



# Social and Labour Plan



## 2023 Annual SLP Report

# 2023

Ref: LP30/5/1/2/2/116 SLP

Palabora Copper (Pty) Limited



# Annual SLP Report - 2023

Keeping you updated and informed before moving on together

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**Section A**

# Why do we report?



Further to the previous report compiled in 2023 for the reporting period 2022 and submitted to the DMRE in March 2023, this report provides a detailed account of Palabora Copper's efforts to address the shortfall stipulated in the Social Labour Plan for the SLP period (2018 - 2022).

The plan was drafted in terms and influence of the South African Mining Charter as well as Mineral and Petroleum Resources Development Act (MPRDA). Given the nature of the shortfall, DMRE approved that it be covered between 2023 and 2025 running parallel with the new SLP for the period (2023—2027).

Thus far, the DMRE is very impressed with the calibre of community projects being implemented in the communities and their hand-over process where key stakeholders are invited.

This report will provide feedback on the 2023 implemented SLP projects and their success stories thus far aligned to the shortfall observed during the close-up audit for the SLP (2018-2022). The report also looks at the Palabora Link Enterprise and Supplier Development Programme (ESDP) and the achievements thus far.



# Human Resource Development

## Skills Development Performance

Palabora Copper performance in the SLP for the period 2023 in all the reportable interventions was above plan @137.4% with 774 learners enrolled against a plan of 563. The bulk of the plan incorporate the shortfall observed during the close-up audit of the SLP for the period (2018—2022) while the marginal plan incorporate plans for the New SLP for the period (2023—2027) where interventions did not have negative shortfall in the previous SLP performance. The shortfall will further be addressed during 2024 and part of 2025 to ensure 100% compliance to the previous SLP.

## Employees Trained

Actual	Planned
Jan-Dec 2023	Jan-Dec 2023
774	563





Palabora Copper continues to ensure that every employee is offered the opportunity to literacy training by providing Adult Education and Training (AET) programme.

The Skills development structure/plan is aimed at ensuring that all employees are offered an opportunity to read and write. AET offers employees an opportunity to progress within the National Qualification Framework.

Through the extension of our AET programmes to the surrounding communities, the organisation was able to meet its 2023 plan of enrolling 81 Learners. It must be noted that this plan is aimed at closing the shortfall of 238 resulting from the SLP 2018-2022 audit which will be addressed during the years 2023/2024/2025.



AET Level	Male Actual	Female Actual	Actual Total	Planned
AET L0	0	0	0	0
AET L1	10	7	17	17
AET L2	15	2	17	17
AET L3	0	2	2	2
AET L4	1	1	2	2
Senior Amended Certificate	10	33	43	43
<b>TOTAL</b>	<b>36</b>	<b>45</b>	<b>81</b>	<b>81</b>



# Certificate Programmes

Foundational Learning Competency (FLC) refers to the competence needed in the two key areas of Communication and Mathematical Literacy in order to effectively deal with occupational learning at NQF Levels 2-4. Its key purpose continues to remove barriers to learning and encourage progress in occupational pathways and skills development.

Palabora Copper compliance for this intervention resulted in onboarding 34 learners against a plan of (0) for the year 2023.

Programme	Numeracy Actual	Communication Actual	Male Actual	Female Actual	Actual YTD	Planned
FLC	34	34	21	13	34	0
<b>TOTAL</b>	<b>34</b>	<b>34</b>	<b>21</b>	<b>13</b>	<b>34</b>	<b>0</b>

Our learnership program aims to facilitate linkages between structured learning and work experience in order to obtain a registered qualification. In the period 2023 a total of 54 learners split as 52 Artisans and 2 Non-artisan learners were trained in different disciplines within the learnership space. Note that both the artisan and non-artisan learnership learners are offered a 12 months extension to gain the relevant industry required experience to increase their chances of getting full-time employment and or getting promotion. These targets are aligned to the SLP catch-up plans for the period





# Artisan Learnership

Artisan Learnership is a recognised occupational qualification that allow for both vertical and horizontal progression within the NQF Framework with the intention of imparting skills required to ensure effective maintenance of the organisational infrastructures. Post the completion of the learnership programme, students are enrolled for 12 months on Artisan internship programme aimed to give recently qualified Artisans work experience to develop their skills to better their employment opportunities.

Palabora Copper SLP performance achieved 100% compliance for the 2023 addressing the SLP Catch-up plan for the period (2018 — 2022) with 52 new learners enrolled. This performance is aligned to the catch-up plan for the shortfall observed for SLP 2018—2022.



Artisan Learnership	Actual Male	Actual Female	Actual Total	Planned
Electrical	6	5	11	11
Auto-Electrical	2	1	3	3
Diesel Mechanic	7	2	9	9
Instrumentation	1	2	3	3
Fitting and Turning (Including Machining)	18	4	22	22
Boilermaker	3	1	4	4
<b>TOTAL</b>	<b>37</b>	<b>15</b>	<b>52</b>	<b>52</b>

# Non-Artisan Learnership

Learnership lead to a recognised occupational qualification that allow for both vertical and horizontal progression within the NQF Framework. Learnerships are conducted via an OBE training approach to provide the learners with Applied Competence (Foundational/Theoretical, Practical and Reflective competency). Operator in training is a programme aimed at giving the recently qualified learnership candidates an opportunity to gain work experience over 12 months period which enhance their employment opportunities.



Non-Artisan Learnership	Male Actual	Female Actual	Actual Total	Planned
Metal Production	1	1	2	2
Mineral Processing	0	0	0	0
Mining Operation for Underground	0	0	0	0
Rock Breaking Surface	0	0	0	0
<b>TOTAL</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>



# Skills Programme

The company has a skills programme or Core Business Interventions in place, which consists of unit standards that form part-qualifications to allow learners to be employable and progress to a full occupational qualification. Palabora Copper performance in the SLP for the period 2023 was above plan for both employees and communities at large. A total of 191 learners were enrolled in 2023 spread between the Non-artisan and Artisan skills programs.

These interventions were conducted to address the shortfall within the SLP for period 2018 – 2022 of 160. Note this shortfall was spread over 3 years with 2023 target standing at 94.



Skills Program	Actual Male	Actual Female	Actual Total	Planned
Metallurgical Skills Programs	14	20	34	34
Mining Skills Programs	11	4	15	0
OHS Skills Programs	40	15	55	0
TMM Skills Programs	6	7	13	13
Artisan Aide Skills Programs Skills Programs	44	14	58	47
Medium Voltage Switching	12	4	16	0
<b>TOTAL</b>	<b>127</b>	<b>64</b>	<b>191</b>	<b>94</b>

# Internship/Graduates

The internship programme is intended to develop graduates for various career paths, preparing them to take on full-time employment. Palabora Copper performance in the SLP for period 2023 was 100% compliant. 31 Interns were onboarded for the period 2023. This compliance was meas-



Discipline	Actual Male	Actual Female	Actual Total	Planned
Analytical Chemistry	1	2	3	3
Bachelor of Engineering Technology: Mining	1	1	2	2
Quantity Survey	1	0	1	1
Metallurgy Engineering	1	2	3	3
Electrical Engineering	0	1	1	1
Mechanical Engineering	0	2	2	2
Process Control & Instrumentation	2	2	4	4
Environmental Science	0	1	1	1
Environmental Health	1	1	2	2
Computer Science	2	1	3	3
Communication	1	0	1	1
Bachelor of Law	0	1	1	1
Bachelor of Social Science Psychology and the Social Sciences	0	1	1	1
Industrial Psychology	0	1	1	1
Bachelor of Human Resources	2	0	2	2
Business Administration	0	3	3	3
<b>Grand Total</b>	<b>12</b>	<b>19</b>	<b>31</b>	<b>31</b>



# In-Service Programme

In-service training formally integrates a student's academic studies with work experience. This programme aims to provide opportunities to tertiary students to complete their required practical training for their qualifications.

Palabora Copper performance in the SLP for period 2023 for in-service programme for both the employees and communities was on target. It should be noted that the Inservice programmes performance for the SLP 2018—2022 did not have any shortfall from the audit conducted. However the plan was derived from the new SLP 2023—2027.



Discipline	Actual Male	Actual Female	Actual Total	Planned
Business Management	0	4	4	1
Metallurgical Engineering	0	0	0	1
Mechanical Engineering	0	0	0	1
Electrical Engineering	0	0	0	1
<b>TOTAL</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>4</b>

# Career Path

## Career Development / Progression Intervention

Palabora Copper remains committed to implementing programmes designed to improve the competencies of its talent pool and to ensure that there is a culture of continuous learning.



Programme	Actual Male	Actual Female	Actual Total	Planned
Role Development	180	93	273	262
Coaching Programme (Superintendents and Managers)	52	17	69	0
<b>TOTAL</b>	<b>232</b>	<b>110</b>	<b>342</b>	<b>262</b>



We give bursaries to empower our  
Youth and our Employees



# Financial Aid granted to external candidates and employees on merit

The bursary programme is intended to help both the school leaving learners and employees who need to further their studies at institutions of higher learning. Palabora Copper performance in the SLP period 2023 for bursary scheme for both the employees and communities are on target at (37) de-



Discipline	Actual Male	Actual Female	Actual Total	Planned
Mining Engineering	3	0	3	2
Metallurgical/Chemical Engineering	1	1	2	2
Civil Engineering	2	0	2	2
Mechanical Engineering/Mechatronics	3	0	3	3
Supply Chain/Logistics	1	0	1	1
Safety Management/Quality Management	1	0	1	1
Computer Science / Information Technology	1	0	1	1
Financial/Management Accounting/Internal Auditing	2	5	7	7
Bachelor of Medicine	0	2	2	0
Human Resource Development/Management	1	2	3	4
Business Studies/Management Studies/Post Graduate Studies	2	2	4	3
Process Instrumentation	0	1	1	1
Others	1	6	7	10
<b>TOTAL</b>	<b>18</b>	<b>19</b>	<b>37</b>	<b>37</b>

# Employment Equity

## Employment Equity

Given the mining sector's historic profile in terms of both race and gender, representation particularly at professional levels and above did not represent the South African demographics in an accurate manner comparative to the Economically Active Population statistics. We continued to make positive strides in this area within the time leading up to 2024. We have particularly made efforts to improve representation of Historically Disadvantaged Persons (HDP's) at professional levels. We have put a lot of attention on women specifically those in core mining roles and persons with disabilities (PwD's).

We are mindful of the fact that we have not met our target in attracting PwD's however, we are continuing with our efforts to collaborate with the organizations responsible for co-ordinating people with disabilities and the community based Ba-Phalaborwa Community Forum. The overall HDP's representation at professional levels is sitting at 76% and women is at 18% , which is 15% above the industry norm. Women in core mining is sitting at 17%.

**We aim to attract,  
retain and develop talent  
In our people.**



# Section B



# Employment Equity

Occupation levels	African		Coloured		Indian		White		Foreign nationals		De-mographics	Total Employees
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Executive management	6	1			1		3		4			15
Senior management	23	7			1		10	4	8			53
Middle management	80	25	1	9	2		20		2	1		140
Junior management	741	233	11	4	3		171	42	4	1		1,210
People with disabilities	9	2	1	-	-	-	4	3	-	-		19
Core and critical skills (reflective of working demographics)	1,093	315	5	1		1	25	6	5			1,451
Total employees in the organisation	1,943	581	17	14	7	1	229	52	23	2		2,869

- ♦ The table above is prepared consistent with the templates as provided by the DMRE Mining Charter report.

# Employment Equity

As tabulated above, Palabora's actual Employment Equity statistics as at end of December 2023 reflects that 95% of employees are part of the designated groups or previously Historically Disadvantaged Persons (HDPs). HDPs at Professional and above were at 74%. The overall participation of women at the Mine was at 18%.

and 19 employees with disabilities were reported while the required is 52 in line with our total workforce.

Palabora will continue to make opportunities available by identifying positions that will be suitable for people with disabilities.

Palabora continues to develop unemployed learners or graduates in the communities around Ba- Phalaborwa by recruiting them on learnership, internships, in service and vocational employment. Local employees are recruited and trained to operate mobile equipment wherein they are appointed permanently in positions as and when such becomes available in line with relevant legislation.

Progress on employment equity is published each year in the annual report and communicated to stakeholders through employment equity forums.



# Women in Mining (WIM)

Female representation is recognised in the company through the **WOMEN IN MINING** Forum (WIM).

Established to support the company's transformation initiatives, the WIM Forum seeks to identify barriers to diversity, so as to design solutions to challenges that come along in this male dominated environment.

The Forum further aims to:

Provide support and guidance for personal growth, leadership and career development through building relationships;

The WIM engagement strategy is built around the efforts to share integrated ideas and processes to minimize turnaround time and efficiencies. WIM forum is very close to the activities on the ground, it thus ensure that women at Palabora receive deserving equal opportunities and are developed accordingly. Attraction, retention, health, safety & security are some of the elements that the forum will be engaging in to ensure that the business targets are achieved. The forum is represented by a total of 41 women from various departments.







Palabora Copper women in Mining attending the Women in Mining African Summit in Johannesburg.

# Part B

## Section A

# Migrant Labour

## **Discrimination against Migrant Labour**

Palabora does not discriminate against migrant labour and it welcomes all skills that will ensure efficiency in the company's maintenance and production processes to maintain its world class status. Palabora is committed to organisational integrity and sound business ethics as set out in the codes of Corporate Governance best practices.

All migrant labourers that meet the company's selection and recruitment criteria are normally employed on fixed term contracts as is allowed by their work permits. The Human Resources policy remains not to discriminate against foreign/migrant labour but to recruit locally where possible.

## **Government and Industry agreements for non-discrimination against migrant labour**

Palabora's code of ethics and business principles promotes the advancement of workplace equality and the elimination of all forms of discrimination. The Company fully ascribes to and implements all government and industry agreements (i.e. government Sectorial determinations) and has aligned its policies and procedures to ensure non-discrimination against foreigners or migrant laborers.

We do not discriminate against foreign nationals/migrant laborers, but in the interest of creating and spreading wealth in the local communities, we try to recruit locally, where possible.



# Part B

## Section B

# Housing and Living Conditions

## Options for home ownership for miners

Majority of Palabora employees are locals and have proper standard family houses. Employees are encouraged to buy properties and as such there are no hostels. Palabora continues to promote home ownership by facilitating opportunities for employees to secure housing loans where required, housing allowance is also granted to employees.

In line with this policy, most employees have purchased their own houses in Phalaborwa and the surrounding district, making use of company housing bond subsidies / allowances.

All employees are eligible for housing subsidies in order to assist employees to obtain ownership of their homes. Single employees live either in rented flats in Phalaborwa, or in single quarter accommodation in Namakgale, depending on the employees' choice. Since June 2008, all employees receive an additional basic housing allowance.

Palabora continues to provide its employees with access to basic health care through the mine clinic.

Palabora also pays for medical costs of private medical treatment related to injuries and serious health issues for its employees. Palabora has an extensive primary health care programme and HIV/AIDS programme for its employees, their families and the affected communities. A detailed Housing and living conditions plan was submitted to the DMRE in March 2021.

# Part C

## Section A

# Local Economic Development (LED)

Palabora's development continues to be guided by a number of constructive documents which includes the Mining Charter, our Social and Labour Plans and its corporate citizenship principles.

Thus far, Palabora has invested over R150 million in community development projects for the period 2018 to 2022.

However some of the commitment made in our 2023 to 2027, we have started with some.

Palabora's business principles underpin its mission, values, and stakeholder relationships. As a company, we seek to create value for our employees and their families as well as the communities and other stakeholders, the aim of such partnership being to ensure mutual understanding and inculcate cooperative relationships.

Our stakeholders include the local community and the spheres of government, including the municipal, province and national.

The local community is engaged through the Transformation & Stakeholder Engagement Department, which is responsible for all our Socio Economic Development, Enterprise and Supplier Development activities.

Palabora is responsible for the development of a model to support Local Economic Development, Enterprise and Supplier Development in Ba-Phalaborwa and to adopt a proactive strategy of change to foster and encourage Broad-Based Black Economic Empowerment (B-BBEE) and Transformation at the

## Objectives for LED

- Support and enable advancement of youth, women and disabled people to actively participate in Local Economic Development programmes;
- Create long-term jobs and alleviate poverty;
- Stimulate sector-focused economic growth;
- Strengthen the cohesion between small enterprises; and
- Participate in strategic discussions with the Ba-Phalaborwa Municipality on formulation of Local Economic Development programme and plans.

# Part C

## Section B



# Social and Labour Plans (SLP) Projects



Palabora has collaborated with the local community and Ba-Phalaborwa municipality and other relevant stakeholders within the government, in the formulation and implementation of the Integrated Development Plans.

Thus all the Social and Labour Plan projects have been aligned with the submissions and derived from the local Ba-Phalaborwa Municipality's active Integrated Development Plan (IDP). Palabora's Social and Labour Plan was valid for the period 2018 to 2022. However we have taken a great initiative to start to implement some of the committed projects in the 2023 to 2027.

We have submitted our 2023 to 2027 Social and Labour Plan, we are waiting for approval by the DMRE.





# Local Economic Development Projects 2018—2022/23

Project Description	Implementation		Comments	Committed Budget	Actual Spent to date	Community
	Start Date	End Date				
1. Selwane Phase II 3km road	15-Dec-22	21-Jun-24	Contractor has started with laying the asphalt, plus minus 1,5 km has been layered. It is anticipated that the asphalt work will be completed by the 30 March 2024. Project to be handed over by end of June 2024.			Selwane
2. Pothole Repair Project	20-Dec-21	31-Dec-24	Additional budget of R8,5 Mil has been approved. The method has been changed (Slurry Seal), Project to be closed this current financial year (2024). The municipality has provided their priority list for the streets.			Phalaborwa
3. Mashishimale 3km Road	31-Sep-21	31-Jun-24	Construction of the storm water drifts, and relocation of Mopani bulk water pipes has started. The anticipated completion date of the project is end of June 2024.			Mashishimale
4. OR Tambo Road	21-Aug-22	31-Jun-24	Additional required budget of R 300k has been approved. Scope of Work done. We are awaiting quotations from the contractors to start with implementation of the project. Anticipated completion date is end of June 2024.	178,331,730.50	59,532,736.08	Lulekani
5. Prieska Clinic	20-Feb-24	31-Jun-24	Site visit conducted at Prisca Community Centre with the Technical Team. The scope of work received from the Projects Team. Going out on tender. Expected completion date is end of June 2024			Prieska
6. Repairs to Sewer Pump Stations	15-Jan-24	15-Feb-24	The hand over ceremony has been done on the 8th March 2024. Project handed over to beneficiary.			Town & Namakgale
7. Maseke R40 to Mashishimale R71 Road rehabilitation and Construction D2386	10-Jan-24	31-Dec-25	A meeting has been scheduled by RAL for the 4th April 2024 to meet with the stakeholders to discuss 1. Way forward on the project 2. Change in the scope of works 3. Community benefit on this project.			Maseke, Makhushane & Mashishimale
8. Matikoxikaya to Lulekani Road Rehabilitation D4424	10-Jan-24	31-Dec-25	A meeting has been scheduled by RAL for the 4th April 2024 to meet with the stakeholders to discuss 1. Way forward on the project 2. Change in the scope of works 3. Community benefit on this project.			Majeje and Lulekani

# Local Economic Development Projects 2018—2022/23

Palabora Copper's performance in the 2018 to 2023 SLP was not on target ,however it was remarkable. It should be noted that the 2018—2022 SLP's commitment were 90% completed. We had a shortfall of only 3 project against the committed 13 projects. However the plan is to make sure that they are all 3 completed before the 30th June 2024 as also recommended by the DMRE. We have submitted the new 2023—2027 Social and Labour Plan, we are waiting for feedback from the DRME for approval.

Project Description	Completion Date	Comments/Status	Community
1. Priska Health Post	30-Jun-24	Site visit scheduled for Thursday, 1st Feb 2024 with the projects Team to redo the scope of work at the existing Community Centre to build a Health Post as per letter sent by the DoH (New Specification).	Prieska
2. 3km Mashishimale 3km Road	31-Mar-24	Road at 90% Completion, Work resumed in the 2nd week of January 2024. Contractor started with the construction of the storm water drifts and relocation of Mopani bulk water pipes.	Mashishimale
3. 1,8 Km OR Tambo Road (Remedial Work)	31-Jun-2024	98% Completed. Additional Budget of R300K was approved, Procurement and Projects Teams have started with the scope confirmation which will result in the tender process.	Lulekani

# Local Economic Development Projects—Completed Project



## Selwane Phase 2 Road Construction

- ♦ Selwane Road is located at Selwane Village, Phalaborwa, Limpopo Province.
- ♦ The project started in December 2022 and it is anticipated to be completed and officially handed over to the beneficiaries in June 2024.
- ♦ This is a top up project from the initial Phase one 3km Tar road constructed by Palabora Copper in 2022.



# Local Economic Development Project



## Mashishimale Road

- ♦ Mashishimale Road is located in Mashishimale Village, Phalaborwa in Limpopo
- ♦ We have constructed plus minus 3kms of a new Tar Road.
- ♦ The project is anticipated to be completed and handed over to the beneficiaries in by June 2024

# Local Economic Development Project



## Priska Health Post

- ♦ The Department of Health has approved that we construct a full functional health post.
- ♦ The bill of Quantity/Scope of works has been done. Going on tender this April 2024.
- ♦ Project estimated to be completed and handed over by the 30th June 2024.



# Local Economic Development Project



## Sewer Pump stations

- ♦ Palabora Copper has refurbished and rehabilitated 13 sewer pump stations in Ba-Phalaborwa town and Namakgale township which out of this 2 are main sewers pumps.
- ♦ The pump stations had challenges of tripping and over flowing leading to blockages and flooding drains in the communities.
- ♦ The project has been completed and handed over the Municipality on the 8th March 2023.



# Local Economic Development Project





# Local Economic Development Project



# Part D



# Procurement

## Valid Contracts (Limpopo)

Location	Region	Contract Number	Type	Description of Contract	Start Date	End Date
PHALABORWA	Limpopo	4600001876	GOODS	SUPPLY AND DELIVERY OF PAINT	9/1/2023	8/31/2026
PHALABORWA	Limpopo	4600001885	GOODS	SUPPLY OF BULDING MATERI-ALS	9/1/2023	8/31/2026
POLOKWANE	Limpopo	4600001898	GOODS	SUPPLY OF ELECTRICAL CA-BLES	9/1/2023	8/31/2026
PHALABORWA	Limpopo	4600001845	GOODS	FIRE EXTINGUISHERS	6/1/2023	5/31/2024
PHALABORWA	Limpopo	4600001848	SERVICES	FIRE EQUIPMENT	6/1/2023	5/31/2024
PHALABORWA	Limpopo	4600001896	SERVICES LIFT II PRO-JECT	CRUSHER 5 REMAINING WORKS LABOUR SERVICE	5/16/2023	6/30/2024
PHALABORWA	Limpopo	4600001773	SERVICES LIFT II PRO-JECT	REFUGE BAY NO.7	4/28/2023	6/30/2024
PHALABORWA	Limpopo	4600001818	SERVICES LIFT II PRO-JECT	INSTRUMENTATION SERVICES ON C5	4/1/2023	6/30/2024
PHALABORWA	Limpopo	4600001771	SERVICES	RECRUITMENT SERVICES	1/1/2023	12/31/2027
PHALABORWA	Limpopo	4600001944	GOODS	SUPPLY AND DELIVERY OF PPE	1/1/2023	12/31/2027

## Summary of HDSA Elements Services

Description	Target	PMC 2023
Procurement Total Spend (Services)	80%	81%
BBBEE Entrepreneurs	50%	45%
BBBEE Women Entrepreneurs	15%	18%
Youth Owned Companies	5%	5%
BBBEE Compliant Companies	10%	16%

## Summary of HDSA Elements Goods

Description	Target	PMC 2023
Procurement Total Spend (Goods)	70%	74%
BBBEE Entrepreneurs HDPA	21%	24%
BBBEE Women Entrepreneurs	5%	6%
BBBEE Compliant Companies	44%	47%



# Enterprise Development Programme

Company	Ownership			B-BBEE level	Development Type <sup>7</sup>	Development Activity <sup>8</sup>
	HDPs	Women	Youth			
Nomcebo Trading Pty Ltd	100	0		1	ED Beneficiation	Equipment Purchased
Mankukhe Trading Pty Ltd	100	0		1	ED Beneficiation	Equipment Purchased
Mojakathata Panelbeaters Pty Ltd	100	0		1	ED Beneficiation	Equipment Purchased
Ditsong Trading Pty Ltd	100	0	Yes	1	ED Beneficiation	Equipment Purchased
Mosa-Multipurpose Pty Ltd	100	50		1	ED Beneficiation	Equipment Purchased
Mosa-Multipurpose Pty Ltd	100	50		1	ED Beneficiation	Equipment Purchased
Khindlimuka Cooperative	100	50		1	ED Beneficiation	Equipment Purchased
Mudzuga Construction Pty Ltd	100	0		1	ED Beneficiation	Equipment Purchased
North Gate Services Pty Ltd	100	0		1	ED Beneficiation	Equipment Purchased
Malekgele Trading Pty Ltd	100	0		1	ED Beneficiation	Equipment Purchased
MEC-Ngobeni Pty Ltd	100	100		1	ED Beneficiation	Equipment Purchased
Montsheng Mogase Pty Ltd	100	0		1	ED Beneficiation	Equipment Purchased
Nkotini Trading Pty Ltd	100	0		1	ED Beneficiation	Equipment Purchased
Ntiyiso Electrical Pty Ltd	100	0	Yes	1	ED Beneficiation	Equipment Purchased
Victofin Pty Ltd	100	0		1	ED Beneficiation	Equipment Purchased
Morula Electrical Pty Ltd	100	0		1	ED Beneficiation	Equipment Purchased



# Supplier Development Programme

Company	Ownership			B-BBEE level	Good to be supplied	Development activity <sup>10</sup>
	HDP	Women	Youth			
THG Tyres Pty Ltd	100%	0%		1	Tyres	SD Beneficiation
Johnrendy Projects Pty Ltd	100%	0%		1	Gardening Services	SD Beneficiation
Asisebenzeni Maintenance & Supply Pty Ltd	100%	50%		1	Rubber Lining	SD Beneficiation
Tharama Trading Pty Ltd	100%	0%		1	Paint	SD Beneficiation
Nandzu Trading Pty Ltd	100%	100%		1	Cleaning	SD Beneficiation
Nandzu Trading Pty Ltd	100%	100%		1	Cleaning	SD Beneficiation
Marula MED Pty Ltd	100%	0%		1	Medical Services	SD Beneficiation
Klevan Pty Ltd	100%	100%		1	Engineering	SD Beneficiation
BOWA Pty Ltd	100%	0%		1	Supply	SD Beneficiation
Vexovax Pty Ltd	100%	0%		1	Labour Hire	SD Beneficiation
MJM Electrical Pty Ltd	100%	0%		1	Electrical	SD Beneficiation
Laelo Construction Pty Ltd	100%	100%		1	Construction and Labour Hire	SD Beneficiation
Springbok Group Pty Ltd	100%	0%		1	Dry Cleaning	SD Beneficiation
Thinavhuo Recycling Pty Ltd	100%	0%		1	Recycling	SD Beneficiation
Careblend Pty Ltd	100%	0%		1	Bolt and Buts	SD Beneficiation
Viscoreg Pty Ltd	100%	0%		1	Construction	SD Beneficiation
Rhali Pty Ltd	100%	0%		1	Pallets Manufacture	SD Beneficiation
Bakone Logistics Pty Ltd	100%	0%		1	Logistics	SD Beneficiation
Careblend Pty Ltd	100%	0%		1	Construction	SD Beneficiation
Mmamore Pty Ltd	100%	50%	Yes	1	General Supply	SD Beneficiation
Viscoreg Pty Ltd	100%	0%		1	Construction	SD Beneficiation
					<b>Total Spent</b>	<b>3 709 092.32</b>

# Part E



# Ownership and Joint Ventures

## HDSA Participation in the ownership equity

In line with two of the main objectives in the Mineral and Petroleum Resources Development Act (MPRDA) of 2002, we:

- 1) Promote equitable access to the nation's mineral and petroleum resources to all the people of South Africa; and
- 2) Substantially and meaningfully expand opportunities for historically disadvantaged persons, including women, to enter the mineral and petroleum industries and to benefit from the exploitation of the nation's mineral and petroleum resources.

Palabora has completed the Ownership Transaction on 1 August 2013.

Following this completion, the company has achieved HDSA participation in terms of ownership by placing 26% equity ownership in black hands, wherein:

- 1) 10% of the shares has been transferred to the Communities, this is managed by the Leolo board of trustees, five (5) of the trustees are representing the five (5) tribal authorities, one is the founder trustee on behalf of Palabora Copper, whereas four other trustees are independent, two (2) with financial background, and two (2) other trustees with a legal background. All trustees are 100% black.

- 2) 10% has been transferred to the employees, through the Employee Share Ownership Programme (ESOP). Four beneficiary trustees have been appointed in line with the key provisions of the Employee Trust deed and also in consultation with organised labour i.e. the Union, to manage the employee trust. Of the four trustees, one is the founder Trustee on behalf of the mine, one is a beneficiary Union of Mineworkers, and the other two are independent Trustees.

- 3) 6% is held by the BEE consortium of 100% black ownership.

Currently, Palabora Copper has achieved a level 4 B-BBEE contributor status, independently verified, and based on the recognition of the Ownership element and other elements.

# Part F

# Reporting



**In line with the MPRDA and the SLP compliance, the company has reported on an annual basis, its progress towards achieving its commitments in its annual report to the DMR as follows:**

**Mining Charter and SLP Reporting**

**Annually, the Mining Charter report is submitted to the DMR in March. Progress on the mining charter scorecard and implementation of Social and Labour Plan commitments is a permanent feature of the annual report.**

**Independently verified annual reports on the implementation of social and labour plans are submitted to the Department of Mineral Resources in accordance with legislative requirements.**

**Extensive reporting on sustainability and social performance indicators is included in the annual report accordingly.**

Published by:  
Palabora Copper (Pty) Limited  
Department of Human Resources

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Signature  
Executive Manager Human Resources

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Date



# Social and Labour Plan 2023 Report