

SOCIAL AND LABOUR PLAN

2020/21 – 2024/25

FS 30/5/1/2/2/182MR

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SECTION A:

PREAMBLE - Regulation 46 (A)

1. Introduction & Preamble

1.1 Purpose

The purpose of the Mineral and Petroleum Resources Development Act, 2002, (Act No 28 of 2002) (MPRDA) is amongst others to transform the mining and production industries in South Africa. To ensure effective transformation in this regard, the Act requires the submission of the Social and Labour Plan as a pre-requisite for the granting of mining or production rights. The Social and Labour Plan requires applicants for mining and production rights to develop and implement comprehensive Human Resources Development Programmes, Mine Community Development Plan, Housing and Living Conditions Plan, Employment Equity Plan, and Processes to save jobs and manage downscaling and/or closure.

This Social and Labour Plan (SLP) details commitments set by New Vaal Colliery (NVC) for the new SLP cycle commencing on 2020/21 – 2024/25. This implementation period is dependent on the Department of Mineral Resources and Energy (DMRE) approval. The SLP has thus been designed as working documents to facilitate the appropriate implementation, thereby allowing NVC to implement the programmes on the date of receiving approval from the DMRE.

1.2 About New Vaal Colliery

New Vaal Colliery is wholly owned by Seriti Coal Proprietary Limited. The asset was acquired from Anglo Operations Proprietary Limited (under its Anglo-American Coal South Africa division) during March 2018. New Vaal Colliery is situated on the banks of the Vaal River in the Maccauwei area immediately south of Vereeniging in the Free State Province. It was established in the 1980s in order to supply coal to Eskom's Lethabo power station until 2030. The operation uses opencast strip-mining methods to remove coal that was left behind from underground extraction and currently mines three pits producing close to 18 million saleable tons (Mt) per annum.

Seriti Coal Proprietary Limited holds the following rights with which Free State Region:

Mineral rights over the larger part of Vaal Basin

- The **New Vaal Mining right** with DMR reference FS 30/5/1/2/2/182MR. The New Vaal mining right is a converted old order mining right, executed on 1 March 2011 and registered on at the DMR's Mining Title's office on 12 March 2012 with Mining Title's Reference number MPTO35/2012.

- **Cornelia 1 prospecting right** (Block 1) – DMR Reference Number FS 30/5/1/1/2/ (14) PR - which is a conversion of an old order prospecting right. This right was issued on 23rd November 2006 and lapsed on 22nd November 2011. An extension (renewal of the Prospecting Right) of this right for a further 3 years was applied for on 30th September 2011. The renewal was approved by the Minister on 6th December 2012 and executed on 12th February 2013. **A section 102 application was submitted in 2015 to include this prospecting right into the existing New Vaal Mining right.**
- **Cornelia 2 prospecting right** (Block 1) – DMR Reference Number FS 30/5/1/1/2/ (21) PR - which is a conversion of an old order prospecting right. This right was issued on 7th December 2010 and lapses on 6th December 2015. An extension of this right for a further 3 years, to 7th December 2018. **A section 102 application was submitted in 2015 to include this prospecting right into the existing New Vaal Mining right.**
- **Cornelia 3 Prospecting Right** (Vaalbank/ Vaalbasin) – DMR Reference Number FS 30/5/1/1/2/(20) PR - which is a conversion of an old order prospecting right. This right was issued on 28th January 2011 and lapses on 27th January 2016. An extension of this right for a further 3 years, to 27th January 2019, has been applied for. **A section 102 application was submitted in 2015 to include this prospecting right into the existing New Vaal Mining right.**

Seriti Coal Proprietary Limited additionally holds an additional 2 prospecting rights in the Free State Region. These prospecting rights are known as the Schaalplaats (Amelia) prospecting right with DMR reference number FS 30/5/1/1/2/19PR and Coalbrook 3 with DMR reference FS 30/5/1/1/2/218PR.

Table 1: Preamble

Name of the company	Seriti Coal Proprietary Limited
Name of the mine	New Vaal Colliery
Physical address	Carol- Ann Mocke Mineral and Property Rights Department 3 on Glenhove Cnr Glenhove and Tottenham Avenue Melrose Estate Johannesburg 2196

Postal address	Seriti Coal (Pty) Ltd P O Box 639, Northlands, 2116
Telephone number	+27 (11) 047 7000
Fax number	+27 (86) 515 0514
Mine address	Old Heilbron Road Viljoensdrift 9580 Free State
Mine postal address	Private Bag X414 Three Rivers 1935
Telephone number	+27 (16) 450 7200
Mine fax number	+27 (16) 455 1004
Location of mine	New Vaal Colliery is situated in the Free State province between the towns of Vereeniging and Sasolburg. This area is part of the Metsimaholo Local Municipality.
Commodity	Coal
Life of mine	2030
Breakdown of employees per sending area	Gauteng = 69% Free State = 26% Lesotho = 2% Other (Mpumalanga, Swaziland, Zimbabwe) = 3%
Reporting Period	1 April 2020 to 31 March 2025
Responsible Person	Sipho Makile (HR Manager)
Geographic origin of employees (mine community and labour sending areas)	
(a) Mine Community	(b) Labour Sending Areas
Province: Free State	Province: Gauteng
District: Fezile Dabi District	District: Sedibeng District Municipality
Local Municipality: Metsimaholo	Local Municipality: Emfuleni

1.3 Location

New Vaal Colliery is situated in the Free State province between the towns of Vereeniging and Sasolburg. This area is part of the Metsimaholo Local Municipality. The mine falls within the following jurisdiction:

- Province: Free State
- District Municipality: Fezile Dabi District Municipality
- Local Municipality: Metsimaholo Local Municipality

Figure 1: New Vaal Colliery Location



SECTION B:

HUMAN RESOURCE DEVELOPMENT PROGRAMME Regulation 46 (B)

2 Human Resource Development

2.1 Introduction

This section will outline the Mine's Human Resource Development (HRD) Programmes as required by Section 46 (b) of the Regulations to the MPRDA.

New Vaal Colliery is dedicated to improving the skills of its employees. Our aim is to be an employer of choice for people in the mining industry. As part of our drive to achieve this, we provide world class and sustainable education for employees across our business, while also extending our capacity-building initiatives to members of our host communities. The integrated HRDP will seek to maximize the productive potential of NVC employees and those of its core contractors, through the implementation of the following plans.

- The Skills Development Plan
- Career progression and planning
- The internship and bursary plan
- The employment equity plan

2.2 Skills Development Facilitator

NVC has a dedicated skills development facilitator, who is responsible for coordinating the compilation of the Workplace Skills Plan and Annual Training Report in consultation with New Vaal Colliery's skills development committee. The committee meets each month to discuss compliance, current training programmes, skills development planning and operational requirements. The committee includes management and union representatives.

Table 2: Details of the SETA registration

Name of the SETA	Mining Qualifications Authority (MQA)
Registration Number with the SETA	Seriti - L660798176 New Vaal Colliery - T999990113
Confirmation of having appointed a Skills Development Facilitator	Patricia Rabie
Proof of submission of workplace skills plan and date of submission	31/5/2020
To which institution have you submitted your skills development plan	MQA

2.3 Baseline Situation (Form Q)

The following tables, Table 4 (Form Q,) depict the education levels of the entire NVC workforce.

Table 3: Form Q

BAND	NQF Level	Highest Qualification Type	African		Coloured		Indian		White		Total				Age Groups		
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	PWD	Non-SA	<35	35 - 55	>55
General Education and Training (GET)	1	Undefined	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		No Schooling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Pre-AET	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		AET 1/Std 2, Grade 3	2	0	0	0	0	0	0	0	2	0	0	0	0	1	1
		AET 2/Std 3/4, Grade 5/6	3	0	0	0	0	0	1	0	4	0	0	0	0	1	3
		AET 3/Std 5/6, Grade 7/8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		AET 4/Std 7, Grade 9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Std 8/Grade 10, NATED 1/NCV Level 1	81	11	0	0	0	0	16	0	97	11	0	4	14	58	36	
3	Std 9/Grade 11, NATED 2/NCV Level 2	128	9	1	1	0	0	9	0	138	10	0	4	14	77	57	
Further Education and Training (FET)	4	Std 10/Grade 12, NATED 3/NCV Level 3	470	130	7	2	3	0	127	15	607	147	0	19	205	497	52
	5	Higher Certificate	85	30	0	0	0	0	28	4	113	34	0	4	9	128	10
Higher Education and Training (HET)	6	Diploma/Advanced Certificate/NATED 4-6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7	Advanced Diploma/BTech Degree/Bachelor's Degree	37	29	1	0	1	0	14	5	53	34	0	2	39	45	3
	8	Bachelor Honours Degree/Postgraduate Diploma /Bachelor's Degree	8	10	0	0	1	0	3	3	12	13	0	0	14	11	0
	9	Master's Degree/Master's Degree (Professional)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	10	Doctoral Degree/Doctoral Degree (Professional)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL	Totals		814	219	9	3	5	0	198	27	1026	249	0	33	295	818	162
	Grand Totals		1275						1275				33		1275		

2.4 Skills Development Plan

The primary objective of human resource development programme is to produce a skilled, trained and diverse workforce to meet the demands of a modern industry. It is to further develop skills that enhance productivity of the workforce and improve the employment prospects of Historically Disadvantaged Persons. In this regard, NVC has invested 5% of leviable amount (excluding the statutory skills development levy) on essential skills development. The investment of 5% of the leviable amount on essential skills development will be invested in science, technology, engineering, mathematics skills (STEM), as well as artisans, internships, learnerships, apprentices, bursaries, literacy and numeracy skills for employees and non -employees (community members) as defined in the Mining Charter III.

2.4.1 Adult Education Training

New Vaal Colliery funds Adult Education and Training (AET). Employees are encouraged to participate in AET to improve their educational level. New Vaal Colliery's current ageing workforce does present a challenge in terms of ensuring that all relevant employees complete the entire AET programme up to level.

4. The facility also offers the opportunity to enroll for Grade 12 studies and Exam through the DET.

The AET facility is available to the Community. Currently the facility is mostly utilised by Community members to obtain the Level 4 and Grade 12 qualifications.

The AET training plan for both employees and community members are reflected below.

Table 4: Adult Education Training

AET	Targets and timelines										
	2020/21		2021/22		2022/23		2023/24		2024/25		Total Budget
	Employees	Community	Employees	Community	Employees	Community	Employees	Community	Employees	Community	
Level 1	0	0	0	0	0	0	0	0	0	0	R0,00
Level 2	0	0	0	0	0	0	0	0	0	0	R0,00
Level 3	0	0	0	0	0	0	0	0	0	0	R0,00
Level 4	0	25	0	25	0	25	0	25	0	25	R5,819,218.04
Grade 12	5	40	5	40	5	40	5	40	5	40	R11,902,945.99
Total Number	70		70		70		70		70		350
Budget	R1,959,744.34		R2,547,667.64		R3,311,967.93		R4,305,558.31		R5,597,225.81		R17,722,164.03

Table 4.1 Strategic Implementation

Strategic Implementation Plan		
Action	Responsible	Completion date
Communication during Induction attended by employees and contractors	Training Facilitator	Annually
Community members encouraged to register for ABET	Community Development Superintendent	Dec – Jan Annually

2.4.2 Learnerships

Learnerships are advertised both on the Colliery and externally in the local Communities. This not only give employees the opportunity to gain qualifications, but also give members of our local community opportunities to participate in our learnership programme. Contracts are granted for the entire learnership period and where an opportunity exists, qualifying learners are appointed as full-time artisans within the company. Preference is given to historically disadvantaged South African (HDSA) candidates.

Below reflect the learnership targets for the period 2020 to 2024

Table 5: Internal Learners (18.1)

Learnerships 18.1 (Internal)	Targets and timelines															Total New Intake	Total Budget
	2020/21			2021/22			2022/23			2023/24			2024/25				
	New.	Pass OUT	Cont.	New.	Pass OUT	Cont.	New.	Pass OUT	Cont.	New.	Pass OUT	Cont.	New.	Pass OUT	Cont.		
Auto Electrical	0	0	2	1	1	2	1	1	2	0	0	2	1	1	2	3	R5,950,799.71
Diesel Mechanic	2	2	6	3	3	6	1	1	6	2	2	6	3	3	6	11	R18,367,229.55
Electrical	6	6	6	0	0	6	0	0	6	6	6	6	0	0	6	12	R21,127,622.01
Fitter	4	4	5	0	0	5	1	1	5	4	4	5	0	0	5	9	R15,056,051.33
Instrument Mechanician	1	1	2	0	0	2	1	1	2	1	1	2	0	0	2	3	R5,676,933.17
Plater /Boilermaker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R0.00
Rigger	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R0.00
Total Number New Intake	13			4			4			13			4			38	
Budget	R7,318,136.01			R9,513,576.82			R12,367,649.86			R16,077,944.82			R20,901,328.27			R66,178,635.78	
<i>*Note: New intake for the year is based on the number of learners that pass out during the year</i>																	

Table 6: External Learners (18.2)

Learnerships 18.2 (External)	Targets and timelines															Total New Intake	Total Budget
	2020/21			2021/22			2022/23			2023/24			2024/25				
	New.	Pass OUT	Cont.	New.	Pass OUT	Cont.	New.	Pass OUT	Cont.	New.	Pass OUT	Cont.	New.	Pass OUT	Cont.		
Auto Electrical	1	1	1	0	0	1	0	0	1	1	1	1	0	0	1	2	R2,261,131.4
Diesel Mechanic	1	1	3	2	2	3	0	0	3	1	1	3	2	2	3	6	R3,915,847.57
Electrical	0	0	3	3	3	3	0	0	3	0	0	3	3	3	3	6	R6,549,168.79
Fitter	6	6	6	0	0	6	0	0	6	6	6	6	0	0	6	12	R12,757,684.43
Instrument Mechanician	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	R0.00
Plater/Boilermaker er	5	5	7	1	1	7	1	1	7	5	5	7	1	1	7	13	R14,080,797.59
Rigger	1	1	2	1	1	2	0	0	2	1	1	2	1	1	2	4	R4,236,291.84
Total Number New Intake	14			7			1			14			7			43	
Budget	R4,843,573.74			R6,296,645.87			R8,185,639.63			R10,641,331.51			R13,833,730.97			R43,800,921.72	
*Note: New intake for the year is based on the number of learners that pass out during the year																	

Table 6.1 Strategic Implementation

Strategic Implementation Plan		
Action	Responsible	Completion date
Learnership Advertisement communicated on the Colliery	Recruitment Officer	As per recruitment plan
Learnership advertisement displayed in community	Community Development Superintendent	As per recruitment plan

2.4.3 Skills Programmes

Skills programmes provide our employees with the technical skills required to meet our operational needs as well as aiding their personal goals for development.

Safety Representative Skills Programme

The Safety Representative Skills Programme is presented to all elected Safety Representatives on the operation. Safety representatives are elected for a 3-year period, therefore the targets reflected below align with the three-year election process. During the 2 years between elections, a provision is made if a new Safety Representative might be elected.

Competent Person A Skills Programme

The Competent Person A Skill Programme is aimed at mining foremen / supervisors responsible for people and for declaring a workplace safe. The programme enables the employee to recognize hazards associated with a particular task and enables the employee to mitigate those hazards. Although a provision is made for the next 5 years, the number of people may vary due to the operational requirement.

Blasting Assistant Skills Programme

People found competent in the Blasting Assistants Skills Programme may assist with the safe receipt, storage, issuing and transportation of explosives, the preparation of primers for the charging of blast holes or placing of explosive charges.

In addition, they are authorized to assist with connecting up of blasting rounds or circuits and to assist with the safeguarding of persons against the significant hazards associated with the use of explosives. At New Vaal Colliery individuals within the blasting section are identified to assist the Miner in preparing for the blast and is therefore required to attend the mentioned skills programme. Although a provision is made for the next 5 years, the number of people may vary due to the operational requirement.

Table 7: Skills Programmes

Skills programmes	Targets and timelines					
	2020/21	2021/22	2022/23	2023/24	2024/25	Budget
SHE Representative	5	5	25	5	5	R326,175.23
Competent Person A	6	6	6	6	6	R256,217.26
Blasting Assistant	0	2	0	2	0	R24,595.20
Total Number	11	13	31	13	11	79
Budget	R59,137.65	R81,045.18	R227,471.98	R116,705.06	R122,627.83	R606,987.70

Table 7.1 Strategic Implementation

Strategic Implementation Plan		
Action	Responsible	Completion date
Training matrix for newly elected Safety Representatives	Training Practitioner	After elections of Safety Reps
Identify individual for Competent person A programme based on organizational needs	Training Practitioner	Annually
Identify candidates for Blasting Assistants based on based on organizational needs	Training Practitioner	Annually

2.4.4 Portable Skills

Non-mining skills training is available to all retiring employees as well as employees whose services are terminated due to medical reasons. The table below reflects the targets in terms of this portable skills training. These training courses are provided on a voluntary basis and employees elect the type of training to be attended. If an employee chooses not to partake in the offered training, the employee can nominate one of his direct dependents to attend the chosen training course. Courses provided include, but are not limited to:

- motor mechanic training course
- welding skills training and
- driving skills.

Table 8: Portable Skills

Portable Skills	Targets and timelines					
	2020/21	2021/22	2022/23	2023/24	2024/25	Budget
Total Number	10	11	12	8	7	48
Budget	R93,600.00	R123,552.00	R161,740.80	R129,392.64	R135,862.27	R644,147.71

Table 8.1 Strategic Implementation

Strategic Implementation Plan		
Action	Responsible	Completion date
Portable skills training offered to the retirees of the year during retirement discussion	ER Officer	Based on individual cases
If retiree is not interested in training, a once off opportunity to be offered to a direct dependent.	ER Officer	Based on individual cases

2.4.5 Hard to Fill Vacancies

To determine the hard to fill vacancies, the recruitment over the last 12 months were analyzed based on this analysis, there are no 'hard-to-fill' vacancies at New Vaal Colliery. From past analysis, the company is following a strategy of developing the positions mentioned below to ensure there is not a shortage of these skills in the future.

Table 9: Hard to Fill Vacancies

HARD TO FILL VACANCIES					
Occupational level	Department	Job title of scarce and critical skill	Job title of vacancy	Main reason for inability to fill the vacancy	Intervention
Middle Management	Technical Services	Surveyor	Mine Surveyor	Low Pass Rate of Survey ticket in the industry	Intern Programme
Middle Management	Engineering	Ticketed Engineer	Section Engineer	Low Pass Rate of GCC in the industry	Intern Programme

Table 9.1 Strategic Implementation

Strategic Implementation Plan		
Action	Responsible	Completion date
Hard to fill vacancies	Head Office Talent management	Annually

2.5 Career Progression

At NVC, we continuously look for opportunities to further enhance our career development planning processes for employees. We strive to have generic career paths for all disciplines and work with individuals to develop a customized career path that will be most suitable for them. This is an ongoing initiative, which we continue to refine. This enables our workforce to manage their careers more effectively and to pursue specific career opportunities, within SERITI.

Employees in the D-Band, as well as the interns have individual development plans that are reviewed annually as part of the performance management cycle.

Employees, mentioned in the category above, who display good behavioral attributes, knowledge, skills, experience, and potential required to succeed as individuals in the company, will be monitored and coached with regards to developing into a next position.

Of the tools to assist in identifying individuals are:

- Career development panels per discipline
- Performance Contracts

To support the mentioned employees as well as first line supervisors with their career progression, the company will provide training interventions to enhance the required skills.

2.5.1 Leadership and Supervisory Development

Leadership training will be offered to D-band employees through the career progression processes.

Supervisory training will be provided to assist Supervisors in conducting their tasks efficiently. The training will be offered to employees identified to progress into a supervisor role as well.

Table 10: Leadership and Supervisory Development

Leadership/Supervisory Development	Targets and timelines					Budget
	2020/21	2021/22	2022/23	2023/24	2024/25	
Supervisory Course	25	25	25	25	25	R714 393
Total Number	25	25	25	25	25	125
Budget	R96 000	R115 200	R138 240	R165 800	R199 065	R714 394

Table 10.1 Strategic Implementation

Strategic Implementation Plan		
Action	Responsible	Completion date
Talent interview sessions for identified individual within frontline supervisory levels	Training Manager and Section Heads	Quarterly
Panel discussions with identified employees with the D-Band and Inters	Training Manager and HOD's	Quarterly

2.5.2 Mentorship

Employees are afforded the opportunity to participate in mentoring relationships with an individual they feel could add value to their growth and development. This occurs particularly at the following levels:

- All interns brought into the organisation are assigned a technical mentor who provide support and guidance in the early stages of their careers.
- Employees in the D-Band

The company provide training to the mentioned group in order to assist these employees in securing an effective mentorship relationship.

The plan below includes the planned internship intake for the 5year period, but also allows for training for new appointments within the D- Band, that are not planned for.

Table 11: Mentorship Programme

Mentorship Training	Targets and timelines					Budget
	2020/21	2021/22	2022/23	2023/24	2024/25	
Mentorship & Coaching	5	5	5	5	5	R133 948
Total Number	5	5	5	5	5	25
Budget	R18 000	R21 600	R25 920	R31 104	R37 325	R133 948

Table 11.1 Strategic Implementation

Strategic Implementation Plan		
Action	Responsible	Completion date
Employees in the identified group to be introduced to the mentorship training within the first 3 months of their appointment	Training Manger	Continuous

Bursaries and Interns

Budget provision for the company’s bursary and internship programmes is managed centrally. The budget is drawn up and approved on an annual basis, specifically to address the educational needs of the organisation. New Vaal Colliery contributes to funding these schemes and equally offers opportunities for interns to gain experience during their intern programme.

Interns

As mentioned above, interns are managed centrally based on Seriti requirements and not isolated to New Vaal Colliery only.

Table 12: Internships

Current Position	Training intervention	Qualification to be achieved	2020/21		2021/22		2022/23		2023/24		2024/25		Budget
			No of identified employees		No of identified employees		No of identified employees		No of identified employees		No of identified employees		
			New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.	
Engineering Intern	Intern Programme	GCC ticket Section Engineer	0	1	1	0	1	1	0	2	1	1	R5 145 274
VOHE Intern	Intern Programme	Intermediate Ticket VOHE Officer	1	0	0	1	0	1	1	0	0	1	R3 215 796
Geology Intern	Intern Programme	Geologist	0	1	0	1	1	0	0	1	0	1	R3 215 796
Human Resources Intern	Intern Programme	HR Analyst	0	1	0	1	0	0	0	0	0	0	R6 431 593
Metallurgical InternR4	Intern Programme	Senior Plant Metallurgist	0	2	0	2	1	0	0	1	0	1	R4 502 115
Survey Intern	Intern Programme	Survey Ticket Snr Surveyor	0	1	0	1	1	0	0	1	0	1	R3 215 796
Finance Intern	Intern Programme	Mine Accountant	0	0	0	0	1	0	0	1	0	1	R1 929 477
Total Number of New Interns			1		1		5		1		1		9
Budget			R3,024,964		R3 629 957		R4 355 948		R5 227 138		R6 272 566		R22,105,576

Table 12.1 Strategic Implementation

Strategic Implementation Plan		
Action	Responsible	Completion date
Allocation of Interns to Collieries	Head Office Talent Management	Annually

2.5.3 In-House Study Assistance Programme

New Vaal colliery also provide for an in-house study assistance programme available to employees. This programme is intended to support employees in improving their educational qualification through part-time studies.

Table 13: In-House Study Assistance Programme

Bursars	Targets and timelines										Budget
	2020/21		2021/22		2022/23		2023/24		2024/25		
	New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.	
	3	2	2	3	1	4	2	3	3	2	R521 656
Total Number New	3		2		1		2		3		11
Budget	R70 100		R84 518		R101 422		R1,121 706		R146 048		R521 656

Table 13.1 Strategic Implementation

Strategic Implementation Plan		
Action	Responsible	Completion date
Communication of the In-House Study Assistance programme during Induction	Training Manager	Annually
Review and approve applications as and when these are submitted	Training Manager HR Manager	As required

2.5.4 Community Scholarships

A Community Scholarship Scheme has been established whereby students from within the community is offered the financial support to study towards the educational qualification of their choice.

Table 14: Community Scholarships

Scholarships	Targets and timelines										Budget
	2020/21		2021/22		2022/23		2023/24		2024/25		
	New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.	
	6	2	0	8	0	8	2	6	6	2	
Total Number New Scholarships	6	2	0	8	0	8	2	6	6	2	14
Budget	R700 000		R798 000		R909 720		R1,037,080		R1,182,271		R4,627,071

Table 14.1 Strategic Implementation

Strategic Implementation Plan		
Action	Responsible	Completion date
Advertisements sent out by the Central office to be displayed in the Community.	Community Development Manager	Annually

2.6 Employment Equity

One of our greatest assets is the diversity of our people and we pride ourselves for having moved beyond compliance over the past couple of years. We have an excellent pipeline of talent and continuously focus on ways of improving our performance in this area. We pay a great deal of attention to the attraction, retention, and advancement of women in all disciplines and at all levels of our organisation.

Table 15: Employment Equity: Form S

	African		Coloured		Indian		White		Total	Total HDSA	Total Female	Foreign Nationals			MC III Target	
	Female	Male	Female	Male	Female	Male	Female	Male				Female	Male	TOTAL	%	% Female
															HDSA	
Board	1	2	0	0	0	0	0	0	3	3	1	0	1	1	50.00%	20.00%
Top Management	3	1	0	0	0	0	0	3	7	4	3	1	0	1	50.00%	20.00%
Senior Management	3	1	0	0	0	0	0	3	7	4	3	1	0	1	60.00%	25.00%
Middle Management	8	28	0	1	0	3	0	17	57	40	8	0	2	2	60.00%	25.00%
Junior Management	34	115	2	4	1	6	4	54	220	166	41	0	5	5	70.00%	30.00%
Core	117	530	3	4	0	0	2	16	672	656	122	0	10	10	60.00%	-
Critical	67	406	3	5	2	9	3	58	552	494	75	0	12	12		
Other	40	52	0	1	0	2	3	12	110	98	43	0	0	0	N/A	N/A
Total	273	1133	8	15	3	20	12	163	1627	1464	296	2	29	31		
Disability	5	13						1	19						1.5%	

In implementing Mining Charter III plan, Employment Equity will be aligned to local recruitment and human resources development strategies. The intention is to achieve equity in the workplace and to create a diverse workplace, as well as ensure participation of Historically Disadvantaged Persons and alignment with the Employment Equity Act.

Table 16: Employment Equity Targets as per Mining Charter III

Employment Equity Targets	Mining Charter III Targets	2020/21	2021/22	2022/23	2023/24	2024/25
Board						
HDSAs	50%	100%	100%	100%	100%	100%
Females	20%	33%	33%	33%	33%	33%
Executives/Top Management						
HDSAs	50%	75%	75%	75%	75%	75%
Females	20%	0%	0%	25%	25%	25%
Senior Management						
HDSAs	60%	66%	66%	66%	66%	66%
Females	25%	42%	42%	42%	42%	42%
Middle Management						
HDSAs	60%	68%	68%	68%	68%	68%
Females	25%	24%	25.5%	27%	30%	30%
Junior Management						
HDSAs	70%	75%	75%	75%	75%	75%
Females	30%	25%	27.5%	31%	35%	35%
Core Skills						
HDSAs	60%	90%	90%	90%	90%	90%
Disabilities						
Africans Coloureds Indians Whites	1.5%	1%	1.2%	1.4%	1.5%	1.5%

SECTION: C

LOCAL ECONOMIC DEVELOPMENT Regulation 46 (c)

Local Economic Development

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

New Vaal Colliery is committed to delivering improvements in the social and human capacities of the people who live in the areas surrounding it, not only to maintain its social license to operate, but to create real opportunities for economic and social advancement.

The following sources were utilized to compile this chapter:

- Metsimaholo Local Municipality Integrated Development Plan 2017/22
- Fezile Dabi District Municipality Integrated Development Plan 2017/22

3.1 Local Economic Development

3.1.1 Socio- Economic Background Information

New Vaal Colliery operates in the Free State Province, South Africa. Because New Vaal Colliery is the only Seriti Coal operation in the Metsimaholo Local Municipality, the socio-economic background differs from the other Seriti Coal operations in the Mpumalanga Province.

The area of jurisdiction of the Metsimaholo Local Municipality is situated in the northern part of the Fezile Dabi District Municipality (FDDM) Region. The former Sasolburg, Deneysville and Orangeville Transitional Local Councils and a section of the Vaal Dam Transitional Rural Council are included in the Metsimaholo Region.

Metsimaholo Municipal Area

The Metsimaholo Local Municipality came into existence after the elections that took place on 5 December 2000. It is a Category B municipality and is one of the local municipalities in the Free State Province.

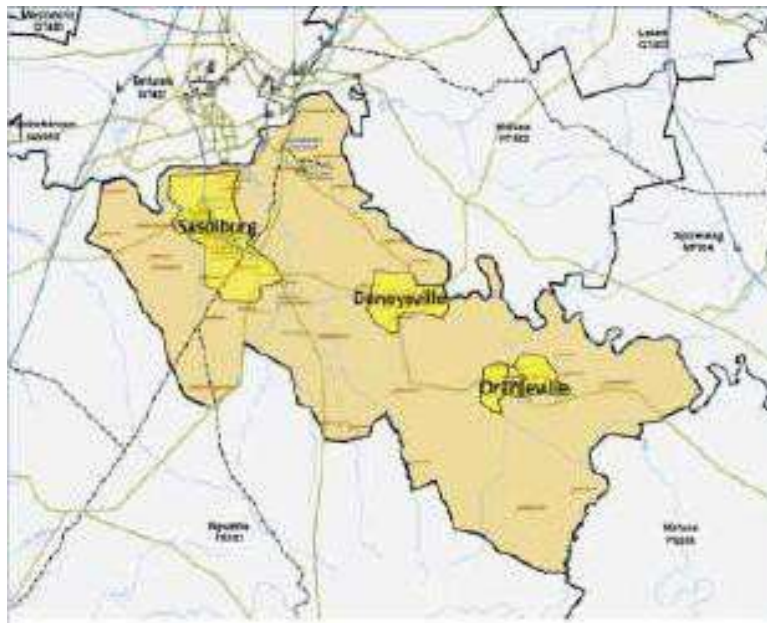
The largest urban unit is Sasolburg followed by Deneysville and Orangeville. A number of small villages, in the vicinity of Sasolburg, also form part of the Metsimaholo Region.

These villages are privately managed. The legal status of these villages is that of a single erf and mining related companies administer the majority.

The general tendency of migration from rural to urban areas is also occurring in the area, as is the case in the rest of the Free State Province. The majority of the rural population is active within the agricultural sector. Regarding the population distribution the area is largely urbanized (91% urban and 9% rural). This tendency is directly related to the strong industrial and manufacturing character of the region. It subsequently explains the continuous urban growth experienced in Zamdela.

Sasolburg is located in the heart of world-renowned coalfields. This modern and predominantly industrial town is further located in close proximity (20km) to the nationally well-known industrial areas of Vereeniging / Vanderbijlpark. The Sasolburg / Zamdela urban area is 340km from Bloemfontein and 80km from Johannesburg. Apart from the internationally known SASOL “oil from coal refinery”, a vast number of by-products including olefins, waxes, alcohols, tar products, inorganic chemicals, rubber, gases, plastics, fertilizers, etc. are manufactured in the area.

Metsimaholo Local Municipality Area Map



Socio Economic Profile of Metsimaholo Local Municipality (MLM)

The total estimated residents in the Metsimaholo Region, according to Council preferred data is 149 109. The largest urban unit is Sasolburg followed by Deneysville and Orangeville.

MLM Population and Households

The MLM population shows an increase of 33 154 or 28.6% from 2001 to 2011 whilst the number of households also increased by 13 495 or 41.8 over the same period.

MLM Population and Households

	Census 2001	Global Insight (GI) 2007	Census 2011
Population	115955	137481	149109
Households	32260	38768	45755

MLM Racial Distribution of Population

	Black African	White	Coloured	Indian	Other
Census 2001	81.0%	18.3%	0.5%	0.2%	0.0%
GI 2007	80.1%	19.2%	0.5%	0.2%	0.0%
Census 2011	82.3%	16.4%	0.7%	0.3%	0.3%

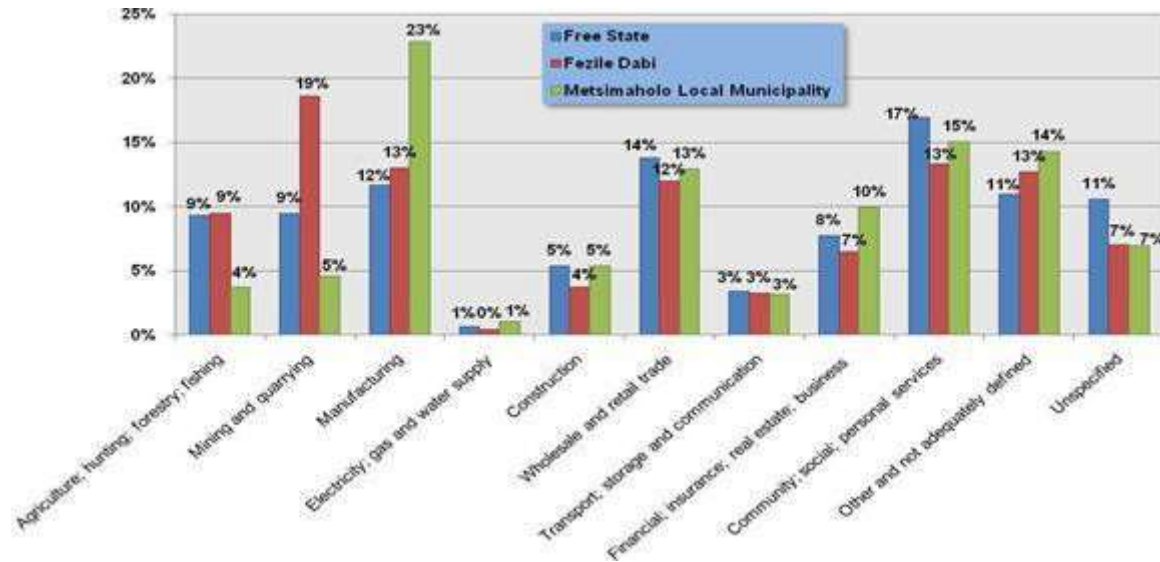
Over 80 percent of the Metsimaholo municipality's population is Black, with just less than 20 percent being White. Asian and Coloured populations account for less than 1% of the total population of the municipality.

About 48% of the population is below 24 years old. A further 40% is aged between 25 and 54 years old, 17% between 45 and 64 years and 5% is 65 years and older. Sesotho (69%) appears to be the most commonly used language. To a lesser extent other used languages are Afrikaans (14%), isiXhosa (6%) and English (3%).

Economic Profile

The Free State is represented in the production output of all sectors, achieving the top five provinces in four sectors namely, mining of gold and uranium ore (1), agriculture and hunting (3), Fuel, petroleum, chemical and rubber products (4), and Electricity, gas, steam and hot water supply (5).

Economic Profile Free State Province, FDDM and MLM



The regional economy is dominated by heavy industry and mining. Steel manufacturing and beneficiation industries are dominant in the region and chemical industries are dominant in Sasolburg. The main employers in the Vereeniging-Sasolburg-Vanderbijlpark area are ArcelorMittal (steel), Eskom and Seriti Coal (power and supporting coal industries), Rand Water (regional water schemes), Sasol Chemicals, Natref Petroleum Refinery and a number of other industrial developments, mostly involved in steel products and by-products.

The Vaal River is also used as a tourist attraction with venues like Emerald Casino and the Vaal Racecourse and generates several employment opportunities for the local population. However, the predominant employer sector is the manufacturing industry.

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

According to the Metsimaholo Local Municipality LED strategy 2015/2016 and IDP 2018-2019 labour indicator as show in **Table 17**.

Table 17: Economic Activities at Metsimaholo Local Municipality

INDUSTRY	PERCENTAGE OF EMPLOYMENT
Agriculture	4 %
Mining	5%
Manufacturing	23 %
Utilities (Electricity, Gas & Water Supply)	1%
Construction	5 %
Wholesale & Retail Trade	13 %
Transport , Storage & Communication	3 %
Finance, Real Estate & Insurance	10%
Community & Social services	15%
Other & not specifically defined	21%
Total	100 %

Educational Levels of MLM

Nearly a third (30%) of the population has Grade 8 or an equivalent qualification, whilst exactly the same proportion had primary education. Twenty one percent (21%) have matric or an equivalent qualification whilst a further 7% have tertiary education, whilst 11% have no schooling.

MLM Functional Literacy Levels

Global Insight	Literate Number	Literate Percentage (%)	Illiterate Number	Illiterate Percentage (%)
1996	47 763	73.3	17 417	26.7
2001	56 122	73.0	20 810	27.0
2006	68 308	78.0	19 316	22.0
2009	74 094	80.1	18 409	19.9

Employment Profile

According to the MLM IDP 2014/15 the number of employed people in the municipality has increased by 41% between 2001 and 2011 and the unemployment rate has increased by 7.6% during the same period. The table below indicates the employment status of the municipality.

MLM Employment Profile

	Census 2001	Global Insight (GI) 2007	Census 2011
Employed	31 486	42 189	44 260
Unemployment Rate	24.5%	17.1%	32.1%
Economically Active Population	49 998	49 885	65 208
EAP as % of the Total Population	43.1%	36.3%	43.7%

Infrastructure - Housing

According to the MLM IDP 2014/2015 the majority of houses in the municipality are stand-alone structures made of bricks (76%).

MLM Types of Housing

Type of main dwelling	Percent
RDP house or subsidy not in backyard	37%
Owner-built house, formal type, good quality, 6-10 rooms	19%
Formal house built by government, municipality	19%
Owner-built house, formal type, good quality, 2-5 rooms	9%
Other	4%
Formal backyard structure (including RDP)	3%
Shack owned by resident	3%
Rented room in formal house	2%
PHP formal type house built by owner or owner builder with govt. assistance	2%
Owner-built house, formal type, good quality, more than 10 rooms	1%
Rented flat or space in flat or in cluster housing	1%

As can be seen in the table above, most families live in RDP houses. Just under a fifth (19%) either live in owner-built houses with 6-10 rooms or formal houses built by government or municipality. About 9% said they live in owner-built houses with 2- 5 rooms.

Water

Access by households to potable piped water inside the dwelling and yard showed a positive movement and increased from 81.0% in 2001 to 93.8% in 2011, whilst piped water outside the yard decreased from 17.8% to 5.3% over the same period.

MLM Percentage distribution of households by water source

	Census 2001	Census 2011
Piped water in the house and yard	81.0%	93.8%
Piped water from access point outside the yard	17.8%	5.3%
Other	1.2%	0.9%

Sanitation

The table below (taken from the Metsimaholo local municipality IDP 2012/13 - 2016/17) show that the municipality has made notable strides in increasing the access by residents to basic sanitation services.

MLM Household Sanitation

	Census 2001	Census 2007	Census 2011
Flush Toilet	69.9%	88.2%	75.6 %
Pit latrine with ventilation (VIP)	1.5%	8.7%	0.4%
Pit latrine without ventilation	13.5%	-	16.3%
Bucket latrine	4.7%	1.4%	3.3%
None	10.3%	0.5%	1.3%
Other	0.1%	1.2%	3.1%

Electricity

The 2011 Census information shows that more households utilize electricity for heating, lighting and cooking compared to the status quo in 2001. 67.7% of households used electricity for heating, 86.4% for lighting and 83.1% for cooking in 2011.

Other Mining Companies around New Vaal Colliery

Mining Company	Commodity
S Bothma & Sons Transport (Pty) Ltd FS 0006 MR	Sand
S Bothma & Sons Transport (Pty) Ltd FS 161 MR	Sand General
S Bothma & Sons Transport (Pty) Ltd FS 239 MR	Sand general
Copper Sunset Trading (Pty) Ltd FS 164 MR	Sand General
Sasol Mining (Pty) Ltd FS 224 MR	Coal
Mission Point Trading 41 (Pty) Ltd FS 239 MR	Silica sand & Silica (general)

Income Profile

Less than a quarter (17.7%) of the employed population of MLM survive on an annual household income of between R1 – R4 800 and around 43% do not receive any household income.

MLM Annual Personal Income

Census 2011		
Annual Income	Number of People	Percentage (%)
No Income	56 670	43.0
R1 – R4 800	23 257	17.7
R4 801 – R9 600	5 237	4.0
R9 601 – R19 600	15 153	11.5
R19 601 – R38 200	10 068	7.6
R38 201 – R76 400	7 516	5.7
R76 401 – R153 800	6 382	4.8
R153 801 – R307 600	4 898	3.7
R307 601 – R614 400	1 840	1.4
R614 401– R1 228 800	443	0.3
R1 228 801 – R2 457 600	163	0.1
R2 457 601 or more	113	0.1
Total	115 978	100

3.3 Negative Impact of the mining operation

Key Issues	Yes	No	Stakeholder affected	Management measures
Increased pressure on public services	X		Local Communities	Endeavour to employ locally where possible to mitigate the possibility of increased pressure on public services
Exhumation of graves	X		Environment & Communities	Relocation to be conducted in consultation with affected individual families. The process will be conducted according to social norms and cultural values and adequate time will be invested in the process. All legislative requirements will be complied with. The process will take place under the supervision of an Archaeologist.
Influx of people	X		Local community	Partner with the District Municipality and the Local Municipality and their RDP administrators in dealing with influx issues within their areas of responsibility.

Environment and Communities

New Vaal Colliery will continue to subscribe to the Seriti Coal Good Citizenship Principles, Social and Environment Ways - which are standards and values on how our business is conducted. We will aim to: Promote strong relationships with and enhance the capacities within the communities where the mine operates.

Seek regular engagement with the community around issues that affect them.

Support upliftment projects that reflect the priorities of local people and support the principles of sustainability and cost effectiveness.

3.4 Provide needs of the area in order of priority.

Priority Need	Specific needs	Intervention	Responsibility
1. Water	<p>Portable water connections to yards (particularly newly developed areas)</p> <ul style="list-style-type: none"> • Upgrading water reticulation infrastructure to cope with urban development. • Water purification • Fixing water leakages to prevent water losses 	<p>Enhance storage capacity (reservoirs), treatment plants and control measures to ensure water conservation particularly through upgrading household meters.</p>	<p>Metsimaholo Local Municipality</p>
2. Electricity	<ul style="list-style-type: none"> • Street lighting / High mast lights • Underground cabling of electricity connections to prevent cable theft. • Upgrading electricity sub-station and high mast lights • Provision of vending points • Upgrading of electricity sub-stations to cope with current urban developments 	<p>Upgrade bulk infrastructure (additional substations), street lights and connections to households.</p>	<p>Metsimaholo Local Municipality</p>
3. Roads and storm water drainages / channels	<ul style="list-style-type: none"> • Tarred or paved roads with storm water channels and upgrading of existing storm water channels. • Building bridges in identified areas. • Speed humps to control speeding in densely populated areas 	<p>Construction of sidewalks and storm water channels (FDDM/Metsimaholo)</p>	<p>Metsimaholo Local Municipality and Fezile Dabi District Municipality</p>

	<ul style="list-style-type: none"> • Provision of road traffic signs • Naming of streets 			
4. Sanitation	<ul style="list-style-type: none"> • Sewer infrastructure and water borne toilets. • Upgrading houses to main sewer connections to prevent blockages and to keep up with new urban development and growth 	Upgrade sewerage plants	Metsimaholo Municipality	Local
5. Health	<ul style="list-style-type: none"> • Upgrade existing clinics and provide new clinics. • Sufficient nursing staff for clinics • Provision of more ambulances and mobile clinics • Need for regular health inspections 	Appointment of HCT data capturers in all sub-districts	Metsimaholo Municipality	Local
6. Housing and Land availability	<ul style="list-style-type: none"> • Provision of low-cost houses • Repair the newly built RDP houses. • Upgrading the current hostels into proper residential units • Facilitation of change of property ownership • Land for settlement purpose • Land for agricultural purpose 	Implement housing strategy	Metsimaholo Municipality	Local
7. Waste removal	<ul style="list-style-type: none"> • Eradication of illegal dumping sites and imposing penalties • Regular removal of refuse 	Upgraded dumping sites and designating sites according to proper classification, such as, household, chemical and industrial waste	Metsimaholo Municipality	Local
8. Cemeteries	<ul style="list-style-type: none"> • Land for new graveyards • Fencing of graveyards 	Extensions and new sites to be developed to	Metsimaholo Municipality	Local

	<ul style="list-style-type: none"> • Upgrading and maintenance of existing graveyards 	keep up with increasing demand.	
9. Safety and security	<ul style="list-style-type: none"> • Provision of satellite and mobile police stations • Traffic lights at identified intersections 	Establish police stations, magistrate offices and correctional services facilities.	Metsimaholo Local

3.5 Consultation Process

The primary objective of mine community development is to meaningfully contribute towards community development, both in terms of size and impact, in keeping with the principles of the social license to operate. In consultation with Metsimaholo Local Municipality, all the wards within the Municipality, NVC was able to identify developmental priorities of mine communities. These developmental priorities are contained in the Social and Labour Plan.

The key focus areas for the NVC LED intervention are based on Community Engagement, analysis of Metsimaholo Local Municipality IDP 2018-2019, consultation with local municipality and desktop regional analysis. Stakeholder engagement activities were organized through the office of the speaker with the assistance of the Municipal Mayor's office who participated in some of the engagements. Stakeholders were informed of the engagements through a hailing system. Meetings were organized to take place in the afternoon when most people would have been back from work.

The NVC engagement plan towards LED projects was as follows:

ACTION PLAN		STAKEHOLDER	RESPONSIBLE	STATUS
Step 1:	Consultation with Local Municipality, Provincial Growth and Development Strategy (PGDS), National Spatial Development Strategy (NSDS), National Priorities	Local Authorities: - Metsimaholo Local Municipality	CDS	CONSULTATION WITH METSIMAHOLO LOCAL MUNICIPALITY DATE <ul style="list-style-type: none"> • Consultation were completed. • Bi-annual meeting with the Exco and Mayor will be conducted
Step 2:	Consultation on Local BEE procurement, and local economic development.	Interested Groups: <ul style="list-style-type: none"> • NVC Stakeholder Forum 	CDS	<ul style="list-style-type: none"> • Consultation conducted • Monthly meetings will be held
Step 3:	Collaboration on LED Project and understanding of priority needs as prescribed in the NDP	Other Government Stakeholder: <ul style="list-style-type: none"> • Department of Education • Department of Social Development • Department of Health • Department of Agriculture 	CDS	<ul style="list-style-type: none"> • Consultation will take place when project requires
Step 4:	Consultation with communities within Metsimaholo Local Municipality	Communities: <ul style="list-style-type: none"> • Ward Communities • Farms • Pressure Groups 	CDS	<ul style="list-style-type: none"> • Consultations were not completed due to COVID-19. • A Community Forum will be established which will meet monthly

COVID-19

Unfortunately, due to the Coronavirus pandemic and the nationwide lockdown issued by our government, we could not complete the process of consultations with our communities given the restriction that were brought by all the restrictions that came with COVID-19.

3.6 Mine Community Development Projects

Mining Charter III requires NVC to strike a balance between mining and mine community's socio-economic development needs. As the mining right holder NVC must meaningfully contribute towards Mine Community Development; with a bias towards mine communities both in terms of impact and size, and in keeping with the principles of the social license to operate. The identified projects will be executed in our mine community, which is where our mining takes place, major labour sending areas, adjacent communities within Metsimaholo Local Municipality

3.5 HRD Projects (Table 17.1)

Project Name		Project 1: Skills Development: Learner Development Programme (Math's & Science Programme)			Project Start date		July 2020/21		
Background to project		<p>In the past few years, the Matric Math's and Science performance of the local schools in the Metsimaholo Local Municipality has been dismal. Education today plays a critical role in the development of our societies and local economy. This is true in the world's most advanced economies as well as in those currently experiencing periods of rapid growth and development. Human capital has long been identified as a key factor in driving economic growth and improving economic outcomes for individuals.</p> <p>In a world where every aspect of life is increasingly dependent on English, Mathematics and Science, stronger primary, secondary, and tertiary education has become increasingly important to the future of our youth and our country. This programme will provide supplementary learning to local high school learners through the provision of Saturday School, Winter School, Matric Revision and Pre-Examination Programmes. These programmes are tailored specifically to cater for Grades 10, 11 and 12. Star Schools the appointed service provider, subscribes to the Department of Education curriculum guidelines.</p>			Project end Date		December 2024/5		
Project Partners		<ul style="list-style-type: none"> - Star Schools - Department of Education 			Information valid as at:		March 2020		
Project incorporated into which IDP		- IDP 2018-2019		Beneficiaries			- Local Schools within Fezile Dabi District Municipality.		
Financial Year	Output	Responsible Entity	Activity		Timeline				Budget Allocation
			KPA	KPI	Quarter 1	Quarter 2	Quarter 3	Quarter 4	
2020/1	Supplementary learning to local learners through Saturday School, Winter School, Matric Revision & Pre-Examination Programmes.	New Vaal Colliery, Star Schools & The Department of Education	Improved educational results in: Mathematics & Physical Science	Improved Math's and Science pass rate in Metsimaholo Local High Schools. Increase in University enrolment for Science and Engineering Degrees	Assessment of new grade 10 learners	Tuition for grade 10, 11 & 12 learners on the programme	Tuition for grade 10, 11 & 12 learners on the programme	Tuition for grade 10, 11 & 12 learners on the programme. Awards ceremony	R 1 200 00.00
2021/2					Tuition for grade 11 & 12 as well as new grade 10				R 1 200 00.00
2022/3									R 1 200 00.00
2023/4									R 1 200 00.00
2024/5									R 1 200 00.00
Exit Strategy		The programme provides Capacity to local teachers who are appointed through service provider (Star Schools). The appointment of local educators into the programme will allow the use of skills within schools beyond the life of the Project. The Project provides detailed report and also provides active participation by the Department Education through quarterly review meeting with all stakeholders.							

HRD Projects Table 17.2

Project Name		Project 2: Technical Skills Development Programme: Welding			Project Start date		July 2020/21		
Background to project		<p>Skills shortage has been identified as one of the key barriers to employment in an attempt to offer skills training that would equip the beneficiaries with the tools to assist them with immediate employment opportunities and prospects. We have identified a skills programme that is designed to meet the skills requirement of the region.</p> <p>Welding is recognized as a Critical Scarce Skill within our economy and so offers, in our opinion, the fastest return on initial investment. According to the latest merSETA Sector Skills Plan Update 2014/2015 – 2018/2019 “Promoting Artisan Development for Employability”, the welding trade is listed in the top ten critical skills shortage under the OFO (Organizing Framework for Occupations) code 651202. The welding trade and skill also overlaps the Mining, Chemical as well as Manufacturing and Engineering sectors of the economy. Within the Vaal triangle region, the majority of organisations fall within the Manufacturing and Engineering</p>			Project end Date		December 2024/5		
Project Partners		<ul style="list-style-type: none"> - New Vaal Colliery - SIH Training 			Information valid as at:		March 2020		
Project incorporated into which IDP		- IDP 2018-2019	Beneficiaries			- Youth in Metsimaholo Local Municipality			
Financial Year	Output	Responsible Entity	Activity		Timeline				Budget Allocation
			KPA	KPI	Quarter 1	Quarter 2	Quarter 3	Quarter 4	
2020/1	13 x Trained & Certified learners (welding)	New Vaal Colliery, SIH Training	Production of certified welders as per NQF credits.	Competence in all forms of welding	Advertising and Recruitment	Advertising and Recruitment	Training	Moderation and Graduations	R 1 400 000.00
2021/2	13 x Trained & Certified learners (welding)				Advertising and Recruitment	Advertising and Recruitment	Training	Moderation and Graduations	R 1 400 000.00
2022/3	13 x Trained & Certified learners (welding)				Advertising and Recruitment	Advertising and Recruitment	Training	Moderation and Graduations	R 1 400 000.00
2023/4	13 x Trained & Certified learners (welding)				Advertising and Recruitment	Advertising and Recruitment	Training	Moderation and Graduations	R 1 400 000.00
2024/5	13 x Trained & Certified learners (welding)				Advertising and Recruitment	Advertising and Recruitment	Training	Moderation and Graduations	R 1 400 000.00
Exit Strategy		The Programme provides an opportunity for participants to receive job placements thus empowering them and contributing to Local Economy. Another opportunity is created for learners who would prefer to establish their own Enterprises specializing in Welding. These learners linked to Agencies such as SEDA to further assist financial and Business Management Support							

HRD Projects Table 17.3

Project Name		Project 3: Community Scholarship Scheme				Project Start date		January 2021	
Background to project		Background: To address the critical skills shortage in South Africa we continuously strive to provide training and development opportunities. Our aim is to provide world class and sustainable education for deserving members of our host communities. The scholarship allocation programmes is designed to address hard to fill vacancies and to make the beneficiaries marketable, local community members are encouraged to study in the fields where there is a scarcity of skills in the broader working industry.				Project end Date		December 2021	
						Information valid as at:		January 2020	
Project Partners		Department of Education and Institutions of Higher Learning							
Project incorporated into which IDP		The Project is incorporated into the 2018/2019 IDP of Metsimaholo Municipality		Beneficiaries		Learners from Fezile District and Free State Region			
IDP Project reference number:				Male	Female	Youth	Disabled		
IDP 2018-2019		Total expected number of jobs created		0	0	0	0	Geographical Location of project Fezile Dabi District Municipality and Sedibeng District Municipality	
		Spin Off employment Opportunities		0	0	0	0		
Financial Year	Output	Responsible Entity	Activity		Timeline				Budget Allocation
			KPA	KPI	Quarter 1	Quarter 2	Quarter 3	Quarter 4	
2021-2025	Continuously have 8 scholarships holders in the system per annum	New Vaal Colliery Career Wise	University Degrees in Various disciplines, not limited to Mining Engineering	Number of qualifying Learners Awarded Community Scholarships/in the system	Registration of students Review and update progress of learners in the programme	Quarterly Visits and Monitoring of Learners in the Institution	Application for new entrants Quarterly Visits and Monitoring of Learners in Institutions	Quarterly Visits and Monitoring of Learners in the Institution	R4,627,071
Total									
Exit Strategy:		Student on the Community Scholarships are not required to study only Mine related fields, nor do they have a service obligation to the Company once they have completed their studies. While these young people are by no means guaranteed a job with us, they are better placed to apply should there be opportunities. This would also be dependent on them demonstrating a high level of academic and practical ability and of course the availability of vacancy							

3.5.1 LED Projects (Table 17.4)

Project Name		Project 4: Metsimaholo Municipality Support for agricultural projects.									
Background to project		The logic behind the business proposal is to solicit funds for our local business community dealing with agriculture, it is also to ensure that we acquire the necessary support through the SLP as stipulated by Mining and Petroleum Act. This Act give leverage for local community to tap into benefits accrued from mining activities.						Project Start date		1 June 2021	
Project Partners		Metsimaholo Municipality, The agriculture department, and the project beneficiaries.						Project end Date		31 March 2025	
Project incorporated into which IDP		The Project is incorporated into the 2018/2019 IDP of Metsimaholo Municipality			Beneficiaries		Metsimaholo local towns/townships agricultural projects.				
IDP Project reference number:				Male	Female	Youth	Disabled				
IDP 2018-2019		Total expected number of jobs created		TBC	TBC	TBC	TBC	Geographical Location of project		Fezile Dabi District Municipality. Metsimaholo Municipality.	
		Spin Off employment Opportunities		TBC	TBC	TBC	TBC				
Financial Year	Output	Responsible Entity	Activity		Timeline				Budget Allocation		
			KPA	KPI	Quarter 1	Quarter 2	Quarter 3	Quarter 4			
2021-2025	Supplementary learning for local farmers on farm specific best practices through practical assistance & SME mentoring.	Seriti NVC Dept of Agriculture Metsimaholo Municipality.	Production of sustainable farming businesses with a competitive profit margin.	Competence in all forms of agricultural processes involved in all the various businesses.	Registration of all selected farmers onto the program.	Quarterly Visits and Monitoring of all farmers in the program.	Progress reports of all farmers to be shared and the allocation of industry SME for mentoring processes.	Quarterly Visits and Monitoring of all farmers in the program.	R2 550 000		
Total											
Exit Strategy:		We are planning to provide support to these agricultural projects in order to have them running & self-sustainable. We are looking at involving industry subject matter experts to come in and mentor these young farmers.									

LED Projects Table 17.5

Project Name		Project 5: Emfuleni Municipality Projects									
Background to project		Emfuleni Local Municipality herein acknowledges the proposed Social Labour Plans for the years 2021-2025, as presented by Seriti Coal New Vaal Colliery (NVC). The municipality wishes to submit the following six (6) priority projects (covering just over R2 550 000 for the 5-year duration) that seeks to address the community upliftment and empowerment of disadvantaged groups within the area of jurisdiction of the municipality. The proposed projects focus primarily on community development.						Project Start date		1 June 2021	
								Project end Date		31 March 2025	
Project Partners		Emfuleni Municipality & Seriti NVC						Information valid as at:		31 January 2021	
Project incorporated into which IDP		The Project is incorporated into the 2018/2019 IDP of Emfuleni Municipality			Beneficiaries		Tlhokomelong Clinic, Sharpeville Library, Vanderbijlpark control room, Road Safety, Social Crime prevention, & local communities in ELM				
IDP Project reference number:				Male	Female	Youth	Disabled				
IDP 2018-2019		Total expected number of jobs created		TBC	TBC	TBC	TBC	Geographical Location of project			
		Spin Off employment Opportunities		TBC	TBC	TBC	TBC				
Financial Year	Output	Responsible Entity	Activity		Timeline				Budget Allocation		
			KPA	KPI	Quarter 1	Quarter 2	Quarter 3	Quarter 4			
2021-2025	Support for the municipality in various projects that will assist the local communities in different ways.	Seriti NVC Emfuleni Municipality.	Upgrading of all the provided municipality premises.	Successful completion of all identified projects as per the project plan & timelines.	Establishment of a detailed project charter with timelines & responsibilities.	Quarterly Visits and Monitoring of all projects.	Progress reports of all projects to be shared and sustainability plan to be provided by the municipality.	Quarterly Visits and Monitoring of all projects.	R2 550 000		
Total											
Exit Strategy:		We are planning to provide support to these projects in order to have them running & self-sustainable. We are looking to handover all these projects after completion to the LED department for over inspection on a regular basis.									

Measure to address Housing, Living Conditions and Nutrition – Regulation 46 (c)(iv)

3.6.1 Introduction

Mining charter III requires mining companies to improve the standard of housing and living conditions of mine employees, as stipulated in the Housing and Living Conditions Standard for the Mining and Minerals Industry, developed in terms of Section 100 of the MPRDA. The Standard provides, amongst others, the following principles:

- Decent and affordable housing.
- Provision for home ownership.
- Provision for social, physical and economic integration of human settlements; and
- Secure tenure for mine employees in housing institutions.

3.6.2 Type of housing provided to employees.

New Vaal Colliery already met the Mining Charter target during 2013 by ensuring that all employees stay with their families in owned company provided accommodation, all employees resides in family flats which are in livable conditions. The company has introduced housing allowances to promote home ownership and 84% of employees cater for their own accommodation in sustainable areas.

Due to occupancy dropping over the last five years, employees have opted for their own accommodation. As a result of that the blocks became vacant and vandalized to such an extent that demolishing them has been taken as the right option. All vandalized hostel blocks was demolished in 2016. All occupants being accommodated in New Vaal Colliery's previous hostel do so on a single occupancy rate.

The types of housing provided for employees.

Table below shows a summary of New Vaal Colliery Employees in Own Accommodation vs. Company Accommodation

Employee type	% Own Accommodation	% Company Accommodation
Officials	87.2%	12.8%
Senior-skilled	84.3%	15.7%
Skilled	84.2%	15.8%
TOTAL	85.2%	14.8%

Company Provided Accommodation				
Area	Type of Accommodation	Occupants	Vacant	Comments
New Vaal Village	Single Units	55	33	B to F blocks vacant A ,G and H are Occupied
Richmond	Family Units	38	12	Semi-Skilled Employees Accommodation
Vaal Park	Eskom family Units	14	1	Vacant house to be handed over to Eskom after lockdown.
Three Rivers	Eskom Family Units	1	0	Senior Personnel transferred from other mines.

3.6.3 Housing Action Plan

Our housing action plan has been based on the following pillars:

The adjustment of housing allowances in line with market conditions to encourage employees to relocate to sustainable residential settlements in established areas.

To facilitate and market home ownership to all employees.

Not allowing employees who are already on own accommodation to move back into mine accommodation.

The following table shows progress made with regards to housing allowance provided to employees per grade over the past few years:

Seriti's housing allowances per employee grade

Employee Grade	2015	2016	2017	2018	2019
C4#	R8 786	R8 786	R8 786	R 8 791	R 8 791
CU	R7 795	R8 028	R8 429	R 8 791	R 8 791
C Lower and B Band	R6 726	R7 332	R8 028	R 8 791	R 8 791
Senior-skilled	R6 726	R7 332	R8 028	R 8 791	R 8 791
Skilled	R6 726	R7 332	R8 028	R 8 791	R 8 791
Skilled in mine Accommodation	R5 242	R5 242	R5 242	R 5 242	R 5 242

3.6.3 Principles of Living Condition

Health care focuses on three fields in particular: HIV/AIDS, TB screening and the management of chronic illnesses.

- The HIV/AIDS programme is critical since it influences future generations and thus the employees of the future. Current assumptions are that in the next 10 to 20 years, the stigma attached to HIV/AIDS will be a thing of the past and people will be talking about it more openly.
- The objective is to put everyone diagnosed with HIV/AIDS on treatment irrespective of the CD4 count.
- TB screening and contact tracing will ensure reduction on new TB cases in future.
- The management of chronic illnesses will assist in reducing absenteeism which also contributes to production.
- Management of these conditions is extended to the dependents and community through the wellness campaigns.

The following strategies are in place to manage health-related issues, ensuring compliance and consistency.

- Chronic disease assessment forms part of employees' Certificate of Fitness and these employees are monitored frequently i.e., 3 – 6 monthlies.
- HIV/AIDS assessments and TB screening forms part of the Certificate of Fitness.
- Focus on Body Mass Index (BMI), if not managed, will result in the increase of diabetes, hypertension, heart disease, stroke, etc.
- Focus on prevention of harmful exposures.
- Focus on preventative efforts into communities from which we are likely to recruit future employees.
- Extension of HIV disease management to contractor employees.

There is also an on-site health center that provides services to the employees as per the Mine Health & Safety Act.

Services include:

- Medical surveillance
- Occupational disease investigation and management
- Chronic disease management (HIV/AIDS, TB, diabetes, hypertension, cancer screening)
- Emergency care and injury reporting

Medical surveillance, improved systems, wellness programme and partnership with DOH (Department of Health) will continue to improve the overall health care delivered to employees, dependents and the community.

3.7 The procurement progression plan and implementation for HDSA companies in terms of capital goods, services and consumables – Regulation 46(c)(vi)

3.7.1 Inclusive Procurement

As a mining right holder, the Mining Charter III requires that we promote economic growth through the development or nurturing of small, medium and micro enterprises and suppliers of mining goods and services. To achieve inclusive procurement, supplier and enterprise development as the mining right holder we must identify all goods and that will be required at the mine and ensure that our procurement policy adhere to Mining Charter III requirements. The five-year transition to meeting the requirements of the mining charter are shown in Table 5 below.

Table 18: Inclusive Procurement

Mining Goods	2020/21	2021/22	2022/23	2023/24	2024/25
Goods procured from HDP (51% BO)	3%	6%	10.5%	15%	21%
Goods procured from 51% BWO/BYO Entities	0.71%	1.43%	2.50%	3.6%	5%
Goods procured from BEE compliant companies (25 + 1% HDP or BEE Level 4)	6.29%	13%	22%	31.43%	44%
Services	2020/21	2021/22			
Goods procured from HDP (51% BO)	43.75%	50%			
Goods procured from 51% controlled Black Women Entities	13.13%	15%			
Goods procured from 51% controlled black youth owned Entities	4.37%	5%			
Goods procured from BEE compliant companies (25 + 1% HDP or BEE Level 4)	8.75%	10%			

3.7.1.1 Enterprise Supplier Development targets

Category	2020/21	2021/22	2022/23	2023/24	2024/25
Number of transactions to be approved	15	17	19	21	25
Amount to be invested in above transactions	R4,159,871	R4,216,716	R4,233,508	R4,385,497	R4,530,620
Total jobs created	80	90	100	120	130

Procurement Category	Mining Charter III Target	2020/21	2021/22	2022/23	2023/24	2024/25
Capital goods	70%	9,58%	20%	35%	50%	70%
Services	85%	70%	85%			

3.7.1.3 Procurement Progression Plan

Indicator		2020/21	2021/22	2022/23	2023/24	2024/25
Local supplier Capability Analysis	No.	50	50	50	50	50
Suppliers receiving end user mentoring	No.	3	3	3	3	3
New contract with local SMMEs	No.	3	3	3	3	3
Unbundling of opportunities	No.	2	2	2	2	2
New Youth-owned companies	No.	3	3	3	3	3
New Black Women-owned companies	No.	2	2	2	2	2
Number of Suppliers in Incubation	No.	15	17	19	20	25

3.7.2 Enterprise Development and Supplier Development

The purpose for implementing supplier and enterprise development is to strengthen local procurement; enhance the ease and cost competitiveness of sourcing mining goods and services and build South Africa's industrial base in critical sectors of production and value addition. Seriti since 2020 has committed R 49.5 million over a period of five years towards the development of local SMMEs through incubation and funding. In keeping with the aims of the Mining Charter III, the focus will be on developing local black owned and managed SMME.

Period	2020/21	2021/22	2022/23	2023/24	2024/25
Enterprise Development Budget	R2,000,000	R2,018,000	R2,100,000	R2,200,000	R2,400,000
Supplier Development Budget	R3,317,845	R3,331,502	R3,400,000	R3,568,963	R3,659,122
Funding	R4,159,871	R4,216,716	R4,233,508	R4,385,497	R4,530,620
Total	R9,477,716	R9,566,218	R9,733,508	R10,154,460	R10,589,742

SECTION: D

MANAGEMENT OF DOWNSCALING & RETRENCHMENTS – Regulation 46 (d)

Management of Downscaling & Retrenchments

4 Management of Downscaling & Retrenchments

NVC acknowledges the need to ensure compliance and ethical conduct where retrenchments and downscaling are concerned. As such, the mine complies with all Labour Relations and Mining Legislation where such may be required. As per the MPRDA, a Future Forum is required to be established for the purpose of communication between the Mine and employees and must consist of representatives from management and organised labour.

In the event of unplanned downscaling and retrenchment, NVC will comply with the relevant legislature in terms of:

- Section 52 (1) of the MPRDA and Section 189 of the LRA.
- Section 52 (1) of the MPRDA, National Social plan guideline of DoL and Section 189 of the LRA.

In order to meet the requirements of Regulation 46 (d) (i), (ii), (iii), and (iv), the following process will be implemented at NVC:

4.1 Establishment of a Future Forum – Regulation 46 (d) (i)

New Vaal Colliery recently re-establishing its Future Forum, with new terms of reference. The future forum consists of the General Manager, HR Manager, Community Development and five office bearing members of the union.

4.1.1 The following objectives shall apply to the Forum:

- To promote on-going discussion / consultations between workers or their representatives and the employer about the future of the mine and industry / sector.
- To look ahead / into the future to identify problems, challenges facing the mine and the industry or sector that may contribute to future job losses or decline of the mine and industry/sector and agree and propose possible solutions.
- To develop turnaround or redeployment strategies to help reduce job losses and to improve business sustainability.

- To structure and implement proposals agreed on both by New Vaal Colliery and worker parties; and
- To notify the Minister of Labour if its proposals and to indicate if the Future Forum requires support in the implementation of its plans / proposals.

This section deals with the management of downsizing and retrenchments, if and when the need arises it is New Vaal Colliery's intention to abide by the guidelines as set out in the Labour Relations Act no 66 of 1995 (LRA) in dealing with downscaling and retrenchments.

The downscaling and retrenchment plan will seek to implement measures, which may mitigate the adverse social impacts caused by eventual downscaling, retrenchment and mine closure.

New Vaal colliery's current life of mine plan extend to 2030 and no downscaling or retrenchments are foreseen for the immediate future.

4.2 Mechanism to save jobs and alternatives to avoid decline in employment – Regulation 46. (d) (ii) and (iii)

Should prevailing economic conditions cause the profit revenue ratio of any operation to be less than an average of six per cent for a continuous period of 12 months, New Vaal Colliery would initiate the following processes which must include, but not be limited to, the following:

- Consultation with all relevant stakeholders
- The implementation of section 189 of the Labour Relations Act, 1995
- Notifying the Minerals and Mining Development Board
- Compliance with the Ministerial directive and confirmation of how corrective measures would need to be taken.

Should the mine's operations be downscaled or cease with the possible effect of job losses, the following process would be implemented:

- Consultation with all stakeholders

- The mine would follow the Labour Relations Act as well as the guidelines provided by the Department of Labour to ensure fair opportunities to train, redeploy employees and establish alternative measures short of retrenchment.
- Our communication strategy would include:
- Informing employees of possible retrenchments
 - Informing other interested and affected parties, including sending areas and local municipalities, of possible retrenchments at the operation
 - Informing outside parties of possible retrenchments

4.3 Mechanism to Ameliorate the Social and Economic Impact of Downscaling and Closure

Planning for closure and downsizing takes place throughout the life cycle of the mine, from exploration through to post-closure rehabilitation. New Vaal Colliery intends to ensure that the livelihoods of its mineworkers, residents and families are sustained despite the downsizing or closure of the mine.

Strategy

New Vaal Colliery will make every effort to ameliorate the social and economic impact of individuals, regions and economies where retrenchment and closure is certain. These initiatives will focus on:

- Assessment and counselling services for affected individuals
- Comprehensive self-employment training and re-employment programmes; and
- Closure planning

Assessment and counselling services

The Company will consider providing counselling through professional counsellors. Requests for such counselling are to be directed to the Manager Human Resources.

Mechanisms of Retrenchment

In looking to manage any downscaling or retrenchment of employees at the operation, New Vaal Colliery management will adopt an approach that such a programme will only commence once all other viable alternate options short of retrenchments have been investigated.

Seriti Coal and New Vaal Colliery will comply with all legislative requirements and would initiate inter alia the following processes:

- Consultation and notifying with all relevant stakeholders.
- The implementation of section 189 of the Labour Relations Act, 1995

Communicating Retrenchments

Seriti and New Vaal Colliery would look to embark on the following in terms of a communication strategy:

- Informing employees of possible retrenchments
- Informing other interested and affected parties, including sending areas and local municipalities, of possible retrenchments at the operation
- Informing external parties of possible retrenchments

As a means of communicating and managing retrenchments particularly with regards to mine closure New Vaal Colliery has established a future forum in 2013. This forum is chaired by New Vaal Colliery's General Manager and consists of the following representatives:

- Mine management – General Manager, Finance, Human Resources, Environment, Community Development
- Employee's representatives – NUM, UASA, Solidarity
- Local/ district municipality – Fezile Dabi District Municipality and Metsimaholo Local Municipality.
-

Land and infrastructure for food production enterprise on mine land

A principal issue in the reduction of risk exposure of mine communities is their lack of food security. More specifically, loss of wage income as a consequence of retrenchment eliminates or reduces the capacity of the urban resident to purchase food. In a rural environment, residents can often undertake subsistence farming as a substitute for purchased food. Inevitably, due to space constraints and the competition for formal sector employment in an urban environment, lower income groups will have the greatest difficulty in gaining alternative employment. They will also be most restricted in their access to land to grow alternative subsistence sources of food.

Where retrenchments or closure of the operation is looming, the mine would put in place the following process to ameliorate the social and economic impact on individuals, regions and economies:

Transfer of ownership and responsibility of some infrastructure and services

Planning will be undertaken at the operational stage for the nationalization of physical and social infrastructure owned, managed or subsidized by the mine. Other possibilities include the transfer to local, provincial or national authorities for local authority management of townships and infrastructure. This infrastructure includes but not limited to:

- Roads.
- Power lines and major transformations
- Sewerage reticulation and disposal.
- Water supply and reticulation.
- Communication infrastructure

The timeous transfer of these facilities and utilities to the appropriate authorities well before mine closure will be vital in creating sustainable mine communities, as will the establishment of permanent communities through home ownership schemes.

Post-closure use mine infrastructure.

Once the possibilities for concurrent use of mine land and infrastructure have been exhausted, the future of the remaining land infrastructure belonging to or managed by the mine needs to be concerned. It is not always possible to find alternative uses for mine-specific infrastructure or land-use such as waste dumps and slimes and dams. However, New Vaal Colliery will examine each component of its land and infrastructure and assess the extent to which post-mining use is possible.

The options will include the following:

- Transfer of land and associated infrastructure to mine communities for conversion and use in local economic development, skills development and training programmes to build capacity in a number of vocational or technical areas.
- Sale of land and infrastructure to private individuals.
- Transfer of land and associated infrastructure to the government or state agencies; and
- Rehabilitation of the land or demolition and removal of the infrastructure.

Training and mentorship of community members

New Vaal Colliery undertakes to consider assisting in the establishment of the various business structures where stakeholders or appointers will be trained and mentored in the appropriate business and technical skills as a kernel focus of the LED programme. Other capacity initiatives would include:

- Training and educating community leaders and owners to manage the resources in a sustainable manner,
- Understanding the post-mining use potential of the mining infrastructure, land and natural resources.
- Paying for essential skills such as water and power after mining
- Communication skills.
- Negotiation in terms of the economic aspects after closure; and
- Ensuring that the non-renewable mineral resources can be replaced by enhancement of biologically renewable resources.

Social & Labour Plan Communication

In order to comply with the requirements of the MPRD Act the operation will ensure that employees are informed about the provisions laid out in the mines SLP as well as the progress in achieving the objectives on an annual basis.

Clear effective and participative communication of the SLP will take place through established forums on the operation, including but not limited to the Future Forum, Internal Community Development Forum and the Skills Development Forum.

The well-established Future Forum are also being utilized to engage with external stakeholder on planned SLP projects as well as reports on progress made on these.

SECTION: E

FINANCIAL PROVISION – Regulation 46 (e)

Financial Provision	Year 1	Year 2	Year 3	Year 4	Year 5	TOTAL Financial Provision
	2020/21	2021/22	2022/23	2023/24	2024/25	
Human Resource Development	R33 529 838	R35 206 329	R36 966 645	R38 814 977	R40 755 725	R185,273,514
Local Economic Development Projects	R1,100,000	R1,100,000	R1,100,000	R1,100,000	R1,100,000	R5,500,000
Enterprise and Supplier Development	R9,477,716	R9,566,218	R9,733,508	R10,154,460	R10,589,742	R49,521,644
Downscaling and Retrenchment	R56,102,952	R58,868,828	R61,841,703	R64,952,341	R68,199,958	R309,965,782

The ongoing investment in Human Resource Development programs and facilitation of training during the life of mine is intended to support the acquisition of skills that will ensure employability of the workforce beyond the life of the mine.

In addition to this New Vaal Colliery will comply with the Basic Conditions of Employment Act in respect of assistance for employees. Specific skills development initiatives directed at facilitating further acquisition of skills that will be of value to employees at time of retrenchment will be implemented.

5.1 Mechanisms of Retrenchment

In looking to manage any downscaling or retrenchment of employees at the operation, New Vaal Colliery management will adopt an approach that such a programme will only commence once all other viable alternate options short of retrenchments have been investigated.

Seriti Coal and New Vaal Colliery will comply with all legislative requirements and would initiate inter alia the following processes:

- Consultation and notifying with all relevant stakeholders.
- The implementation of section 189 of the Labour Relations Act, 1995

5.2 Communicating Retrenchments

Seriti and New Vaal Colliery would look to embark on the following in terms of a communication strategy:

- Informing employees of possible retrenchments
- Informing other interested and affected parties, including sending areas and local municipalities, of possible retrenchments at the operation
- Informing external parties of possible retrenchments

As a means of communicating and managing retrenchments particularly with regards to mine closure New Vaal Colliery has established a future forum in 2013. This forum is chaired by New Vaal Colliery's General Manager and consists of the following representatives:

- Mine management – General Manager, Finance, Human Resources, Environment, Community Development
- Employee's representatives – NUM, UASA, Solidarity
- Local/ district municipality – Fezile Dabi District Municipality and Metsimaholo Local Municipality.

5.3 Mechanisms to Ameliorate Social and Economic Impact

Where retrenchments or closure of the operation is imminent, the company will comply with the relevant legislation, its policies and procedures. The mine would put in place the following process to ameliorate the social and economic impact on individuals, regions and economies:

- Assessment and counselling services for affected employees
- Comprehensive self-employment training programmes
- Comprehensive training (non-mining skills) and re-employment programmes

5.4 Social & Labour Plan Communication

In order to comply with the requirements of the MPRD Act the operation will ensure that employees are informed about the provisions laid out in the mines SLP as well as the progress in achieving the objectives on an annual basis.

Clear effective and participative communication of the SLP will take place through established forums on the operation, including but not limited to the Future Forum, Internal Community Development Forum and the Skills Development Forum.

The well-established Future Forum are also being utilised to engage with external stakeholder on planned SLP projects as well as reports on progress made on these

5.5 Financial Provision on HRD programmes

The following table provide information on the financial provision allocated to New Vaal Colliery's Human Resource Development programme.

Table 18.2 New Vaal Colliery Financial Provision for Human Resource Development

Item Description	2020/21 Cost
Community Scholarships	R700 000
In-House Study Assistance Programme	R70 100
Internships	R3 024 964
Mentorship programme	R18 000
Leadership and Supervisory Development	R96 000
Portable Skills	R93 600
Skills programmes	R59 138
Learnerships (Internal + External)	R12 161 709
AET	R1 959 744
Internal Training Programme	R3 024 964
External Training Programme	R336 737
Technical Skills Programme	R 1 400 000
Learner Development Programme	R 1 200 000
Skills Development Levies Act	R9 384 882
TOTAL (R's)	R33 529 838

5.6 Financial Provision for Local Economic Development Programmes & Projects

The following table provide information on the financial provision allocated to New Vaal Colliery's LED projects.

Table 18.3 Local Economic Development Programmes & Projects New Vaal Colliery as per SLP

Project	2020/21 SLP Target
Municipality Projects	R 1 100 000.00
TOTAL (R's)	R1 100 000.00

5.7 Financial Provision for Management of Downscaling & Retrenchments

The ongoing investment in Human Resource Development programs and facilitation of training during the life of mine is intended to support the acquisition of skills that will ensure employability of the workforce beyond the life of the mine.

In addition to this New Vaal Colliery will comply with the Basic Conditions of Employment Act in respect of assistance for employees. Specific skills development initiatives directed at facilitating further acquisition of skills that will be of value to employees at time of retrenchment will be implemented.

The following table provide information on the financial provision allocated to the management of Downscaling & Retrenchments.

Table 18.4 Financial Provision for Management of Downscaling & Retrenchments

Item	2020/21
Management of Downscaling	R56 102 952.00

F: SECTION SIX

Undertaking

6 Undertaking

Regional Manager
Department of Minerals Resources
Free State Region
The Strip,
c/o Stateway & Bok Street,
Welkom,
9460

08 April 2021

UNDERTAKING TO ADHERE TO THE SOCIAL AND LABOUR PLAN
MINING RIGHT: NEW VAAL COLLIERY

New Vaal Colliery hereby undertakes to adhere to the information, requirements, commitments, and conditions as set out in the Social and Labour Plan approved by the Department of Mineral and Energy.

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TIRO TAMENTI
General Manager
New Vaal Colliery