
EXPERT SAND AND HARDWARE SOCIAL AND LABOUR
PLAN

2020 to 2024

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Abbreviations, Acronyms and Definitions

ABET	Adult Basic Education and Training
AAIDS	AIDS Acquired Immune Deficiency Syndrome
BEE	Black Economic Empowerment
BEE SPV	Black Economic Empowerment Special Purpose Vehicle
CMIP	Consolidated Municipal Infrastructure Programme
CSI	Corporate Social Investment
DMR	Department of Minerals and Resources
DoE	Department of Education
DPLG	Department of Provincial and Local Government
DTI	Department of Trade and Industry
EE	Employment Equity
EIA	Environmental Impact Assessment
EMP	Environmental Management Program
GGP	Gross Geographic Product
HDPs	Historically Disadvantaged Persons
HDSAs	Historically Disadvantaged South African
HR	Human Resources
HRD	Human Resources Development
IDP	Integrate Development Plan
IDP	Individual Development Plan
JV	Joint Venture
LED	Local Economic Development
LOM	Life of Mine
LRA	Labour Relations Act
MPRDA	Mineral and Petroleum Resources Development Act
MQA	Mining Qualifications Authority
NQF	National Qualifications Framework
OEM	Original Equipment Manufacturer
PGDS	Provincial Growth and Development Strategy

RDP	Reconstruction and Development Programme
SAQA	South African Qualifications Authority
SEIA	Socio-economic Impact Assessment
SLP	Social and Labour Plan
SMME	Small, Micro and Medium Enterprise
VAT	Value-added Tax
WSP	Workplace Skills Plan

SECTION 1

1 PREAMBLE

Table 1: Proponent details

Name of Company	Expert Sand & Hardware (Pty) Ltd (The Company)
Physical address	Portion 1 of farm Blesbokfontein in 558 JR
Postal address	Expert Sand & Hardware (Pty) Ltd PO Box 16 Bapsfontein 1510
Telephone: Reception	Tel: 081 380 7867
Location	Portion 1 of farm Blesbokfontein in 558 JR
Commodities mined	General sand for the building industry
Life of mine	More than 50 years
Financial year-end	End of February
Reporting Year	March to February
Responsible person	L.TSEPE

2 INTRODUCTION

A Mining Right was granted for in 2015-year period. A SLP was submitted for a period of 5 years from 2015 to 2019.

The Company is training employees to assist all of them to perform their required jobs in a competent and safe manner, and to enable workers to pursue future career opportunities within the larger mining environment.

The Company is planning to assist mostly external stakeholders with their studies by paying their tuition fees and by doing so we will be fast tracking the backlog we are facing as the company in terms of the SLP.

The process relating to the management is set out in Section 4 and the Financial Plan is discussed in Section 5.

3 OBJECTIVES OF THE SOCIAL AND LABOUR PLAN

The purpose of the Mineral and Petroleum Resources Development Act, (Act Nr 28 of 2002 is, amongst others, to transform the mining and production industries in South Africa. To ensure effective transformation in this regard, the Act requires the submission of the Social and Labour Plan

(SLP) as a prerequisite for the granting of Mining or Production Rights. The objectives of the Social and Labour Plan as per section 41 of the Regulations are to:

- Promote employment and advance the social and economic welfare of all South Africans.
- Contribute to the transformation of the mining industry.
- Ensure that holders of Mining Rights contribute towards the socio-economic development of the areas in which they operate (including major labour sending areas); and
- Utilize and expand the existing skills base for the empowerment of HDSA and serve the community.

4 THE MINING OPERATION

Expert Sand and hardware site is located to the south-east of the Bronkhorstspuit Dam approximately 10 KM map distance away. The town of Bronkhorstspuit lies to the north of the site approximately 8KM map distance away.

Typical Shift Cycle

Table 2: Shift cycle

Expert Sand and hardware– Typical Shift Cycle			
Shift Schedule	Start Time	End Time	Duration (hours)
Morning Shift	07H00	17H00	9.5
Total Operating Time / day			9.5

5 SIZE AND COMPOSITION OF WORKFORCE

The total Current complement for Expert Sand and Hardware is **17** employees in 2024. The labour in different occupational level includes, Top, Senior, Middle, Junior Management, Killed and Semi-Skilled. Employees in the above-mentioned Occupational Levels are in the following departments: Production, Human Resources, Finance, Sales/logistics, Health and Safety and Production, which are recruited and drawn from the local labour sourcing communities and South Africa at large. No labour is a foreign national.

Table outlines the number of personnel directly employed by Expert sand and hardware as per occupational levels and goals as of February 202

6 GEOGRAPHIC ORIGIN OF WORKFORCE

The geographic origin of Expert Sand and hardware workforce and as at 2022

Key Labour sending areas total mine workforce

Table 3: Geographic origin

GEOGRAPHIC ORIGIN OF EMPLOYEES				
LABOUR SENDING AREA	MUNICIPALITY	NUMBER	PROVINCE	COUNTRY
Rayton	City of Ekurhuleni	2	Gauteng	South Africa
Ekgangala	City of Ekurhuleni	1		
Bronkhorstspuit	City of Ekurhuleni	2		
Pomona	City of Ekurhuleni	1		
Bapsfontein	City of Ekurhuleni	1		
Zithobeni	City of Ekurhuleni	2		
Daveyton	Ekurhuleni	1		
Botleng	Victor Khanye	2	Mpumalanga	
Delmas	Victor Khanye	1		
Blesbokfontein	Victor Khanye	4		
Total	17			

7 LOCATION OF THE MINE

The site is located to the south-east of Bronkhorstspuit Dam approximately KM map distance away. The town of Bronkhorstspuit lies to the north of the site approximately 8KM map distance away.

Locality Map – Regional Setting

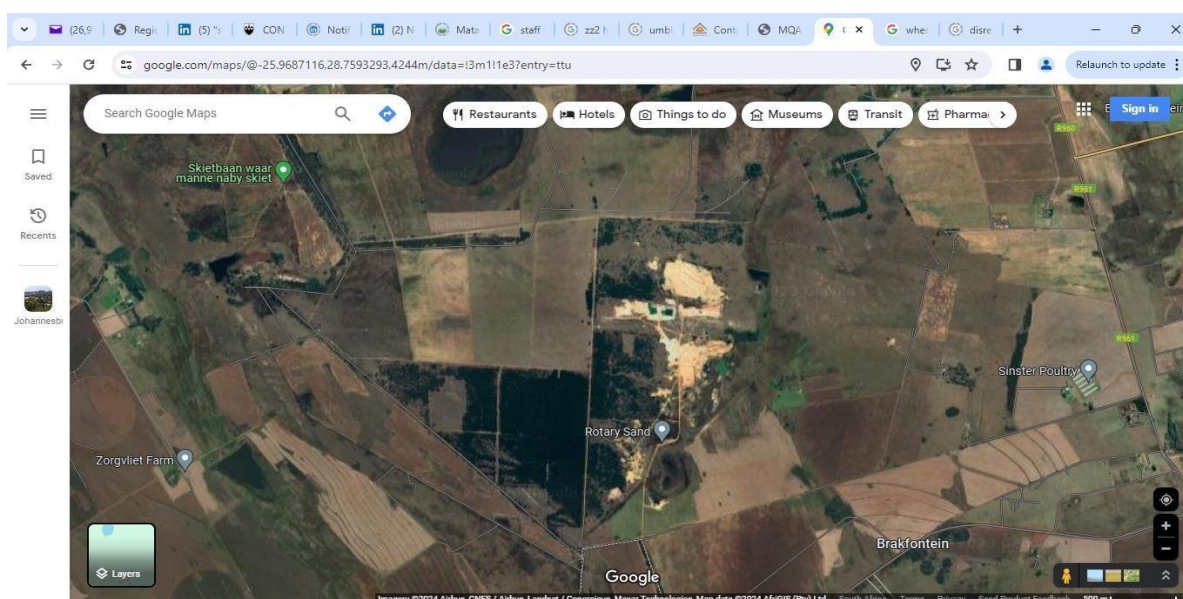


Figure 1: Locality map

SECTION 2

8 HUMAN RESOURCE DEVELOPMENT

8.1 INTRODUCTION

The mining activities are undertaken by the Company that employs 17 people. The mine primarily makes use of skilled labour: machine operators, etc. see appendix 1

The Company is committed to ensuring that its employees are given the opportunity of acquiring skills and competencies to achieve both individual and organizational goals in the context of the mine's operational objectives.

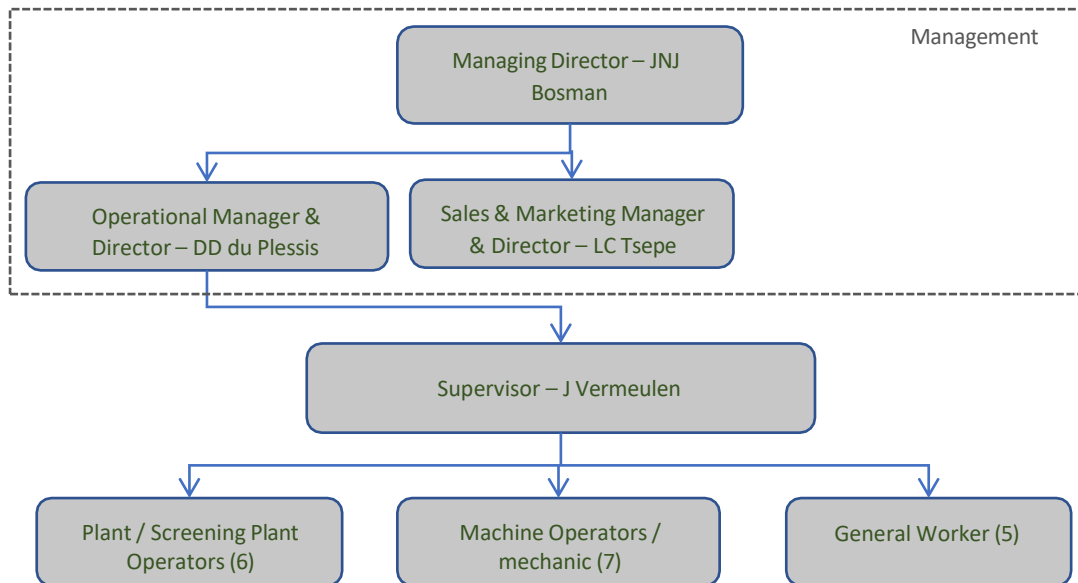
Progress in training and development will be monitored on monthly basis and as soon as it is stabilized then it will be monitored on quarterly basis. The Company will submit an Annual Training Report in line with the Workplace Skills Development Plan and the Employment Equity Plan. Expert sand and hardware's Skills Development Plan will be compiled, and it will cover programmes based on the Workplace Skills Plan (WSP) and this SLP, the two documents will be linked. The National Qualifications Framework (NQF), the Mining Qualifications Authority (MQA), the Department of Minerals and Energy (DMRE) and the Quality Council for Trades and Occupation (QCTO) will be used to assess these programmes and other training interventions including life skills and portable skills.

The Skills Development Plan (SDP) sets out a process which ensures that the workers receive training and skills. The process aims to achieve the following:

- Workers have the skills to work safely and efficiently in the current operation.
- Workers have the skills to work in other sectors.
- Training is recognized by certification from accredited training providers. This ensures that skills are portable and the worker has the necessary proof of qualifications.
- Workers are functionally numerate and literate; and
- To focus on internal and external training management processes to create motivation, skilled, and effective workforce through which organizational goals are achieved and talent

pool from the community created so that they can be employable by the company or other companies in South Africa.

Expert sand and hardware organogram are as follows:



9 SKILLS DEVELOPMENT PLAN

The purpose of the SDP is to assess and place on record the levels of skills and education of all employees and to utilize the results as a base for future skills development initiatives. As a result, competency gaps are identified on an on-going basis and addressed through relevant initiatives. Skill training in mining and other technical skills, that allow employees to upgrade their competencies and qualifications, will be offered to employees.

However, Expert Sand and hardware is in the process of developing Personal Development Plans (PDP) for all employees to ensure effective skills development from core skills to Portable skills occurs in conjunction with annual training plan. A Study/Training Committee will be established to implement a workable structure to ensure capacity building and to ensure monitoring and recommendation of skills development opportunities; given the challenges of Safety Management and related issues associated with, Health and Safety skills has been identified as one of the key skills priorities followed by technical, supervisory, education and Core mining skills as well as engineering and non-engineering related skills.

The following broad category of skills will be offered:

- Basic and Core Mining Training's
- Leadership and Supervisory Training.

- Artisan development Training

10 COMPLIANCE WITH SKILLS DEVELOPMENT LEGISLATION

The Company has registered with the Mining Qualification Authority.

Table 4: SETA Registration

Name of SETA	Mining Qualification Authority
Registration number with the SETA	L570789885
Confirmation of having appointed a Skills Development Facilitator	Reitumetse Tsepe
Proof of submission of workplace skills plan	Not yet received

Further Education and Training (FET)	3	Grade 11/ Std 9/ N2	2									
	4	Grade 12/ Std 10/ N3	2			1	1					
Higher Education and Training (HET)	5	Diplomas / Certificates										
	6	First degrees / Higher diplomas				1						
	7	Honors / master's degrees										
	8	Doctorates										
Total			13			2	2				15	2

12 ABET

Expert Sand and hardware consulted and encouraged its employees, and no employee is interested in AET program the main aim was to develop them in literacy and numeracy skills. However, employees showed no interest on the program and that resulted to the program not being able to be implemented. The plan will be to develop the employees mostly in portable skills as majority of They are old. Local community leaders were consulted, and the matter was discussed during our two consultation meetings, and they confirmed that the community has no interest in the program as well. The AET was implemented with the community and unfortunately students were dropping out and were looking for TMM training.

13 CORE BUSINESS TRAINING (GROUP TRAINING)

Expert Sand and hardware have appointed the Social and labour plan consultant to assist with the compiling and implementation programs in this document. This programme covers all training that will be implemented including mandatory training. However, employees will be developed through this training as they will be in line with their line of duties, Individual Development Plans, and possible acting positions.

The development of core competencies must be deemed the greatest opportunities for a business to ensure the smooth running and operation of its main functions. For Expert sand and hardware, a smaller mining operation within an area where Mining and agriculture departments have a clear advantage in attracting competent staff, it is increasingly important to develop and retain employees in various core positions.

Identifying and developing core competencies are key to sustaining any organization's long-term success and competitive advantage. Core skills required at Expert Sand and hardware have been identified and are indicated below table.

Annual Social and Labour Plan reports that unpacking and providing detailed progress on these training courses will be completed and submitted on the appropriate annual submission dates.

The following (but not limited) broad category skills will be offered:

- Heavy Mobile Machines Training.
- Mandatory Safety Training.
- License to lead or Supervisory Training
- Driving licenses

Core Business Training (Group Training)

Table 6: Core Business Training

Training Category	Targets Core Training					Grand total
	2020	2021	2022	2023	2024	
Mining Heavy Mobile Machine Novices	0	0	0	2	2	4
Competent A	1	0	1	0	0	2
Working at Heights First Aid	1	0	0	1	0	2
Mine Health & Safety Trainings	2	2	0	0	1	5
TOTAL	4	2	1	3	3	13
Budget	R15 000	R8 000	R7 000	R15 000	R25 000	R70 000

14 EXTERNAL LEARNERSHIPS

Recognizing that a major focus of the National Skills Development Strategy is the training of unemployed Youth and Expert Sand, and hardware is committed to present nationally recognized learnerships that will be quality assured by the MQA and DMRE. Engineering Courses for Non-employees from the community should be influenced by the scarce skill concept when prioritizing learnerships to focus on. Expert Sand and hardware visited the local T-VET College with the aim of identifying needy learners and pay for their Engineering courses (Tuition fees, accommodation, and Stipend). Learnership is aimed at empowering students to become qualified engineers so the company can fill up the scarce skills and hard to fill positions.

Nated Course Learnerships Targets (18.1 & 18.2)

Table 7: Learnership

Category	Forecast External										
	2020		2021		2022		2023		2024		Grand Total
Electrical Engineering	1	0	0	0	0	1	1	0	1	0	
	0		0		1		1		1		
Budget	R40 000		R45 000		R50 000		R55 000		R60 000		R250 000

15 PORTABLE SKILLS

The company's portable skills programme aims to equip and assist permanent employees and contractors with skills that enable career growth and/or tackle socio-economic challenges and changes should their formal employment be terminated. The company's development planning processes will be inclusive of portable skills of their choice to equip employees for self-employment, finding re-employment within the mining as well as other industry sectors, and ensuring that in the case of retrenchment and/or get fired they still participate in the economy. Accredited service providers will be assigned to provide portable skills training.

The following training interventions have been identified as competencies that will enable employees to find jobs elsewhere and/or work for themselves in any sector (be it mining, construction, haulage, Plumbing etc.). Employees will be allowed to propose the field of their interest which will be evaluated by HR.

Portable skills

Table 8: Portable skills

Training Category	Targets portable skills					Grand Total
	2020	2021	2022	2023	2024	
Portable skills	1	1	2	2	1	7
TOTAL	1	1	2	2	1	7
Budget	R10 000,	R10 000,	R10 000,	R10 000,00	R10 000,00	R50 000,00

16 HARD TO FILL VACANCIES

Expert Sand and Hardware have analyzed the human resource requirements per discipline to determine scarce skills and will develop relevant action plans such as learnership programmes and bursaries.

Expected Hard-to-fill Vacancies – Form R

Table 9: Hard to fill vacancies

Occupational level	Job title of vacancy	Main reason for inability to fill the vacancy
Senior management	Mine Health and Safety Officer	In an area where smaller mines must compete with better salaries/allowances and growth opportunities of the larger agricultural sector and municipality as well as tourism, it's not easy to get people with relevant skill.
Professionally qualified and experienced specialists and mid-management, academically qualified workers, junior management, and supervisors	Qualified supervisors	In an area where smaller mines must compete with better salaries/allowances and growth opportunities of the larger agricultural sector and municipality as well as tourism, it's not easy to get people with relevant skill.
Skilled technically and academically qualified workers, foremen and superintendents	Electricians	In an area where smaller mines must compete with better salaries/allowances and growth opportunities of the larger agricultural sector and municipality as well as tourism, it's not easy to get people with relevant skill.

17 CAREER PROGRESSION PLAN

17.1 INTRODUCTION

The objective of the CPP is to identify a career path for employees, which will set goals and give direction to the individual employees. Expert Sand and Hardware aim to effectively establish and manage its talent pool to optimize the human resources deployed in a manner that will meet the requirements of the Company's development plan. Career Progression Plan will be developed and be in line with Individual Employees' Development Plan.

This section describes Expert sand and hardware's Career Progression Approach, its implementation in line with the Skills Development and a Career Progression Plan.

The career progression of individual employees will be managed via Individual Development Plans in conjunction with the Skills Development Plan.

17.2 CAREER PROGRESSION TARGETS

Considering the general scarcity of skills and relevant experience and to meet the HDSA management targets Expert Sand and hardware will identify an HDSA Talent Pool together with detailed skills development requirements for identified individuals.

In addition to the formal mentorship programme, Expert Sand and hardware will identify candidates for fast tracking and mentoring, through their Individual Development plans. This will include specifying training requirements for their current jobs and identifying their future jobs and stipulating the related training requirements.

SLP consultants together with line-management will be responsible for their mentorship and monitoring. The mentoring and fast-tracking programme will be further derived from the employment equity plan and will be linked to the mine's skills development plan. It will comprise mentoring by various line managers to Protect, with a formal contract between both parties.

Additional initiatives to develop and fast-track HDSAs will include:

- Career pathing and skills development programmes not only for talent pool highflyers but also for lower levels employees.
- Mentoring processes for HDSAs.
- Succession planning: this is not planned but happens during our day-to-day operation today.
- Employee Development Programmes in departments.
- Management Development programmes;
- Considering selected employees for secondment opportunities and accelerated learning programmes;
- Awarding bursaries to promising young people to study for a commercial or technical degree, with a view to working in the mining industry; and
- The above will be based on criteria approved by the Training committee and ensure compliance via the Employment Equity and Future Forum.

Career Progression Targets (accelerated development programme)

Category	Forecast				
	2020	2021	2022	2023	2024
No of HDSAs in Talent Pool/ people with potential	0	0	0	1	1

17.3 CAREER PATHING PROCESS

Expert Sand and Hardware will be developed career path charts for all related employees which exist on the Mine. The career path charts will show the educational, skills and experience requirements to progress.

Table below provides an action plan to implement a career progression plan for Expert sand and hardware.

Career Progression Action Plan

Table 10: Career Progression Action plan

Action step	Target date
Provide a detailed list of employees	Completed
Align Job Profiles with Individual Developments plan	2024

Action step	Target date
A detailed five-year career progression plan for talented employees identified during the first six months after approval of this SLP with the aim to ensure employment equity as well as succession targets are met	2024
Complete individual development plans	6 months after approval of this SLP and to be updated Annually after skills audit

18 MENTORSHIP

18.1 INTRODUCTION

Mentoring is a process that Expert sand and hardware will use as far as possible to nurture and grow its employees and its skills development partners. Mentoring will be done on an informal and formal basis. Mentorship will be used to ensure proper transfer of knowledge, skills and experiences that underpin the Company's focus on people and supplier development as well as equity, career and succession management procedure.

18.2 EMPLOYEE MENTORSHIP PROGRAMMES

Expert Sand and hardware Crusher mentorship programme will be based on specific criteria as decided by management. These criteria will include fast tracking of high potential (especially HDSA) employees. Mentees will be identified through the succession planning process and will also include individuals whose performance needs improvement. The proposed mentorship programme will consist of guidelines, or common principles to help guide the development of employees and learners.

The following preliminary targets will apply to the talent pool.

Mentorship Targets

Category	Forecast				
	2020	2021	2022	2023	2024
Mentees in mentorship relationship	0	0	0	3	3

The following action plan provides actions steps to implement a mentoring process for Expert Sand and hardware.

Employee Mentorship Action Plan

Action step	Target date
Officially appoint Mentors – i.e. Qualified personnel with Experience	2024 Financial year
Assign mentors for bursars and learnerships	

19 INTERNSHIP AND BURSARY PLAN

19.1 INTRODUCTION

This section covers Expert's internship, study assistance and bursary plan and its implementation in line with the Skills Development Plan.

All employees are encouraged to upgrade their qualifications or obtain new qualifications and encouraged to bring forth their children who are already studying or willing to study but not funded by any institution. Expert Sand and hardware will embrace the study assistance scheme, which will be available to all employees studying towards an appropriate school qualification (Grade 10 or 12) or a recognized, job-related undergraduate tertiary or FET qualification. The scheme comprises an interest-free study loan component; the refund of tuition fees on not passing courses or modules and study leave.

20 BURSARY SCHEME

The objective of the Bursary Scheme is to ensure the recruitment, development, and retention of high-quality human capital. The emphasis of this scheme will be to identify high-potential young HDSA candidates within the local community schools as well as the development of the mine's own development professionals who can fill critical skills gaps now and in the future.

Each department will determine human resource requirements through a process of HR planning. The approved plans will determine the number of graduates / diplomats to be appointed and the number of bursaries to be granted. Expert Sand and hardware will establish a bursary scheme orientated towards the development of suitably qualified individuals. All opportunities will be advertised and disseminated accordingly

Bursaries (Internal)

Bursary category	Forecast Internal										
	2020		2021		2022		2023		2024		
	1	0	0	1	0	1	1	0	0	1	2
Total	1						1				2
Budget	R50 000		R50 000		R60 000		R50 000		R80 000		R190 000

21 INTERNSHIP PROGRAM

Expert Sand and hardware internship strategy consists of two approaches:

That is aimed at ensuring a steady supply of suitable qualified professionals. Newly ungraduated professionals / University of Technology students' or TVET college students seeking practical for them to be able to graduate are taken through a structured development programme, which operates as an internship, for at least 18 months, ensuring proper training and development in the respective fields of study.

During this period the young professionals are properly mentored and coached; and Expert Sand and Hardware are aiming at meaningful development by linking the bursaries with the internship so that bursaries beneficiaries will also gain knowledge and experience.

Internship Targets

Internship Category	Forecast Internships										
	2020		2021		2022		2023		2024		
	1	0	0	1	1	0	0	1	0	1	0
Total	1				1				1		3
Budget	R42 000		R42 000		R42 000		R42 000		R42 000		R210 000

22 EMPLOYMENT EQUITY

Employment Equity Statistics, as per Form S in Annexure II of the MPRDA Regulations:

Form S for Expert Sand and hardware employees

Occupational Level	Grade	Male				Female				Total	Disabled	
		A	C	I	W	A	C	I	W		Male	Female
Top management	F	1	0	0	1	1	0	0	0	0	2	1
Senior management	E	2	0	0	0	0	0	0	0	0	2	0
Middle management	D	0	0	0	0	0	0	0	0	0	0	0
Junior management	C	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled	B	28	0	0	0	0	1	0	0	0	28	1
Unskilled	A	0	0	0	0	0	0	0	0	0	0	0
Total Employees		31	0	0	1	0	1	0	0	0	32	2

22.1 EMPLOYMENT EQUITY PLAN:

The below indicates promotions that will encourage participation of Historically Disadvantaged South Africans (HDSA) in the decision-making positions and core occupational categories in the mining industry and specifically Expert Sand and hardware. The intention is to train the employees to be competent to carry tasks that are on the higher level of the company and be able to take effective decisions once promoted.

Future Employment Equity Plan for Expert Sand and hardware employees

[illegible]

Unskilled and defined decision													
People with Disabilities													
Non-permanent employees	1			6								4	
TOTAL	13			2		3						20	

SECTION 3

23 LOCAL ECONOMIC DEVELOPMENT PROGRAMME

Although the Company has developed a LED programme, it has not yet received purchase from CoT. Consultations with relevant stakeholders have been carried out and projects have been identified.

23.1 SOCIAL AND ECONOMIC BACKGROUND INFORMATION

The area where Expert Sand and hardware is operation is currently characterized by an increase in important sectors in this area, which is agriculture (a major provider of Maize and Soya beans as well as livestock).

24 NEGATIVE IMPACT OF THE MINING OPERATION

Expert Sand and hardware have been operational in the area for a long period, and no additional impacts are expected as the mining activities will not change during the next five years.

Impact on the mining activities

	Yes	No	Comment
Relocation of people	yes		Existing Mine
Exhumation of graves		No	There are graves but no intention to move them
Influx of people		No	Existing Mine.
Noise	Yes		Noise levels are monitored in line with relevant legislation.
Dust	Yes		Dust Suppression measures have been put in place and monitored accordingly.
Traffic		No	Existing mine

25 HEALTH AND HIV /AIDS

25.1 MINING COMPANIES OPERATING IN THE AREA

Name of Mining Company	Commodity
Silica Quartz	Silica and aggregates
Sam Quartz	Silica and Aggregates
Stuat Coal	Coal
Palesa	Coal

26 NEEDS ANALYSIS OF THE IMMEDIATE AREA

The area is characterised by rural agricultural activities and Coal Mining Activities. The Municipality has high levels of unemployment coupled with high levels of unskilled and semi-skilled workers residing in the area.

26.1 LABOUR SENDING AREAS

Host Towns

Town/Settlement	District Municipality	Local Municipality	Province
Immediate Focus Areas			
Bronkhorspruit	Tshwane	Region 7 Kungwini	Gauteng
Broader Focus Areas			
			Gauteng
Labour Sending Areas			
Delmas	Nkangala	Victor Khanye	Mpumalanga
Bronkhorspruit	Tshwane	Kungwini Region 7	Gauteng

A key characteristic of the labour areas is that they have relatively small economies which means that any mining development will have massive impacts on the economy; but also, that a subsistence economy is largely in place, corroborating the strong migration out of the area.

26.2 THE KEY ACTIVITIES OF THE AREA IN WHICH EXPERT SAND AND HARDWARE OPERATES

The main economic activities in the city of Bronkhorspruit are Tourism and agriculture.

Water scarcity hampers the growth of the agricultural sector as sparse rainfall and high evaporation rates limit the success of subsistence farming activities.

26.3 LOCAL ECONOMIC DEVELOPMENT PROGRAMMES

The community and local economic initiatives of Expert Sand and hardware are mainly focused on provision of infrastructure, Skills development, Enterprise, and supplier's development as well as job creation. Expert Sand and hardware also believe that the projects it supports should have an impact on a sizeable number of community members. In the quest to strengthen this belief, Expert Sand and hardware has appointed a Social and Labour Plan Consultant.

26.4 LOCAL ECONOMIC DEVELOPMENT PROJECTS AND BUDGET

Meaningful consultation and a site visit were conducted with the management of Mshuluzane Mayisela Primary School to identify and assess the school's infrastructure needs. During the engagement, the school highlighted challenges relating to classroom shortages and overcrowding. The consultation provided an opportunity for the school management to present their priorities and recommendations, which informed the proposed installation of classroom structures. The site visit further confirmed the need for additional learning space and enabled stakeholders to verify the suitability and potential impact of the project. The school expressed support for the initiative, recognizing its potential to improve the teaching and learning environment.

Led Project

Project name	The name of the project: Mshuluzane Mayisela Primary School		Classification: Community Development				
Background	Mshuluzane Mayisela Primary School is a public, no-fee primary school located in Zithobeni, Bronkhorstspuit, within the Gauteng Department of Education's Gauteng North District. The school serves the educational needs of learners from the local community and surrounding areas. Zithobeni is a township within the City of Tshwane Metropolitan Municipality. The school serves a growing learner population, reflecting the area's continued residential development and the community's demand for accessible educational facilities. As a non-fee public school, it is an important social asset that contributes to educational access and socio-economic development in the community. Mshuluzane Mayisela Primary School experiences high learner enrolment, placing pressure on existing educational infrastructure. Investment in additional classroom facilities, educational resources, and school infrastructure would contribute to reducing overcrowding, improving teaching and learning conditions, and enhancing learner outcomes. Such support aligns with local community development objectives and efforts to improve access to quality education.						
Geographical location of project	District Municipality City of Tswane	Local Municipality City of Tswane	Village name Zithobeni	Project start date 2027		Project end date 2029	
Output	Key performance area	Key performance indicator	Responsible entity	Quarterly timelines and year	Quarterly timelines and year	Quarterly timelines and year	Budget
-Increased classroom capacity and improved learning environment. -Reduced classroom overcrowding and	-The land will be provided by the primary school. - Purchase and installation of Grade R Classrooms Structure with built-in	-Number of classroom structures purchased -Number of classroom structures delivered and installed	Expert sand and Hardware	January 2027	January 2028	January 2029	R300 000

enhanced learner participation.	restroom and storage.	-Completion rate -Learner's satisfaction					
No of Jobs to be created	Classification of jobs	Male	Female			Total	Comments
Short term	Installation of grade R Classroom Structures	3	1			4	
Exit strategy	Upon completion, the classroom structures will be formally handed over to Mshuluzane Mayisela Primary School and the Gauteng Department of Education. Responsibility for the operation, maintenance, and security of the facilities will rest with the school and relevant education authorities. The project will be considered complete once the structures are fully functional, occupied, and accepted by the beneficiaries, ensuring the long-term sustainability of the investment and continued educational benefits to the community.						



27 MEASURES TO ADDRESS THE HOUSING AND LIVING CONDITIONS

26.5 INTRODUCTION

The mining industry is facing enormous challenges to reverse the widely acknowledged historical problem of housing and to provide reasonable and affordable accommodation for all employees.

Expert Sand and hardware have got a house for its employees on site and other employees are staying during the week. During weekends, staff stay in their own houses in the area.

27 MEASURES TO ADDRESS THE NUTRITION OF MINE EMPLOYEES

Experts are committed to contributing to a healthy, productive, and motivated workforce. No hostels and canteens are planned, the provision of food for employees is not envisaged and therefore Regulation 46 (c) (v) does not apply to this Social and Labour Plan.

28 THE ECONOMIC IMPACT OF PROCUREMENT BY EXPERT SAND AND HARDWARE

Expert Sand and hardware will be changing its database to focus on HDSA's owned entities.

An important aspect of procurement from mine is the catalytic impact that this has on secondary and tertiary sectors at various levels of the economy, and these too needs to be understood.

Note that Expert Sand and hardware have being in operation for some time now and on the Procurement elements things compliance wasn't paid attention to and during the past 5 years more compliant companies were introduces and the culture of Enterprise and Suppliers development has been sustained. Most service providers are now sourced locally.

Expert Sand and hardware fully recognize the role that HDSA procurement plays on creating a broader base for economic empowerment in South Africa and is therefore committed to using its considerable purchasing power to contribute towards this objective. The Company is particularly committed in assisting the procurement from and the development of HDSA companies, mainly from Rural areas and greater Bronkhorspruit. However, the mine will give opportunities also to other companies from around South Africa and engage with them to incubate and groom, implement Enterprise development around mine's vicinity. The mine will continuously support the development of a broad-based economy that will be sustainable through several interventions that will include:

- Local economic development through local procurement in the City of Bronkhorstspuit;
- Active support for emerging HDSA entrepreneurs in the Local, Regional, provincial and national mining supply sector; and
- Committed support at a Local level for established HDSA interests by ensuring that HDSA-owned or HDSA-empowered vendors are given preferential access to supply and services opportunities.

28.1 ENTERPRISE AND SUPPLIER DEVELOPMENT STRATEGY

The below outlines 'Enterprise and supplier development strategy options. Workshops will be conducted at Expert Sand and hardware, and they will culminate in preferred short- and long-term strategies and tactics for each category being rolled out into a project plan with activities, timelines, and responsibilities schedule.

Action plan for the Supplier Development Strategy at Expert Sand and hardware.

Action	Person(s) Responsible	Objective(s)	Short Term Targets (0-3 years)	Long Term Targets (4-5 years)	Financial Provision
Enterprise Development	SLP Cons and Expert Sand and hardware Management	Generate competent value adding HDSA suppliers	Categories and Suppliers identified; program underway	Suppliers completed program and showing increased procurement	Motivated from Expert Sand and hardware
Transform suppliers from	SLP Cons and Expert	Empowerment route for	Transformation plans reviewed	Suppliers rated better than level 6	N/A

within	Sand and hardware Management	industry where HDSA human resources are scarce	and suppliers rated better than level 7		
Un-bundle category scope	SLP Cons and Expert Sand and hardware Management	Separate out service opportunities for HDSA suppliers & start-ups	Opportunities ring- fenced for start-ups- low hanging fruit	HDSA accounting for significant services spend	Expert Sand and hardware
Indirect procurement as a condition of contract	SLP Cons and Expert Sand and hardware Management	Empower HDSA to compete for business share within current contracts spend	Register growing indirect procurement	Primary contractors largely procuring from HDSA	N/A
Specify Joint Venture or Consortium approach where feasible or unbundled scope	SLP Cons and Expert Sand and hardware Management	Avenue for skills transfer to HDSA and complementation	At least one (1) JV initiative implemented/scope unbundled for HDSA	At least two (2) JV initiatives implemented/scope unbundled for HDSA	N/A (Preferably for retrenched employees.
HDSA status as a selection criterion	SLP Cons and Expert Sand and hardware Management	Ring-fence opportunities for HDSA suppliers where feasible	At least 20% of the service opportunities ring-fenced for HDSA's	At least 30% of the service opportunities ring-fenced for HDSA's	N/A

Action	Person(s) Responsible	Objective(s)	Short Term Targets (0-3 years)	Long Term Targets (4-5 years)	Financial Provision
Target and grow existing HDSA supplier	SLP Cons and Expert Sand and	Build capacity of local HDSA suppliers to fulfil	Build capacity in at least 30% of relevant asset	Build capacity in at least 50% of relevant asset	Expert Sand and hardware

	hardware Managemen t	the commitment to increased local spend	HDSA suppliers deemed as required development	HDSA suppliers deemed as required development	(Supplier's Development)
HDSA start-up	SLP Cons and Expert Sand and hardware Managemen t	Promote emerging entrepreneurs who have never been part of the procurement value chain	30% deemed set- aside category opportunities set aside for HDSAs	50% of deemed set- aside category opportunities set aside for HDSAs	Expert Sand and hardware (Enterprise development)
Set aside category for HDSA suppliers	SLP Cons and Expert Sand and hardware Managemen t	Protect emerging HDSA from resourceful and established suppliers where practical	30% of deemed set- aside category opportunities set aside for HDSAs	50% of deemed set- aside category opportunities set aside for HDSAs	N/A

The Supplier Development Programme at Expert Sand and hardware

Element	Key Tasks	Key Deliverables
	<u>Business Plan Development</u> Incorporating the following topics: Company Vision and Mission, Objectives, Market Analysis, Development and Production, Financial Planning, Organization and Management, Equity Structure and Implementation Phase.	Business Planning
	<u>Business Management</u> incorporating the following topics: Goal setting and planning, Organization and Directing, Leadership, Control, Fixed cost, Variable cost, Turnover and profit loss	Business Management

Supplier Development Programme	<u>Outsourcing and Subcontracting Environment</u> incorporating the following topics: Paradigm shift: From Labourer to Entrepreneur, Sub-contracting and Project Management.	Sub-contracting
	<u>Compliance with Legislation</u> incorporating the following topics: Registration with SARS, Workman's Compensation, UIF, Skills Development Levy and Professional Service Providers.	Compliance
	<u>Research and Scanning of Business Opportunities</u> incorporating the following topics: Assessing business environment and marketing your business.	Scanning Business Opportunities
	<u>Practical Application</u> Incorporating the application of theory at work premises.	Practical application

It is anticipated that participating HDSA suppliers will improve their way of doing business, embed their systems and procedures and compete for more business at Expert Sand and hardware and other places. Expert Sand and hardware Management expressed a willingness to contribute more opportunities if more suppliers are identified for development in line with supplier asset needs.

29.2 THE SUPPLY OF GOODS AND SERVICES TO EXPERT SAND AND HARDWARE

Expenditure at Expert Sand and hardware fall into these categories:

- Capital.
- Consumable goods; and
- Services.

The Manager facilitates the procurement function at Expert Sand and hardware and going forward SLP consultants will be part as Enterprise and suppliers' sections must be implemented accordingly.

28.2 PREFERENTIAL PROCUREMENT

Suppliers to Expert that represent HDSA interests will be given preferential status where possible and economically justifiable, on a scale that reflects the extent of HDSA equity. This preference will be ranked in terms of:

1. HDSA-owned companies > 50,1%.
2. HDSA-empowered companies > 25,0%.
3. HDSA-influenced companies 5,0-25,0 %; and
4. Companies without HDSA participation.

Expert Sand and hardware will develop a Vendor screening Scorecard which will be used to evaluate suppliers according to several weighted elements. A substantial weight will be allocated to BEE shareholding and HDSA management, which would result in HDSA companies been given preference.

Taking the above into account, the following purchasing criteria will be applied:

- Where there are equal bids from different vendors in terms of price, quantity and delivery, the contract will be awarded to the HDSA vendor in preference to a non-HDSA vendor; and
- If no HDSA organizations tender for the work, those suppliers tendering are to be encouraged to form partnerships with HDSA companies where possible.

28.3 GENDER ECONOMIC EMPOWERMENT

The Mining Charter defines a few crucial issues, which if addressed, should positively impact on the lives of women and their dependents. Amongst these is the requirement of companies to give preference

to women in their Preferential Procurement Spend. This indeed is a fact for women that have been the subjected to all sorts of discrimination throughout the South African mining industry history. Therefore, when Expert Sand and hardware reviews potential procurement partners, gender-influenced companies will be given high consideration / preference than companies that are not gender-influenced. This will be executed as per the mine's preferential procurement expenditure and procedure.

28.4 SUPPLIER EMPOWERMENT GROUPS MENTORSHIP PROGRAMMES

To complement its Procurement Progression Plan and to increase the targeted percentage of discretionary expenditure for accredited HDSA suppliers, Expert Sand and hardware and suppliers are

committed to supporting and growing BBBEE and SMME's in South Africa and considers the mentoring of HDSA's to be critical for successful transformation.

A structured programme for all suppliers of goods and services will be facilitated and will be based on the following:

- Acceptable marketing best practices.
- Business opportunities Notifications and information gathering.
- Principles of good business management and corporate governance.
- Quality control.
- Invoicing procedures.
- Appropriate legislation and other statutory requirements applicable to SMME and other businesses.
- Health, Safety and Environment Practices and Risk Management; and
- Risk Management (other than Safety).

Furthermore, Expert Sand and hardware will inform all its HDSA suppliers of company business opportunities that may be of interest to them. A programme will be adopted whereby the orientation and mentorship of its partners and/or HDSA suppliers is measured and approved. The following targets below apply to total discretionary spend placed with HDSA vendors:

Procurement Progression Plan

Category	2020	2021	2022	2023	2024
% Procurement from HDSA vendors	5%	10%	15%	25%	35%

28.5 LOCAL PROCUREMENT

Expert Sand and hardware will focus on the identification of small business development opportunities and suppliers at the local level to shift the balance of its expenditures where feasible from large urban businesses to smaller developing businesses located near or in the mine communities. The objective will be to maximize both job creation and the economic benefit of the mining operation at the mine community level. Integral to this strategy is the need for mine to be proactive and assist the smaller local HDSA players in their endeavors to be successful in winning business opportunities from mine. All suppliers will be subject to the Expert Sand and hardware procurement procedure described in this section. Large vendors will be encouraged to make use of local labour in their local operations where possible. Service providers will be requested to provide a breakdown of their labour composition, particularly with reference to their commitment to employing members of the mine community.

Expert Sand and hardware will provide a mentorship for all HDSA vendors when required. Therefore, continuous skills audits may be conducted on all prospective suppliers to determine the need for mentorship. The offer of mentorship will be issued in writing to accredited vendors, and a written

response to the offer will be a condition of registration as a supplier to the Company that will be recorded.

Expert Sand and Hardware' s Five (5) Year Plan to Progress Procurement Level for Consumables, Services & Goods

Category	Strategy	Methodology	Short term Target (2022-24)	Long Term Target (2025-26)
CONSUMABLES	Primary Strategy: Transform supplier from within	Request formal accreditation & transformation plans from suppliers; Suppliers to commit to improving level of BBBEE contribution	Target 47% HDSA spend and address erosion impact: increase number of black owned (by 25%) and black empowered suppliers (by 15%)	Target 50% HDSA spend and address erosion impact; increased number of black empowered suppliers (by 10%)
(33% Of all HDSA spend)	Secondary Strategy: Target and grow existing high potential BEE suppliers	Conduct diagnostic assessment to identify supplier's development; identify service providers needed to address the gap; Monitor growth of procurement from supplier under this initiative	At least three (3) suppliers enrolled onto this program; Procurement from suppliers under this initiative to grow by 15%	At least five (5) suppliers onto this program; procurement from the suppliers under this initiative to grow by 30%

SERVICES	Primary Strategy: set aside category for HDSA suppliers where practical	Ring-fence opportunities for genuine HDSA companies- focus on black owned & managed entities	Target 52% HDSA spend and address erosion impact; At least 15% of services opportunities set aside for HDSA	Target 55% HDSA spend and address erosion impact; at least 30% of service opportunities set aside for HDSA
(64% of all HDSA spend)	Secondary Strategy: Transform category scope	Stipulate in contract document the requirement to consider a JV/consortium approach where there is a business fit; Ensure at least 30% of the contract	AT least 5% of the relevant contracts, implementing JV initiative; Asset to register at least on (1) JV success story	at least 15% of the relevant contracts implementing JV initiatives; Asset to register at least three (3) JV or unbundled scope success stories

		value gravitates to the HDSA JV partner		
Capital	Primary Strategy: Transform supplier from within	Request formal accreditation & transformation plans from suppliers; Suppliers to commit improving level of BBBEE contribution	Target 27% HDSA spend and address erosion impact; increase number of black owned (by 15%) and black empowered suppliers (by 10%)	Target 31% HDSA spend and address erosion impact; increase number of black owned (by 5%) and black empowered suppliers (by 3%)

(3%) of all HDSA spend	Secondary Strategy: Un- bundle category scope	Un-bundle category scope to unearth service opportunities for HDSAs; Embark on joint supplier development programs	All contract investigated for service opportunities where feasible	All contract investigated for service opportunities where feasible
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SECTION 4

29 DOWNSCALING AND RETRENCHMENT PROGRAMME

29.1 OVERVIEW

An unavoidable outcome of Mine closure or business profit loss is the loss of employment opportunities On Mine. Consequently, a key consideration for the mine is to have mine closure management programme that aims:

- To minimise as far as possible job losses.
- Facilitate as far as possible access to alternative employment.
- Facilitate as far as possible training programmes to facilitate access to alternative employment outside the Mine or within mining industry.
- Mitigate social and economic impacts on local and regional economies and labour sending areas.
- To communicate with key stakeholders on retrenchment pending.

29.1.1 The Establishment of the Future Forum

Regulation 46 (d) (i) of the MPRDA requires the establishment of a Future Forum. A Future Forum is a joint labour-management committee established at mine-site level that will focus on the implementation and monitoring of the Social and Labour Plan.

Expert Sand and hardware have an established and structured Future Forum consisting of management, the workers and their representatives. The mandate of this forum is to “look ahead into the future, at problems facing Expert Sand and hardware that may result in job losses and/ or decline of the Company, and come up with possible solutions to address potential job losses or organization decline”.

SECTION 5

30 FINANCIAL PROVISION

The financial provision provided on the table below is in south African monetary rands, covering all components of social and labour plan, consisting of human resource development, local economic development and management of downscaling and retrenchment.

ITEM	Timeline and Budget					
	2020	2021	2022	2023	2024	Total Budget
Human Resource Development	R157 000	R155 000	R169 000	R172 000	R217 000	R870 000
Local Economic Development	R60 000	R60 000	R60 000	R60 000	R60 000	R300 000
Management of Downscaling and retrenchment	R10 000	R10 000	R10 000	R10 000	R10 000	R50 000
Total Budget	R227 000	R225 000	R239 000	R242 000	R287 000	R1 220 000

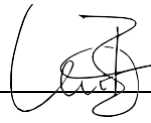
SECTION 6

32 AN UNDERTAKING BY THE HOLDER OF THE MINING RIGHT TO ENSURE COMPLIANCE WITH THE SOCIAL AND LABOUR PLAN AND TO MAKE IT KNOWN TO EMPLOYEES (2020-2024 SLP CYCLE)

We, the undersigned and duly authorized thereto by Expert Sand and hardware (Pty) Ltd, for the revision of the Social and Labour Plan, undertake to adhere to the information, requirements, commitments and conditions as set out in the Social and Labour plan and make it known to our employees and other stakeholders.

Signed at Centurion on this 03 day of March 2026

Name of person responsible (Expert Sand) Lebina Tsepe

Designation Shareholder representative 4.1 Signature: 

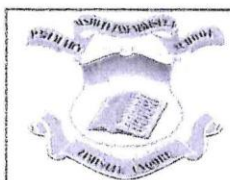
Approved by Department of Mineral Resources and Energy.

Signed at _____ on this _____ day of _____ 20____

Name and Surname: _____

Designation: _____

Signature : _____

**MSHULUZANE MAYISELA PRIMARY SCHOOL**

2535 Mothibe Drive; Bronkhorstspuit; Zithobeni; 1024

P.O Box 2746; Bronkhorstspuit; 1020

ENQUIRIES:

Principal : Mrs Mollo R.M

013 285 0377/082 556 3503

mshuluzanemayisela@gmail.com

GAUTENG PROVINCE
EDUCATION
SCHOOL OF LEADERSHIP**Attendance register****Date : 28 May 2026****Venue : Mshuluzane Mayisela P/S****Time : 10h00**

Surname and Initials	Institution	Contact details	Signature
1. Marais L	GDE H/O	0714746122	
2. Mashiana S.	SUPERVISOR	082 5374658	
3. Mashaba K.	Vahlengwe	023 933 0041	
4. Mabaso B.P	Vahlengwe	064 916 4393	
5. Babini T	GDE H/O	076 817 0231	
6. Thabang Mshinga	City of Tshwane	0825704842	
7. Sunday Mabaso	Vahlengwe	0114320062 0745697312	
8. Rikar Koonts	Expert Sand.	063327281	
9. OURE T.L	MSHULUZANE MAYISELA P/S	081 8448138	
10.			
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