

Doornvlei Social and Labour Plan

Mining Right Numbers: LP 30/5/1/2/2/140 MR

Social & Labour Plan 2021-2025

Resubmission: December 2024

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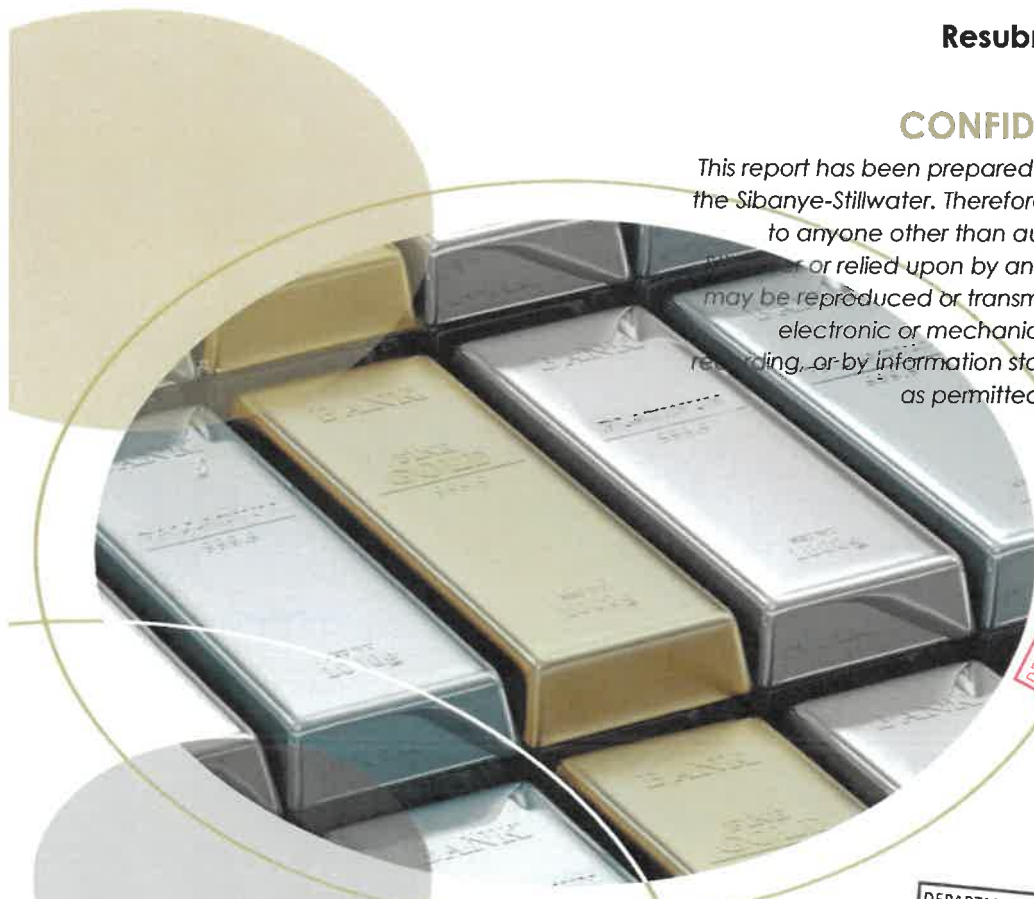
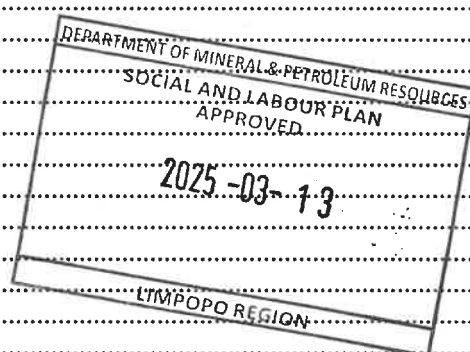


Table of Contents

1	Preamble (Regulation 46a)	4
2	Human Resource Development (Regulation 46b)	7
3	Employment Equity	25
4	Local Economic Development (Regulation 46 c)	27
5	Housing and Living Conditions (Regulation 46 (c) (i))	35
6	Procurement, Enterprise and Supplier Development (Regulation 46 (c) (vi))	35
7	Management of Downscaling and Retrenchments (Regulation 46 d)	35
8	Financial Provision (Regulation 46 e)	36
9	Undertaking (Regulation 46 f)	37

Table of Tables

Table 1: Geographic Origin – Employees as at December 2021	5
Table 2: Breakdown of Employees by Occupational Level as at December 2021	5
Table 3: Breakdown of Contractors by Occupational Level as at December 2021	6
Table 4: SETA Accreditation and Compliance	9
Table 5: Form Q - Functional Literacy amongst SSA Employees as at December 2021	12
Table 6: Form Q - Functional Literacy amongst SSA operation Contract Workers as at December 2021	13
Table 7: AET Community	16
Table 8: Internal Engineering Learnership 18.1 Targets	17
Table 9: Community Learnerships (18.2) Targets	18
Table 10: Budget	18
Table 11: Core Business Training Targets	18
Table 12: Core Business Training Budget	18
Table 13: Portable Skills available:	19
Table 14: Portable Skills Training Employees (18.1) Targets	20
Table 15: Portable Skills Training Employees (18.2) Targets	20
Table 16: Mentorship Contract and Training Targets	21
Table 17: Internship Programmes	22
Table 18: External Interns (Graduates) Targets and Budget	23
Table 19: Bursary Programmes	23
Table 20: Bursary programme Targets	24
Table 21: Human Resources Development Programme – Financial Provision	24
Table 22: Employees Employment Equity Status	25
Table 23: Five (5) year targets for HDP and Female representation at Doornvlei	26
Table 24: Demographics	28
Table 25: Population Growth Rate-1996, 2001, 2011 and 2016	28
Table 26: Employment status of National, Province, District and LNM	29
Table 27: Employment profile, 2011	29
Table 28: LED Project Summary	31
Table 29: Construction of two(2) classrooms, one (1) administration office including furniture and Provision of Retrofitted Shipping Container Science Laboratory at Maneeng Primary School-Makurung	32
Table 30: Management of Downscaling	35
Table 31: Doornvlei Financial Provision: SLP 2021-2025	36



Glossary

Abbreviation	Meaning
AET	Adult Education and Training
ATR	Annual Training Report
BBBEE	Broad Based Black Economic Empowerment
CPP	Career Progression Plan
DMRE	Department of Mineral Resources and Energy
DEL	Department of Energy and Labour
EE	Employment Equity
EEA	Employment Equity Act
EXCO	Executive Committee
FY	Financial Year
HDP	Historically Disadvantaged Persons
HRD	Human Resources Development
HRDP	Human Resources Development Programme
IDP	Individual Development Plan
IDP	Integrated Development Plan
LED	Local Economic Development
MCIII	Mining Charter 2018
MPRDA	Minerals and Petroleum Resources Development Act (no. 28, 2002) as amended
MQA	Mining Qualifications Authority
NQF	National Qualifications Framework
PSA	Pooling and Sharing Area
PWD	Person with Disability
SADC	Southern African Development Community
SETA	Sector Education and Training Authority
SLP	Social and Labour Plan
SMMes	Small, Medium and Micro Enterprises
SDF	Skills Development Facilitator
KND	Rustenburg Mines Pooling and Sharing Area (PSA) Platinum Mine, "Kroondal"
KPA	Key Performance Area
KPI	Key Performance Indicator
WIM	Women in Mining
WSP	Workplace Skills Plan



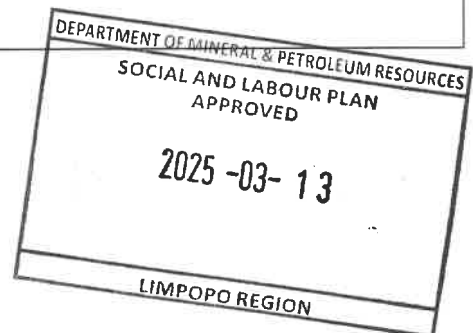
1 Preamble (Regulation 46a)

1.1 Introduction

Doornvlei mine is under care and maintenance and there is no infrastructure as well as the workforce on the mining right. As a result, only two pillars of the SLP will be addressed namely; Human Resource Development and Mine Community Development. The following pillars will not be applicable; Employment Equity, Housing & Living Condition, Procurement, Enterprise & Supplier Development, and Management of Downscaling & Retrenchment.

1.2 Preamble

Name of Company	Sibanye Gold Limited, Registration Number: 2002/031431/06 Trading as Sibanye-Stillwater
Name of the Mine / Operation	Doornvlei (LP) 30/5/1/2/2 (140) MR
Physical Address	Baobab Shaft, Lebowa kgomo, 0737, Limpopo, Republic of South Africa.
Postal Address	Messina Platinum Mine, Postnet Suite 79, Private Bag X9676, Polokwane, 0700
Location of Mine / Operation	Farm number and registration division: Mineral Lease Area of the Farm Zebediela's No 123 KS and Portion 2 of the Farm Voorspoed No. 458 KS (previously a part of the Farm Kaffirkraal No. 167 KS). Magisterial District: Thabamaoopo Local Municipality – Lepelle Nkumpi District Municipality – Capricorn Province - Limpopo
Commodities Mined	Platinum Group Metals (PGMs) and Base metals
Life of Mine	Estimated at 15 Years
Responsible Person	Victor Chuene: Unit Manager Engineering Operations Email address: Victor.Chuene@sibanyestillwater.com



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1.3 Geographic Origin of Doornvlei Employees

The mines is under care and maintenance and there is no infrastructure as well as the workforce on the mining right.

Table 1: Geographic Origin – Employees as at December 2021

Province	No. of Permanent Employees	No. of Contractor Employees	Total
Eastern Cape	0	0	0
Free State	0	0	0
Gauteng	0	0	0
KwaZulu-Natal	0	0	0
Limpopo	0	0	0
Mpumalanga	0	0	0
North West	0	0	0
Northern Cape	0	0	0
Western Cape	0	0	0
Total South Africans	0	0	0
Total Foreign Nationals	0	0	0
Grand Total	0	0	0

1.4 Form S: Breakdown of Doornvlei workforce (Permanent and Contract employees)

The mines is under care and maintenance and there is no infrastructure as well as the workforce on the mining right site

Table 2: Breakdown of Employees by Occupational Level as at December 2021

Occupational level	Female African	Coloured	Indian	White	Total	Male African	Coloured	Indian	White	Total	Grand Total
Senior Management	0	0	0	0	0	0	0	0	0	0	0
Professionally Qualified, Experienced Specialists and Middle Management	0	0	0	0	0	0	0	0	0	0	0
Skilled Technical, Academic Qualified, Junior Management and Supervisors	0	0	0	0	0	0	0	0	0	0	0



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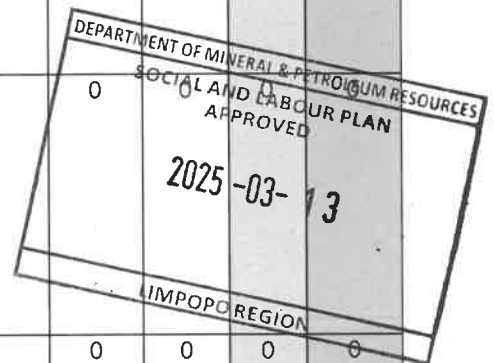
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Occupational level	Female					Male					Grand Total
	African	Coloured	Indian	White	Total	African	Coloured	Indian	White	Total	
Semi-Skilled and Discretionary Decision Making	0	0	0	0	0	0	0	0	0	0	0
Unskilled and Defined Decision-making	0	0	0	0	0	0	0	0	0	0	0
Learners	0	0	0	0	0	0	0	0	0	0	0
Grand Total	0	0	0	0	0	0	0	0	0	0	0

Table 3: Breakdown of Contractors by Occupational Level as at December 2021

Occupational level	Female					Male					Grand Total
	African	Coloured	Indian	White	Total	African	Coloured	Indian	White	Total	
Senior Management	0	0	0	0	0	0	0	0	0	0	0
Professionally Qualified, Experienced Specialists and Middle Management	0	0	0	0	0	0	0	0	0	0	0
Skilled Technical, Academic Qualified, Junior Management and Supervisors	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
Learners	0	0	0	0	0	0	0	0	0	0	0
Grand Total	0	0	0	0	0	0	0	0	0	0	0

There is no infrastructure and no workforce on the mining right



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2 Human Resource Development (Regulation 46b)

2.1 Overview

Since Doornvlei has no infrastructure and labour compliment, only 18.2 community SLP commitments will be implemented.

The below descriptive Human Resource Model and strategy is based on the basis that this mine is under care and maintenance. A renewed strategy will be submitted if this strategic decision changes from care and maintenance to a fully operational mine.

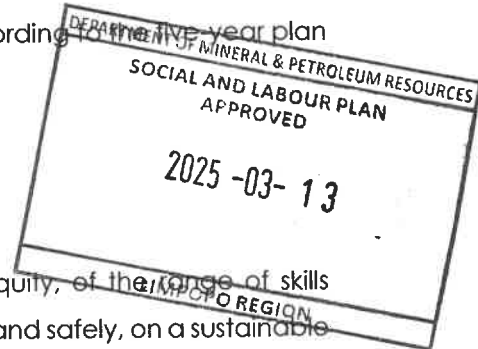
The primary objective of Sibanye Human Resources Development (HRD) Model is to ensure development of requisite skills in respect of learnerships, bursaries, core and critical skills, artisans, AET training (Level I, II, III and FLC), and other training initiatives reflective of demographics as defined in the Mining Charter and MRPDA. All efforts in this regard have been aligned with the National Development Plan and the UN Global Goals for Sustainable Development in relation to (i) Education, (ii) Gender Equality, (iii) Reduced In equalities, iv) Decent Work and Economic Growth.

SSA is fully accountable for the identification and fulfilment of its own Human Resource's Development needs and has substantial discretion based on its own business needs according to the mine's five-year plan and circumstances in the context of a broader Sibanye HRD Model.

2.2 - The Objectives of Human Resources Development

The primary objectives of HRD are to ensure:

- The availability, in terms of quality, quantity, and employment equity, of the range of skills required to access, extract and process the ore body productively and safely, on a sustainable and environmentally responsible basis, inclusive of production, technical, support, administrative competencies and leadership development; and
- The skilling of employees and communities in portable skills of their choice, which relate to existence inside and outside the mining environment and which can be applied to assist individuals and communities.



Undertaking

SSA operations has appointed a Skills Development Facilitator and will continue to submit its Workplace Skills Plan (WSP) and Annual Training Report (ATR) to the Mining Qualifications Authority (MQA).

SSA undertakes to:

- Identify community members for further education, training and development;



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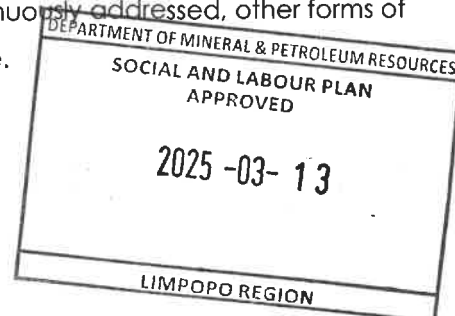
	Award bursaries (grants), internships and learnerships to support community needs.
Guidelines	The technical, behavioural and social skills and competencies required by Community members are transferred within the comprehensive SibanyeStillwater HRD Model. The Model is supported at a practical level by SibanyeStillwater Academy funded on a proportional basis by each of the operations within the SibanyeStillwater group. This comprises of physical infrastructure, learning products and solutions, as well as adequate skilled HRD practitioners who transfer knowledge and skills required to learners. The purpose of continuous education and training of communities is to develop technical and leadership skills. This is ensured through the following interventions: • Internship, bursary (grants) and learnership opportunities Both Sibanye-Stillwater Academy and the SSA Campus will be utilised to deliver on all HRD interventions.

2.3 Human Resources Development Model

The intention of this Social and Labour Plan is to reflect SSA's plans for the period **2021-2025**. However, a brief description of Human Resources Development (HRD) approaches, policies and strategies, within the context of the broader Sibanye-Stillwater's Human Resources Development Model, is important for context and understanding. While SSA is fully accountable for the identification, fulfilment of its own HRD needs, and has substantial discretion based on its own business needs and circumstances, it operates within the ambit of the Sibanye-Stillwater HRD Model.

This is an explicit and well-understood model, covering all aspects of HRD within the Sibanye-Stillwater Group and specifically as it applies to each one of its subsidiaries, including SSA. Where relevant in this plan, reference is made to those elements of the model that have a direct bearing on the implementation of SSA's specific HRD plan. With respect to the setting of targets for the respective HRD interventions, special emphasis is placed on developing an HRD plan aligned to business requirements and affordability.

This is carried out by way of conducting desktop analyses that incorporated permutations of skills attrition and forecasts of vacancies (or projected skills requirements) in order to establish the targets for each training area. To ensure that business HRD needs are continuously addressed, other forms of skills needs auditing will be explored during the mentioned SLP cycle.



Sibanye Stillwater Academy Model



2.4 Compliance with Skills Development Legislation

Sibanye-Stillwater Academy (SSA) is fully accredited by the Mining Qualifications Authority (MQA) and has programme approval in a number of other SETA's, giving it the ability to provide accredited education and training in a number of non-mining fields.

The table below provides details regarding Doornvlei compliance with Skills Development legislation.

Table 4: SETA Accreditation and Compliance

SETA Information Required	SETA Details
Name of SETA:	Mining Qualifications Authority (MQA)
Registration Number with relevant SETAs:	L610713770
Skills Development Facilitator:	Annah Ramadile
Proof of submission of Workplace Skills Plan and date of submission	Skills Web MQA SETA Management System



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Mining Qualifications Authority
 7 Anerley Road
 Parktown, Johannesburg, 2193
 Private Bag X118, Marshalltown, 2107
 Tel: 011 547 2600
 Email: info@mqa.org.za



Dear Annah Ramadie

**Acknowledgement of receipt of submission of the 2021 Workplace Skills Plan
 and Annual Training Report**

This letter serves to acknowledge receipt of the 2021 Workplace Skills Plan (WSP)/Annual Training Report (ATR) signatures for the following:

Organisation Name: WESTERN PLATINUM

Trading Name: WESTERN PLATINUM

SDL No: L610713770

Organisation Type: Independent

Please be advised that the submission is still to be evaluated to ensure compliance with MQA WSP-ATR submission requirements and the quality of the information provided, the outcome of which will be duly communicated to the organisations.

Yours sincerely,

Skills Development and Research Department (SDR)

17 May 2021



2.5 Skill Development Plan - Regulation 46 (b) (i)

The HRD strategy takes cognisance of the skills demand and supply for skills in the mining industry with specific reference to scarce and critical skills. The development of HDSA leadership, including creating an ongoing pipeline of HDSA leadership, is a key strategic focus area. HRD is managed across all levels of employment, and it is also considered a critical component for achieving the mine's employment equity targets. Consequently, the mine's HRD plans are continuously aligned with the Workplace Skills Plans (WSP) and integrated into the long-term business plan to cover the organisation's short-term, medium-term and long-term human capital development requirements. The mine is committed to ensuring that its employees, are given the opportunity to acquire skills and competencies in order to achieve both individual and organisational goals in the context of the mine's operational and local economic development's objectives.

Undertaking	SSA undertakes to: • Train community in appropriate skills to stimulate economic activities within the communities; • Award bursaries, internships and learnerships to stimulate economic activities within the communities
Guidelines	The purpose of continuous education and training of communities is to develop technical and leadership skills. This is ensured through the following interventions: • Internship, bursary and learnership opportunities. • Sibanye-Stillwater Academy will utilise Service providers to deliver on all HRD interventions.



2.5.1 SSA's Functional Literacy and Numeracy

Sibanye-Stillwater, including SSA, defines functional literacy and numeracy as follows:

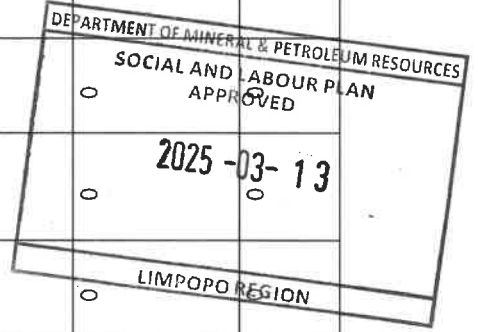
- AET Level 3 with exit outcomes equivalent to seven (7) years of compulsory schooling and that will qualify the employee to register for occupationally directed qualifications registered within the NQF.



Table 5: Form Q - Functional Literacy amongst SSA Employees as at December 2021

Employees (Permanent)																	
Education Classification	African		Coloured		Indian		White		Grand Total	People with Disabilities		Non SA		AGE			
	Male	Female	Male	Female	Male	Female	Male	Female		Male	Female						
Pre-ABET	0	0	0	0	0	0	0	0	0	0	0	0	0	30 to 50	>50		
ABET 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
ABET 2 / STD 3, Grade 5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
ABET 3 / Std 5, Grade 7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
ABET 4 / Std 7, Grade 9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Std 8 / Grade 10, NATED 1 /	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
NCV Level 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Std 9 / Grade 11, NATED 2 /	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
NCV Level 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Std 10 / Grade 12, NATED 3 /	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
NCV Level 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
National Certificate/Diploma /Advanced Certificate /	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
NATED 4 - 6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
National Certificate / Advanced Diploma / B Tech	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

There is no infrastructure and no workforce on the mining right



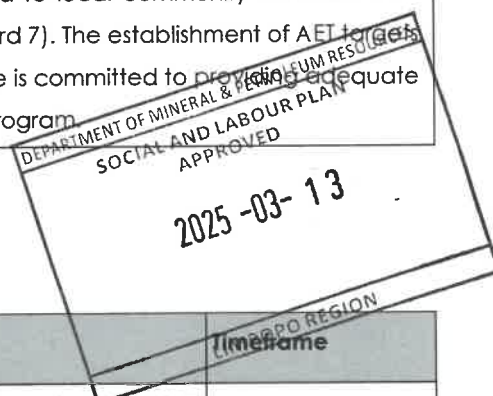
2.6 Adult Education and Training (AET)

The AET program is motivated by the need to address widespread illiteracy, which in turn enhances economic development, promotes social inclusion, and supports lifelong learning. By providing foundational education, the AET program aims to equip adults with essential skills, thereby improving their employability and enabling them to fully participate in society.

Additionally, this program aligns with National Qualifications, ensuring that learners' achievements are formally recognized. This alignment not only validates the learners' efforts but also integrates them into the broader educational framework.

AET targets to be in line with the mining business needs.

Undertaking	SSA commits to providing an Adult Education and Training (AET) program aimed at empowering adults with foundational education to enhance their employability and enable full participation in society. This program will be offered to community members in consultation with local community leadership and councils through the Community Engagement Department (CED).
Guidelines	Adult Education and Training (AET) will be offered to local community members with educational qualifications below Grade 9 (Standard 7). The establishment of AET targets will be based on available resources, and the Mine is committed to providing adequate resources to ensure the smooth operation of this program.



AET Implementation Strategy

Accountable Position	Strategic Plan	Timeframe
Superintendent ETD - AET Department	1. Community members requiring AET to be selected through the company selection processes to enable reaching of set AET targets.	Ongoing
Superintendent ETD - AET Department	2. Provide an accredited learning programme.	Ongoing
Superintendent ETD - AET Department	3. Assessment to be provided by an accredited external assessment body.	Ongoing
Superintendent ETD - AET Department	4. Qualified facilitators to provide quality training.	Ongoing
Superintendent ETD - AET Department	5. Continuous development of facilitators to improve their required skills to be offered.	Ongoing



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Accountable Position	Strategic Plan	Timeframe
Superintendent ETD - AET Department	6. Learning facilities to be conducive to learning.	Ongoing
Superintendent ETD - AET Department	7. Learners are made aware of career pathways in each discipline.	Ongoing

***This strategy will be fully implemented when / if the mine becomes fully operational.**

Table 7: AET Community

Annual Targets	2021	2022	2023	2024	2025	Total
AET Community	0	0	0	5	5	10
Budget	R0,00	R0,00	R0,00	R22 500,00	R23 625,00	R46 125,00

10 community members can be given the opportunity for 2024 and 2025

2.7 Learnerships

Learnerships are accredited, fully integrated learning programmes that include practical work experience as well as a theoretical component. SSA offers Engineering learnerships for employees (18.1) and community members (18.2). All learnerships are approved by the industry specific SETA as well as SAQA and are registered with the Department of Labour.

Undertaking	SSA recognises the importance of learnerships as an integral component to fulfil the company's Employment Equity Strategy, and meeting both the business' and the country's skills development needs.
Guideline	- Learnerships will be offered community members. - Experience from previous SLP cycles has confirmed that the type of learnership, as per business needs, tends to be very dynamic and as such, the commitments for learnerships are expressed in global terms and not specific to any discipline in order to allow for flexibility. - The local community learnerships will be in support of the economic development strategy.



Learnerships Strategic Plan

Accountable Position	Strategic Plan	Timeframe
Unit Managers: HRD	1. Advertise learnership opportunities externally through community newspapers, municipal councils and other relevant authorities to attract recruits from the local community.	Ongoing
Unit Manager: HRD	2. Candidates for learnership opportunities will be selected according to the selection procedure of the company. Learnership targets are based on economic development strategy.	Ongoing
Unit Manager: HRD	3. Provide accredited learning programmes as per SETA requirements.	Ongoing
Unit Manager: HRD	4. Qualified facilitators to provide quality training.	Ongoing
Unit Manager: HRD	5. Learning facilities to be conducive to learning.	Ongoing
Unit Manager: HRD	6. A pool of mentors confirmed for learners with potential.	Ongoing

Learnerships Targets

Targets are set as follows: Separations (Attrition) + Vacancies against labour Plan

ENGINEERING:

SSA commits itself within this SLP cycle to develop the current engineering personnel to transfer the current existing Section 28 and 26(d) into National recognised artisan qualifications

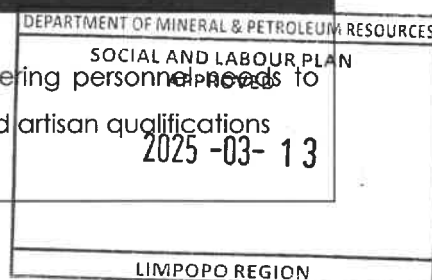


Table 8: Internal Engineering Learnership 18.1 Targets

Annual Targets	2021	2022	2023	2024	2025	Total
Engineering Learnership 18.1	0	0	0	0	0	0
Total	0	0	0	0	0	0

Operation do not have the Labour makeup to accommodate 18.1 Engineering Learnerships, thus the 18.1 Learnerships planned was allocated to the Community Engineering Learnership (18.2).



Table 9: Community Learnerships (18.2) Targets

Duration of Engineering Learnership programme is three years, which after completion the Learner will receive a Trade Test certificate. Each year will be a new intake and accumulate to 5 at the end of the SLP Period.

Annual Targets	2021	2022		2023		2024		2025		Total
		New intake	Carry over 2021	New intake	Carry over 2022	New intake	Carry over 2023	New intake	Carry over 2024	
Engineering Learnerships 18.2	0	1	0	1	1	2	2	1	4	5
Total	0	1	0	1	1	2	2	1	4	5

Table 10: Budget

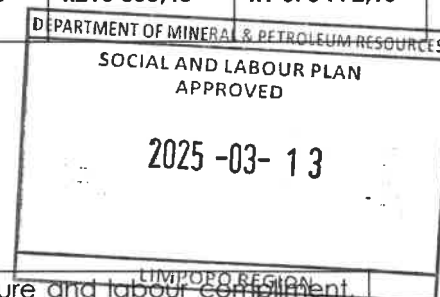
Annual Budget	2021	2022	2023	2024	2025	Total
Learnerships 18.2	R0.00	R322 000,00	R125 311,00	R412 105,68	R216 355,48	R1 075 772,16

5 community members can be given the opportunity for intake 2025

2.8 Core Business Skills Programme

Table 11: Core Business Training Targets

Targets are set as follows:	Since Doornvlei has no infrastructure and labour complement, there will be no Employee Core Skills Training (18.1) Targets
------------------------------------	--



Core Business Training	2021	2022	2023	2024	2025	Total
Core Business Training	0	0	0	0	0	0
Total	0	0	0	0	0	0

Table 12: Core Business Training Budget

Annual Budget	2021	2022	2023	2024	2025	Total
Budget (R)	0	0	0	0	0	0



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2.9 Portable Skills Programme

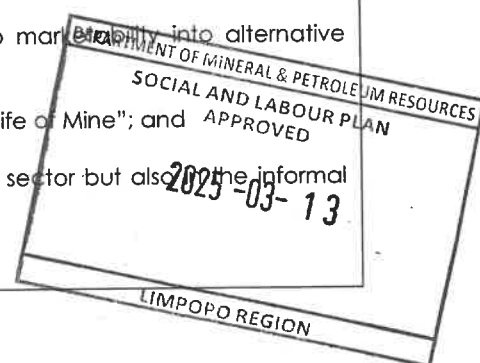
Sibanye-Stillwater operation, in partnership with Service Providers, offers specially designed, portable skills programmes. These programmes of choice will equip exit and in service employees, with the ability to apply these skills after employment, within the mining and other sectors of the South African economy.

These skills can be utilised in the event that downscaling and retrenchments might occur. It also assists the employees, with alternative forms of employment or sustainable livelihood opportunities.

Table 13: Portable Skills available:

Livestock Farming	Carpentry	Bricklaying
Crop Farming	Plumbing	Professional Make-up Course
Poultry Farming	Basic Motor Mechanic	Manicure & Pedicure
Sewing	Paving	Basic Child Care Programme
Welding	Beading	Flower Arranging
Cooking	Painting	Driving Skills
Business Skills	Plastering	Bricklaying

Undertaking	SSA is dedicated to provide learning opportunities, in the possible event of downscaling and/or mine closure.
Guidelines	SSA provides portable skills training to the employees. - The focus of these skills is to meet some or all-of the following objectives: - Enhance employee potential that will lead to marketability into alternative employment. - Support income generating activities beyond "Life of Mine"; and - Provide skills that can be utilised not only in the formal sector but also the informal sector.



Portable Skills Training Implementation Strategy

Accountable Position	Strategic Plan	Timeframe
Unit Manager: HRD	1. Advertise portable skills opportunities for communities	Ongoing
Unit Manager: HRD	2. Learning programmes as per portable skills programmes	Ongoing



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Unit Manager: HRD	3. Qualified facilitators and service providers to provide quality training	Ongoing
Unit Manager: HRD	4. Learning facilities to be conducive to learning	Ongoing

Targets are set as follows:	* Since Doornvlei has no infrastructure and labour complement, there will be no Portable Skills Training Employees (18.1) Targets
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Table 14: Portable Skills Training Employees (18.1) Targets

Portable Skills Training	2021	2022	2023	2024	2025	Total
* Portable Skills 18.1	0	0	0	0	0	0
Total	0	0	0	0	0	0
Budget	R0,00	0	R0,00	0	R0,00	0

* Since Doornvlei has no infrastructure and labour complement, there will be no Portable Skills Training Employees (18.1) Targets

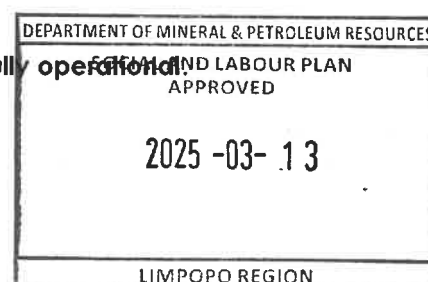
Table 15: Portable Skills Training Employees (18.2) Targets

Portable Skills Training	2021	2022	2023	2024	2025	Total
Portable Skills 18.2	0	0	1	0	1	2
Total	0	0	1	0	1	2
Budget	R0,00	R0,00	R12 100,00	R0,00	R12 400,00	R24 500,00

2.10 Career Progression Plan

- Since Doornvlei has no infrastructure and labour complement, there will be no career progression plans.

***This strategy will be fully implemented when / if the mine becomes fully operational.**



Talent Development Framework



The integrated Talent Management model has three pillars, **Attract**, **Develop** and **Retain**, which forms part of the employee life cycle. The figure below depicts the integrated Talent Management Model.

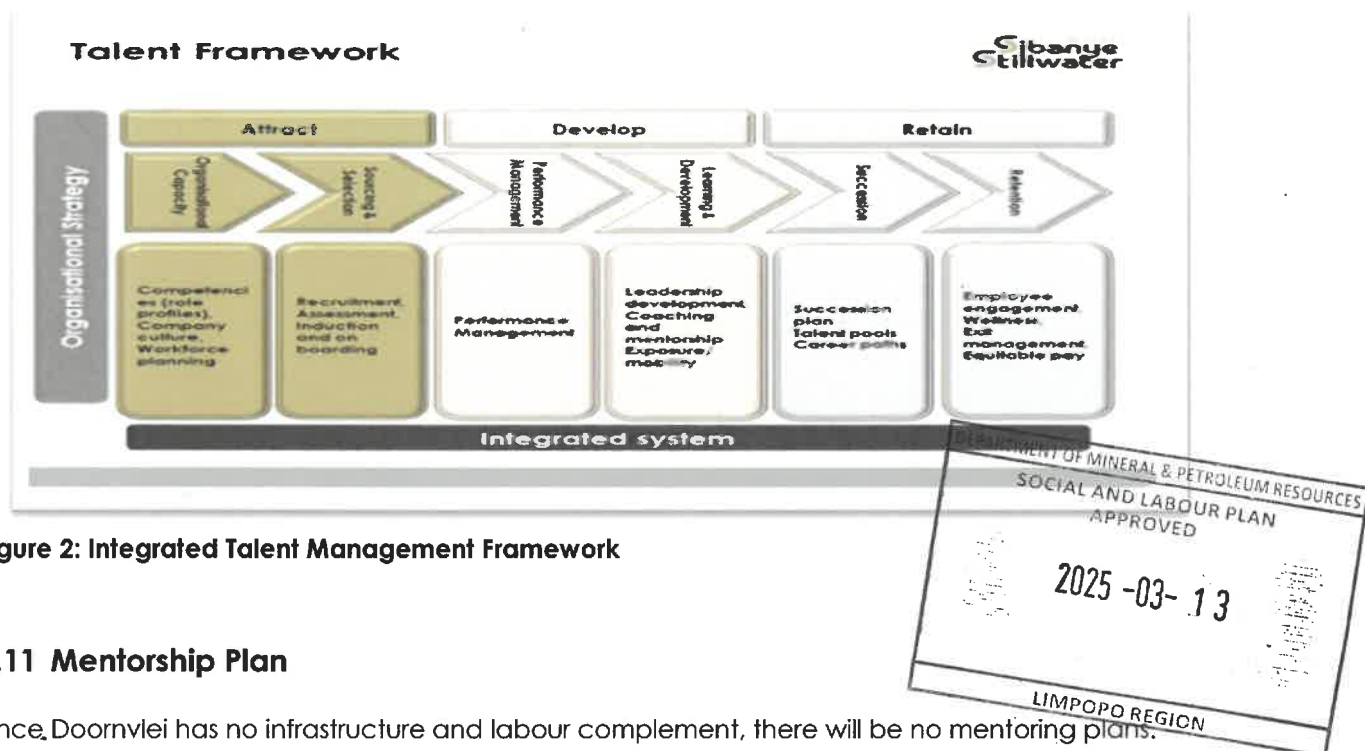


Figure 2: Integrated Talent Management Framework

2.11 Mentorship Plan

Since Doornvlei has no infrastructure and labour complement, there will be no mentoring plans.

Table 16: Mentorship Contract and Training Targets

Since Doornvlei has no infrastructure and labour complement, there will be no Mentorship Contract and Training Targets.

Mentorship Contracts	2021	2022	2023	2024	2025	Total
Learnerships / Artisan Development programme	0	0	0	0	0	0
Interns (Graduates)	0	0	0	0	0	0
Total	0	0	0	0	0	0

2.12 Internship

The Graduate Development Scheme is aimed at filling critical skills gaps and HDSA targets in core activities at the professional level. During the two-year programme, graduate trainees are provided with basic training, exposure and courses that will enable them to gain the core competencies and knowledge required by the operation. Every graduate has an Individual Development Programme suited to his discipline / course of studies which will be Mining related:



Table 17: Internship Programmes

Mining Engineering	
Technical – Planning, Ventilation, Rock Engineering, Survey, Environmental Engineering	
Finance	
Engineering – Electrical, Mechanical & Instrumentation	
Human Resources	

Undertaking	SSA undertakes to provide opportunities for practical exposure or experiential learning to under-graduates and graduates, required as per business needs and capability. The mine undertakes to provide opportunities for practical exposure or experiential learning to SETA graduates in line with MQA needs and business capability
Guidelines	Practical exposure or experiential learning opportunities will be provided for persons who completed their tertiary studies, or persons that needs practical exposure in order to obtain a tertiary qualification as per business needs and capability. Community commitments apply to both Local and Labour sending communities.

Internship Implementation Strategy

Accountable Position	Strategic Plan	Timeframe
Unit Manager: HRD	1. Provide a Graduate Development Programme	Ongoing
Unit Manager: HRD	2. Provide a coaching and mentoring process	Ongoing
Unit Manager: HRD	3. Employees to be continuously assessed against required programme outcomes	Ongoing
Unit Manager: HRD	4. IDPs in place for learners and learners are made aware of career pathways	Ongoing
Unit Manager HRD	5. A pool of Mentors confirmed for Interns	Ongoing

***This strategy will be fully implemented when / if the mine becomes fully operational.**

External Interns (Graduates) Targets and Budget

Targets are set as follows:	– Interns' intake will be the same as actual planned Bursar Graduations. – (D-Band and above Separations (Attrition) against labour Plan. – Completed Bursars feed directly into Intern pipeline.
------------------------------------	---

Interns intakes will be the same as actual planned Bursar Graduations



Table 18: External Interns (Graduates) Targets and Budget

External Internship (Graduates 18.2)	2021	2022	2023	2024	2025	Total
Graduates	0	0	1	0	0	1
Budget (R)	R0,00	R0,00	R136 500,00	R0,00	R0,00	R136 500,00

2.13 Bursary Programme

External bursaries are awarded to people that are not currently employees of the Company, but opportunities are awarded to top performing scholars from surrounding communities and labour sending areas. SSA has a well-established bursary scheme orientated towards the development of suitably qualified and competent graduates. The emphasis of this scheme will be to identify high-potential young scholars with the emphasis on HDSA candidates. Bursaries will be given to discipline / course of studies which will be Mining related, which is four-year study programmes:

Table 19: Bursary Programmes

Mining Engineering
Technical – Planning, Ventilation, Rock Engineering, Survey, Environmental Engineering
Finance
Engineering – Electrical, Mechanical & Instrumentation
Human Resources

Undertaking	The Mine undertakes to offer Bursary opportunities to individuals from local communities and key labour sending areas.
Guidelines	Bursaries will be given to individuals from the local and labour sending communities through the following offerings: - Bursaries to individuals from the local and labour sending communities for full time studies; - Experience from previous SLP cycles has confirmed that the pool from which we draw our beneficiaries tends to be very dynamic and as such, the commitments for bursaries are expressed in global terms and not specific to any discipline in order to allow for flexibility.

Bursary Programme Implementation Strategy



Accountable Position	Strategic Plan	Timeframe
Unit Manager: HRD & Community Engagement Development	1. Advertise study for Bursary opportunities externally through community newspapers, municipal councils and other relevant authorities to attract recruits from the local and labour sending communities	Ongoing
Unit Manager HRD	2. Candidates for bursaries opportunities will be selected according to the selection procedure of the company	Ongoing
Unit Manager: HRD	3. Accredited learning institutions as per company needs will be used	Ongoing
Unit Manager: HRD	4. Learners are made aware of career pathways in relevant disciplines	Ongoing

Bursary Programme Targets

Targets are set as follows:	– Bursars are sourced externally (Bursars 18.2)). – SLP layout to indicate learner intake as annual target.
------------------------------------	--

***This strategy will be fully implemented when / if the mine becomes fully operational.**

Table 20: Bursary programme Targets

Annual Targets	2021	2022	2023	2024	2025	Total
External Bursars	0	0	1	0	0	1
Budget	R0,00	R0,00	R156 500,00	R0,00	R0,00	R156 500,00

2.14 Study Assistance

Since Doornvlei has no infrastructure development and labour compliment, there will be no study assistant targets.

2.15 Human Resources Development Programmes – Financial Provision

Table 21: Human Resources Development Programme – Financial Provision

HRD Budget	2021	2022	2023	2024	2025	Total
	0	322 000,00	430 411,00	434 605,68	252 380,48	1 439 397,16



3 Employment Equity

3.1 Introduction

Doornvlei forms part of the Sibanye-Stillwater Group that was acquired from the Lonmin Group in a majority stakeholder acquisition. Doornvlei mine is under care and maintenance and there is no infrastructure as well as the workforce on the mining right.

Table 22: Employees Employment Equity Status

Occupational Level	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top Management	0	0	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	0	0	0
Prof Qualified. Experienced Specialists. Mid Mgt	0	0	0	0	0	0	0	0	0	0	0
Skilled Techl. Academic Qualified. Jnr Mgt. Sups	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	0	0	0	0	0	0	0	0	0	0	0
Temporary Employees	0	0	0	0	0	0	0	0	0	0	0
Grand Total	0	0	0	0	0	0	0	0	0	0	0

There is no infrastructure and no workforce on the mining right

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3.2 EE Targets as per MCIII

Table 23: Five (5) year targets for HDP and Female representation at Doornvlei

Levels	Year 1	Year 2	Year 3	Year 4	Year 5-MC III target
BOARD*	0%	0%	0%	0%	0%
HDPs	0%	0%	0%	0%	0%
HDP (F)	0%	0%	0%	0%	0%
EXECUTIVE MANAGEMENT*	0%	0%	0%	0%	0%
HDPs	0%	0%	0%	0%	0%
HDP (F)	0%	0%	0%	0%	0%
SENIOR MANAGEMENT*	0%	0%	0%	0%	0%
HDPs	0%	0%	0%	0%	0%
HDP (F)	0%	0%	0%	0%	0%
MIDDLE MANAGEMENT	0%	0%	0%	0%	0%
HDPs	0%	0%	0%	0%	0%
HDP (F)	0%	0%	0%	0%	0%
JUNIOR MANAGEMENT	0%	0%	0%	0%	0%
HDPs	0%	0%	0%	0%	0%
HDP (F)	0%	0%	0%	0%	0%
EMPLOYEES WITH DISABILITIES	0%	0%	0%	0%	0%
HDP (F)	0%	0%	0%	0%	0%
CORE AND CRITICAL SKILLS	0%	0%	0%	0%	0%
HDPs	0%	0%	0%	0%	0%

There is no infrastructure and no workforce on the mining right

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4 Local Economic Development (Regulation 46 c)

4.1 Introduction

This chapter looks at demographic composition and physical description of the municipality.

4.2 Description of municipal Area

Lepelle-Nkumpi is one of the four local municipalities within the Capricorn District Municipality in Limpopo Province and is located in the southern part of the Capricorn District. The municipality is predominantly rural with a population of approximately 233925 people. It covers 3,464.00 hectares, which represents 16% of the District's total land area and is divided into 30 wards which comprise a total of 94 settlements. About 95% of its land falls under the jurisdiction of Traditional Authorities.

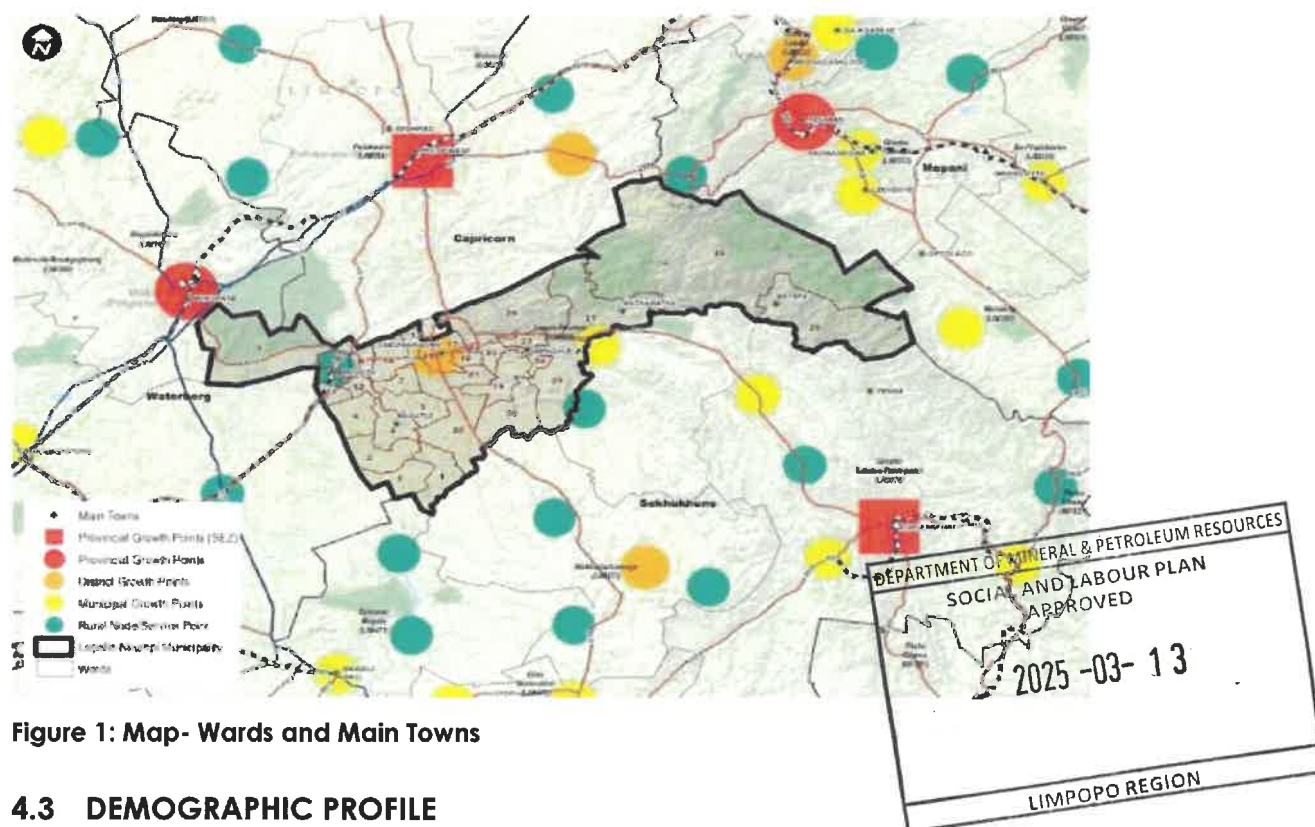


Figure 1: Map- Wards and Main Towns

4.3 DEMOGRAPHIC PROFILE

4.3.1. POPULATION FIGURES

According to the Stats SA Community Survey 2016 results, the municipality has an estimated population of 233925 people with a total of 61305 households and an average household size of 3.8. There are 30 wards in the municipality with an average size of 8000 people

2025-03-13

Table 24: Demographics

Municipality	Population				No. of Households				Average Household Size			
	1996	2001	2011	2016	1996	2001	2011	2016	1996	2001	2011	2016
Lepelle-Nkumpi	234926	227 970	230350	233925	44 397	51 245	59 682	61305	5.2	4.4	3.9	3.8

Data Source: Community Survey 2016

The population of Lepelle-Nkumpi has grown by 0.1, second fastest after Polokwane, during the last period between 2011 and 2016. The municipality is the second largest in the District, harbouring 18% of District population, whereas Polokwane Municipality is the biggest and constitutes about 50% of the District population as depicted by the table below.

Table 25: Population Growth Rate-1996, 2001, 2011 and 2016

Municipality	Population						
	1996	2001	% Change	2011	% Change	2016	% Change
Aganang	146 335	146 872	0.1	131 164	-1.1	125072	-0,003
Blouberg	158 751	171 721	1.6	162 629	-0.5	160604	-0,003
Lepelle Nkumpi	234926	227 970	-0.6	230 350	0.1	233925	0,003
Molemole	107 635	109 441	0.3	108 321	-0.1	108645	0,001
Polokwane	424 835	508 277	3.6	628 999	2.1	702190	0,025
Capricorn	1 072 484	1 164 281	1.6	1 261 463	0.8	1330436	0,012

Data Source: Community Survey 2016

Survey 2016 Table.2: Population by Age and Gender, 1996, 2001, 2011 and 2016

	1996			2001			2011			2016		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Ages 0-14	50312 (49.57%)	51186 (50.43%)	101498	46554 (49.67%)	47158 (50.33%)	93712	41766 (50.38%)	41151 (49.62%)	82917	43059 (50.18)	42736 (49.82)	85795
Ages 15-34	35115 (44.63%)	43551 (55.37%)	78666	33470 (45.37%)	40294 (54.63%)	73764	36412 (48.14%)	39223 (51.86%)	75635	38818 (45.52)	41175 (54.48)	79993
Ages 35-64	14824 (37.07%)	25158 (62.93%)	39982	17185 (38%)	27996 (62%)	45181	20908 (38.82%)	32944 (61.18%)	53852	20151 (39.01)	31504 (60.99)	51655



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Ages	4500	10280	14780	4867	10446	15	5758	12188	17	4340	12143	16483
65+	(30.44%)	(69.56%)		(31.8%)	(68.2%)	313	(32%)	(68%)	946	(26.33)	(73.67)	
Total	104751	130175	234926	102076	125894	227 970	104845	125505	230 350	106369	127557	233925
%	44.59%	55.41%	100%	44.78%	55.22%	100%	45.52%	54.48%	100%	45%	55%	100%

Data Source: Community Survey 2016

4.3.1 EMPLOYMENT PROFILE

Table 26: Employment status of National, Province, District and LNM

	South Africa			Limpopo			Capricorn			Lepelle-Nkumpi		
Year	2001	2011	2017	2001	2011	2017	2001	2011	2017	2001	2011	2017
Employed	58	70	72.25	51	61	63.04	50	63	66.62	39	52	54.31
Unemployed	42	30	27,75	49	39	36,96	50	37	33,38	61	48	45,69
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Data Source: Census 2011 and Quantec 2018

Table 27. Employment profile, 2011

	EAP 2011	Employed 2011	Unemployed 2011	Total
Total	53 054	52%	48%	100%

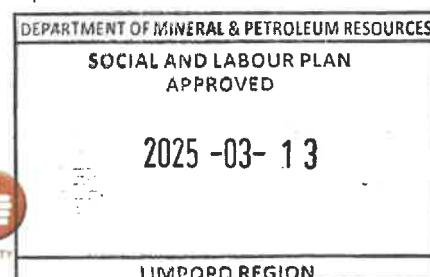
Source: Stats SA: Census 2011

4.4 Messina Mine Local Economic Development programme

The company recognises the value it needs to create for local stakeholders. In recognition of the social challenges and aligned with the integrated development of local government and in pursuit of the United Nation Sustainable Development goals, the company commits to deliver social and economic projects geared towards improving local economy.

The holder will review this commitment, make the requisite amendments to this social, and labour plan should it commence with mining activities.

Stakeholder Engagement for the identification of LED projects that took place on the 08-10 March 2022.



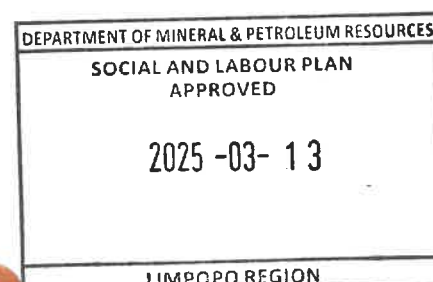
Stakeholder	Stakeholder Interest	Planned Engagement
Lepelle-Nkumpi Local Municipality	Interested and Affected community	08 -10 March 2022
Zebediela Traditional Authority	Socio-Economic Development and Employment opportunities	
Ndlovu Traditional Authority		
Mphahlele Traditional Authority		
Hwelereng Sub-Council		
Ward Councillor and Community representatives Ward 13		
Ward Councillor and Community representatives Ward 21		

Stakeholder Engagement for the identification of LED projects that took place on the October 2024.

Subsequent to receipt of Section 29c, we engaged the schools, Department of Education, Zebediela Traditional, Ledwaba Ndlovu Traditional Authorities, Baobab Mine Committee and Lepelle-Nkumpi Local Municipality about possible projects and changes about projects.

All these engagements/ consultations were through phone calls and emails. These were later conformed to with letters which forms part of Portfolio of evidence.

Stakeholder	Purpose	Status
Maneeng Primary school	Submit their request in writing	Letter received
Department of Education, Limpopo	Endorsement letter to support the project	Submission made and await DoBE confirmation
Lepelle-Nkumpi Local Municipality	Endorsement letter to support the project	Endorsement letter received from Lepelle-Nkumpi Local Municipality



4.5 LED Project Summary

Table 28: LED Project Summary

Project Name	Project Impact	Start Date	Municipality	Total Project Budget
Construction of two(2) classrooms, one (1) administration office including furniture and Provision of Retrofitted Shipping Container Science Laboratory at Maneeng Primary School-Makurung	Education Infrastructure - conducive environment for learning	Q1 2021	Lepelle – Nkumpi Local Municipality	R3 500 000,00
Total				R3 500 000,00



Output	Responsible Entity	Activity		Timeframe					FY Budget Allocation
		KPA (Key Performance Area)	KPI (Key Performance Indicator)	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	
Stakeholder Engagement	Sibanye Stillwater	Consultations and Stakeholder Engagements	Project Endorsement Letter-DOBE Project Charter	Stakeholder engagement	Stakeholder engagement	Emails, Calls, letters	Endorsement letter	Deed of donation upon completion	R0,00
Procurement Stage	Sibanye Stillwater	Conclusion of contractor selection process	Inform affected departments (ESD, Procurement)	Internal alignment	Internal alignment		Conclusion of contractor selection	Contractor appointment	R0,00
Design and Engineering	Sibanye Stillwater	N/A	N/A	N/A	N/A	N/A	N/A	Design Works	R0,00
Construction	Sibanye Stillwater	Maneng Primary School: 2 Classrooms and Admin Building with fixed storage closet						Procurement of Contractor, construction work for the Classrooms, admin block and plinth	R2 930 000.00
Provision of Retrofitted Shipping Container Science Laboratory	Sibanye Stillwater in partnership with Gift of the Givers	Provision of Retrofitted Shipping Container Laboratory						Provision of Retrofitted Shipping Container Science Laboratory	R500 000.00
Supply of Furniture – Classroom chairs, tables, Chalkboards and bookshelves as per DoBE Requirement/Standards	Sibanye Stillwater	Supply of Furniture						Supply of Furniture	R70,000.00



5 Housing and Living Conditions (Regulation 46 (c) (i))

5.1 Introduction

Doornvlei mine is under care and maintenance and there is no infrastructure as well as the workforce on the mining right site.

6 Procurement, Enterprise and Supplier Development (Regulation 46 (c) (vi))

6.1 Introduction

Doornvlei mine is under care and maintenance and there is no infrastructure as well as the workforce on the mining right site.

7 Management of Downscaling and Retrenchments (Regulation 46 d)

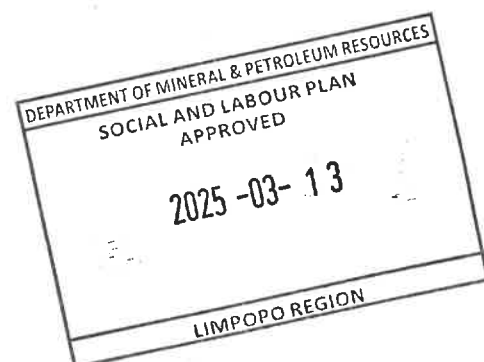
7.1 Introduction

Doornvlei mine is under care and maintenance and there is no infrastructure as well as the workforce on the mining right site.

7.2 Financial Provision – Management of Downscaling and Retrenchments

Table 30: Management of Downscaling

Budget Allocation	2021	2022	2023	2024	2025	Total 5 Yr. Budget
Management of Downscaling	R500 000,00	R550 000,00	R605 000,00	R665 500,00	R732 050,00	R3 052 550,00



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8 Financial Provision (Regulation 46 e)

8.1 Introduction

Table 31: Doornvlei Financial Provision: SLP 2021-2025

Element	2021	2022	2023	2024	2025	Total
	Budget	Budget	Budget	Budget	Budget	Budget
Human Resources Development	R0,00	R322 000,00	R430 411,00	R434 605,68	R252 380,48	R1 439 397,16
Mine Community Development	R0,00	R0,00	R0,00	R0,00	R3 500 000,00	R3 500 000,00
Management of Downscaling	R500 000,00	R550 000,00	R605 000,00	R665 500,00	R732 050,00	R3 052 550,00
TOTAL	R500 000,00	R872 000,00	R1 035 411,00	R1 100 105,68	R4 484 430,48	R7 991 947,16

