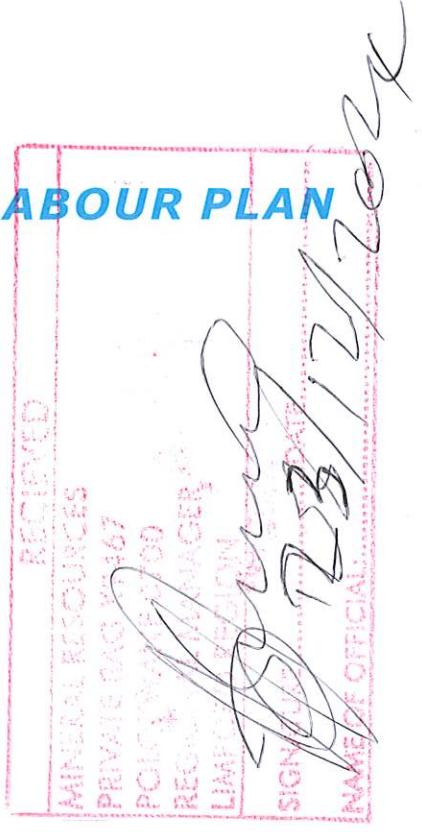
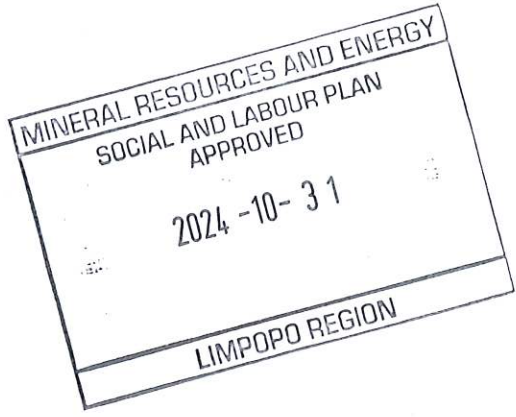


VOLSPRUIT MINING COMPANY PROPRIETARY LIMITED

2ND GENERATION SOCIAL AND LABOUR PLAN (2022-2026)



LODGED IN ACCORDANCE WITH REGULATION 46B OF THE MINERAL AND PETROLEUM
RESOURCES DEVELOPMENT REGULATIONS, (AS AMENDED)

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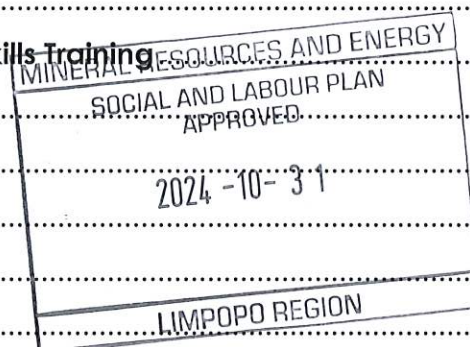
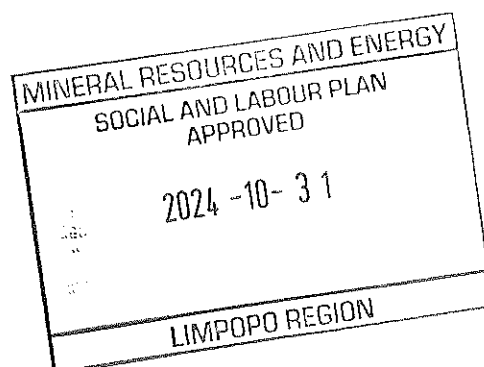


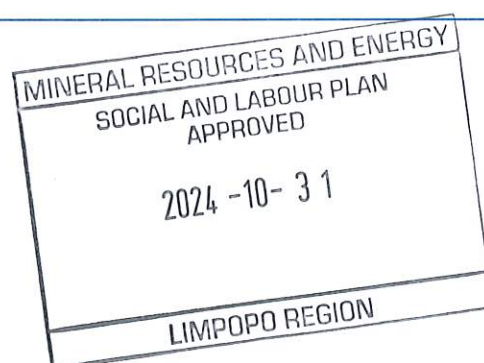
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ABBREVIATIONS

Table 1: Abbreviations

Abbreviation	Meaning
AET	Adult Basic Education Training
DOL	Department of Labour
DMRE	Department of Mineral Resources and Energy
DWS	Department of Water and Sanitation
HDSA	Historically Disadvantaged South African
HRD	Human Resources Development
IDP	Integrated Development Plans
LED	Local Economic Development
LRA	Labour Relations Act
MLM	Mogalakwena Local Municipality
MPRDA	Mineral and Petroleum Resource Development Act
MQA	Mining Qualifications Authority
NDP	National Development Plans
SDF	Skills Development Facilitator
SLP	Social and Labour Plan
WSP	Workplace Skills Plan



1. INTRODUCTION

Volspruit Mining Company Proprietary Limited ("**Volspruit**") is the holder of a Mining Right granted to it in terms of the Mineral and Petroleum Resources Development Act, 2002 ("**MPRDA**") under the Department of Mineral Resources and Energy ("**DMRE**") reference number LP30/5/1/1/2/10068PR ("the **Volspruit Mining Right**").

The DMRE, through engagement with Volspruit, has confirmed that this second generation SLP is to be submitted for consideration and approval, as contemplated in terms of the MPRDA as read with the Mineral and Petroleum Resources Development Regulations, 2004 ("**MPRD Regulations**").

Volspruit was unable to commence productive mining operations due to prevailing global economic conditions, low metal prices, and additional mandatory permitting not yet granted. This has consequently affected, and delayed, Volspruit's plans to commence with its mining operations within the prescribed period. Volspruit has, accordingly, submitted a request for an extension in which to commence these operations.

It was established with the Mogalakwena Local Municipality that there was an urgent need to address the water scarcity in the area. The Mogalakwena Local Municipality and the Department of Water and Sanitation ("**DWS**") through the Ministerial National Rapid Response Task Team ("**NRRTT**"), have requested assistance from Volspruit in delivering water to the Mogalakwena Local Municipality, specifically the town of Mokopane. The Mogalakwena Local Municipality has forwarded the same request to Grasvally Chrome Mine Proprietary Limited ("**Grasvally**"). As such, this project will be jointly implemented by Volspruit and Grasvally as a Local Economic Development ("**LED**") project.

This second generation SLP, which relates to the Volspruit Mining Right, is submitted in terms of Regulation 46B(a) of the MPRD Regulations.

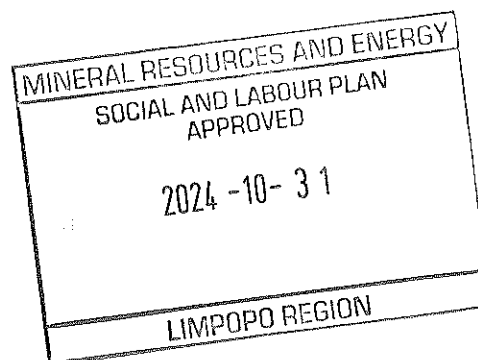
Regulation 46B(a) of the MPRD Regulations reads as follows:

"Review of a Social and Labour Plan.-(a) A Social and Labour Plan lodged with the Regional Manager and approved by the Minister on granting the mining right must be reviewed after every five years from the date of such approval. When reviewing a Social and Labour Plan, the Minister must take into account:

- *the extent of the mining right holder's compliance with the approved Social and Labour Plan;*
- *assessment of annual reports submitted in terms of regulation 45 input, comment and reports from the mining right holder, mine community and interested and affected persons;*
- *the changing nature of the relevant needs of the mine community as per the Integrated Development Plans."*

The objectives of this second generation SLP, which are as contemplated in Regulation 41, are to:

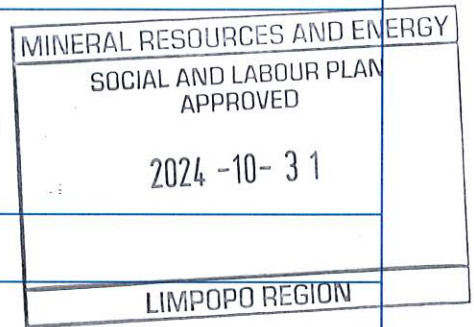
- promote employment and advance the social and economic welfare of all South Africans;
- contribute to the transformation of the mining industry; and
- ensure that holders of mining rights contribute towards the socio-economic development of the areas in which they operate as well as in the labour sending areas.



2. SECTION 1: PREAMBLE

Table 2: Background Information

Name of company	Volspruit Mining Company Proprietary Limited
Name of mine	Volspruit Mine
Physical address	Ground Floor, Cycad House, Building 17, Constantia Park Cnr Hendrik Potgieter Road and 14 th Avenue Weltevreden Park, Gauteng
Postal address	PO Box 976, Florida Hills, 1716
Telephone number	(011) 673 1171
Fax number	(011) 673 0365
Location of mine	The project is located within the Mogalakwena Local Municipality, the project is situated on portions 1, 2, 5, 7, and 8 of the farm Volspruit 326 KR, and remaining extent and portion 2 of the farm Zoetveld 294 KR. The Nyl river forms the western boundary of the site.
Commodity	Platinum Group Metals (PGMs), Gold, Copper, Nickel, Chrome and all other Associated Minerals and Metals
Life of mine	20 years
Financial year	30 June
Responsible person	Albert Jordaan
Geographic origin of employees (mine community and labour sending areas).	Limpopo Province, Waterberg District Municipality, Mogalakwena Local Municipality.



2024-10-31

LIMPOPO REGION

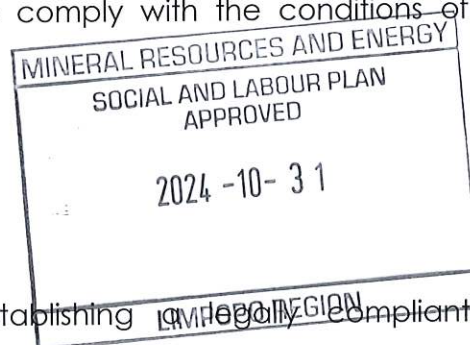


3. SECTION 2: HUMAN RESOURCES DEVELOPMENT PROGRAMME

The primary objective of the Human Resource Development Programme (“HRDP”) is to enable transformation and empowerment of the workforce; in particular, it is intended that Historically Disadvantaged South African (“HDSA”) employees progress to higher levels of employment within an organisation. This section will outline Volspruit HRDP as required by Section 46 (b) of the MPRD Regulations.

The purpose of the HRDP is to ensure that every effort is made to provide on-going and relevant training for employees at the Volspruit Mine. This process also includes ensuring all staff, contractors, and visitors are competent to be on the mine. HRDPs will be formulated in order to optimise the productive potential of employees of Volspruit. Similarly, all mine contractors will be required to comply with the conditions of Volspruit's HRDPs. This programme will entail:

- formulating a Skills Development Plan;
- establishing a career progression/path plan;
- formulating an internship and bursary plan
- formulating a Mentorship Plan; and establishing an internally compliant Employment Equity Plan.



Detailed plans are in the process of being finalised in respect of each of the abovementioned sections of the programme within the broader framework of Volspruit's long-term business strategy. The final HRDP and the associated plans will be submitted to the relevant authorities and implemented within three months of the appointment of the workforce. Once income generating mining activities commence on the mine, it is intended that the workforce composition will be constituted (approximately) as follows:

Table 3: Estimated number of employees

Profile of Workforce	Number of Employees	Percentage
Total Employees	367	100%
Male	331	90%
Female	36	10%
Male HDSA	228	62%
Female HDSA	36	10%

3.1. Skills Development Plan

3.1.1 The purpose of the Skills Development Plan is to provide skills development to employees through the creation of a skills base necessary for the achievement of Volspruit's business strategies and objectives. This includes the proactive development of employees, including career planning and continuous benchmarking to ensure best practice, as well as alignment with current legislation.

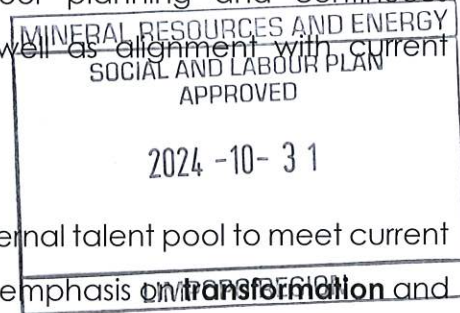
3.1.2 The objectives for skills development are:

- developing and growing the existing internal talent pool to meet current and future business needs with a strong emphasis on **transformation** and redressing past practices;
- establishing a cache of skilled workers that can potentially fulfil the Company's **hard-to-fill vacancies** and transformation requirements;
- enabling new entrants into the labour market to gain **relevant work experience**;
- improving the **quality of life** of employees; and
- providing **core and critical skills** opportunities to improve and enhance employees' capabilities and competencies in line with their responsibilities.

3.1.3. Volspruit will formulate and implement a Skills Development Plan which focuses on the transfer of skills to employees, to further their capacity in the mining industry, and equip them with alternative skills to facilitate their employment after mine closure. The number of people, levels of skills and types of skills required for Volspruit are contained in Form Q in Appendix 1. The Form Q is based on the levels and skills identified by the mine and may need to be amended once the recruitment process is complete. Form Q will be updated and submitted on an annual basis to reflect changes in the workforce and these changes will be integrated into the SLP once the relevant statistics are available.

3.1.4. Skills development within Volspruit will be achieved through following steps:

3.1.4.1. Baseline employee skills/aspiration survey



3.1.4.1.1. A baseline skills and aspiration investigation of all employees will be undertaken for Volspruit within a month of having appointed the workforce, the results of which will be submitted to the DMRE.

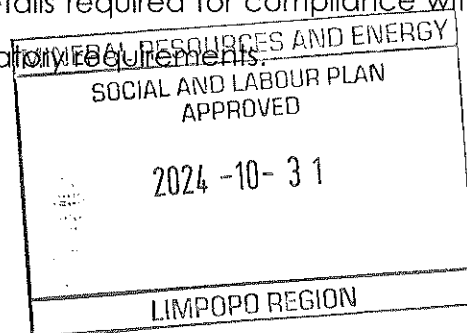
3.1.4.1.2. This survey will enable the collection of information regarding the characteristics of employees and their dependents, and the identification of current skills, needs, gaps and aspirations of such employees. The study will focus on identifying potential opportunities at Volspruit for skills development and sustainable development initiatives. This will be done by means of:

- conducting surveys with all employees. This will be done in the form of one-on-one interviews, and will take approximately 2 months to complete; and
- capturing information received through the surveys into a database. This database will then inform the planning of sustainable development initiatives, career development and skills training.

3.1.4.2. Educational levels of the workforce

3.1.4.2.1. Volspruit will assist in improving the foundations for skills development by increasing literacy rates and participation in Adult Education and Training ("AET"). There will be minimum unskilled labour required as employee's literacy skills are expected to be above AET Level 4. Volspruit will increase the participation of HDSAs in its programmes by encouraging interested employees to participate, in an effort to promote the practice of improving AET skills and competencies among employees.

3.1.4.2.2. Table 4 provides SETA registration details required for compliance with the relevant skills development regulatory requirements.



3.2. Form Q: Educational Levels and Number of Employees

Table 4: Form Q

BAND	NQF LEVEL	OLD SYSTEM	Male				Female				Total	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
General Education and Training (GET)	1	No Schooling / Unknown	0	0	0	0	0	0	0	0	0	0
		Grade 0 / Pre	0	0	0	0	0	0	0	0	0	0
		Grade 1 / Sub A	0	0	0	0	0	0	0	0	0	0
		Grade 2 / Sub B	0	0	0	0	0	0	0	0	0	0
		Grade 3 / Std 1 / AET 1	0	0	0	0	0	0	0	0	0	0
		Grade 4 Std 2	0	0	0	0	0	0	0	0	0	0
		Grade 5 / Std 3 / AET 2	0	0	0	0	0	0	0	0	0	0
		Grade 6 / Std 4	0	0	0	0	0	0	0	0	0	0
		Grade 7 / Std 5 / AET 3	3	0	0	0	1	0	0	0	3	1
		Grade 8 / Std 6	0	0	0	0	0	0	0	0	0	0
		Grade 9 / Std 7 / AET 4	2	0	0	0	2	0	0	0	2	2

Further Education and Training (FET)	2	Grade 10 / Std 8 / N1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3	Grade 11 / Std 9 / N2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4	Grade 12 / Std 10 / N3	162	1	10	85	9	0	3	6	258	18								
Higher Education and Training (HET)	5	Diplomas / Certificates	23	1	5	9	4	0	0	5	38	9								
	6	First degrees / higher diplomas	13	0	4	7	3	0	0	2	24	5								
	7	Honours / Master's degrees	3	0	0	2	1	0	0	0	5	1								
	8	Doctorates	0	0	0	0	0	0	0	0	0	0								
	TOTAL		206	2	19	103	20	0	3	13	330	36								



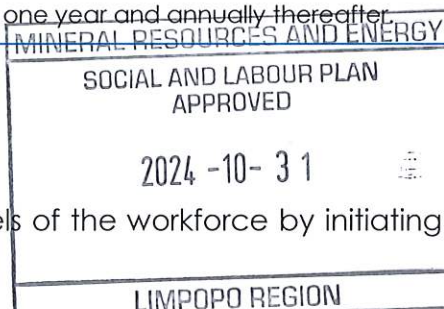
Table 5: Compliance with Skills Development Legislation

SETA Information Required	SETA Details
Name of SETA:	Volspruit undertakes to register with a relevant SETA once it commences with its mining operations.
Registration Number with relevant SETAs:	The registration number will be provided once Volspruit has successfully registered with a SETA.
Skills Development Facilitator:	A Skills Development Facilitator will be appointed in year 1 of operations and will be submitted to the Mining Qualifications Authority.
Proof of submission of Workplace Skills Plan and date of submission	The Work Skills Plan will be submitted to the Mining Qualification Authority after the mine has been operational for one year and annually thereafter.

3.3. Adult Education and Training (AET)

3.2.1. Volspruit will improve the educational levels of the workforce by initiating the AET programme as follows:

- Volspruit will implement AET programmes to equip employees with basic literacy and life skills; thereby increasing their chances of realising a sustainable livelihood.
- all courses/subjects to be offered will run from Level 1 to at least Level 4, to ensure that functional literacy is achieved. The AET programme will also be structured in such a way that it leads to improved understanding of mining terminology and procedures.
- The AET programme to be offered by Volspruit will be based on the standards set by the Mining Qualifications Authority ("**MQA**"). Level 1 will include Language Literacy and Communication; and Numeracy/Mathematical Literacy. Level 2 will continue with the subjects from Level 1 but will include at least another learning area at this level. At Level 3, learners will complete at least four learning areas. Level 4 will ensure that learners have reached the practical stage of learning and that they are able to implement the skills obtained through AET at home and in their working environment.
- Volspruit will also provide AET targets for its community. AET targets for Volspruit in the next five years, are contained in the Tables below.



The figures below are an estimation of the literacy levels and AET needs. The expectation is that there may not be any employees who require AET training. These figures will be updated and included in the WSP report after the commencement of mining.

Table 6: 2nd Generation Literacy and Numeracy - External

AET Level	Targets and Timelines					Total Budget
	2022	2023	2024	2025	2026	
AET 1	1	1	1			3
AET 2	1	1	1			3
AET 3	1	1	1	1		4
AET 4	1	1				4
Total Number	4	4	3	2	1	14
Budget	R98 000	R98 000	R49 000	R98 000	R98 000	R441 000

3.4. Learnerships

- 3.4.1. The purpose of the learnerships is to equip community members with skills to obtain a trade certificate and assist them in undertaking their responsibilities more efficiently, which may allow their progression into other positions at Volspruit, where a need exists. Volspruit will offer external learnerships in disciplines that are relevant to its operation and develop its community members so that they become skilled in respect of the operation.
- 3.4.2. The purpose of the 18.2 learnerships programme is to focus on skills development to equip unemployed youth with transferable skills to enter the labour market. Effort will be made to ensure an 80/20 ratio in respect of HDSA participation in the learnerships programme, with emphasis being placed on recruiting women into the engineering learnerships.
- 3.4.3. The specific Learnership programmes offered have been informed by both the skills requirements of the Mine (in line with the WSP, Hard-to-Fill Vacancies and the business plan) as well as the forecasted skills scarcity within the mining

industry over the next five (5) years (as per the MQA's Sector Skills Audit). Appropriate section 102 for internal 18.1 learnerships will be filed once a decision to proceed with recruitment has been made .

3.4.4. The table below illustrate the implementation plan for the External Learnership Programmes at Volspruit.

Table 7: 2nd Generation Learnerships Targets – External (18.2)

Learnership Programme	2022	2023	2024	2025	2026	Total Budget
Electrical	1					1
Boilermaker		1				1
Turning and Fitting			1			1
Diesel Mechanical					1	1
Total Number	1	1 +(1 con't)	1+(2 con't)	1+(2 con't)	1 +2 (con't)	5
Budget	R191 000	R191 000	R369 200	R491 200	R361 200	R1 603 600

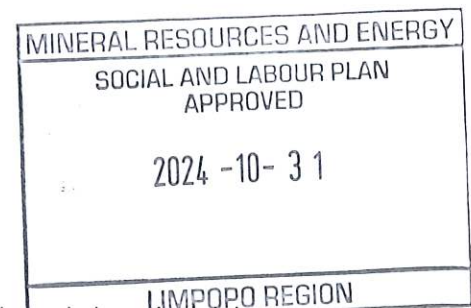
3.5. External Core Business and Portable Skills Training

3.5.1. The contractor shall develop a Skills Development Plan which offers its employees the opportunity to acquire the necessary skills and competencies to successfully implement their employment responsibilities, either via on-the-job training or formal accredited training. These programmes should also be designed to equip employees with the required capacity and skills to progress to higher levels of employment within their respective organizations.

3.5.2. Skills development will need to be planned on an annual basis and documented in the form of the Workplace Skills Plan ("WSP") as required by the MQA. The WSP will be compiled in consultation with all relevant interested stakeholders. The **planning** and training of skills for individuals will be based on the following factors:

- requirements for the relevant job (as per job description);
- health, safety and legal requirements.

- candidates' capabilities;
- employment equity requirements; and
- individual development.



3.5.3. All legal and **safety** training requirements will be determined by company policy, e.g. renewal of licenses to drive heavy earthmoving machinery or first aid certification. This will also be included in the WSP.

3.5.4. **Portable Skills Training**

3.5.4.1. Portable skills programmes equip mine (contractor) employees and unemployed members from the local host communities with skills that promote their absorption into alternative sectors of the economy outside the mining sector (i.e. skills in other economic sectors, independent of mining). Extensive research and stakeholder consultation will be undertaken by Volspruit to identify key skills development opportunities, which will enable the beneficiaries to take advantage of opportunities arising due to the implementation of the regional economic development plan. The table below outlines the targeted opportunities and budget for this SLP.

3.5.5. **Core Business Training**

3.5.5.1. In terms of core business training, Skills Development Programmes offer employees the opportunity to acquire the necessary skills and competencies to successfully implement their employment responsibilities, either via on-the-job training or formal accredited training. These programmes are also designed to equip employees with the required capacity and skills to progress to higher levels of employment within SNP, in line with mentorship programmes and HDSA participation (employment equity).

2.1.1.1. These programmes are also designed to equip employees with the required capacity and skills to progress to higher levels of employment within SNP, in line with mentorship programmes and HDSA participation (employment equity). Currently Volspruit is not in operation and does not have employees

on site, once the mining activities commences Volspruit will ensure that these programmes are implemented.

Table 8: External Portable Skills Training

Fields of Training	Targets and Timelines					
	2022	2023	2024	2025	2026	Total Budget
Computer Skills	1					1
Carpentry		1				1
Bricklaying			1			1
Welding				1		1
Plumbing					1	1
Tiling and Plastering					1	1
Total Number	1	1	1	1	2	6
Budget	R40 000	R40 000	R80 000	R40 000	R40 000	R240 000

3.6. Hard to Fill Vacancies

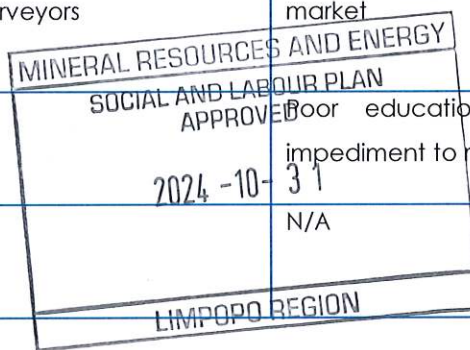
3.6.1. The mine will be in a position to complete and submit Form R which will reflect the required hard to fill vacancies after 18 months from the commencement of mining operations. An assessment of scarce skills will be undertaken during year 1 and special recruitment processes will be undertaken to fill these positions. The hard to fill vacancies will be used to inform the Bursary, Scholarships and Mentorship plans.

3.6.2. The Table below presents the Hard to Fill Vacancies (Form R) at Volspruit due to various reasons as detailed below. This reflects the anticipated and projected skills shortages which will likely be amended once the recruitment of the initial phase of employees is complete.

Table 9: Hard-to-fill Vacancies

Occupational level	Job title or vacancy	Main reason for inability to fill the vacancy

Top Management	Plant Manager Plant Engineer	Qualified and experienced people in the local area are scarce
Senior Management	Mine Geologist	Qualified and experienced people in the local area are scarce
Professionally qualified and experienced specialist and mid management	Accountants Engineering Foremen Plant Metallurgical Superintendent Plant Metallurgist	Qualified personnel do not wish to relocate to rural towns
Skilled technical and academically qualified workers, junior management, supervisors	Mining technicians, Engineering Artisans, Surveyors	There is a skills shortage in the national market
Semi-skilled and discretionary decision making	N/A	Poor education levels could be an impediment to recruitment
Unskilled and defined decision making	N/A	N/A



3.7. Career Progression Plan

3.7.1. Career progression planning is the process that plans and shapes the progression of individuals within Volspruit in accordance with the mine's needs and objectives, employees' potential and their aspirations. Volspruit's HRDP becomes a mechanism for developing employees' capabilities to progress either to a different post within the same level, or into a higher position.

3.7.2. Volspruit recognises that it is necessary to provide employees with the opportunity to develop within their respective disciplines according to their individual ambitions. This approach fosters continued motivation, and in turn creates stable and competent employees. Progression into upper levels will be determined by performance, aptitude and enthusiasm, as well as the availability of career opportunities within a given occupation. Career progression of the employees will be determined by taking the following criteria into consideration:

- level of education / qualification;
- experience;
- job competencies; and

- approval by line management where service is provided.

3.7.3. A comprehensive career progression plan cannot be completed at this stage as Volspruit currently does not have any employees. This information will be made available to the DMRE once recruitment has been completed during the first year of the mine commencing operations.

3.7.4. The table below presents Volspruit's commitment to develop a Career Progression Plan.

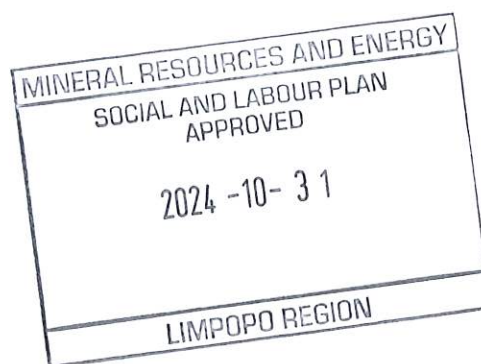
3.7.5. A full Career Progression Plan, including individual career paths and profiles of each employee in service, will be compiled and appended to the SLP by the end of first year following Volspruit's commencement with mining operations.



Table 10: Commitment to Career Progression Plan

Programme Description: The Career Progression Action Plan directs the progression of individuals within the Mine, in accordance with the Mine's needs and objectives, employees' potential and their preferences. The objective of compiling career paths is to ensure that the selected employees advance (with some being fast-tracked) into specialist and leadership positions in line with the requirements of the Broad-Based Socio-Economic Empowerment Charter, and other strategic objectives.		
Person accountable for the overall Career Progression: HR Manager	Person Responsible	Timeframe
1. Talent pool and PDP development - Communicate generic career paths and job profiles to all employees. - Communicating the benefits and available career development opportunities to employees in line with the strategic objectives of Volspruit. - Review the current talent pool candidates and identify promising employees - Earmark high-fliers (specifically HDSA's and women) - Develop fast-tracking plans for succession of talent pool candidates - Link talent pool and fast-track plans to hard-to-fill vacancies and leadership positions	Transformation Superintendent	2024 -10- 31
2. Review and update Career Plans Annually - Assess the effectiveness of the fast-tracking plans for those HDSA employees (in talent pool) identified as having significant potential to progress to higher skilled and managerial roles within a short timeframe - Amend the individual development plans as required - Identify new candidates (including new employees over the past 12 months) for the talent pool - Assess and refine the Career Progression paths for key roles (not only HDSAs), taking the latest business strategies into consideration	Transformation Superintendent	
3. Deliver support programmes for the Annual Career Development Programme Align the AET, skills development, learnership, mentorship and performance management plans to support the career progression of employees at the Mine.	Transformation Superintendent	

b. Continue to provide training and career advice to employees that have not been identified to have potential for further development, or who are not interested in further development c. Implement the aligned plans to support career progression paths and Individual Development Plans of employees.		
4. Report, review and revise the Annual Career Development Programme a. Compile SLP compliance report of progress and achievements, and submit to the DMRE b. Evaluate implementation against targets for current year. Identify critical success factors and lessons learnt from current year c. Revise the action plan for the following year, incorporating recommendations	Transformation Superintendent	



3.8. Mentorship Plan

- 3.8.1. Mentorship is a key process and tool used to support and encourage employee development, HRD planning, performance management and employment equity. It is a formal relationship between a mentor and a mentee and is established to enhance the mentee's career by building skills and knowledge. A mentorship programme is a process to foster a continuous mentorship relationship between the mentor and the mentee. The objective is to ensure that the maximum potential of the mentee is realised for the mutual benefit of the mentee, mentor and the mine.
- 3.8.2. Internal mentorship refers to "in-house" mentorship, whereby lower-level employees are paired with higher level employees, in order to enhance the skills of the lower-level employee through sharing of experience. External mentorship refers to the coaching of Volspruit BEE partners, with specific focus on the communities that will have an interest in the Company.
- 3.8.3. The Volspruit Mentorship Plan will represent a carefully planned and professional intervention to facilitate a larger initiative to support skills development and employment equity within the operation. Volspruit believes that newly appointed and/or promoted employees should be assisted to their reach full potential in the shortest possible time. Mentorship, therefore, is part of this developmental process and can take the form of either formal or informal mentorship.
- 3.8.4. The tables below present Volspruit's Implementation plan and its mentorship targets, respectively. A full Mentorship Plan containing details regarding to targets, actions, and resources specifically required, for the operation specifically will be compiled and appended to this SLP by the end of the first year following commencement of the mining operations.

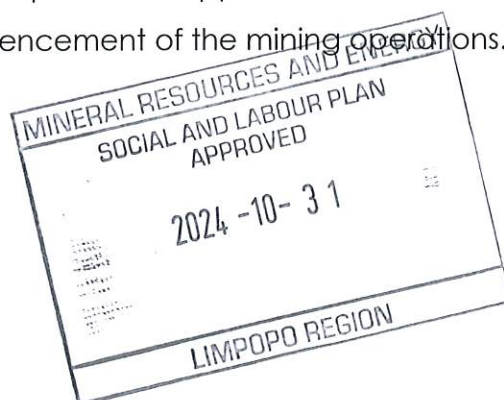


Table 11: Commitment to Mentoring Plan Undertaking

Description: The Mentorship Programme aims to establish formal relationships between mentors and mentees, with the purpose of enhancing the mentees' career.		
Person accountable for the overall Mentorship Programme: Manager HR	Person Responsible	Timeframe
1. Plan Annual Mentorship Programme a. Plan annual mentorship activities. b. Assign mentors to "high-flyers" from the talent pool of employees, as identified in the career progression programme. Match mentor with mentee.	Transformation Superintendent	Ongoing
2. Deliver annual Mentorship Programme a. Develop a measurement system to measure the effectiveness (deliverables) of the mentoring process. b. Monitor progress and keep record of mentee-mentor engagements. c. Provide evidence that the required mentorship activities took place	Transformation Superintendent	
3. Report, review and revise Mentorship Programme annually a. Compile SLP compliance report of progress and achievements and submit it to the DMRE. b. Evaluate implementation against targets for the current year. Identify critical success factors and lessons learnt from current year. c. Review and revise mentorship policies and procedures to align with most recent company strategy. d. Revise the action plan for the following year, incorporating recommendations	Transformation Superintendent	

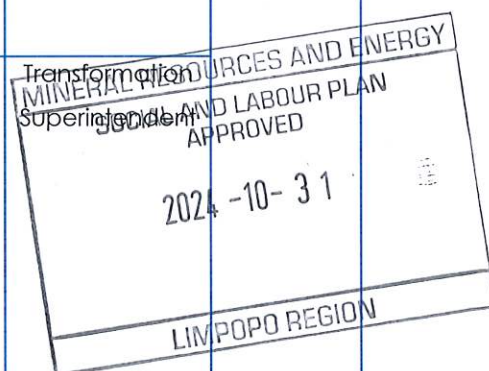


Table 12: Mentorship Targets

Mentoring Programmes	Number of Employees and Non - Employees in Mentorship Programmes					
	Career Deliverables	Duration	HDSA	Non-HDSA	Male	Female
Mining	TBA					
Engineering	TBA		1		1	
Administration	TBA		1			1
Technical Services	TBA		1		1	
Engineering	TBA		1		1	
Total	TBA		4		3	1

3.9. Bursary and Internship Plan

- 3.9.1. Volspruit is aware of the need not only to assist its own employees with development opportunities, but also to provide opportunities to members of the local community and surrounding areas to access tertiary education opportunities (through bursaries) and experiential work opportunities (through internships). Volspruit's bursary and internship plan is also intended to develop individuals with the skills which are required by the operation. Apart from the skilled and qualified employees which the operation requires, Volspruit is also aware of the need to develop qualified individuals from communities, which are affected by the operation, in other sectors of the economy. In accordance with the Portable Skills Programme, Volspruit will equip its employees and members of its community with skills which are transferrable to other sectors of the economy upon downscaling or closure of the operation.
- 3.9.2. Volspruit will provide bursaries to qualifying learners to pursue tertiary education courses across various fields of study. Bursary opportunities will be open to Volspruit's employees and their dependents. The courses will be provided through registered South African Universities or Universities of Technology. Bursaries will be awarded to candidates based on professional qualifications and skills that are required from time to time within the Volspruit business.
- 3.9.3. At this stage, Volspruit will not be implementing internships programmes as there is no active mining operations and there are no employees on site. Table 12 below represent the targets set for various external bursary enrolments for this SLP period.

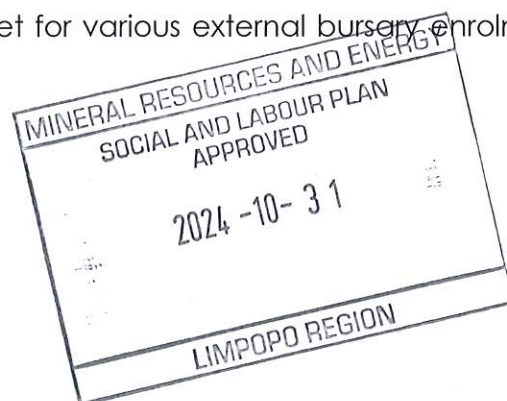
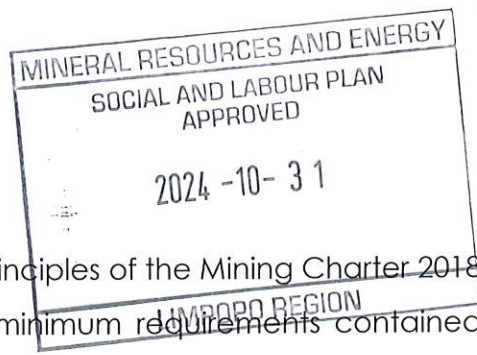


Table 13: External Bursary Programme

Bursary Programme	2022		2023			2024			2025			2026			Total Budget
	Current Candidates	New Target Enrolment	New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	
Mining															
Engineering															
Administration and Finance						2				2			2		
Technical services									1				1		
Other		1		1			1		1	1			1		
Total number		1	0	1		2	1		2	3		0	4		5
Budget	R0	R140 000	R 350 000			R350 000			R350 000			R350 000			R1 540 000

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3.10. Employment Equity Plan

3.10.1. Volspruit commits to fully subscribe to the principles of the Mining Charter 2018 and will strive to achieve more than the minimum requirements contained therein. Volspruit believes that Employment Equity is an integral part of building an effective and representative workforce and to ensuring equality for all employees.

3.10.2. Volspruit will, through a skills assessment and performance management process, identify a pool of individuals who have the potential to be trained or equipped with skills that will service the needs of the operation. This talent pool will be provided with sufficient capacity and training to serve the operation and its skills requirement, with a focus on increasing the participation of HDSAs and women in the mining industry.

3.10.3. Volspruit will also utilise its Senior Leadership Team to identify and mentor the talent pool of employees at supervisory and management levels. Volspruit will maintain focus on the identified talent pool by implementing measures to fast track the development of those employees.

3.9.4.1. Participation of Historically Disadvantaged South Africans

3.9.4.2. Volspruit undertakes to appoint suitable candidates preferably from the local community, to ensure compliance with the regulatory targets relating to HDSA's. Table 14 below (which is in prescribed Form S) represents Volspruit's projected diversity figures. It is anticipated that minor amendments will be made to this Form when Volspruit's staff complement has been recruited. Volspruit will submit an updated Form S to the DMRE at the end of the first year following commencement of the operation, reflecting its actual employment equity statistics.

3.9.4.3. Volspruit undertakes to comply with the targets prescribed by the Mining Charter 2018 relating to female representation in the mining industry, through the implementation of the Employment Equity Plan. The formulation and implementation of the Employment Equity Plan incorporates and defines specific measures for the participation of women into core mining and management positions. Apart from the HDSA targets, Table 15 also

represents the intended target relating to the participation of women at the operation for this SLP period.

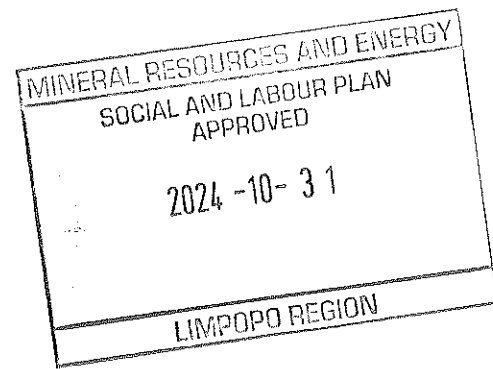


Table 14: Diversity Information (Form S)

Levels	Male				Female				Grand Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Executive Management (Board)				1					1
Senior Management (Exco)	3			2	1			2	8
Middle Management	12		2	10	3			5	32
Junior Management	37		6	20	3		1	6	73
Core & critical Skills	155	2	11	70	13		2		253
Total:	207	2	19	103	20	0	3	13	367



Table 15: Progressive EE Targets

Levels	New Mining Charter 2018 Targets				Target 2022		Target 2023		Target 2024		Target 2025		Target 2026	
	HDSA Target	HDSA Actual	Female Target	Female Actual	HDSA Target	Female Target	HDSA Target	Female Target	HDSA Target	Female Target	HDSA Target	Female Target	HDSA Target	Female Target
Executive Management	50%		20%		50%	20%	50%	20%	50%	20%	50%	20%	50%	20%
Senior Management	60%		25%		60%	25%	60%	25%	60%	25%	60%	25%	60%	25%
Middle Management	60%		25%		60%	25%	60%	25%	60%	25%	60%	25%	60%	25%
Junior Management	70%		30%		70%	30%	70%	30%	70%	30%	70%	30%	70%	30%
Core & Critical Skills	60%		20%		60%	25%	60%	25%	60%	25%	60%	25%	60%	25%

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4. SECTION 3: MINE COMMUNITY DEVELOPMENT PROGRAMMES

- 4.1. The primary objective of mine community development is to meaningfully contribute towards community development, both in terms size and impact and in keeping with the principles of social license to operate.
- 4.2. Local Economic Development ("LED") Projects are aimed at promoting poverty eradication and community upliftment within the area where the mining operation is situated, as well as in areas where most employees are resident.
- 4.3. LED Projects are identified in consultation with the relevant local municipalities and are usually developed to support the Integrated Development Plans ("IDPs") which are implemented from time to time by the local municipalities where the host communities and labour sending areas are situated. Volspruit is situated within the Limpopo Province, in the Waterberg District Municipality under the Mogalakwena Local Municipality ("the Municipality"). Social and Economic Background Information is as follows;
- 4.4. The below tables reflect:
 - the social and economic background of the area as represented in the 2018/2019 IDP for the Mogalakwena Local Municipality; and
 - the communities' needs which have been identified.

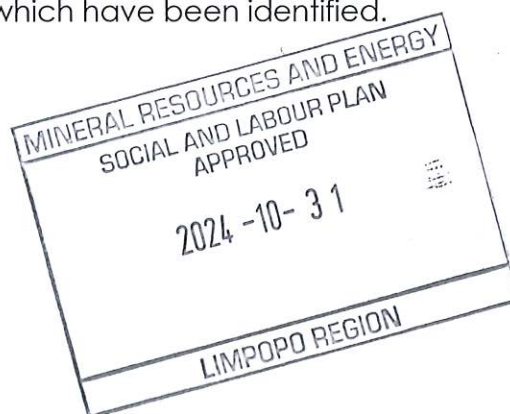


Table 16: Social and Economic Background Information

Demographics and Population Profile	According to Census 2011, Mogalakwena Municipality contains over 45% of the Waterberg district's population with a total population of 307 682 individuals and 79 396 households. African people represent the are in majority (295 796) of the population and constitute approximately 96% of the total Mogalakwena municipality population. The white population is 9274, coloured population is 403 and the Indian/Asian population is 1646. Just over 53% of the population are females. The population growth rate was estimated at 0.31% in 2011. Of the 307 682 residents in Mogalakwena Local Municipality, 96,1% are black African, 3% are white, and the other population groups makeup the remaining 0,9%. Of those aged 20 years and above, 18,2% completed/have some primary education, 35,6% have secondary education, 21,7% have completed matric, 8,5% have some form of higher education, and 16% have no form of schooling. According to Census 2011, there are 17 525 households of which 42,3% have access to piped water in the yard, while only 20,2% of households have access to piped water in their dwelling which is the lowest figure in the Waterberg District Municipality. According to Census 2011, of the 78 647 economically active (employed or unemployed but looking for work) people in the district, 40,2% are unemployed. The unemployment rate of Mogalakwena is almost double that of the other municipalities in the district. This could be attributed to a reduction in mining activities in recent years. Of the 39 515 economically active youth (15-35 years) in the area, 51,7% are unemployed, which is also the highest in the district. Agricultural activities include farming of cattle, poultry, game and citrus. Mining activities in the area include platinum, clay (for bricks), granite, limestone, fluorspar, tin, and coal.
Education Levels	According to Census 2011, over the years there has been a steady decline in the number of persons who have not received an education. The percentage of persons with no schooling have decreased from 15% in 2001 to 9% in 2011, whilst those with education higher than grade 12 has increased from 3% in 2001 to 5% in 2011. Most of the individuals without schooling were females but even so their numbers have decreased from 18% to 11% in 2011. There is also a good trend of more females attaining higher education.
Unemployment	According to Census 2011, of the 78 647 economically active (employed or unemployed but looking for work) people in the district, 40, 2% are unemployed. The unemployment rate of Mogalakwena is almost double that of the other municipalities in the district. This could be attributed to a reduction in mining activities in recent years.
Income Categories	In order to determine the population's living standards as well as their ability to pay for basic services such as water and sanitation, the income levels of the population are analysed and compared to the income levels of Limpopo. General education levels are low, as income earned by low-skilled laborers is lower than income earned by highly skilled workers. Since education levels are low, income earned is concentrated in the lower brackets, which suggests that the general population is poor. In addition, this shows that there is a tremendous amount of people who have no income and hence, that poverty is a major problem in the municipal area.

Table 17: Needs of the area in order of priority

General	Specific	Type of need	Municipality
Access to water	Construction	Infrastructure	Mogalakwena
Access to sanitation	Construction	Infrastructure	Mogalakwena
Access to electricity	Construction	Infrastructure	Mogalakwena
Access / deterioration to municipal roads	Construction	Infrastructure	Mogalakwena / Limpopo Roads Agency

4.5. Key Economic Activities

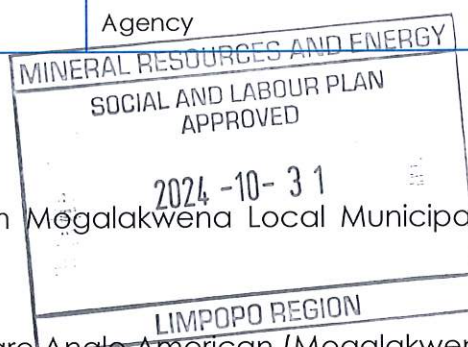
4.5.1. The key major economic activities within Mogalakwena Local Municipality includes Mining, Agriculture and Retail.

4.5.2. Other mining companies within the area are Anglo American (Mogalakwena) Ivanplats (Pty) Ltd, Red Granite (Pty) Ltd, Bestaf (Pty) Ltd and Royal Granite (Pty) Ltd.

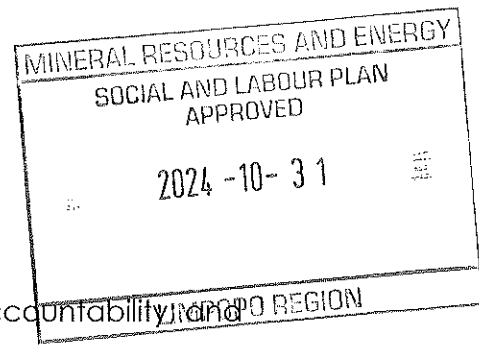
4.6. Infrastructure Development, Poverty Eradication and Welfare Creation Projects, Regulation 46 (c) (iii):

4.6.1. The National Development Plan ("NDP") aims to eliminate poverty and reduce inequality by 2030. The NDP states that South Africa has the potential and capacity to eliminate poverty and reduce inequality over the next two decades. This requires a new approach – one that moves away from a passive population which receives services from the State to a system which includes the socially and economically excluded, so that individuals are active champions of their own development, and where government works effectively to develop the capabilities of individuals to lead the lives they desire. The achievement of this vision is based on the following priorities:

- creating jobs and livelihoods;
- expanding infrastructure;
- transitioning to a low-carbon economy;



- transforming urban and rural spaces;
- improving education and training;
- providing quality health care;
- building a capable state;
- fighting corruption and enhancing accountability;
- transforming society and uniting the nation.



4.6.2. Volspruit intends aligning its LED projects to address the top priorities of the NDP. Volspruit aims to achieve this through an LED programme which encourages collaboration between local communities, government and the private sector to leverage regional resources and opportunities to ensure that projects aimed at community development has a significant economic impact on the broader area.

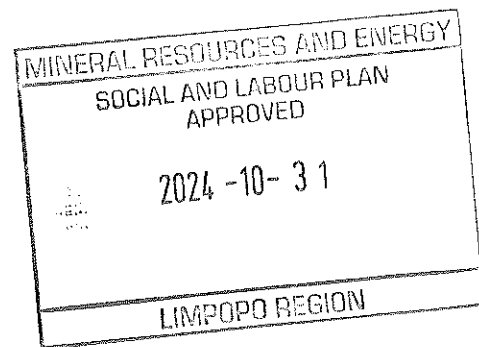
4.6.3. Throughout the life of the mine, Volspruit intends playing an ongoing role in the formulation and implementation of the IDP for the areas surrounding the operation. Volspruit will participate in local economic development through the established IDP frameworks. The LED projects will be monitored and managed on an ongoing basis to keep track of key performance indicators such as the number of jobs created; the number of beneficiaries; and the financial expenditure on the projects.

4.7. Baseline Situation

4.7.1. Detailed consultation has taken place between Volspruit and the Mogalakwena Local Municipality to understand the community development priorities of the relevant IDP. During these consultations, it was established that the most urgent need to be addressed was the water scarcity in the area. Volspruit has held various discussions and workshops with the Department of Water and Sanitation ("**DWS**") who have requested assistance in delivering water to the Mogalakwena Local Municipality, specifically the town of Mokopane. There is an urgent need to establish an alternative water supply to the town of Mokopane. The Local Municipality and the NRRTT.

4.7.2. In preparing for the design of the SLP LED Project, Volspruit has applied the following principles to its programme to ensure maximum impact, success and sustainability:

- implementation of a collaborative model through which Volspruit can leverage additional funding opportunities to develop projects that are commercially viable and have long term sustainability.
- enhancing communication between communities, funders and municipalities to align expectations and effort and maximise impact; and
- improving governance and controls of all finances and commitments.



4.8. Local Economic Development Project Project 1

Table 18: The Water Supplementation Scheme Project

Project Details	Project Name: The Water Supplementation Scheme	Project Classification: Infrastructure Development
Project Background	The Mogalakwena Municipality approached Volspruit with a request for assistance with a planned project to augment the water supply to Mokopane. Lepelle Water Association was appointed to manage the project. Volspruit Mine will assist by establishment of infrastructure to extract water from the underground aquifer and pumping infrastructure required to transfer water to an existing surface pipeline. Volspruit has already commenced with the LED Project, with detailed design and scoping of the LED Project is underway. The Mogalakwena Local Municipality is currently undertaking the water use licence application process for this project. It is confirmed that Volspruit will only be able to commence with the construction phase when the relevant licenses and/or authorisations have been obtained for the LED Project. The project scope was submitted to the Mogalakwena Local Municipality and the project has been endorsed.	
Geographic Location of the Project	District Municipality: Waterberg Local Municipality: Mogalakwena Villages: Mokopane	Project Start Date: 2022 Project End Date: 2026



4.9. HOUSING AND LIVING CONDITIONS

4.9.1. The Housing and Living Condition Standard for the Mining Industry ("**The Housing Standard**") has been promulgated to give effect to section 100(1) (a) of the MPRDA as well as sections 26(1) and (3) and 27(1) and (3) of the Constitution of the Republic of South Africa, 1996 ("**the Constitution**") and other related legislation, by requiring that adequate housing, health care services and sufficient food and water are adequately provided to mine workers. This Housing Standard was amended. The amended version, which is currently applicable was published on 11 December 2019.

4.9.2. The Housing Standard states that:

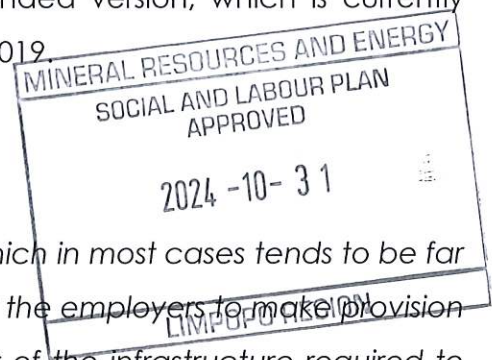
4.9.2.1. *"The location of the mining operations, which in most cases tends to be far from existing settlement, has necessitated the employers to make provision for housing as an undertaking to be part of the infrastructure required to develop the mine. In the late nineteenth century, since the birth of modern mining industry, single sex hostels have been a significant feature of the system of labour on the mines. The housing and living conditions for many workers in the minerals and mining industry were of substandard nature, adversely impacting on their health, productivity, and social well-being".*

4.9.3. Principles of Housing Conditions:

4.9.3.1. There are four principles which apply to housing conditions, which Volspruit will recognise, and implement where required, namely:

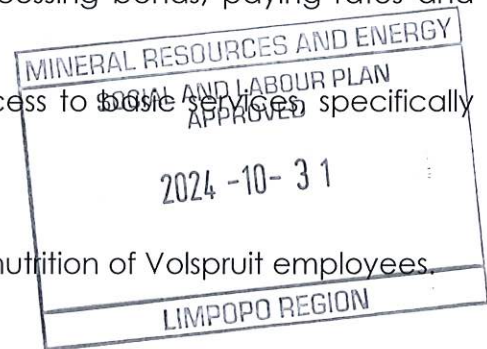
- decent and affordable housing;
- provision for home ownership allowance;
- secure tenure for mine employees;
- provision for social, physical and economic integration of human settlements.

4.9.4. Volspruit is committed to developing Housing and Living Conditions Plan ("**HLCP**") aimed at ensuring compliance with the requirements of the Mining



Charter 2018 and the revised Housing Standards. Accordingly, Volspruit undertakes to:

- establish measures for improving the standards of housing and the promotion of home-owner options for its employees;
- encourage employees to reside in housing of at least a Reconstruction and Development Programme (RDP) standard;
- provide education and awareness on where to access suitable houses, the benefits of home ownership, accessing bonds, paying rates and taxes, etc.
- establish measures for improving access to basic services, specifically health care,
- sanitation and water supply; and
- establish measures for improving the nutrition of Volspruit employees.



4.10. Health Care and Nutrition Plan

4.10.1. Regulation 46 (c) (v) requires that mines put measures in place to ensure that employees have adequate access to a well-balanced diet and meals. Volspruit will assess various measures regarding the healthcare of its employees and will implement those that yield a high impact.

4.10.2. Volspruit will engage in the following general measures regarding healthcare:

- HIV-Aids Awareness Campaign;
- establishing a voluntary Counselling and Testing ("VCT") programme for HIV-Aids;
- assisting HIV positive employees, as well as Aids patients to develop and adhere to supportive diets through an HIV-Aids programme; and
- assess the quality, cost and appropriateness of medical services available to the employees.

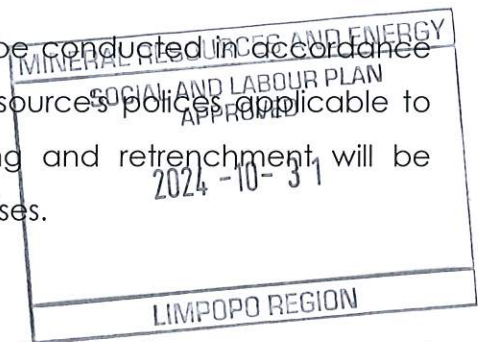
4.10.3. Volspruit commits to assessing the following general measures regarding nutrition:

- creating awareness around the importance of a balanced diet and what healthy eating is; and
- assessing the nutritional intake of employees and considering the feasibility of opening a subsidised canteen.

5. SECTION 4. DOWNSCALING AND RETRENCHMENT MANAGEMENT PROGRAMME

It is Volspruit's intention to abide by the guidelines as set out in the Labour Relations Act, 1995 (**"the LRA"**) and section 52 of the MPRDA read with Regulation 73A under the MPRD Regulations. The relevant authorities and any employees who may be affected by any future retrenchments will be notified in accordance with legislative requirements.

Negotiations regarding retrenchment packages will be conducted in accordance with applicable legislation and Volspruit's Human Resources policies applicable to retrenchment. In addition, provision for downscaling and retrenchment will be finalised in the Future Forum as and when the need arises.



5.1. Establishment of a Future Forum

5.1.1. Volspruit will establish a Future Forum within 3 months after the commencement of mining operations. This Forum will include management representatives and employee representatives and will serve to promote ongoing consultation between the employees and the employer. The following functions are envisaged for the Future Forum:

- generate awareness of the Social and Labour Plan and associated activities;
- act as a communication mechanism on mine related issues;
- identify solutions to problems and challenges which may arise or impact on operations;
- discuss issues related to retrenchment and downscaling, as well as turnaround strategies; and
- develop and implement prevention and redeployment strategies in the management of retrenchments as well as co-ordinating the notification process.

5.2. Mechanism to Save Jobs and Avoid a Decline in Employment

5.2.1. Towards the end of the life of mine, Volspruit will need to undergo measures of downscaling or retrenchment.

Volspruit will therefore develop and implement turnaround strategies and mechanisms to save jobs, prevent unemployment and avoid downscaling. This will be done through:

- seeking to prevent retrenchments from taking place, where possible;
- utilising the Future Forum to identify strategies to prolong the life of mine or avoid retrenchments and downscaling;
- consulting with the Department of Labour ("DoL"), the DMRE, and surrounding mining companies to assess any potential opportunities to mitigate the effects of retrenchment or closure;
- following the consultation process in terms of Section 52 (1) of the MPRDA; implementing the process in terms of Section 189 of the LRA;
- notification to the Minerals and Mining Development Board – the notification process to the Board in terms of Section 52 (1) (a) of the MPRDA; and
- complying with Ministerial Directive – compliance with the Minister's directive and confirming how corrective measures will be taken.

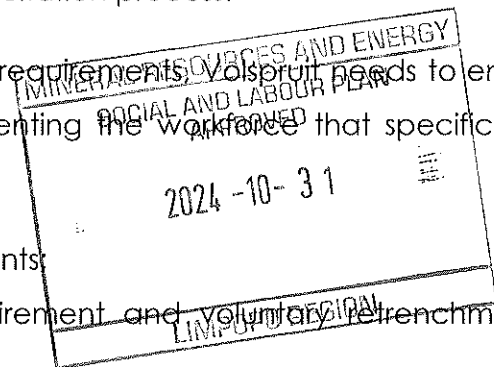
5.2.2. As mentioned above, the consultation process which is to be followed regarding saving jobs, avoiding job losses and a decline in employment will be managed by Volspruit in accordance with the provisions of Sections 189 and 189A of the LRA, as amended. In this regard the following will apply:

- the LRA prescribes a 60-day consultation process.

5.2.3. Regarding the Section 189 and 189(A) requirements, Volspruit needs to enter into an agreement with unions representing the workforce that specifically addresses the following:

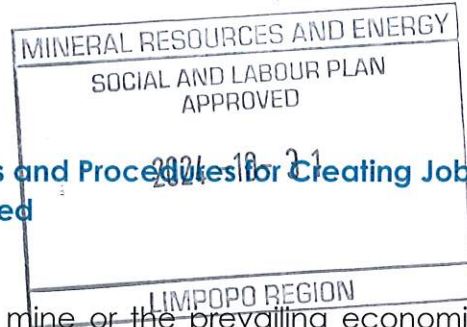
- prevention of forced retrenchments;
- voluntary separations (early retirement and voluntary retrenchment packages);
- redeployment of employees;

5.2.4. Company assistance to alleviate the negative effects of retrenchment includes: pursuing alternative employment opportunities, financial advice, counselling services; provision of entrepreneurial skills; training opportunities including re-skilling; assistance with continuing medical care; and recall of retrenched employees, if required by Volspruit.



5.2.4. The government authorities will be given notice of the timeframe for the closure or downscaling process in accordance with Section 52(1) (a) of the MPRDA. The authorities will be notified, and on-going consultations through the Future Forum structure will continue. Regular progress reports will subsequently be distributed to the necessary departments. Compliance to the Board's directive will be adhered to in order to meet the corrective measures stipulated by the Board.

5.3. Mechanisms to Provide Alternative Solutions and Procedures for Creating Job Security where Job Losses cannot be Avoided



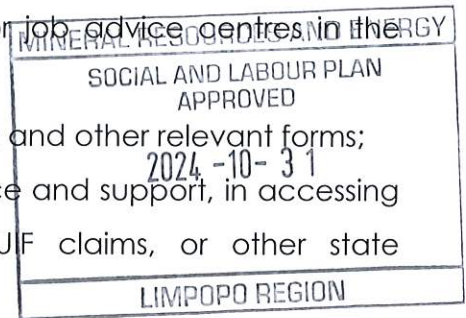
5.3.4. When Volspruit nears the end of its life of mine or the prevailing economic conditions result in force early mine closure, an appropriate retrenchment proposal will be formulated in consultation with the relevant parties and finalised 60 days before this eventuality.

5.3.5. This phase will be implemented in partnership with the DoL and CCMA and the representative unions. Affected employees will be assisted to increase their chances of re-employment through the methods referred to hereunder. During this phase, Volspruit will regularly communicate with the Future Forum to direct the retrenchment process and identify a Job Advice Centre, which will provide counselling and support to employees in locating alternative employment, e.g. through the formulating of employee CVs, interaction mechanisms with potential employers, interview strategies, etc.

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

- assistance, prior to the retrenchment date, with retraining, portable skills training and other courses to enhance further employment practices;

- assistance in accessing available and suitable jobs with other local mines or companies, such as the neighbouring mines;
- informing neighbouring mines of the retrenchment process and ascertaining any job vacancies in existence;
- assistance with accessing outplacement and/or career transition counselling from relevant consultancies or job advice centres in the community;
- assistance with completing job application and other relevant forms;
- financial planning advice, as well as advice and support, in accessing pension/provident fund pay-outs and UIF claims, or other state assistance; and
- personal counselling for individuals and groups to be able to deal with the trauma associated with retrenchment. This will be extended to both retrenched employees and those left behind.



5.4. Mechanisms to Ameliorate the Social and Economic Impact on Individuals, Regions and Economies where Retrenchment or Closure of Volspruit is Certain

5.4.4. A Social Closure Plan will be formulated 5 years before planned closure, and will consist of the following:

- undertaking a Socio-economic Baseline Survey to determine the social dynamics between Volspruit and the affected regions, the workforce and the affected local municipalities;
- predicting the likely socio-economic impact on employee households, communities and the region;
- identifying critical issues affecting the on-going sustainability of employees and communities during closure, by means of a detailed consultation process;
- identification of alternative livelihood and socio-economic development opportunities and projects, which may become sustainable over the long term;
- mitigating and managing the adverse impacts of closure; and
- providing alternative livelihood options.

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

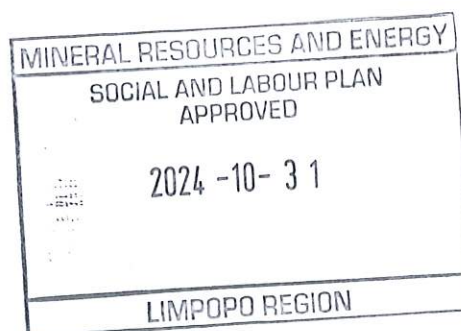
5.4.6. The primary mechanism that will be employed to promote opportunities for alternative livelihoods and employment in other sectors of the economy will be to implement Volspruit 's HRD Programme on a consistent basis throughout the life of the operation. Through the implementation of a Skills Development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

6. SECTION 5: FINANCIAL PROVISION

The following table represents a summary of the budget allocated to SLP programmes in respect of this SLP.

Table 19: SLP five-year financial provision

SLP Programme	2022	2023	2024	2025	2026	Total
Human Resource Development Programmes	R260 000	R926 120	R 860 240	R1 096 120	R682 120	R3 824 600
Local Economic Development and Infrastructure Programmes	R765 038	R678 570	R1 260 059	R2 964 501	R2 833 590	R8 501 758
Closure & Retrenchment Management	R 75 000	R 152 605	R 168 035	R 328 898	R 450 000	R 1 174 538
Total	R 1 100 038	R 1 757 295	R 8 086 425	R 1 425 018	R 1 132 120	R 13 500 896



FINANCIAL PROVISION ON HUMAN RESOURCE DEVELOPMENT PROGRAMMES (REGULATION 46 (E) (1))

Volspruit will be funding its HRD programme by means of the procedures put in place through the Skills Development Act No. 97 of 1998 and the payment of skills levies as well as the budgetary commitments made through the operating costs associated with the mine and implementation of the overall business plan.

Table 20: Summary Breakdown of Human Resources Development Budget

HRD Programmes	2022	2023	2024	2025	2026	Total SLP Budget
AET Training	R98 000	R98 000	R49 000	R98 000	R98 000	R441 000
Learnerships 18.2 (External)	R191 000	R191 000	R369 200	R491 200	R361 200	R1 603 600
Community Portable Skills Training	R40 000	R40 000	R40 000	R40 000	R80 000	R240 000
Bursaries (External)	R140 000	R350 000	R350 000	R350 000	R350 000	R1 540 000
Total	R260 000	R926 120	R 860 240	R1 096 120	R682 120	R3 824 600

Financial Provision on Local Economic Development Programmes (Regulation 46(E) (2))

The following table presents a summary of the budget for Local Economic Development

Table 21: Summary of Financial Provision on Local Economic Development Programmes

Local Economic Development Programmes	2022	2023	2024	2025	2026	Total
Local Economic Development Programmes	R765 038	R678 570	R1 260 059	R2 964 501	R2 833 590	R8 501 758
Total	R765 038	R678 570	R1 260 059	R2 964 501	R2 833 590	R8 501 758

Financial Provision for the Management of Downscaling and Retrenchment (Regulation 46 (e) (iii))

The investment in HRD Programmes and the facilitation of training during the life of Volspruit is intended to support the acquisition of skills that will ensure employability of the workforce beyond the life of the mine.

Table 22: Summary of Financial Provision on Downscaling and Retrenchment Programmes

Downscaling and Retrenchment	2022	2023	2024	2025	2026	Total
Downscaling and Retrenchment Programmes	R75 000	R152 605	R168 035	R328 898	R450 000	R1 174 538
Total	R75 000	R152 605	R168 035	R328 898	R450 000	R1 174 538



7. SECTION 6: UNDERTAKING

I, **Albert Jordaan** the undersigned and duly authorised thereto by **Volspruit Mining Company Proprietary Limited** to adhere to the information, requirements, commitments, and conditions as set out in the **Volspruit Social and Labour Plan**.

Signed at **Roodepoort** on this 13th day of **September 2024**

Signature of responsible person _____



Designation: Director

Approved

Signed at _____ on this _____ day of _____ 20

Signature _____

Designation _____

