

Umsimbithi - Wonderfontein

2021 Social and Labour Plan Annual Report
Mining Right – MP 30/5/1/2/2/359 MR

15 March 2022



TABLE OF CONTENTS

ELEMENT	PAGE NUMBER
List of Abbreviations	3
Preamble:	
- Mining Right & Company Information	5-9
- Breakdown of Employees per Occupational Level	10-12
- Labour Sending Areas	13-15
Human Resources Development Program:	
- Compliance with Skills Development Legislation	16
- Literacy Levels – Form Q	17-19
- Core Skills Training	20-23
- Leadership Development	24
- AET	25
- Hard to fill Vacancies	26
- Career Progression Plans	27-29
- Community Bursaries	30
- Rock Breaking Certificate	31
- Internships	32-34
- Portable Skills & other training Initiatives	35
- School and Post Matric support programmes	36

ELEMENT	PAGE NUMBER
-Research And Development Initiatives	37
Employment Equity	38-41
Local Economic Development Plan	42-43
Housing and Living Conditions	44-47
Measures to Address Nutrition and Health	48
Procurement	49-51
Downscaling and Closure	52-54
Authorisation	56-57

LIST OF ABBREVIATIONS

ABBREVIATION	MEANING
AET	Adult Education and Training
ATR	Annual Training Report
DMRE	Department of Mineral Resources and Energy
EE	Employment Equity
FY	Financial Year
HRD	Human Resources Development
HRDP	Human Resources Development Programme

ABBREVIATION	MEANING
IDPs	Integrated Development Plans
LED	Local Economic Development
MPRDA	Minerals and Petroleum Resources Development Act (Act No. 28 of 2002)
MQA	Mining Qualifications Authority
NQF	National Qualifications Framework
SETA	Sector Education and Training Authority
SLP	Social and Labour Plan

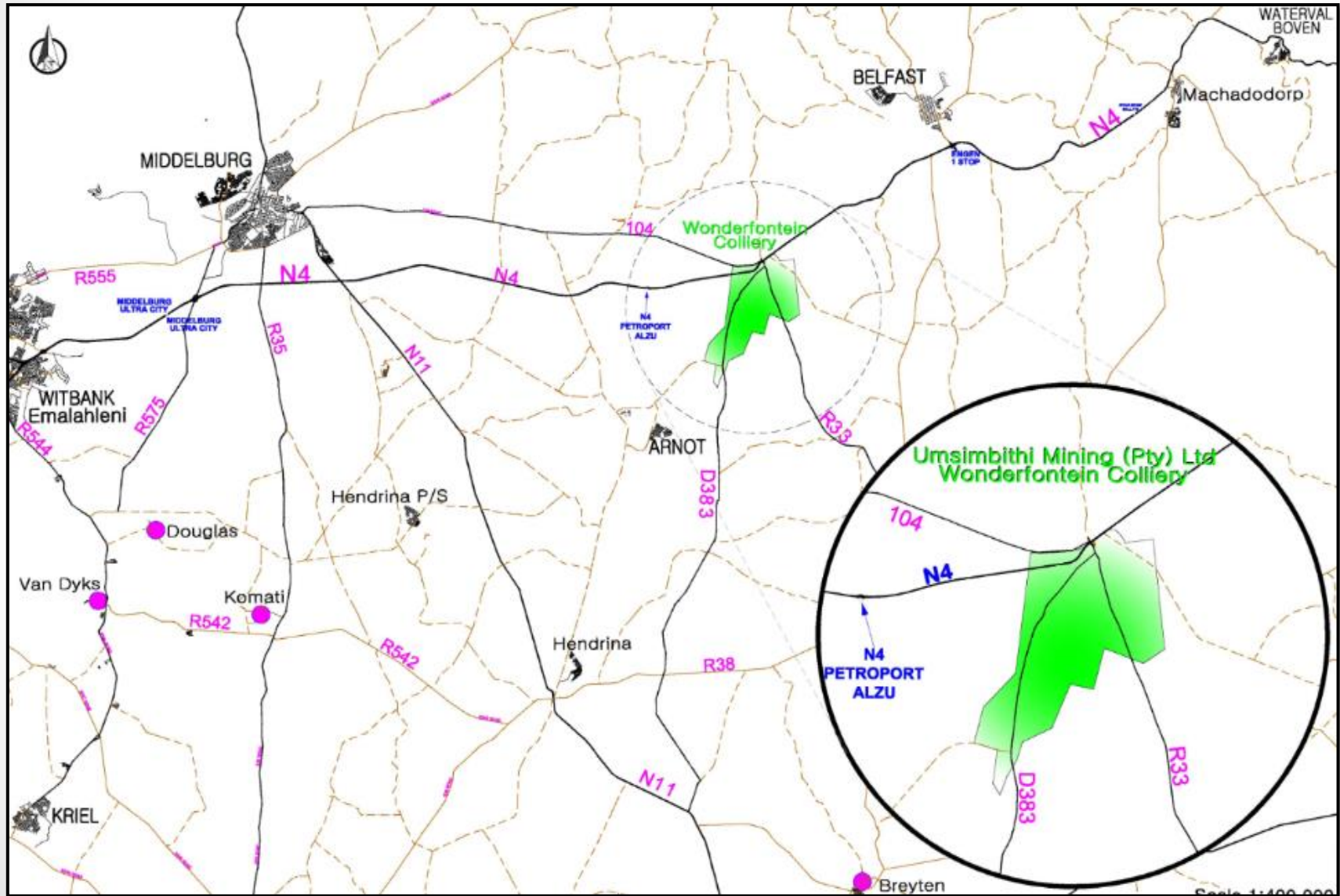
SECTION 1

PREAMBLE AND OVERVIEW

MINING RIGHT AND COMPANY INFORMATION

COMPANY NAME	Umsimbithi Mining (Pty) Limited
MINE NAME	Wonderfontein Colliery
COMMODITY MINED	Coal
FINANCIAL YEAR	1 January – 31 December
COUNTRY	South Africa
PROVINCE	Mpumalanga
TOWN	Wonderfontein/Carolina/Belfast
CONTACT PERSON	General Manager
TELEPHONE NO	013 244 8200
FAX NO	086 666 5548
COMPLEX LOCATION	Nkangala District Municipality, Gert Sibande District Municipality
PHYSICAL ADDRESS	Remaining extent, Remaining Extent of Portion 2, Remaining Extent of Portion 3, Remaining Extent of Portion 7, Remaining Extent of Portion 11 (a Portion of Portion 2), Portion 12 (a Portion of Portion 2), Portion 13 (a Portion of Portion 2) and Portion 15 (now Portion 4), Portion 17, Portion 19 (a Portion of Portion3), portion 21(a Portion of Portion11), Portion 22 (a Portion of Portion 7), Remaining Extent of Portion 23, Portion 25 (a Portion of Portion6) and Portion 26(a Portion of Portion6) of the farm Wonderfontein 428 JS and Portion 14 of the farm Klippan 452 JS situated in the Mpumalanga Magisterial District of Belfast
POSTAL ADDRESS	Suite Mw 113, P/Bag X1838, Middelburg, 1050
SLP VALIDITY PERIOD	2018 - 2022

MINE LOCATION



MINING RIGHT & COMPANY INFORMATION (CONT.)

Wonderfontein Colliery is a JV operation owned by Umsimbithi Mining (Pty) Ltd. Umsimbithi is a JV between Umcebo Mining (50%) and Lithemba Wonderfontein Coal (50%). The mine started off as an underground operation in 2012 but converted to a 100% opencast truck and shovel operation in 2013. At the current mining rate of 4.0 Mtpa, the mine will have a Life of Mine up to 2029. The Mining function is contractor-operated, with Andru Mining awarded the contract up to mid-2022.

In addition to the opencast operation, there is also a double stage DMS washing plant with a primary plant capacity of 550 tpm (275 ktpm) which is operated by Umcebo Mining. There is also an Eskom crushing & screening plant built to supply the Arnot power station at the contractual rate of 2.4 Mtpa. Low phosphorous sized coal is produced for the local domestic market (360 kt per year) and the finer fraction (150 kt per year) of the coal is exported via the Mbokodo rail siding on site. Umcebo has a rail allocation of 1 Mtpa and Umsimbithi another 500 ktpa at the Richards Bay Coal Terminal.

MINING RIGHTS AND OWNERSHIP

- Wonderfontein Colliery is a JV operation owned by Umsimbithi Mining (Pty) Ltd. Umsimbithi is a JV between Umcebo Mining (50%) and Lithemba Wonderfontein Coal (50%)
- At the current mining rate of 4.2 Mtpa, LoM has changed from 2030 to 2029 as a result of new economic cut offs and revised bench design
- Black Ownership = **75,67%**
- Black Women Ownership = **18,26%**
- The mine started off with an underground operation in 2012 but converted to a 100% opencast truck and shovel operation in 2013
- The Mining function is contractor-operated, with Andru Mining awarded the contract up to 2022.
- SLP Annual report and implementation plans are submitted yearly (Last submission was on **2021-10-06** for 2013-2017 and 2018 – 2022) – Ref **DMRE/MPU/LG/14387**
- **SLP Renewal consultation resumes in 2022 for 2023 - 2027**

SECTION 2

HUMAN RESOURCES DEVELOPMENT PROGRAMMES – WORKFORCE PROFILE

WORKFORCE PROFILE

UMSIMBITHI MINING AS AT 31 DECEMBER 2021									
OCCUPATIONAL LEVEL	2018 PLAN	2018 ACTUAL	2019 PLAN	2019 ACTUAL	2020 PLAN	2020 ACTUAL	2021 PLAN	2021 ACTUAL	2022 PLAN
Senior Management	2	1	2	2	2	1	2	1	2
Professionally qualified and experienced Specialists and Middle Management	2	2	6	3	8	7	8	8	2
Skilled Technical and Academically qualified workers, Junior Management, Supervisors and Foremen	1	4	5	4	9	9	9	9	1
Semi-Skilled and Discretionary Decision-making	0	0	0	2	1	0	1	0	1
Unskilled and defined decision-making	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	5	7	13	11	20	17	20	18	5

IZIMBIWA COAL - UMCEBO AS AT 31 DECEMBER 2021									
OCCUPATIONAL LEVEL	2018 PLAN	2018 ACTUAL	2019 PLAN	2019 ACTUAL	2020 PLAN	2020 ACTUAL	2021 PLAN	2021 ACTUAL	2022 PLAN
Senior Management	8	9	8	9	8	10	8	7	8
Professionally qualified and experienced Specialists and Middle Management	16	16	16	17	16	16	16	15	16
Skilled Technical and Academically qualified workers, Junior Management, Supervisors and Foremen	55	52	55	54	55	54	55	55	55
Semi-Skilled and Discretionary Decision-making	182	193	182	205	182	195	182	200	182
Unskilled and defined decision-making	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	261	270	261	285	261	275	261	277	261

WORKFORCE PROFILE

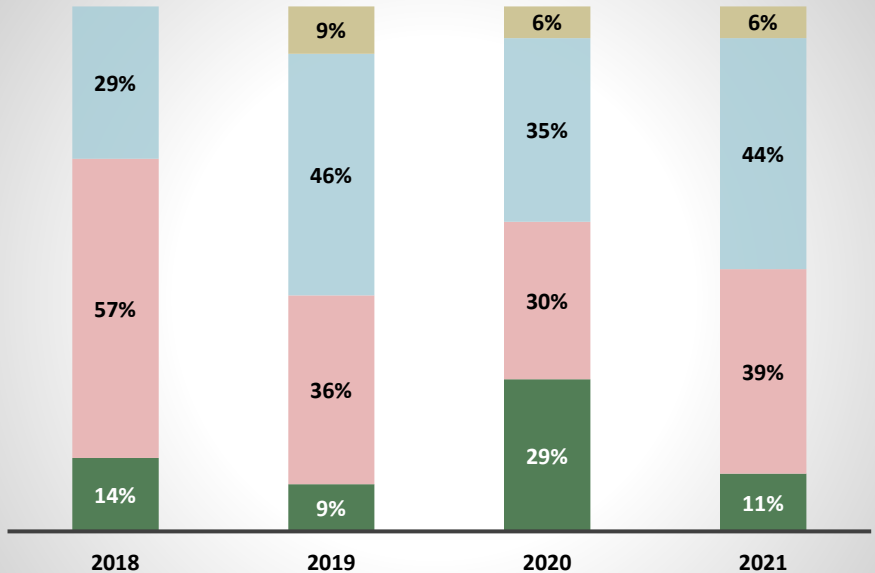
ANDRU MINING AS AT 31 DECEMBER 2021									
OCCUPATIONAL LEVEL	2018 PLAN	2018 ACTUA L	2019 PLAN	2019 ACTUA L	2020 PLAN	2020 ACTUA L	2021 PLAN	2021 ACTUA L	2022 PLAN
Senior Management	1	2	1	2	1	0	1	0	1
Professionally qualified and experienced Specialists and Middle Management	5	8	5	5	5	8	5	11	5
Skilled Technical and Academically qualified workers, Junior Management, Supervisors and Foremen	32	39	32	31	32	43	32	44	32
Semi-Skilled and Discretionary Decision-making	308	279	308	264	308	299	308	342	308
Unskilled and defined decision-making	25	29	25	32	25	14	25	3	25
TOTAL PERMANENT	371	357	371	334	371	364	371	400	371

REMARKS:

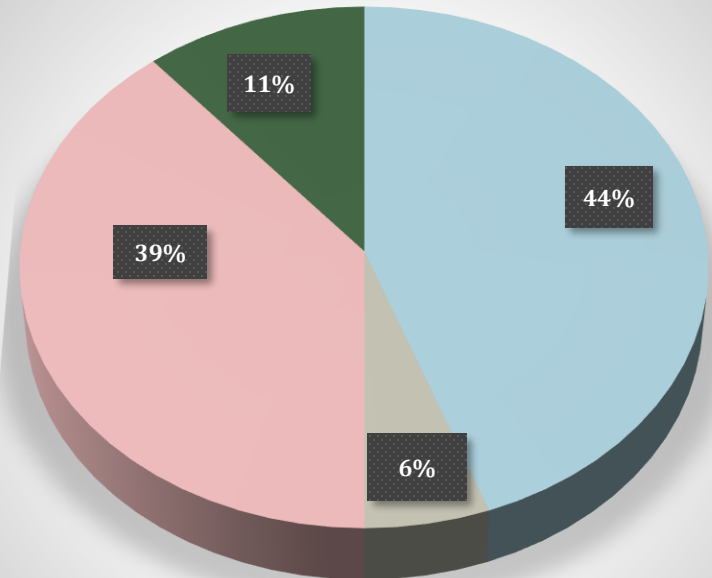
The increase in labour for Andru Mining on the semi-skilled level was for increased production requirements, resultantly Professionally qualified and Junior Management levels were to cater for additional supervision in the mining area.

LABOUR SENDING AREAS – UMSIMBITHI MINING

2018 - 2021



■ Mpumalanga within 60Km ■ Mpumalanga outside 60Km ■ Gauteng ■ Kwazulu Natal

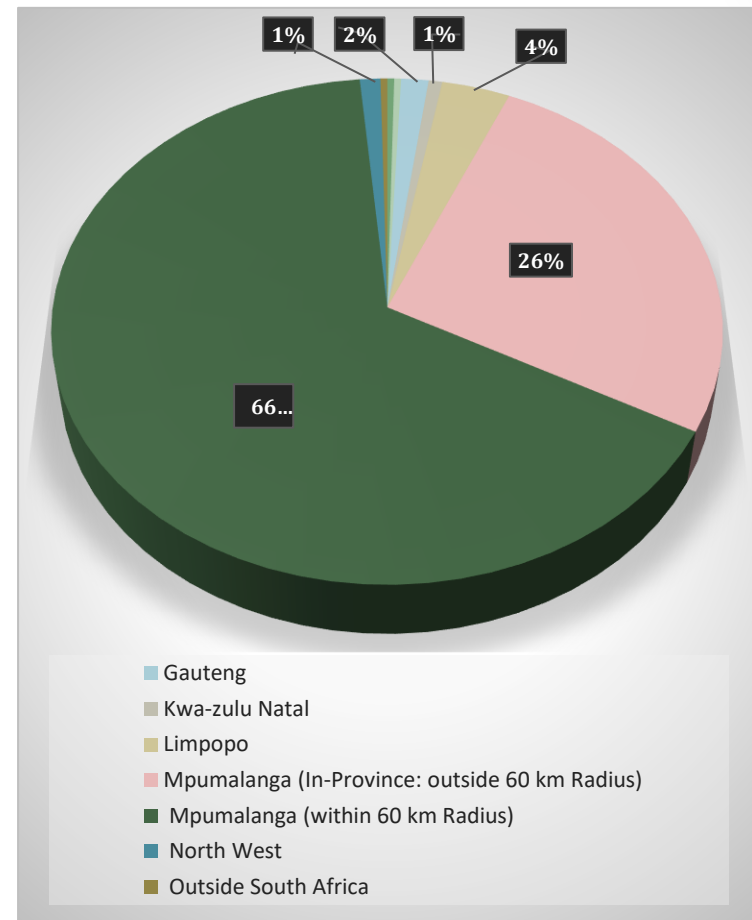
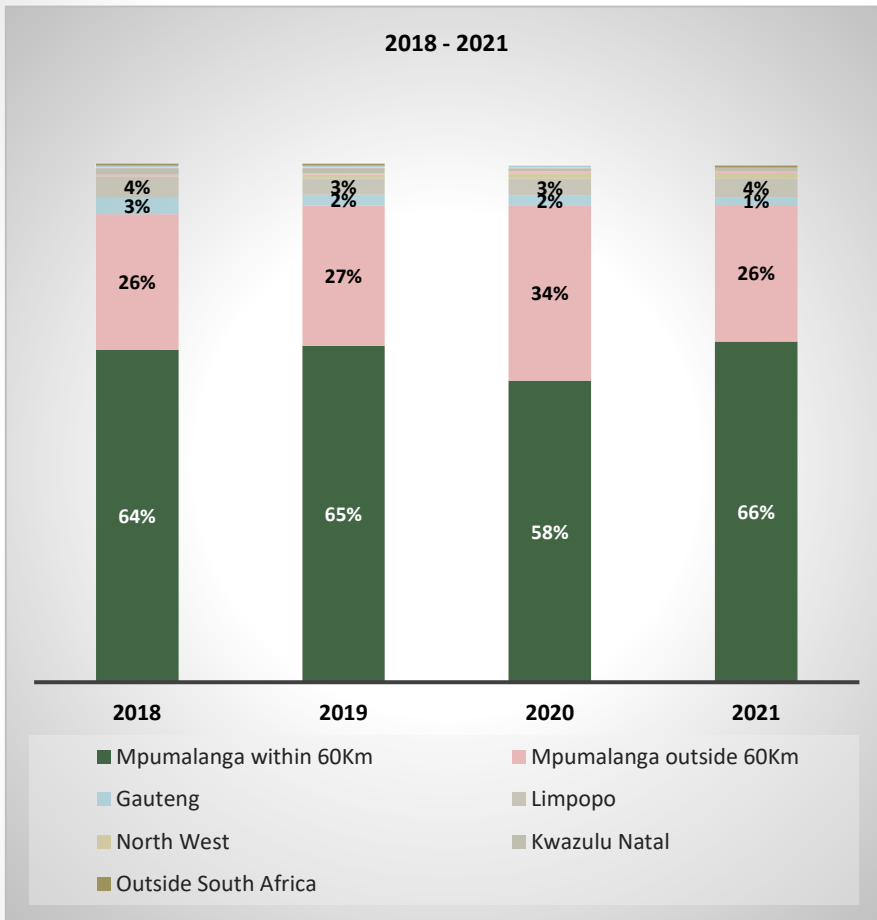


■ Gauteng
■ Kwa-zulu Natal
■ Mpumalanga (In-Province: outside 60 km Radius)
■ Mpumalanga (within 60 km Radius)

REMARKS:

Generally, there is focus on recruiting locally with the head office being based in Johannesburg 44% of employees are in Gauteng.

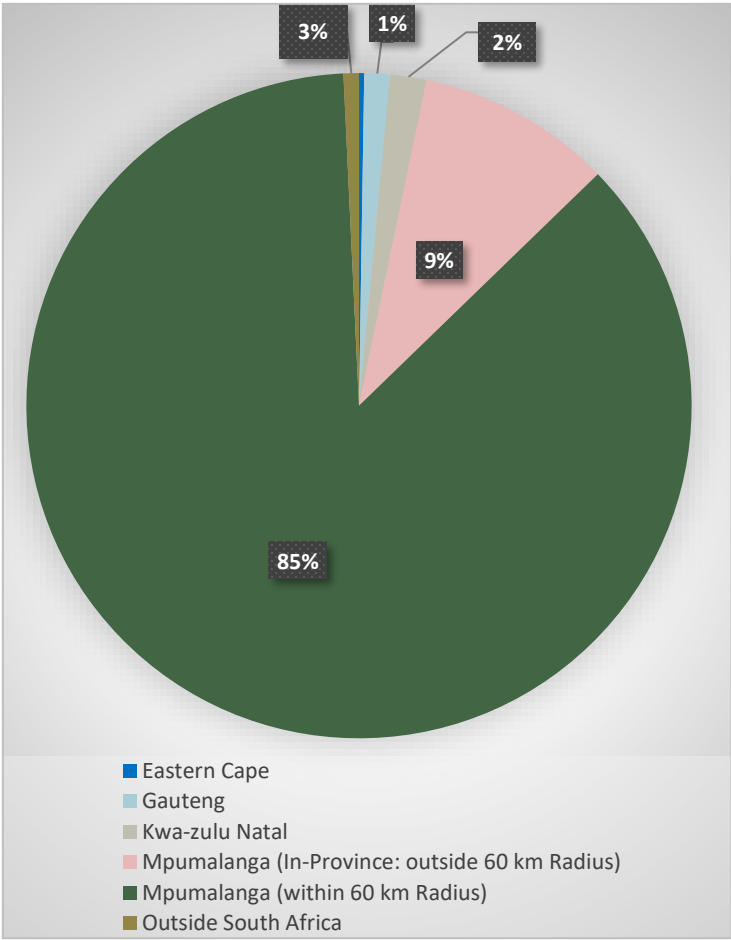
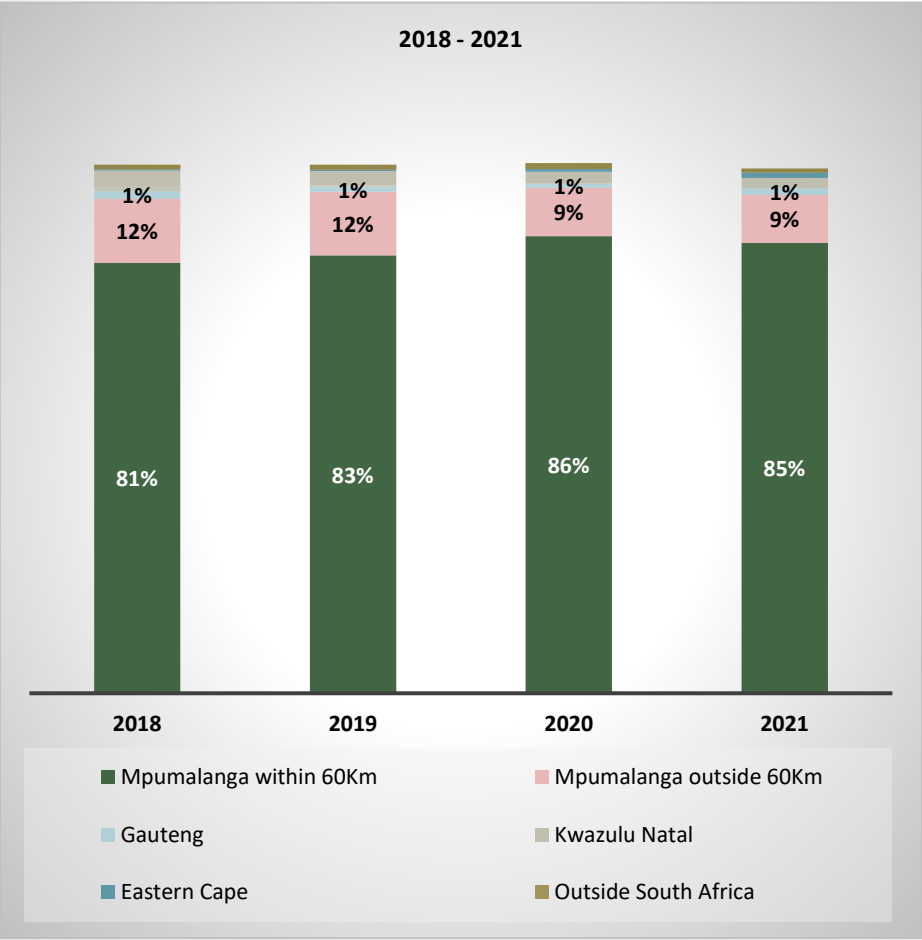
LABOUR SENDING AREAS – IZIMBIWA COAL - UMCEBO



REMARKS:

The Company recruits locally with preference given to internal candidates when filling vacancies, followed by candidates from local communities, with due regard to the inherent requirement of the vacancy being filled. As such, 66% of the workforce is from communities within the 60km radius of the operation, with a further 26% being from within the rest of the Mpumalanga Province.

LABOUR SENDING AREAS – ANDRU MINING



REMARKS:

The Company has placed a strong focus on local recruitment. Preference is given to internal candidates when filling vacancies, followed by candidates from local communities, with due regard to the inherent requirement of the vacancy being filled. As such, 85% of the workforce is from communities within the 60km radius of the operation.

COMPLIANCE WITH SKILLS DEVELOPMENT LEGISLATION

The operation complies with the requirements of the Skills Development Act and continues to submit the Workplace Skills Plan (WSP) annually, as required by the Skills Development Act, No. 97 of 1998 as amended) (refer to the table below).

NAME OF SETA	MINING QUALIFICATIONS AUTHORITY		
ORGANISATION	UMSIMBITHI MINING	IZIMBWA COAL - UMCEBO	ANDRU MINING
Registration Number of the SETA	L300793447	L110759521	L590737799
Name of Skills Development Facilitator	Yvonne Mokoena	Sellah Moreku	Shonel Reddy
Workplace Skills Plan Submission Date	30 April 2021	30 April 2021	30 April 2021

LITERACY RATE – FORM Q

UMSIMBITHI MINING AS AT 31 DECEMBER 2021

BAND	NQF LEVEL	PLANNED AS PER ENVISAGED ORGANOGRAM	Female				Male			TOTAL HDSEA	White	Foreign Nationals		TOTAL NON DESIGNATED	GRAND TOTAL
			African	Coloured	Indian	White	African	Coloured	Indian		Male	Female	Male		
		Unknown Qualification Level	0	0	0	0	0	0	0	0	0	0	0	0	0
		No Schooling	0	0	0	0	0	0	0	0	0	0	0	0	0
		Grade 0 / Pre	0	0	0	0	0	0	0	0	0	0	0	0	0
		Grade 1/ Sub A	0	0	0	0	0	0	0	0	0	0	0	0	0
		Grade2/ Sub B	0	0	0	0	0	0	0	0	0	0	0	0	0
		Grade 3/ Std1/ABET 1	0	0	0	0	0	0	0	0	0	0	0	0	0
		Grade4/ Std 2	0	0	0	0	0	0	0	0	0	0	0	0	0
		Grade 5/ Std 3/ ABET 2	0	0	0	0	0	0	0	0	0	0	0	0	0
		Grade 6/ Std 4	0	0	0	0	0	0	0	0	0	0	0	0	0
		Grade 7/Std 5/ABET 3	0	0	0	0	0	0	0	0	0	0	0	0	0
		Grade 8/ Std 6	0	0	0	0	0	0	0	0	0	0	0	0	0
General and Further Education and Training Qualifications Sub - Framework	1	General Certificate Grade 9 /Std 7/ ABET 4	0	0	0	0	0	0	0	0	0	0	0	0	0
	2	Elementary Certificate Gr 10	0	0	0	0	0	0	0	0	0	0	0	0	0
	3	Intermediate Certificate Gr 11	0	0	0	0	0	0	0	0	0	0	0	0	0
	4	National Certificate Gr 12	3	0	0	0	1	0	0	4	0	0	0	0	4
Higher Education Qualifications Sub - Framework	5	Higher Certificate	0	0	0	0	0	0	0	0	0	0	0	0	0
	6	Diploma / Advanced Certificate	2	0	0	1	1	0	0	4	0	0	0	0	4
	7	Bachelor's Degree / Advanced Diploma	2	0	0	0	2	0	0	4	0	0	0	0	4
	8	Honors Degree / Post Graduate Diploma	1	0	0	1	3	0	0	5	1	0	0	1	6
	9	Master's degrees	0	0	0	0	0	0	0	0	0	0	0	0	0
	10	Doctorates	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL			8	0	0	2	7	0	0	17	1	0	0	1	18

LITERACY RATE – FORM Q

IZIMBIWA COAL - UMCEBO AS AT 31 DECEMBER 2021															
BAND	NQF LEVEL	PLANNED AS PER ENVISAGED ORGANOGRAM	Female				Male			TOTAL HDSA	White	Foreign Nationals		TOTAL NON DESIGNATED	GRAND TOTAL
			African	Coloured	Indian	White	African	Coloured	Indian		Male	Female	Male		
		Unknown Qualification Level	0	0	0	0	0	0	0	0	0	0	0	0	0
		No Schooling	0	0	0	0	0	0	0	0	0	0	0	0	0
		Grade 0 / Pre	0	0	0	0	0	0	0	0	0	0	0	0	0
		Grade 1/ Sub A	0	0	0	0	3	0	0	3	0	0	0	0	3
		Grade2/ Sub B	0	0	0	0	1	0	0	1	0	0	0	0	1
		Grade 3/ Std1/ABET 1	0	0	0	0	1	0	0	1	0	0	0	0	1
		Grade4/ Std 2	0	0	0	0	2	0	0	2	0	0	0	0	2
		Grade 5/ Std 3/ ABET 2	1	0	0	0	1	0	0	2	0	0	0	0	2
		Grade 6/ Std 4	0	0	0	0	0	0	0	0	0	0	0	0	0
		Grade 7/Std 5/ABET 3	0	0	0	0	4	0	0	4	0	0	0	0	4
		Grade 8/ Std 6	1	0	0	0	5	0	0	6	0	0	0	0	6
General and Further Education and Training Qualifications Sub - Framework	1	General Certificate Grade 9 /Std 7/ ABET 4	2	0	0	0	2	0	0	4	0	0	0	0	4
	2	Elementary Certificate Gr 10	6	0	0	1	21	0	0	28	3	0	0	3	31
	3	Intermediate Certificate Gr 11	15	0	0	1	23	0	0	39	1	0	0	1	40
	4	National Certificate Gr 12	48	1	0	5	83	1	0	138	5	0	1	6	144
Higher Education Qualifications Sub - Framework	5	Higher Certificate	3	0	0	0	1	0	0	4	4	0	0	4	8
	6	Diploma / Advanced Certificate	3	0	1	0	1	1	1	7	4	0	0	4	11
	7	Bachelor's Degree / Advanced Diploma	7	0	0	3	3	0	0	13	3	0	0	3	16
	8	Honors Degree / Post Graduate Diploma	1	0	0	0	0	0	0	1	2	0	0	2	3
	9	Master's degrees	0	0	0	0	1	0	0	1	0	0	0	0	1
	10	Doctorates	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL			87	1	1	10	152	2	1	254	22	0	1	23	277

LITERACY RATE – FORM Q

ANDRU MINING AS AT 31 DECEMBER 2021															
BAND	NQF LEVEL	PLANNED AS PER ENVISAGED ORGANOGRAM	Female				Male			TOTAL HDSA	White	Foreign Nationals		TOTAL NON DESIGNATED	GRAND TOTAL
			African	Coloured	Indian	White	African	Coloured	Indian		Male	Female	Male		
		Unknown Qualification Level	0	0	0	0	0	0	0	0	0	0	0	0	0
		No Schooling	0	0	0	0	1	0	0	1	0	0	0	0	1
		Grade 0 / Pre	0	0	0	0	0	0	0	0	0	0	0	0	0
		Grade 1/ Sub A	0	0	0	0	0	0	0	0	0	0	0	0	0
		Grade2/ Sub B	0	0	0	0	0	0	0	0	0	0	0	0	0
		Grade 3/ Std1/ABET 1	0	0	0	0	0	0	0	0	0	0	0	0	0
		Grade4/ Std 2	0	0	0	0	0	0	0	0	0	0	0	0	0
		Grade 5/ Std 3/ ABET 2	0	0	0	0	1	0	0	1	0	0	0	0	1
		Grade 6/ Std 4	0	0	0	0	3	0	0	3	0	0	0	0	3
		Grade 7/Std 5/ABET 3	2	0	0	0	6	0	0	8	0	0	0	0	8
		Grade 8/ Std 6	0	0	0	0	14	0	0	14	0	0	0	0	14
General and Further Education and Training Qualifications Sub - Framework	1	General Certificate Grade 9 /Std 7/ ABET 4	1	0	0	0	7	0	0	8	0	0	0	0	8
	2	Elementary Certificate Gr 10	2	0	0	0	77	0	0	79	1	0	0	1	80
	3	Intermediate Certificate Gr 11	10	0	0	0	70	0	0	80	1	0	0	1	81
	4	National Certificate Gr 12	42	0	0	1	147	0	0	190	13	0	3	16	206
Higher Education Qualifications Sub - Framework	5	Higher Certificate	0	0	0	0	0	0	0	0	0	0	0	0	0
	6	Diploma / Advanced Certificate	1	0	0	0	0	0	0	1	0	0	0	0	1
	7	Bachelor's Degree / Advanced Diploma	0	0	0	0	0	0	0	0	0	0	0	0	0
	8	Honors Degree / Post Graduate Diploma	0	0	0	0	0	0	0	0	0	0	0	0	0
	9	Master's degrees	0	0	0	0	0	0	0	0	0	0	0	0	0
	10	Doctorates	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL			58	0	0	1	326	0	0	385	15	0	3	18	403

CORE SKILLS TRAINING – ANDRU MINING AS AT 31 DECEMBER 2021

ANDRU MINING TRAINING PLAN											
TRAINING TYPE	2018 Plan	2018 Actual	2019 Plan	2019 Actual	2020 Plan	2020 Actual	2021 Plan	2021 Actual	2018- 2021 Plan	2018- 2021 Actual	2022 Plan
Community Blasting Attendant	2	0	2	8	2	7	2	14	8	29	2
Budget	R20 000	R0	R21 600	R 92 730	R23 328	R68 872	R 25 194	R97 783	R90 122	R259 385	R27 210
Examine and Make Safe	2	0	2	4	2	0	2	17	8	21	2
Budget	R 4 400	R 0	R 4 708	R 2 464	R 5 038	R 0	R 5 390	R17 313	R19 536	R19 536	R5 768

REMARKS:

The overall 2018 -2022 SLP target for Community Blasting Attendant have been achieved.
The overall 2018-2022 SLP target for Examine and make safe has been achieved in 2021.

CORE SKILLS TRAINING – PLANT TRAINING AS AT 31 DECEMBER 2021

IZIMBIWA COAL – UMCEBO TRAINING PLAN											
TRAINING TYPE	2018 Plan	2018 Actual	2019 Plan	2019 Actual	2020 Plan	2020 Actual	2021 Plan	2021 Actual	2018- 2021 Plan	2018- 2021 Actual	2022 Plan
Introduction to Lump Ore Preparation	1	3	1	7	1	3	1	0	4	13	1
Budget	R2 250	R6 450	R2 430	R15 530	R2 624	R6 989	R2 834	R0	R10 138	R28 969	R3 061
Advanced Lump Ore Preparation	0	0	1	2	1	1	1	1	3	4	1
Budget	R0	R0	R1 700	R4 051	R1 836	R2 127	R1 983	R2 434	R5 519	R8 612	R2 142
Plant Competency	0	0	7	7	7	0	7	11	21	18	7
Plant Equipment	0	0	7	2	7	5	7	11	21	18	7
Budget	R0		R4 774	R332	R5 156	R28 985	R5 568	R62 810	R15 498	R92 127	R8 591

REMARKS:

Target achieved for Introduction and Advanced Lump Ore Preparation.

Plans in place to achieve the set targets for Plant Competency & Plant Equipment training in 2022.

CORE SKILLS TRAINING - ENGINEERING TRAINING AS AT 31 DECEMBER 2021

IZIMBIWA COAL – UMCEBO TRAINING PLAN											
TRAINING TYPE	2018 Plan	2018 Actual	2019 Plan	2019 Actual	2020 Plan	2020 Actual	2021 Plan	2021 Actual	2018- 2021 Plan	2018- 2021 Actual	2022 Plan
Overhead Crane	4	9	4	8	4	0	4	0	16	17	4
Basic Rigging	6	6	6	0	6	16	6	4	24	26	6
Advanced Rigging	4	5	4	0	4	0	4	0	16	5	4
Medium Voltage	0	1	4	3	0	3	4	2	8	9	0
Low Voltage	0	1	4	3	0	4	4	1	8	9	0
Budget	R38 648	R68 879	R105 740	R84 593	R45 079	R111 573	R123 333	R28 990	R312 800	R294 035	R52 580

REMARKS:

The overall SLP targets have been achieved.

The set target of 20 for Advance Rigging for the period 2018-2022 would not be achieved, because artisans are no longer required to be trained on advanced rigging due to a Qualified Rigger that was appointed on site.

LEADERSHIP DEVELOPMENT PROGRAMMES AS AT 31 DECEMBER 2021

IZIMBIWA COAL –UMCEBO SENIOR LEADERS DEVELOPMENT PROGRAM											
NUMBER OF LEARNERS	2018 Plan	2018 Actual	2019 Plan	2019 Actual	2020 Plan	2020 Actual	2021 Plan	2021 Actual	2018-2021 Plan	2018-2021 Actual	2022 Plan
Senior leaders development program	1	1	1	1	0	0	1	0	3	2	1
Program in management development	1	1	1	1	1	1	0	0	3	3	1
BUDGET	R232 900	R314 750	R251 532	R276 135	R108 359	R109 673	R176 360	R0	R769 151	R700 558	R316 857

REMARKS:

The backlog will be addressed in 2022.

ADULT EDUCATION AND TRAINING (AET) AS AT 31 DECEMBER 2021

IZIMBIWA COAL – UMCEBO & ANDRU MINING PLAN & BUDGET												
AET	2018 Plan	2018 Actual	2019 Plan	2019 Actual	2020 Plan	2020 Actual	2021 Plan	2021 Actual	2021 FYF	2018- 2021 Plan	2018- 2021 Actual	2022 PLAN
IZIMBIWA COAL UMCEBO	5	0	5	17	6	13	6	4	22	34	6	5
ANDRU	9	0	9	0	8	0	6	5	32	5	6	9
BUDGET	R313 291	R0	R338 354	R360 384	R365 422	R60 064	R394 656	R184 369	R1 411 723	R604 817	R426 228	R313 291

REMARKS:

Overall target achieved for Izimbiwa Coal Umcebo, 22 were planned to be trained between 2018 and 2021 and 34 have been trained to date.

HARD TO FILL VACANCIES

OCCUPATIONAL LEVEL	POSITION	THE MAIN REASON(S) FOR BEING UNABLE TO FILL THE VACANCY
Senior Management	-	-
Professionally Qualified and Experienced Specialists and Mid-Management	-	-
Skilled, Technical and Academically Qualified Workers, Junior Management, Supervisors, Foremen and Superintendents	-	-
Semi-Skilled and Discretionary Decision-Making	-	-
Unskilled and Defined Decision-Making	-	-

REMARKS:

There were no hard to fill vacancies for 2021.

CAREER PROGRESSION PLANS IZIMBIWA COAL AS AT 31 DECEMBER 2021

IZIMBIWA COAL - UMCEBO								
Occupational Level	Current Occupation	Training Intervention	Targeted Position	Career Progression 2018 - 2022		Mentorship Relationship in place		Comments
				Plan	Actual	Plan	Actual	
Senior Management	Assistant General Manager	Developmental Plan	General Manager	1	1	0	0	Developmental Plan in line with the skills and competency matrix for the targeted role in place
Middle Management	Plant Manager	Developmental Plan	Operations Manager - Surface	1	1	1	1	Developmental Plan in line with the skills and competency matrix for the targeted role in place Mentorship plan in place.
Middle Management	Accountant	CIMA Qualification & Acting	Management Accountant	1	1	1	1	Mentorship plan in place. IDP will be addressed in 2022
Skilled	Assistant Accountant	CIMA Qualification & Acting	Financial Accountant	1	0	1	1	
Skilled	Assistant Accountant	CIMA Qualification & Acting	Financial Accountant	1	0	1	1	
Skilled	Fitter	Supervisory Development Skills Training	Engineering Foreman	1	0	1	1	

CAREER PROGRESSION PLANS AS AT 31 DECEMBER 2021

IZIMBIWA COAL - UMCEBO								
Occupational Level	Current Occupation	Training Intervention	Targeted Position	Career Progression 2018 - 2022		Mentorship relationship in place		Comments
				Plan	Actual	Plan	Actual	
Electrical Engineering Graduate	Graduate	Government Certificate of Competency	Engineering Foreman	1	1	1	1	Annexure E in progress
Plant Attendant to Plant Attendant Grade 3	Plant Attendant	Basic Coal Prep	Plant Attendant Grade 3	5	7	0	0	Attended Basic Coal Prep
Eng Attendant to Eng Attendant Grade 3	Eng Attendant	Artisan Asst L3 Training	Engineering Attendant Grade 3	5	2	0	0	Attended Artisan Level 3 training

CAREER PROGRESSION PLANS ANDRU MINING AS AT 31 DECEMBER 2021

Occupational Level	Current Occupation	Training Intervention	Targeted Position	Career Progression 2018 - 2022		Mentorship relationship in place		Comments
				Plan	Actual	Plan	Actual	
Production Supervisor to Production Manager	Production Supervisor	Management Development Program	Production Manager	1	1	0	0	Target in this area has been achieved, two employees appointed as Pit Managers. The other employee has also progressed to Jnr Site Manager.
Production Supervisor to Production Supervisor	Production Supervisor	Blasting Ticket	Production Supervisor	2	2	0	0	Target in this area achieved.
Multi-skilled Operator to Production Supervisor	Multi-skilled Operator	Supervisory Certificate	Production Supervisor	2	2	0	0	

REMARKS:

Andru Mining Production Supervisors are not able to fulfil the requirements for formal education for them to be considered for development as Production Managers. 2 PITs has been engaged in 2022 namely Civil Engineer and Industrial Engineer who are currently on training.

OWN EMPLOYEES STUDY ASSISTANCE AS AT 31 DECEMBER 2021

IZIMBIWA COAL – UMCEBO PLAN & BUDGET											
Employees	2018 Plan	2018 Actual	2019 Plan	2019 Actual	2020 Plan	2020 Actual	2021 Plan	2021 Actual	2018-2021 Plan	2018-2021 Actual	2022 Plan
Bursaries	1	2	1	3	1	0	2	3	5	8	1
Budget	R90 000	R461 024	R145 800	R65 737	R157 464	R0	R170 061	R38 852	R736 909	R560 505	R 183 666

REMARKS:

The overall SLP target was achieved in that a total of **8** trained against a plan **5** for the period 2018 – 2021.

COMMUNITY BURSARIES AS AT 31 DECEMBER 2021

IZIMBIWA COAL –UMCEBO PLAN & BUDGET																						
Bursaries	2018 Plan		2018 Actual		2019 Plan		2019 Actual		2020 Plan		2020 Actual		2021 Plan		2021 Actual		2018-2021 Plan		2018-2021 Actual		2022 Plan	
No. of Bursars	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over
	2	1	0	3	1	2	2	1	0	3	1	2	0	3	1	3	3	9	4	9	0	3
Total Bursars	3		3		3		3		3		3		3		4		4		7		3	
Izimbiwa Coal	R393 216		R240 879		R424 673		R314 788		R458 647		R360 154		R495 339		R365 545		R1 771 875		R1 281 366		R534 966	
No. of Bursars	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over
	1	0	0	0	0	1	1	0	0	1	0	1	0	0	0	0	1	0	1	0	0	0
No. of Bursars	1		0		1		1		1		1		0		0		1		1		0	
Andru Mining	R 192 000		R 0		R 207 360		R 136 228		R223 949		R0		R0		R0		R623 309		R136 228		R0	
Total Budget	R585 216		R240 879		R632 033		R451 016		R682 596		R360 154		R495 339		R365 545		R2 395 184		R1 417 594		R 534 966	

REMARKS:

Both Andru Mining and Izimbiwa Coal achieved the 2018 - 2021 SLP set targets.

ROCK BREAKING CERTIFICATE AS AT 31 DECEMBER 2021

ANDRU MINING PLAN & BUDGET											
Rock Breaking Certificate	2018 Plan	2018 Actual	2019 Plan	2019 Actual	2020 Plan	2020 Actual	2021 Plan	2021 Actual	2018-2021 Plan	2018-2021 Actual	2022 Plan
No. of Leaners	2	4	2	2	2	4	2	3	8	13	2
Budget	R90 000	R148 939	R97 200	R34 620	R104 976	R218 265	R113 374	R263 910	R405 550	R683 928	R122 444

REMARKS:

Target achieved in that a total of **12** trained against a plan **8** for the period 2018 – 2021.

INTERNSHIPS - DEVELOPMENT PROGRAMME AS AT 31 DECEMBER 2021

IZIMBIWA COAL - UMCEBO PLAN & BUDGET																						
Internships	2018 Plan		2018 Actual		2019 Plan		2019 Actual		2020 Plan		2020 Actual		2021 Plan		2021 Actual		2018-2021 Plan		2018-2021 Actual		2022 Plan	
Internships Program	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over
	2	2	0	4	1	3	3	0	0	4	1	2	1	3	2	4	4	2	6	4	0	3
Total	4		4		4		3		4		3		4		6		6		10		3	
Budget	R1 680 192		R2 693 908		R1 814 607		R1 491 198		R1 959 776		R2 730 270		R2 116 558		R2		R7 571 133		R8 772 327		R2 285 883	

ANDRU MINING PLAN & BUDGET											
Internships Program	2018 Plan	2018 Actual	2019 Plan	Actual 2019	2020 Plan	2020 Actual	2021 Plan	2021 Actual	2018-2021 Plan	2018-2021 Actual	2022 Plan (Roll Over)
Plan	0	0	0	0	0	0	1	0	1	1	0
Budget							R384 000	R0	R384 000	R624 224	R414 720

REMARKS:

The backlog for 2019/2020 was addressed in 2021, as a result the overall target including for 2022 was achieved for Izimbiwa Coal.

Civil Engineer Intern for Andru Mining was engaged in 2021. Target achieved.

LEARNERSHIPS AS AT 31 DECEMBER 2021

IZIMBIWA COAL - UMCEBO																						
PLAN & BUDGET																						
Type of Learnership	2018 Plan		2018 Actual		2019 Plan		2019 Actual		2020 Plan		2020 Actual		2021 Plan		2021 Actual		2018-2021 Plan		2018-2021 Actual		2022 PLAN	
18.1 Learnership	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over
	2	1	1	1	1	2	3	1	1	3	0	4	1	1	0	3	5	1	4	1	1	1
TOTAL	3		2		3		4		4		4		2		3		6		5		2	
18.2 Learnership	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over
	1	3	0	3	3	1	3	1	3	4	2	3	3	6	3	5	10	3	8	3	4	6
TOTAL	4		3		4		4		7		5		9		8		13		11		10	
Budget 18.1	R635 520		R570 968		R686 362		R508 806		R988 361		R1 071 182		R533 715		R463 252		R2 843 958		R2 614 208		R576 412	
Budget 18.2	R245 968		R537 849		R265 645		R282 771		R502 070		R315 551		R697 160		R313 156		R1 710 843		R1 449 327		R752 933	
TOTAL BUDGET	R881 488		R1 108 817		R952 007		R791 577		R1 490 431		R1 386 733		R1 230 875		R776 408		R4 554 801		R4 063 535		R1 329 345	

REMARKS:

The backlog will be addressed in 2022.

LEARNERSHIPS AS AT 31 DECEMBER 2021

ANDRU MINING PLAN & BUDGET																						
Type of Learnership	2018 Plan		2018 Actual		2019 Plan		2019 Actual		2020 Plan		2020 Actual		2021 Plan		2021 Actual		2018- 2021 Plan		2018- 2021 Actual		2022 PLAN	
18.1 Learnership	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over	New	Roll Over
	1	0	0	0	0	2	2	0	0	1	0	0	1	0	0	0	2	0	2	0	0	0
TOTAL	1		0		2		2		1		0		1		0		2		2		0	
TOTAL BUDGET	R 45 000		R0		R48 600		R28 336		R52 488		R0		R56 687		R0		R202 775		R28 336		R0	

REMARKS:

The backlog for 2018 was addressed in 2019, as a result the target was achieved in that a total of **2** trained against a plan **2** for the period 2018 – 2021.

PORTABLE SKILLS AND OTHER TRAINING INITIATIVES

PORTABLE SKILLS TRAINING														
Skill Type (Occupation)	Target 2017	Actual	Target 2018	Actual	Target 2019	Actual	Target 2020	Actual	Target 2021	Actual	Target 2022	Actual	Target Total	Actual Total
Professionals (PIT Programme)	1	1	1	1	1	2	0	0	0	1	0	0	3	5
Bursaries	1	2	1	0	1	1	0	0	0	0	0	0	3	3
Apprenticeships-section 18 (2) Learners	1	2	1	0	2	3	0	0	0	0	0	0	4	5
Basic coal prep	3	2	3	2	3	5	0	0	0	0	0	0	9	9
Plant Attendant-Skills Programme	6	0	6	0	6	9	0	0	0	9	0	0	18	18
Machine/Plant operator development	5	7	5	5	5	3	0	0	0	0	0	0	15	15
Community Development :														
Technical Training	10	0	10	15	10	15	0	0	0	7	0	0	30	37
Operator Training	6	0	7	0	7	7	0	8	0	5	0	0	20	20
Blasting Assistant	2	8	2	0	2	0	0	0	0	0	0	0	6	8
Driver's license	10	0	10	22	10	0	0	0	0	18	0	0	30	40
ECD Caretaker	5	0	5	6	5	0	0	0	0	9	0	0	15	15
Beauticians (hair and nail)	6	0	7	20	7	0	7	0	7	11	0	0	34	31
	56	22	58	71	59	45	7	8	7	60	0	0	187	206

REMARKS:

Portable skills training is aligned to Eskom Coal Supply Agreement and BBBEE compliance.
Programme started in 2017 and will be reviewed and aligned to community needs.

SCHOOL AND POST MATRIC SUPPORT PROGRAMMES

List of Schools Supported	Type of Support	Number of Beneficiaries	Overall Costs
Morelig Combined School	Skills Development - Matric Camp (R20,000 voucher, purchase of 2 Urns and freezer)	840	R26 800
	Skills Development - Maths and Science		R224 280
	Infrastructure - Photocopier		R46 000
Siphakamile Combined School	Infrastructure - Photocopier	122	R46 000
Wifi	Free uncapped Wi-fi	962	R68 100
			R411 180

REMARKS:

Portable skills training is aligned to Eskom Coal Supply Agreement and BBBEE compliance.
 Programme started in 2017 and will be reviewed and aligned to community needs.
 Total Budget was R411,180 and expenditure was R411,180.

RESEARCH AND DEVELOPMENT INITIATIVES

List of Research and Development Initiatives	Purpose of Research and Development initiatives
Water Treatment Plant	Implementation of Evaporators
	Construction of Water Treatment Plant



REMARKS:

Wonderfontein is an area which is full of ground water. The water has negatively affected operational activities which resulted in investigations to get water evaporators and subsequently construction if water treatment plant.

SECTION 3

EMPLOYMENT EQUITY

EMPLOYMENT EQUITY AS AT 31 DECEMBER 2021

UMSIMBITHI MINING EMPLOYMENT EQUITY STATUS																
OCCUPATIONAL LEVEL	Female				Male			TOTAL HD SA	White	Foreign Nationals		TOTAL NON DESIGNATED	GRAND TOTAL	% HD SA	PWD	
	African	Coloured	Indian	White	African	Coloured	Indian		Male	Female	Male				Male	Female
Senior Management (E Band)	0	0	0	0	0	0	0	0	1	0	0	1	1	0%	0	0
Middle Management (D Band)	3	0	0	1	4	0	0	8	0	0	0	0	8	100%	0	0
Junior Management (C Band)	1	0	0	1	3	0	0	5	0	0	0	0	5	100%	0	0
Core & Critical (C Lower, A & B)	1	0	0	0	0	0	0	1	0	0	0	0	1	100%	0	0
Support (C Lower, A & B)	3	0	0	0	0	0	0	3	0	0	0	0	3	100%	0	0
TOTAL	8	0	0	2	7	0	0	17	1	0	0	1	18	94%	0	0

EMPLOYMENT EQUITY AS AT 31 DECEMBER 2021

IZIMBIWA COAL - UMCEBO EMPLOYMENT EQUITY STATUS																
OCCUPATIONAL LEVEL	Female				Male			TOTAL HD SA	White	Foreign Nationals		TOTAL NON DESIGNATED	GRAND TOTAL	% HD SA	PWD	
	African	Coloured	Indian	White	African	Coloured	Indian		Male	Female	Male				Male	Female
Senior Management (E Band)	0	0	0	1	1	1	0	3	4	0	0	4	7	43%	0	0
Middle Management (D Band)	4	0	1	1	3	0	1	10	5	0	0	5	15	67%	0	0
Junior Management (C Band)	5	0	0	1	7	0	0	13	5	0	0	5	18	72%	1	0
Core & Critical (C Lower, A & B)	53	0	0	0	122	1	0	176	7	0	0	7	183	96%	2	0
Support (C Lower, A & B)	25	1	0	7	19	0	0	52	1	0	1	2	54	96%	1	0
TOTAL	87	1	1	10	152	2	1	254	22	0	1	23	277	92%	4	0

EMPLOYMENT EQUITY AS AT 31 DECEMBER 2021

ANDRU MINING EMPLOYMENT EQUITY STATUS																
OCCUPATIONAL LEVEL	Female				Male			TOTAL HD SA	White	Foreign Nationals		TOTAL NON DESIGNATED	GRAND TOTAL	% HD SA	PWD	
	African	Coloured	Indian	White	African	Coloured	Indian		Male	Female	Male				Male	Female
Senior Management (E Band)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Middle Management (D Band)	0	0	0	1	3	0	0	4	7	0	0	7	11	36%	0	0
Junior Management (C Band)	0	0	0	0	6	0	0	6	3	0	1	4	10	60%	0	0
Core & Critical (C Lower, A & B)	52	0	0	0	316	0	0	368	5	0	2	7	375	98%	0	0
Support (C Lower, A & B)	6	0	0	0	1	0	0	7	0	0	0	0	7	100%	0	0
TOTAL	58	0	0	1	326	0	0	385	15	0	3	18	403	96%	0	0

SECTION 4

LOCAL ECONOMIC DEVELOPMENT

2018 – 2022 SOCIAL AND LABOUR PLAN – (MORELIG COMBINED SCHOOL)

Land Acquisition:

- Purchase of a portion(19.86Ha) has been concluded.

Project Enterprise Development Deliverables / Local Content

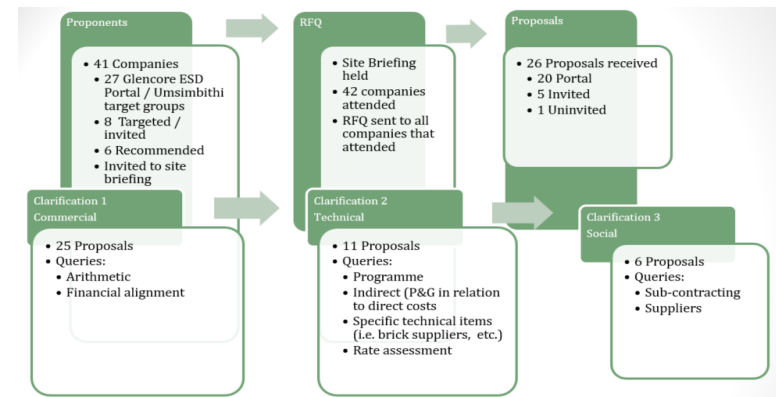
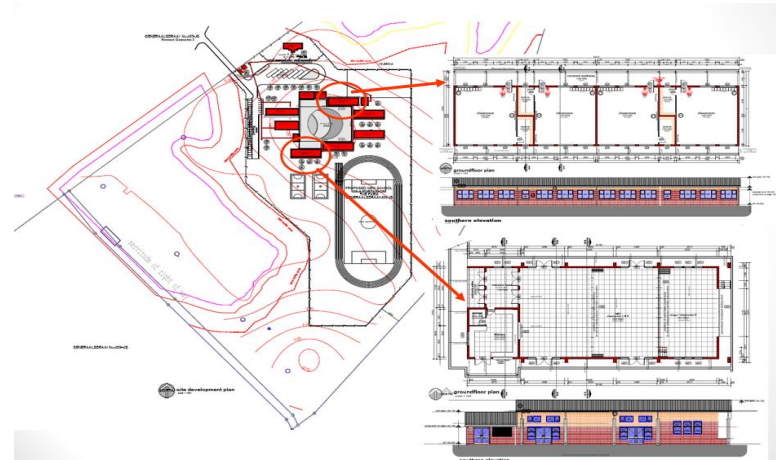
- Procurement process for school construction (Main Contractor) is underway.
- Project manager has been appointed.
- Contractor adjudication process has been finalized and awaiting procurement Committee endorsement.
- Carving of opportunities for local SMMEs to be managed directly by mine procurement team.

Legal Approvals:

- Building Plan Approvals: Submitted to eMakhazeni local municipality.
- Department of Education (DOE): Approved **Drawings 17/11/2020** and **MOU 01/03/2022**.
- Department of Water Affairs – Water Use licence application: Addressing additional comments raised. **Site meeting with DWA scheduled for 09 March 2022 was cancelled.**

Stakeholder Engagement:

- Meeting with Municipal Manager scheduled for **07 March 2022 was cancelled.**
- **SMME Development Programme** - 10 local companies



2018 – 2022 SOCIAL AND LABOUR PLAN – LED PROJECT (MABUYENI SECTION ROAD)

Legal Approvals:

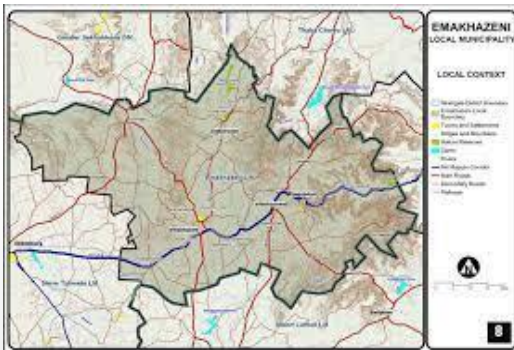
- Initial Project Approval by DMRE - **10 February 2022.**

Enterprise Deliverables / Local Content

- Scope has been finalized by municipality
- Drawings to be submitted & finalized by appointed service provider.
- Opportunities to be maximised to benefit local SMMEs.

Stakeholder Engagement:

- Municipality Technical Department – **06 December 2021.**
- Municipal Manager & LED Manager – **25 February 2022**



2013 – 2017 SOCIAL AND LABOUR PLAN – (ENTOKOZWENI HALL STREET)



Project Enterprise Development Deliverables / Local Content

- Procurement process was concluded on 20 December 2020 (Main Contractor).
- Construction period **26 January 2021 till 31 August 2021**

Total Purchase Order (excl vat) was **R 4,417,324.63**

- ✓ Preliminary and General = **R767,600.00**
- ✓ Road construction = **R1,686,981.80**
- ✓ Storm Water Drainage = **R 1,962,721.80**

Total Cost salaries = R 915,108.00

Beneficiaries

- Total Employment = **18** employees
- ✓ Black Males = **12** employees
- ✓ Black Females = **4** employees
- ✓ White Males = **1** employee
- ✓ White Female = **1** employee

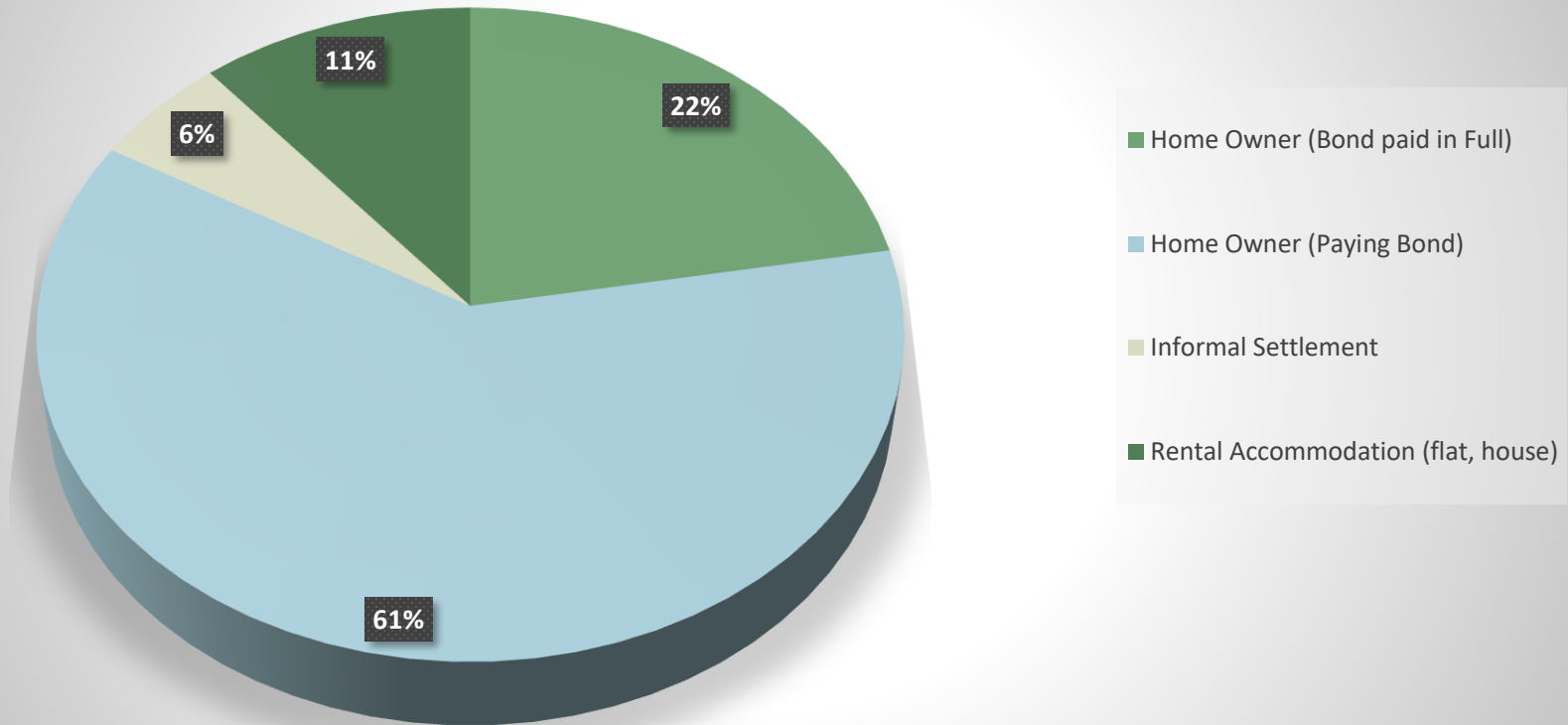
Geographical Background

- Emakhazeni Based employees = **13**
- Gauteng = **3**
- Nkangala = **1**
- Limpopo = **1**

SECTION 5

HOUSING & LIVING CONDITIONS

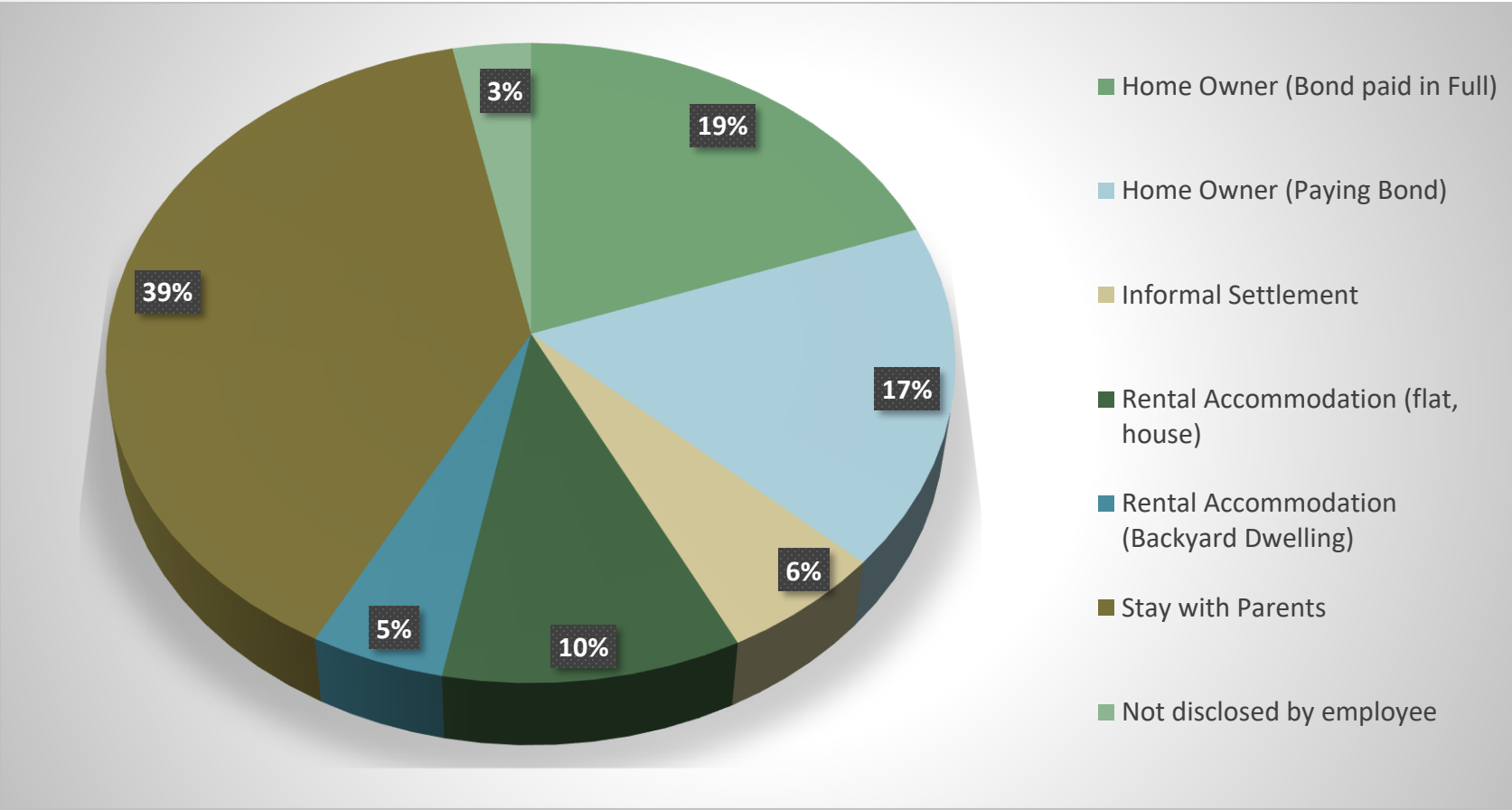
HOUSING & LIVING CONDITIONS – UMSIMBITHI MINING



REMARKS:

Umsimbithi Mining does not provide any housing or hostels to its employees.
The 2021 graph above depicts that 15 (84%) employees out of 18 employees are homeowners.

HOUSING & LIVING CONDITIONS – IZIMBIWA COAL - UMCEBO

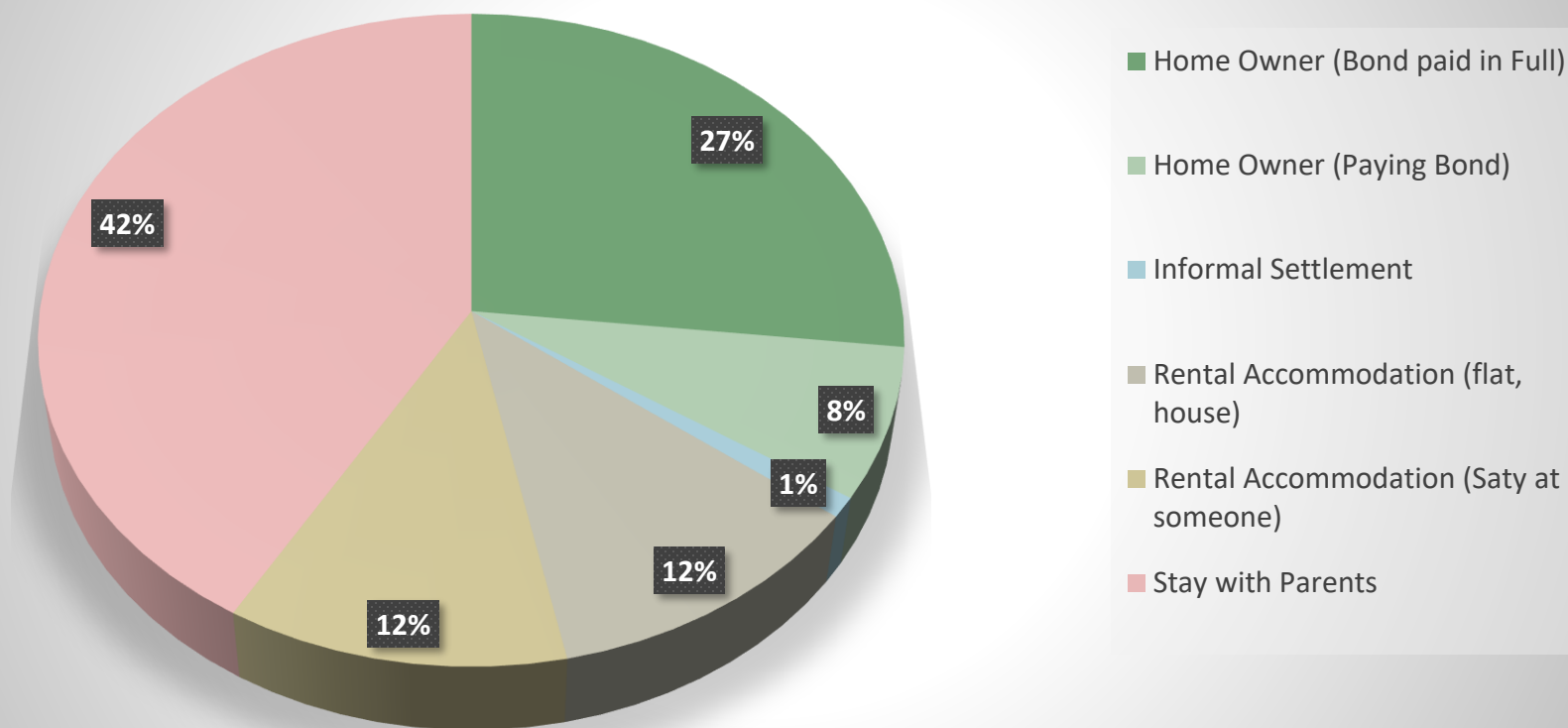


REMARKS:

Izimbiwa Coal does not provide any housing or hostels to its employees. However, a living out allowance of R5 563 is provided to employees within the wage employee grouping to promote home ownership.

The 2021 graph above depicts that 102 (36%) employees out of 277 employees are homeowners.

HOUSING & LIVING CONDITIONS – ANDRU MINING



REMARKS:

Andru Mining does not provide any housing or hostels to its employees. However, a living out allowance is provided to employees within the wage employee grouping to promote home ownership.

The 2021 graph above depicts that 141 (35%) employees out of 403 employees are homeowners.

MEASURES TO ADDRESS NUTRITION AND HEALTH

- The company offers its employees Morvite Nutritional Supplement.
- In addition to the supplement nutrition, employees are evaluated annually and advised of proper health diet.
- Umsimbithi has offered all its employees and contractors with Covid 19 vaccines.

SECTION 6

PROCUREMENT

PROCUREMENT

ELEMENT	Mining Charter III Evaluation as at 31 December 2021		Compliance Target %	ACTUAL % ACHIEVED	Weighting % Target
	Mining Goods includes consumables. Minimum of 70% Apportioned as per below:				
PROCUREMENT	70%	Percentage of the total mining goods procurement budget spend on SA manufactured goods by <u>BEE Entrepreneurs</u> (51% + BO)	21%	26,14%	5,00
		Percentage of the total goods procurement budget spend on SA manufactured goods from companies <u>BEE Women Entrepreneurs</u> (51%+ BWO) or Youth owned and controlled (age 18 -35 BYO or BO) companies	5%	3,90%	1,00
		Percentage of the total goods procurement spend on SA manufactured goods from <u>BEE compliant companies</u> (26% - 50.99% BE and Level 1-4)	44%	49,31%	9,00
	Services		Minimum of 80% of the total spend on services must be sourced from South African based companies. Apportioned as as below.		
	80%	Percentage of total services budget spent on services from <u>BEE Entrepreneurs</u> (51% + BO)	65%	90,70%	5,00
		Percentage of total services budget spend on services from companies who are <u>51%+ BEE Women Entrepreneurs</u> (51%+ BWO) companies	10%	21,96%	2,00
		Percentage of total services budget spend on services from companies who are 51%+ BYO <u>youth owned and controlled</u> (age 18 -35) companies	5%	0,63%	2,00

Description	National Targets (2024)	2018	2019	2020	2021	2022	2023	2024
Procurement of Consumable Goods	70%	3%	9%	34%	49%	55%	65%	70%
Actuals		99%	102%	100%	79%			
Procurement of Services	80%	45%	50%	55%	60%	70%	75%	80%
Actuals		96%	56%	98%	113%			

REMARKS:

The above targets are for each year and should not be interpreted as progressive targets. Although the current SLP is from 2018-2022, above targets show projected targets year by year leading to year as we anticipate to meet National Target.

KEY FOCUS AREAS

Aligning to the local and national objectives we have set ourselves some key focus areas for the year.

- Implementation of Enterprise and Supplier Development Programme

Increase Procurement from:

- Supplier Development Programme graduates
- Black Owned companies including ones with disability ownership
- Black Women and Youth Owned Companies
- Host community based companies

The mine is currently reviewing Procurement policy with intention to improve Contractor Social Management programme.

SECTION 7

MANAGEMENT OF DOWNSCALING AND RETRENCHMENT

MANAGEMENT OF DOWNSCALING & CLOSURE – FUTURE FORUM

COMMITMENT	ACTUAL
Wonderfontein Colliery has established a Future Forum which meets quarterly. The main purpose of the meetings is to monitor compliance against targets. These meetings are attended by amongst others the General Manager, Mine Manager, HR Manager, HR Supt, SLP Coordinator and Employee Representatives.	12 October 2021

The following are standard agenda points for discussions in the meetings:

- Market and Industry Update
- Business Update - Life of Mine
- Challenges in the Short-, Medium- and Long-Term

In last 12 months, Umsimbithi Wonderfontein has not embarked on retrenchment process.

MANAGEMENT OF DOWNSCALING & CLOSURE – MITIGATING FACTORS

Following Future Forum engagements and failure to arrive at measures that would avoid possible retrenchments:

- Issue notices in terms of section 189 of the LRA to affected employees and recognized trade unions;
- Issue notice in terms of section 52 to the DMR and DoL ministries of intention to embark on possible retrenchment, downscaling or closure of mine consultation process;

Consult with employees and their representative trade unions in a joint consensus seeking process to attempt to reach consensus on, amongst other things:

- Measures to avoid retrenchments;
- Measures to reduce the number of affected employees;
- Measures to mitigate the adverse effects of retrenchments; etc.
- When called upon by the DMR, participate in the relevant process in terms of section 52.

Mechanisms to ameliorate the social and economic impact on individuals, regions and economies where retrenchment or closure of the operation is certain.

- The following are measures to be considered for implementation in order to mitigate the social and economic effects of retrenchments on affected employees and communities:
 - » Social Impact Mitigation Plan;
 - » Portable Skills Training;
 - » Counselling through professional counsellors;
 - » Commitment to the completion of SLP projects following downscaling or closure;