

We are a Copper, Vermiculite and Magnetite producer from underground and surface operations in an open natural system bordering the Kruger National Park nature conservation area. We are committed to producing and supplying our products to local and global markets in an efficient, safe, healthy and environmentally responsible manner.



Our goal

To build enduring relationships with the Ba-Phalaborwa communities that is characterized by mutual respect, active partnerships and long-term commitment.

Our commitment

We will:

- Ensure that all our employees have a common understanding of the policy;
- Work with our contractors and suppliers to ensure adherence to this policy;
- Work with Palabora Foundation to assist local communities to become self-reliant;
- Establish and maintain a mutually acceptable consultation and engagement process that promotes consensus in the community towards a common vision and actions aimed at continuous improvement.
- Conduct regular Baseline Community Assessment to ensure up to date information on social issues and economic development needs;
- Facilitate development of Ba-Phalaborwa communities and labour to promote self-sufficiency and independence;
- Work with the Leolo Community Trust to achieve its objectives; and
- Development and implement a cultural heritage management system;



Our responsibility

- Develop the necessary skills in our employees to deal effectively with community relations;
- Integrate the policy implementation into the long-term objectives and company plans;
- Benchmark our practice through information exchange with local and international best practices and
- Establish and maintain the communities' complaints, dispute and grievance procedure.



Our systems

The aforementioned commitments will be met by using the following systems:

- Put in place an appropriate structure to manage community relations and development;
- Communities multi-year planning;
- Develop and maintain a cultural and socio-economic database of the Ba-Phalaborwa community;
- Social Risk Analysis; Social Impact Assessment and Strategic Environmental Assessment;
- Establish quantifiable and appropriate reporting mechanisms; and
- Put a Monitoring and Evaluation system in place to enable an empirical impact evaluation over pre-determined period for community projects.



J Han 
 Chief Executive Officer
 15 March 2022
 Revision 3