

Waterberg JV Resources (Pty) Ltd
Reg. No: 2014/033764/07
Vat No: 4910271412
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To Whom it may Concern

1 April 2025

Dear Sirs

RE: AMENDMENT OF LOCAL ECONOMIC DEVELOPMENT PROGRAMMES UNDER WATERBERG JV RESOURCES (PTY) LTD'S ("WATERBERG JV CO.") SOCIAL AND LABOUR PLAN ("SLP") AS APPROVED BY THE DEPUTY DIRECTOR-GENERAL OF THE DEPARTMENT OF MINERAL AND PETROLEUM RESOURCES ("DMR") IN TERMS OF SECTION 102 READ WITH REGULATION 46B OF THE MINERAL AND PETROLEUM RESOURCES DEVELOPMENT ACT, NO. 28 OF 2002 ("MPRDA")

Please be advised that certain local economic development programmes under Waterberg JV Co.'s SLP have been amended under approval of the Deputy Director-General of the DMR in terms of section 102 read with regulation 46B of the MPRDA, on 19 February 2025.

The two amendments relate to the road construction programme and provision of infrastructure and educational support to local schools, and were necessitated due to:

1. Road Construction - the current proposed road upgrade/construct of gravel road D3576 from the N11 will be replaced by the upgrade/construct of the D3436 road past Ngwanallela towards Tibane and the R567 to complete Matlala Road. There are multiple reasons, including to rather construct a road towards Polokwane and other major industrial hubs, which will provide easier access to and from the mine site. The allocated budget for the new road upgrade remains the same as initially allocated; and
2. Provision of Infrastructure and Educational Support to Local Schools - allocated funds to build additional classrooms, science and computer science laboratories, etc., for one of the SLP listed secondary schools, Kgokonyane Secondary School, have to be redirected as it has been closed by the Department of Education and merged with Bodiela Secondary School. As per the agreement with the Department of Education, the allocated funds will be redirected to Bodiela Secondary School, where science and computer science laboratories will be installed. The allocated budget remains the same as initially allocated.

The SLP, noting the amendments, as well as the DMR's Letter of Consent, are attached hereto for ease of reference.

Sincerely,



M.G. Mgudiwa
Director

Directors: F.R. Hallam (Canadian); S.A. Harshaw (Canadian); M.G. Mgudiwa; S.P. Morutlwa;
K. Chilvers; S. Shirasawa (Japanese).





WATERBERG JV
RESOURCES PTY LTD.



SOCIAL & LABOUR PLAN

FOR

WATERBERG

JOINT VENTURE (JV) MINE

Five Year Period: 2021 – 2025

**Submitted in terms of Section 102 of the Mineral
and Petroleum Resources Development Act, 2002**

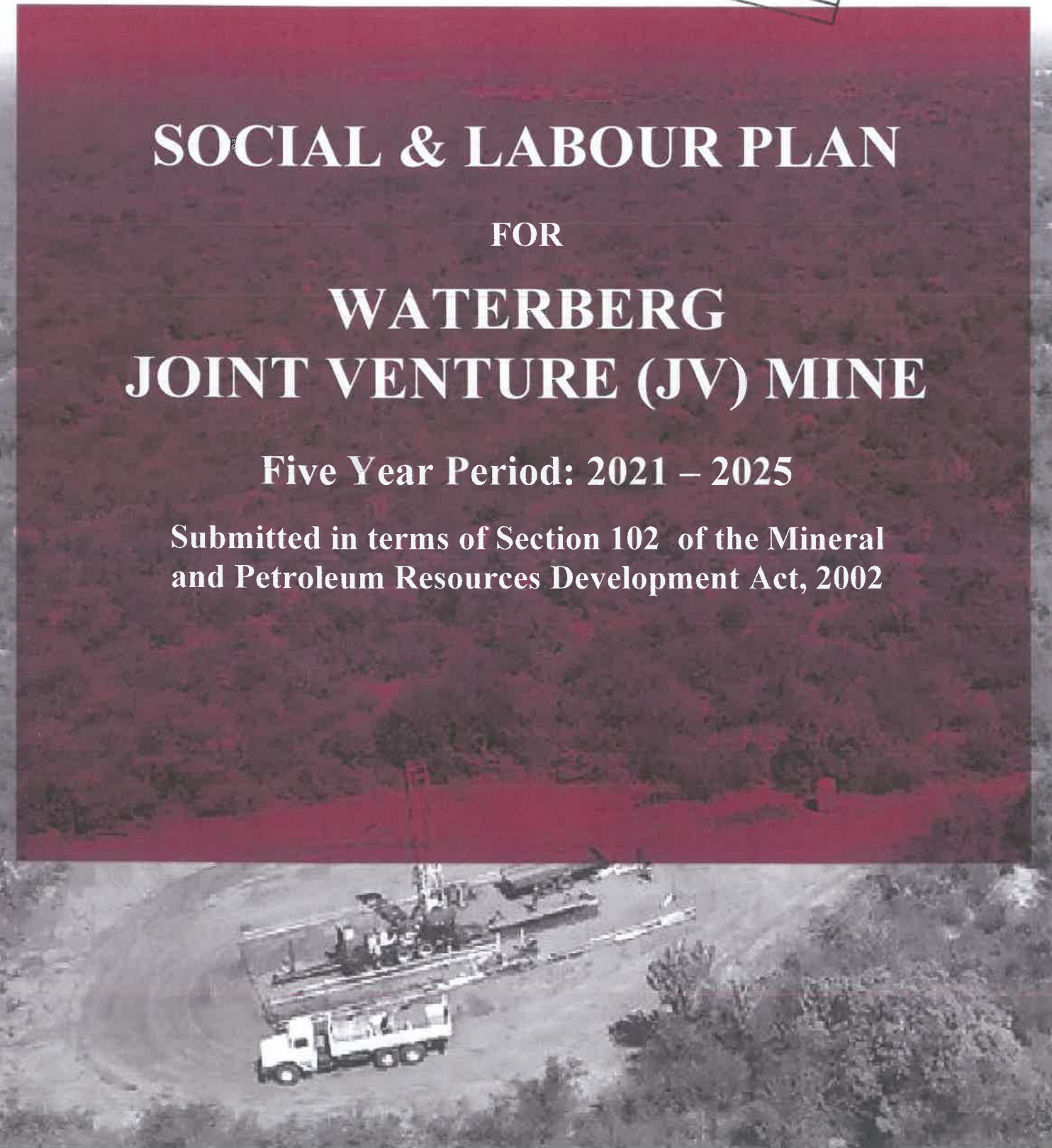


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GLOSSARY OF TERMS

ABBREVIATION	MEANING
AET	Adult Education and Training
BEE	Black Economic Empowerment
DMR	Department of Minerals Resources
DoL	Department of Labour
DTI	Department of Trade and Industry
EE	Employment Equity
EIA	Environmental Impact Assessment
FY	Financial Year
HDSAs	Historically Disadvantaged South Africans
HET	Higher Education and Training
HRD	Human Resources Development
HRDP	Human Resources Development Programme
ICDP	Individual Career Development Plan
IDPs	Integrated Development Plans
LED	Local Economic Development
LEDP	Local Economic Development Programme
LSA	Labour Sending Area
MWP	Mining Works Programme
MQA	Mining Qualifications Authority
NQF	National Qualifications Framework
NSDP	National Spatial Development Perspective
PGDS	Provincial Growth and Development Strategy
SETA	Sector Education and Training Authority
SLP	Social and Labour Plan
SMMEs	Small, Medium and Micro Enterprises
TBC	To Be Confirmed
TVET	Technical and Vocational Education and Training
VCT	Voluntary Counselling and Testing
WIM	Women in Mining
WSP	Workplace Skills Plan



SECTION 1

PREAMBLE

Introduction To and Background Information
on the Operation



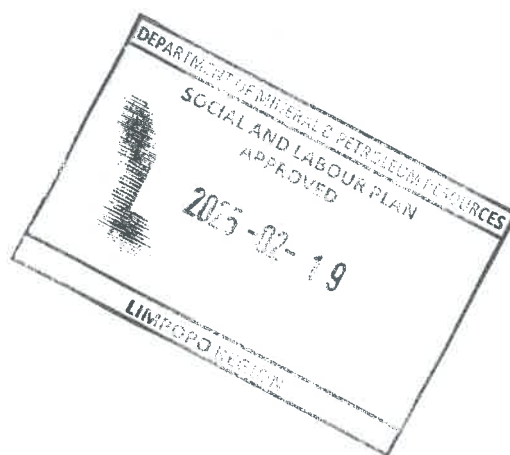
1. INTRODUCTION AND PREAMBLE

1.1 Introduction and Background

Platinum Group Metals (RSA) Proprietary Limited ("**PTM RSA**") a registered South African exploration company and subsidiary of Platinum Group Metals Ltd (Canada) originally in terms of the Mineral and Petroleum Resources Development Act, 2002 ("**MPRDA**") filed applications with the Department of Mineral Resources ("**DMR**") for prospecting rights in the Waterberg area. The DMR granted to PTM RSA the undernoted prospecting rights which were duly registered in the office of the Registrar of Mining Titles to secure its rights of tenure.

These being:

- LP 30/5/1/1/2/1265 (PR) renewed under LP 30/5/1/1/2/11013 (PR)
- LP 30/5/1/1/2/10667 PR
- LP 30/5/1/1/2/10668 PR
- LP 30/5/1/1/2/10804 PR
- LP 30/5/1/1/2/10805 PR
- LP 30/5/1/1/2/10806 PR
- LP 30/5/1/1/2/10809 PR
- LP 30/5/1/1/2/10810 PR; and
- LP 30/5/1/1/2/11286 PR.



PTM RSA then subsequently entered into an agreement with Waterberg JV Resources Proprietary Limited, Platinum Group Metals Ltd (Canada), Mnombo Wethu Consultants Proprietary Limited and Japan Oil, Gas and Metals National Corporation in terms of which all of the above prospecting rights held by PTM RSA would be ceded to Waterberg JV Resources Proprietary Limited ("**Waterberg JV**"), in order to corporatize the joint venture between these parties. The Minister of Mineral Resources duly granted consent in terms of section 11(1) of the MPRDA to transfer the prospecting rights held by PTM RSA to Waterberg JV.

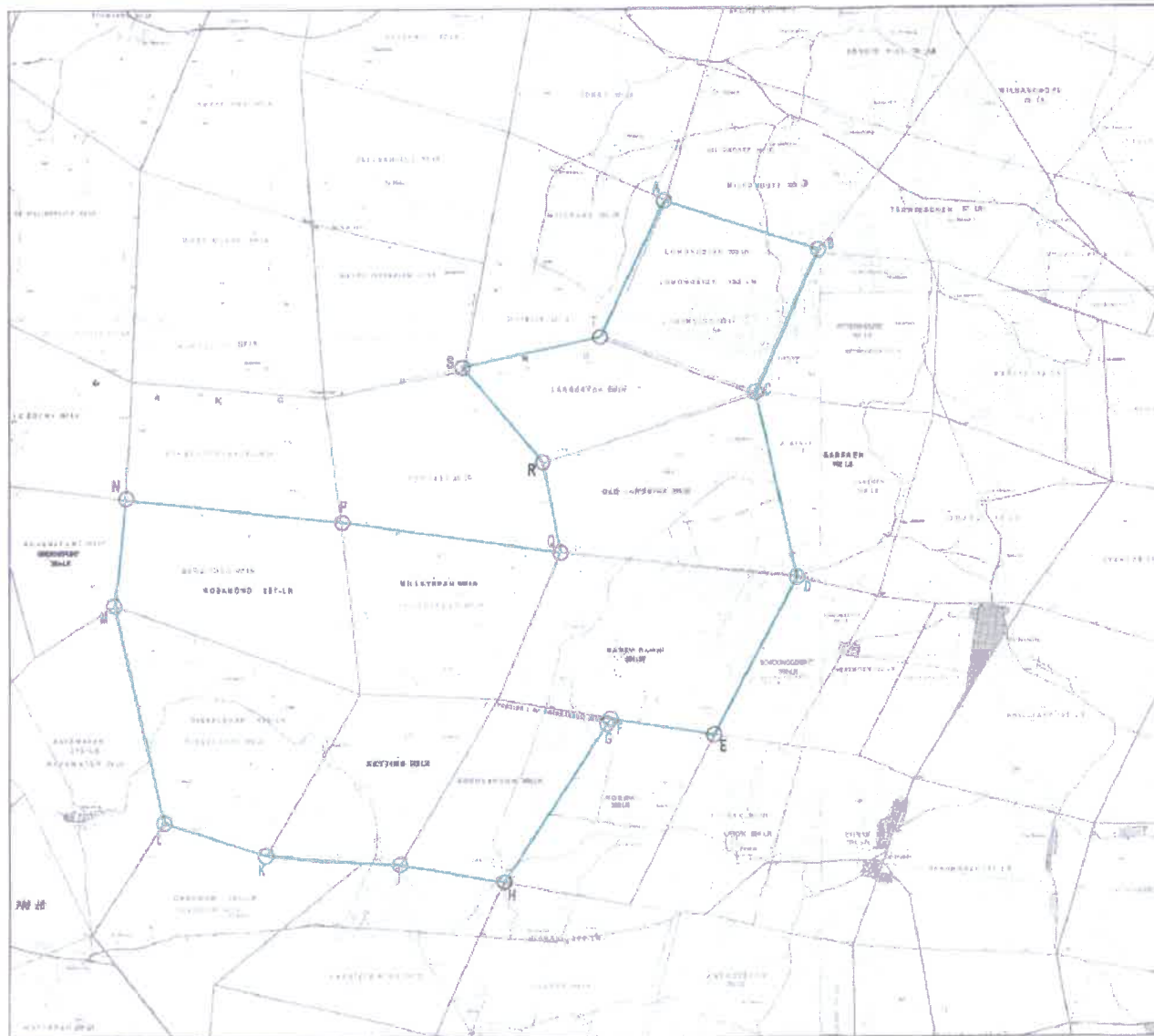
Waterberg JV is now applying in terms of Section 22 of the MPRDA for a mining right over an area currently covered by the following Prospecting Rights LP 30/5/1/1/2/10667 PR, LP 30/5/1/1/2/10809 PR, LP 30/5/1/1/2/1265 PR renewed under LP 30/5/1/1/2/11013 (PR), and LP 30/5/1/1/2/10804 PR ("**Mining Right Application**").

The intended mining right area is set out in the plan prepared in accordance with Regulation 2(2) of the Regulations published in terms of Section 107 of the MPRDA ("**MPRDA Regulations**") attached below, is located approximately 80km northwest of Polokwane and approximately 25km southwest of Bochum in the southern portion of the Blouberg Local Municipality of the Capricorn District Municipality, Limpopo province and comprise the following Farms

- Rosamond 357 LR;
- Millstream 358 LR;
- Disseldorp 369 LR;
- Ketting 368 LR;
- Lomondside 323 LR;
- Early Dawn 361 LR;
- Old Langsine 360 LR;
- Langbryde 324 LR;
- Goedetrouw 366 LR; and
- Portion 1 of Goedetrouw 366 LR.¹

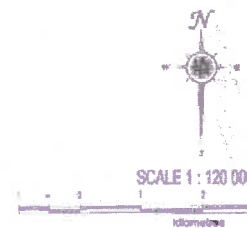


¹ Please note that although there is a registered SG diagram for Portion 1 of the Farm Goedetrouw 366 LR, the subdivision has been approved but not yet been registered in the Deeds Office.



PLAN PREPARED IN ACCORDANCE WITH
REGULATION 2.2 OF THE MINERAL AND
PETROLEUM RESOURCES DEVELOPMENT
ACT. (ACT 28 OF 2002)

Waterberg JV Resources (Pty) Ltd



ROSAMOND - 357 LR
MILLSTREAM - 358 LR
DISSELDOOP - 369 LR
KETTING - 368 LR
LOMONDSIDE - 323 LR

EARLY DAWN - 381 LR
OLD LANGSINE - 380 LR
LANGBRYDE - 324 LR
PORTION 1 OF GOEDETROUW - 366 LR

LIMPOPO PROVINCE
SURVEY SYSTEM WGS 20

MINING RIGHT 20462.42 Hectares

MINING RIGHT 20462.42 Hectares					
A	4964.75	800082.84	R	10314.00	800010.00
B	138.00	802111.00	S	10000.00	800007.00
C	100.00	802111.00	M	30043.10	800006.00
D	100.00	800007.00	H	10000.00	800005.00
E	100.00	800006.00	P	10000.00	800004.00
F	100.00	800005.00	Q	10000.00	800003.00
G	100.00	800004.00	R	10000.00	800002.00
H	100.00	800003.00	S	10000.00	800001.00
I	100.00	800002.00	T	10000.00	800000.00

The figure lettered A, B, C, D, E, F, G, H, J, K, L, M, N, P, Q, R, S and T represent a mining right area measuring in extent of 20 462.42 ha comprising of the farms ROSAMOND - 357 LR, MILLSTREAM - 358 LR, DISSELDOOP - 369 LR, KETTING - 368 LR, GOEDETROUW - 366 LR, EARLY DAWN - 381 LR, OLD LANGSINE - 380 LR, LANGBRYDE - 324 LR, LOMONDSIDE - 323 LR, PORTION 1 OF GOEDETROUW 366 LR in the registrarial districts of Blouberg, Potokwane and Mogalekwan, Limpopo Province for which Waterberg JV Resources (Pty) Ltd. Registration No. 2014/033784/07 has applied for a mining right in terms of section 22 of THE MINERAL AND PETROLEUM RESOURCES DEVELOPMENT ACT (ACT 28 OF 2002)

Applicant Waterberg JV Resources (Pty) Ltd Date 27.8.2018

Regional Manager Michael Trenor Date 16/8/2018

Professional Land Surveyor Michael Trenor Date 16/8/2018
PLS-0833

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES
SOCIAL AND LABOUR PLAN
APPROVED

2018 02 19

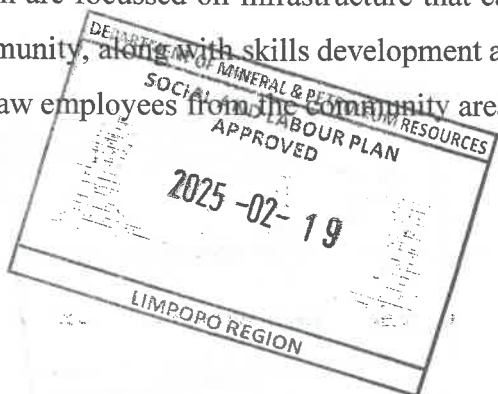
LIMPOPO REGION

The mineral resources targeted are mineable platinum group metals, mainly palladium. The resources are in a newly discovered part of the Bushveld Complex under cover rocks. Two new layers for platinum group metals were discovered in 2011 and 2012 by the company's founders. The "T and F reefs" at Waterberg are distinct from the known Merensky, UG-2 and Platreef zones, known previously. The deposit is 3m up to 100m thick and dips at 35-40 degrees. This configuration requires mechanised mining skills and equipment maintenance skills.

The Waterberg JV mine ("**Waterberg JV Mine**") will consist of the following main host labour communities: Early Dawn, Old Langsine, Ketting and Goudetrouw. The Social and Labour Plan ("**SLP**") has been submitted to the DMR by the Waterberg JV in support of the Application. The SLP is aligned to the principles of the relevant legislation and the prescribed undertakings and objectives of the MPRDA.

The Waterberg JV will, as contemplated in this SLP, contribute sustainable socio-economic development to the host mine community. The primary contribution is the commitment to employ individuals from the surrounding communities and where the required skills cannot be sourced from the individuals residing in the surrounding communities employees will be sourced from elsewhere. The approach taken by the Waterberg JV is to ensure that this SLP is inclusive and addresses the needs of both the employees and the community, by aligning with the Blouberg Local municipality IDP.

The Waterberg JV Mine will be a new mine, commencing with the clearing and construction phase. Production at the Waterberg JV Mine will ramp up over a period of time. This means that the Waterberg JV Mine will operate for several years with no profits. Accordingly, the SLP spend is structured to ramp up with production and increasing revenues and profits. As the Waterberg JV Mine is planned to be in development during the first five years covered by this SLP, specialised skills will be required for early site establishment and construction. As a result of the early stage of development of the project for the first five years with no revenue until near the end of the period and no profit during the period, the SLP commitments set out herein are focussed on infrastructure that can jointly benefit the Waterberg JV Mine and the community, along with skills development and training that will allow the Waterberg JV Mine to draw employees from the community area in the future.



The current corporate structure and shareholding of Waterberg JV is set out in Figure 1.1 below.

Waterberg JV is a private company incorporated in accordance with the company laws of South Africa, with registration number 2014/033764 /07. PTM RSA will manage the Waterberg JV Mine project on behalf of Waterberg JV and its shareholders.

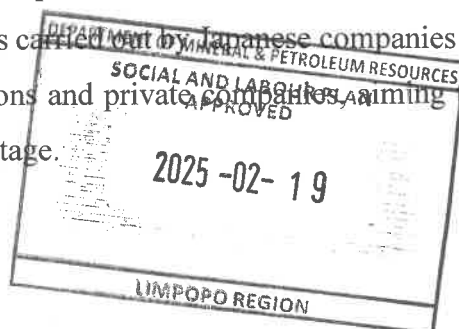
Platinum Group Metals Limited ("**PTM**"), a company incorporated under the laws of British Columbia, Canada and listed on the Toronto Stock Exchange and the NYSE American Stock Exchanges, is a company focussed on the exploration and development of platinum and palladium projects, primarily in South Africa.

Hosken Consolidated Investments Limited ("**HCI**"), is a South African black empowerment investment holding company listed on the JSE Securities Exchange. HCI is a 30% shareholder of PTM. HCI's major shareholder is the Southern African Clothing and Textile Workers' Union.

Platinum Group Metals (RSA) Proprietary Limited ("**PTM RSA**"), a private company incorporated in accordance with the laws of South Africa, is a wholly owned subsidiary of PTM. PTM RSA holds a 37.05% interest in Waterberg JV.

Mnombo Wethu Consultants Proprietary Limited ("**Mnombo**"), a company incorporated under the laws of South Africa, is a black economic empowerment shareholder of Waterberg JV. Mnombo holds a 26% interest in Waterberg JV. PTM RSA holds a 49.9% ownership interest in Mnombo with the remaining 50.1% being held by Mlibo Gladly Mgudlwa and Luyanda Mgudlwa, both HDSA South African business persons.

Japan Oil, Gas and Metals National Corporation ("**JOGMEC**"), is a Government of Japan state owned and funded entity formed in February 2004 with the purpose of contributing to stable supplies of oil, natural gas and metals through the integration of the former Japan National Oil Corporation and Metal Mining Agency of Japan. JOGMEC (through its nominee Tiger-Gate) holds a 21.95% interest in Waterberg JV. JOGMEC provides financial and technical support to early stage exploration and development projects carried out by Japanese companies as well as in partnership with overseas national corporations and private companies, aiming to hand over its interests to Japanese companies at a later stage.



Tiger Gate Platinum (RF) Proprietary Limited (“**Tiger Gate**”), a private company incorporated under the laws of South Africa, is the owner and nominee holder of JOGMEC’s shares in Waterberg JV.

Impala Platinum Holdings Limited (“**Implats**”), a public company incorporated under the laws of South Africa, holds a 15% interest in Waterberg JV. Implats is one of the world’s foremost fully integrated producers of platinum and associated PGEs (platinum group elements). The group produces approximately a quarter of the world's supply of primary platinum. Implats’ Southern African operations are structured around five main operations namely Impala, Zimplats, Marula, Mimosa and Two Rivers with headquarters based in Johannesburg, South Africa.

The shares in Waterberg JV are therefore held as follows:

- 37.05% by PTM RSA;
- 21.95% by Tiger Gate (as nominated by JOGMEC);
- 26.0% by Mnombo Wethu; and
- 15.0% by Implats.

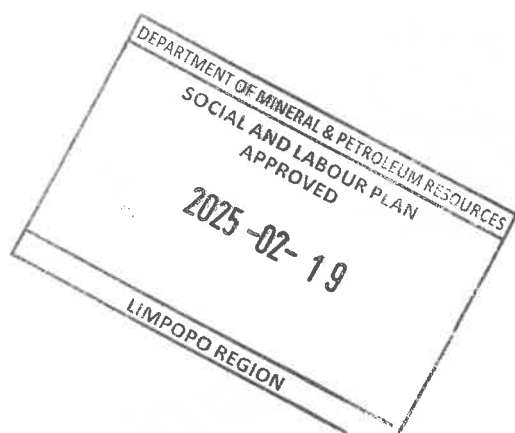
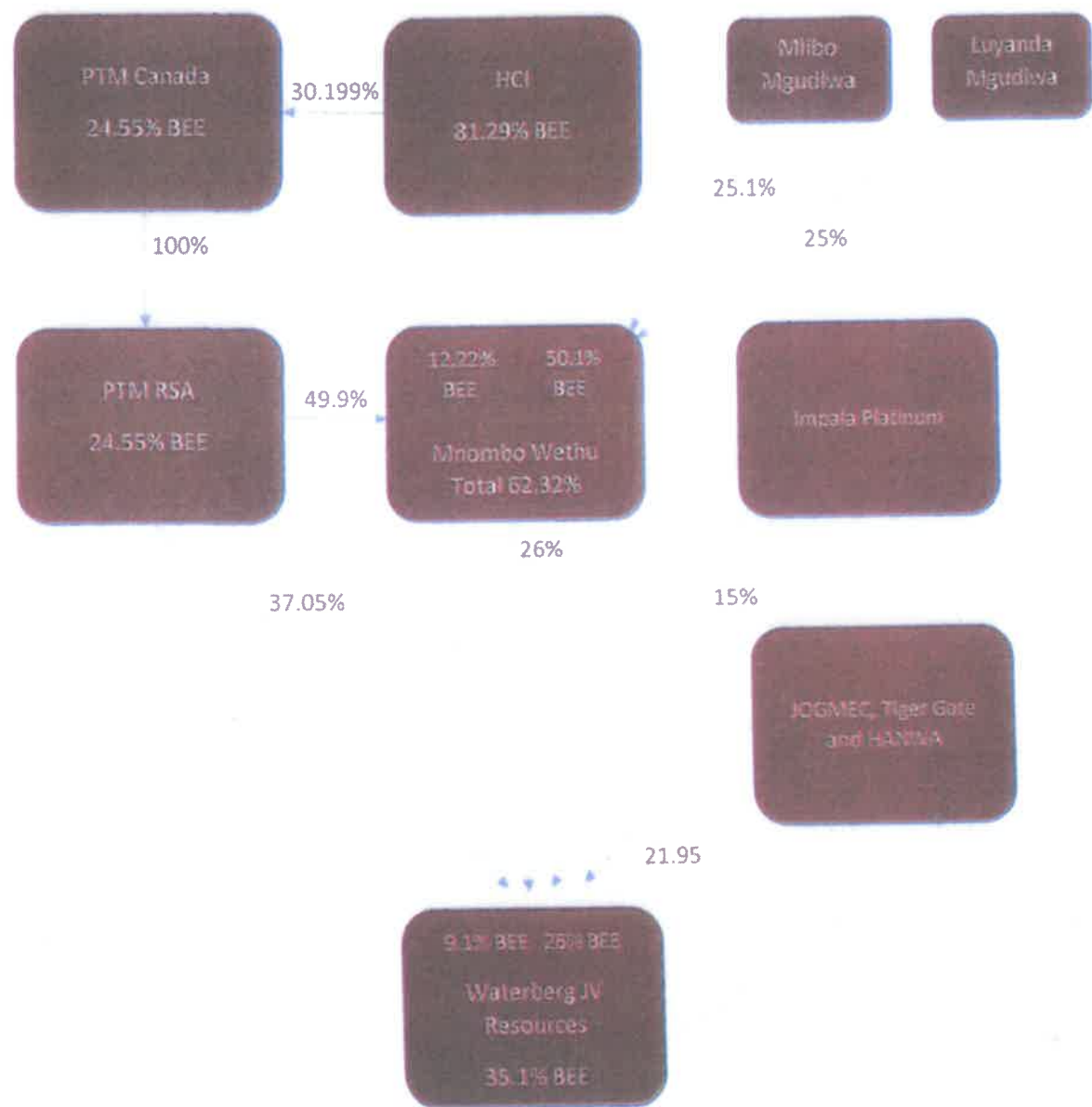


Figure 1.1: Structure of Waterberg Joint Venture Mine



1.2 Preamble:

Table 1.1: Preamble: Waterberg JV Mine

Name of Company/applicant	Waterberg JV Resources Proprietary Limited
Name of the mine	Waterberg JV Mine
Physical Address	1 st Floor, Rosebank Terrace 25 Sturdee Avenue Rosebank Johannesburg; 2196
Postal Address	1 st Floor, Rosebank Terrace 25 Sturdee Avenue Rosebank Johannesburg; 2196
Telephone Number	+271 214 7800 +2714 495 0052
Fax Number	+271 447 1000
Location of mine	The Waterberg JV Mine project is located in the southern portion of the Blouberg Local Municipality of the Capricorn District Municipality, Limpopo province, approximately 85km north of the town of Mokopane in the Province of Limpopo, South Africa. Please refer to the list of Farms and Regulation 2(2) Plan set out in 1.1 for more detail in regard to the particular mine area.
Commodities mined	PGM (Pt, Pd, Rh, Ir and Ru), Au, Cr, Ni, Cu, Mo, Ag, Co, Zn, Pb, Rare Earths, Fe, V
Estimated life of Mine (as justified by Mining works Programme)	30 years
Estimated Total Workforce	3 000 employees at steady state production
Financial Year end	August 31
Responsible Person	Mlibo Mgudlwa - Vice President of Platinum Group Metals (RSA) (Pty) Ltd



Geographic origin of employees (mine community and labour sending areas)	Mogalakwena Local Municipality Blouberg Local Municipality Makhado Local Municipality Capricon District Municipality Mokopane Alldays Senwabarwana Dendron Polokwane
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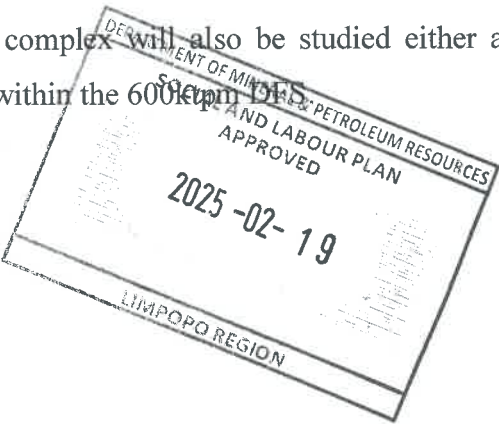
1.3 Mining Methodology

The mining method is more fully summarised in the Mining Work Programme ("MWP"), also filed as part of the Mining Right Application. As a result of the orebody thickness, mining is planned to be fully mechanised. During the Pre-feasibility Study ("PFS"), three mining methods were applied, namely; (1) Blind Long Hole Retreat ("BLR"); (2) Longitudinal (Strike) Long Hole Open Stopping ("SLOS"); and (3) Transverse Long Hole Open Stopping ("TLOS").

All three of the above-mentioned methods are being considered as part of the on-going Definitive Feasibility Study ("DFS"). All of the methods are fully mechanised and involve large scale underground mining equipment. The mining method has a significant advantage in safety since most of the ore moving work will be done by machine, with employees located inside a cab while operating a mobile piece of equipment. Additionally, the proposed mining methods are advantageous in terms of cost and efficiency. Although job numbers will be lower from an employment point of view, the available jobs will require responsible and, well trained employees and as such, will result in higher salaries when compared to salaries of employees employed in conventional labour intensive mining methods.

The MWP and this SLP are based on the PFS design and scale of several mining areas developed at the same time for 600ktpm. This plan is the most up to date completed mining engineering and financial plan. As part of the DFS (in progress at the time of drafting this SLP), two mining scales of development are being considered, namely:

- Option 1: 600ktpm mining complex – the same size as the current PFS. The PFS mining rate is 744,000 ounces 4E per year.
- Option 2: A 250ktpm – 350ktpm mining complex will also be studied either as a standalone DFS or as an alternative option within the 600ktpm DFS.



The DFS will be completed in accordance with both the South African Code for the Reporting of Exploration Results, Mineral Resources and Mineral Reserves (“SAMREC”) (South Africa) and 43-101 (Canada) standards.

The DFS outcome may result in a decision to pursue a more modest initial ramp up with increased production aligning with the PFS levels in the future. As part of the DFS process, all aspects of the mine plan and the financial and other resources available for the development of the Waterberg JV Mine, including available human resources, commodity prices and capital funding and the water and power availability to the site, will be considered.

The SLP commitments herein are based on a 600 ktpm mine and may require modification based on a more modest initial ramp up profile. This is fully reflected in the alternatives for the MWP as well.

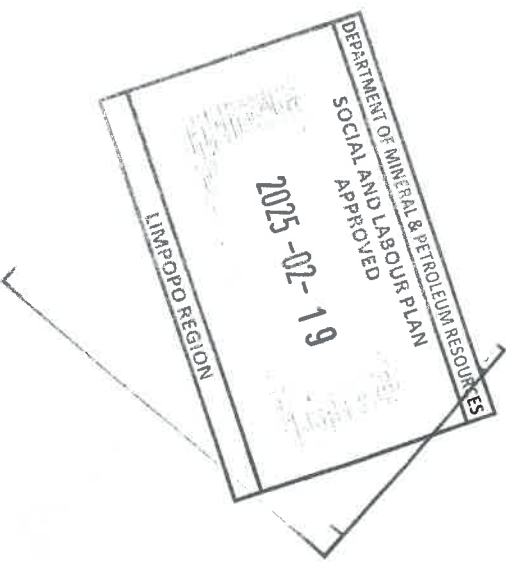
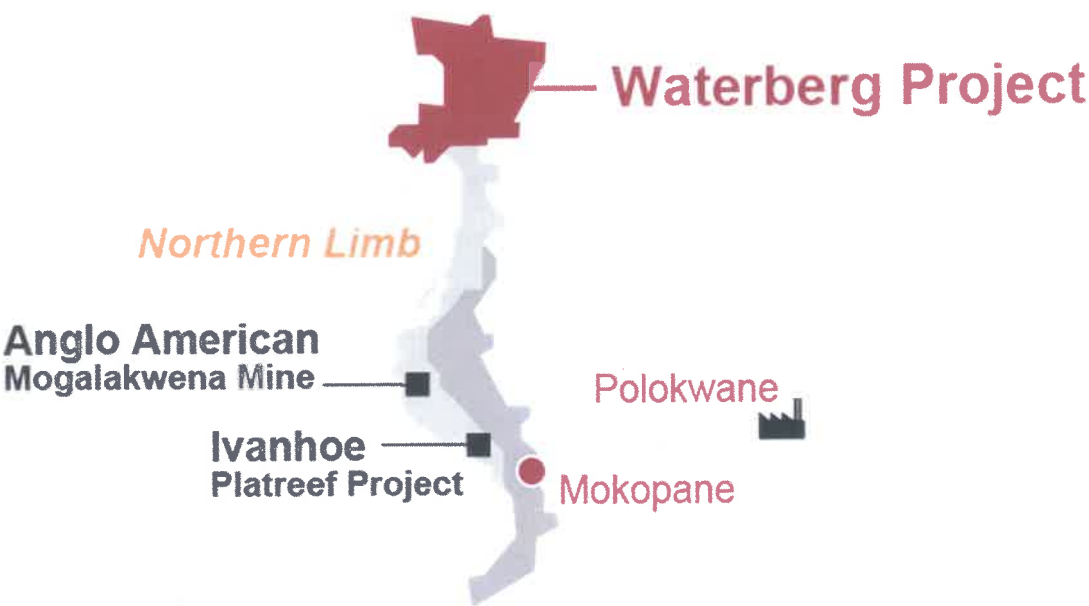
1.4 Location of the Mine

The Waterberg JV Mine is located approximately 80km northwest of Polokwane and approximately 25km southwest of Bochum in the southern portion of the Blouberg Municipality of the Capricorn District Municipality, Limpopo province.

Bushveld Complex



Figure 1.2: The locality of Waterberg Joint Venture Mine



SECTION 2

HUMAN RESOURCES DEVELOPMENT PROGRAMME



2 HUMAN RESOURCE DEVELOPMENT PROGRAMME

2.1 Introduction

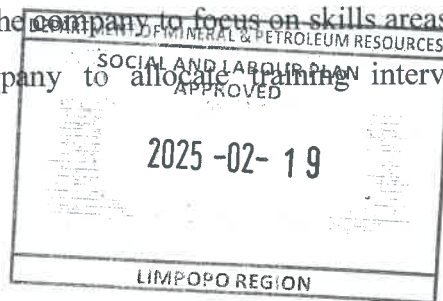
This section sets out the information requested under Regulation 46(b) of the MPRDA Regulations with regard to Human Resources Development (“HRD”). This, in turn, is informed by the Broad-Based Socio-economic Empowerment Charter for the South African Mining Industry in place at the time of compiling this SLP (“**the Mining Charter**”). The Mining Charter emphasises the need to develop and transform the South African mining industry, with the specific requirement being to fast-track the development of Historically Disadvantaged South Africans (HDSAs).

The Waterberg JV Mine’s focus on skills development is based on the intention to deliver an appropriately skilled workforce for its operational needs as well as future career development opportunities within the mining industry beyond the needs of mine operation requirements. As such, the Waterberg JV Mine will focus on ensuring the portability of skills through the achievement of accredited qualifications by accredited training providers and programmes. Training delivered at the mine, (where feasible) will be conducted in accordance with accredited training programmes with the relevant Sector Education and Training Authority (“**SETAs**”). Once the mine is operational, the SLP budget will be based on a percentage of the mine’s payroll; that will be determined during the operational phase of the mine.

2.2 Skills Development Plan

The Waterberg JV Mine is aware of the importance of its human resources to accomplish its business objectives. Skills development is therefore the foundation for developing competent and productive employees who are able to contribute in meeting the mine’s business objectives.

An important element of the Skills Development Plan is the identification of the skills and competencies that are required for the mine to meet its production targets. To evaluate the skills base, the Waterberg JV Mine will perform skills analysis on all prospective employees during the recruitment process. Skills analysis is the process of matching and comparing the knowledge and skills that people currently have against those needed for the future and identifying the gaps. The matching process assists the company to focus on skills areas which require development. This will allow the company to allocate training interventions accordingly.



Furthermore, in line with the baseline of competencies and interests, the Waterberg JV Mine will establish which additional skills can be built upon through the provision of portable skills, both during the life of the Waterberg JV Mine and towards the end of the life of the Waterberg JV Mine. In addition, the skills analysis process assesses functional literacy and numeracy levels of the community. This in turn will be used to determine the skills needed to capacitate the community.

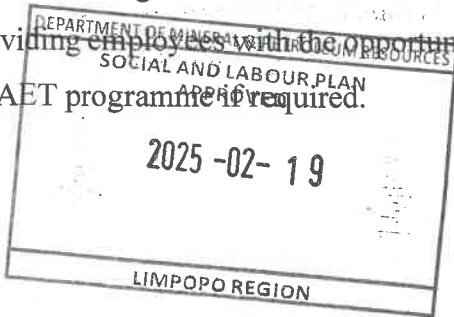
Table 2.1: details the strategies to be employed in order to ensure that the Skills Development Plan is implemented at the Waterberg JV Mine.

Table 2.1: Strategic Implementation Plan for Skills Development

Skills Development Programme	
Undertaking	The Waterberg JV Mine recognises the importance of its employees in the achievement of its business objectives and that skills development is the foundation for developing competent and productive employees who are able to participate in meeting the Waterberg JV Mine’s business objectives
Guideline	The focus of skills development will be on providing employees with opportunities for acquiring skills to promote their advancement within the mine and mining industry.
Skills Development Strategic Action Plan	
1.	Focus will be placed on attracting and retaining HDSAs including women and nurturing talent to supplement the workforce complement.
2.	Recruitment targets for HDSAs will be specifically aimed at developing and promoting such employees into management positions
3.	Skills analysis will focus on the identification of employees with the potential to be developed into management positions and career development plans will drive the growth and advancement of these employees.
4.	Mentoring of HDSAs to provide them with support and assistance to ensure that they can assume their roles with success.
5.	Develop recruitment plans for external candidates should internal employees not be suited for management roles.

2.2.1 Education, Training and Development

Adult Education and Training (“AET”) is an integral part of Waterberg JV Mine's business strategy. The belief that an educated workforce is essential for future success has been adopted. The Waterberg JV Mine aims to achieve compliance with the Mining Charter’s requirement that every employee should be given opportunity to become functionally literate and numerate. The Waterberg JV Mine is dedicated to improving the foundations for skills development by providing employees with the opportunity for increasing literacy rates by means of establishing an AET programme if required.



However, the skills required at the Waterberg JV Mine are for potential employees with minimum qualifications above AET level. The focus will be to empower youth by developing skills with existing Technical and Vocational Education and Training (“TVET”) colleges on technical skills. A summary of Occupational Categories is provided for in Table 2.2 from 2021 during construction phase to 2025 during mining phase.

Form Q, table 2.3 is completed based on the educational requirements for positions from general labourers to senior management using gender estimation for female and male. The Form Q will be updated with proper number within 3 months of operational phase operational phase as Waterberg JV currently has no employees. Table 2.4 refer to the strategies which will be implemented to address literacy rate. Table 2.5 refer to the AET targets.

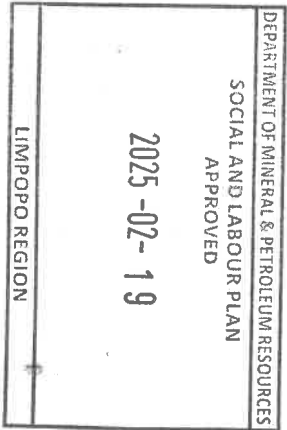


Table 2.2: Summary of Occupational Categories from 2021 to 2025

Occupational Category	2021	2022	2023	2024	2025
Top Management (Board Members) (F1 – F5)	6	6	6	6	6
Senior Management (E1 – E5)	0	1	1	1	6
Professionally qualified and experienced specialists and mid-management (D1 – D5)	0	2	2	2	18
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents (C1 -C5)	0	2	2	2	70
Semi-skilled and discretionary decision making (B1 – B5)	0	0	0	0	60
Unskilled and defined decision making (A1 -A3)	0	2	2	2	40
Total Permanent	6	13	13	13	200

N.B. The board of directors of Waterberg JV ("**Board**") is a transitional Board made up of representatives from Waterberg JV's shareholders and the permanent Board will be appointed after the completion of the DFS.

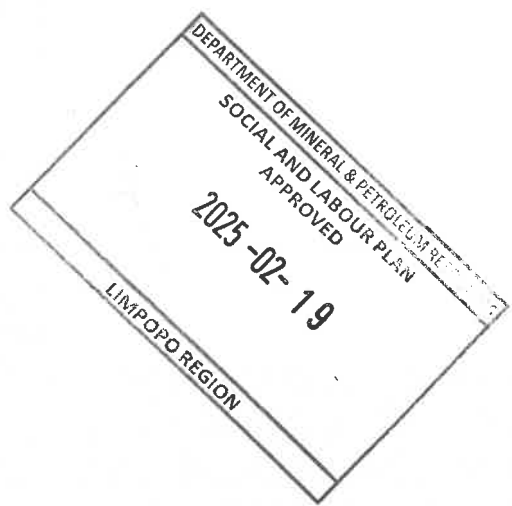


Table 2.3: Minimum number and educational levels for positions at the mine (Form Q) for estimated 3000 employees at Steady state production (the form Q will be completed with exact race and gender within 3 months of operational phase)

BAND	NQF LEVEL	OLD SYSTEM	Total	
			Male	Female
		Grade 0 / No schooling		
		Grade 1/ Sub A		
		Grade2/ Sub B		
		Grade 3/ Std1/ABET 1		
		Grade4/ Std 2		
		Grade 5/ Std 3/ ABET 2		
		Grade 6/ Std 4		
		Grade 7/Std 5/ABET 3		
		Grade 8/ Std 6/		
Technical and Vocational Education and Training (TVET)	1	Grade 9 /Std 7/ ABET 4		
	2	Grade 10/ Std 8/ N1		
	3	Grade 11/ Std 9/ N2		
	4	Grade 12/ Std 10/ N3	540	330
Higher Education and Training (HET)	5	Higher Certificates/Foundation Modules/Advanced National (vocational) certificates	954	500
	6	National Diplomas / Advanced Certificates	150	100
	7	Bachelor's degrees/Advanced diplomas/Post Graduate Certificates/ B-Tech	200	150
	8	Bachelor Honours degrees/Post Graduate Diploma/Professional 4-year Bachelor's degrees	45	25
	9	Master's degrees	4	2
	10	Doctorates/ Post-doctoral research degrees	0	0
TOTAL			1893	1107

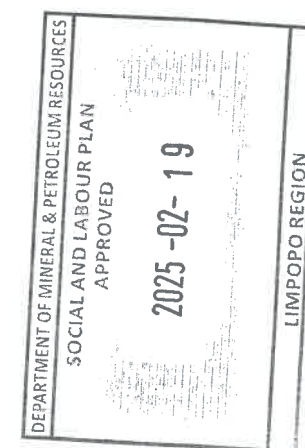


Table 2.4 AET Strategic Action Plan

AET	
Undertaking	The Waterberg JV is not expecting to employ people who still require AET Training as it requires employees with the AET skills and minimum qualifications levels set out above. The Waterberg JV Mine is, however dedicated to improving the foundations for skills development and where necessary, it will provide employees and the community with the opportunity for increasing literacy rates by means of AET programmes.
Guideline	Waterberg JV will continuously conduct skills analysis to identify the number of employees that still require AET training. Waterberg JV will identify service providers accredited by SETA to train AET learners.
AET Strategic Action Plan	
1.	AET to be provided to all employees whose literacy level require improvement and are willing to participate in the programme.
2.	Quality of training presented by facilitators to be monitored.
3.	Study leave to be granted to employees to write examinations.
4.	Financial provision to be allocated for AET Programme

Table 2.5: AET Targets for Waterberg JV Mine (FY 2021 – 2025)

AET LEVEL	Current Cumulative Need (as per Form Q)	Target Enrolments (2021)	Target Enrolments (2022)	Target Enrolments (2023)	Target Enrolments (2024)	Target Enrolments (2025)	Total Enrolments (2021 - 2025)
Pre-AET		5	5	5	5	5	25
AET Level 1		5	5	5	5	5	25
AET Level 2		5	5	5	5	5	25
AET Level 3		5	5	5	5	5	25
AET Level 4		5	5	5	5	5	25
Total AET Enrolments		25	25	25	25	25	125
BUDGET		R 245 000	R 245 000	R 245 000	R 245 000	R 245 000	R 1 225 000



2.2.2 Learnerships

The Waterberg JV Mine will provide mining related Learnerships as well Learnerships with portability outside the mining industry. The Waterberg JV Mine takes cognisance of the importance of appointing HDSA in Learnerships and the mine will further focus on the selection of women in order to secure opportunities in mining for women. The provision for learners within the mine will be aimed at addressing current and future skills and competency needs in terms of the Career Path structure and Manpower process. The Learnership Programme is also aligned to the business plan with the objective of addressing scarce skills, Hard to Fill Vacancies and critical positions both at the mine and industry wide. Table 2.6 presents a summary of the Learnership Programme; Table 2.7 indicates the strategies the mine will follow in order to implement the Learnership Programme and Table 2.8 provides Learnership Targets the mine has:

Table 2.6: Summary of the five-year commitment to Learnership programmes

Learnership Programme	Projected Section 18(1)/18(2) Learnership Target (2021 – 2025)
Boilermakers	20
Electricians	20
Fitters	20
Rigger	20
Diesel Mechanics	20
Instrumentation	20
Total:	120

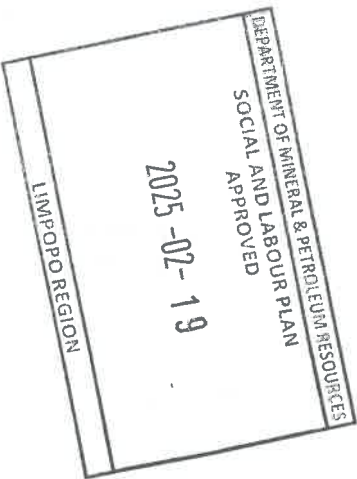


Table 2.7: Learnership Implementation Plan

Learnerships	
Undertaking	The provision for learners within the Waterberg JV Mine is aimed at addressing future skills and competency needs in terms of the Career Pathing structure and Manpower process. The Waterberg JV Mine will further use the Learnership Programme as a vehicle to fill Hard to Fill Vacancies according to the supply and demand of the company.
Guideline	As a mechanism to address the objective of increasing the pool of available labour, learners will be recruited externally and placed on in-house Learnerships. This will assist in addressing skills shortages and unemployment challenges. Furthermore, the Waterberg JV Mine has made provision in its annual budget for Learnership Development
Learnership Strategic Action Plan	
1. Learnerships to be awarded to learners in accordance with shortages in specific needs	
2. Advertise learnership positions internally and externally through local media such as newspapers and community radio stations to ensure recruits from the local community.	
3. The Learnership needs and programmes will be assessed on an annual basis to review the needs	
4. Mentorship will be implemented for all Learnerships. See Mentorship Action Plan	
5. Financial provision will be allocated for the programme	

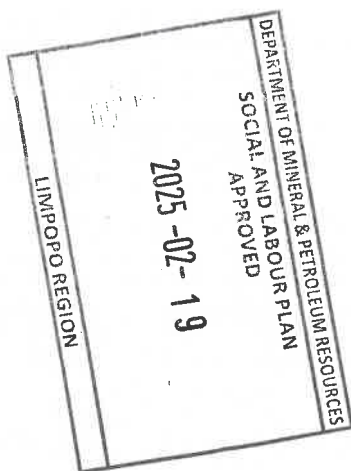
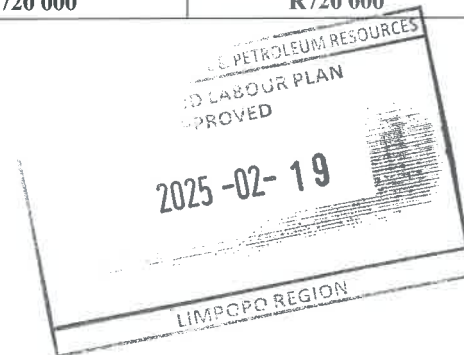


Table 2.8: Projected Learnership Targets

Learnership Programme	Length of Programme (e.g. 3 years, etc.)	Number of learnerships at start of Year	2021				2022				2023				2024				2025			
			Section 18(1)		Section 18(2)		Section 18(1)		Section 18(2)		Section 18(1)		Section 18(2)		Section 18(1)		Section 18(2)		Section 18(1)		Section 18(2)	
			Target Enrolment	Expected Pass-out	Target Enrolment	Expected Pass-out	Target Enrolment	Expected Pass-out	Target Enrolment	Expected Pass-out	Target Enrolment	Expected Pass-out	Target Enrolment	Expected Pass-out	Target Enrolment	Expected Pass-out	Target Enrolment	Expected Pass-out	Target Enrolment	Expected Pass-out	Target Enrolment	Expected Pass-out
Boilermakers	3		2		2		2		2		2	2	2	2	2	2	2	2	2	2	2	2
Electricians	3		2		2		2		2		2	2	2	2	2	2	2	2	2	2	2	2
Fitters	3		2		2		2		2		2	2	2	2	2	2	2	2	2	2	2	2
Rigger	3		2		2		2		2		2	2	2	2	2	2	2	2	2	2	2	2
Diesel Mechanic	3		2		2		2		2		2	2	2	2	2	2	2	2	2	2	2	2
Instrumentation	3		2		2		2		2		2	2	2	2	2	2	2	2	2	2	2	2
Total			12		12		12		12		12	12	12	12	12	12	12	12	12	12	12	12
Total number of learners on the programme			24				24				72				72				72			
Budget			R 240 000				R 240 000				R720 000				R720 000				R720 000			



2.2.3 Core Business Skills Programmes

The principal objective of the Skills Development Programme is to ensure that employees have the skills to support the business operation effectively. All training to be carried out at the Waterberg JV Mine will be in line with the Mining Qualifications Authority (“MQA”) standards and will therefore be carried out by accredited training providers and facilitators. Core Business Skills Training will be integrated with the Career Progression Plan, by means of the career paths identifying the minimum prerequisite of each position at each operation. The link between Core Business Skills Training and the Career Progression Plan serves as a framework for planning any training and development to support promotion in terms of the workforce plan.

Table 2.9 below outlines the strategy to implement the Core Business Skills Training at the mine.

Table 2.9: Implementation Plan for Core Business Skills Training Programme

Core Business Skills Training Programme	
Undertaking	Core Business Skills Training will be linked to the Career Progression Plan. The career paths identified will necessitate minimum requirements and experience for each position and for career advancement.
Guideline	During the recruitment of the workforce individual-specific training will be planned based on the outcomes of the skills analysis and individual career progression plans developed.
Core Business Skills Training Strategic Action Plan	
1. Formalise and develop skills and competency requirements for the Waterberg JV Mine, by identifying the workforce profiles and job requirements, and using benchmarking to develop policies and procedures.	
2. Assess employees in terms of skills and competencies gaps - resulting in employee competency profile.	
3. Develop a comprehensive skills training plan with targets, budgets and timeframes.	
4. Re-assessment of employees to identify where gaps remain and continuous evaluation against career progression targets as set out in the SLP.	

Table 2.10 below provides the commitment by the Waterberg JV Mine with regards to Core Business Skills training for the 5-year SLP period.

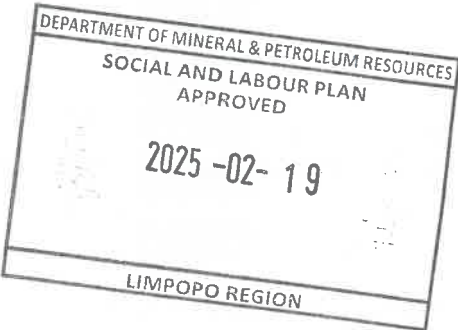


Table 2.10: Projected Core and Non-Technical Business Skills Training Targets

Core Business Area	Portable Inside Mining Industry	Portable Outside Mining Industry	2021	2022	2023	2024	2025	Total
			Expected Enrolments	Expected Enrolments	Expected Enrolments	Expected Enrolments	Expected Enrolments	Expected Enrolments
Heavy Duty Vehicles i.e. ADT's, FEL, TLB and other Trackless Mining Machines	✓	✓	10	10	10	10	10	50
Plant Operators, Process skills training:	✓		10	10	10	10	10	50
Leadership training (Situational Leadership for Supervisors)	✓	✓	10	10	10	10	10	50
Coaching Skills training	✓	✓	10	10	10	10	10	50
Health, Safety and Environmental training	✓	✓	10	10	10	10	10	50
Total			50	50	50	50	50	250
Budget:			R 250 000	R 250 000	R 250 000	R 250 000	R 250 000	R 1 250 000



2.2.4 Portable Skills Programmes

The Waterberg JV Mine is committed to providing opportunities in training and development, thereby increasing employees' marketability in the open labour market in the possible event of retrenchment and mine closure and as such will provide portable skills to employees during the life of the Waterberg JV Mine in accordance with the skills development plans and workforce planning particularly non-mining related skills, with a ramp-up of portable skills training in the last five years of life of the mine, or when downscaling becomes inevitable. Such portable skills will have an impact beyond the company and provide for sustained employability and wherever feasible will also:

- Build on employees' existing skills and be recognised nationally;
- Enable employees to manage their careers by addressing identified skills gaps; and
- Supplement existing skills with business-related training where appropriate.

The majority of the mining equipment will be specialised equipment however skills as an operator of a truck or a loader are directly or indirectly fully transferable to the surface construction industry. The mechanised equipment operator and heavy-duty mechanic skills are much more portable when compared to hand held conventional mining skills that have no direct application outside of the mining industry. The Waterberg JV Mine will also focus on basic computing, brick laying and entrepreneurship for portable skills. Table 2.11 offers an overview of Portable Skills strategy the mine envisages as part of the employee training and development initiatives and table 2.12 indicates the skills identified and targets. However, subject to consultation with the union, the portable skills may change.

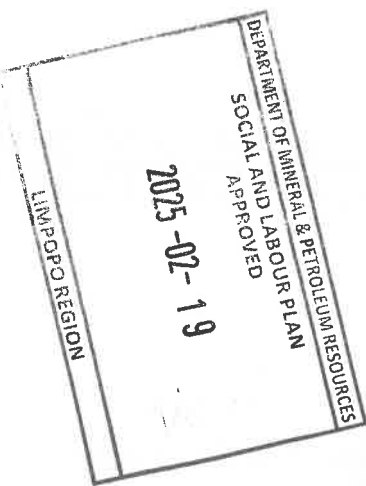


Table 2.11: Strategy for the Implementation of a Portable Skills Training Programme

Portable Skills Training Programme	
Undertaking	The Waterberg JV Mine is committed to providing opportunities in training and development, thereby increasing the employees marketability in the open labour market in the possible event of retrenchment and mine closure.
Guideline	Provision of portable skills to employees during the life of the mine in accordance with the skills development plans and workforce planning particularly non-mining related skills. Ramp-up of portable skills training in the last five years of the life of the mine, or when downscaling becomes inevitable. Such portable skills must have an impact beyond the company and provide for sustained employability and will, wherever feasible: - build on employees’ existing skills and be recognised nationally, - enable employees to manage their careers by addressing identified skills gaps, and - supplement existing skills with business-related training where appropriate.
Portable Skills Training Strategic Action Plan	
1. Determine current portable skills base amongst existing workforce and new recruits during ramp-up phase. In addition, gauge interest in portable skills training programmes to inform training programme going forward.	
2. Identify skill requirements in all sectors within key labour sending areas. Hold workshop(s) with relevant Municipality(s) and community stakeholders to determine skills needs.	
3. A training programme to be identified to provide a portable skill in terms of enhancing the learner’s potential and being placed in alternative employment or income generating activities outside of the mine.	

Table 2.12: Portable Skills Training Mining

Non-Mining Related Portable Skills Training	Portable Outside Mining	Target: 2021	Target: 2022	Target: 2023	Target: 2024	Target: 2025	Total
Plumbing	Yes	5	5	5	5	5	25
Welding	Yes	5	5	5	5	5	25
Equipment Operator	Yes	5	5	5	5	5	25
Artisan Mechanic	Yes	5	5	5	5	5	25
TOTAL		20	20	20	20	20	100
Budget:		R125 000	R125 000	R125 000	R125 000	R125 000	R 625 000

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2.2.5 Hard-to-fill Vacancies

The hard to fill vacancies will be identified during the recruitment and operational phase. However, based on the anticipated positions at the mine and South African skills shortage, the following are expected to be hard to fill vacancies. Table 2.13 indicates Hard to Fill Vacancies in terms of regulation 46(b)(i)(bb) of the Social and Labour Plan of the Mineral and Petroleum Resources Development Act, 2002 (Act No. 28 of 2002).

Table 2.13: Hard to Fill Vacancies

Occupational Level	Job title of Vacancy	Main reason for being unable to fill the vacancy
Senior Management	Mine Manager Engineering Manager	Individuals with the skills and necessary experience to oversee mining and engineering (i.e. the plant) are scarce and it is anticipated that these may be hard-to-fill vacancy
Middle Management	Finance Manager Chief Procurement Officer	Listed in the Mining Qualifications Authority Scarce Skills Guide 2017
Junior Management	<ul style="list-style-type: none"> Procurement Officer 	Listed in the Mining Qualifications Authority scarce skills guide 2017
Core Skills	<ul style="list-style-type: none"> Chief surveyor General Artisan Boiler Maker Rigger Drill Rig Operators 	Listed in the Mining Qualifications Authority scarce skills guide 2017
Elementary and Semi-skilled	<ul style="list-style-type: none"> Truck driver Loader driver Drill rig operator Grader operator 	As this is a rural area many people are unskilled and therefore would need training before being suitable for these roles.

2.2.6 Career Progression Plan

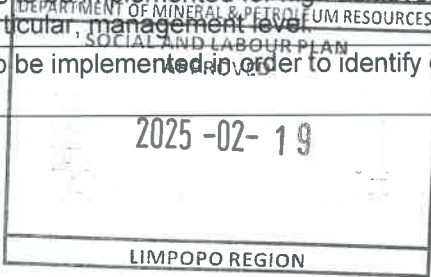
Career Development Plans benefit the employees and the Waterberg JV Mine as these plans contribute toward the development of skills as well as assist in employee retention on the mine. Furthermore, the integrated management of career paths, skills development initiatives and mentorship programmes should support the mine’s Employment Equity initiatives, such as HDSAs in Management and Women in Mining.

The Waterberg JV Mine is committed to seeing its workforce increase their knowledge and skills. Inherent to this is the opportunity to progress in a career path that is aligned to the mine’s business strategy and suits each employee’s skill sets and personal goals. Career paths are specific to the discipline and operational area for which they are determined, and different career clusters can be defined. It is critical that Career Progression Plans and Core Business Skills Training are supportive of each other and the mine’s business plan in its entirety.

Therefore, the Career Progression Plan will be linked to Core Business Skills training. Throughout the period of this SLP, many of the specialised construction skills needed will not be fully transferable to the operation phase. Since this SLP covers construction and development, certain specific jobs will no longer be required continue at the site. The strategies which will be applied in order to implement the Career Progression Plan are outlined in Table 2.14 below.

Table 2.14: Strategic Plan for the Implementation of Career Progression

Career Progression Plan	
Undertaking	The Waterberg JV Mine will offer structured opportunities to employees with regard to the direction and progression of their careers. Career Progression Plans will be the tool used to plan the development of employees and track progress and will be extended over the full 5 years and beyond.
Guideline	The Career Progression Plan will be linked to Career Path Identification, Succession Planning and Developmental Positional as a centralised function. Furthermore, employees will be fast tracked by means of training and development plans.
Career Progression Plan Strategy	
1.	Development to take place, regardless of availability of vacant positions.
2.	Individual development and training plans to be implemented for high achievers with potential progress to more highly skilled and in particular, management level.
3.	A Performance Management Appraisal to be implemented in order to identify employees as fast trackers.



The Waterberg JV Mine undertakes that it will within three months of the mining right being granted provide the following:

- A career development matrices of each discipline (inclusive of minimum entry requirements and timeframes)
- Individual development plans for employees
- Identify a talent pool to be fast tracked in line with the needs; and
- Provide a comprehensive plan with targets, timeframes and how the plan would be implemented

2.3 Mentorship Plan

2.3.1 Mentorship of Employees

The Waterberg JV Mine will ensure that all bursaries, internships, learnerships and employees on individual career development programmes have a formal mentorship agreement in place between themselves and their respective mentors. The Job coaching will take place on a daily basis through the supervisory structure. The Waterberg JV Mine views mentorship and coaching of employees as a link between Skills Development, Skills Planning and Employment Equity in order to meet current and future demands of their job.

Table 2.15 outlines the strategic plan for the implementation of a formal Mentorship Programme and Table 2.16 summarises the Mentorship targets to be attained by the mine:

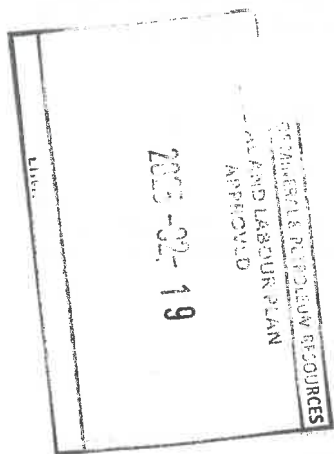


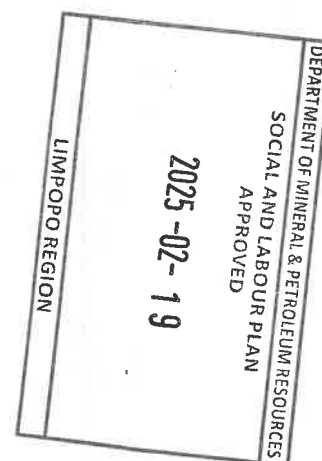
Table 2.15: Strategic Plan for the Implementation of a Mentorship Programme

Mentorship Programme	
Undertaking	Mentoring will be done in a formal manner, where a mentorship plan is put in place between mentor and mentee. The mentorship plan for employees will be aligned with the Skills Development Plan, training and the implementation thereof, where employees’ progression through a career path will be facilitated and monitored. The progression will be monitored by an assigned mentor and facilitated by HR.
Guideline	All learners will be assigned a coach in terms of the Waterberg JV Mine’s skills development process. Mentors will be assigned to all learners on bursary programmes, internships/experiential training and learnerships as well as all employees who have been identified for development to management such as fast trackers into positions in terms of the skills analysis and workforce planning process.
Mentorship Programme Strategic Action Plan	
1.	Identify employees with potential for career development and fast-tracking programmes through the skills assessment and performance management process.
2.	A mentorship plan to be provided for employees which is aligned to the Skills Development Plan and the implementation thereof.



Table 2.16: Mentorship Targets

Employee Categories	Current no of Employees Mentored	2021	2022	2023	2024	2025
		No of Employees being mentored	No of Employees being mentored	No of Employees being mentored	No of Employees being mentored	No of Employees being mentored
Learnerships	0	2	2	12	24	36
Bursaries	0	2	2	2	4	6
Internships	0	2	2	10	10	10
Fast Trackers under Career progression plan		To be completed during operational phase				
Total		6	6	24	38	52



2.4 Internship and Bursary Plan

2.4.1 Bursary Plan

The Waterberg JV Mine is committed to the up-skilling of individuals from the key labour sending communities as well as its own employees. The Waterberg JV Mine company views its bursary programmes as a mechanism for facilitating such skills development. The bursaries for community members will be for mining related courses.

Table 2.17, below, provides the planned strategies with regards to the implementation of the Bursary Programmes and Table 2.18 provides for external and internal bursary targets:

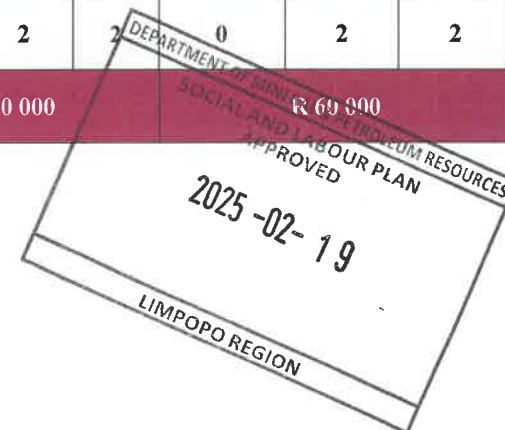
Table 2.17: Strategic Plan for the Implementation of Bursary Programme

Bursary Programme	
Undertaking	The Waterberg JV Mine is committed to the up-skilling of individuals from the key labour sending communities as well as its own employees. The Waterberg JV Mine views its bursary programmes as a mechanism for facilitating such skills development.
Guideline	The Waterberg JV Mine will allocate funds for the bursary schemes to students from communities pursuing studies related to mining. It will also provide assistance to employees to further their studies part-time.
Bursary Strategic Action Plan	
1. Liaison with communities and schools to identify high flyers for tertiary students.	
2. Bursaries will be awarded to deserving students, preferably from local communities.	
3. Those given bursaries will be expected to do vacation work on the mine and also enter into service contracts as required.	
4. Mentors will be appointed to mentor the students both while at their tertiary institutions as well as when they are on the mine for vocational and/or experiential training.	



Table 2.18: External and Internal Bursary Targets

Bursary Field	2021		2022			2023			2024			2025			Total New Intake
	New Intake	Total No.	Current No.	New Intake	Total No.	Current No.	New Intake	Total No.	Current No.	New Intake	Total No.	Current No.	New Intake	Total No.	
External Full Time Bursary (4 year degree)															
Mining Engineering	1	1	1	1	2	2	1	3	3	0	3	2	0	2	3
Chemical & Metallurgical Engineering	1	1	1	0	1	1	0	1	1	1	2	2	1	3	3
Geology	0	0	0	1	1	1	1	2	2	0	2	2	0	2	2
Electrical & Information Engineering	0	0	0	0	0	0	1	1	1	0	1	1	1	2	2
Total	2	2	2	2	4	4	3	7	7	1	8	7	2	9	10
Budget – External Fulltime Bursary	R 200 000		R 400 000			R 700 000			R 800 000			R 900 000			R 3000 000
Internal Fulltime Bursary (1 year Course)															
Management Development Programme	1	0	0	1	1	0	1	1	0	1	1	0	1	1	5
Advance Project Management	1	0	0	1	1	0	1	1	0	1	1	0	1	1	5
Total	2	0	0	2	2	0	2	2	0	2	2	0	2	2	10
Budget – Internal Fulltime Bursary	R 60 000		R 60 000			R 60 000			R 60 000			R 60 000			R 300 000



2.4.2 Internship Plan

Internships provide the opportunity for work related experience that will help learners prepare for the world of work. The Waterberg JV Mine will provide an opportunity for experiential training, where MQA learners requiring experience, can be sourced to gain experience at the mine during holiday periods.

Table 2.19 indicates the internship plan, commitment and strategy towards interns, whilst table 2.20 indicates internships targets.

Table 2.19: Strategic Plan for the Implementation of Internship Programmes

Internship Programme	
Undertaking	The Waterberg JV Mine will offer internal and external internships which provide experiential training opportunities. Internal students/employees studying a national engineering diploma will do their P1 and P2 as part of the internship.
Guideline	Women in Mining and HDSA will be developed through the internship programme. Mentoring is linked to the internships in order for interns to gain experience, through proper supervision and support during their practical phase.
Internship Strategic Action Plan	
1. Internships to be provided to students from the surrounding communities, subject to the following constraints: - Available time from line management to mentor students, ensuring quality training experience.	
2. To accommodate fields of study which are directly mine/plant/ process related.	
3. Formal feedback session between mentor, mentee and facilitator to be held in terms of a "Practical Training Programme".	

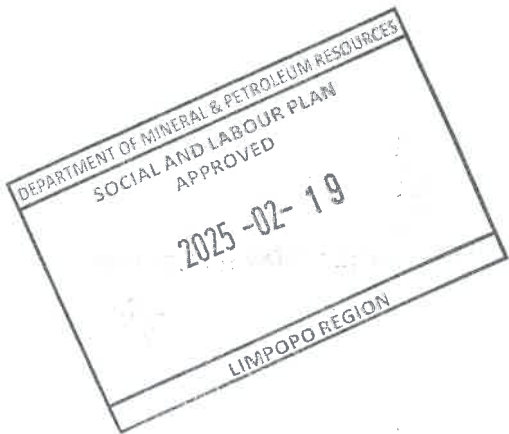


Table 2.20: Internship Targets

Fields of study		2021	2022	2023	2024	2025	Total
1.	Metallurgy	1	1	1	1	1	5
2.	Chemical engineering	1	1	1	1	1	5
3.	Mechanical engineering	1	1	1	1	1	5
4.	Geology	1	1	1	1	1	5
5.	Mining Engineering	1	1	1	1	1	5
6.	Civil & Structural Engineering	1	1	1	1	1	5
7.	Other:						
	- IT	1	1	1	1	1	5
	- Secretarial	1	1	1	1	1	5
	- Administration	1	1	1	1	1	5
	- Sustainable Development	1	1	1	1	1	5
	- Human Resource	1	1	1	1	1	5
	- Community Development	1	1	1	1	1	5
	- Payroll and Finance Administration	1	1	1	1	1	5
TOTAL		13	13	13	13	13	65
BUDGET		R 850 000	R 850 000	R 850 000	R 850 000	R 850 000	R 4 250 000

2.5 Employment Equity Plan

The Waterberg JV Mine is committed to organisational transformation which is aligned to Mining Charter Employment Equity targets. The mine will implement career development and performance management initiatives to ensure the development of HDSA’s in management positions.

The Waterberg JV Mine will employ a strategy of recruiting from the local community and developing recruits guided by the career progression path and skills development programmes to ensure a skilled and competent workforce.

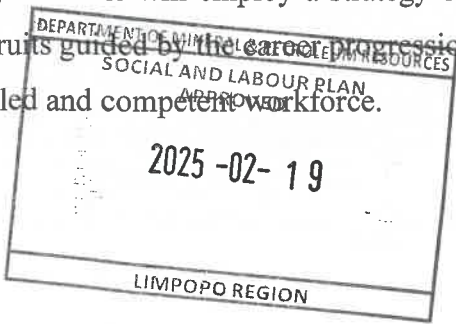
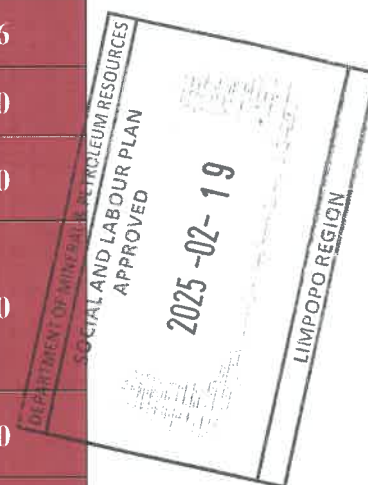


Table 2.21: Form S: Employment Equity Statistics (Note: This Form Will Be Completed within 3 months of Operational Phase)

Occupational levels	Designated							Non-Designated			TOTAL
	Male			Female				Male	Foreign Nationals		
	A	C	I	A	C	I	W	W	Male	Female	
Top management (Board members)	1	0	0	0	0	0	0	4	1	0	6
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
Total Permanent	1	0	0	0	0	0	0	4	1	0	6



Top management will comprise the Waterberg JV Board members. The Board is transitional, and the new Board will be established after the outcome of the DFS and will aim to comply with the targets within a reasonable period.

2.5.1 Participation of Historically Disadvantaged South Africans

The Waterberg JV Mine is committed to attaining the HDSAs in management and core skills target as set out by the Mining Charter. The Waterberg JV Mine undertakes to appoint suitable candidates preferably from the local community. However, if the targets cannot be met, the Waterberg JV Mine will source suitable potential candidates beyond local communities and apply employment equity and career progression strategies.

The strategy to comply with the Mining Charter employment equity scorecard target is contained in Table 2:22 below. Table 2.23 indicates the HDSA in Management targets. The actual numbers will be completed during the operational phase.

Table 2:22: Strategic Action Plan for the Implementation of Employment Equity

Employment Equity	
Undertaking	The Waterberg JV Mine is committed to the strategic objectives of the Employment Equity Act that include having individuals from previously disadvantaged groups (including women) represented in all positions of skills, responsibility and at all levels
Guideline	The Waterberg JV Mine will employ a strategy of: (a) recruiting from the local community; and (b) developing recruits via the career progression path and skills development programmes to ensure a skilled and competent workforce.
Employment Equity Strategic Action Plan	
1.	Targeting the recruitment of HDSAs and Women in Mining Positions is a specific focus of the workforce plan.
2.	Recruitment targets for HDSAs will be specifically aimed at developing and promoting such employees into management positions.
3.	Mining-related occupations will be specifically identified in the workforce plan and strategies and targets identified to support the inclusion of women into these occupations.
4.	Skills assessments will focus on the identification of employees with the potential to be developed into management positions and career development plans will drive the growth and advancement of these employees.
5.	Appropriate skills training in line with the career path structure will be provided for HDSAs and Women to ensure that they acquire the appropriate skills and competencies.
6.	Mentoring of HDSAs to provide them with support and assistance to ensure that they can assume their roles with success.

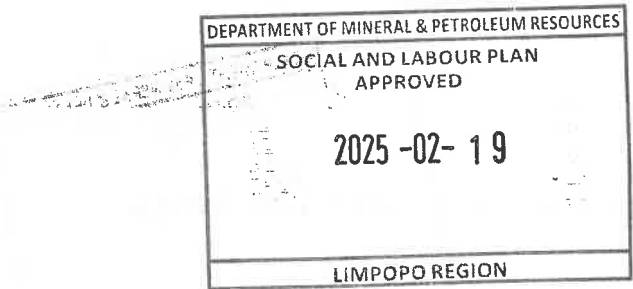
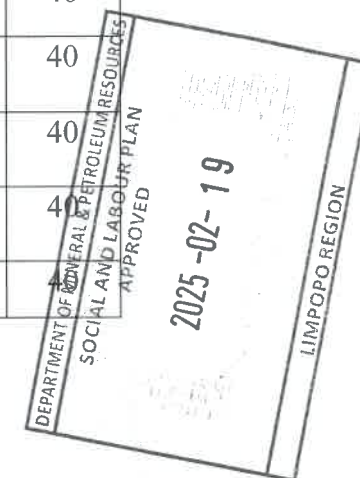


Table 2.23: HDSAs in Management Targets

HDSAs in Management Positions	Prescribed Target	2021		%	2022		%	2023		%	2024		%	2025		%
		Designated	Non-Designated	40	Designated	Non-Designated	40	Designated	Non-Designated	40	Designated	Non-Designated	40	Designated	Non-Designated	40
Top Management	40%			40			40			40			40			40
Senior Management				40			40			40			40			40
Middle Management				40			40			40			40			40
Junior Management				40			40			40			40			40
Core Skills				40			40			40			40			40

Top Management is based on Waterberg JV Mine's Head Office and will include Board Members



2.5.2 Participation of Women

In order to achieve and maintain the required Mining Charter objective of women participation in mining, the Waterberg JV Mine endeavours to eliminate any challenges faced through progressive strategies and action plans which will aim to encourage women to be developed in mining. Women will be given preference in filling certain positions and learnership opportunities. The identified women will be put on a mentoring programme to prepare them for the work in the various sections where they may be appointed upon completion of their programme.

The Waterberg JV Mine undertakes to employ a minimum of 10% WIM and will progressively increase the percentage as outlined in the strategic plan below. The HRD programme is integrated to achieve the WIM objective through a variety of strategies such as targeting women in the community, bursaries, the career progression plan and learnerships.

The strategy to achieve the WIM objective is in table 2.24 below. Minimum targets for WIM are indicated in table 2.25 and the actual numbers will be completed during operational phase. Core mining positions will be completed during operation.

Table 2.24: Strategic Plan for the Participation of Women in Mining

Women in Mining	
Undertaking	The Waterberg JV Mine undertakes to employ a minimum of 10% WIM, of which will be represented at all Paterson levels and will endeavour to fill more management positions with women. Furthermore, the Waterberg JV Mine will give preference to local women who meet entry level requirements for bursary and learnership programmes.
Guideline	The HRD programme is integrated to achieve WIM as per the Mining Charter objective through a variety of strategies such as targeting women in the community, bursaries, the career progression plan and learnerships.
Women in Mining Strategic Action Plan	
1. Develop gender equity policy, communicate policy to all employees.	
2. Recruit female candidates into learnerships and specific skills programmes – sign contractual agreements to enable retention of female candidates.	
3. Find best fit for female candidates for Career Progression Programmes.	
4. Provide necessary infrastructure to cater for WIM, i.e. change rooms, suitable PPE.	

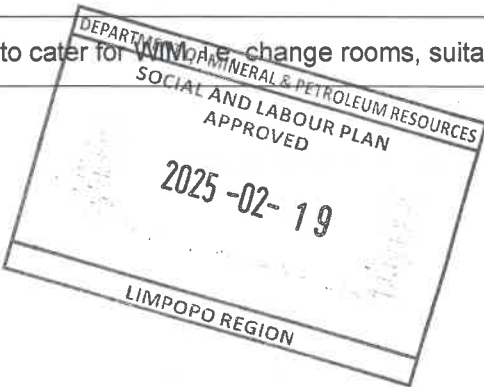
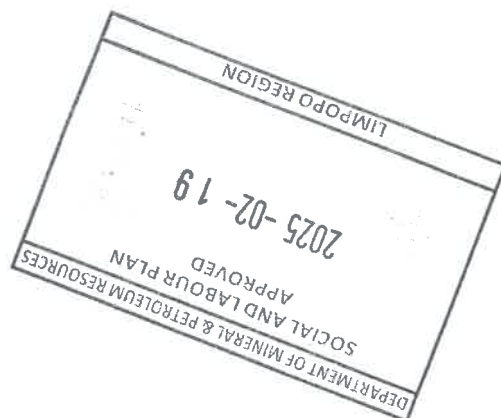


Table 2.25: Minimum Targets for Participation of Women in Mining

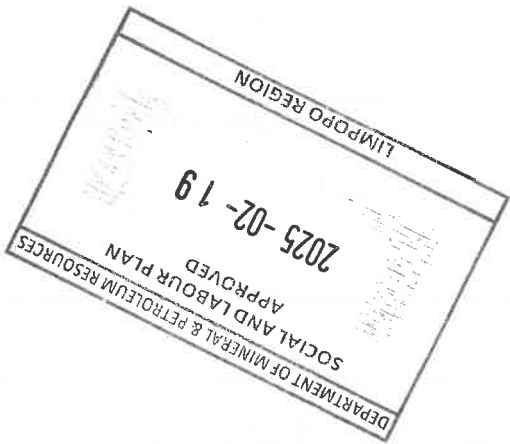
		2021	% Women	2022	% Women	2023	% Women	2024	% Women	2025	% Women
Total No. of Employees at the mine	Minimum of 10% Women in Mining (A balance between Core and Support Functions)		10%		10%		10%		10%		10%
Women at the Mine											
Total No. of Employees in Mining Occupations (Core)			10%		10%		10%		10%		10%
Women in Mining Occupations (Core)											

The Waterberg JV Mine will work progressively to increase the percentage of Women Participation in Mining.



SECTION 3

LOCAL ECONOMIC DEVELOPMENT PROGRAMME



3 LOCAL ECONOMIC DEVELOPMENT PROGRAMME (LED)

3.1 Introduction

The Local Economic Development (“LED”) programme will seek to enable the community, in which the mine is operating (inclusive of the Labour Sending Area) to become an economically stronger entity by, and not limited to; increasing business skills, entrepreneurship, job creation and income. Most of these communities are generally spatially marginalised and the design of the LED projects should seek to amplify opportunities as well as alleviate poverty within the labour sending area of the mine. The skills and initial assistance given by the mine should have the potential to ensure that livelihoods created during the LED phase, will be able to survive independently after the mine has exited each programme and more specifically after the mine has closed.

3.2 Socio Economic Background

Blouberg Local Municipality is situated approximately 95km from Polokwane, towards the far northern part of the Capricorn District Municipality. It is bordered by Polokwane on the south, Molemole on the southwest, Makhado on the northern east, Lephalale on the northwest, Mogalakwena on the southwest and Musina on the north.

Table 3.1a: Socio-Economic Profile of Surrounding Region – Population

Variable	Community survey 2007	Census 2011	Community survey 2016
Wards	19	21	22
Number of villages	125	125	137
Number of households	35 595	41 416	43 747
Population	194 119	162 625	172 601

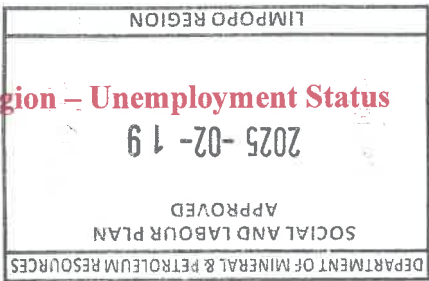
Source: Statistics South Africa – 2011 census

Table 3.1b: Socio-Economic Profile of Surrounding Region – Educational level

No.	Educational level	Gender		Total
		Male	Female	
1.	No schooling	836	1 200	2 036
2.	Primary level not completed	1 214	1 028	2 241
3.	Completed primary level	692	751	1 443
4.	Secondary level not completed	7 636	9 077	16 713
5.	Grade 12	3 286	4 793	8 079
6.	Higher education	618	960	1 578

Source: Statistics South Africa – 2011 census

Table 3.1c: Socio-Economic Profile of Surrounding Region – Unemployment Status



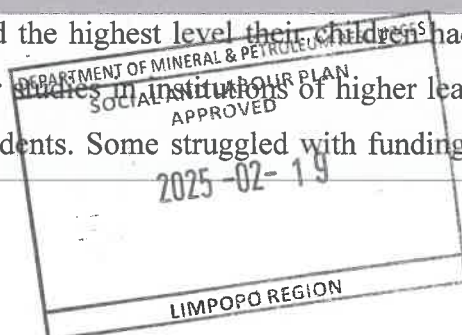
No.	Status	Gender		Total
		Male	Female	
1.	Employed	8 584	7 255	15 839
2.	Unemployed	3 903	6 328	10 231
3.	Discouraged work seekers	1 922	3 276	5 198
4.	Uneconomically active	23 127	32 627	55 754

Source: Statistics South Africa – 2011 census

3.2.1 Summary: Situational Analysis/Community Profiling Conducted for Mining Area

The Waterberg JV Mine conducted a situational analysis for the mining area of Ward 1 and 2, which includes Ketting, Early Dawn, Goudetrouw and Old Langsine. The communities fall under Blouberg Local Municipality. The background information in the Integrated Development Plan (IDP) of the local municipality indicates that the area is mostly made up of privately owned farms. What follows is a summary of key findings from the community profile conducted in both villages.

Community Profiling Key Findings
<p>1. Population</p> <p>At the time of profiling there were 1,069 persons from 171 households at Old Langsine, and 1,761 persons from 246 households at Early Dawn. The communities combined have 2,830 persons from 417 households. A household in Old Langsine is calculated at the average of 6.25, and at Early Dawn the average is 7.16.</p>
<p>2. Family Structure</p> <p>Over 45% of Old Langsine and 51% of Early Dawn households were headed by married people. The highest number of family households in both communities were found to be married, followed by singles and widows. This represents a consistent structure for households in the two villages.</p>
<p>3. Literacy Level</p> <p>Both communities reported high literacy levels. Old Langsine reported 77% and Early Dawn 84% of people who can read and write. Even though the communities are found in the deeper parts of the Limpopo Province, education remains key to their livelihoods.</p>
<p>4. Highest Level of Qualifications</p> <p>Both communities indicated the highest level their children⁵ had completed was their Matric, but most could not further their studies in institutions of higher learning. Old Langsine had 207 and Early Dawn 126 matric students. Some struggled with funding to pursue their careers and some</p>



Community Profiling Key Findings
performed badly in matric. Only a few children from the community were able to pursue their studies at institutions of higher learning.
The poor economic climate in the villages means people are struggling to have a sustainable income, which in turn makes it difficult for parents to provide for their children’s careers. Electrical Engineering seems to be a career of choice for both communities, as the few children who went on to tertiary education are qualified in that field.
5. Family Source of Income
The most important source of household income in Old Langsine and Early Dawn is the old age pension from the government. Old Langsine (43%) and Early Dawn (29%) households are heavily dependent on a monthly income ranging between R801 to R1,500.
A high number of families in these communities receives their income from old age pension, followed by child support grants. This clearly indicates that most families survive on the government’s system of social grants.
6. Economic Activities
Slightly more than one quarter of the households (27%) in both Old Langsine and Early Dawn subsidised their low income over the years through subsistence farming – small vegetable gardens, followed by livestock farming of chicken and cows for family consumption and selling to their communities. Due to a lack of entrepreneurial and production skills, this is done on only a very small scale.
7. Unemployment
More than 56% of the Early Dawn and 54% of the Old Langsine labour force is unemployed, and communities in both villages suffer very high rates of poverty. This is despite being in an area that attracts tourist and has an abundance of agricultural land. Many community members do not have required skills, and prefer to be employed as general workers.
8. Developmental Needs
Both communities indicated a high need for water and access roads. They experience serious water problems and indicated that whenever the pump is broken it will take days before it can be repaired. The provision of access roads to the villages will enhance economic spinoffs in the communities.



3.3 Key Economic Activities

The following are the key economic activities of the Blouberg Local Municipality and the surrounding communities:

Table 3.1d: Key Economic Activities in the Blouberg Local Municipality

Activity
Farming
Mining
Retail development
Tourism

Names of Other Mining Companies that Operate Around Waterberg JV Mine’s Area of Operation

Table 3.1e: Names of other mining companies in the area

Name of the mining company
1. Aurora
2. Ironveld mining – Sylvania Platinum
3. Cracow
4. Venetia (De Beers)
5. Terratum Global

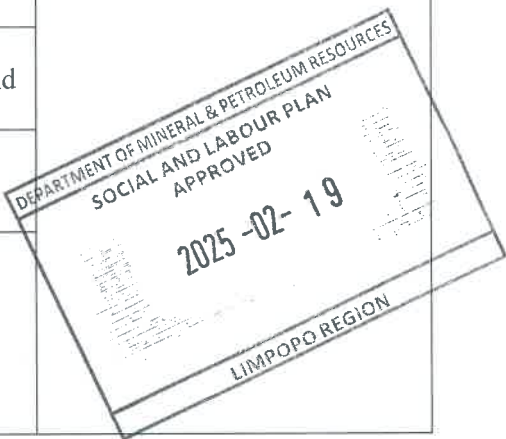


3.4 Local Economic Development Planning

Table 3.2: Local Economic Development Planning

General	Specific	Type of need	Name of community
Infrastructure Development	<ul style="list-style-type: none">Water provision	Adequate and reliable water source and provision	<ul style="list-style-type: none">Ketting
	<ul style="list-style-type: none">Sanitation		<ul style="list-style-type: none">Goudetrouw
	<ul style="list-style-type: none">Roads, internal streets and storm water management	Almost 65% are gravel, need upgrading and construction of low level bridges	<ul style="list-style-type: none">Old LangsineEarly Dawn

General	Specific	Type of need	Name of community
	<ul style="list-style-type: none"> Housing 	RDP housing for the destitute families	
	<ul style="list-style-type: none"> Libraries 	There are only two libraries in the whole municipality	
	<ul style="list-style-type: none"> Job creation and employment 	High rate of unemployment	
	<ul style="list-style-type: none"> Electricity 	High electricity costs	
	<ul style="list-style-type: none"> Land use management 	Demarcation of sites and most land is tribal land	
	<ul style="list-style-type: none"> Communication 	No network coverage in some areas	
	<ul style="list-style-type: none"> Electrification of extensions Building of crèches Internal streets and storm water Landfill sites Sports facilities 	No electricity in this area	



3.5 Impact of the Operation on the Area

It is clear that the local recruitment drive will result in a significant impact of the mining operation on the communities directly affected by the operation, in addition to other opportunities that the Waterberg JV Mine will bring especially to business around the area.

The main negative impact will be visual which notable change in landscape characteristics is over an extensive area and an intensive change over a localized area, resulting in major changes in key views from the local communities. Visual Intrusion: High [with respect to: Ga-Ngwepe, Ketting, Legwaneng, Kgokonvane, Kgatlu, Setlaole (Norma B), Ga-Masekwa (Norma A), Botlokwa, Bayswater, Ga-Rawesi, Ga-Reweshe, Kgopong Farms Makgato Project, Vienen, Lekurung and Mmotong].

It is clear from a Social Sensitivity Analysis perspective the impact of the Ketting Alternative would necessitate Resettlement. Therefore in line with the International standards to avoid Resettlement, the Goedetrouw Infrastructure Options is recommended. High impacts indicated on

the Goedetrouw Infrastructure Option is worse case without any mitigation, and in terms of the other specialist reports, these impacts (mainly noise and air quality) can be successfully mitigated to below acceptable standards. Therefore the recommendation would be to implement the mitigation measures as detailed and to closely monitor the levels of noise, air quality and blasting (air blast and vibration) within the affected communities.

3.6 Infrastructure Development and Poverty Alleviation Programmes

The Waterberg JV Mine is committing itself to community development strategies in which a broad base of the community will benefit from mining activities and associated infrastructure and will be able to take advantage of opportunities that will arise from infrastructure development. The Waterberg JV Mine will focus on infrastructure projects that will directly benefit large portions of the population, and which will have a long-lasting impact.

The Waterberg JV Mine consulted with Blouberg Local Municipality to endorse projects identified, the following projects have been chosen (**See Appendix A**)

- Provision of infrastructure and educational support to local schools
- Mine and community bulk water supply and reticulation
- Extension and equipping of existing clinic/health facility
- Road Construction



Table 3.3: Five Year Project Plan for Local Economic Development Projects

Financial Provision for LED Programmes	2021	2022	2023	2024	2025	Total Financial Provision (2021 to 2025)
Provision of infrastructure and educational support to local schools		R 1,000,000	R 1,000,000	R 1,000,000	R 1,000,000	R 5,000,000
Mine and community bulk water supply and reticulation	R 20,000,000	R 30,000,000	R 70,000,000	R 65,000,000	R 65,000,000	R 250,000,000
Extension and equipping of existing clinic/health facility				R 800,000	R 800,000	R 1,600,000
Road Construction - 38 km @ R 3 million per km	R 30,000,000	R 30,000,000	R 30,000,000	R 30,000,000	R 30,000,000	R 150,000,000
Total Financial Provision for LED Programme	R 50,000,000	R 61,000,000	R 101,000,000	R 96,800,000	R 96,800,000	R 405,600,000

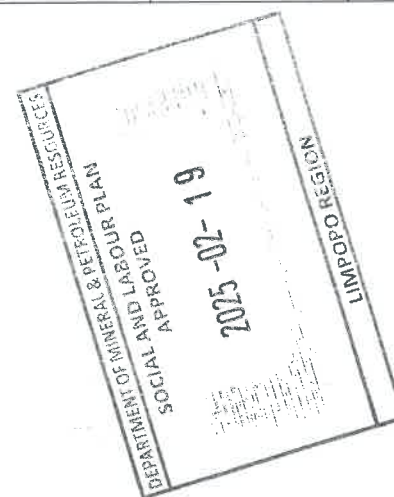


Table 3.4. LED – Infrastructure: Provision of infrastructure and educational support to local schools

Project 1	Project name: Provision of Infrastructure and Educational Support to Local Schools			Project classification: e.g. infrastructure and educational programmes development			
Background and status	<ul style="list-style-type: none">Communities around the Waterberg JV Mine, which are in the Blouberg Local Municipality, include Ketting, Early Dawn, Goudetrouw, Old Langsine. These communities have primary and secondary/high schools which cater for the foundation, intermediate and senior phase. Some of the schools have very old buildings which are in poor condition. Only two schools have been newly built by the Department of Education in the recent years. Most of these schools need essential educational requirements, such as science laboratories, computer science laboratories, libraries, administrative blocks, additional classrooms, additional ablution facilities, palisade fencing and sports facilities.Some of the old school infrastructure needs extensive renovations, while newer schools need minimal renovations. The Department of Education has mentioned that the plans are to combine some of the schools due to the small number of enrolments of learners at the schools. The mine will construct building structures for Digital Education Centres, library and computer library centre, with equipment and material to the three primary schools and one high school.The project will be managed by Waterberg JV and Via Afrika in collaboration with the Department of Education for the first year, and thereafter it will be handed over to the school and the Department of Education. The interventions will be focusing on improving maths and science at secondary school level which will help in recruitment of learners for learnerships and bursaries for mining qualifications required by the mine.						
Geographical location of project, activities and timelines	District and Local Municipality	Name of Village /community and schools	Core activities/ outputs (specify if it is short term, medium term and long term)	Delivery timelines (quarterly and calendar)	Classification of jobs (temporary/permanent)- Estimated total jobs to be created	Estimated allocated budget	Start & end date
	Capricorn District Municipality; Blouberg Local Municipality	Ketting Community: 1. Phuto Mokoena Primary School Early Dawn Community: 2. Bodiela Secondary School 3. Seshane Primary School Goudetrouw Community: 4. Mogothhogi Primary School	<ul style="list-style-type: none">Provide infrastructure which include science laboratories, computer science laboratories, libraries, administrative blocks, additional classrooms, additional ablution facilities, palisade fencing and sports facilitiesInstallation of digital education centresEducational equipment and material including hardware and software programmesTraining programme for the educators and the learners	2 nd Quarter 2022	<ul style="list-style-type: none">African male: 6African Female: 2Youth Male: 6Youth Female: 2	R 1000 000	2022
				2 nd Quarter 2023		R 1000 000	2023
				2 nd Quarter 2024		R 1000 000	2024
				2 nd Quarter 2025		R 1000 000	2025
Total budget for the project	R 4 000 000						
Completion date and exit strategy	On completion the infrastructure will be handed over to school and the Department of Education for maintenance and management						

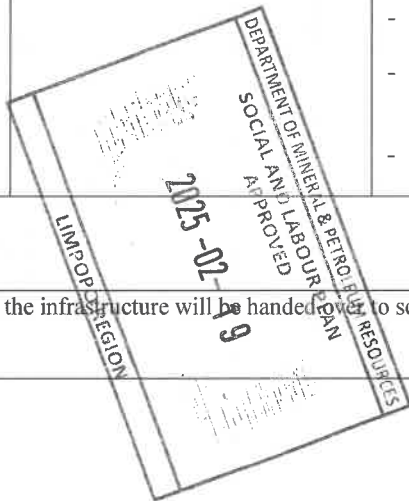


Table 3.5.LED – Infrastructure: Mine and Community Bulk Water Supply and Reticulation

Table 3.3.LED – Infrastructure: Mine and Community Bulk Water Supply and Reticulation							
Project 2	Project name: Mine and community bulk water supply and reticulation			Project classification: e.g. infrastructure development			
Background and status	<ul style="list-style-type: none">The Integrated Development Plan and Spatial Development Framework documents of the Blouberg Local Municipality indicate that there is shortage of water in the local communities. There is not enough water for domestic use, commercial crop and livestock farming. Communities and the local municipality depend on underground water with boreholes, which are mostly not in a good state.Waterberg JV Mine, national and local authorities are working on a joint plan for water supply and management in the area. The mine will contribute financially towards the development of the water infrastructure. This will allow both the mines as well as the local communities to have access to water. Attached is the MOU between Waterberg JV and Capricorn District Municipality – Annexure CThe project will be done in partnership with the Limpopo Provincial Government, Department of Water Affairs and Sanitation, Capricorn District Municipality and the Blouberg Local Municipality.The cost has not yet been determined but the mines' portion is estimated at around R250 000 000						
Geographical location of project, activities and timelines	District and Local Municipality	Name of Villages /Community	Core Activities/ Outputs (specify if it is short term, medium term and long term)	Delivery Timelines (quarterly and calendar)	Classification of Jobs (temporary/permanent)- Estimated Total Jobs Created	Estimated Budget	Start & End Date
	Capricorn District Municipality; Blouberg Local Municipality	All villages/communities around the mine, within the Blouberg Local Municipality which includes Ketting, Early Dawn, Goudetrouw, Old Langsine, Bran etc	<ul style="list-style-type: none">- Set up a joint venture agreement with the municipality- Drill boreholes and maintain them- Construction of reservoir and water reticulation.	2nd Quarter 2021 to 4 th Quarter 2025	<ul style="list-style-type: none">- African male:- African Female:- Youth Male:- Youth Female:	R250 000 000	August 2021 to December 2025
Total budget for the project	R250 000 000						
Completion date and exit strategy	Once the project has been completed, it will be handed over to the Department of Water and Sanitation, the district and the local municipality for management. See attached MOU in Annexure C						

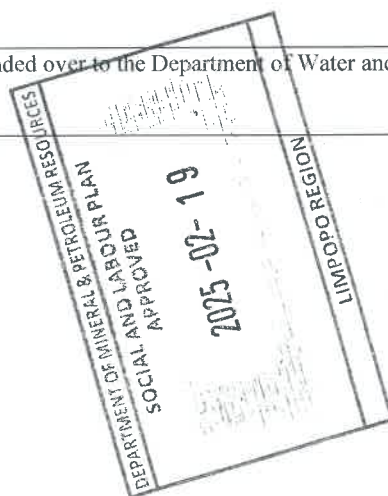


Table 3.6. LED - Extension and Equipping of Existing Clinic/Health Facility

Project 3	Project name: Extension and equipping of existing clinic/health facility			Project classification: e.g. infrastructure and health development			
Background and status	<ul style="list-style-type: none">Ward 1 and 2 of Blouberg Local Municipality has only one clinic which is in Goudetrouw Community. The clinic provides services to seven communities. The capacity of the clinic is not sufficient to carry the load with only two consulting rooms. Through consultation with the management of the clinic, additional consulting rooms are required to cater for patients and counselling rooms are needed.The clinic/health facility is already built and in good condition. The mine will only provide additional three consulting rooms to the existing structure.The mine will provide the consulting rooms and the required equipment and material. Communities which access the services of the facility include Ketting, Goudetrouw, Old Langsine, Early Dawn and other surrounding villages/communities.						
Geographical location of project, activities and timelines	District and Local Municipality	Name of Village/Community	Core Activities/ Outputs (specify if it is short term, medium term and long term) *put more rows for additional activities	Delivery Timelines (quarterly and calendar)	Classification of Jobs (temporary/permanent)- Estimated Total Jobs Created	Estimated Budget	Start & End Date
	Capricorn District Municipality; Blouberg Local Municipality	Goedetrouw	<ul style="list-style-type: none">Extension of the clinic with additional three (3) consulting rooms.Provision of required equipment and material		<ul style="list-style-type: none">African male:African Female:Youth Male:Youth Female:	R1 600 000	2024 to 2025
Total budget for the project	R 1 600 000						
Completion date and exit strategy	The project will be implemented and completed and then the management will be handed over to the clinic, the Limpopo Provincial Department of Health, and the district and the local municipality. They will be responsible for the maintenance of the structure and the equipment.						

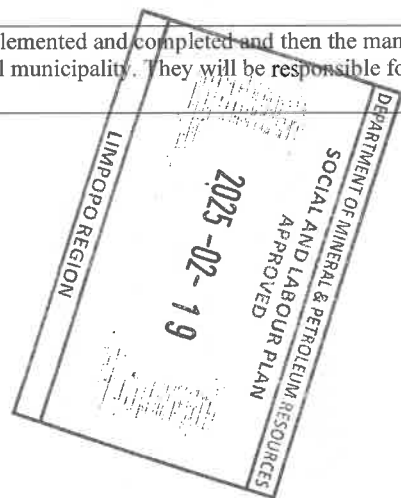
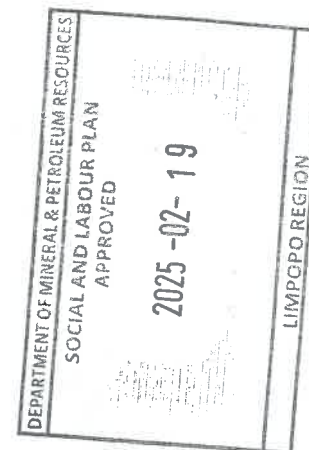
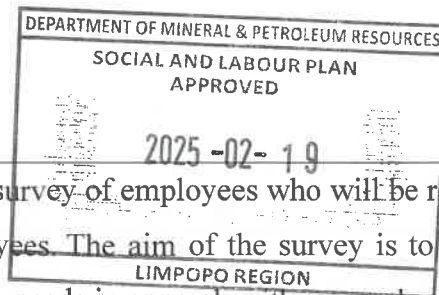


Table 3.7. LED – Road Construction

Table 5.7: EED - Road Construction							
Project 4	Project name: Construction of the Road			Project classification: e.g. infrastructure development			
Background and status	The condition of the road infrastructure in the area is generally poor as identified in the IDP which will make it difficult for the community to access the mine. Once the Waterberg JV Mine is operational, there might be negative impact on health and environment. In terms of this SLP, the Waterberg JV Mine commits to upgrade the gravel road D3436 from N11 to the mine site. Permission has been granted by Road Agency Limpopo (RAL) construct the road to improve mobility in the area and enhance access to the mine by the communities. See the attached letter of authorisation from RAL (Annexure C). This will also mitigate the environmental risks associated with gravel road such as dust. The road is a 38 km stretch from the main road.						
Geographical location of project, activities and timelines	District and Local Municipality	Name of Village /Community	Core Activities/ Outputs (specify if it is short term, medium term and long term) *put more rows for additional activities	Delivery Timelines (quarterly and calendar	Classification of Jobs (temporary/permanent)- Estimated Total Jobs Created	Estimated Budget	Start & End Date
	Capricorn District Municipality; Blouberg Local Municipality	<ul style="list-style-type: none">• Ngwanalela• Kransplats• Vianen• Harriets Wish• Lewaneng/Ketting• Goedetrouw	Construction of road	2 nd quarter 2021 to 3 rd quarter of 2025	African male: 45 African Female: 15 Youth Male: 20 Youth Female: 10	R150 000 000	May 2021 to December 2025
Total budget for the project	R150 000 000						
Completion date and exit strategy	The project will be implemented and completed and then handed over to the Department of Roads and Transport. See Annexure C - RAL						





3.7 Housing and living conditions

The Waterberg JV Mine will conduct a housing survey of employees who will be recruited in order to determine the housing status of employees. The aim of the survey is to determine employees' current living conditions and housing needs in general, with an emphasis on area-specific needs and living preferences. Employees have to indicate whether they currently own or rent their houses, as well as the type of structures in which they reside in (brick and mortar, shack or hostel). The results of the survey will be used to identify ways of assisting employees with regards to their housing and living conditions in a manner that will have an extensive long-term positive influence for the employees. Further, the Waterberg JV Mine will introduce a joint decision making forum to assist employees in any decisions affecting housing needs. This joint decision making forum will be responsible for:

- Formulating and implementing a company / mine housing policy;
- Monitoring of housing policy compliance; and
- Introducing education, training and development in all housing aspects in order to equip employees to participate fully in all housing matters.

Table 3.8: Strategic Plan for the Implementation of a Housing Strategy

Housing Strategy	
Undertaking	The Waterberg JV Mine undertakes to facilitate the employees with affordable and decent accommodation as well as a market related housing allowance as agreed to from time to time with employees' representatives. Furthermore, the Waterberg JV Mine will introduce a joint decision making forum to assist employees in any decisions affecting housing needs. This joint decision making forum will be responsible for: (1) Formulating and implementing a company / mine housing policy; (2) Monitoring of housing policy compliance; and (3) Introducing education, training and development in all housing aspects in order to equip employees to participate fully in all housing matters.
Guideline	The Waterberg JV Mine will therefore endeavour to improve the quality of accommodation of its employees through the housing policy by following the subsequent policies: (1) Employees will be free to choose the type and location of accommodation they prefer, save for possible legislative constraints. Their choice will be limited only to affordability and availability ; and (2) Assistance will be given to employees based on their needs as well as financial assistance in terms of housing allowances.
Housing Strategic Action Plan	
1. A company housing forum to be established, comprising of union representatives and management representatives.	
2. An appropriate and affordable housing strategy to be developed.	
3. Implementation of strategies and the housing policy to be monitored and evaluated.	
4. To implement a programme that includes time frames to address the needs of the employees.	
5. Employees to be trained and educated on all housing issues.	
6. Requirements for housing acquisition applications to be determined.	

3.8 Health Care and Nutrition

The Waterberg JV Mine will not provide any meals to employees; however there will be a canteen on site managed by a food service supplier. Due to the fact that the Waterberg JV Mine will not provide food for its employees; the Waterberg JV Mine will be looking into implementing awareness programmes so that it can inform workers how they can benefit from good nutrition, balanced diets, correct method of food preparation to maximise nutritional benefits of food, as well as the use of nutritional diets in the management of chronic illnesses including HIV.

Table 3.9: Implementation of a Strategic Health Care and Nutrition Action Plan

Health Care and Nutrition Programme	
Undertaking	The Waterberg JV Mine in partnership with the contracted catering service provider will look at implementing awareness programmes with regard to good nutrition in order to inform workers how they can benefit from good nutrition.
Guideline	The Waterberg JV Mine intends to implement regular awareness programmes to inform workers of the benefits of good nutrition, balanced diets, correct method of food preparation to maximise nutritional benefits of food, as well as, the use of nutritional diets in the management of chronic illness including HIV
Health Care and Nutrition Strategic Action Plan	
1. Establish a nutrition awareness programme.	
2. Introduce a “healthy choice meal” plan to be served at the mine canteen to control and to prevent chronic diseases	

3.9 Procurement Plan

The Waterberg JV Mine is committed to ensuring the growth of HDSA suppliers and undertakes to maximise the value of cost effective and reliable procurement of Capital, Consumables and Services from companies owned and controlled by HDSAs of the affected communities from the area in which it operates.



Table 3.10: Action Plan for the Implementation of a Procurement Strategy

HDSA Procurement Plan	
Undertaking	The Waterberg JV Mine is committed to ensuring the growth of HDSA suppliers and undertakes to maximise the value of cost effective and reliable procurement of Capital, Consumables and Services from companies owned and controlled by HDSAs of the affected communities from the area in which the operate.
Guideline	The Waterberg JV Mine will develop and implement a Preferential Procurement Policy which will lead to fair, transparent and compliant environment at all levels of Procurement officials at operational level.
HDSA Procurement Strategic Action Plan	
1.	Identify and record the level of procurement from HDSA companies on a quarterly basis as well as geographical sources of procurement.
2.	Encourage all suppliers to form partnerships with HDSA companies without overlooking the necessary requirements of the tender process.
3.	Where necessary and feasible, provide mentoring and capacity building assistance to HDSA suppliers.



Table 3.11: Form T Expenditure for Waterberg Joint Venture Mine (Note: To Be Completed Once the Procurement Policy has been Formulated During Operational Phase)

Capital Goods			Services			Consumables		
Provider and Physical Address	Percentage of total goods procured	HDSA Composition	Provider and Physical Address	Percentage of total goods procured	HDSA Composition	Provider and Physical Address	Percentage of total goods procured	HDSA Composition
Form T to be completed from the operational phase of the mine								
Total HDSA Capital Spend			Total HDSA Services Spend			Total HDSA Consumables Spend		
Total Capital Spend			Total Services Spend			Total Consumables Spend		

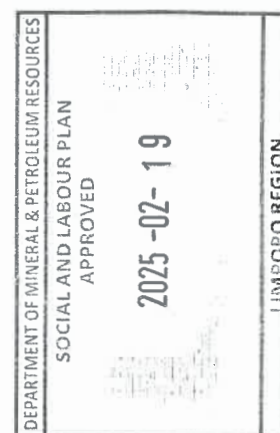


Table 3.12: Targets for HDSA Procurement (Targets Based on Mining charter Scorecard)

	2021			2022			2023			2024			2025		
	Total Rand Value (M)	HDSA Rand Value (M)	HDSA %	Total Rand Value (M)	HDSA Rand Value (M)	HDSA %	Total Rand Value (M)	HDSA Rand Value (M)	HDSA %	Total Rand Value (M)	HDSA Rand Value (M)	HDSA %	Total Rand Value(M)	HDSA Rand Value(M)	HDSA %
HDSA Spend on Services at the mine			70%			70%			70%			70%			70%
HDSA Spend on Consumables at the mine			50%			50%			50%			50%			50%
HDSA Spend on Capital Goods at the mine			40%			40%			40%			40%			40%
Total Spend on Procurement amongst HDSA Companies															
Annual spend on procurement from multinational suppliers	0.50%			0.50%			0.50%			0.50%			0.50%		

During the mine construction phase procurement from international companies for major components and engineering services will be required. A realistic development and procurement list will be developed during the DFS Phase and prior to construction with procurement plan will be developed. The score card objectives are acknowledged and given the specialised nature of the equipment, the economic reality of the best and safest provider of services the procurement target will be detailed and provided post the DFS in mid-2019.

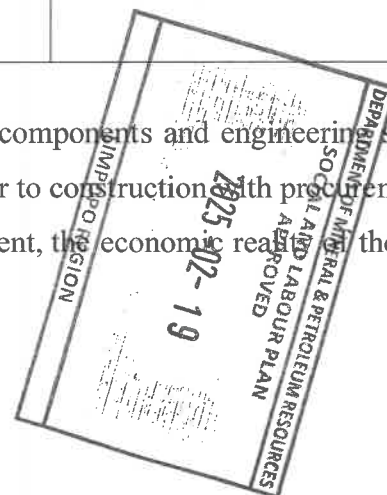
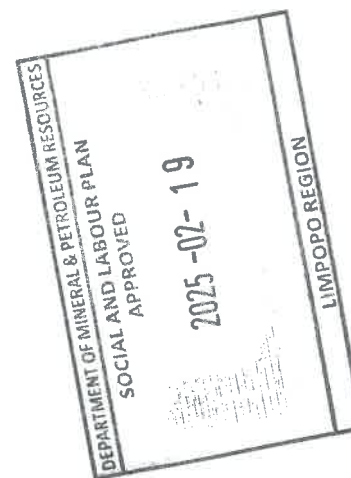


Table 3.13. SMME - Support to Local SMMEs (Expansion of Existing SMMEs)

Project 5	Project name: Support to Local SMMEs (Expansion of Existing SMMEs)			Project classification: Income Generating and SMME Development			
Background and status	The project is to support emerging SMMEs in the mining communities. They have been identified via database collection. The majority of these local SMMEs do not have the necessary training, machinery, equipment or proper venues to conduct their businesses and attract customers. The idea is to provide buildings for them to operate from the Waterberg JV Mine. The Waterberg JV Mine commits to assisting more of these SMMEs to expand and employ more people.						
Geographical location of project, activities and timelines	District and Local Municipality	Name of Village /Community	Core Activities/ Outputs (specify if it is short term, medium term and long term) *put more rows for additional activities	Delivery Timelines (quarterly and calendar	Classification of Jobs (temporary/ permanent)- Estimated Total Jobs Created	Estimated Budget	Start & End Date
	Blouberg Local Municipality	Ward 1 and 2 communities	<ul style="list-style-type: none">• Identification of emerging local deserving SMMEs• Evaluation and provision of relevant training, machinery and equipment towards expansion of the business	Q4 2021 to Q4 2025	African Male: 6 African Female: 6 Youth Male: 6 Youth Female: 6	R6 000 000	September 2021 to December 2025
Total budget for the project	R6 000 000						
Completion date and exit strategy	The Waterberg JV Mine will be responsible for the overall project management, which will include the drafting of tender documents, tender adjudication, selection of service providers, preferential procurement requirements in terms of local HDSA SMMEs, project planning with service provider, project oversight and quality assurance, and cost and invoice management. The entire project will be managed and controlled by the Waterberg JV Mine in partnership with the Small Enterprise Development Agency, the Capricorn District and Blouberg Local Municipalities. Once each SMME has been assisted and the project completed, they will be handed to the owners and the relevant local municipalities.						



SECTION 4

DOWNSCALING AND RETRENCHMENT



4 DOWNSCALING AND RETRENCHMENT

4.1 Introduction

The continual investment in Human Resource Development and facilitation of training during the lifetime of the Waterberg JV Mine has the purpose to sustain skills that will support employment of the workers beyond the life of the mine. The mine intends to comply with the Basic Conditions of Employment Act in respect of specific skills development directed at facilitating the further acquisition of skills that will be of value to employees at the Waterberg JV Mine at the time of downscaling and retrenchment.

A detailed process, in conjunction with section 52 of the Act and regulation 46 (e), for saving jobs, managing downscaling and regenerating local economies will be developed for implementation at the time of such need. The process will be in line with the Department of Labour's Social Plan Guidelines.

The company will follow the procedures for downscaling and retrenchment as set out by the Department of Labour and the Labour Relations Act (LRA). The mine will develop turnaround strategies and mechanisms to save jobs, prevent unemployment and avoid downscaling. The "notification process" as outlined in the Social Plan Guidelines and the LRA will be followed. Through the Future Forum, the mine will anticipate downscaling, manage potential retrenchments on a basis that is informed by the skills development process relating to the preparation of employees for such events, and assist the affected employees with alternative forms of employment or sustainable livelihood opportunities. The communication process will strive for active participation by employees, mine management, communities, government authorities and community organisations

Given that the Waterberg JV Mine is in a construction and initial development phase for the period of the SLP and most of the work will be completed under specific fixed term contracts retrenchment provisions would be made at the time based on the requirements in the Labour legislation. Once the Waterberg JV Mine is in operation after the periods of this SLP retrenchment processes will follow the required notice and severance provisions if required.

4.2 Establishment of Future Forum

The Waterberg JV Mine will establish a Future Forum within six months of the start of production and meetings will be held quarterly.

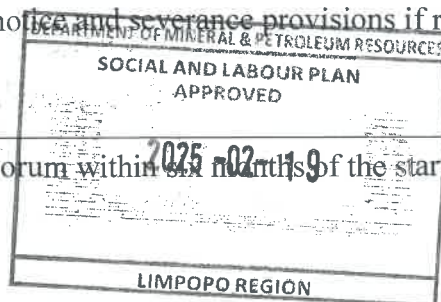


Table 4.1: Strategic Action Plan to Establish Future Forum

Establishment of Future Forum Strategic Action Plan
1. Promote ongoing discussions between worker representatives and employers about the future of the mine;
2. Look ahead to identify problems, challenges and possible solutions with regard to productivity and employment;
3. Develop turnaround and redeployment strategies to help reduce job losses and to improve business sustainability; and
4. Implement strategies agreed upon by both employer and worker parties.

The Future Forum will include the following:

Management	Union Representatives	Non-Union Employees
Members of Management Team	Nominated members from Union Representatives	Elected employee

4.3 Communication with the Authorities

The Waterberg JV Mine will appoint a responsible person to communicate with the authorities on issues pertaining to the SLP (SLP Manager).

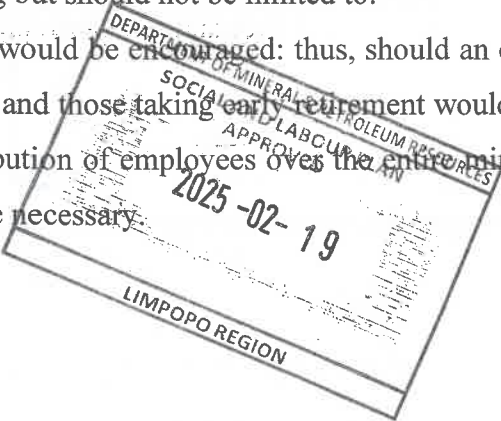
Table 4.2: Strategic Action Plan to Communicate with the Authorities

Communication with Authorities Strategic Action Plan
1. Communicate with the authorities on issues related to SLP as per SLP requirements.
2. Submit the annual reports to authorities as per SLP requirements and mining rights.
3. Coordinate the authorities visits to site for audits and inspection.

4.4 Mechanisms to Save Jobs, provide alternative solutions and procedures for creating job security where job losses cannot be avoided

The Waterberg JV Mine will investigate alternate options to save employment. These could include the following but should not be limited to:

- Natural attrition would be encouraged: thus, should an employee resign then his/her post will not be filled and those taking early retirement would not be replaced. This will result in a lower distribution of employees over the entire mine and could lead to retraining of employees where necessary.



- Multi skilling of all employees and redeployment of workers to other sections within the mine.
- Continuous consultation with organised Labour (through the Future Forum) to identify and implement initiatives to avoid job losses and a decline in employment such as:
 - o Job sharing;
 - o Abolish/ reduce overtime;
 - o Moratorium on new recruitment;
 - o Redeployment of current employees;
 - o Termination of temporary employees and contractors (based on their contractual agreements); and
 - o The termination of non-core production contracts.
- The company will further investigate alternate options to save employment.

These could include the following but should not be limited to the following strategies outlined in Table 4.3:

Table 4.3: Strategic Action Plan to Save Jobs and Avoid Job Losses

Strategic Action Plan to Save Jobs and Avoid Job Losses	
1.	Utilising the Future Forum to identify strategies to prolong the life of mine
2.	Consulting with the DOL and the DMR in terms Section 52 (1) of the MPRDA and surrounding mining companies to assess any potential opportunities to absorb the employees
3.	A “job advice centre” will be established to counsel traumatised employees and aid them with locating alternative employment or income generating opportunities.
4.	Extensive consultation with employees and unions will take place timeously to ensure that all relevant parties are well informed.
5.	Company to commit to implementing Section 189 of the Labour Relations Act as well as complying with the Ministerial Directive.

4.5 Management of Retrenchments

The Waterberg JV Mine aims to ensure that retrenchments are implemented in line with the terms of Section 52 (1) of the MPRDA, National Social plan guideline of DoL and Section 189 of the LRA.

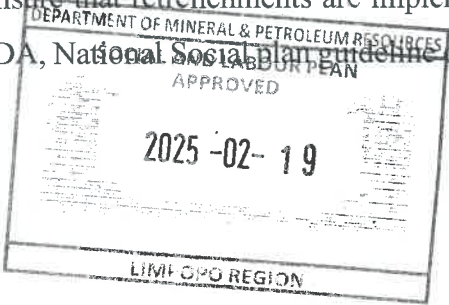


Table 4.4 Strategic Action Plan for managing retrenchments

Action Plan for Managing Retrenchments	
1.	Assist employees to find employment in other mining operations around the area.
2.	Train employees on portable skills outside mining industry.
3.	Assist employees to start SMME projects that will sustain their livelihoods.
4.	Ensure that adequate severance packages are offered to employees to minimise the impacts on affected individuals.

The downscaling and retrenchment total budget is **R10,000,000.00**. The following action plan, (Table 4.4), will be implemented during the downscaling phase:

Table 4.5: Financial Provision for Downscaling and Retrenchment

Category	2021	2022	2023	2024	2025	Combined (2021 - 2025)
Closure and Retrenchment Management Programmes	R 2,500,000	R 2,500,000	R 2,500,000	R 2,500,000	R 2,500,000	R 10,000,000

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

Downscaling and retrenchment has the potential to affect not only employees but also surrounding businesses and communities. Therefore, the Waterberg JV Mine will endeavor to ameliorate the impact through careful planning to limit the potential fallout of such an event.

The plans to manage the socio-economic impact of retrenchments and/or the mine closure must be both comprehensive and include a variety of strategies. Mine management, together with the Future Forum, will assess in advance the impact that will be caused by the retrenchment and/or closure of its operations.

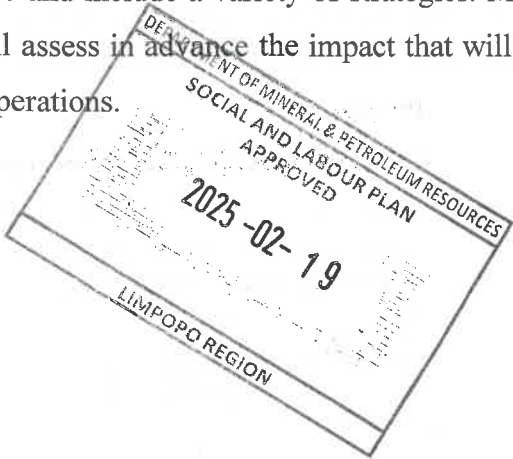


Table 4.6: Mechanisms to Ameliorate Socio – Economic Impact in Instances where retrenchment or closure of the operation is certain

Mechanisms to Ameliorate Socio-Economic Impact Strategic Action Plan
1. Comprehensive self-employment training programmes;
2. Comprehensive training and re-employment programmes;
3. Comprehensive portable skills development plan;
4. The projects earmarked for absorbing the retrenchees will be outlined; and
5. The above-mentioned plans will be submitted to DMR 24 months prior to the commencement of the downscaling process.

4.7 Post-Closure Planning

The Waterberg JV Mine will engage with relevant stakeholders such as Blouberg Local Municipality on the use of mine property especially buildings for the benefit of the communities. The mining and plant area will be rehabilitated as per the environmental management programme.

4.8 Social and Labour Plan (SLP) Communication Plan

In order to comply with the requirements of the MPRDA (specifically Regulation 46(f) of the MPRDA Regulations), the Waterberg JV Mine will ensure that employees are informed about the provisions laid out in the mine’s SLP as well as progress in achieving the objectives on an annual basis.

Table 4.7: Strategic Action Plan to Communicate the Social and Labour Plan

SLP Communication Strategic Action Plan
1. Monthly SLP meetings are to be held with management and the unions.
2. Management and Shop steward meeting to be used to communicate SLP.
3. Training and Development meeting to be used to address training and other HRD issues.
4. Employment Equity meeting to be used to address EE issues.
5. Future Forum meeting to be used to address the SLP Issues.



SECTION 5

FINANCIAL PROVISION



5 FINANCIAL PROVISION

5.1 Financial Provision (Regulation 46 (e))

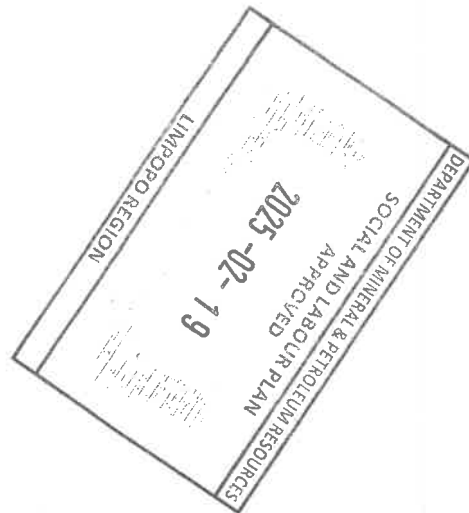
In terms of Section 23(1)(e) of the MPRDA, the Minister must grant a mining right if the applicant has provided financially and otherwise for the prescribed SLP. The Waterberg JV Mine therefore aims to provide financially for each component of the SLP, with the following measures taken for each of the key elements:

1. Human Resource Development Programme;
2. Local Economic Development Programme; and
3. Management of Downscaling and Retrenchment.



Table 5.1: Financial Provision for Key Elements of SLP over the Five (5) Year Period

Category	2021	2022	2023	2024	2025	Combined (2021-2025)
Human Resource Development	R 1,970,000	R 2,170,000	R 2,950,000	R 3,050,000	R 3,150,000	R 13,290,000
Local Economic Development	R 50,000,000	R 61,000,000	R 101,000,000	R 96,800,000	R 96,800,000	R 405,600,000
Housing and Living Conditions						
Management of Downscaling	R 2,500,000	R 2,500,000	R 2,500,000	R 2,500,000	R 2,500,000	R 10,000,000
Estimated Total Provision for SLP	R 54,225,000	R 65,665,000	R 106,450,000	R 102,350,000	R 102,450,000	R 428,890,000



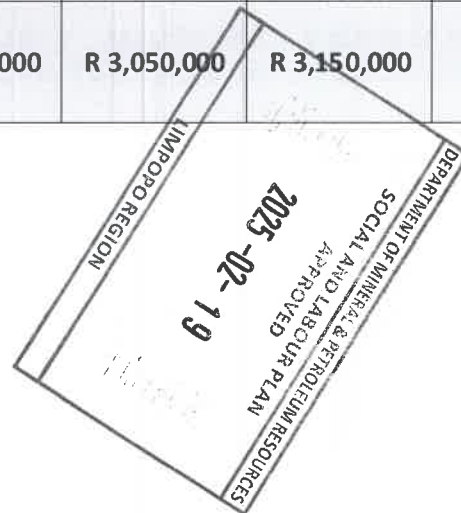
5.2 Financial Provision for Human Resource Development Programmes (Regulation 46 (e)(i))

The Waterberg JV Mine will fund its HRD programme by means of the procedures put in place through the Skills Development Act and the payment of skills levies as well as the budgetary commitments made for through the operating costs associated with the Mine and implementation of the overall business plan.



Table 5.2: Summary Breakdown of Human Resources Development Five (5) Year Budget

HRD	2021	2022	2023	2024	2025	Total Financial Provision (2021 to 2025)
Financial Provision for AET Training Programmes	R 245,000	R 245,000	R 245,000	R 245,000	R 245,000	R 1,225,000
Financial Provision for Learnership Programmes	R 240,000	R 240,000	R 720,000	R 720,000	R 720,000	R 2,640,000
Financial Provision for Core Business Training Programmes	R 250,000	R 250,000	R 250,000	R 250,000	R 250,000	R 1,250,000
Financial Provision for Portable Skills Training Programmes	R 125,000	R 125,000	R 125,000	R 125,000	R 125,000	R 625,000
Financial Provision for Bursaries	R 260,000	R 460,000	R 760,000	R 860,000	R 960,000	R 3,300,000
Financial Provision for Internships	R 850,000	R 850,000	R 850,000	R 850,000	R 850,000	R 4,250,000
Total Financial Provision for Human Resource Development Programme	R 1,970,000	R 2,170,000	R 2,950,000	R 3,050,000	R 3,150,000	R 13,290,000

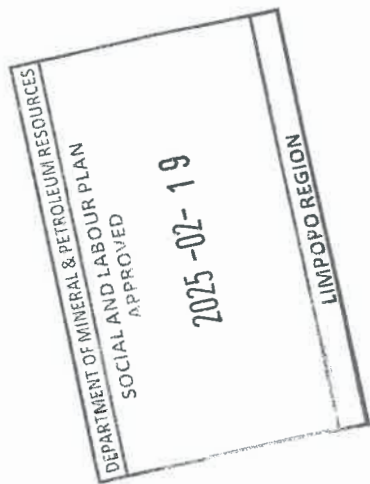


5.3 Financial Provision for Local Economic Development Programmes (Regulation 46 (e)(ii))

The total projected community investment budget available at the Waterberg JV Mine for the five year period is calculated as 1% of pre-tax profit.

Table 5.3: Summary of Financial Commitment for Local Economic Development (LED)

Financial Provision for LED Programmes	2021	2022	2023	2024	2025	Total Financial Provision (2021 to 2025)
Provision of infrastructure and educational support to local schools		R 1,000,000	R 1,000,000	R 1,000,000	R 1,000,000	R 4,000,000
Mine and community bulk water supply and reticulation	R 20,000,000	R 30,000,000	R 70,000,000	R 65,000,000	R 65,000,000	R 250,000,000
Extension and equipping of existing clinic/health facility				R 800,000	R 800,000	R 1,600,000
Road Construction - 38 km @ R 3 million per km	R 30,000,000	R 30,000,000	R 30,000,000	R 30,000,000	R 30,000,000	R 150,000,000
Total Financial Provision for LED Programme	R 51,000,000	R 61,000,000	R 101,000,000	R 96,800,000	R 96,800,000	R 405,600,000



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

The on-going investment in Human Resource Development Programmes and facilitation of training during the life of the mine is intended to support the acquisition of skills that will ensure employability of the workforce beyond the life of the mine. Additional to this, the Waterberg JV Mine will make financial commitments based on the agreed upon retrenchment package with the unions. The downscaling and retrenchment total budget is R10,000,000.00.



SECTION 6

UNDERTAKING



6 UNDERTAKING

I **MLIBO GLADLY MGUDLWA**, the undersigned and duly authorised thereto by Waterberg JV Mine undertake to adhere to the information, requirements, commitments, and conditions as set out in this SLP.

Signed at **JOHANNESBURG** on this 19. FEBRUARY 2025 day of **SEPTEMBER 2019**



Signature of responsible person: MLIBO GLADLY MGUDLWA

Designation: **Director** 

Contact details: Cellular No - +27 (0) 27 82 859 4453

Email Address - mMgudlwa@platinumgroupmetals.co.za

Approved

Signed at _____ on this _____ day of _____ 20 _____

Signature of responsible person: _____

Designation: _____

APPENDIX A
INFRASTRUCTURE PROJECTS IDENTIFIED BY
COMMUNITIES (NEWS PAPER ARTICLE)



Mine to help villagers get water

Desmond Boshogo

WATERBERG mine's Platinum Group Metals and Capricorn District Municipality (CDM) will work together to end the water crisis in the Blouberg Municipality.

The inception of the new palladium-platinum-gold mine in the Blouberg Municipality will see the long-time water struggles of nearby villages relieved.

Both parties agreed on a five-year contract to work together on the water supply management during the signing of a Memorandum of Understanding in Polokwane last Tuesday.

Platinum Group Metals Vice President, Mlibo Mgudiwa, said they are proud to have entered into an agreement with CDM.

"We believe this will develop a water supply management plan to increase the water supply capacity for both the communities around the mine," said Mgudiwa.

"This public private partnership within the platinum group metals will benefit both the mine and the communities around the mining area."

He told *CV* the joint water venture resources has the requisite skills, expertise and resources to provide water supply solutions in the district.

"The district municipality has identified significant ground water resources proximal to the newly discovered Waterberg bulk minable palladium-platinum-

gold and rhodium project," he said.

"At the pre-feasibility stage, independent specialists identified sufficient water resources for both the mine and local communities."

Working together, he added, the parties can ensure the best value and use of the district water resources including for communities, businesses and the Waterberg mine.

"We see this as an important step in the development of a large scale palladium mine in the municipality to the benefit of all stakeholders including communities and all levels of government,"

Mgudiwa added.

CDM Mayor, John Mpe, said

water is central to economic development and the sustenance of human life.

"Insufficient water supply poses a threat to economic development activities and investment," said Mpe. "We are pleased that Waterberg JV Resources (Pty) Ltd has strategically partnered with us to harvest water, not only for the benefit of their mining operations but also the local community."

Blouberg Municipality Mayor, Solomon Pheedi, said the inception of the new mine will not only assist with the water crisis but will also boost the municipality's economy.

capvoice@nmggroup.co.za



Blouberg Municipality Mayor, Solomon Pheedi, Capricorn District Municipality Mayor, John Mpe, and Platinum Group Metals Vice President, Mlibo Mgudiwa, during the signing of the Memorandum of Understanding in Polokwane.



APPENDIX B

LED PROJECTS SUPPORTED BY BLOUBERG LOCAL MUNICIPALITY



Blouberg Municipality



Enq. Moremi MS
Tel: 015 505 7100

P.O. Box 1593

SENWABARWANA 0780

Tel: No.: 015 505 7100

Fax: No.: 015 505 0568 / 0296

Email: infor@blouberg

23 August 2018

Regional Manager

Department of Mineral Resources: Limpopo region
Directorate: Minerals Regulations and Administration
101 Dorp Street
Polokwane
0699

WATERBERG JV MINE RESOURCES SOCIAL AND LABOUR PLAN

This letter serves to confirm that Blouberg Local Municipality has been consulted by the Waterberg JV on LED and HRD Local Economic Development ("LED") programmes contained within the Social and Labour Plan ("SLP") for the proposed mine currently being applied for by waterberg JV mine (pty) Ltd. The municipality has reviewed the following infrastructure projects which will be aligned with the Integrated Development Plan (IDP) for 2019/2020

- o Provision of infrastructure and educational support to local school of host communities
- o Mine and community bulk water supply and reticulation to the mine and to the host communities
- o Extension and equipping of existing local clinic/health facility
- o Road construction of 38km stretch to improve Access to the mine and host communities
- o Support to local SME's (expansion of existing SME's)

The total Budget for these Project is R412 6000.00. Waterberg JV mine Resource (pty) Ltd have undertaken to work closely with Blouberg Local Municipality to implement these infrastructure projects and ensure that they are integrated into municipal infrastructure projects.


MACHABA JUNIAS
MUNICIPAL MANAGER



APPENDIX C
MEMORANDUM OF UNDERSTANDING (MOU) FOR
INFRASTRUCTURE PROJECTS





ROADS AGENCY LIMPOPO (SOC) Ltd

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Contact Person: P.E. Montjane / K Tulsi
Our ref.: RAL/7/2/1/8/D3576
Email: MontjanePE@ral.co.za

Direct Line : +27 15 284 4637/4600/4676
Your ref.:
Website: www.ral.co.za

Waterberg JV Resources (Pty) Ltd
1st Floor Platinum House
24 Sturdee Avenue
Rosebank 2196

Attention: Mr M Mgudlwa,

PERMISSION TO UPGRADE ROAD D3576 FROM N11 TO PLATINUM GROUP METALS MINE WITHIN THE MOGALAKWENA LOCAL MUNICIPALITY: WATERBERG DISTRICT

Thank you for your communication dated 16 September 2019. Roads Agency Limpopo SOC Limited (RAL) welcomes the offer by Watererberg JV Resources (Pty) Ltd to contribute to the upgrading of road D3576.

The Roads Agency Limpopo SOC Limited (RAL) approves your request to upgrade road D3576 in the Mogalakwena Local Municipality subject to strict adherence to the attached conditions 1 to 21 (Working Within Road Reserve), in terms of Section 9, 9A and 10 of the Advertising on Roads and Ribbon Development Act, 1940 (Act No 21 of 1940) and Section 48 of the Limpopo Roads Agency Limited and Provincial Roads Act, 1998 (Act No 7 of 1998), subject to the following conditions:

1. Submission of plans

Your Final detail design and drawings for upgrading of road D3576 must be submitted for approval prior to construction.

2. Costs and Indemnity

2.1 The Roads Agency Limpopo SOC Limited shall not be involved in any expenditure in connection with and shall not be responsible or liable for:

- (i) The upgrade / rehabilitation / construction of the road / or deviations,
- (ii) Any financial expenditure or loss in event of the RAL ordering the removal or shifting or relocation of anything related to this approval.

Directors: Mr. M.S. Ralebipi (Chairperson), Mr. G.M. Maluleke (Interim CEO), Ms. M.H. Kekana
Ms. W.N.G. Moleko, Mr. M.P.K. Tshivhase, Mr. X.R. Mulamula, Adv. J.R. Bilankulu
Ms. T. Kekana (Company Secretary)

Roads Agency Limpopo (SOC) Ltd, Reg no. 2001/025832/07

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Such removal clause shall be noted in the title Deed of the servitude in Terms of section 48 (a) of Act No 7 of 1998, and

- (iii) Any financial responsibility or liability for any claim from the applicant which may occur from lapsing of the approval.
- 2.2. The applicant indemnifies RAL against and holds it harmless from any Claim or damage pertaining to the possible expansion of the provincial Road(s) in future, or damage which may be instituted or suffered by any person, including legal costs incurred as a result of:
- (i) The erection, use or removal of the structure or other works erected or established by the applicant / owner within the building restriction area,
 - (ii) The applicant or the successor-in-title's failure to properly maintain and render safe anything related to this approval or other works, or the non-compliance by the applicant with any condition to which this permission relates, and
 - (iii) The lapsing of the approval.
- 2.3. Any action taken by the applicant in connection with the approval shall be regarded as an acceptance and compliance with the conditions including the indemnity.
- 2.4. Should any damage be caused to the provincial road or user of the provincial road or property as a result of the excavation, erection, use or removal of the structure laid, erected or established by the applicant, on the property, such applicant shall be liable for such damage and shall compensate against any claim from a third party.

3. Acceptance and Disposal of Stormwater

- 3.1 In terms of Section 47 of the Limpopo Roads Agency Limited and Provincial Roads Act, 1998 (Act No 7 of 1998), the applicant / Local Authority shall arrange the drainage of the development in such a way that it will fit with the drainage of the road, taking into account the capacity of the system. He shall receive and dispose all the stormwater running from the road or being diverted from the road. RAL will not be responsible for any damage caused by or arising from such stormwater.
- 3.2 When, in the opinion of the Chief Executive Officer of RAL, the system for the above road is too small to cope with any increased volume of stormwater as a result of the development, the applicant / Local Authority (whoever is responsible for the drainage of the development) shall be responsible for the cost for the installing of a larger drainage system for the road.



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4. Advertisements

- 4.1. No advertisements **except a contractor's advertisement signboard** as described under Article 2 of the Advertising on Roads and Ribbon Development Act, 1940 (Act No 21 of 1940) and Section 50 of the Limpopo Roads Agency Limited and Provincial Roads Act, 1998 (Act No 7 of 1998) may be displayed visible from road without the approval of the Chief Executive Officer of RAL.
- 4.2. A contractor's advertisement signboard must be removed within 30 days after the one-year defects liability period of the practical completion of the project.

5. Validity Period

This approval shall lapse:

- (i) Unless the upgrading of road D3576 is completed within a period of eighteen (18) months from the date of this approval by the Roads Agency Limpopo SOC Limited, provided that the applicant may, prior to the date of expiry, apply in writing for an extension of the completion period, or
- (ii) In the event of the applicant not complying with any of the conditions as imposed by the Roads Agency Limpopo SOC Limited.

6. Notification of Commencement and Completion:

The applicant must at least fourteen (14) days prior to the commencement of the work advise Mr. P.E. Montjane of RAL in writing of the date upon which the work shall be commenced with. The said Mr.P.E.Montjane shall also be advised in writing, within thirty (30) days after the completion of the work, of the date upon which the work has been completed.

If any work is commenced without notifying RAL as stipulated above, the work shall be considered illegal. If no notification is received by RAL within 30 days after completion of the works, the liability period of the applicant shall be extended and the applicant will remain liable for any damages / claims that may arise during that period.



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7. Additional Legal Requirements

- (i) In order to de-proclaim the portion of relocated road and to proclaim the realigned road the necessary survey and proclamation sketches shall be submitted to RAL before any roads may be closed or realigned.
- (ii) This approval shall bind any successor-in-title to land on which the servitude or structure has been established,
- (iii) The approval does not exempt the applicant from the provision of any other Act.
- (iv) Failure to comply with any of the conditions mentioned above, the applicant shall be liable for any damage(s) or defects that may arise.
- (v) Asset transfer agreement shall be signed with RAL prior to the commencement with construction. RAL can only accept the transfer of the asset after evaluation by a registered professional engineer appointed by RAL

Thank you,

INTERIM CHIEF EXECUTIVE OFFICER

DATE

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