









SIYANDA BAKGATLA PLATINUM MINE

Social and Labour Plan Four (SLP4) 2026-2030

Document for Public Comment

Comment Period:
13 November - 14 December 2026

Purpose of this document

Purpose: To provide feedback to communities on the Development of Siyanda Bakgatla Platinum Mine (SBPM) Social and Labour Plan Four (SLP4) and obtain stakeholder input regarding the proposed community development projects.

Contents

1. Introduction and overview
2. Prescribed Contents of the SLP
3. Regulatory Framework
4. SBPM SLP4 Journey
5. Geographic origin of the workforce
6. Human Resource Development (HRD)
7. Employment Equity
8. Mine Community Development
9. Financial Commitments

Introduction and SLP 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.

Prescribed Contents of the SLP

This section outlines the mandatory requirements of a SLP, including how a mine must report on its social and economic contribution, governance commitments, and accountability measures.

SECTION 1
Preamble & Introduction

SECTION 2
Human Resource Development Programmes

SECTION 3
Local Economic Development Programmes

SECTION 4
Closure and Retrenchment Management Programmes

SECTION 5
Financial Provision

SECTION 6
Undertaking



SLP

Regulatory Framework

WHEN

- 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**

WHO

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

- Mine communities.
- Labour sending communities.
- Local & District Municipalities.
- Traditional authorities.
- All other Interested and Affected Parties (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**

HOW

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 DMPR.

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

WHAT

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 DMPR regarding the reviewed SLP.

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

SBPM SLP4 Journey

SIYANDA BAKGATLA PLATINUM MINE

2018
SBPM bought Union Mine from Anglo American Platinum

2019
SLP 2
(2016 – 2020) implementation of projects to ensure completion by the expiry year - 2020.

2020
Due to Covid 19, most projects could not be done in 2020 and postponement requested to complete in 2021.

2021
SLP 3
(2021 – 2025) was submitted in 2021.

2024
DMRE approval of SLP3

2024
Section 102 Amendment Application for deferment of SLP Interventions and targets approved

2025
Deferred SLP4 LED interventions commence in line with advisory to DMPR. Implementation to continue into 2027

2026
SLP4
(2026 - 2030)
to be submitted to DMPR for approval

SBPM SLP Journey and Values

Our values represent our commitment to one another, our business, to the community and environment. They are the guiding principles which inform how we create value and build a thriving culture.

Caring
We look after the interests of our colleagues and handle our resources with the necessary care.

Respect
We recognise that people are different and we allow them space to thrive.

Integrity
We are always honest and hold ourselves to the same moral standard we expect of others.

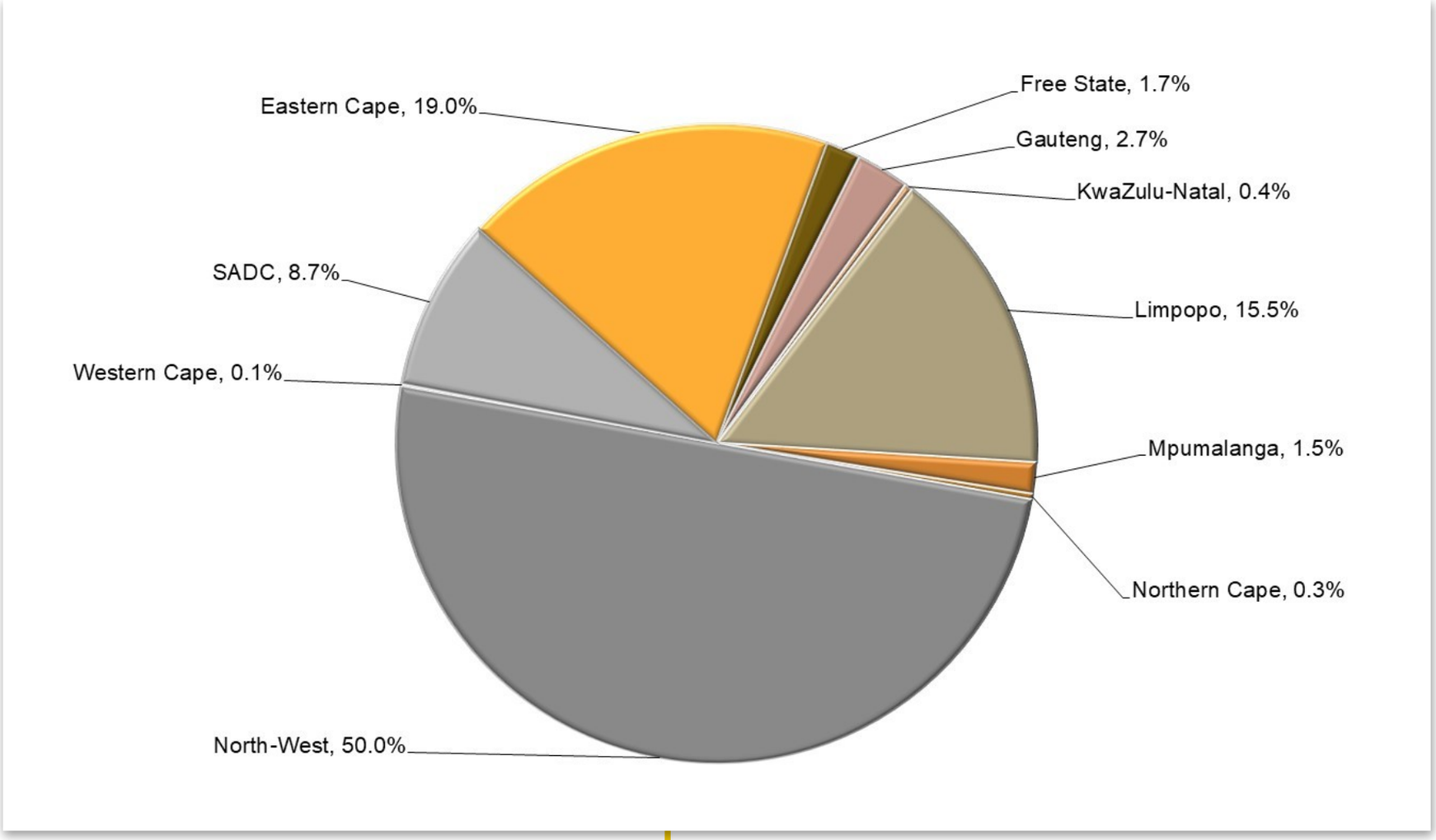
Safety, Health and Environment
We prioritise the health and safety of everyone and take the necessary effort to protect the environment.

The acquisition of Union Mine was a BBBEE transaction that benefited local communities (15-27%) and employees through the Employee Share Ownership Plan (7.3%).

SLP4 WILL BE PRESENTED TO LOCAL COMMUNITY, I&APs AND UNION REPRESENTATIVES FOR CONSULTATION BEFORE BEING SUBMITTED TO THE DMPR FOR CONSIDERATION

Geographic Location of the Workforce

The geographic workforce profile shows where the mine's employees come from. This information helps inform local impact planning, employment and procurement strategies, and community engagement.



HUMAN RESOURCE DEVELOPMENT

Adult Education and Training - AET

Foundational literacy, numeracy, and basic job-related skills for adults who did not complete formal schooling. It often covers levels 1–4 (or similar) and aims to enable participation in further training and work.

NEED - AET Level	Permanent Employees	Contractor Employees	Total Need
No Schooling	215	1782	1997
AET 1	98	44	142
AET 2	135	18	153
AET 3	246	49	295
AET 4	207	37	244

AET TRAINING	Targets and Timelines					
	2026	2027	2028	2029	2030	5-year target
Total Number – Full time employees	0	6	4	4	2	16
Budget	R0.00	R418 731	R358 434	R383 524	R205 185	R1 365 876
Total Number – own time employees	12	9	3	4	4	32
Budget	R939 211	R753 716	R268 825	R383 524	R410 371	R2 755 650

Core Business Training

Core business training equips our people with the essential skills and knowledge to perform, collaborate, and drive value across the organization.

	Targets and Timelines					
	2026	**2027**	**2028**	**2029**	**2030**	**5-year target**
Mining	260	260	260	260	260	1 300
Engineering	17	17	17	17	17	85
HRD	2	2	2	2	2	10
Safety	55	42	42	42	42	223
Protection Services	5	3	8	4	8	28
Process	30	13	13	13	13	82
Total Trainees	**369**	**337**	**342**	**338**	**342**	**1728**
Budget	**R1 995 144**	**R1 733 368**	**R1 893 951**	**R1 989 241**	**R2 156 539**	**R9 768 246**

Learnerships

Learnerships combine structured workplace learning with formal theory to develop skilled talent while you earn a qualification. They build a pipeline of capable, job-ready workers aligned with SBPM's business needs.

	Targets and Timelines										
	2026		2027		2028		2029		2030		5-year target (New intake)
	New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.	
Internal Learnerships (18.1)											
Mining	7	0	7	7	7	7	7	7	7	7	**35**
Engineering	4	0	5	4	0	9	5	5	0	5	**14**
Total - Internal (18.1)	11		12		7		12		7		49
Budget	**R7 803 985**		**R8 101 381**		**R6 303 080**		**R6 009 285**		**R1 974 488**		**R30 192 221**
External Learnerships (18.2)											
Engineering Learnership - External (18.2)	0	0	5	0	0	5	5	5	0	5	**10**
Budget	**R0.00**		**R3 051 573**		**R1 193 564**		**R2 967 876**		**R401 915**		**R7 614 929**

Community Youth Skills Development and Employability Programmes

Community Youth Skills Development and Employability Programmes invest in local learners and graduates to create a pipeline of job-ready talent for the mining sector, while delivering broader community development benefits.

	Targets and Timelines										
	2026		2027		2028		2029		2030		5-year target (New Intake)
	New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.	
Engineering Learnership - External (18.2) (CED)	0	0	4	0	1	4	4	5	0	5	9
PWD Learners	20	0	0	20	15	0	0	15	15	0	50
Cadetship (Mining)	60	0	60	0	60	0	60	0	60	0	300
Cadetship (Process)	5	0	5	0	5	0	5	0	5	0	25
TOTAL Youth Skills Development Programmes	85	0	69	20	81	4	69	20	80	5	384
Budget	R 2 054 400		R 4 916 615		R 3 189 159		R 5 103 163		R 2 686 671		R 17 950 010

- NCert: Engineering Rigger LS
- NCert: Engineering Electrician LS
- NCert: Engineering Diesel Mechanic LS
- NCert: Engineering Auto Electrician LS
- NCert: Engineering Motor, Control and Instrumentation LS
- PWD Learners
- Cadetship (Mining & Process Learners)

Portable Skills

Portable skills are the transferable capabilities that enable workers to move across roles improving adaptability, safety, and performance.

	Targets and Timelines					
	2026	2027	2028	2029	2030	5-year target
Portable Skills Training Interventions	30	60	30	60	30	210
Budget	R 136 433	R 177 967	R 141 712	R 189 265	R 144 632	R 790 011

Courses

- Intro to PC
- Fabricate a Security Gate
- Fabricate a Braai Stand
- Tractor Training
- Oxy –Acetylene Torch Cutting Operation

Comprehensive Career Progression Plan

(excluding Learnerships / Educational Assistance)

	Targets and Timelines					
	2026	**2027**	**2028**	**2029**	**2030**	**5-yearTotal**
Mining	5	6	5	8	5	29
Engineering	5	0	5	0	5	15
HRD	0	3	5	2	3	13
MTS	4	5	3	4	3	19
Safety	20	6	7	5	8	46
Protection Services	2	2	0	2	2	8
Process Operations	12	10	2	2	10	36
Total Career Progression Planning	**48**	**32**	**27**	**23**	**36**	**166**
Budget	**R 997 588,82**	**R 870 030,25**	**R 1 121 844,77**	**R 701 749,86**	**R 1 294 138,72**	**R 4 985 352,41**

Mentorship Plan

A mentoring plan pairs experienced colleagues with newer staff to accelerate development, foster knowledge transfer, and strengthen our leadership pipeline.

Training Intervention	Targets and Timelines					
	2026	2027	2028	2029	2030	5-year Total
Learnerships	11	21	7	21	7	67
Bursars (External)	0	9	10	4	10	33
Interns / Graduates	24	9	6	19	10	68
Development Pool (D1 & below)	10	10	12	10	12	54
Total Mentorship	**45**	**49**	**35**	**54**	**39**	**222**

Bursaries - External

	Targets and Timelines										
	2026		2027		2028		2029		2030		5 Year target (New intake)
	New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.	
TOTAL External Bursaries	0	0	9	0	10	9	4	19	10	14	33
Budget	R 0.00		R 5 692 946		R 2 768 842		R 4 147 725		R 3 804 056		R 16 413 571

Graduate development fields

- Mining Engineering
- Metallurgical / Chemical Engineering
- Geology
- Mine Surveying
- Mine Planner
- Rock Engineering
- Mechanical / Electrical Engineering
- Ventilation
- Occupational Hygiene
- Finance / Accountancy
- Supply Chain
- Management Accounting
- Human Resources
- Communications
- IT Specialist

Internships

The internship programme provides students and graduates with structured, hands-on workplace experience. It supports skills development, exposes participants to real-world working environments, and helps build a pipeline of future talent for the mine.

	Targets and Timelines										
	2026		2027		2028		2029		2030		5-year Total (New intake)
	New	Cont.	New	Cont.	New	Cont.	New	Cont.	New	Cont.	
Partial Fulfilment into qualification (P1 & P2)	0	0	5	0	0	0	5	0	0	0	**10**
Graduate Development	24	0	9	24	6	9	19	6	10	19	**68**
Total : Internship	**24**	**0**	**14**	**24**	**6**	**9**	**24**	**6**	**10**	**19**	**78**
Internship Budget	**R 9 580 544**		**R 6 346 028**		**R 5 075 085**		**R 10 496 917**		**R 12 964 020**		**R 44 462 596**

Graduate Development fields

- Mining Engineering
- Metallurgical / Chemical Engineering
- Geology
- Mine Surveying
- Mine Planning
- Rock Engineering
- Mechanical / Electrical Engineering
- Ventilation
- Safety
- Occupational Hygiene
- Finance / Accountancy
- Supply Chain
- Management Accounting
- Human Resources
- Communications
- IT Specialist

Employment Equity

Permanent Employees at SBPM as at 31 August 2025 (Form S)

Category	African		Coloured		Indian		White		Foreign Nationals	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
(Board)	1	0	0	0	0	0	0	0	0	0
Executive Management	1	0	0	0	1	0	2	0	0	0
Senior Management	13	3	0	0	0	0	5	0	0	0
Middle Management	96	43	1	0	0	0	30	8	9	0
Junior Management	508	187	5	2	0	0	62	22	19	1
People with Disabilities	4	2	0	0	0	0	0	0	1	0
Core and Critical Skills	435	97	6	0	0	0	77	4	21	0

Employment Equity

Contractor Employees at SBPM as at 31 August 2025 (Form S)

Category	African		Coloured		Indian		White		Foreign Nationals	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Senior Management	1	1	0	0	0	0	0	0	0	0
Middle Management	62	9	1	0	0	0	12	9	1	0
Junior Management	258	47	0	0	0	0	28	4	18	0
People with Disabilities	0	0	0	0	0	0	0	0	0	0

SBPM Annual HDP Progressive Targets

Occupational Levels	Targets and timelines									
	2026		2027		2028		2029		2030	
	HDP%	WIM%	HDP%	WIM%	HDP%	WIM%	HDP%	WIM%	HDP%	WIM%
Board	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Top Management	50.0%	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	25.0%
Senior Management	76.2%	14.3%	76.2%	14.3%	77.3%	13.6%	76.2%	19.0%	76.2%	23.8%
Middle Management	79.1%	27.5%	79.1%	27.5%	79.1%	27.5%	79.1%	28.0%	87.9%	34.6%
Junior Management	90.1%	25.9%	90.1%	25.9%	90.1%	25.9%	90.1%	25.9%	92.5%	36.8%
Core Skills	60.0%		60.0%		60.0%		60.0%		60.0%	

Mine Community Development

Building on Previous SLP Commitments

- SLP4 builds on a long history of SBPM investment through SLP1, SLP2 and SLP3.
- Previous SLPs have supported **schools, clinics, roads, lighting, skills development, ambulances, nutrition, agriculture and income-generating projects,** benefiting community members across all 32 BBKTA Villages, MKLM and TLM.
- Some approved SLP3 projects are still being implemented and will continue during 2026/2027.
- The SLP4 project requests received totaled about **R231 million**, while the available SLP4 LED budget is about **R93 million**. This means projects had to be prioritised in consultation with BBKTA, MKLM and TLM, focusing on impact, readiness, sustainability and wider community benefit.
- Not every village can receive a stand-alone project in every SLP cycle, but many projects benefit more than one village through education, health, infrastructure and livelihood support.
- Community needs not included in SLP4 will remain important and can inform future planning, partnerships and funding opportunities.

Mine Community Development

SLP 1 mine community development projects (Total Budget: R184 050 000.00)

Description	Village / beneficiaries	Budget
School support programme	All BBKTA Villages	R11 300 000.00
Community portable skills and engineering learnership	All BBKTA Villages	R13 000 000.00
Farmer support, Bojating mango project	Bojating	R6 800 000.00
Construction of Sebele Primary School	Legkraal	R8 500 000.00
Renovation of Kgabutle and Mochudi Schools	Lesetlheng and Mokgalwana	R1 700 000.00
Renovation of Kgabutle administration block and science laboratory	Lesetlheng and Sefikile	R1 700 000.00
Renovation of Segale Middle school	Mochudi	R3 000 000.00
Renovation of Mokgalwana High	Mokgalwana	R3 000 000.00
Renovation of Science Lab at Gaopotlake High	Mokgalwana	R450 000.00
Construction of Jalamba Clinic	Mqanduli	R1 000 000.00
Renovation of Phadi High	Phadi	R1 700 000.00
Sedimogang poultry project	Sandfontein	R3 800 000.00
Sefikile road infrastructure project	Sefikile	R42 000 000.00
Sefikile clinic infrastructure project	Sefikile	R24 400 000.00
Sefikile waste recycling project	Sefikile	R5 100 000.00
Sefikile community centre infrastructure project	Sefikile	R26 700 000.00
Sefikile, high-mast light	Sefikile	R23 100 000.00
Sefikile organic farming project	Sefikile	R6 800 000.00

Mine Community Development

SLP 2 mine community development projects (Actual Spent: R 66 511 646.00)

Description	Village / beneficiaries	Budget	**Actual Spent**
Education and skills development	All 32 BBKTA villages	R7 000 000	R6 585 446
Learner development	All 32 BBKTA villages	R1 000 000	R860 763
Three ambulances delivered to the Department of Health	MKLM residents	R3 000 000	R1 019 892
Medical equipment procured for Kraalhoek, Mantserre, Modderkuil, Motlhabe and Sefikile clinics	Kraalhoek, Mantserre, Modderkuil, Motlhabe and Sefikile	R2 500 000	R1 968 555
Upgrade of school ablution facilities, Nkobong Secondary School	Kraalhoek	R2 166 666	R2 058 876
Upgrades at Kraalhoek Clinic	Kraalhoek	R2 500 000	R2 996 546
Upgrades at Modderkuil Clinic	Modderkuil	R2 500 000	R3 931 973
Upgrade of ablution facilities at Mokgalwana Primary School	Mokgalwana	R2 166 666	R2 502 725
Upgrade of ablution facilities at Sedibelo Secondary School	Moruleng	R2 500 000	R4 130 078
Infrastructure upgrades at Dinkwe Primary School	Sandfontein	R4 700 000	R6 779 570
Infrastructure upgrades at Okomelang Primary School	Sandfontein	R7 900 000	R8 252 742
Upgrade of ablution facilities Makuka Primary School	Sefikile	R4 333 333	R5 493 865
Expansion of Sedimogang Poultry Project	Sandfontein	R2 750 000	R 4 227 807
Construction of Admin Block Tlhalapitse	Mokgalwana	R2 500 000	R 7 172 934
Enterprise development	MKLM residents	R650 000	R 613 000
Northam Public Library	Northam	R4 000 000	R5 007 993
Nyandeni-Libode farmer support project	Nkanga, Eastern Cape	R4 000 000	R2 908 881

Mine Community Development

SLP 3 mine community development projects

Description	Village / beneficiaries	Budget	Actual spent to date
Construction and Upgrade of Bulk Water Infrastructure	Dwarsberg, Mapaputle, Motlhabe, Magong	R10 120 000	-
Electricity Infrastructure Upgrades	Northam (Wards 7 & 8)	R8 000 000	R6 783 604
Fibre Rollout/Installation	All BBKTA Villages	R8 333 333	R227 921
Bridge Construction at Dikweipi Village	Dikweipi	R4 000 000	R93 780
Upgrade of Manamakgotha Secondary School	Modderkuil	R9 000 000	R414 647
Upgrade of Ofentse Primary School	Moruleng	R5 523 804	R5 474 530
Upgrade of Magong Primary School	Magong	R5 523 804	R283 720
Upgrade of Melotong Primary School	Mopyane	R5 523 804	R2 554 913
Upgrade of Neo Clinic	Disake	R4 857 138	R4 792 222
Upgrade of Mononono Clinic	Mononono	R4 857 138	R3 135 432
Yaga Rona Daycare Centre	Northam	R200 000	R177 800
E-Learning Support for Secondary Schools	Minimum 10 schools and 5 clinics in MKLM	R11 218 567	R3 922 116
School Leadership Development	Lerome Sandfontein, Modderkuil, Wilgevaal, & Ramokokastad	R3 448 100	R1 927 021
Procurement of Ambulances	MKLM villages	R1 800 000	R1 623 368
Procurement of Medical Equipment for the Clinics	MKLM villages	R1 500 000	R632 780
Income Generating Projects	BBKTA villages	R5 000 000	R5 075 000

Mine Community Development

SLP4 Summary of LED projects identified by BBKTA and MKLM for consideration - Wishlist

FOCUS AREA	BUDGET (Excl. VAT)
FOCUS AREA 1: INFRASTRUCTURE	
Sefikile Roads Upgrade	R85 137 479
Sefikile Lighting Implementation	R15 797 601
Swartklip Clinic Upgrade	R8 977 305
Legkraal Clinic Upgrade	R18 757 568
Moruleng Clinic - New Construction	R18 125 048
Lesetlheng Clinic Upgrade	R18 757 568
Mokhine Primary School Upgrade	R10 060 233
Ramalebye Primary School Upgrade	R8 913 336
FOCUS AREA 2: EDUCATION AND SKILLS DEVELOPMENT	
E - learning support for primary and secondary schools	R14 400 000
Teacher Development	R2 500 000
Learner Development Programme	R12 373 750
FOCUS AREA 3: POVERTY ALLEVIATION	
Business Innovation Hub, Crushing Plan and Sewing Support	R10 000 000
Cofimvaba Hydroponic Project	R475 000
FOCUS AREA 4: HEALTH AND SOCIAL WELFARE	
Procurement of Ambulances	R4 800 000
Procurement of Medical Equipment for Clinic	R2 400 000

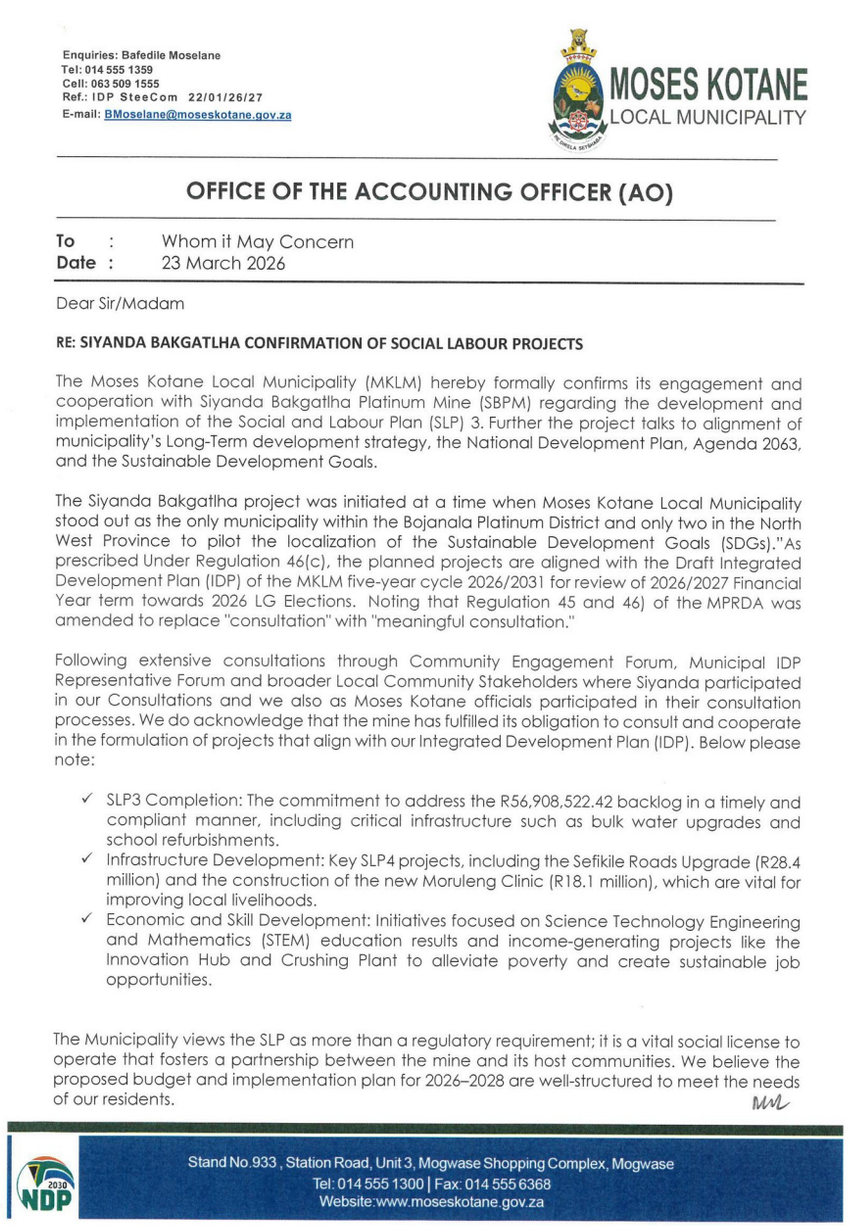
Mine Community Development

SLP4 Summary of meaningful and impactful LED projects proposed for implementation

FOCUS AREA	BUDGET (Excl. VAT)
FOCUS AREA 1: INFRASTRUCTURE	
Sefikile Roads Upgrade	R28 403 839
Sefikile Road Gravelling	R3 500 000
Swartklip Clinic Upgrade	R8 977 306
Moruleng Clinic - New Construction	R18 125 048
Manzana Clinic	R4 000 000
Langalakhe Junior Secondary School Upgrades	R4 000 000
Nombuso High School	R1 000 000
FOCUS AREA 2: EDUCATION AND SKILLS DEVELOPMENT	
E - learning support for primary and secondary schools	R14 400 000
FOCUS AREA 3: POVERTY ALLEVIATION	
Business Innovation Hub	R6 000 000
Mopyane Crushing Plant	R2 000 000
Tsakamoso Sewing Project	R2 000 000
Cofimvaba Agriculture Project	R1 000 000
TOTAL BUDGET	**R93 406 193**

Mine Community Development

MKLM Confirmation of SLP projects



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MOSES KOTANE LOCAL MUNICIPALITY

OFFICE OF THE ACCOUNTING OFFICER (AO)

To : Whom it May Concern
Date : 23 March 2026

Dear Sir/Madam

RE: SIYANDA BAKGATLHA CONFIRMATION OF SOCIAL LABOUR PROJECTS

The Moses Kotane Local Municipality (MKLM) hereby formally confirms its engagement and cooperation with Siyanda Bakgatlha Platinum Mine (SBPM) regarding the development and implementation of the Social and Labour Plan (SLP) 3. Further the project talks to alignment of municipality's Long-Term development strategy, the National Development Plan, Agenda 2063, and the Sustainable Development Goals.

The Siyanda Bakgatlha project was initiated at a time when Moses Kotane Local Municipality stood out as the only municipality within the Bojanala Platinum District and only two in the North West Province to pilot the localization of the Sustainable Development Goals (SDGs)."As prescribed Under Regulation 46(c), the planned projects are aligned with the Draft Integrated Development Plan (IDP) of the MKLM five-year cycle 2026/2031 for review of 2026/2027 Financial Year term towards 2026 LG Elections. Noting that Regulation 45 and 46) of the MPRDA was amended to replace "consultation" with "meaningful consultation."

Following extensive consultations through Community Engagement Forum, Municipal IDP Representative Forum and broader Local Community Stakeholders where Siyanda participated in our Consultations and we also as Moses Kotane officials participated in their consultation processes. We do acknowledge that the mine has fulfilled its obligation to consult and cooperate in the formulation of projects that align with our Integrated Development Plan (IDP). Below please note:

- ✓ SLP3 Completion: The commitment to address the R56,908,522.42 backlog in a timely and compliant manner, including critical infrastructure such as bulk water upgrades and school refurbishments.
- ✓ Infrastructure Development: Key SLP4 projects, including the Sefikile Roads Upgrade (R28.4 million) and the construction of the new Moruleng Clinic (R18.1 million), which are vital for improving local livelihoods.
- ✓ Economic and Skill Development: Initiatives focused on Science Technology Engineering and Mathematics (STEM) education results and income-generating projects like the Innovation Hub and Crushing Plant to alleviate poverty and create sustainable job opportunities.

The Municipality views the SLP as more than a regulatory requirement; it is a vital social license to operate that fosters a partnership between the mine and its host communities. We believe the proposed budget and implementation plan for 2026–2028 are well-structured to meet the needs of our residents.

Stand No.933 , Station Road, Unit 3, Mogwase Shopping Complex, Mogwase
Tel: 014 555 1300 | Fax: 014 555 6368
Website:www.moseskotane.gov.za

Mine Community Development

BBKTA Confirmation of SLP4 engagement

P.O. Box 200 | Saulspoort | 0318
Northwest Province | Republic of South Africa
Email: info@bbkta.co.za
Website: www.bbkta.co.za

Stand 10117
Makresteng Section
Moruleng Boulevard

Tel: 014 312 0084
Fax: 086 480 1088

21 April 2026

SOCIAL PERFORMANCE DEPARTMENT

Siyanda Bakgatla Platinum Mine (2017/024376/07)
Private Bag X351
Swartklip
Limpopo

Re: CONFIRMATION OF SOCIAL LABOUR PLAN 4 (SLP4) ENGAGEMENTS

Good Morning Mme Gontse Sekudu

The subject above bear's reference.

This letter serves to confirm that Bakgatla Ba Kgafela and Siyanda Bakgatla have been in discussions in relation to SLP 4 proposed projects as attached. There is consensus and we agree with the projects.

It is recommended that the plans of the envisaged clinic construction in Moruleng be finalised in consultation with the Department of Health before the construction commence.

Accept our heartfelt gratitude for the process and the continuous consultation process.

Kind Regards

Kgosi M J Pilane
Chairperson and Kgosi Bakgatla Ba Kgafela

OFFICE OF THE KGOSI

Bakgatla-Ba-Kgafela Traditional Administration- "Sedibelo Molio se a tša, Se a tshologa"

Proposed spend on outstanding SLP3 LED projects FY 26/27 and SLP4 LED 26/27

Focus Area	Project Name	Approved Budget	Required budget	Comments
Infrastructure	Upgrade Magong Primary School	R5 523 804	R12 870 770	Procurement of contractor in progress
Infrastructure	Upgrade Melotong Primary School	R5 523 804	R5 047 478	Construction in progress
Infrastructure	Upgrade Manamakgotha Secondary School	R9 000 000	R10 246 458	Procurement of contractor in progress
Education and skills Development	E-learning Support	R6 354 750	R6 354 750	Maths project will be implemented at Sefikile, Makuka and Platinum Primary to improve STEM and create bursary and graduate pool
TOTAL SLP3	-	**R26 402 358**	**R34 519 456**	-
TOTAL SLP4	**Infrastructure project**	**R3 500 000**	**R3 500 000**	-
TOTAL SLP3 & SLP4	-	**R29 902 358**	**R38 019 456**	-

Proposed spend on outstanding SLP3 LED projects FY 27/28

Focus Area	2027 Project Name	Approved Budget	Outstanding Budget
Infrastructure	Upgrade Bulk Water Infrastructure	R10 120 000	R10 120 000
Infrastructure	Fiber Rollout & Installation	R8 333 333	R8 105 411
Infrastructure	Bridge Construction at Dikweipi Village	R4 000 000	3 637 000
TOTAL	-	**R22 453 333**	**R21 862 411**

Procurement

- **SBPM has aligned its Procurement Policies and Procedures with the Mining Charter requirements** to actively promote local participation and support the development of aspiring entrepreneurs in the communities where it operates.
- Goods and Services are sourced in line with the agreement with the BBKTA, with the **aspiration** of achieving a **40% discretionary procurement spend with the host community suppliers**.
- A range of **Enterprise and Supplier Development strategies have been implemented,** including unbundling of procurement opportunities, supplier gap analyses, targeted training, and intentional sourcing practices. These initiatives are designed to capacitate host community suppliers, enabling them to grow sustainably and operate beyond the SBPM supply chain.
- In line with the **Mining Charter requirements**, SBPM has set a target to increase its procurement spend with South African B-BBEE-compliant suppliers on a year-on-year basis by 8% for mining goods and 10% for services. This commitment positions SBPM to exceed the mining Charter procurement targets by the end of the current SLP cycle.

SBPM Supplier Development Targets

Enterprise and Supplier Development	Targets and Timelines					
	Local Supplier					
	2026	2027	2028	2029	2030	5-year target
Supplier gap analysis	5	5	5	5	5	25
Supplier development through partners	2	2	2	2	2	8
New contract with local HDSA	3	3	3	3	3	15
Unbundling of opportunities	3	2	1	0	0	6
Training of local suppliers	8	8	8	8	8	40
Youth-owned companies (New entrant)	2	2	2	2	2	10
Women-owned companies (New Entrant)	2	2	2	2	2	10
Total Number	**25**	**24**	**23**	**22**	**20**	**114**

SBPM Preferential Procurement Targets SA (HDP)

Categories	Targets				
	2026	2027	2028	2029	2030
Procurement of mining goods	55.0%	59.4%	64.2%	69.3%	75.0%
Procurement of services	55.0%	60.5%	66.6%	73.2%	80.5%

Housing and Living Conditions

- SBPM aims to provide for a progressive realization and protection of the constitutional right to human dignity of employees through provision of access to adequate housing, better living conditions and related amenities.
- To achieve this goal, SBPM intends to provide a range of housing options to cater for diverse circumstances and preferences of employees. In collaboration with key stakeholders which includes, organized labour, host communities, municipalities, relevant governments departments, financial institutions, SBPM intends to provide housing projects which would include provision of roads, electricity, water supplies, and other necessary amenities.
- The main objective of SBPM's home ownership scheme is to promote and facilitate home ownership amongst all employees. This scheme aids qualifying employees to acquire home loans for residential properties in locations within proximity to the mines and integrated into existing communities.

Action Plan for developing the SBPM Housing and Living Standards Plan

Key Activity	Target Date
Draft housing and living conditions policy developed and approved	Complete
Update Housing and Living Conditions plan and strategies	Dec 27
Housing Plan and Living Conditions Strategy and Plan in place and MOU with labour finalised	Dec 27
Conversion of single accommodation villages to family units	Dec 28
External housing developers engaged to foster partnerships and provide additional housing options for employees	Dec 30
External stakeholder engagement to foster partnerships (Local Municipalities and Dept of Human Settlements).	In Progress
Submission of SBPM Housing and Living Conditions Plan to DMPR	On completion of the above

SLP review public participation contacts

- Comments may be submitted to the public participation contacts indicated below.
- Comments can be sent 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 (CRR) which will be submitted to the DMPR.
- All comments received on or before **14 December 2026** will be included in the CRR.

Public participation contact:

Email address: comment@evasolutions.co.za

Telephone number: 076 677 1235

SBPM

SIYANDA
BAKGATLA
PLATINUM
MINE

THANK YOU