

# **ISIBONELO COLLIERY**

# **SOCIAL AND LABOUR PLAN**

## **MAKING THE LIVES OF OUR COMMUNITY BETTER**

**MP 30/5/1/2/2/38 (130) MR**  
**2020 – 2024**

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**The purpose of this publication is to  
inform stakeholders of our Social  
and Labour Plan commitments.**

# 1 INTRODUCTION

<b>Name of the company</b>	Anglo Operations (Pty) Ltd
<b>Name of the mine</b>	Isibonelo Colliery
<b>Physical address</b>	Mining and Property and Permitting Department 17th Floor, 55 Marshall street, Marshall town Johannesburg 2001
<b>Postal address</b>	Anglo Operations (Pty) Ltd PO Box 61587 Marshalltown 2107
<b>Telephone number</b>	+27 (11) 638 3596
<b>Fax number</b>	
<b>Mine address</b>	Vlaklaagte, Old Syferfontein Trichardt-Kriel Road Mpumalanga Isibonelo Colliery
<b>Mine postal address</b>	Private Bag X701 Trichardt 2300
<b>Telephone number</b>	+27 (17) 620 2700
<b>Mine fax number</b>	27 (17) 620 2759
<b>Location of mine</b>	Isibonelo Colliery is situated in the Mpumalanga province between the towns of Kinross, Secunda, Bethal and Kriel. This area is part of the Highveld coalfields and falls within the Govan Mbeki Local Municipality.
<b>Commodity</b>	Coal
<b>Life of mine</b>	7 years (2020 – 2026)
<b>Breakdown of employees per sending area</b>	See section 2.5
<b>Financial year</b>	January to December

## ISIBONELO IS COMMITTED TO UPLIFTING THE LIVES OF EMPLOYEES AND THE COMMUNITY

To reach this goal, we have developed a **Social and Labour Plan** to:



**1. ASSIST IN  
DEVELOPING  
EMPLOYEES AND  
COMMUNITIES**

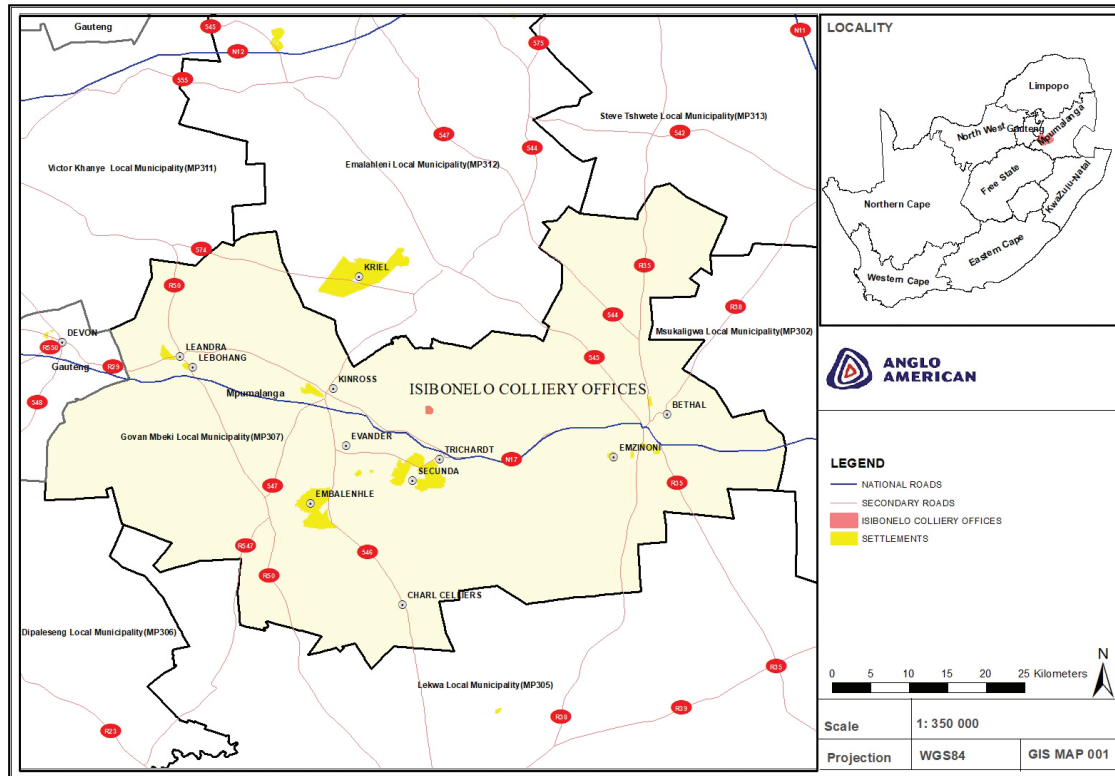


**2. GROW THE  
LOCAL ECONOMY**



**3. WORKING TOWARDS  
UPLIFTING OUR  
COMMUNITY**

# ISIBONELO COLLIERY LOCATION



## 1.1 MORE ABOUT ISIBONELO

Isibonelo Colliery is located approximately 120km east of Johannesburg, 60km south of Witbank and 13km east of Secunda at Govan Mbeki local municipality in Gert Sibande District within the Mpumalanga Province. It is near the northern margin of the Highveld Coalfield of Mpumalanga and has various sites, which include Farms Rietfontein 101 IS, Witbank 80 IS and other surrounding properties.

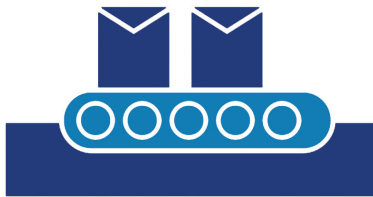
Anglo Coal South Africa, a subsidiary of Anglo American plc, wholly owns the Isibonelo Colliery. It produces 4.5 million tonnes per annum of coal for Sasol Synthetic Fuels in terms of a six-year Coal Supply Agreement. The Sasol plant is the only commercial coal-based synthetic fuels manufacturing facility in the world and produces synthesis gas (syngas) through coal gasification and natural gas reforming. As a result of this contract, Isibonelo Colliery is nearing the end of its Life of Mine (LoM) with approximately 7 years remaining.

At the end of 2019, Isibonelo Colliery's workforce comprised 352 permanent employees and 962 contractor employees.

# FROM MINE TO MARKETPLACE



**COAL IS EXTRACTED  
FROM THE OPEN  
CAST PIT**



**COAL IS  
TRANSPORTED VIA  
CONVEYOR BELT**



**AT SASOL THE COAL  
IS PROCESSED FOR  
SYNTHETIC FUELS**

## 1.2 MORE ABOUT THE SOCIAL AND LABOUR PLAN

The aims of the Social and Labour Plan are to contribute to transformation and promote economic growth in the areas in which Isibonelo Colliery operates.

The purpose of this Social and Labour Plan is to provide assurance to the Department of Mineral Resources and Energy (DMRE) on future contribution committed by the mine. Our Social and Labour Plan has been drafted in accordance with the Mineral and Petroleum Resources Development Act (Act No. 28 of 2002). Other legislation and regulations relevant to the plan include:

- ✓ Mineral and Petroleum Resources Development Act and Regulations Act No. 28 of 2002
- ✓ DMRE Guidelines for Social and Labour Plans
- ✓ Broad-based Socio-Economic Empowerment Charter for the South African Mining Industry, also known as the Mining Charter Scorecard
- ✓ Skills Development Act No. 97 of 1998
- ✓ Employment Equity Act No. 55 of 1998
- ✓ Labour Relations Act of 1995
- ✓ Basic Conditions of Employment Act of 1997
- ✓ Broad-based Black Economic Empowerment Act No. 53 of 2003

### DEFINITIONS

- \* **Anglo Operations Proprietary Limited** also referred to as AOPL include Anglo Coal Operations and Corporate. AOPL is also referred to as Anglo Coal South Africa.
- \* **Isibonelo Colliery** is a mine owned by Anglo Coal South Africa.

## 1.3 THE OBJECTIVES OF THE SOCIAL AND LABOUR PLAN ARE TO:



Promote employment and advance the social and economic welfare of all employees and to uplift all stakeholders within the communities in which we operate



Contribute to the transformation of our industry



Ensure that the holders of mining rights contribute to the socio-economic development of the communities in which we operate, including major labour sending areas

# 2 HUMAN RESOURCES AND DEVELOPMENT PROGRAMME

We believe that a workforce with the right skills, experience and training is one of the industry's most basic needs. We invest significant resources into developing the skills of our employees.

To reach our goal of becoming the Employer of Choice in the mining industry, we provide world class education for employees across our business.

Isibonelo Colliery will continue to focus on the following areas until mine closure:

- ✓ The Skills Development Plan
- ✓ Career progression and planning
- ✓ Mentorship Plans
- ✓ The internship and bursary plan
- ✓ The employment equity plan
- ✓ Plans to meet the Mining Charter requirements

## 2.1 SKILLS DEVELOPMENT PLAN

Isibonelo Colliery has a training centre that is ISO 9001: 2015 certified and a training provider status from the Mining Qualifications Authority (MQA).

Isibonelo Colliery pays levies and claim grants in line with the provisions of the set out by the MQA. Our levy number is L740755147 and we will continue to pay skills levies and claim grants in line with the provisions of the MQA until Mine Closure.



## 2.2 SKILLS DEVELOPMENT FACILITATION




Isibonelo Colliery has a well-established employment equity and skills development committee that meets quarterly. The Equity and Skills Development committee closely drives and monitors training and is an integral part of the mechanisms to address challenges with employment equity, vacancies, succession plan, and new appointments.



## 2.2.1 Adult Education and Training (AET)



Isibonelo Colliery does not offer AET training as it has a literate workforce (see table 2 below).



### Number of employees and education levels: Isibonelo Colliery as at December 2019

BAND	NQF LEVEL	OLD SYSTEM	MALE				FEMALE				Total	
			AFRICAN	COLOURED	INDIAN	WHITE	AFRICAN	COLOURED	INDIAN	WHITE	MALE	FEMALE
 General Education and Training (GET)	1	No Schooling/Unknown	32	3	0	8	6	3	0	1	43	10
			0	0	0	0	0	0	0	0	0	0
		Grade 0/Pre	0	0	0	0	0	0	0	0	0	0
		Grade 1/Sub A	0	0	0	0	0	0	0	0	0	0
		Grade 2/Sub B	0	0	0	0	0	0	0	0	0	0
		Grade 3/Std 1 AET 1	1	0	0	0	0	0	0	0	1	0
		Grade 4/Std 2	0	0	0	0	0	0	0	0	0	0
		Grade 5/Std 3/AET 2	0	0	0	0	0	0	0	0	0	0
		Grade 6/Std 4	0	0	0	0	0	0	0	0	0	0
		Grade 7/Std 5/AET 3	1	0	0	0	0	0	0	0	1	0
		Grade 8/Std 6	0	0	0	0	0	0	0	0	0	0
		Grade 9/Std 7/AET 4	1	0	0	0		0	0	0	1	0
 Further Education and Training (FET)	2	Grade 10/Std 8/N1	12	2	0	4	2	1	0	1	18	4
	3	Grade 11/Std 9/N2	23	1	0	3	3	0	0	2	27	5
	4	Grade 12/Std 10/N3	65	3	1	15	27	3	1	12	84	43
 Higher Education and Training (HET)	5	Diplomas/Certificates	49	0	2	28	8	1	0	1	79	10
	6	First degrees/higher diplomas	13	1	0	2	5	0	0	0	16	5
	7	Honours/Master's degrees	3	2	0	0	0	0	0	0	5	0
	8	Doctorates	0	0	0	0	0	0	0	0		
<b>Total</b>			<b>200</b>	<b>12</b>	<b>3</b>	<b>60</b>	<b>51</b>	<b>8</b>	<b>1</b>	<b>17</b>	<b>352</b>	

### 2.2.2 Learnerships and Other Training Plans

Isibonelo Colliery will source its learnerships externally from surrounding communities and internally from the employees. Learnership and other training will form part of the annual training plans and will be monitored by interested parties and driven with the active involvement and participation of the Equity and Skills Development committee to ensure transparency and promotion of transformation.





TYPE/AREA OF TRAINING		LEARNERSHIP TARGETS INTERNAL RECRUITS 2020 – 2024					TOTAL
		2020	2021	2022	2023	2024	
	Engineering	2	2	2	2	2	10
	Mining	1	1	1	1	1	5
	<b>Total number</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>15</b>

TYPE/AREA OF TRAINING		LEARNERSHIP TARGET EXTERNAL RECRUITS 2020 – 2024					TOTAL
		2020	2021	2022	2023	2024	
	Engineering	6	6	6	6	6	30
	Mining	0	0	0	0	0	0
	<b>Total Number</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>30</b>

### 2.2.3 Artisans Training

Over the years that Isibonelo Colliery has been a part of Anglo American, our artisans have been exposed to various internal training programs that have been established by the internal engineering leadership. These programs ensure that all our artisans have what we term as an “artisan passport”, that ensures that all tradesmen and women are equipped with the competence to ensure that they can perform their daily tasks safely and diligently.

#### Artisan targets recruits 2020-2024

TYPE/AREA OF TRAINING		ARTISAN TARGETS AND TIMELINE					
		2020	2021	2022	2023	2024	Total
	Engineering Trade specific	15	25	20	25	20	105
	Leadership	8	8	7	6	6	35
	Group technical training	15	12	12	8	8	55
	Legal training	20	15	20	12	10	77
Total		58	60	59	51	44	272

### 2.2.4 Leadership Development Programme

Leadership development and upskilling will be driven through several different leadership programmes which are all in line with the latest global business trends and aimed at driving a high level of performance. Different levels of leadership training will be given to all levels of leadership

## 2.3 HARD TO FILL VACANCIES

Anglo Coal South Africa has initiated a number of capacity building initiatives to become self-sufficient in the supply of labour.

One of these initiatives is an in-house bursary scheme. This includes a group of vacation students, trainees and university of technology students who have been employed as part of the Joint Initiative for Priority Skills Acquisition (JIPSA).

We strive to provide training and development opportunities to address the critical skills shortage in South Africa and have created internal trainee positions for surveyors, ventilation, environmental and safety officers to develop these scarce skills internally.

The following positions are regarded as “hard to fill”:

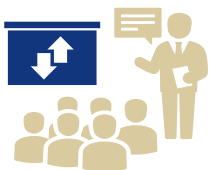
- ✖ Electrical engineers
- ✖ Mechanical engineers
- ✖ Mining engineers
- ✖ Surveyors

Hard to fill vacancies are addressed through bursary programmes, study assistance schemes and the provision of learnerships and skills programmes. Employees are encouraged to study in the fields where there is a scarcity of skills.

### **2.3.1 Role and activities of the MQA**

Anglo Coal South Africa has partnered with the MQA to identify scarce skills, develop unit standards and qualifications to address these. The MQA offers bursaries to students mainly on the scarce skills identified in the sector skills plan and offers practical training in these areas.

Isibonelo Colliery participates in the MQA's structures through company working groups that participate in the writing and validation of unit standards.



## **2.4 COACHING AND MENTORING FOR EMPLOYEES**

The Mentorship programme is an integral part of the overall training and development strategy plan which seeks to enhance skills transfers especially to the South African historical disadvantaged group with more focus on women in technical and leadership programmes.

Isibonelo Colliery has a mentorship plan that is underway to enhance our mentorship programme. A refresher programme will allow for the better matching and closer monitoring of mentor-mentee relationships.

At Isibonelo Colliery all our trainees have the opportunity to select a mentor to assist them through their career aspirations.

## **2.5 TALENT MANAGEMENT**

Our talent management strategy is a continuous process and does not solely rely on recruitment but focuses strongly on retention and development. Our goal is to become the Employer of Choice and thus we focus on appreciating individuals and retaining them by winning their hearts and minds.

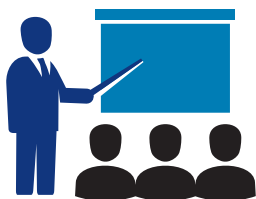


## 2.6 SCHOLARSHIPS, BURSARIES, AND INTERNSHIPS








Isibonelo Colliery puts emphasis on the professional and career development of bursars. As such, Isibonelo Colliery provides successful candidates with much needed financial support for the education, training and development of skills and knowledge that will directly benefit them.

In the next five years, Isibonelo Colliery will be taking employees that have studied in the fields of engineering, mining and technical services and offer them a one-year practical training opportunity.







These employees will be taken off their current roles and placed in the department to conclude the required University/Technikon qualifications. This will be done annually until Mine Closure in line with the MQA Guidelines and the Mine Closure Toolkit.



### Bursaries to be awarded 2020 – 2024 – University of Science


	UNIVERSITY OF SCIENCE BURSARS (COAL SA)					
	DISCIPLINE	2020 TARGET	2021 TARGET	2022 TARGET	2023 TARGET	2024 TARGET
	Mining	11	13	13	13	13
	Mechanical Engineering	8	9	9	9	9
	Electrical Engineering	8	9	9	9	9
	Metallurgy	4	4	4	4	4
	Geology	3	3	3	3	3
	Commerce	0	0	0	0	0
	Other (Industrial Engineering, Environmental)	6	9	9	9	9
	<b>Total</b>	<b>40</b>	<b>47</b>	<b>47</b>	<b>47</b>	<b>47</b>

## Bursaries to be awarded 2020-2024 – University of Technology

UNIVERSITY OF TECHNOLOGY BURSARS (COAL SA)						
DISCIPLINE		2020 TARGET	2021 TARGET	2022 TARGET	2023 TARGET	2024 TARGET
	Mining	2	2	2	2	2
	Metallurgy	0	0	0	0	0
	Electrical Engineering	0	0	0	0	0
	Mechanical Engineering	0	0	0	0	0
	Rock Engineering	0	0	0	0	0
	Other (Survey, Trainee Technicians	2	2	2	2	2
<b>Total</b>		<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>
<b>Total Bursars</b>		<b>44</b>	<b>51</b>	<b>51</b>	<b>51</b>	<b>51</b>








## Professionals in training for 2020 – 2024

Professionals in Training (Coal SA)						
Discipline		2020 Target	2021 Target	2022 Target	2023 Target	2024 Target
	Mining	17	19	19	19	17
	Engineering	15	17	17	17	15
	Metallurgy	7	7	7	7	7
	Commerce	0	0	0	0	0
	Geology	5	5	5	5	5
	Industrial Engineering	4	5	5	5	4
	Environmental	7	7	7	7	7
	Rock Engineering	4	6	6	6	4
	Other(Safety, VOHE,HR)	11	11	11	11	11
<b>Total</b>		<b>70</b>	<b>77</b>	<b>77</b>	<b>77</b>	<b>70</b>

## 2.7 COMMUNITY SKILLS DEVELOPMENT

In alleviation of youth unemployment and poverty the community skills development Non-Mining Skills (Portable Skills Training) will be rolled out in the next five years. We will partner with the Standerton FET College and other SETA-accredited local skills development providers to implement those programmes. This programme will also be extended to employees in preparation for mine closure.

### Community skills development targets 2020 – 2024

PROGRAMME		TARGETS AND TIMELINE					BUDGET
		2020	2021	2022	2023	2024	
	General Security Officer NQF Level 3 Learnership	30	20	0	0	0	R970 000
	Farming	5	10	15	15	15	R350 000
	Carpentry	10	15	15	15	15	R250 000
	Welding	10	15	15	15	15	R300 000
	Entrepreneurship development	10	10	15	20	25	R400 000
<b>Total per year</b>		<b>65</b>	<b>70</b>	<b>60</b>	<b>65</b>	<b>70</b>	<b>R2 270 000</b>



## 2.8 EMPLOYMENT EQUITY



Anglo Coal South Africa has consistently met and exceeded the requirements set by the Mining Charter II and has adopted an approach which strives for improvement and performance beyond compliance. With the 2021 – 2022 budget the mine is looking at enlisting the services of people with disabilities, Isibonelo Colliery endeavours to comply with the Mining Charter III.

Isibonelo Colliery has been meeting and exceeding its HDP target for the past five years, 2015 – 2019.



Anglo Coal South Africa has put a strategy towards alignment with EAP.

Isibonelo Colliery's current figures have thus far met the requirements of the Mining Charter.

### 2.8.1. Numerical Targets for 2020-2024



OCCUPATIONAL LEVEL		MALE					FEMALE					FOREIGN NATIONAL		TOTAL	HDP TARGET	FEMALE TARGET
		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	MALE	FEMALE			
	Top Management (SARLT)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Senior Management	3	0	0	1	4	1	0	0	1	2	0	0	6	60.0%	25.0%
	Professionally Qualified	10	2	0	10	22	4	0	0	2	6	1	0	29	60.0%	25.0%
	Junior Management	18	3	2	9	32	9	1	0	4	14	0	0	46	70.0%	30.0%
	Skilled Technical and academically qualified	59	3	0	25	87	11	1	1	6	19	0	0	106	30.0%	25%
	Semi-Skilled and discretionary	111	5	1	9	126	39	6	0	4	49	0	0	175	60.0%	25%
	Unskilled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total permanent</b>		<b>201</b>	<b>13</b>	<b>3</b>	<b>54</b>	<b>271</b>	<b>64</b>	<b>8</b>	<b>1</b>	<b>17</b>	<b>90</b>	<b>1</b>	<b>0</b>	<b>362</b>	<b>24.9%</b>	<b>25%</b>

### 2.8.2 Numerical disability targets for 2020



OCCUPATIONAL LEVEL		MALE					FEMALE					FOREIGN NATIONAL		TOTAL	HDP TARGET	FEMALE TARGET
		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	MALE	FEMALE			
	Top Management (SARLT)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Senior Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Professionally Qualified -Middle Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Junior Management	0	0	0	0	0	0	0	0	1	1	0	0	1	70.0%	30.0%
	Skilled Technical and academically qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Semi-Skilled and discretionary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Unskilled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Grand total</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>70.0%</b>	<b>30.0%</b>





### 2.8.3 Numerical targets for 2021

OCCUPATIONAL LEVEL		MALE					FEMALE					FOREIGN NATIONAL		TOTAL	HDP TARGET	FEMALE TARGET
		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	MALE	FEMALE			
	Top Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Senior Management	3	0	0	1	4	1	0	0	1	2	0	0	6	60,0%	25,0%
	Professionally Qualified	10	2	0	9	21	4	0	0	2	6	1	0	28	60,0%	25,0%
	Junior Management	18	3	2	8	31	9	1	0	4	14	0	0	45	70,0%	30,0%
	Skilled Technical and academically qualified	59	3	0	25	87	11	1	1	6	19	0	0	106	60,0%	25,0%
	Semi-Skilled and discretionary	111	5	1	9	126	39	6	0	4	49	0	0	175	30,0%	25,0%
	Unskilled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total permanent</b>		<b>201</b>	<b>13</b>	<b>3</b>	<b>52</b>	<b>269</b>	<b>64</b>	<b>8</b>	<b>1</b>	<b>17</b>	<b>90</b>	<b>1</b>	<b>0</b>	<b>360</b>	<b>60,0%</b>	<b>25,0%</b>



### 2.8.4 Numerical disability targets 2021

OCCUPATIONAL LEVEL		MALE					FEMALE					FOREIGN NATIONAL		TOTAL	HDP TARGET	FEMALE TARGET
		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	MALE	FEMALE			
	Top Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Senior Management	0	0	0	0	0	0	0	0	0	0	0	0	0	60,0%	25,0%
	Professionally Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	60,0%	25,0%
	Junior Management	0	0	0	0	0	0	0	0	1	1	0	0	1	70,0%	30,0%
	Skilled Technical and academically qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Semi-Skilled and discretionary	1	0	0	0	1	0	0	0	0	0	0	0	1	100,0%	25,0%
	Unskilled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0,0%
<b>Grand total</b>		<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>100,0%</b>	<b>25,0%</b>



## 2.8.5 Numerical targets 2022

OCCUPATIONAL LEVEL		MALE					FEMALE					FOREIGN NATIONAL		TOTAL	HDP TARGET	FEMALE TARGET
		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	MALE	FEMALE			
	Top Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Senior Management	2	0	0	1	3	1	1	0	1	3	0	0	6	60,0%	25,0%
	Professionally Qualified	10	2	0	9	21	5	0	0	2	7	1	0	29	60,0%	25,0%
	Junior Management	18	3	2	8	31	9	2	0	4	15	0	0	46	70,0%	30,0%
	Skilled Technical and academically qualified	59	3	0	24	86	12	1	1	6	20	0	0	106	30,0%	25,0%
	Semi-Skilled and discretionary	111	5	1	9	126	39	6	0	4	49	0	0	175	30,0%	25,0%
	Unskilled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0,0%
Grand total		200	13	3	51	267	66	10	1	17	94	1	0	362	60,0%	25,0%



## 2.8.6 Numerical disability targets 2022

OCCUPATIONAL LEVEL		MALE					FEMALE					FOREIGN NATIONAL		TOTAL	HDP TARGET	FEMALE TARGET
		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	MALE	FEMALE			
	Top Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Senior Management	0	0	0	0	0	0	0	0	0	0	0	0	0	60,0%	25,0%
	Professionally Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	60,0%	25,0%
	Junior Management	0	0	0	0	0	0	0	0	1	1	0	0	1	70,0%	30,0%
	Skilled Technical and academically qualified	1	0	0	0	1	0	0	0	0	0	0	0	1	20,0%	0,0%
	Semi-Skilled and discretionary	1	0	0	0	1	0	0	0	0	0	0	0	1	60,0%	0,0%
	Unskilled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0,0%
Grand total		2	0	0	0	2	0	0	0	1	1	0	0	3	60,0%	30,0%



### 2.8.7 Numerical targets 2023

OCCUPATIONAL LEVEL		MALE					FEMALE					FOREIGN NATIONAL		TOTAL	HDP TARGET	FEMALE TARGET
		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	MALE	FEMALE			
	Top Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Senior Management	2	0	0	1	3	1	1	0	1	3	0	0	6	60.0%	25.0%
	Professionally Qualified -Middle Management	10	2	0	9	21	5	2	0	2	9	1	0	31	60.0%	25.0%
	Junior Management	18	3	2	8	31	9	2	0	4	15	0	0	46	70.0%	30.0%
	Skilled Technical and academically qualified	59	3	0	23	85	13	1	1	6	21	0	0	106	60.0%	25.0%
	Semi-Skilled and discretionary	111	5	1	9	126	39	6	0	4	49	0	0	175	60.0%	25.0%
	Unskilled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
Grand total		200	13	3	50	266	67	12	1	17	97	1	0	364	60.0%	25.0%



### 2.8.8 Numerical disability targets 2023

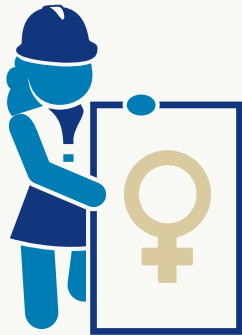
OCCUPATIONAL LEVEL		MALE					FEMALE					FOREIGN NATIONAL		TOTAL	HDP TARGET	FEMALE TARGET
		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	MALE	FEMALE			
	Top Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Senior Management	0	0	0	0	0	0	0	0	0	0	0	0	0	60.0%	25.0%
	Professionally Qualified -Middle Management	0	0	0	0	0	0	0	0	0	0	0	0	0	60.0%	25.0%
	Junior Management	0	0	0	0	0	0	0	0	1	1	0	0	1	70.0%	30.0%
	Skilled Technical and academically qualified	1	0	0	0	1	0	0	0	0	0	0	0	1	60.0%	15.0%
	Semi-Skilled and discretionary	2	0	0	0	2	0	0	0	0	0	0	0	2	25.0%	15.0%
	Unskilled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
Grand total		3	0	0	0	3	0	0	0	1	1	0	0	4	25.0%	0.0%

## 2.8.9 Numerical targets 2024

OCCUPATIONAL LEVEL		MALE					FEMALE					FOREIGN NATIONAL		TOTAL	HDP TARGET	FEMALE TARGET
		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	MALE	FEMALE			
	Top Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Senior Management	2	0	0	1	3	1	1	0	1	3	0	0	6	60,0%	25,0%
	Professionally Qualified -Middle Management	10	2	0	9	21	5	2	0	2	9	1	0	31	60,0%	25,0%
	Junior Management	18	3	2	8	31	9	3	0	4	16	0	0	47	70,0%	30,0%
	Skilled Technical and academically qualified	57	3	0	21	81	15	2	2	6	25	0	0	106	60,0%	25,0%
	Semi-Skilled and discretionary	111	5	1	9	126	39	6	0	4	49	0	0	175	60,0%	25,0%
	Unskilled	0	0	0	0	0	0	0	0	0	0	0	0	0	0,0%	0,0%
Grand total		198	13	3	48	262	69	14	2	17	102	1	0	365	70,0%	30,0%

## 2.8.10 Numerical disability targets 2024

OCCUPATIONAL LEVEL		MALE					FEMALE					FOREIGN NATIONAL		TOTAL	HDP TARGET	FEMALE TARGET
		AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	AFRICAN	COLOURED	INDIAN	WHITE	TOTAL	MALE	FEMALE			
	Top Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Senior Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0,0%	25,0%
	Professionally Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0,0%	25,0%
	Junior Management	0	0	0	0	0	0	0	0	1	1	0	0	1	100,0%	30,0%
	Skilled Technical and academically qualified	1	0	0	0	1	0	0	0	0	0	0	0	1	0,0%	70,0%
	Semi-Skilled and discretionary	2	0	0	0	2	0	0	0	0	0	0	0	2	0,0%	100,0%
	Unskilled	0	0	0	0	0	0	0	0	0	0	0	0	0	0,0%	0,0%
Total		3	0	0	0	3	0	0	0	1	1	0	0	4	25,0%	100,0%





## WOMEN IN MINING

Anglo Coal South Africa recognises the strength in diversity to be gained from employing women and has successfully increased the number of women employed at our operations. We aim to keep on attracting, retaining, and advancing women in all disciplines and at all levels of the organisation.



### Women participation in mining at Isibonelo Colliery (2020 – 2024)

OCCUPATIONAL LEVELS		2020	2021	2022	2023	2024
		TARGET	TARGET	TARGET	TARGET	TARGET
	Top management	0	0	0	0	0
	Senior management	2	2	3	3	3
	Professionally qualified and experienced specialists and mid-management	6	6	7	9	9
	Technical and academically qualified workers, junior management, supervisors, foreman and superintendents	33	33	35	36	36
	Semi-skilled and discretionary decision-making	49	49	49	49	49
	Unskilled and defined decision-making	0	0	0	0	0
<b>Total</b>		<b>90</b>	<b>90</b>	<b>94</b>	<b>97</b>	<b>97</b>

## 2.9 HDP PARTICIPATION IN MANAGEMENT






At Anglo Coal South Africa, we invest in the development of HDP employees. Preference is given to HDP candidates during the recruitment process and personal development plans are in place to further the careers of employees so that they can participate in the management structures of our organisation.

The mine will embark on a targeted recruitment drive to recruit suitably qualified and talent individuals from our area of influence. This will be done taking into consideration the attraction of females from coloureds and Indians to address the demographics of the geographical area of the mine and the country at large.

## 2.10 MIGRANT LABOUR

As part of our focus on uplifting the people who surround our coal mining operations, we make every effort to source labour from our local communities. Isibonelo Colliery's permanent workforce distribution is as follows:

### Migrant labour statistics as at December 2019

COUNTRY OF ORIGIN	PROVINCE	NO OF EMPLOYEES	% PER AREA
 Mozambique		1	0.31%
 Zimbabwean		3	0.92%
	Sub-total migrant labour only	4	1.23%
 South Africa	Gauteng	17	5.24%
 South Africa	Mpumalanga	304	93.25%
 South Africa	Limpopo	1	0.31%
	<b>Sub Total RSA Only</b>	<b>322</b>	<b>98.77%</b>
	<b>Total Strength</b>	<b>326</b>	<b>100.00%</b>

# 3 MINE ECONOMIC DEVELOPMENT PROGRAMME

## 3.1 SOCIO-ECONOMIC BACKGROUND INFORMATION

Anglo Coal South Africa operates mainly in two municipal districts, namely Nkangala and Gert Sibande.

Isibonelo Colliery is located in the Govan Mbeki Local Municipality (GMLM), which is one of seven municipalities in the Gert Sibande District Municipality (GSDM) in Mpumalanga.

Gert Sibande is one of the three district municipalities forming the Mpumalanga Province. The other two are Nkangala and Ehlanzeni. Although the background information provided in this document focuses on the local municipality and its people, regional and provincial influences are not ignored. The GSDM comprises an area of around 31 845 km<sup>2</sup> and includes seven local municipalities:

- The Dipaliseng Municipality
- The Msukaligwa Municipality
- The Albert Luthuli Municipality
- The Mkhondo Municipality
- The Govan Mbeki Municipality,
- The Lekwa Municipality,
- The Pixley Ka Seme Municipality,

Isibonelo Colliery is in the south-western part of the province and the north-western part of GSDM. GMLM's main economic activity is agriculture with three groupings of towns:

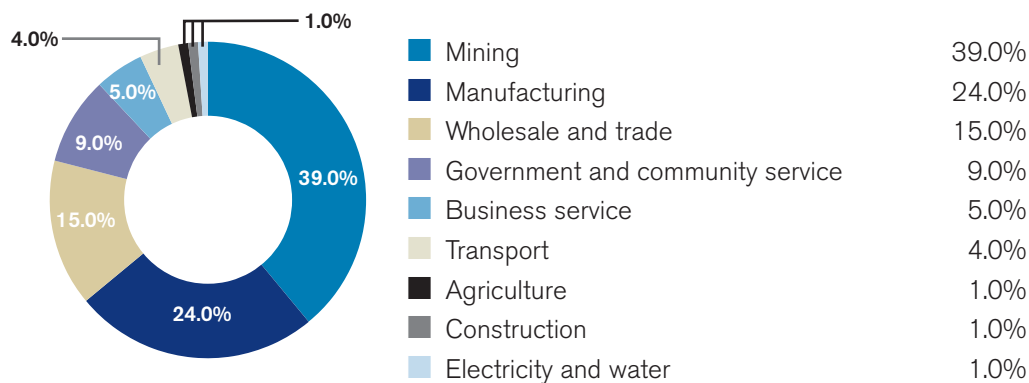
- Leandra: consisting of Leslie, Lebohang and Eendracht on the western edge;
- Greater Secunda: consisting of Trichardt, Evander, Kinross, Secunda and Embalenhle in the central part; and
- Bethal/eMzinoni in the east.

Isibonelo Colliery is surrounded by communities that fall under different municipal demarcations. One such community is Ga-Nala (Kriel), a town that is 27km away from the mine's main offices and falls under eMalahleni Local Municipality (ELM).

GMLM has the most diversified economy within the GSDM, dominated by the petrochemical industry, and coal and gold mining. Nationally, the area is considered strategically important as it houses the largest underground coal mining complex.

According to the local municipality's integrated development plan (IDP), mining contributed almost 39% in 2011 to the local gross domestic product (GDP). The next biggest contributor was manufacturing at 24%. The mining sector was the highest contributor to economic growth and employment in GMLM.

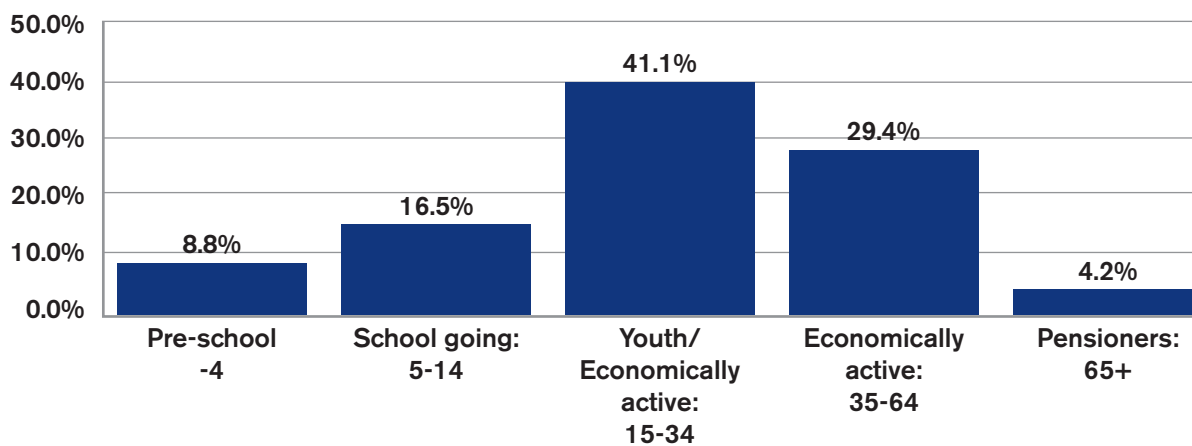
**Govan GDP contribution to municipality by sector (2011)**



### 3.1.1 Population size:

The 2016 Statistics South Africa Community Survey reported that the population of GMLM had increased to 340 091 people from 294 538 in 2011. The youth (15-34 years of age) constitutes 41.1% of the GMLM population. Women constitute 52% of the total population. The racial profile indicates that 86% of the population is African/Black, 12% is white and only 1% is coloured and Indian/Asian. The gender parity indicates that there are more males than females. Females constitute 52% of the total population while males constitute 48%.

**Govan Mbeki population distribution by age group (2016 community survey)**





### 3.1.2 Number of households:

GMLM has 108 892 households, about one-third of the total in GSDM (333 811) and roughly 10% of the figure in Mpumalanga (1 238 861). One in five of these households reside in informal dwellings (20.4%), which is about 1.5 times the rate in GSDM (13.44%) and nearly double that of Mpumalanga (10.9%).

Holfontein, an informal settlement established in 1982 by farm workers from surrounding areas, is a case in point. The settlement was initially next to a railway track on portion 6 of the farm Holfontein 138.

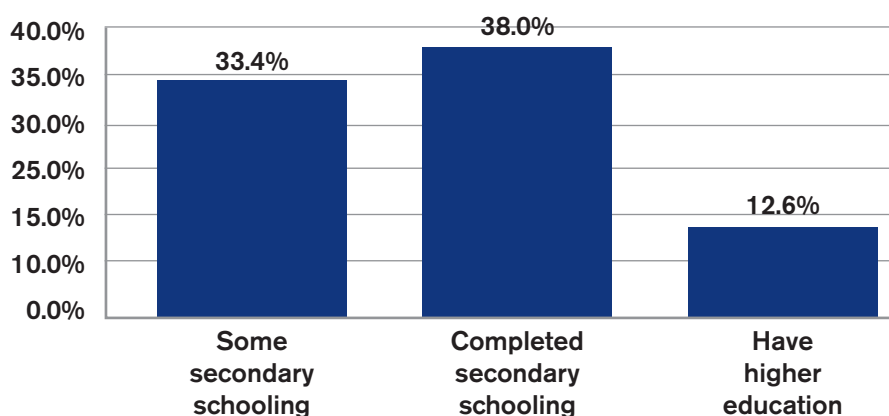
	2011	2016
Number of households	83 869	108 894
Average household size	3.3	3.1

**Type of dwelling:** The figures for home-ownership indicate that in GMLM more than 28% of households are renting, either from private individuals or government agencies. Over half of households (56.5%) either own and have fully paid off their homes, or are in the process of doing so. The GMLM rate is lower than the GSDM (59.52%) and provincial rate (68.6%).

**Unemployment rate:** The latest data shows that Mpumalanga's unemployment rate is over 40% (42.5% in the first quarter of 2018). The last official figures for GMLM indicate that the unemployment rate was at 26.2% in 2011; the rate for women was 34.9%, for men 20.1% and for youth 34.4%.

**Education indicators:** Education and training improve access to employment opportunities and help sustain and accelerate development. It expands the options available to community members for meaningful economic gains through either employment or business ventures. Literacy levels in both municipalities (GMLM and ELM) are reported to be over 90%. A considerable portion of the population had some secondary education or have completed Grade 12. The average for obtaining higher education was approximately 12%.

#### Local community education status (%)



**Health care facilities and access to services:** GMLM is serviced by 11 clinics, three community health centres and two public hospitals (one in Evander and the other in Bethal). The human development index (a measure of people's general living standards and their ability to access services) for GMLM shows significant improvement from 2001-2011. In 2001, the index stood at 0.59; it improved to 0.62 in 2007 and 0.68 in 2011. Although improvements have been made, there are backlogs that still need to be addressed.

**Access to basic services:** The 2016 Mpumalanga Province Community Survey showed progress for the communities of Govan Mbeki and eMalahleni when it came to accessing basic services. Most households have piped water, but few have access to piped water in the house. This means that households rely on communal taps. There is access to flushed toilets and municipal refuse removal. However, the rate at which these municipalities are growing still poses a challenge. Holfontein is estimated to have over 1 000 households, residing on private land.



### 3.2 STAKEHOLDER CONSULTATION AND INVOLVEMENT

Isibonelo Colliery has an established stakeholder engagement forum. Our main aim is to promote strong relationships with the communities that surround our operations through regular engagement on issues that may affect them.

We strive to conduct stakeholder engagement forums quarterly including directly and indirectly affected parties, interested parties and authorities, to enable our stakeholders to bring issues to our attention so that they can be resolved promptly including directly and indirectly affected parties, interested parties and authorities.



### **3.3 SOCIO-ECONOMIC ASSESSMENT TOOLBOX PROCESS**

To improve our understanding of both the positive and negative impacts of our operations on our host communities, Coal utilises Anglo American's Socio-Economic Assessment Toolbox (SEAT) process, which facilitates more structured dialogue with our stakeholders.

This three-year process involves the profiling of communities as well as gathering information on the impact of our operations. Management responses to the concerns and priorities of stakeholders are published in a SEAT report, which is distributed to all stakeholder groups, including local, provincial and national government; non-governmental organisations and interested and affected parties. The implementation of the management responses generated by the SEAT process is taken forward through three-year Community Engagement Plans, which are updated annually. During the SEAT process, stakeholders are identified, and engagement takes place through formal and informal meetings and interviews.

The previous SEAT process was conducted in 2015 in order to address gaps/social needs for the 3 years period. The recent SEAT process was conducted in 2018 and published in 2019 and served as a baseline for the new SLP in alignment to the Integrated Development Plan identified projects.

In 2020, Anglo American started implementation of a revised Anglo Social Way version 3.0 which will be published on the public platform to ensure visibility of the items identified and remedial actions to address both internal and external stakeholders' challenges.

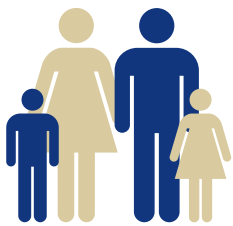
In 2018, Anglo Coal South Africa committed to address items that are aligned to the investment development policy within host communities.



### 3.4 NEGATIVE IMPACTS OF MINING

Isibonelo Colliery has identified the following negative impacts, including the ones identified by stakeholders during engagements.

POSSIBLE NEGATIVE IMPACT	DESCRIPTION OF IMPACT	EXISTING MANAGEMENT MEASURES
Dust	Dust as a result of blasting	Air quality monitoring programme where ambient air quality is monitored and PM10-2.5 on a monthly basis as per dust regulations
Blasting	Blasting vibrations due to blasting	Seismographs have been installed in areas with potential risk to monitor blast and vibration levels. Reports are available to check the results
Water qualities & quantities	Water qualities and contamination of water source during mining activities	Monthly water monitoring is conducted.



### 3.5 MINE COMMUNITY DEVELOPMENT

Isibonelo Colliery is committed to executing community projects for the next five years that will improve the lives of the host and doorstep communities. In 2019, Isibonelo Colliery partnered with two organisations to achieve our goals:

- \* Star Schools to implement a Maths and Science Incubator programme which is continuing over the next five years.
- \* Govan Mbeki Local Municipality to upgrade the Lebohang sewer network.

### 3.6 LOCAL ECONOMIC DEVELOPMENT PROJECTS

In its Social and Labour Plan, Isibonelo Colliery committed to five community development projects which are aligned to the Anglo American Sustainability Strategy. The Lebohang Sewer Network Project and the Maths and Science Incubator Programme are continuing from the previous Social and Labour Plan.

#### Lebohang Sewer Network

**R7.5 million**

**Project end date: 2020**



### HUMAN CAPITAL DEVELOPMENT

#### Community Skills Development and Capacity Building

**R2.3 million**

**Project end date: 2024**



#### Community Scholarship/bursary scheme

**R4.4 million**

**Project end date: 2024**



#### Solid waste management

**R4 million**

**Project end date: 2022**



#### Maths and Science Learner Incubator Programme

**R14.7 million**

**Project end date: 2024**



### HOUSING AND LIVING CONDITIONS

Anglo Coal South Africa promotes home ownership with the long-term goal of meeting the Mining Charter's requirement that all employees live in sustainable human settlements.



### 3.7 ANGLO COAL SOUTH AFRICA HOUSING STRATEGY

Our vision for housing is long-term home ownership for all our employees. As a result, we wish to move away from housing provision entirely and to ensure that employees are accommodated in their own formal accommodation located within the metropolitan and districts frameworks of the regions where our new and existing operations are based.

The primary aims of this vision are:

- To meet the agreements outlined in the 'Framework of Principles on Accommodation' with the unions, and to ensure that employees can live with their families in normalised, sustainable environments.
- To support the integration of future corporate social investment activities within the regional municipal framework and infrastructure development.
- To assist the Chamber of Mines to meet the Housing Forum commitments and to ensure that the Social and Labour Plan and Mining Charter's obligations are met and are sustainable.
- To enhance the social and economic sustainability of the regions in which Anglo Coal South Africa operates through a housing model that is integrated within the greater metropolitan and districts centres and aligned with the Integrated Development Plans for those regions.

#### 3.7.1 Key challenges:

- ✗ Lack of affordable housing which encourages employees to remain in mine-provided accommodation in unsustainable areas.
- ✗ Bulk infrastructure costs and constraints which have delayed the delivery of serviced stands for residential developments in sustainable areas and which have added to the cost of housing and selling prices.
- ✗ Chronic housing backlogs. This has resulted in long waiting lists and delivery lead times.
- ✗ Limited municipal resources, particularly funding and capacity, to provide infrastructure and services for residential developments.

### 3.8 HOUSING ACTION PLAN

During 2007, Anglo Coal South Africa initiated a project to manage the transition from housing provision at its operations to full home ownership. This plan is based on the following pillars:

- ✓ The adjustment of housing allowance in line with market conditions to encourage employees to relocate to sustainable residential settlements in established areas
- ✓ To support bulk infrastructure development within the local municipal spatial framework with funding and technical expertise to fast-track the delivery of housing and contain house prices within acceptable levels.
- ✓ To specifically source and support housing delivery within metropolitan urban areas that is sustainable in the longer term.
- ✓ To facilitate and market home ownership to all employees.

## 4 RESPONSIBLE MANAGEMENT OF DOWNSCALING AND RETRENCHMENT

The primary objective of downscaling and retrenchment management is to ensure that there are no other viable options to achieve operational requirements before considering the downscaling of workers. This becomes imperative as we enter our last SLP (2020 – 2024) as an operational colliery, with no prospect of a life extension. To achieve this, Isibonelo Colliery has put in place various measures as outlined below:

### **4.1 ESTABLISHMENT OF FUTURE FORUM**

Isibonelo Colliery has established a future forum. This includes management, trade unions, the Govan Mbeki Local Municipality, and other stakeholders from each department. The purpose of the discussions is to identify challenges affecting the mine, and to come up with solutions to address them and implement those agreed upon by both the employer and employee representatives.

### **4.2 MECHANISMS TO AVOID JOB LOSSES AND A DECLINE IN EMPLOYMENT**

Should prevailing economic conditions cause the profit revenue ratio of any operation to be less than an average of six percent for a continuous period of twelve months, Anglo Coal South Africa and Isibonelo Colliery would initiate the following processes which must include, but not be limited to, the following:

- Consultation with all relevant stakeholders.
- The implementation of section 189 of the Labour Relations Act, 1995.
- Notifying the Minerals and Mining Development Board.
- Compliance with the Ministerial directive and confirmation of how corrective measures would need to be taken.



### 4.3 MANAGING RETRENCHMENTS RESPONSIBLY

The most direct and appropriate intervention for Isibonelo Colliery is to assist employees facing retrenchments to secure alternative employment. Together with the other coal operations, Isibonelo Colliery has put several mechanisms in place to mitigate the impact of job losses in the event of downscaling or if the mines closes.

The following processes will be followed in the event of mine closure:

- Consultation – the consultation process in terms of Section 52(1) of the MPRDA;
- Implementation of Section 189 of the Labour Relations Act;
- Notification to the Minerals and Mining Development Board – the notification process to the Board in terms of Section 52 (1) (a) of the Act;
- Complying with the minister's directive and conforming how corrective measures will be taken;
- Internal transfers to the coal mines;
- Providing training for proxy earners; and
- Reskilling of workers for other jobs on the mine or for jobs outside the mining sector.

Isibonelo Colliery supports the multi-tasking of employees. One of the mine's strategies encompasses an understanding by employees that jobs and duties, subject to individual skills and capabilities, are flexible within Anglo Coal South Africa's departments and mines such as Isibonelo Colliery. To broaden the skills base, Isibonelo Colliery provides training and retraining in the employee's existing career path as well as in new technological developments.



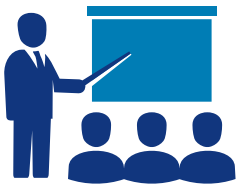
## 4.4 MINIMISING THE SOCIO-ECONOMIC IMPACT

Planning for closure and downsizing takes place throughout the life cycle of the mine, from exploration through to post-closure rehabilitation. Isibonelo Colliery intends to ensure that the livelihoods of its workers, residents and families are sustained despite the downsizing or closure of the mine.

## 4.5 STRATEGY

Isibonelo Colliery will make every effort to ameliorate the social and economic impact of individuals, regions and economies where retrenchment and closure is certain. These initiatives will focus on:

- ✓ Assessing and counselling affected individuals.
- ✓ Comprehensive self-employment training and re-employment programmes; and
- ✓ Closure planning.



### 4.5.1 Assessment and counselling services

The Company will consider providing counselling through professional counsellors.

### 4.5.2 Self-employment training and re-employment programmes

Isibonelo Colliery recognises that its operations have a limited life span and that demands of the business could require a reduction in human resources in the future. As part of its corporate social responsibility, Isibonelo Colliery intends to equip the current work force-as well as members of the community-with portable skills that will benefit the individuals concerned. To realise this commitment, Isibonelo Colliery will implement a portable skills programmes covering the following skills:

- ✓ Carpentry.
- ✓ Bricklaying.
- ✓ Painting; and
- ✓ Plumbing.

The Training Department will coordinate the provision of the above self-employment training and re-employment programmes for all employees affected by retrenchments.



#### **4.5.3 Closure Planning**

Isibonelo Colliery envisages that the mine will be closing effective from 2026 financial year. The operation will develop a closure plan informed by Anglo American Mine Closure Toolbox which considers the optimal use of mine land and infrastructure during the operational phase as well as the closure phase of the mining life-cycle.

This plan will be a focus area of Isibonelo Colliery's LED strategy to diversify the economy and will consider the potential social benefits of utilising the existing land and infrastructure.

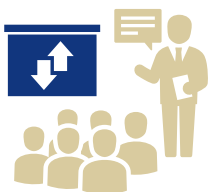


#### **4.5.4 Land and infrastructure for food production enterprise on mine land**

A principal issue in the reduction of risk exposure of mine communities is their lack of food security. More specifically, loss of wage income because of retrenchment eliminates or reduces the capacity of the urban resident to purchase food. In a rural environment, residents can often undertake subsistence farming as a substitute for purchased food.

#### **4.5.5 Other enterprises on mine property**

Isibonelo Colliery will consider the option of outsourcing current jobs that could be performed on a contractual basis by existing mineworkers. The mine will develop and implement a policy in this regard in conjunction with labour representatives. A suggestion that will be considered involves the voluntary retrenchment of certain employees who would then be assisted in the establishment of a supplier assistance programme.



#### **4.5.6 Training and mentorship of community members**

Isibonelo Colliery undertakes to consider assisting in the establishment of the various business structures where stakeholders or appointers will be trained and mentored in the appropriate business and technical skills as a part of the LED programme.

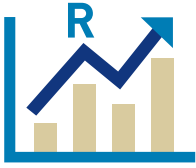
# 5 FINANCIAL PROVISION



## 5.1 HUMAN RESOURCES PROGRAMME

The following represents the financial provision allocated to Isibonelo Colliery's human resources programmes:

PROGRAMME		2020	2021	2022	2023	2024
	Skills Development Levies Act	R365 820	R387 769	R411 035	R435 697	R461 839
	Learnerships	R767 376	R804 210	R843 616	R885 797	R930 973
	Internal training programme	R3 099 129	R3 247 887	R3 407 037	R3 577 385	R3 759 832
	External training programme	R2 621 484	R2 747 315	R2 881 943	R3 026 030	R3 180 358
	<b>Total</b>	<b>R61 222 169</b>	<b>R6 411 643</b>	<b>R6 721 548</b>	<b>R7 053 515</b>	<b>R7 409 323</b>



## 5.2 LOCAL ECONOMIC DEVELOPMENT

The following represents the financial provision for Isibonelo Colliery's Local Economic Development projects:

### 5.2.1 Financial provision for Isibonelo Colliery's Local Economic Development programme

ITEM	PROJECT NAME	COMMITTED BUDGET	2020	2021	2022	2023	2024
1	Lebohang Sewer Network Project – Rising Main	-R7 500 000 (funding catered for in previous SLP)	-R7.5m	R0	R0	R0	R0
2	Human Capital Development:						
	2.1 Community Skills Development and Capacity Building (Operator Machine and Portable skills; General Security Officers NQF 3 Learnership; Farming; Carpentry; Welding)	R2 270 000	R70 000	R900 000	R500 000	R450 000	R350 000
	2.2 Community Scholarship/ Bursary scheme (University, Technikon & TVET)	R4 444 850	R500 000	R850 000	R935 000	R1 028 500	R1 131 350
3	Maths and Science Learner Incubator Programme	R14 696 953	R2 537 500	R2 729 690	R2 931 036	R3 133 382	R3 365 345
4	Solid Waste Management – Construction of a mini-transfer station in Embalenhle or Kinross (priority location to be identified by GMLM)	R4 000 000	R0	R4 000 000	R0	R0	R0
	<b>Total</b>	<b>R25 411 803</b>	<b>R3 107 500</b>	<b>R8 479 690</b>	<b>R4 366 036</b>	<b>R4 611 882</b>	<b>R4 846 695</b>

### 5.3 MANAGEMENT OF DOWNSCALING AND RETRENCHMENTS

Financial provision for the management of downscaling and retrenchments is given in the following table:

#### Financial provision for the management of downscaling and retrenchments

No.	Process	Remarks
1	Consultation with stakeholders	Financial provision will be made available for all the processes involved in managing downscaling and retrenchments
2	Informing employees of possible retrenchments	
3	Informing other affected parties	
4	Informing outside parties	
5	Assessment and counselling services for affected employees	
6	Self-employment training programmes	
7	Life skills training programmes	
8	Regeneration of local economies	
9	Other	

## 6 UNDERTAKING

The person responsible for the social and labour plan, who is responsible to make known the social and labour plan to the employees and who must be contacted for follow-ups, requests, reports, queries, enquiries, discussions, etc. at time of such needs must make the following undertaking on behalf of the Mine or Production Operation. The General Manager or any other person so appointed must approve the social and labour plan.

I, \_\_\_\_\_ the undersigned and duly authorized thereto

by \_\_\_\_\_ (Company)

undertake to adhere to the information, requirements, commitments, and conditions as set out in the social and labour plan.

Signed at \_\_\_\_\_ on this \_\_\_\_\_ day \_\_\_\_\_ 20 \_\_\_\_

Designation: Mineral and Property Rights Manager Coal SA

\_\_\_\_\_  
Signature of responsible person

# ABBREVIATIONS

The following abbreviations are found in this document.

AET	Adult Education Training	LoM	Life of Mine
ATR	Annual Training Report	MP	Mpumalanga
AOPL	Anglo Operations Proprietary Limited	MR	Mineral Rights
DMRE	Department of Minerals Resources and Energy	MPRDA	Minerals Petroleum Resource Development Act
EAP	Economically Active Persons	MQA	Mining Qualification Authority
EEA	Employment Equity Assessment	NQF	National Authority Qualification
FET	Further Education Training	PM	Particulate Matter
GET	General Education and Training	RSA	Republic of South Africa
GDP	Gross Domestic Product	SA	South Africa
GMLM	Govan Mbeki Local Municipality	SARLT	South African Regional Leadership Team
GSDM	Gert Sibande District Municipality	SEAT	Socio Economic Assessment Toolbox
HET	Higher Education and Training	SETA	Sector Education and Training Authority
HDP	Historically Disadvantaged Persons	SLP	Social and Labour Plans
HR	Human Resources	VOHE	Ventilation and Occupational Hygiene Engineering
IDP	Integrated Development Plans		
JIPSA	Joint Initiative for Priority Skills Acquisition		

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