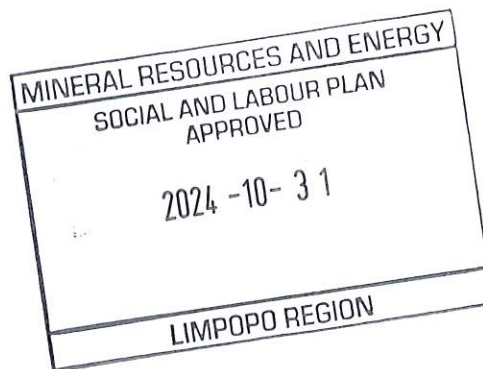


**SYLVANIA NORTHERN PLATINUM PROPRIETARY
LIMITED**

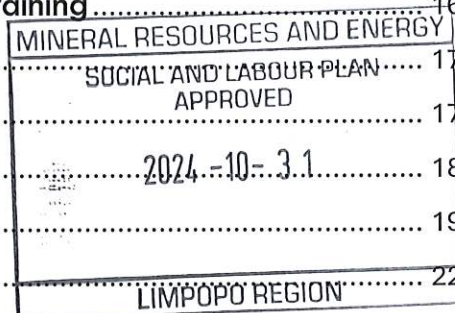
**2ND GENERATION SOCIAL AND LABOUR PLAN
2022-2026**



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

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ABBREVIATIONS

Table 1: Abbreviations

Abbreviation	Meaning
AET	Adult 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
MPRDA	Mineral and Petroleum Resource Development Act
MQA	Mining Qualifications Authority
NDP	National Development Plans
SDF	Skills Development Facilitator
SETA	Sector Education and Training Authority
SLP	Social and Labour Plan
WSP	Workplace Skills Plan

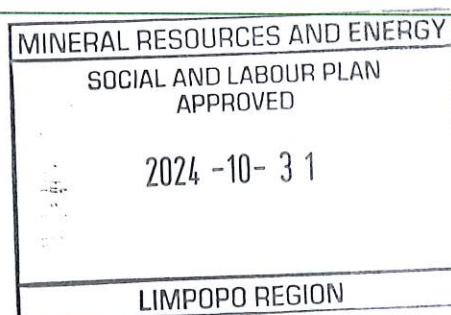
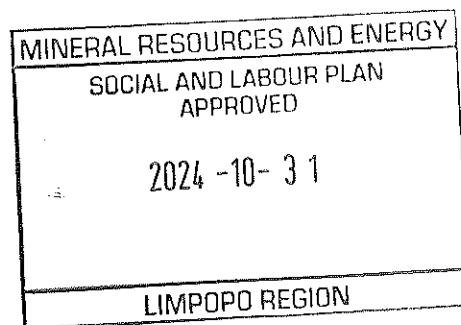


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INTRODUCTION

Pan Palladium South Africa Proprietary Limited ("**PPD**"), was granted a Mining Right in terms of the Mineral and Petroleum Resources Development Act, 2002 ("**MPRDA**") under the Department of Mineral Resources and Energy ("**DMRE**") reference numbers LP30/5/2/2/1/10109MR ("**the Mining Right**").

As part of an internal restructuring process, PPD obtained permission from the Minister of Mineral Resources and Energy ("**the Minister**") in accordance with the provisions of section 11 of the MPRDA to transfer the Mining Right to its subsidiary, Sylvania Northern Platinum Proprietary Limited ("**SNP**").

The Mining Right has been ceded and transferred in terms of a notarial deed of cession from PPD to SNP. This cession was registered at the Mineral and Petroleum Titles Registration Office on the 31st of March 2022.

The first generation Social and Labour Plan ("**SLP**"), which was approved with the granting of the SNP Mining Right, was for the period 2017 to 2021. PPD/SNP has consistently engaged with the DMRE regarding the challenges which it has experienced in commencing with its mining operations and implementing the commitments as set out in the first generation SLP. The DMRE, through this engagement, 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**").

PPD/SNP was unable to commence productive mining operations due to prevailing global economic conditions, low metal prices, and additional mandatory permitting not yet granted. SNP is currently conducting various activities in the mining right area to determine the most feasible and cost-effective method of mining, which will ensure that it can operate and mine the minerals efficiently, whilst still generating an income and being able to implement its commitments to the mine communities and the DMRE.

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

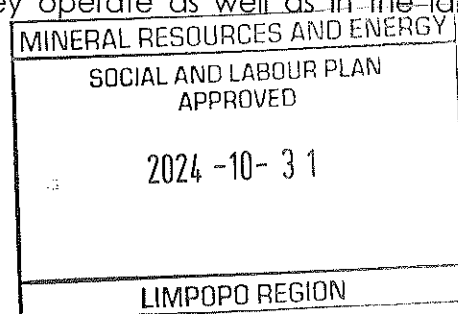
"Review of a Social and Labour Plan."-(a) A Social and Labour Plan lodged with the Regional Manager and approved by the Minister on granting the mining right must be reviewed after every five years from the date of such approval. When reviewing a Social and Labour Plan, the Minister must take into account:

- 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."

SNP has collaborated and meaningfully engaged with the relevant mine communities, local municipality as well as interested and affected parties in the identification of the LED project and compilation for this second generation SLP.

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

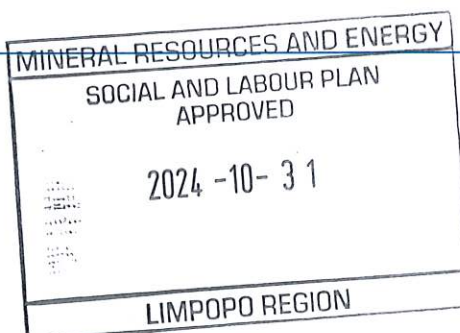
- promote employment and advance the social and economic welfare of all South Africans;
- contribute to the transformation of the mining industry; and
- ensure that holders of mining rights contribute towards the socio-economic development of the areas in which they operate as well as in the labour sending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



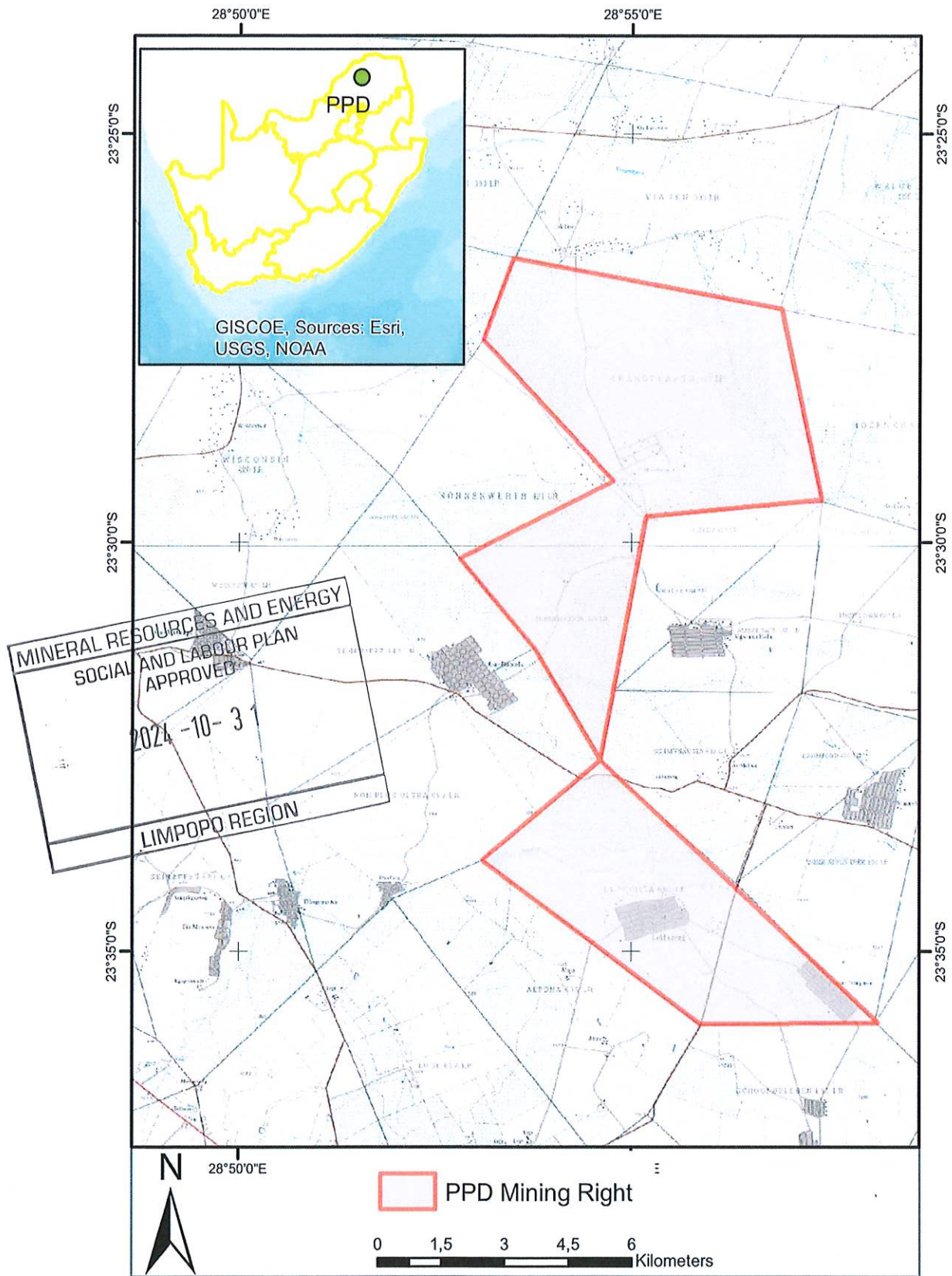
SECTION 1: PREAMBLE

Table 2: Background Information

Name of company	Sylvania Northern Platinum Proprietary Limited
Name of mine	SNP Mine
Physical address	Constantia Office Park, Cycad House, Block 17 Cnr Hendrik Potgieter Road and 14 th Avenue Weltevreden Park, Gauteng
Postal address	PO BOX 976, Florida Hills, Gauteng, 1716
Telephone number	011 673 1171
Fax number	011 673 0365
Location of mine	The project is situated on the portion 1 of farms Nonnenwerth 421LR, Kransplaats 422LR and La Pucella 693LR.
Commodity	Copper, Gold, Nickel and Platinum Group Metals
Life of mine	25 years
Financial year	30 June
Responsible person	A Jordaan
Geographic origin of employees (mine community and labour sending areas).	Limpopo Province, Capricorn/Waterberg District Municipality, Blouberg & Mogalakwena Local Municipalities.



Locality Map

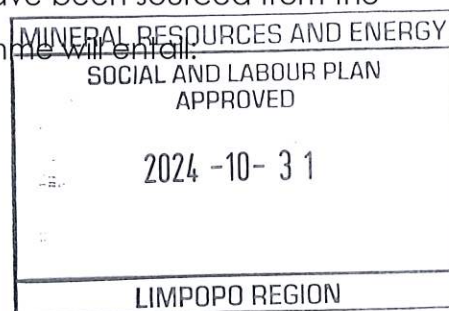


SECTION 2: HUMAN RESOURCES DEVELOPMENT PROGRAMME

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 organization. This section will outline SNP’s HRDP as required by Regulation 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 SNP Mine. This process also includes ensuring all staff, contractors, and visitors are competent to be on the mine. HRDPs will be formulated to optimize the productive potential of employees of SNP. Similarly, all mine contractors will be required to comply with the conditions of SNP’s HRDPs and shall be required to provide proof that their employees have been sourced from the mine communities and labour sending areas. 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 a legally compliant Employment Equity Plan.



Currently there are no active mining activities and there are no employees on site, SNP will offer HRD programmes to members of the host communities within which it operates. However, these HRD programmes and the associated plans will be updated and submitted to the relevant authorities and implemented within three months of the appointment of the workforce, which shall occur once income producing mining activities commence on the mine. Such plans will be submitted within the broader framework of SNP’s long-term business strategy.

SNP shall use its endeavors to comply with the Employment Equity Act and the Mining Charter, 2018 when recruiting its workforce. The personal information of the workforce will be captured on the Employee Information System and will be monitored to ensure that the purposes of the MPRDA are fulfilled. Furthermore, this information will be used where appropriate for the compilation and submission of equity plans and reports and WSPs to the relevant SETAs. 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	MINERAL RESOURCES AND ENERGY SOCIAL AND LABOUR PLAN APPROVED 2024 -10- 31 LIMPOPO REGION
Total Employees	305	100%	
Male	178	58%	
Female	127	42%	
Male HDSA	89	29%	
Female HDSA	127	42%	

2.1. Skills Development Plan

2.1.1. 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 SNP'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.

2.1.2. 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.

2.1.3. SNP 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 SNP are contained in **Form Q**.

2.1.4. 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 (which can only be done when the mine starts generating income from its operations). 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.

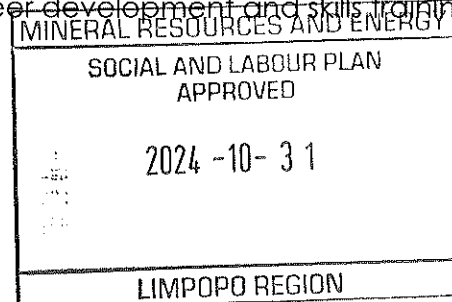
2.1.5. Skills development within SNP will be achieved through the following steps:

2.1.5.1. **Baseline employee skills/aspiration survey**

- A baseline skills and aspiration investigation of all employees will be undertaken for SNP within a month of having appointed the workforce, the results of which will be submitted to the DMRE.
- This survey will enable the collection of information regarding the characteristics of employees and their dependents as well as the identification of current skills, needs, gaps and aspirations of such employees. The study will focus on identifying potential opportunities at SNP for skills development and sustainable development initiatives.

2.1.5.2. This will be done by means of:

- conducting surveys with all employees, once appointed. 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.



2.2. Form Q: Educational Levels and Number of Employees

Table 5: Illustrate educational level and number of employees.

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
		Grade 0 / Pre									0	0
		Grade 1 / Sub A									0	0
		Grade 2 / Sub B									0	0
		Grade 3 / Std 1 / AET 1									0	0
		Grade 4 Std 2									0	0
		Grade 5 / Std 3 / AET 2									0	0
		Grade 6 / Std 4									0	0
		Grade 7 / Std 5 / AET 3									0	0
Further Education and Training (FET)	2	Grade 8 / Std 6									0	0
		Grade 9 / Std 7 / AET 4									0	0
		Grade 10 / Std 8 / N1									0	0
		Grade 11 / Std 9 / N2									0	0
Higher Education and Training (HET)	4	Grade 12 / Std 10 / N3	138	9	3		86	5	1		150	92
	5	Diplomas / Certificates	15		1		22		1	5	16	28
	6	First degrees / higher diplomas	4		1	5	4			2	10	6
	7	Honours / Master's degrees	1			1	1				2	1
	8	Doctorates									0	0
TOTAL			158	9	5	6	113	5	2	7	178	127

2.3. Adult Education and Training

2.3.1. SNP will improve the educational levels of the workforce by initiating the Adult Education and Training ("**AET**") programme within 3 months of appointing the workforce (which shall occur after the mine has commenced with income generating activities) as follows:

- SNP will assist in improving the foundations for skills development by increasing literacy rates and participation in AET. There will be minimal unskilled labour required as employees' literacy skills are expected to be above AET Level 4. SNP 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;
- SNP 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 SNP 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.

2.3.2. Estimated AET targets for SNP in the next five years, are contained in the Table 5 below. The figures below are an estimate of the literacy levels and AET needs. Currently, there is no active mining operations and there no employees on site. As such, for the five-year period of the SLP, AET Training will be provided to

external beneficiaries. These figures will be updated and included in the WSP report after the commencement of income generating mining activities.

Table 6: 2nd Generation SLP Literacy and Numeracy – External AET Training

AET Level	Targets and Timelines					
	2022	2023	2024	2025	2026	Total Budget
AET 1	0	0	0	0	0	0
AET 2		0	0	0	0	0
AET 3	3	3	3	3	0	12
AET 4	2	3	3	3	4	15
Total	5	6	6	6	4	27
Budget	R48 000	R48 000	R48 000	R48 000	R48 000	R 240 000

2.4. External Learnerships

2.4.1. The purpose of the external 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.

2.4.2. Currently the mine is not operating and there are no employees on site. For the five-year period of the SLP SNP will provide learnerships to external beneficiaries.

2.4.3. The table below illustrate the implementation plan for external Learnership Programmes SNP. The table below illustrates the implementation plan for the external Learnership Programmes at SNP.

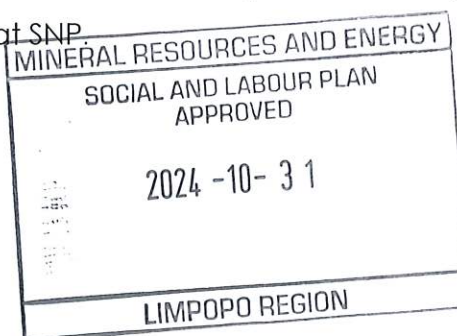


Table 7: 2nd Generation SLP Learnerships Targets – External (18.2)

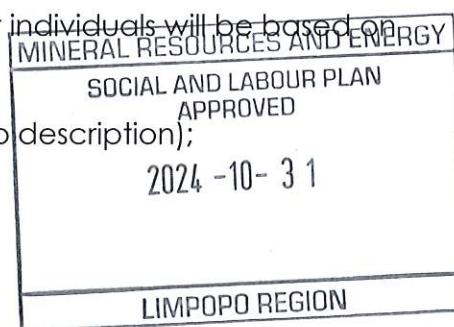
Learnership Programme	2022	2023	2024	2025	2026	Total Budget
Electrician	0	1	0	0	2	3
Mechanical	0	2	0	0	0	2
Total Number	0	3	0	0	2	5
Budget	R0	R390 000	R390 000	R390 000	R260 000	R1 430 000

2.5. External Portable Skills Training

2.5.1. 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 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.

2.5.2. 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.



2.5.3. 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.

2.5.4. Portable Skills Training

2.5.4.1. 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 SNP 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.

2.5.5. Core Business Training

2.5.5.1. 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.

2.5.5.2. 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 SNP is not in operation and does not have employees on site, once the mining activities commences SNP will ensure that these programmes are implemented.



Table 8: 2nd Generation SLP Targets for External Portable Skills

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

2.6. Hard to Fill Vacancies

2.6.1. The mine will be in a position to complete and submit **Form R** which will reflect the required hard to fill vacancies within 18 months of the commencement of income generating mining operations. An assessment of **skills** will be undertaken during year 1 of income generating activities 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.

2.6.2. The table below presents the Hard to Fill Vacancies (Form R) at SNP 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	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

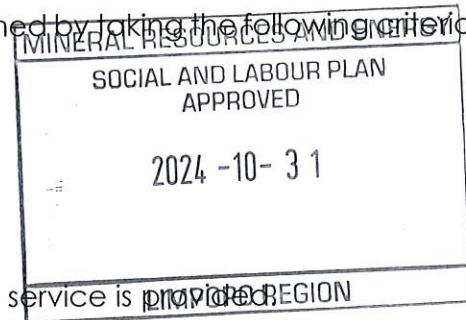
Unskilled and defined decision making	N/A	N/A
---------------------------------------	-----	-----

2.7. Career Progression Plan

2.7.1. Career progression planning is the process that plans and shapes the progression of individuals within SNP in accordance with the mine's needs and objectives, as well as the employees' potential and their aspirations. SNP'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.

2.7.2. SNP 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 to 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



2.7.3. A comprehensive career progression plan cannot be completed at this stage as SNP 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.

2.7.4. The table below presents SNP's commitment to develop a Career Progression Plan. 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 the first year following SNP's commencement of income generating 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 Mining Charter 2018, and other strategic objectives.		
Person accountable for the overall Career Progression: HR Manager		
1. Talent pool and PDP development a. Communicate generic career paths and job profiles to all employees. b. Communicating the benefits and available career development opportunities to employees in line with the strategic objectives of SNP. c. Review the current talent pool candidates and identify promising employees. d. Earmark high-fliers (specifically HDSA's and women). e. Develop fast-tracking plans for succession of talent pool candidates. f. Link talent pool and fast-track plans to hard-to-fill vacancies and leadership positions.	HR Transformation Superintendent	Timeframe
2. Review and update Career Plans Annually a. 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. b. Amend the individual development plans as required. c. Identify new candidates (including new employees over the past 12 months) for the talent pool. d. Assess and refine the Career Progression paths for key roles (not only HDSAs), taking the latest business strategies into consideration	HR Transformation Superintendent	Timeframe
3. Deliver support programmes for the Annual Career Development Programme a. Align the AET, skills development, learnership, mentorship and performance management plans to support the career progression of employees at the Mine. 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.	HR Transformation Superintendent	Timeframe

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	HR Transformation Superintendent	

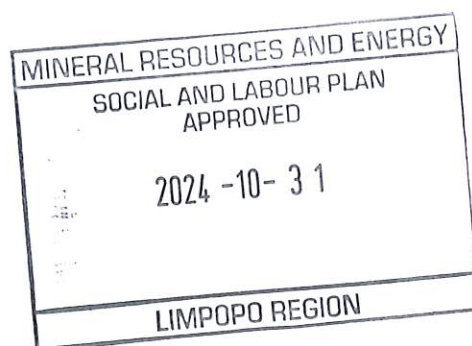


Table 11: Commitment to Mentoring Plan Undertaking

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 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	MINERAL RESOURCES AND ENERGY SOCIAL AND LABOUR PLAN APPROVED 2024 -10- 3 1
		EMPOPO REGION

Table 12: 2nd Generation SLP Mentorship Targets

Duration	Number of Employees and Non – Employees in Mentorship Programmes						
	Mentoring Programmes	Career Deliverables	Duration	HDSA	Non-HDSA	Male	Female
2022	Mining	Management	5	4	1	2	3
2023	Engineering	Management	5	3		1	2

2024	Finance and Administration	Governance and Finance	8	2	1	1	2
2025	Technical Services	Supervisors	5	6	1	4	3
2026	Geology	Specialist	4	3	1	2	2

2.9. Bursary and Internship Plan

2.9.1. SNP is aware of the need 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). SNP's bursary and internship plans are 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, SNP 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, SNP will equip its employees and members of its community with skills which are transferable to other sectors of the economy upon downscaling or closure of the operation.

2.9.2. SNP will provide bursaries to qualifying learners to pursue tertiary education courses across various fields of study. Bursary opportunities will also be open to SNP's employees and their dependents. In instances, where SNP has been unable to identify any employees who may benefit from this programme, then it shall consider candidates from the host community. 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 SNP business.

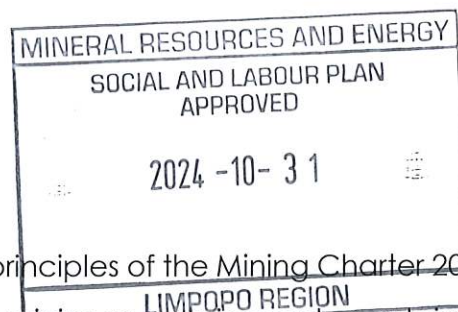
2.9.3. For this five-year period of the SLP, SNP will only provide bursaries to members of the local communities and surrounding areas. Internships will not be provided as there are no active mining activities taking place and there are no employees on site. Table 12 below represents the targets set for various external bursary enrolments for this SLP period.



Table 13: 2nd Generation SLP Bursary Programme - External Targets

Bursary Programme	2022	2023			2024			2025			2026			Total Budget
	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	-	1	-	-	-	1	-	-	1	-	-	1	-	1
Engineering	-	1	-	-	-	1	-	-	1	-	-	1	-	1
Geology	-	1	-	-	-	1	-	-	1	-	-	1	-	1
Other	-	2	-	-	-	2	-	-	2	-	-	-	-	2
Total number	-	5	0	0	-	5	0	0	5	0	0	3	-	5
Budget	R0	R480 300	R0	R0	R0	R480 300	R0	R0	R480 300	R0	R0	R360 300	-	R 1 801 200





2.10. Employment Equity Plan

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

2.10.2. SNP 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 requirements, with focus on increasing the participation of HDSAs and women in the mining industry.

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

2.10.3.1. Participation of HDSAs

2.10.3.1.1. SNP undertakes to appoint suitable candidates, preferably from the host community, to ensure compliance with the regulatory targets relating to HDSA's. Table 13 below (which is in prescribed Form S) represents SNP's projected diversity figures. It is anticipated that minor amendments will be made to this form when SNP's staff complement has been recruited. SNP will submit an updated Form S to the DMRE at the end of the first year following commencement of income generating operations, reflecting its actual employment equity statistics.

2.10.3.1.2. SNP 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 14 also

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

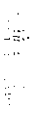
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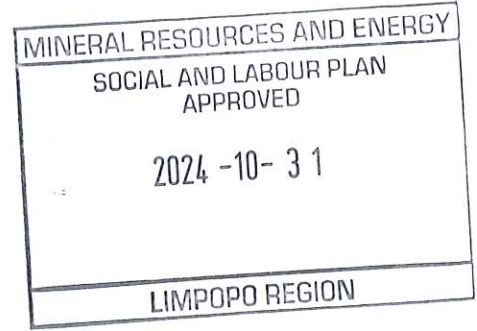
Table 14: Diversity Information (Form S)

Levels	Male				Female				Grand Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Executive Management (Board)	2			4	1				7
Senior Management (Exco)	3			4	2			2	11
Middle Management	12	3	2	10	8	1	1	6	43
Junior Management	33	5	2	12	27	3	2	10	94
Core & critical Skills	50	11	10	15	31	7	6	20	150
Total	100	19	14	45	69	11	9	38	305

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Table 15: 2nd Generation SLP Progressive Employee Equity Targets (relating to the participation of women at the operation)

Occupational levels	2018 MC Targets		Minimum progress to be achieved	2022	Minimum progress to be achieved	2023	Minimum progress to be achieved	2024	Minimum progress to be achieved	2025	Minimum progress to be achieved	2026	Minimum progress to be achieved
	HDP	Women											
Board	50%	20%	20%		20%		20%		20%		20%		20%
Executive Management	50%	20%	20%		20%		20%		20%		20%		20%
Senior Management (Exco)	60%	25%	25%		25%		25%		25%		25%		25%
Middle Management	60%	25%	25%		25%		25%		25%		25%		25%
Junior Management	70%	30%	30%		30%		30%		30%		30%		30%
Core Skills	60%		60%		60%		60%		60%		60%		60%
Employees with Disability	1.6%		1.6%		1.6%		1.6%		1.6%		1.6%		1.6%



3.4. Social and Economic Background - Mogalakwena and Blouberg Local Municipality

Table 16: Social and Economic Background Information-Mogalakwena Local Municipality

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 and 79 396 households. The Africans are in majority (295 796) 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 is females. The population growth rate is estimated at 0.31% in 2011. Of the 307 682 residents of Mogalakwena Local Municipality, 96,1% are black African, 3% are white, with the other population groups making up 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 include platinum, clay (for bricks), granite, limestone, fluorspar, tin, and coal.
Education Levels	Over the years there has been a steady decline in the number of people who have not received an education. The percentage of persons with no schooling 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 people'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 analyzed and compared to the income levels of Limpopo. In the table below distribution of the households per income group in Mogalakwena Municipality is shown. The table reiterates that 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, the table shows that there is a tremendous number of people who have no income and hence, that poverty is a major problem in the municipal area.
Geographic and Population Profile	Table 16: Social and Background Information - Blouberg Local Municipality Blouberg Local Municipality is a predominantly rural municipality situated to the north-western border of the Republic of South Africa, with Botswana and Zimbabwe. Roads R521 (P94/1 and P94/2) provide a north-south link between Blouberg and Molemole, Polokwane and Makhado municipality. To the east, the municipality is served by road R523 (D1200) that provides access to the towns such as Mogwadi, Morebeng, Duiwelskloof, Tzaneen and Lephalale. There is another important road (N11) from Mokopane to Mafikeng that passes through the municipality, which has the potential to stimulate the economy. This road network serves as key linkage, which serves as a corridor and gateway to major economic destinations (Venetia Mine, Coal of Africa and Lephalale such as Coalmines and Medupi power station). There are big rivers and tributaries that traverse the municipality with Mogalakwena being the biggest one. The Limpopo River serves as the border between the municipality and the neighboring country of Botswana. As a result, the municipality is a gateway to the neighboring countries. Farmers use the rivers mainly for agricultural purposes, but again for domestic use by communities that experience water shortages. There are various mountain ranges found within the municipality with the Blouberg Mountain being the biggest mountain. The other mountain is the Makgabeng that was declared a national heritage site because of its historical significance. The municipality is divided into three visible categories of land ownership. There is a portion of land owned by private individuals that consists mainly

of farms that are used for agricultural purposes, land owned by traditional leaders where large communities reside, live, and state land. Large parts of the municipality consist of private farms used for agricultural purposes.

Blouberg as one of the municipalities in the Capricorn district has the second lowest population after Molemole municipality. It contributes to only 13% of the district population. Polokwane municipality has the biggest population of 60% followed by Lepelle -Nkumpi municipality.

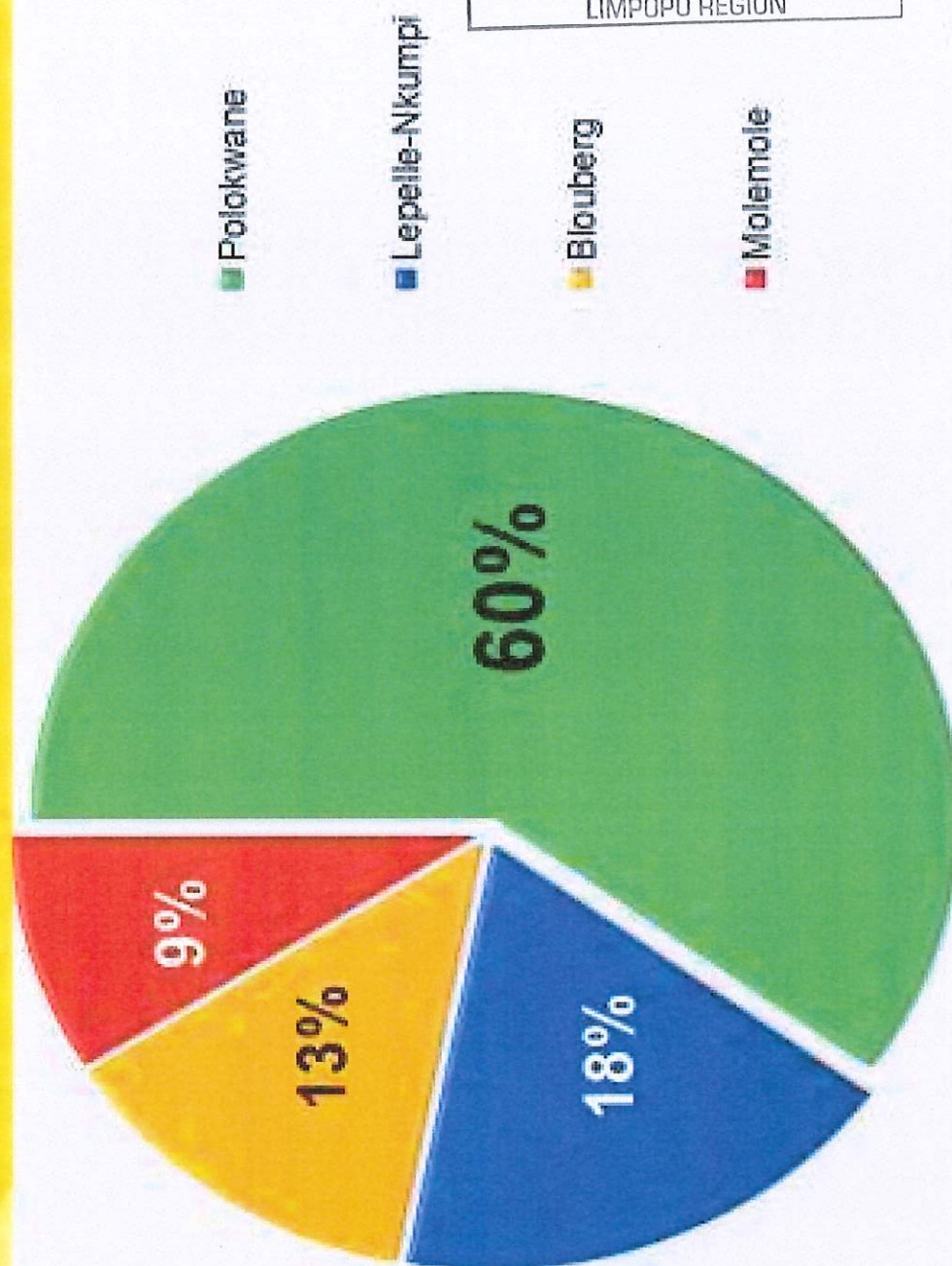
The population of Blouberg declined from 182 003 in 2000 to 176 135, before declining further to 175 753 in 2016. Of the four constituent municipalities of Capricorn District, Blouberg is the only municipality that saw a decline in its population. The amalgamation with Aganang led to an increase in the population starting from 2015 onwards (by 1.2%), but still far lesser than the population of Blouberg alone in 2000. This decline can be attributed to among other things, the low fertility rate, high mortality rate compared to birth rate or the out migration by the economically active population to the industrial centers such as Polokwane and Gauteng to seek better economic prospects.

According to Stats SA, the municipality has four national groupings that reside within its area of jurisdiction, and they are Black Africans, Coloreds, Indians and Whites. The majority is Black Africans who constitute 98% of the total population and live in the tribal areas. The female folk are dominant, and the majority is youths.

Below is the illustration of population distribution in the Capricorn District municipality as per local municipality.



Population Distribution per Local Municipality



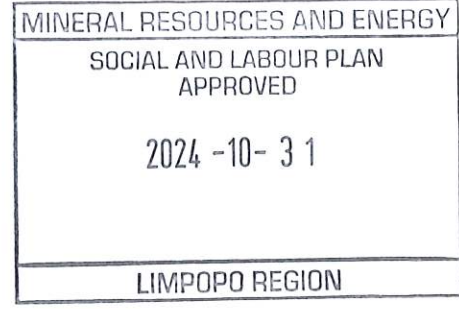
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Education Levels	Blouberg municipality has the second lowest number of people with matric and postgraduates' degrees followed by Mole mole as compared to Polokwane and Lepelle – Nkumpi municipalities. This level represents the highest level of skilled people in the population. Blouberg municipality has only 881 people in this segment compared to 13 325 people in the district. The Blouberg municipality's figure represents only 0.07% of the district percentage.
Unemployment	Limpopo employment levels, which stood at 941 000 in 2016, contribute 7% to the total national employment of 15.78 million employed people. The Capricorn district with its employment levels of 267 000 employed people in 2016 constitutes 28.4% of the provincial employment whereas Blouberg employment which comprised 13 655 of employed people in 2016 constituted 5% of the district employment. The economy of the municipality is growing by 1% annually. The municipality contributes 20% of the district GDP. The unemployment statistics stands at 24% with the youths and women mostly affected. The level of poverty is high and the number of people living under poverty line is 65 000. About 13 700 people are employed in the formal sector while about 6000 are in the informal sector. According to the graph below, the employment rate of Blouberg declined by 1% from 9178 to 9130 between 2000 and 2010 before recovering by 6.7% to 13 655 in 2016. The year-on-year decline is in line with that of the economic activities.



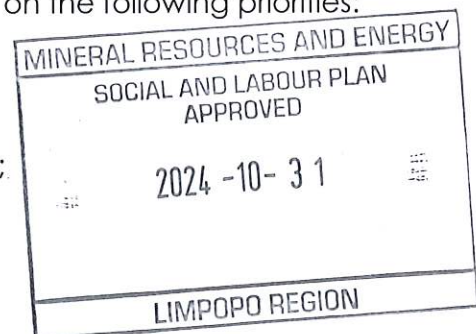
3.5. Key Economic Activities

- 3.5.1. The key major economic activities within Blouberg Local Municipality includes Mining and Agriculture.
- 3.5.2. Other mining companies within the area are Ironveld (Pty) Ltd, Waterberg JV Cuchron (Pty) Ltd and others.

3.6. Infrastructure Development, Poverty Eradication and Welfare Creation projects, Regulation 64 (c) (iii)

- 3.6.1. 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; and
- transforming society and uniting the nation.



- 3.6.2. SNP intends aligning its LED projects to address the top priorities of the NDP. SNP aims to achieve this through LED programme/s which encourage 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.

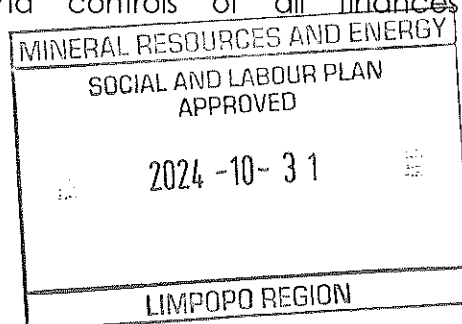
3.6.3. Throughout the life of the mine, SNP intends playing an ongoing role in the formulation and implementation of the IDP for the areas surrounding the operation. SNP will participate in local economic development through the established IDP frameworks. The LED projects will be monitored and managed 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.

3.6.4. **Baseline Situation**

3.6.4.1. Detailed consultation has taken place between SNP, the community and the Municipality to understand the community development priorities. SNP confirms that it has completed the feasibility phase of the project referred to above and is presently awaiting the necessary approvals from the Municipality. Upon the Municipality providing SNP with such approval, it shall implement the project.

3.6.4.2. In preparing for the design of the LED Project, SNP has applied the following principles to their programme to ensure maximum impact, success, and sustainability:

- implementation of a collaborative model through which SNP 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.

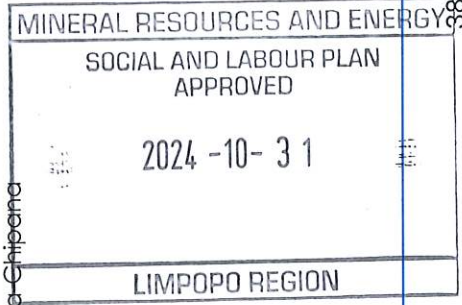


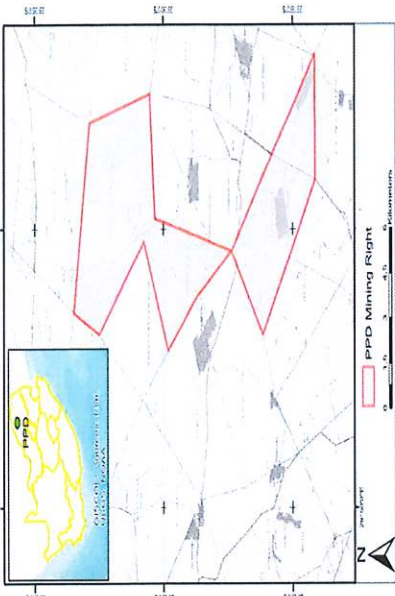
3.7. Local Economic Development Project

Project 1

Table 17: SNP Water Scheme Project Ga-Chipana

Project Details		Project Name: SNP Water Scheme Ga-Chipana		Project Classification: Infrastructure Development	
Project Background		During the consultation process for SNP 2 nd generation SLP, the community raised concerned regarding the availability and access to water the community. SNP will be implementing Water Project for the five-year period of the SLP. The project has been endorsed by the Mogalakwena Local Municipality competent water authority. This is phase 2 of the SNP water scheme project; phase 1 was completed as part of SLP 1. The aim of the project is to ensure that local communities have access to safe and quality drinking water. The project will supply water to Ga-Chipana village and other neighbouring communities. Once the project is completed it will be handed over to the local municipality for maintenance.			
Geographic Location of the Project	District Waterberg	Municipality:	Local Municipality: Blouberg and Mogalakwena	Villages: Ga-Chipana	Project Start Date: 2022 Project End Date: 2026
Project Output	Key Performance Areas Appointment of an engineering specialist (Appointment of labour from the relevant mine communities).	Key Performance Indicators ✓ Construction and handover of suitable water scheme to Waterberg District Municipality	Project Partners ✓ Local Municipality	Project Beneficiaries The following villages: Ga-Chipana	MINERAL RESOURCES AND ENERGY SOCIAL AND LABOUR PLAN APPROVED 2024 -10- 31 LIMPOPO REGION

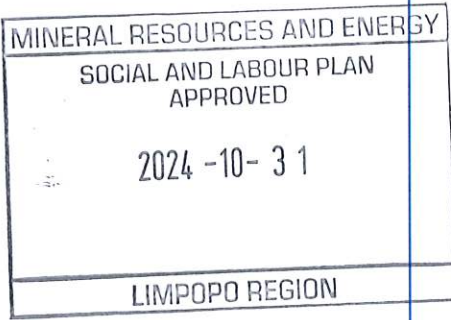


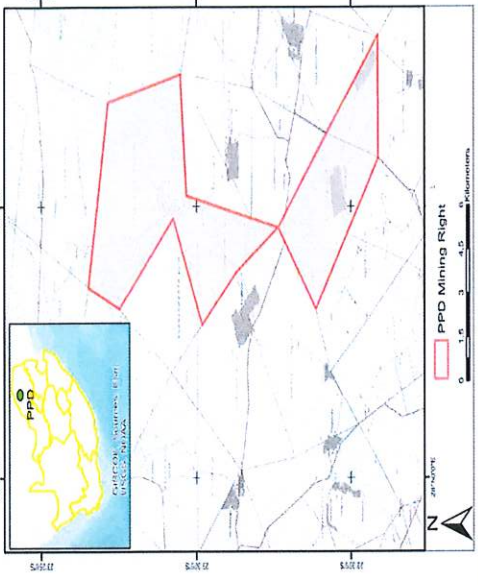
	Purchase and construction of a new piping system. Electric supply to connect to existing infrastructure or new one. Purchase and installation of a water purification plant							
Classification of jobs	Total direct number of jobs to be created:	7	Adults Male: to be determined	Adults Female: to be determined	Youth Male: to be determined	Youth Female: to be determined		
Annual Targets (KPA's & Budget)	2022		2023	2024	2025	2026	Total	
	R 861 355		R 2 000 000	R 2 000 000	R 1 500 000	R 1 500 000	R 7 861 355	
Short term Impact	Implementation of the water project by 2022.							
Medium term Impact	Ensure access to safe and drinkable water.							
Long term Impact	Long term water infrastructure.							
Project Exit Strategy	Project will be handed over to the local municipality upon completion.							

Project 2

Table 18: SNP Water Scheme Project Nonnenwerth A

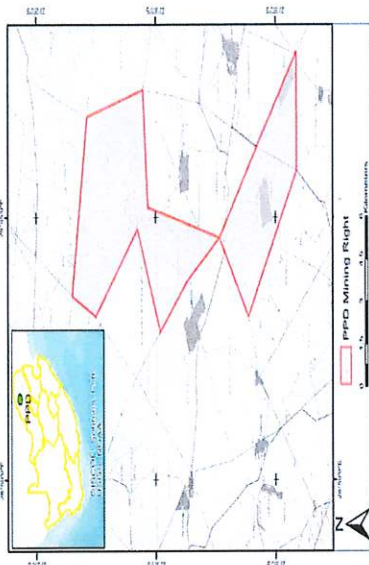
Project Details		Project Name: SNP Nonnenwerth A	Water Scheme	Project Classification: Infrastructure Development		
Project Background		During the consultation process for SNP 2 nd generation SLP, the community raised concerned regarding the availability and access to water in the community. SNP will implement Water Project for the five-year period of the SLP. The project has been endorsed by the Blouberg Local Municipality and Capricorn District Municipality as the competent water authority. This is phase 2 of the SNP water scheme project; phase 1 was completed as part of SLP 1. The aim of the project is to ensure that local communities have access to safe and quality drinking water. The project will supply water to Nonnenwerth A village and other neighbouring communities. Once the project is completed it will be handed over to the local municipality for maintenance.				
Geographic Location of the Project	District Waterberg	Municipality: Mogalakwena	Local Municipality: Blouberg and Mogalakwena	Villages: Nonnenwerth A	Project Start Date: 2022	Project End Date: 2026
Project Output	Key Performance Areas Appointment of an engineering specialist (Appointment of labour from the relevant mine communities). Purchase and construction of a new piping system.		Key Performance Indicators ✓ Construction and handover of suitable water scheme to Waterberg Municipality		Project Partners ✓ Local Municipality	Project Beneficiaries The following villages: Nonnenwerth A
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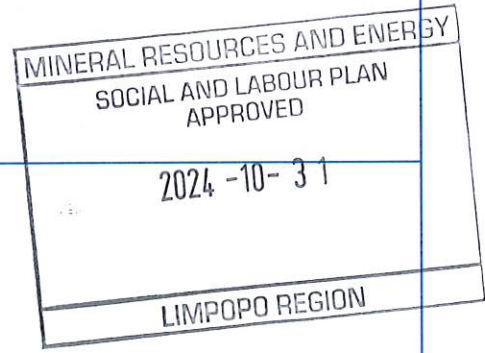


	Electric supply to connect to existing infrastructure or new one. Purchase and installation of a water purification plant.			Adults Male: to be determined	Adults Female: to be determined	Youth Male: to be determined	Youth Female: to be determined
Classification of jobs	Total direct number of jobs to be created: 7			Adults Male: to be determined	Adults Female: to be determined	Youth Male: to be determined	Youth Female: to be determined
Annual Targets (KPA's & Budget)	2022	2023	2024	2025	2026	Total	
	R 516 434	R 1 516 434		R 1 000 000	R 1 000 000		R 4 516 434
Short term Impact	Commence implementation of the water project by 2022.						
Medium term Impact	Ensure access to safe and drinkable water.						
Long term Impact	Long term water infrastructure.						
Project Exit Strategy	Project will be handed over to the local municipality upon completion.						

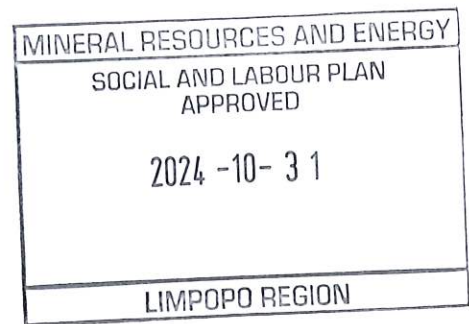
Project 3

Table 19: Fencing of Kransplaats Cemetery

Project Details		Project Name: Fence of Kransplaats Cemetery		Project Classification: Infrastructure Development	
Project Background		During consultation processes for SLP 2 with Kransplaats community members has raised concerns of vandalism at the cemetery on a regular basis. As part of SLP 2, SNP will construct a fence around Kransplaats cemetery. The project is currently not on the municipal IDP, however, the community and mining committee representing the community have endorsed the project. SNP is in consultation with the municipality to include this project in their IDP.			
Geographic Location of the Project	District Municipality: Waterberg	Local Municipality: Blouberg and Mogalakwena	Villages: Kransplaas	Project Start Date: 2022	Project End Date: 2026
Project Output	Key Performance Areas Sourcing local suppliers where possible ensuring that the local employment Onboarding of contractor to carry out the construction phase; and Complete the project ensuring quality and without incident.	Key Performance Indicators ✓ Functioning, well-constructed fence completed at the Kransplaats Cemetery	Project Partners ✓ Local Municipality	Project Beneficiaries The following villages: Kransplaats	



Classification of jobs	Total direct number of jobs to be created:	Adults Male: to be determined	Adults Female: to be determined	Youth Male: to be determined	Youth Female: to be determined
Annual Targets (KPA's & Budget)	5				
	2022	2023	2024	2025	2026
	R 120 000	R 120 000	R 120 000	R 120 000	R 600 000
Short term Impact	Commence with fencing project by 2022.				
Medium term Impact	Create safety and security of the graves.				
Long term Impact	quality fence infrastructure.				
Project Exit Strategy	Project will be handed over to the beneficiaries and local municipality upon completion.				



3.8. Housing and Living Conditions

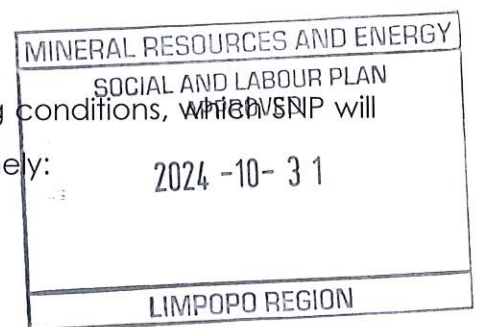
3.8.1. On 11 December 2019, The Housing and Living Condition Standard for the Minerals Industry, 2019 ("The Housing Standard") was published to give effect to section 100(1)(a) of the MPRDA as well as sections 26(1) and (3) and 27(1) and (3) of the Constitution of the Republic of South Africa, 1996 ("the Constitution") and other related legislation by requiring that adequate housing, health care services, and sufficient food and water are adequately provided to mine workers.

3.8.2. The Housing Standard states that:

"The location of the mining operations which in most cases tends to be far from existing settlement has necessitated the need for mining right holders to make provision for housing as an undertaking to be part of the infrastructure required to develop a mine. In the late nineteenth century, the beginning of modern mining industry which was characterised by barracks of single sex hostels was the cornerstone of the segregation policy compromised the privacy and dignity of mine employees. The lack of proper housing and living conditions and non-adherence to nutritional diet for majority of mine employees in the mining and minerals industry were of substandard nature, adversely impacting on their social lives, health and productivity."

3.8.3. Principles of Housing Conditions:

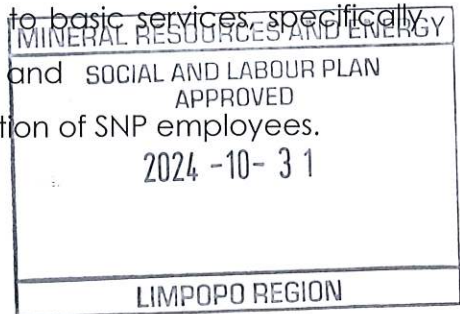
- 3.8.3.1. There are four principles which apply to housing conditions, which SNP will recognize, and implement where required, namely:
- decent and affordable housing;
 - provision for home ownership allowance;
 - secure tenure for mine employees;
 - provision for social, physical and economic integration of human settlements.



3.8.4. SNP is committed to developing a Housing and Living Conditions Plan ("HLCP") aimed at ensuring the principles outlined above are fulfilled. Accordingly, SNP 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 SNP employees.



3.9. Health Care and Nutrition Plan

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

3.9.2. SNP will engage in the following general measures regarding healthcare:

- HIV-Aids Awareness Campaigns;
- establishing a Voluntary Counselling and Testing (VCT) programme;
- 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.

3.9.3. SNP commits to assessing the following general measures regarding **nutrition**:

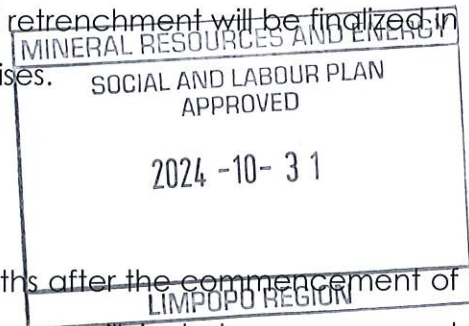
- creating awareness around the importance of a balanced diet and what healthy eating is;
- assessing the nutritional intake of employees and considering the feasibility of opening a subsidized canteen.

4. SECTION 4: DOWNSCALING AND RETRENCHMENT MANAGEMENT PROGRAMME

This section deals with downscaling of operations and retrenchments.

4.1. SNP's intention is to abide by the guidelines as set out in the Labour Relations Act, 1995, as amended ("**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 SNP's Human Resource's policies applicable to retrenchment. In addition, provisions for downscaling and retrenchment will be finalized in the Future Forum as and when the need arises.



4.2. Establishment of a Future Forum

4.2.1. SNP will establish a Future Forum within 3 months after the commencement of income generating mining activities. This Forum will include management representatives as well as 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 turn-around strategies; and
- develop and implement prevention and redeployment strategies in the management of retrenchments as well as co-ordinating the notification process.

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

4.3.1. Towards the end of the life of mine, SNP will need to undergo measures of downscaling or retrenchment. SNP 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;

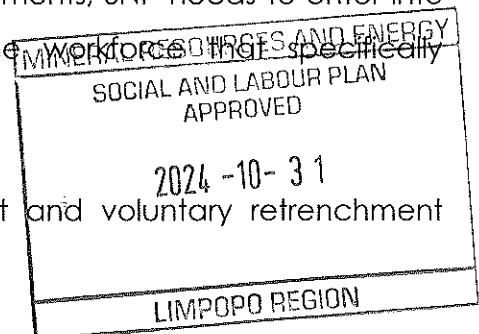
- consulting with the Department of Labour (“DoL”), the DMRE, and surrounding mining companies to assess any potential opportunities to mitigate the effects of retrenchment or closure;
- following the consultation process in terms of Section 52 (1) of the MPRDA;
- implementing the process in terms of 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.

4.3.2. 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 SNP 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.

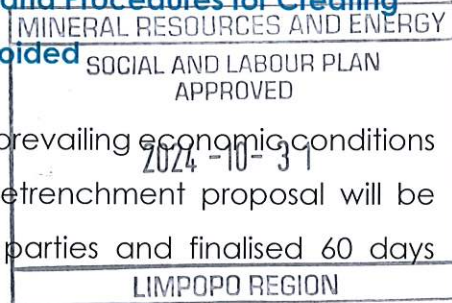
4.3.3. Regarding the Section 189 and 189(A) requirements, SNP needs to enter into an agreement with unions representing the workforce that specifically addresses the following:

- prevention of forced retrenchments;
- voluntary separations (early retirement and voluntary retrenchment packages);
- redeployment of employees;
- 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 SNP.
- 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 consultation and Social Plan through the Future Forum structure will continue. Regular progress reports will subsequently be distributed to the necessary



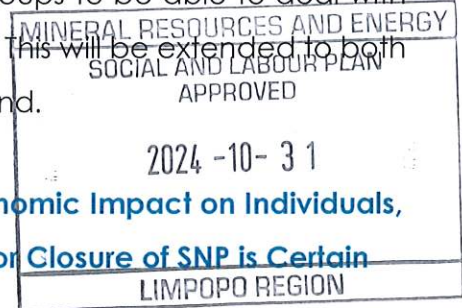
departments. Compliance with the Board's directive will be adhered to in order to meet the corrective measures stipulated by the Board.

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



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



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

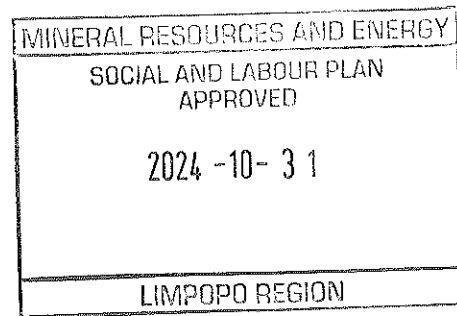
4.5.1. A Social Closure Plan will be formulated 5 years before planned closure, and will consist of the following:

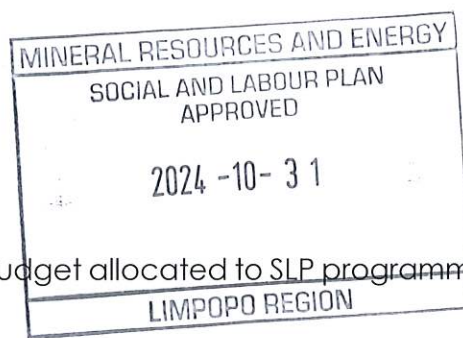
- undertaking a Socio-economic Baseline Survey to determine the social dynamics between SNP and the affected regions, the workforce and the affected local municipalities;
- predicting the likely socio-economic impact on employee households, communities and the region;
- identifying critical issues affecting 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.

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

4.5.3. 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 SNP 's HRD Programme on a consistent basis throughout the life of the operation. Through the implementation of the 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 minimized. This will enable the employee to access alternative livelihood opportunities in other sectors of the economy.





SECTION 5: FINANCIAL PROVISION

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

Table 20: Summary of Financial Provision for Key Elements of SNP's 2nd Generation SLP

SLP Programme	2022	2023	2024	2025	2026	Total
Human Resource Development Programmes	R88 000	R958 300	R 998 300	R958 300	R708 300	R3 711 200
Local Economic Development and Infrastructure Programmes	R1 497 789	R3 120 000	R3 120 000	R2 620 000	R2 620 000	R12 977 789
Downscaling and Retrenchment Management	R35 000	R35 000	R35 000	R35 000	R35 000	R175 000
Total	R1 620 789	R4 113 300	R4 153 300	R3 613 300	R3 363 300	R16 863 989

Financial Provision on Human Resource Development Programmes (Regulation 46 (E) (i))

SNP will be funding its HRD programme by means of the procedures put in place through the Skills Development Act No. 97 of 1998, as amended 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 21: Summary Breakdown of Human Resources Development Budget for 2nd Generation SLPs

HRD Programme	2022	2023	2024	2025	2026	Total SLP Budget
External Literacy and Numeracy	R48 000	R48 000	R48 000	R48 000	R48 000	R240 000
External Portable Skills and Core Business Training	R40 000	R40 000	R80 000	R40 000	R40 000	R240 000
External Learnerships (18.2)	R0	R390 000	R390 000	390 000	R260 000	R1 430 000
External Bursaries	R0	R480 300	R480 300	R480 300	R360 300	R1 801 200
Total	R88 000	R958 300	R 998 300	R958 300	R708 300	R 3 711 200

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

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

Table 22: Summary of Financial Provision on Local Economic Development Programmes

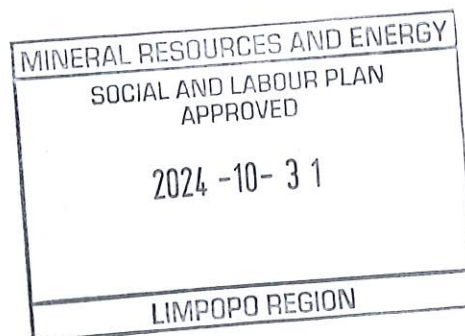
LED Programme	2022	2023	2024	2025	2026	Total
SNP Water Scheme Ga-Chipana	R 861 355	R 2 000 000	R 2 000 000	R 1 500 000	R 1 500 000	R7 861 355
SNP Water Scheme Nonnenwerth A	R 516 434	R 1 000 000	R 1 000 000	R 1 000 000	R 1 000 000	R4 516 434
Fencing of Kransplaas Cemetery	R120 000	R120 000	R120 000	R120 000	R120 000	R600 000
Total	R1 497 789	R3 120 000	R3 120 000	R2 620 000	R2 620 000	R12 977 789

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 SNP is intended to support the acquisition of skills that will ensure employability of the workforce beyond the life of the mine.

Table 23: Summary of Financial Provision on Downscaling and Retrenchment Programmes

Downscaling and Retrenchment	2022	2023	2024	2025	2026	Total
Downscaling and Retrenchment Programmes	R35 000	R35 000	R35 000	R35 000	R35 000	R175 000
Total	R35 000	R35 000	R35 000	R35 000	R35 000	R175 000



SECTION 6: UNDERTAKING

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

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

Signature of responsible person _____

Designation Director

Approved

Signed at _____ on this _____ day of _____ 20

Signature _____

Designation _____

