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# Thabazimbi Iron Ore Mine Social and Labour Plan

Summary of Draft SLP for  
Comment

Thursday, 14 March – Thursday, 18 April 2024



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# Meeting objectives

- Provide an overview of the Social and Labour Plan (SLP) Human Resource Development (HRD) and Local Economic Development (LED) Programme that forms part of the Thabazimbi Iron Ore Mine (TIOM) SLP for the 2024 – 2028 reporting period.
- Obtain input regarding the draft SLP in general and specifically on the HRD and LED programme.
- Outline of Stakeholder Engagements requirements.
- Focus on specific areas of interest/queries from TIOM Leadership & Union representatives.



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# Social and Labour Plan (SLP) introduction and overview

A SLP is a document that must be submitted as part of a mine's obligations as outlined in the Mineral and Petroleum Resources Development Act 28 of 2002 (MPRDA) and the Mineral and Petroleum Resources Development Regulations, 2004 (as amended) (MPRD Regulations).

Obligations in respect of the following aspects are included in an SLP:

- Human resource development: i.e. employee skills development, learnerships, bursaries, internships, adult education and training, portable skills training and employment equity.
- Community development: through development projects that address local community needs); procurement; supplier and enterprise development; employee housing and living conditions.
- Downscaling and retrenchment: an unavoidable outcome of closure of the production operation is the loss of employment opportunities. Consequently, a key consideration within the SLP is appropriate retrenchment and closure management programmes that are in place during the life of the mine.

The objectives of a SLP are:

- Employment creation and advancement of the social and economic welfare of all South Africans.
- Contributing to transformation in the mining sector.
- Ensuring that right holders contribute towards socio-economic development in areas that are affected by the mine.

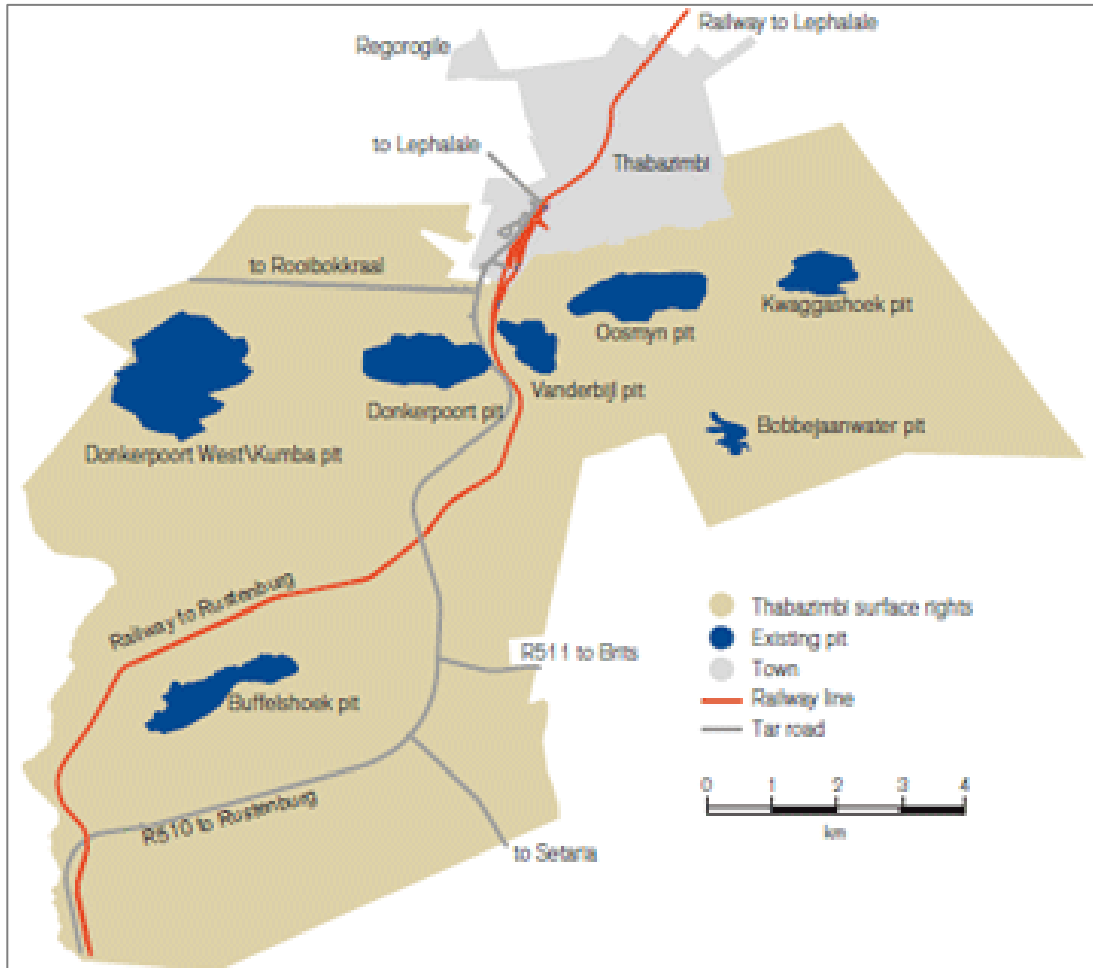
# Thabazimbi Iron Ore Mine

- TIOM, a wholly owned subsidiary of ArcelorMittal South Africa (AMSA), is the holder of two mining rights (LP 30/5/1/2/45 & 47 MR) for the Thabazimbi Mine. TIOM is an established opencast mine located in the town of Thabazimbi (see locality map on next slide).
- AMSA took over full management, control, and responsibility for rehabilitation of Thabazimbi Mine from the previous owner, Sishen Iron Ore Company, in 2018.
- Historical mining activities took place at eight open pits (East pit, Buffelshoek East, Buffelshoek West, Bobbejaanwater, Donkerpoort West, Donkerpoort, Kwaggashoek East and Vanderbijl) that are present on the mine site.
- According to the Life of Mine plan, the inactive pits may be mined in the future. The mine was operated through conventional opencast methods, including drilling, blasting, loading and hauling.



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# Thabazimbi Iron Ore Mine



- No mining activities are currently taking place on the approved mine footprint.
- TIOM is currently processing 30t p.a. - D1-Old Plant Discard Dump, D2- Old Plant Discard Dump, D3 – Supply Chain Discard Dump
- Future processing plans include the existing Slimes Dams and the Vanderbijl pit.



# Thabazimbi Mine SLP Review

The mine is now in the process of reviewing its SLP as per the requirements of the Mineral and Petroleum Resources Development Regulations, 2004 (as amended) (MPRD Regulations).

- An approved SLP is subject to periodic five-year reviews, and valid until a closure certificate has been issued in terms of section 43 of the MPRDA.
- The review may be initiated from the fourth year of the SLP.

MPRD Regulation 43  
MPRD Regulation 46B(b)  
Mining Charter  
Implementation Guidelines  
section 7.3

The purpose of consultation is to:

- Identify host community development needs.
- Identify development priorities of mine communities.
- Afford I&APs an opportunity to influence the final decision of the DMRE regarding the reviewed SLP.

Mining Charter sub-section 2.1.4.1.4  
Mining Charter section 2.5.1  
EIA Regulations, 2014  
Regulations 40

When reviewing an approved SLP, a mining right holder must consult with:

- Mine communities.
- Labour sending communities.
- Local & District Municipalities.
- Traditional authorities.
- All other I&APs.

MPRD Regulation 1  
MPRD Regulation 46B(a)  
Mining Charter sub-section 2.1.4.1.4  
Mining Charter sub-section 2.5.1  
Mining Charter Implementation Guidelines section 7.3  
EIA Regulations, 2014  
Regulations 40

**Consultation:**

- Must be transparent, inclusive and based on meaningful consultation with mine communities and I&APs.
- May take the form of meetings and workshops with the mine communities and related structures.

**Meaningful consultation (EIA Regulations, 2014) requires:**

- A 30-day period during which time I&APs are notified of the SLP review process and afforded an opportunity to comment.
- All relevant information in respect of the SLP review must be made available to I&APs so that they can contribute comments.
- I&APs must be notified via a newspaper advert; letters/emails; and site notices.
- All I&AP comments, and SBPMs responses must be recorded in the final report submitted to the DMRE.

MPRD Regulation 46C  
Mining Charter Implementation Guidelines section 7.3  
MPRD Regulations 3A and 42(4)  
EIA Regulations, 2014 Regulations 40-44

Meetings were held with officials of Thabazimbi Local Municipality and Waterberg Tourism in 2023 to secure the following information:

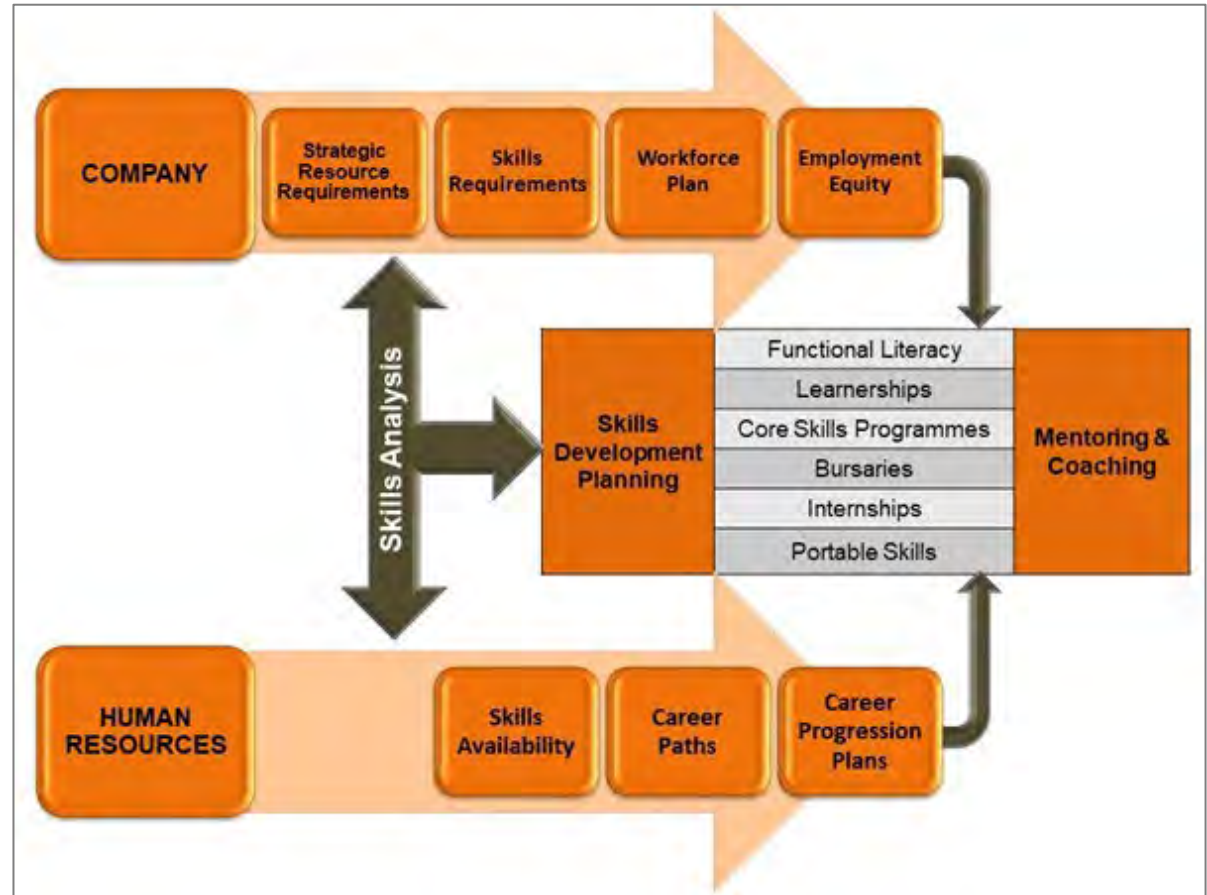
- A list of Ward based needs to identify suitable LED projects to include in the SLP.
- A list of potential projects from the current IDP that have not yet received funding and have not yet commenced.
- Details on how to proceed with further engagements regarding LED project identification and endorsement of the SLP.
- Guidance on how to secure in-principle agreement on agreed LED projects.
- Identify potential Tourism income generating and infrastructure projects.





# Human Resource Development

- The closure of Thabazimbi Mine and related downscaling processes will be the driving force behind a Human Resources (HRD) or People Development Framework.
- Targets and actions will be influenced by future decreasing employee numbers and directed towards interventions that will ensure that employees are skilled and equipped either to assume new roles at other mining operations or change industry completely.
- TIOM is committed to developing processes and systems that will allow an integrated approach to its Human Resources practices as depicted in the diagram.





# Adult education and training

- The information that is available indicates that 5 employees of the current staff at TIOM and 2 employees of contractors have a functional literacy level below AET 4.
- While TIOM will offer functional literacy training opportunities to these employees, the focus of the AET programme at TIOM will be to make such programmes available to the community.

AET LEVEL	2024	2025	2026	2027	2028	Total 2024-2028
<b>TIOM and Contractor Employees</b>						
PRE-AET	0	0	0	0	0	0
AET 1	0	0	0	0	0	0
AET 2	0	1	0	0	0	1
AET 3	0	1	1	0	0	2
AET 4	0	3	3	1	0	7
<b>TOTAL</b>	0	5	4	1	0	10
<b>Budget</b>	R0	R50 000	R40 000	R10 000	R0	R100 000

- Note: the figures provided in the above table reflect the total number of learners and not necessarily new intakes per annum.



# ArcelorMittal Learnerships

- Learnerships form part of the TIOM skills development plan. These programmes allow employees to complete qualifications relevant to their occupation that are accredited and aligned with the NQF. The learnership programmes in place are in line with MQA specifications. Any learnerships to be introduced will continue to meet MQA or other relevant Sector Education Training Authority (SETA) specifications.
- The TIOM Learnership programme is intended to support the development of scarce and critical skills not only for the mine itself but also to provide a pool of skills that could assist in addressing the national scarcity of these skills.
- The TIOM Learnership programme implementation will be guided and based on the following principles:
  - ✓ Learnerships will be aimed at addressing skills and competencies as identified in the skills analysis and where these formed part of an employee's career planning process and path
  - ✓ Learnerships will be aimed at addressing critical and scarce skills (specifically those for which TIOM struggles to find suitable candidates)
  - ✓ Effective support mechanisms will be put in place to ensure the learner is guided through the process. These will relate directly to coaching and mentorship programmes
- The targets listed below will focus on learnerships for community members (18.2 learners).

Learnership	2024	2025	2026	2027	2028	TOTAL
TOTAL	0	2	2	2	2	8
Budget	R0	R108 000	R108 000	R108 000	R108 000	R420 000



# Core & Portable Skills Training

- Core Business Skills Programmes play an essential part in equipping employees with the skills and required competencies to successfully execute their employment responsibilities
- A key aspect of designing and implementing skills training is that the skills obtained by employees should be portable. In this respect it serves little purpose if employees receive extensive and successful training but are unable to benefit from such skills if they opt to leave the mine or should the mine close and they find themselves unemployable.
- Skills development planning at TIOM encompasses training and development that support the current position requirements – job-specific training. However, many of the skills that will be provided to employees as a core business competence will be transferable to other mining operations and beyond the mining industry particularly as the mine is in a downscaling phase in anticipation of mine closure. Portable skills training will also be provided to community members.

**Job-specific development training** refers to the process of providing employees with the skills, knowledge, and abilities needed to perform effectively / enhance their skills in a particular job or role. This type of training is tailored to the specific requirements of a position within an organization, such as, but not limited to, Microsoft training, coaching, legal requirements, workshops of the job roles etc.

TOIM is committed to a further programme of providing **Portable Skills to Employees (18.1) and Community (18.2)**. The objective of this programme will be to provide portable skills training to employees who show an interest in obtaining such training and with a special emphasis on employees who are nearing retirement, incapacitated through ill-health or retrenched in order to remain economically active, employable or self-sustaining within their communities.

The types of portable skills training will depend on the needs and requests of the employees/community members involved, but could include the following fields amongst others:

- Welding
- Carpentry
- Driving
- Bricklaying
- Plumbing
- Electrical
- Motor Mechanic
- Sewing
- Jewellery making
- Hospitality & Cooking
- Computer skills
- Entrepreneurship
- Life skills



# Core & Portable Skills Training

TIOM will implement portable skills training in accordance with the principles:

- Training to be aligned to the National Qualifications Framework (NQF) where applicable and practicable. This requires a focus on outcomes-based training and linking achievement of unit standards and/or a formal qualification.
- Where training is linked to unit standards, resulting qualifications will be recognized nationally.
- AET development programmes will be a continuing focus at TIOM based on identified needs and continuous motivation will take place for employees and for community to uplift their literacy levels.
- Current skills levels of employees will be evaluated to determine a baseline for further development and linking this to their identified career progression plans.
- The skills provided will support employees in remaining economically active following a retrenchment/downscaling exercise or if the mine closes down.
- Socially responsible retrenchment support given in terms of additional training and development in line with identified skills needs with the source labour communities and/or the local communities surrounding the mine.

Type of Training	2024	2025	2026	2027	2028	TOTAL
Job Specific Development/Portable Skills – 18.1 learners	3	2	3	3	4	15
Portable Skills – 18.2 learners	19	16	16	10	11	72
Budget	R297 000	R239 000	R239 000	R139 000	R189 000	R1 103 000

TIOM recognizes the need to nurture and develop potential at an early stage, develop skills relevant to the mining industry as well as to consider portability to other sectors. The bursary and internship programmes complement one another in that they provide work experience exposure to the bursary students during and on completion of their studies in the form of experiential work training. The principles underlying the TIOM approach to Internships and Bursaries include:

- **HDP Targets:** Supports the achievement of the HDP targets
- **Vacancy Placements:** Become a substitute to permanent placements in areas where there are hard to fill vacancies and provide potential successors for management positions
- **Work related Experience:** Provides work related experiences specifically through Internships and through this prepare learners for the world of work
- **Potential Identification:** Allows the identification of potential at an early stage so that this can be nurtured to support future skills requirements
- **Learning opportunities:** Support initiatives to make the sector more competitive and representative of South Africa's demographics by providing learning opportunities to previously disadvantaged individuals
- **Value-add learners:** Employees/learners recognize that the business is committed to their development and as a result are more likely to make a value-added contribution.
- **Value Chain Exposure:** Provide students with an opportunity to gain exposure of the mines full value chain process and allow greater flexibility in terms of later placement in the mine

During this SLP leading toward mine closure, study assistance will become an integral part of the Mine's mine closure strategy. It is anticipated that some employees may want to upgrade their current qualifications or change industry or occupation and would therefore require assistance from the Mine. TIOM has made provision for study assistance. TIOM will also focus on offering bursaries to community members (18.2 learners) in line with the Company's Bursary Policy.



# Bursaries and internships

Note: the figures in the tables below reflect the total number of participants and not necessarily new intakes per annum.

BURSARY	2024	2025	2026	2027	2027	Total 2024-2028
Total	0	2	2	2	2	
Budget	R0	R200 000	R200 000	R200 000	R200 000	R800 000

Bursaries will be offered primarily for study at the TVET college situated in the TLM and the fields of study will be determined by the needs of the bursars. Notwithstanding this, TIOM intends to offer the bursary students the opportunity to be enrolled for internships at the mine which will require that the fields of study of bursars are in line with the identified internships on the mine.

INTERNS	2024	2025	2026	2027	2028	Total 2024-2028
Number of Internships Supported at any time	2	2	2	2	2	
Budget	R108 000	R108 000	R108 000	R108 000	R108 000	R540 000

The Mine also offers an internship programme that give exposure to prospective employees and students requiring practical experience towards their qualifications. The mine generally provides internships in the core business areas such as Engineering, Safety, Human Resource, Finance (commercial), Game farm and Environment.

INTAKE OF INTERNS	July 2024 – December 2025 (cohort 1)	January 2026 – June 2027 (cohort 2)	July 2027 - December 2028 (cohort 3)
<b>Total Number of new Intern</b>	2	2	2



- TIOM is committed to Employment Equity (EE) throughout TIOM. Accordingly, its EE policy and plans are developed to ensure discriminatory practices do not exist, and, through affirmative action, to ensure the numbers of employees at senior levels improve over time to truly reflect the demographics of the South African population. In addition to complying with the Mining Charter targets
- The Senior Management is committed to the elimination of any form of direct or indirect unfair harassment in the workplace. This includes any acts or threats that interfere with the performance at work of any individual or group on account of race, gender, sex, pregnancy, marital status, family responsibility, ethnic or social origin, HIV/Aids status, sexual orientation, age, disability, religion, conscience, belief, political opinion, culture, language or birth.

The principles that underpin the achievement of the objectives mentioned above are listed below:

- HDP talent (including women) will be nurtured to supplement the workforce and to contribute to succession plans.
- Recruitment will be aligned to meet HDP targets (vacancies currently open or that arise in future will be targeted for HDPs).
- Career Development Plans will be a key mechanism to ensure that those HDPs identified as having potential based on the skills assessments are earmarked for management positions and developed in line with this.
- Strategies will be implemented to attract HDPs (including women) and retain them, e.g. development of policies that support the retention of HDPs.
- Mining occupations will be identified in the workforce plan that could be allocated to women.
- HDPs will be mentored to provide them with support and assistance to ensure that they can assume their roles with success.





# Employment Equity

Level	HDP benchmark/guide in line with the Mining Charter	Percentage of which are women	TIOM ACTUAL	
			HDP	WOMEN
Executive management (where applicable)	50% with exercisable voting rights (includes BEE Shareholders)	20%	0%	0%
Senior management	50% at the executive director level as a percentage of all executive directors (includes BEE Shareholders)	20%	57%	29%
Middle management	60%	25%	100%	56%
Junior management	60%	25%	76%	33%
Employees with disabilities	70%	30%	0%	0%
Core and critical skills	1.5%	EAP	60%	13%

EAP signifies Economically Active Population



# HRD Budget

	2024	2025	2026	2027	2028	TOTAL
AET	R0	R50 000	R40 000	R10 000	R0	R100 000
Learnerships	R0	R108 000	R108 000	R108 000	R108 000	R432 000
Core & Portable Skills	R297 000	R239 000	R239 000	R139 000	R189 000	R1 103 000
Bursaries	R0	R200 000	R200 000	R200 000	R200 000	R800 000
Internships	R108 000	R108 000	R108 000	R108 000	R108 000	R540 000
<b>TOTAL</b>	<b>R405 000</b>	<b>R705 000</b>	<b>R695 000</b>	<b>R565 000</b>	<b>R605 000</b>	<b>R2 975 000</b>



# Local Economic Development

- Local economic development (LED) broadly refers to the constitutional and legislative mandate of every municipality to promote and facilitate the development of communities within their jurisdiction.
- SLP LED programmes must be aligned with municipal development priorities and demonstrate how right holders will support and contribute to the socio-economic development of local communities in their area of operations.
- SLP LED programmes typically include infrastructure and poverty eradication projects.
- Identified SLP LED projects must be aligned with the needs, priorities and interventions identified in the IDP of the relevant local municipality.
- The LED programme must also demonstrate consideration of regional, provincial and national strategies, plans and frameworks.



# Proposed SLP LED projects

Nature of Project	Project Name	2024	2025	2026	2027	2028	Total
INFRASTRUCTURE	Internal Road Upgrade	-	625 000	625 000	625 000	625 000	2 500 000
	Water Infrastructure Link	250 000	500 000	500 000	250 000	-	1 500 000
	Primary School Relocation (Phase 2)	300 000	400 000	400 000	400 000	0	1 500 000
INCOME-GENERATING	Tourism Shuttle and Tour Services	375 000	375 000	375 000	250 000	125 000	1 500 000
<b>Total Financial Contribution by Mine for Committed Projects (FY 2024 to 2028):</b>		<b>925 000</b>	<b>1 900 000</b>	<b>1 900 000</b>	<b>1 525 000</b>	<b>750 000</b>	<b>7 000 000</b>

## ROAD PROJECT

Up to 1km gravel & pave of internal road at Ipelegeng Township.

## WATER PROJECT

Connecting new distribution line to the existing Municipality' bulk pipe to enable supply of water through the newly built distribution line.

## PRIMARY SCHOOL PROJECT

The relocation of ISTORES Primary School from Ben Alberts to Regorogile. and the construction of two additional classrooms

## TOURISM SHUTTLE AND TOUR SERVICES

- Support growth and development of the local tourism sector by developing Tour Guides.
- Make provision for a limited number of vehicles (branded) to provide shuttle services through local tourism establishments. Vehicles to provide advertisement platform to generate income for the Tour Guides.
- Estimate number of vehicles: 2
- Estimated number of Tour Guides that will benefit (with and without vehicles): 2



# Housing Plan & Nutrition

- The mine workers live in their own homes in the surrounding area and no staff are housed on site. While it is not TIOM's policy to provide staff housing the mine is committed to ensuring that all employees live in their own accommodation of adequate standard to create solid home base.
- TIOM also has stock of mine-owned houses. It is the mine's intention to sell these houses to staff members at a discounted price.
- The mine requires that all staff are properly fed to maintain a fit workforce. It is, therefore, important that the workforce that is properly fed to ensure improved health and well-being as well as the ability to perform better for a longer period. In support of this objective TIOM provides employees with nutritional supplements designed to support well-being and assist with fatigue management. The mine further provides its workforce with energy drinks daily.
- TIOM also has a Wellness Programme designed to assist employees in maintaining their physical and mental wellbeing.

## Action Plan for developing the TIOM Housing Plan

Action	Sub Action Steps	Output	Responsible Person/s	Timeframe
Review all housing stock owned by the mine.	To create a data base of mine owned housing and the value of each.	Database of Mine-owned housing.	HR manager	December 2024
Set out criteria for selling mine owned housing	Resolve policy and process for sale of mine housing	Policy and criteria for sale/purchase of mine housing	MHR manager	December 2024
Create a channel for assisting staff to acquire mine owned housing	Identify financial service providers and mechanisms for assisting staff to purchase mine-owned housing.	Enable staff members to purchase mine housing	HR Manager & Head Office	December 2024



# ArcelorMittal Procurement

- TIOM has recognised that to effectively participate in the transformation of the South African economy, it has to institute preferential procurement practices across its entire supplier base. All procurement within TIOM operates according to the AMSA Procurement Policy and Guiding Principles which constitutes the framework within which all procurement sourcing initiatives are managed within AMSA.
- In particular, the framework applying to Preferential Procurement are set out below. The objective of TIOM's preferential procurement policy is to maximise opportunities for HDSAs to supply goods and services to TIOM. This will contribute to the development of sustainable HDSA business enterprises and will contribute to the purchasing and procurement requirements of the MPRDA Act and Mining Charter.
- Preferential procurement considers the award of procurement decisions within the context of AMSA's transformation strategy and ensures that procurement decisions are fully aligned with AMSA's transformation objectives. These being to:
  - ✓ Promote compliance with legislation relating to broad based black economic empowerment (BBBEE).
  - ✓ Support and promote preferential procurement initiatives and projects for purposes of improving procurement from qualifying vendors (vendors with a compliance rating between Level 1 to 4)
  - ✓ Preferential procurement refers to the procurement of goods and/or services where preferential consideration is given to compliant vendors, that is, vendors holding a valid BBBEE certificate or affidavit with a compliance rating between Level 1 to 4, noting that further consideration is applied to the following classifications:
    - Emerging Micro Enterprise (EME) vendors
    - Qualifying Small Enterprise (QSE) vendors
    - Black Owned (BO) vendors
    - Black Woman Owned (BWO) vendors
    - Black Youth Owned (BYO) vendors



# Procurement

## TIOM Procurement Targets – Mining Goods

	Targets				
	2024	2025	2026	2027	2028
Mining Goods -Procurement spend on South African manufacture goods	18.0%	18.0%	18.0%	18.0%	18.0%
Split as follows:					
HDP owned and controlled entities	10.0%	10.0%	10.0%	10.0%	10.0%
Women owned or Youth controlled entities	3.0%	3.0%	3.0%	3.0%	3.0%
BEE Compliant Companies	5.0%	5.0%	5.0%	5.0%	5.0%

## TIOM Procurement Targets – Services

	Targets				
	2024	2025	2026	2027	2028
Spend on South African companies	77.5%	77.5%	77.5%	77.5%	77.5 %
Split as follows:					
HDP owned and controlled entities	50.0%	50.0%	50.0%	50.0%	50.0%
Women owned and controlled entities	15.0%	15.0%	15.0%	15.0%	15.0%
Youth owned and controlled entities	5.0%	5.0%	5.0%	5.0%	5.0%
BEE Compliant Companies	7.5%	7.5%	7.5%	7.5%	7.5%

TIOM has set a target of 25% procure, over all the above mentioned including non-compliant vendors, of the total purchases per month from vendors in the TLM area. Where applicable, the purchases are in the above targets.



During 2015, the Sishen Iron Ore Company (Pty) Ltd, the mine owners at that time, made the decision to close its TIOM. The decision followed an extensive review of the mining operation as well as certain contributing factors, including<sup>1</sup>:

- The mine was more than 80 years old at the time;
- Difficult mining conditions due to the inherent geo-technical complexities were exacerbated by a limited remaining iron ore resource towards the end of the mine life;
- Increased operating costs due to high waste stripping requirements; and
- A slope failure on 6 June 2015 which has rendered the iron ore resources in the one remaining pit uneconomic to mine.

Taking this into consideration a decision was made to compile a Final Mine Decommissioning and Closure Plan, focussing on fulfilling the requirements of the National Environmental Management Act (Act No. 107 of 1998) (NEMA), Mineral and Petroleum Resources Development Act (Act No. 28 of 2002) (MPRDA) and the Anglo Closure Toolbox to support the transition from the current TIOM activities.

TIOM acknowledges this reality and commits to addressing the impact of such downscaling/closure pro-actively and implementing processes that minimize unemployment and job losses.

*Anglo American: SIOC - Thabazimbi Mine Final Decommissioning and Closure Plan May 2017*



## The Future Forum

The establishment of a Future Forum is required under Regulation 46 (d)(i) of the regulations of the MPRDA.

In addition to the main points listed below, it is also proposed that the Future Forum will assist the mine with the implementation and monitoring of the SLP. This is an important component of the Mine's SLP.

A Future Forum will be established by TIOM with the following objectives:

- Discuss and take measures to avoid large-scale job losses;
- Ameliorate the social and economic impact of job losses;
- Anticipate the possibility of job losses and implement contingency plans;
- Give timeous warning to affected individuals to improve their chances of finding alternative employment;
- Provide employees who are affected with assistance;
- Promote portability of skills through the effective implementation of training initiatives that will lead to up-skilling of the development of additional skills that may be applied inside or outside the mining industry;
- Inform and ensure continuous communication with the workforce on all SLP matters;
  - ✓ Discuss industry trends and challenges on an ongoing basis; and
  - ✓ Notify the Department of Labour of plans if more than ten percent (10%) of the workforce could be retrenched in one year.
- The overall effectiveness of the Future Forum will arise from timeous analysis of problems because this will make it possible to explore and implement appropriate solutions in a structured manner. In addition, the Future Forum will be the liaison between the Department of Labour, TIOM management and all other affected parties.



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# Total Financial Commitment

	2024	2025	2026	2027	2028	TOTAL
HRD	R405 000	R705 000	R695 000	R565 000	R605 000	R2 975 000
LED	R1 000 000	R1 875 000	R1 875 000	R1 375 000	R875 000	R7 000 000
DOWNSCALING & RETRENCHMENT	R5 000	R5 000	R5 000	R5 000	R5 000	R25 000
<b>TOTAL FINANCIAL CONTRIBUTION BY MINE FOR COMMITTED PROJECTS (FY 2024 TO 2028):</b>	<b>R1 410 000</b>	<b>R2 585 000</b>	<b>R2 575 000</b>	<b>R1 945 000</b>	<b>R1 485 000</b>	<b>R10 000 000</b>



# SLP Review and Consultation Timeframes



- DMRE
- Municipal Officials
- Local community representatives
- Waterberg Tourism

→ Municipal Officials

Include all relevant I&APs, e.g.

- DMRE
- Local communities
- Municipal Officials
- Other directly affected stakeholders

→ DMRE

After DMRE approval, publish approved SLP:

- In Setswana and English on publicly accessible website and printed copies at local libraries/mine site.
- Announce via newspaper & radio advertisement.

Ongoing engagement with:

- Future Forum
- Union Representatives
- Local communities/project beneficiaries (3x per year)



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## SLP review public participation contacts

- The draft SLP is available for download at [www.evasolutions.co.za](http://www.evasolutions.co.za). A printed copy of the SLP can be viewed at the Thabazimbi Library, 4th Avenue, Thabazimbi Proper, Thabazimbi.
- Comments may be submitted to the public participation contacts indicated below via email, SMS or WhatsApp.
- All comments received will be considered prior to finalisation of the SLP.
- All comments received during the 30-day comment period will be recorded in a Comment and Response Register which will be submitted to the DMRE.
- Stakeholders are invited to attend a Public Meeting at the Bioscope Hall, 11 Jourdan Street, Thabazimbi, Thursday, 04 April 2024 at 11h30 – 18h30.

### SLP Public Participation Office:

Name: Edward Komane/ Ursula Pape

Email address: [comment@evasolutions.co.za](mailto:comment@evasolutions.co.za) | Telephone number: 076 677 1235