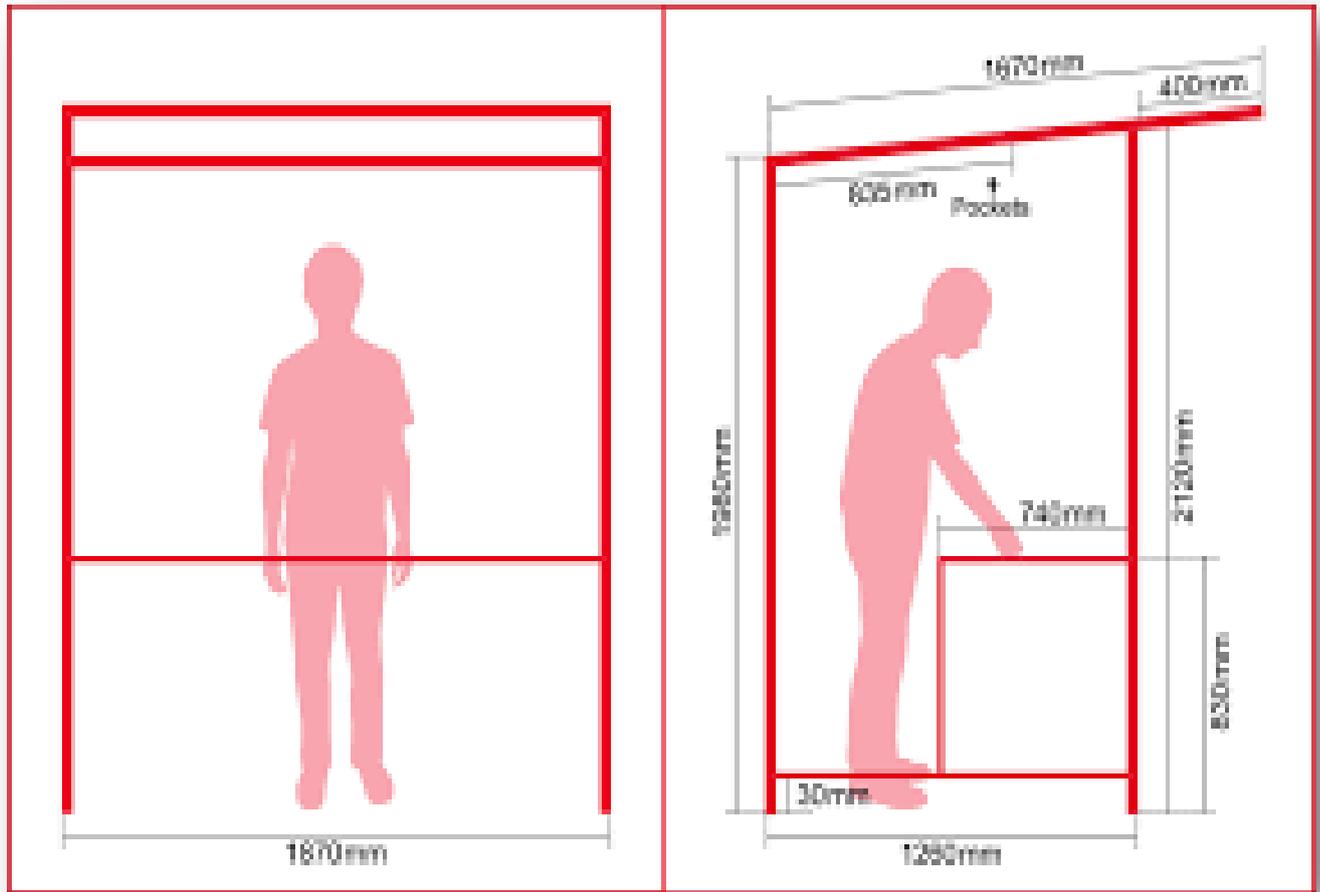


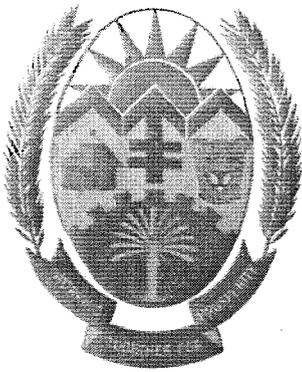
Figure 4: Sketch Diagrams of the design of the proposed Hawker Stalls in Northam



Figure 5: Material used in the current units of the Hawker Stalls in the Northam Area

9. CONCLUSION

In order to address the above need, BBKIR shall be providing a total of **R500 000** towards the construction of the Hawker Stalls in the Northam area, in the manner stipulated in the LED Project Summary on Page 56 of the Social and Labour Plan (“SLP”). The proposed Hawker Stalls shall be erected upon the land that shall be provided by TLM, including the utility services, should it be required.



THABAZIMBI

Private Bag X530
Thabazimbi
0380

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Fax: 014-777 1531

MUNICIPALITY • MUNISIPALITEIT • MASEPALA

Alleenkorrespondensie moet gerig word aan die Munisipale Bestuurder. All
correspondence must be directed to the Municipal Manager Makwaloothe
lebiswego Mookamediwa Masepala

Email:
info@thabazimbi.gov.za

Web:
www.thabazimbi.gov.za

Office of the Acting Regional Manager

Department of Mineral Resources

Private Bag X9467

Polokwane

0700

Dear Madam.

ENDORSEMENT OF INFRASTRUCTURE PROJECT TO BE IMPLEMENTED BY BAKGATLA BA KGAFELA INVESTMENT AND RESOURCES [PTY] LTD

During our meeting with Bakgatla Ba Kgafela Investment and Resources held on the 04TH July 2018, the Mine committed a total of R500 0000 towards funding local economic development project within the Thabazimbi area for the next five years.

Ward	Project	Budget
8	Erection of Hawkers Stalls in Northam CBD	R 500 000
Grand Budget		R500 000

The budget of R 500 000 shall be spent over a period of 5 years on the recommended project on commencement of mining.

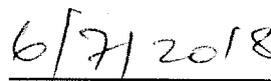
The Thabazimbi Local Municipality hereby endorse this project as reflected, and further recommends it for approval. We wish to thank the Mine for its contribution to developing our communities.

Yours sincerely,



Mr TG Ramagaga

Municipal Manager



Date

**MINUTES OF THE LOCAL ECONOMIC DEVELOPMENT (“LED”) PROJECT
CONSULTATION MEETING HELD ON THE 04TH OF JULY 2018 AT 10:00AM AT
NORTHAM LIBRARY, LIMPOPO PROVINCE**

Present:

As per the attached attendance register

1. Opening and Welcome:

- The Chairperson, Ms S Ndlovu welcomed all present and the meeting commenced at 10:15am

2. Apologies:

- Ms P Lerato (Planning & Economic Development Director)

3. Introduction of Parties

- The parties introduced themselves and stated the organizations/ communities they were representing.

4. Purpose

- Mr Mushwana gave background on the matter in question and stated that the Thabazimbi Local Municipality (“TLM”) had received a meeting request from Bakgatla Ba Kgafela Investments and Resources (Pty) Ltd (“BBKIR”) in relation to the selection of the LED Project for incorporation into their Social and Labour Plan (“SLP”), as directed by the Department of Mineral Resources in Limpopo.
- He further stated that the initial meeting was held between BBKIR and TLM officials on the **25th of June 2018**, following which construction of the Market Stalls was identified from TLM’s current IDP as the most ideal infrastructural project to be constructed.
- He advised that a recommendation was made on the said meeting that the Ward Councillors be consulted further about the envisaged LED Project, seeing that they were the leaders of the communities where the mining operations were going to be carried out.
- He advised that the purpose for the day was to hold discussions on the new LED Project with the Ward Councillors.

5. Discussions and Way forward

- Discussions were held on the erection of Market Stalls, which had been recommended by TLM as LED Infrastructural Development Projects.
- BBKIR advised that they shall be committing **R100 000 per year** over a 5 year period for the construction of Market Stalls.
- Further discussions were held on where the Project will be implemented within the Northam Area and the type of material that would be used for same. Various ideas were advanced by different members and it was agreed that further consultations will have to be held with the potential project partners and people that would utilise the Market Stalls.
- It was agreed that BBKIR should submit Market Stalls as the LED Project that shall be implemented and that parties should continue to engage on the logistical part of the LED Project.
- Further, it was agreed that the SLP Implementation Plan shall cover the details of how the LED Project will be carried out once the discussions with other stakeholders had been finalized.

There being no further business, the meeting was adjourned at 11:00am, following which the attendees took a tour around the proposed envisaged project erection areas.



Bonani Ndlovu (CPrac SA)
Legal and Compliance Officer

**EXTRACT OF THE MINUTES OF THE MEETING HELD WITH BAKGATLA BA SEFIKILE
COMMUNITY LEADERSHIP ("SEFIKILE") ON 30 OCTOBER 2018 AT 11:00AM (CAT)**

PRESENT:

As per the Attendance Register

OUTLINE AND ACCEPTANCE OF THE AGENDA:

The Agenda was outlined by Bakgatla Ba Kgafela Investment and Resources (Pty) Ltd ("BBKIR") and was accepted by all present.

IDENTIFICATION OF A LOCAL ECONOMIC DEVELOPMENT PROJECT

- Mr B Ndlovu reported that the Mining Right had not been granted as yet, as they were issues on the Social and Labour Plan ("SLP") which still needed to be resolved.
- He advised that BBKIR had met with the DMR on the 12th of October 2018 in a bid to address these outstanding issues. Further, he advised that an agreement was reached between DMR and BBKIR that a new project should be identified, focusing mainly on the educational needs of the host communities. Accordingly, he stated that Sefikile Community needed to identify a project which could be included in BBKIR's SLP within the budget of between R250 000 - R300 000.
- The Sefikile Community welcomed the initiative and requested for additional time to engage with the relevant stakeholders within their structures for the purposes of identification of the requested project.
- It was agreed that Sefikile Community shall revert with the school name by the 14th of November 2018.

CLOSURE

- There being no further business, the meeting was adjourned at 13:00pm (CAT).



Bonani Ndlovu

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 Vorna Valley, Midrand 1686,
 Johannesburg,
 Republic of South Africa
 Tel: +27 10 446 8451
 Fax: +27 86 476 6158



Bakgatla Ba Kgafela
 INVESTMENTS & RESOURCES (PTY) LTD
 2007/02871707

MEETING WITH SEFIKILE COMMUNITY LEADERSHIP

ATTENDANCE REGISTER

30 OCTOBER 2018

Initials and Surname:	Organisation:	Designation:	E-mail Address	Contact Number:	Signature:
L. JERRY SGOBE	B.B.S.		N/A	096 921 6880	
Jane Keromeng	BBS		keromeng@sqwad.com	0510537106/011481730	
Mabel Mokoete	BBS		mumphy@efipic.org.za	0719066222	
MAILING			MAILING		
Phiso MSHABE			P.MSHABE	083 942 0836	
Solomon Tseko	BBS		S. Tseko	072 0804111	
S.R. KEROMENG	BBS		N/A	083 2166667	
A.P. MSHABE	BBS		A.P. MSHABE, Rukub, Kgafela	0797016378	
M. Mokoete	BBS		Msholofelo msholofelo@bbs.org.za		
Deborah Mokoete	BBS			0767002098	M.N. Tsetse
Sibane Mokoete	BBS			083 648 2539	L.M. Mokoete
Mabel Mokoete	BBS				
Jane Keromeng	BBS		Jane Keromeng		Jane Keromeng
S.J. Koboesele	BBS		N/A	0631067648	
Michael Keromeng	BBS				
Lewis T. Kwelliso	BBS				
Amos Tshobela	BBS	Dep Sec	amos@bbs.org.za	0799415610	
Aeron Mokoete	BBS	Chairman	N/A	011 036 7867	
L.P. Mokoete	BBS	General Sec	mokoete.l.p@gmail.com	0710 234233	
L.M. Mokoete	L.M.	Attorney		082 3460700	

Bonani Ndlovu

Subject: FW: Sefikile Community Meeting Follow Up

From: Louise Du Plessis [mailto:louise@communitylaw.co.za]

Sent: 15 November 2018 01:05 PM

To: Bonani Ndlovu

Cc: Tarisai Mungunyane; Nitin Garg; Dennys Ngoveni; Obakeng Keromeng

Subject: Re: Sefikile Community Meeting Follow Up

Dear Bonani

The school the Sefikile – community suggest is Makuka High School.

We take note of the rest of the content of your letter.

Regards

Louise du Plessis

From: Bonani Ndlovu <Bonanin@oshoventures.com>

Date: Thursday, 15 November 2018 at 12:32

To: Louise Du Plessis <louise@communitylaw.co.za>

Cc: Tarisai Mungunyane <Tarisai@lhr.org.za>, Nitin Garg <gargn@oshoventures.com>, Dennys Ngoveni <dennys@lhr.org.za>, Obakeng Keromeng <keromengo@gmail.com>

Subject: RE: Sefikile Community Meeting Follow Up

Dear Louise,

Your below email refers.

1. We note your response regarding the name of the School for the proposed Project and would appreciate if the Chairperson's email could be forwarded to us as soon as possible, for our further handling.
2. As mentioned earlier, we shall be convening a meeting with the DRDLR in due course and shall consider inviting your good selves to be a party thereof, so you can directly raise your concerns in as far as benefiting from the activities of the land in question is concerned. Perhaps, it may be good idea that

you also raise any issues you may have on the said meeting in relation to the proposed change of land scheme use from farming to mining area, *inter alia*, seeing that DRDLR is the registered land owner of Farm 11 JQ and as such, the change of land scheme can only be effected by the relevant municipality only with DRDLR's consent as the registered land owner.

3. We understand that with the recent developments in the BBK CPA, your Clients and other communities are no longer a part of the 32 villages originally represented by the BBK CPA and that they are currently independent of any CPA. Further, as previously advised, we wish to reiterate that out of the 40% shareholding that vests in the different BEE Shareholders in the Company, only 3.2% is held by the BBK CPA on behalf of the 32 villages which include your Clients. As mentioned earlier, we are in talks with the BBK CPA to have the 3.2% possibly transferred directly to the host communities, (in the sense of communities adjacent to the proposed mining area), which shall eventually lead to your Clients getting their proportionate share of the 3.2% upon materialisation of the ongoing discussions with the BBK CPA. In as far as Community Ownership participation is concerned, your view and your Clients' approach can perhaps be applicable in the Project in Farm 12JQ, as guided by the Community Ownership provisions of the 2018, Mining Charter.

Lastly, we would like to propose a meeting in the near future with your Clients and your good selves to iron out and clarify any misunderstandings in as far as the Project in Farm 11 JQ is concerned. Further, we shall be providing an update on the latest developments and holding further discussions on the planned course of action on the Project in Farm 12JQ.

We trust you find the above in order.

Regards,

Bonani Ndlovu
Compliance Officer

OSHO GROUP OF COMPANIES



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From: Louise Du Plessis [mailto:louise@communitylaw.co.za]
Sent: 15 November 2018 09:11 AM
To: Bonani Ndlovu
Cc: Tarisai Mungunyane; Nitin Garg; Dennys Ngoveni; Obakeng Keromeng
Subject: Re: Sefikile Community Meeting Follow Up

Dear Bonani

I will forward you the e-mail from the chairperson which indicate the detail of the school who they would like to benefit from the proposed project.

Our clients still maintain that the impact of the mining will in essence deprive them of the grazing fields. They are the lawful occupiers for many years of the property and need to be consulted if any change of land use is considered by the municipality. Could you kindly send us your request to municipality dealing with the change of land use, the person you deal with at the municipality and detail about where you are in the process.

The BBK – CPA has no direct interest in the land occupied by our clients, the land hold by the CPA is land in the Pijanesberg. **In any event, our clients do not regard themselves as members of the CPA – also not any of the other CPA's claiming rights on land traditionally known as Bakgatla – land.** It is our view that the host community must be given a first right of refusal to obtain the required 26% BEE shares.

Regards

Louise du Plessis

**EXTRACT OF THE MINUTES OF THE MEETING HELD WITH MONONONO COMMUNITY
LEADERSHIP ("MONONONO") ON 02 NOVEMBER 2018 AT 10:00AM (CAT)**

PRESENT:

As per the Attendance Register

OUTLINE AND ACCEPTANCE OF THE AGENDA:

The Agenda was outlined by Bakgatla Ba Kgafela Investment and Resources (Pty) Ltd ("BBKIR") and was accepted by all present.

IDENTIFICATION OF A LOCAL ECONOMIC DEVELOPMENT PROJECT

- Mr B Ndlovu reported that the Mining Right had not been granted as yet, as they were issues on the Social and Labour Plan ("SLP") which still needed to be resolved.
- He advised that BBKIR had met with the DMR on the 12th of October 2018 in a bid to address these outstanding issues. Further, he advised that an agreement was reached between DMR and BBKIR that new projects should be identified, focusing mainly on the educational needs of the host communities.
- Accordingly, he stated that Mononono Community needed to identify a project which could be included in BBKIR's SLP within the budget of between R250 000 - R300 000.
- It was agreed that Mononono Community leadership shall convene with its internal structures and relevant authorities and select a project which would focus on the educational needs of the community.
- Further, it was agreed that Mononono Community shall advise BBKIR of the selected project by the week of the 9th of November 2018.

CLOSURE

- There being no further business, the meeting was adjourned at 12:00pm (CAT).



Bonani Ndlovu

Bonani Ndlovu

Subject: FW: Mononono Community Leadership Meeting Follow Up

From: Bonani Ndlovu
Sent: 07 November 2018 04:43 PM
To: 'Thabang Sam Ditsele'
Cc: 'zenzelemdidimba@gmail.com'; 'betjobeka@gmail.com'; Nitin Garg
Subject: RE: Mononono Community Leadership Meeting Follow Up

Dear Sam,

Our meeting of the 02nd of November 2018 has reference.

We wish to thank you for the opportunity of meeting with us and ironing out the historical concerns which the Mononono Community had with the envisaged mining projects in 11JQ. Below is a summary of the action points from our meeting, which we would like to reduce into writing, for record purposes.

The detailed minutes shall be made available to your good selves in due course.

Envisaged Project in 11JQ (Nooitgedacht)

- BBKIR to consider the grazing rights and way of handling some of the Mononono graves situated in 11JQ
- BBKIR to consider Mononono Community's request of holding shares in 11JQ
- Mononono to assist in the constitution of the Forum which shall form part of the BBKIR Community Participation Forum
- Mononono to identify an infrastructural Project in the form of refurbishment/setting up of a School Computer Lab amounting to R250 000 – R300 000.

While other matters shall be addressed as we keep meaningfully engaging with the Mononono Community, we request that the identified Project for 11JQ for an amount of R250 000 –R300 000 be provided as a matter of urgency for inclusion in the SLP which we intend amending before the approval of the Mining Right, which is set to occur imminently.

We thank you for your time and await to hear from you at your earliest convenience.

Kind regards,

Bonani Ndlovu
Compliance Officer
OSHO GROUP OF COMPANIES