



Umnotho weSizwe

## MOOIHOEK CHROME MINE

MOOIHOEK  
CHROME MINE

REGIONAL RESOURCES  
PRIVATE BAG X9467  
POLOKVANE 0700  
REGIONAL MANAGER  
IMPACT SERVICES  
SIGNATURE DATE  
27/01/19

## REVISED SOCIAL AND LABOUR PLAN

**Period: 2018 to 2022**

Mining Right Reference Number: LP 30/5/2/2/90 MR

DATE: JANUARY 2019

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## EXECUTIVE SUMMARY

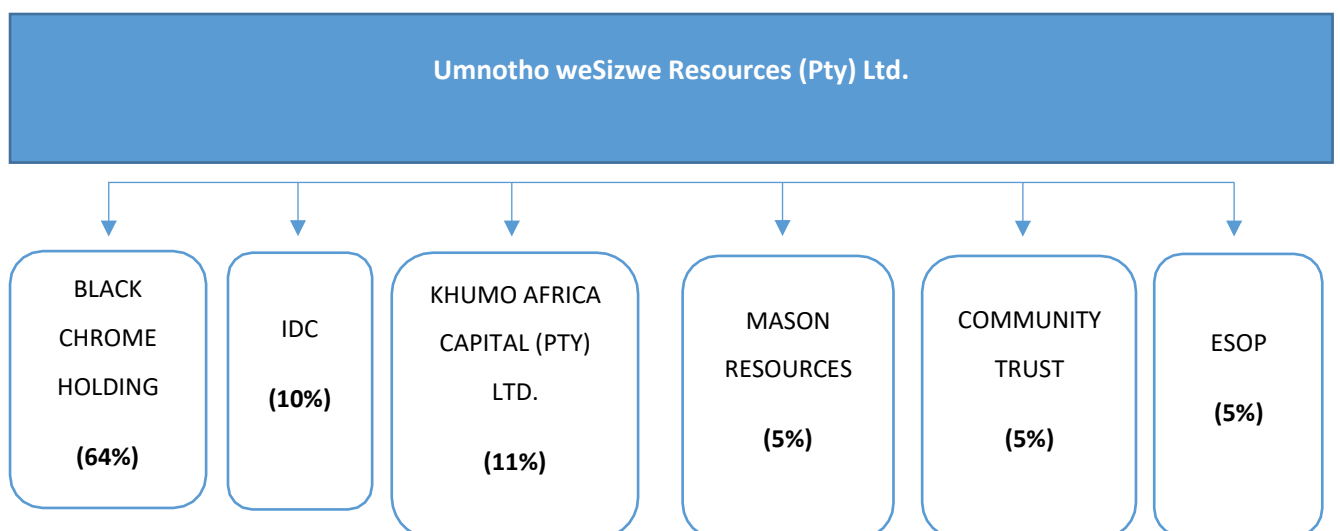
Umnotho weSizwe Resources (Pty) Ltd. (hereinafter referred to as “Umnotho weSizwe”) in compliance with a condition of the granting of New Order Mining Right issued under DMR reference LP 30/5/1/2/2/90 MR, has sold controlling shareholding to Black Chrome Holdings (Pty) Ltd and is in the process of applying for a Section 11 shareholding transfer.

The mine has been in operation since April 2011 but due to cash flow constraints were registered for business rescue in February 2013. The Mine is not under the management of a Business Rescue Practitioner since May 2018. The commodity extracted is chrome and is mined by means of bord and pillar.

This document serves as the new five (5) year Social and Labour Plan (SLP) for the period 1 July 2017 to 30 June 2021 for Umnotho weSizwe Resources(Pty) Ltd. on Mooihoek Chrome Mine. This SLP has been compiled in terms of the Minerals and Petroleum Resources Development Act (Act No. 28 of 2002) (MPRDA), and sets out the social and labour programmes to be in place for the duration of the granted mining right.

The proposed shareholding structure for Umnotho weSizwe Resources (Pty) Ltd. following section 11 approval is included in Figure 1 below.

**Figure 1: Umnotho weSizwe Resources (Pty) Ltd. Shareholding Structure following section 11 approval**



## **SECTION 1: INTRODUCTION AND PREAMBLE (Reg. 41 (a to c))**

### **1.1 Introduction**

The objectives of Mineral and Petroleum Resources Development Act, 2002, (Act No. 28 of 2002) (MPRDA) as entrenched in section 2(d), (f) and (i) of the Act are inter alia to:

- Substantially and meaningfully expand opportunities for historically disadvantaged persons, including women, to enter the mineral and petroleum industries and to benefit from the exploitation of the nation's mineral and petroleum resources;
- Promote employment and advance the social and economic welfare of all South Africans; and
- Ensure that the holders of mining and production rights contribute towards the socio-economic development of the areas in which they are operating.

In order to ensure effective transformation in the mining industry and meet the aforementioned objectives, the MPRDA requires submission of Social and Labour Plans (SLPs) from mining companies as a key requirement for the granting of a mining right. The objectives of the SLP (Regulation 41 of MPRDA) are to:

- Promote economic growth and mineral and petroleum resources development in the Republic (Section 2 (e) of the MPRDA);
- Promote employment and advance the social and economic welfare of all South Africans;
- Contribute to the transformation of the mining industry; and
- Ensure that holders of mining or production rights contribute towards the socio-economic development of the areas in which they operating as well as the areas from which the majority of the workforce is sourced (Section 2 (i) of the MPRDA, and the Mining Charter).

## 1.2 Preamble

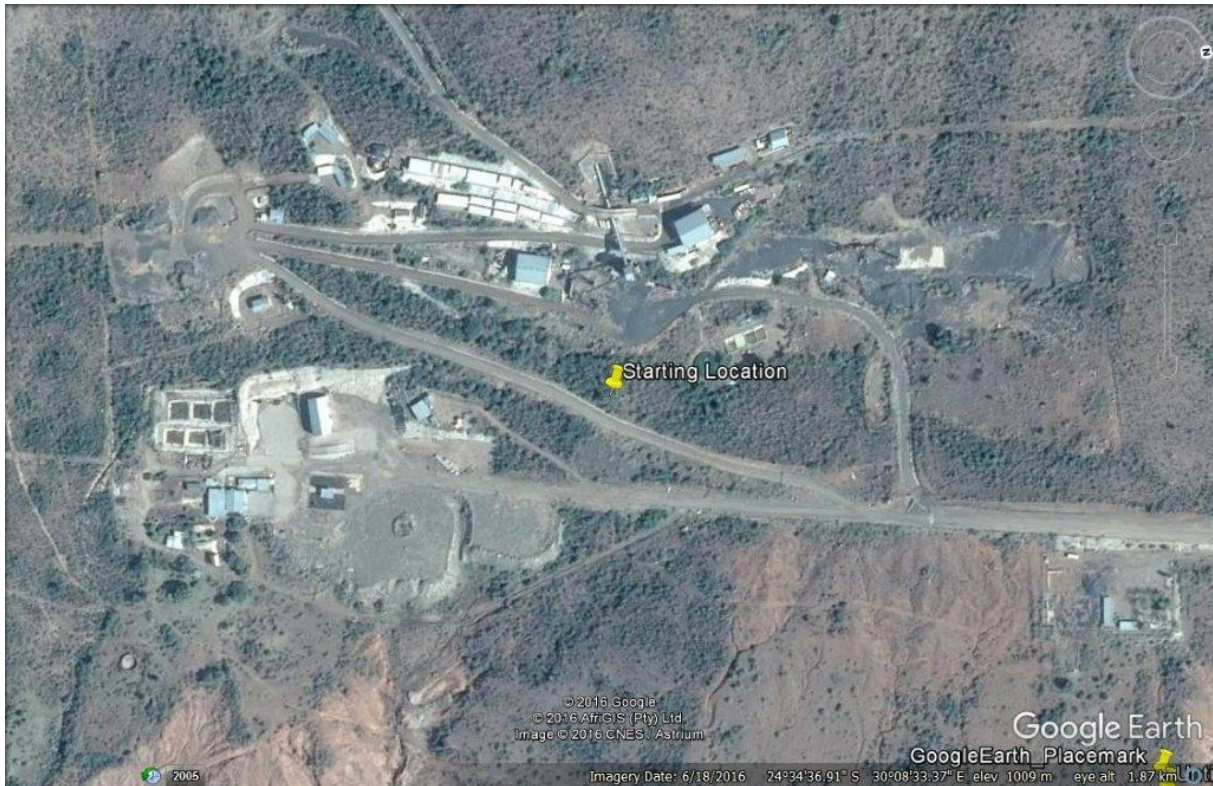
<b>Name of Company:</b>	Umnotho weSizwe Resources (Pty) Ltd.
<b>Name of Mine:</b>	Mooihoek Chrome Mine
<b>Registered Physical Address:</b>	Farm Mooihoek 255 KT
	Off R37 next to Dilokong Mine
	Driekop, 1129
<b>Registered Postal Address:</b>	P.O. Box 444
	Burgersfort
	1150
<b>Contact Person:</b>	Theuns Erasmus
<b>Telephone Number:</b>	+27 83 259 0184
<b>Head Office:</b>	+27 11 239 8800
<b>Location of Mine:</b>	Farm Mooihoek 255 KT
<b>Commodity:</b>	Chrome
<b>Life of Mine:</b>	22 years
<b>Mining Right Duration:</b>	30 years
<b>Financial Year End:</b>	February
<b>SLP Reporting Period:</b>	1 July to 30 June

## 1.3 Locality of Mine

Mooihoek Chrome Mine is situated in the Limpopo province on the farm Mooihoek 255 KT in the Greater Tubatse Municipal area in the district of Greater Sekhukhune. The Greater Tubatse Municipality borders the Olifants River (north of the Strydom Tunnel to 35km south of Lydenburg, from Orighstad to Steelpoort).

Figure 2 below provides the location of the mining operation for Umnotho weSizwe.

**Figure 2: Locality Map for Black Chrome Mining Operation**



#### **1.4 Core Business Contractor Compliance**

Umnotho Wesizwe has designated its operational staff on Mooihoek Chrome Mine to a related entity called Sail Contracting (Pty) Ltd (herein after referred to as Sail Contracting). Sail Contracting employed two hundred and fifty-nine (259) employees, in addition Umnotho Wesizwe directly employed twelve (12) employees as of 1 March 2017. Both companies will adhere to section 101 of the MPRDA to ensure compliance is maintained.

#### **1.5 Current Workforce**

Table 1 provides a summary of the current workforce employed by Sail Contracting and Umnotho weSizwe, both companies who are related parties as at 1 March 2017.

**Table 1: Occupational Distribution of Umnotho weSizwe and Sail Contracting Workforce as at 1 March 2017**

Occupational Levels	Designated							Non-Designated			Total
	Male			Female				Male	Foreign Nationals		
	African	Coloured	Indian	African	Coloured	Indian	White	White	Male	Female	
Top Management	0	0	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	2	0	0	2
Professionally Qualified and Experienced Specialists and Mid-Management	2	0	0	0	0	0	0	3	0	0	5
Skilled Technical and Academically Qualified, Jnr Management, Supervisors, Foreman and Superintendents	29	1	0	6	0	0	2	12	0	0	50
Semi-Skilled and Discretionary Decision-Making	143	0	0	13	0	0	0	2	0	0	158
Unskilled and Defined Decision-Making	46	0	0	10	0	0	0	0	0	0	56
<b>Total Workforce (excluding Disabled Employees)</b>	<b>220</b>	<b>1</b>	<b>0</b>	<b>29</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>271</b>
Disabled	0	0	0	0	0	0	0	0	0	0	0
<b>Grand Total</b>	<b>220</b>	<b>1</b>	<b>0</b>	<b>29</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>271</b>

The workforce profile of Umnotho weSizwe and Sail Contracting consists of two hundred and forty (240) (89%) males and thirty-one (31) (11%) females. The designated composition for the senior staff (Paterson levels C, D and E) relates to 70% HDSAs in management occupations. The lower Paterson bands consist of a two hundred and twelve (212) (99%) designated staff profile.

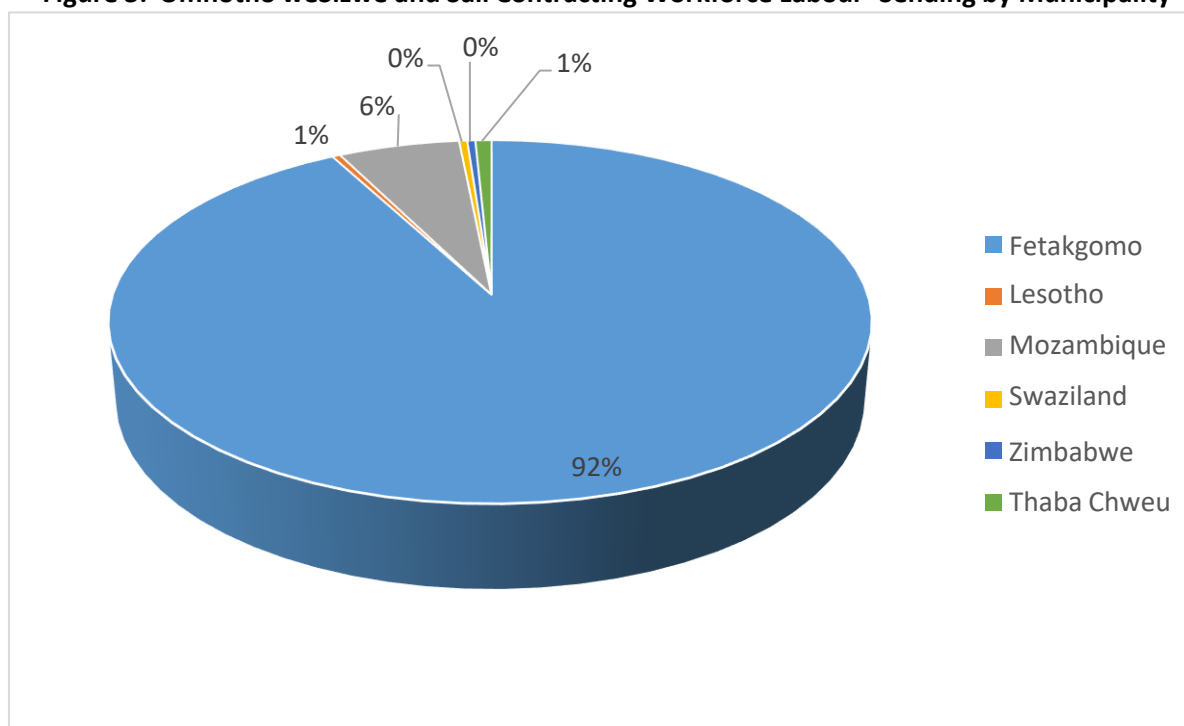
### **1.6 Geographic Origin of Workforce**

The objective of the company's recruitment policy is to direct and discipline recruitment and employment practices to ensure that the objectives of the Company are attained – especially those objectives which are related to structural and operational efficiency within the business, the demographic composition of the workforce and to provide guidance on the recruitment of staff so as to comply with the provisions of the Labour Relations Act 66 of 1995 and the requirements of the Employment Equity Act of 1998. The policy defines the objectives to be met in the implementation of the Recruitment and Selection procedure that are aimed at attracting competent individuals to fill a position. Candidates are selected for appointment according to their ability, qualifications and

competencies required to fulfil the job requirements without having regard to discrimination factors such as race and gender. Internal candidates are given prior consideration for job vacancies and only where it is determined that a suitable internal candidate is not available and external candidate will be appointed. The company considers itself as an equal opportunity employer and aims to eliminate all forms of unfair discrimination in the recruitment and selection of staff.

Figure 3 to follow illustrates the labour-sending of Umnotho weSizwe and Sail Contracting workforce by local municipal area. The labour-sending profile of Umnotho weSizwe and Sail Contracting’s workforce is depicted in Table 2.

**Figure 3: Umnotho weSizwe and Sail Contracting Workforce Labour -Sending by Municipality**



It is evident from Figure 3 above that 92% of the workforce has been sourced from the local municipal area (Fetakgomo Greater Tubatse Municipality). Only a mere 7% of the workforce has been sourced from neighbouring countries. It should be noted that eighteen (18) employees still need to verify their labour-sending areas and has not been included within the above analysis of the labour-sending areas of Umnotho weSizwe ’s workforce.

Given the above, the focus area for LED project identification will be focussed on the host community, e.g. Maroga Community and extensive engagement has been concluded from November 2016 to date (refer to Section 3 of this document).

**Table 2: Breakdown of Labour Sending Areas of Permanent Workforce at Umnotho weSizwe as at 1 March 2017**

Employee No.	Name	Surname	ID No.	Labour Sending Town	Local Municipality	District Municipality	Province	Country
BCM 001	Gawie	vd Westhuizen	9403165268084	Rustenburg			North West	South Africa
BCM 005	Arnoldus	Bezeindenhout	7910055007085	Rustenburg			North West	South Africa
BCM 006	Bongani	Maziya	40604656	Swaziland	Swaziland	Swaziland	Swaziland	Swaziland
BCM 008	Paul	Boane	30MA04560	Mozambique	Mozambique	Mozambique	Mozambique	Mozambique
BCM 009	Alfredo	Bila	30MA72707	Mozambique	Mozambique	Mozambique	Mozambique	Mozambique
BCM 010	Adriano	Boane	30MA05601	Mozambique	Mozambique	Mozambique	Mozambique	Mozambique
BCM 011	Salatiel	Maundze	30MA65686	Mozambique	Mozambique	Mozambique	Mozambique	Mozambique
BCM 012	Marco	Belotti	9302155311088	Rustenburg			North West	South Africa
BCM 013	Franco	Ferreira-Netto	8912035194081	Rustenburg			North West	South Africa
BCM 014	William	Henderson	8712225177080	Rustenburg			North West	South Africa
BCM 015	Petrus	Jordaan	5901275014086	Rustenburg			North West	South Africa
BCM 017	Thabo	Serage	8804035051082	Makgemeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 018	Aron	Makgoga	7804195547086	Maruleng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 020	John	Mdluli	6911085539080	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 021	Harry	Maroga	7404015843086	Ga-Ragopola	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 022	Norman	Mokwena	8311255754082	Ga-Ragopola	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 023	Oupa	Maphanga	6908025504083	Mandela	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 024	Lucas	Riba	7602046098089	Mandela	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 025	Prince	Maroga	8704185522082	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 026	Lucas	Mokwena	8302015721089	Riba Cross	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 027	Sello	Madiba	8201315601084	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 028	Mandrose	Masuku	8604116116089	Mandela	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 029	Edward	Ngwatle	5702105438085	Mandela	Greater Tubatse	Sekhukhune	Limpopo	South Africa

Employee No.	Name	Surname	ID No.	Labour Sending Town	Local Municipality	District Municipality	Province	Country
BCM 031	Lucas	Maroga	7306155951084	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 032	Molefi	Mosunkutu	7303236384088	Mohlophi	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 033	Abel	Mosegare	7301155783082	Makgemeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 035	Gilbert	Magatsela	8311286099083	Ga-Ragopola	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 036	Hellen	Mosuma	8607080432085	Ga-Maroga	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 037	Sophy	Makofane	7911120490082	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 038	Michael	Malepe	8705235907082	Ga-Moeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 039	Emmanuel	Maroga	8602245844084	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 040	Joshua	Moeng	8309045750087	Ga-Moeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 041	Bonga	Lengwati	8707255776082	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 042	Walter	Matibidi	7306165778089	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 043	Lucy	Malatji	7003140356087	Mandela	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 044	Vinscent	Komana	8807305688087	Makgemeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 045	Kholofelo	Sihlangu	8505091271080	Maruleng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 046	Ivy	Tebele	8103290407083	Mandela	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 047	Amos	Khumalo	7506126609089	Mandela	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 048	Tshepo	Mohlala	8705275606081	Mandela	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 049	Judas	Magatsela	6504175576086	Ga-Ragopola	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 051	Frank	Moeng	8311145887082	Ga-Moeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 052	Moses	Sekgoka	8007035370086	Ga-Moeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 053	Martin	Selwane	8602226262082	Ga-Morethe	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 054	Ginger	Marebane	7711205493088	Maruleng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 055	Beauty	Maroga	8406050870089	Maruleng	Greater Tubatse	Sekhukhune	Limpopo	South Africa

Employee No.	Name	Surname	ID No.	Labour Sending Town	Local Municipality	District Municipality	Province	Country
BCM 056	Erick	Matuludi	7710015592089	Mohlophi	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 057	Michael	Palane	8503235598088	Mohlophi	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 058	Tebogo	Thobejane	8507285735086	Mohlophi	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 059	Kedibone	Makola	8504101088089	Makgemeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 060	Roselina	Nkosi	7801250207085	Makgemeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 061	Kholofelo	Masete	8909116280086	Makgemeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 062	Desmond	Maroga	7810085571086	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 063	Aubrey	Tsie	8211105930082	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 064	Daphney	Chego	8405100782088	Ga-Maroga	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 066	Trinity	Morethe	8802245825089	Ga-Maroga	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 067	Dipuo	Tjia	8609011113081	Ga-Maroga	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 068	Donald	Mokhawane	8207065183082	Ga-Maroga	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 069	Tebogo	Morethe	7801230626081	Ga-Morethe	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 070	Piet	Mohubedu	7302285869082	Mandela	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 071	Setutu	Madiba	8204245935085	Ga-Moeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 072	Lodrick	Sibuyi	7604045378082	Makgemeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 073	Thapelo	Sibanyoni	8806105438081	Maruleng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 074	Khomotjo	Khanane	8710035486089	Ga-morethe	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 075	Thato	Rantho	8909165718085	Mohlophi	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 076	Kabelo	Mariri	8906115625089	Mohlophi	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 077	Vincent	Kganane	8612115940086	Ga-Maroga	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 078	Abel	Maroga	7911235382083	Ga-Maroga	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 079	Judas	Makofane	8508286253087	Ga-Ragopola	Greater Tubatse	Sekhukhune	Limpopo	South Africa

Employee No.	Name	Surname	ID No.	Labour Sending Town	Local Municipality	District Municipality	Province	Country
BCM 080	Phillimon	Malatji	8301085219081	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 081	Tshepo	Mkhawane	8703155469084	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 082	Canny	Maroga	8109145924081	Mohlophi	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 083	Confidence	Moyane	9111180834083	Mandela	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 084	Sadaam	Manganyi	9108115696082	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 085	Lorrains	Magofe	8202285519082	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 086	Frans	Nyakale	8906295979082	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 087	Happy	Mohlala	8301017075082	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 088	Agostinho	Mapale	7311065925186	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 089	Matshediso	Thobejane	8803210831086	Maruleng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 090	Lebogang	Selahle	8505200502086	Penge	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 091	Peter	Topers	RA876657	Lesotho	Lesotho	Lesotho	Lesotho	Lesotho
BCM 092	Jarros	Mohoni	7810195231084	Burgersfort	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 093	Patrick	Tebele	8505275785087	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 094	Abel	Mokwena	6511255459083	Ga-Ragopola	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 095	Goodness	Mavuso	7702180751087	Steelpoort	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 096	Collen	Mafatle	8310285727082	Maruleng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 097	Patrick	Mugwena	8002027501087	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 098	Eric	Makola	8210025996080	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 099	Sebilone	Selahle	7406205122080	Mohlophi	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 100	Oupa	Ngwana	8901017178089	Mohlophi	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 102	Freddy	Maroga	8401045268085	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa

Employee No.	Name	Surname	ID No.	Labour Sending Town	Local Municipality	District Municipality	Province	Country
BCM 103	Ishmael	Madutlela	6808035995083	Ga-Moeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 104	David	Napo	8103046088088	Ga-Ragopola	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 105	Bernard	Mokwena	8507165052081	Ga-Ragopola	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 106	Sonnyboy	Riba	6901195695088	Makgemeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 108	Hebert	Selwane	8704206109083	Ga-Morethe	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 109	Phillip	Maroga	7006066960089	Ga-Maroga	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 110	David	Malapane	8511066015080	Mohlophi	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 111	Confidence	Phori	8803075648088	Ga-Moeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 112	Rodwell	Kganane	8409055904085	Ga-Morethe	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 113	Marks	Moni	7703046317089	Mandela	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 114	Elmon	Mametja	8906046032082	Maruleng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 115	Magdeline	Maroga	7308120712088	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 116	Lucy	Selahle	7306280550082	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 117	Eshmael	Mabilo	7110275454082	Ga-Moeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 118	William	Maroga	5910035515084	Ga-Morethe	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 119	Fernando	Banze	7210195846181	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 120	Josiah	Zwane	6309025396085	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 121	Sakeng	Koma	8604015731087	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 122	Isaac	Foforane	6111075477082	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 123	Edwin	Shebu	8511275347084	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 124	Absalom	Mbalati	7411105857082	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 125	Zebby	Mahumani	8110215652081	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 126	Goodman	Ndlovu	8706146127083	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa

Employee No.	Name	Surname	ID No.	Labour Sending Town	Local Municipality	District Municipality	Province	Country
BCM 127	Lawrence	Mphahlele	8609055668081	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 128	Soyaphi	Chabalala	6803025766081	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 129	Charles	Moroke	6006285425089	Rustenburg			North West	South Africa
BCM 130	Elliot	Mathebula	7101035494086	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 132	Sipho	Ndlovu	8305315365085	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 133	Mpho	Mokgotho	8202035974082	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 134	Mpho	Mokwena	7006035859081	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 135	Koketso	Madutlela	850416541088	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 136	Joseph	Kupo	7501245654082	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 137	Mzewufunwa	Makopo	8611025884087	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 138	Mpatsakgomo	Matlou	8508295818086	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 139	Bauldwin	Malepe	8607195471085	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 140	Norman	Ndlovu	8211245511089	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 141	Jaine	Sambo	7607145851189	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 142	Sipho	Nkambule	7311195785088	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 144	Amos	Makhubela	8008106294082	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 145	Richard	Mogano	6604285273085	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 146	Julius	Mathipa	8610285770085	Ga-Mathipa	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 147	Phillip	Shabalala	6312126397085	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 148	Alberto	Shitlhangu	7901036326181	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 149	Artur	Zucula	7610025868182	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 151	Lucia	Maroga	8603020501089	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 152	Paul	Mphela	8512156467082	Ga-Moeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa

Employee No.	Name	Surname	ID No.	Labour Sending Town	Local Municipality	District Municipality	Province	Country
BCM 153	Isaac	Mbuyane	7609225681082	Ga-Ragopola	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 154	Jackson	Makofane	8608286305083	Maruleng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 155	Ephraim	Mmaphakane	6509035485089	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 156	Solomon	Madutlela	6603195444083	Ga-Moeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 157	Gideon	Magale	8512145434086	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 158	Edgar	Morethe	8507076608088	Ga-Morethe	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 159	Mahlatse	Mohuba	8010245680088	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 160	Mapogo	Mashaku	8804195748089	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 161	Mutheiwana	Kuinda	6606026152080	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 162	Seshobebe	Mankwe	8110045908083	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 163	Wander	Masondo	8203045417088	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 164	Enerst	Nkosi	8106025728087	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 165	Tinyiko	Mathonsi	7912200291085	Ga-Mamphahlane	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 166	Akim	Matare	CN367908	Zimbabwe	Zimbabwe	Zimbabwe	Zimbabwe	Zimbabwe
BCM 167	Henning	Van der Merwe	6812025020084	Lydenburg	Thaba Chewu	Ehlanzeni	Mpumalanga	South Africa
BCM 168	Mahlatse	Mahlake	8702085821083	Maandagshoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 169	Michael	Nkuna	8307195573085	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 170	John	Mkazi	6309265568088	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 171	Collen	Mugwena	8410165835086	Atok	Feta-Kgomo	Sekhukhune	Limpopo	South Africa
BCM 172	Orbet	Biljon	7010055324083	Maruleng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 173	Dusty	Mahlokoane	7802175315086	Mahlokwane	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 174	Pedro	Macamo	30MA59918	Mozambique	Mozambique	Mozambique	Mozambique	Mozambique
BCM 175	Ismael	Mondlane	30MA31667	Mozambique	Mozambique	Mozambique	Mozambique	Mozambique

Employee No.	Name	Surname	ID No.	Labour Sending Town	Local Municipality	District Municipality	Province	Country
BCM 176	Gezani	Baloyi	7208255825087	Moddeespruit			Gauteng	South Africa
BCM 178	Moses	Tau	6701215386084	Diphale	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 179	Godfrey	Siziba	8311065984083	Mashamthane	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 181	JIM	KOMANA	8202235036088	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 182	BIGFET	MAROGA	6407255554082	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 183	MAGDELINE	PHALA	8211280656088	Maruleng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 184	WILLY	MAROGA	7505095445087	Mohlophi	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 185	OWEN	SELOANE	8002295695082	Ga-Ragopola	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 186	JOHN	TJIE	7107205400084	Ga-Ragopola	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 187	SAMUEL	SHAI	8505176091080	Makgemeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 188	FANNIE	MAROGA	6302125057087	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 189	Raymond	Dietrich	930855121089	Mooinooi			North West	South Africa
BCM 190	Rubao	Muiambo	30MA84072	Mozambique	Mozambique	Mozambique	Mozambique	Mozambique
BCM 191	Pedro	Quibe	30MA77982	Mozambique	Mozambique	Mozambique	Mozambique	Mozambique
BCM 192	Onismous	Morethe	8904016145083	Ga-Morethe	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 193	Lucky	Morei	7709195687081	Mandela	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 194	David	Maapeya	7406205580089	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 195	Loud	Letageng	8402015142086	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 196	Lawrence	Tjia	7503165814084	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 197	Given	Maapea	8304305850081	Ga-Maroga	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 198	Amos	Mabitla	6704125590084	Ga-Ragopola	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 199	Mahlatse	Moeng	8312105877089	Ga-Moeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 200	Sonia	Van Heerden	7902210041083					South Africa

Employee No.	Name	Surname	ID No.	Labour Sending Town	Local Municipality	District Municipality	Province	Country
BCM 202	Jeffrey	Rantho	8212205893087	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 203	Tanya	vd Westhuizen	7509120270080					South Africa
BCM 204	Petrus	Maroga	7409246371088	Makgemeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 205	Robbin	Kgoete	8910280799083	Mandela	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 209	Julius	Morote	8501017564088	Ga-Ragopola	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 210	Percy	Maroga	9002146301087	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 211	Oscar	Setladi	8012275922083	Maruleng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 212	Karel	Mpuru	7808045544086	Mohlophi	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 213	Oupa	Magabe	9011245773088	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 214	Sipho	Maroga	7909305774080	Mohlophi	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 215	Elias	Moraba	7804275564084	Ga-Morethe	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 216	Bertus	MAROGA	8909235470089	Ga-Maroga	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 217	Gilbert	Molamo	8205175832088	Mandela	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 218	Solly	Kgoedi	8706155536083	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 219	Calvin	Mabote	8409096079087	Ga-Morethe	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 220	Happy	Maroga	8212245690089	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 221	Phillemon	Riba	7301045874083	Ga-Moeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 222	Kgatla	Mabote	9010285797080	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 223	Stephen	Tjia	8410265206089	Ga-Morethe	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 224	Elerk	Madiba	8711185455080	Ga-Moeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 225	Jonas	Mashilo	8204046138087	Ga-Morethe	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 226	Stephen	Letageng	6508205283084	Ga-Ragopola	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 228	Paulinah	Makhubedu	8403230610089	Makgemeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa

Employee No.	Name	Surname	ID No.	Labour Sending Town	Local Municipality	District Municipality	Province	Country
BCM 229	Pheladi	Mnisi	8803281038082	Ga-Morethe	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 230	Apheus	Makwala	7512235606081	Maruleng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 231	Steve	Napo	7803286041082	Mohlophi	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 232	Emmanuel	Moshwana	8507045523087	Mohlophi	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 233	Thabiso	Tsie	8912155645086	Maruleng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 235	Nick	Phokane	8205295760083	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 236	Enersto	Khoza	7304016114182	Riba Cross	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 237	Patrick	Mphogo	7903125897080	Ga-Ragopola	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 238	Seremia	Nkwane	8010265694084	Maruleng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 239	Gerald	Dibakwane	8903096011082	Makgemeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 240	Job	Maroga	8012285602089	Maruleng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 242	Collen	Magabotja	7908245306086	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 243	Jerry	Mampho	7908245213084	Riba Cross	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 244	Abram	Maroga	7906075425083	Riba Cross	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 245	Brenda	Mnisi	8508010961088	Riba Cross	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 246	Martin	Mathebula	8103165929088	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 247	Tshepo	Serage	8712235750082	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 248	Samson	Maroga	7701215712080	Ga-Ragopola	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 249	Sam	Mphogo	6703035661084	Mohlophi	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 250	Ngwato	Malapane	8204035186089	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 251	Julius	Matjipa	8504275073081	Makgemeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 252	Dorah	Malapane	8805260507086	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 253	Marcos	Macuacua	30MA85669	Mozambique	Mozambique	Mozambique	Mozambique	Mozambique

Employee No.	Name	Surname	ID No.	Labour Sending Town	Local Municipality	District Municipality	Province	Country
BCM 254	Francisco	Dombe	30MA59601	Mozambique	Mozambique	Mozambique	Mozambique	Mozambique
BCM 255	Agrineth	Maroga	7503030561084	Ga-Maroga	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 256	Alberto	Masowa	30MA27846	Mozambique	Mozambique	Mozambique	Mozambique	Mozambique
BCM 257	Tomas	Mabasso	30MA49704	Mozambique	Mozambique	Mozambique	Mozambique	Mozambique
BCM 258	Luis	Massingue	30MA29398	Mozambique	Mozambique	Mozambique	Mozambique	Mozambique
BCM 259	Nicholaas	Swart	8802025060089	Rustenburg			North West	Mozambique
BCM 260	Emmanuel	Matsie	8512065235083	Diphale	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 261	Robert	Tangi	7306225504087	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 262	Shadrack	Nkonyana	7206595841084	Mandela	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 263	Verginia	Makwana	8404021267089	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 264	Mirah	Mashilo	8106101133087	Mandela	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 265	Issac	Riba	7309245791080	Ga-Morethe	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 266	Rodney	Segogoba	8101025892082	Riba Cross	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 267	Piet	Vilakazi	9001255750084	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 268	Vasco	Tavares	AD074148	Mozambique	Mozambique	Mozambique	Mozambique	Mozambique
BCM 269	Frans	Mohlala	7206275527089	Riba Cross	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 270	Mala Doctter	Matjie	7012235628086	Maruleng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 271	Rodney	Manzini	8906066742081	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 272	Gilbert	Thobejane	7402056281083	Mandela	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 273	Ernesto	Arnaldo	30MA44736	Mozambique	Mozambique	Mozambique	Mozambique	Mozambique
BCM 274	Mogoani	Eunice	9104100907089	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM 275	Reyneke	Daniel	8704285191085	Rustenburg			North West	South Africa
BCM 276	Maroga	Dinah	8409220788082	Mooihoek	Greater Tubatse	Sekhukhune	Limpopo	South Africa

Employee No.	Name	Surname	ID No.	Labour Sending Town	Local Municipality	District Municipality	Province	Country
BCM 277	Katuli	Levy	BN967605	Rustenburg			North West	South Africa
BCM SU1	Frans	Coetzee	8201255183085	Rustenburg			North West	South Africa
BCM SU2	Jaco	Greyling	8209175133080	Rustenburg			North West	South Africa
BCM SU4 150	Adolph	Dreyer	7308135035087	Lydenburg	Thaba Chewu	Ehlanzeni	Mpumalanga	South Africa
BCM SU5 201	Patrick	Sihlangu	8404015369081	Legabeng	Greater Tubatse	Sekhukhune	Limpopo	South Africa
BCM SU6	Wayne	Dietrich	6805025117082	Mooinooi			North West	South Africa
BCM SU7	Grant	Baynes	6611035164001	Mandela	Greater Tubatse	Sekhukhune	Limpopo	South Africa
008	James	Daniels	6010215012082	Thaba Chueu	Greater Tubatse	Sekhukhune	Limpopo	South Africa
013	Thulani Nelson	Ncane	7511255400086	Hibiscus Coast	Greater Tubatse	Sekhukhune	Limpopo	South Africa
018	Abel Hendrik	Du plessis	6612135029086	Thaba Chueu	Greater Tubatse	Sekhukhune	Limpopo	South Africa
091	Putula Walter	Tjie	8506206553081	Greater Tubatse	Greater Tubatse	Sekhukhune	Limpopo	South Africa
097	Hendrik	Otto	4711305008086	Middelburg	Greater Tubatse	Sekhukhune	Limpopo	South Africa
102	Mandla	Maluleka	8705057105088	Greater Tubatse	Greater Tubatse	Sekhukhune	Limpopo	South Africa
103	Mapule Annah	Morethe	7902140553082	Greater Tubatse	Greater Tubatse	Sekhukhune	Limpopo	South Africa
105	Jeretha	Mphogo	8202080946084	Greater Tubatse	Greater Tubatse	Sekhukhune	Limpopo	South Africa
106	Leteba Noise	Moeng	8611196038083	Greater Tubatse	Greater Tubatse	Sekhukhune	Limpopo	South Africa
107	Moragedi Paul	Maroga	7210145398085	Greater Tubatse	Greater Tubatse	Sekhukhune	Limpopo	South Africa
108	Jeffrey Oupa	Matlaila	8109265930082	Greater Tubatse	Greater Tubatse	Sekhukhune	Limpopo	South Africa
109	Ricken	Maroga	9101185481089	Greater Tubatse	Greater Tubatse	Sekhukhune	Limpopo	South Africa

Section 1.7 provides the projected workforce requirements for Umnotho weSizwe for the next five (5) years.

### **1.7 Projected Workforce Requirements (2018 to 2022)**

The total number of permanent employees at Mooihoek Chrome Mine as at 1 March 2017 were two hundred and seventy-one (271) full time employees. The projected workforce for the next five (5) years for Umnotho weSizwe is depicted in Table 3 below. As is evident from Table 3 there will be a slight increase in the workforce projection to two hundred and eighty (280) employees from 2018 to 2022. Any changes in the workforce figures will be reported to the DMR in the Annual SLP Report.

**Table 3: Projected Workforce for Umnotho weSizwe and Sail Contracting Workforce (Financial Years 2018 to 2022)**

Occupational Level	Current	2018	2019	2020	2021	2022
	(as at 1 March 2017)					
Top management (F-Band)	0	0	0	0	0	0
Senior management (E-Band)	2	4	3	6	6	8
Professionally qualified and experienced specialists and middle management (D-Band)	5	5	19	27	28	33
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents (C-Band)	50	51	45	123	135	184
Semi-skilled and discretionary decisions making (B-Band)	158	161	75	113	125	168
Unskilled and defined decision making (A-Band)	56	59	677	936	1108	1232
<b>Total Permanent (excluding disabled):</b>	<b>271</b>	<b>280</b>	<b>819</b>	<b>1205</b>	<b>1402</b>	<b>1625</b>
<b>Total Non-Permanent (excluding disabled):</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Expected Workforce:</b>	<b>271</b>	<b>280</b>	<b>819</b>	<b>1205</b>	<b>1402</b>	<b>1625</b>
<b>Disabled:</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

## **SECTION 2: HUMAN RESOURCES DEVELOPMENT PROGRAMMES (Reg. 46 (b))**

### **2.1 Skills Development Plan (Reg. 46 (b))**

Umnotho weSizwe is registered with the MQA and therefore the company's Skills Development Plan has been aligned to comply with the SETA's training requirements. The company complies with the Skills Development Act (Act No. 97 of 1998) as amended by the Amended Skills Development Act of 2003, the Proposed Amendments to SETA's dated June 2006 by submitting Annual Training Reports to the MQA.

The company further complies with the Basic Conditions of Employment Act (No. 75 of 1997) as amended by the Basic Conditions of Employment Amendment Act, 2002 and the Employment Equity Act, Act No. 55 of 1998 and the Amended Employment Equity Act, Act No. 47 of 2013, by submitting the company's Employment Equity Annual Reports.

Umnotho weSizwe is committed to the education and training of its workforce in order to meet current and future skills needs by uplifting the general skills and education of its employees. Umnotho weSizwe acknowledges the benefits of education and training to both employee development and company growth.

The objectives of Umnotho weSizwe's Human Resources Development (HRD) Policy are to:

- Uplift the general level of education of all its employees, irrespective of race, gender and creed;
- Ensure all employees are adequately equipped with the necessary skills and knowledge to meet the requirements of their current position at Umnotho weSizwe;
- Prepare all its employees, where possible, for future promotion;
- Equip all its employees with the skills and knowledge required to perform better than the expected standard;
- Achieve excellence in customer care;
- Improve productivity and profitability to the benefit of all its stakeholders; and
- Develop employees to the maximum of their potential within the company's requirements and capabilities.

In order to achieve Umnotho weSizwe's objectives, management has to evaluate the future and present needs of the company and assess the skills and potential of the workforce and provide the necessary training accordingly.

**Table 4: Skills Development Registration Details**

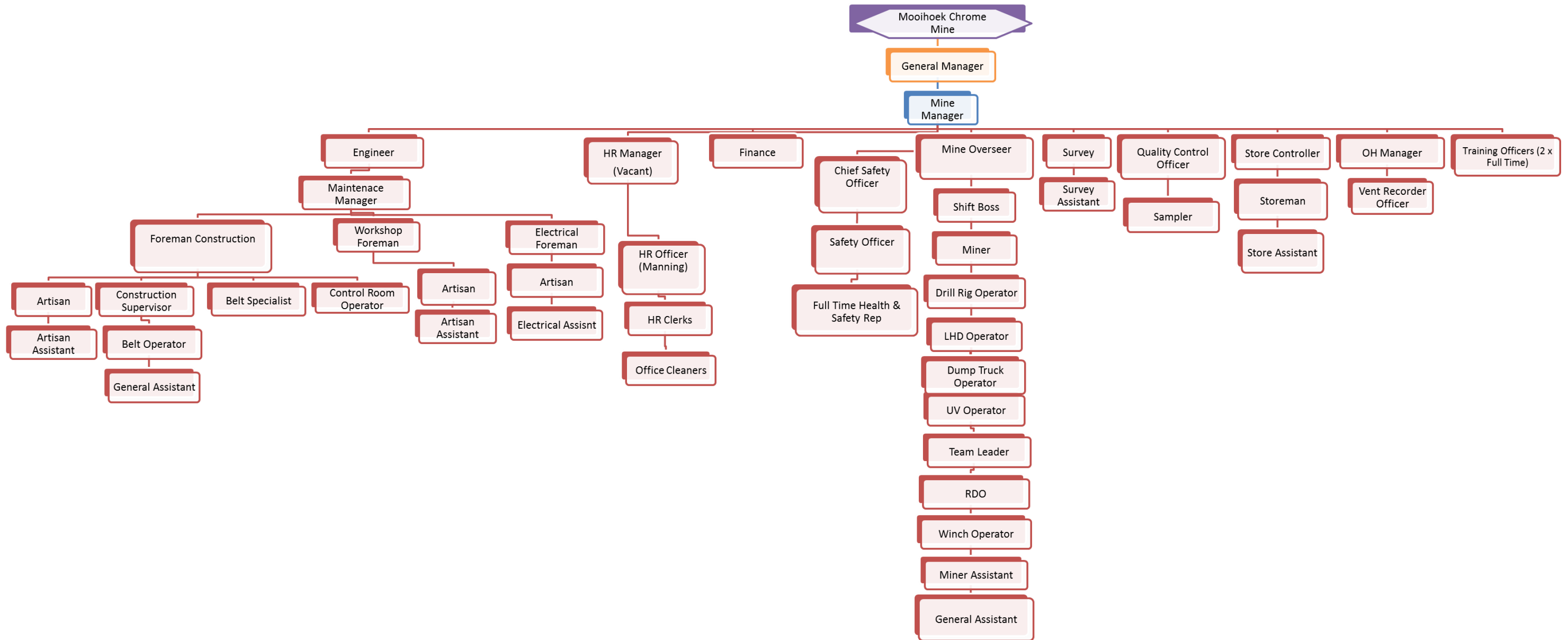
<b>Name of SETA:</b>	Mining Qualifications Authority (MQA)
<b>Assessor Names and Registration Details with MQA:</b>	Refer to Table 5 below

**Table 5: Skills Development Facilitators Registration Details**

<b>EMP. NO</b>	<b>NAMES</b>	<b>SURNAME</b>	<b>ID NUMBER</b>	<b>REGISTRATION NO.'S</b>
BCM 006	Bongani Jacob	Maziya	40604656	AMA224355
BCM 327	Danie	Van der Westhuizen	5503165024082	ETDP581AR000011
BCM 328	Jacobus Francois	Wolfaardt	4405035051082	121113
BCM 345	Orbet Tshepo	Biljon	7010055324083	Not Registered
BCM 403	Sabi Malapane	Makola	7608095350081	115753
BCM 405	Dovhani Stanger	Vele	7705035911087	278658
BCM 638	Sannah Thoko	Tsie	7201170343088	Administrator

Figure 6 to follow, provides an overview of the workforce employed by Umnotho weSizwe and Sail Contracting at Mooihoek Chrome Mine as at 1 March 2017.

Figure 4: Umnotho weSizwe Organogram as at 1 March 2017



### 2.1.1 Adult Basic Education and Training (ABET) Programme (Reg. 46 (b)(i))

Umnotho weSizwe recognises the importance of a literate workforce and therefore the ABET programme is offered to each and every employee below an ABET Level 4 qualification. The company will contract a local registered training service provider to facilitate the internal ABET programme.

The workforce ABET programme will be facilitated at the onsite Mooihoek Chrome Mine Training Centre. The classes will be offered daily following shifts at the mine. Budget provision has been provided within Section 5 to implement the ABET programme per annum. Table 10 highlights the literacy and numeracy levels within the Umnotho weSizwe workforce in the prescribed Form Q based on the highest qualifications as at 1 March 2017.

Tables 6 and 7 provides the ABET programme information for Umnotho weSizwe for the next five (5) years.

**Table 6: Strategic Action Plan for Umnotho weSizwe’s Workforce ABET Programme Implementation**

Action	Responsibility	Timeframe
Identify local registered training service provider to conduct ABET programme at Mooihoek Chrome Mine.	Umnotho weSizwe	Triple E Training nominated service provider. Assessments concluded.
Advertise ABET programme on the Notice Boards and line management to workforce.	Umnotho weSizwe	Annually
Conduct Skills Audit on identified employees to determine current educational levels.	Umnotho weSizwe	New Employees
Enrol employees within the respective ABET levels.	Umnotho weSizwe	Annually
Part Time ABET classes to commence.	Umnotho weSizwe	Scheduled daily following shifts
Report to DMR the results and expenditure.	Umnotho weSizwe	31 July (Annually)

**Table 7: Umnotho weSizwe Workforce ABET Training Targets (Financial Years 2018 to 2022)**

ABET Programme	2018	2019	2020	2021	2022	Total (2018 to 2022)
	Target	Target	Target	Target	Target	Target
ABET Level 1	3	5	5	5	5	23
ABET Level 2	6	5	5	5	5	26
ABET Level 3	5	5	5	5	5	25
NQF Level 1/ABET Level 4	16	5	5	5	5	36
<b>Total:</b>	<b>30</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>110</b>
<b>Total Budget:</b>	<b>R 202 500</b>	<b>R212 000</b>	<b>R224 720</b>	<b>R238 203</b>	<b>R252 495</b>	<b>R1 129 918,59</b>

The community ABET programme details are depicted in Tables 8 and 9 below.

**Table 8: Strategic Action Plan for Umnotho weSizwe’s Community ABET Programme Implementation**

Action	Responsibility	Timeframe
Identify local service provider and venue for ABET Community Programme.	Umnotho weSizwe	June 2017
Advertise Community ABET programme on the Notice Board at the local Community Hall.	Umnotho weSizwe	April/May 2017
Conduct Skills Audit on interested community members to determine current educational levels.	Umnotho weSizwe	June 2017
Enrol students within the respective ABET levels.	Umnotho weSizwe	July 2017 (Annually thereafter)
Part Time ABET classes to commence.	Umnotho weSizwe	July 2017 (Annually thereafter)
Report to DMR the results and expenditure.	Umnotho weSizwe	31 July (Annually)

**Table 9: Umnotho weSizwe Community ABET Training Targets (Financial Years 2018 to 2022)**

ABET Programme	2018	2019	2020	2021	2022	Total (2018 to 2022)
	Target	Target	Target	Target	Target	Target
ABET Level 1	0	5	5	5	5	20
ABET Level 2	0	5	5	5	5	20
ABET Level 3	0	5	5	5	5	20
NQF Level 1/ABET Level 4	0	5	5	5	5	20
<b>Total:</b>	<b>0</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>80</b>
<b>Total Budget:</b>	<b>R 0</b>	<b>R212 000</b>	<b>R224 720</b>	<b>R238 203</b>	<b>R252 495</b>	<b>R927 418,59</b>

**Table 10: Form Q – Functional Literacy and Numeracy of Umnotho weSizwe’s Workforce as at 1 March 2017 (Reg. 46(b)(i)(aa))**

BAND	NQF LEVEL	OLD SYSTEM	Male				Female				Total	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
<i>General Education and Training (GET)</i>		No Schooling	3	0	0	0	0	0	0	0	3	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
		Grade2/ Sub B	0	0	0	0	0	0	0	0	0	0
		Grade 3/ Std1/ABET 1	2	0	0	0	0	0	0	0	2	0
		Grade 4/ Std 2	4	0	0	0	0	0	0	0	4	0
		Grade 5/ Std 3/ ABET 2	3	0	0	0	0	0	0	0	3	0
		Grade 6/ Std 4	2	0	0	0	0	0	0	0	2	0
		Grade 7/Std 5/ABET 3	11	0	0	0	0	0	0	0	11	0
		Grade 8/ Std 6	5	0	0	0	0	0	0	0	5	0
	<b>1</b>	Grade 9 /Std 7/ ABET 4	9	0	0	0	3	0	0		9	3
<i>Further Education and Training (FET)</i>	<b>2</b>	Grade 10/Std 8	33	0	0	0	1	0	0	0	33	1
	<b>3</b>	Grade 11/Std 9	51	0	0	0	3	0	0	0	51	3
	<b>4</b>	Grade 12 / NSC	54	0	0	4	12	0	0	1	58	13
<i>Higher Education and Training (HET)</i>	<b>5</b>	Higher Certificate	31	0	0	9	8	0	0	1	40	9
	<b>6</b>	Advanced Certificate /National Diploma	5	1	0	6	3	0	0	0	15	3
	<b>7</b>	Bachelor’s Degree/Advanced Diploma	2	0	0	0	0	0	0	0	2	0
	<b>8</b>	Honours Degree	1	0	0	0	0	0	0	0	1	0
	<b>9</b>	Master’s Degree	0	0	0	0	0	0	0	0	0	0
	<b>10</b>	Doctorate Degree	0	0	0	0	0	0	0	0	0	0
		<b>TOTAL</b>	<b>216</b>	<b>1</b>	<b>0</b>	<b>19</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>239</b>	<b>32</b>

### 2.1.2 **Form R: Hard to Fill Vacancies (Reg. 46 (b)(i)(bb))**

The hard-to-fill vacancies existing at Mooihoek Chrome Mine during the past twelve (12) months is depicted in Table 11 below.

**Table 11: Umnotho weSizwe – Form R: Hard to Fill Vacancies**

<b>Occupational level</b>	<b>Job Title of Vacancy</b>	<b>Main reason for being unable to fill the vacancy</b>	<b>Strategy to address Hard to fill Vacancy</b>
Top Management (Paterson F)	N/A	N/A	N/A
Senior Management (Paterson E)	GM; Open Pit Mine Manager	Geographical location of the mine.	Succession planning
Professionally qualified and experienced specialists and midmanagement (Paterson D)	GCC Engineers & Planner	Geographical location of the mine.	Succession planning
Skilled technical and academically qualified workers, junior management supervisors, foremen (Paterson C)	Diesel mechanics	Geographical location of the mine.	Apprenticeship
Semi-skilled and discretionary decision-making (Paterson B)	Magazine Master Assistant	Is written under police wing. Most individuals in the area have criminal records.	Succession planning
Unskilled and defined decision-making (Paterson A)	None	None	None

### 2.1.3 **Learnership Programme (Reg. 46 (b)(i))**

Umnotho weSizwe will offer external (Section 18.2) learnership programmes aligned to the company's career progression programme. (Refer to Tables 12 to 13 below). The Learnership Programme at Mooihoek Chrome Mine is based on an employment ratio of 90:10 HDSAs to non-HDSAs. The specific Learnership programmes offered at the mine will continue to be informed by both the skills requirements at the mine (in line with the WSPs and business plan) as well as the Sector Skills Audit (the forecast of skills scarcity within the industry for the next five (5) years) as released by MQA based on the skill required. Appropriately trained mentors will be appointed for each learner placed at the mine.

**Table 12: Strategic Action Plan for Umnotho weSizwe’s Section 18.2 Learnership Programme Implementation**

<b>Action</b>	<b>Responsibility</b>	<b>Timeframe</b>
Assess scarce skills requirements in WSP, business plan and Sector Skills Audit.	Umnotho weSizwe	(Annually) Training will be completed at CTC Witbank.
Advertise Section 18.2 Learnership programme on Community Board.	Umnotho weSizwe	June (Annually)
Interviews with prospective 18.2 learners identified from local community.	Umnotho weSizwe	June (Annually)
Engage qualified suitable candidates and sign Learnership agreements.	Umnotho weSizwe	July (Annually)
Enrol learners into respective Learnership programmes.	Umnotho weSizwe	August (Annually)
Identify suitable mentors and sign mentorship agreements.	Umnotho weSizwe	August (Annually)
Tracking of learner progress throughout the Learnership Programme.	Umnotho weSizwe	As and when
Report progress to DMR through the Annual SLP Report.	Umnotho weSizwe	31 July (Annually)

**Table 13: Umnotho weSizwe Section 18.2 Learnership Training Targets (Financial Years 2018 to 2022)**

<b>EXTERNAL (Section 18.2)</b>	<b>2018</b>	<b>2019</b>			<b>2020</b>			<b>2021</b>			<b>2022</b>			<b>Total (2018 to 2022)</b>		
<b>Type/Area of Learning</b>	<b>New Intake</b>	<b>New Intake</b>	<b>Learners Cont.</b>	<b>Total Learners</b>	<b>New Intake</b>	<b>Learners Cont.</b>	<b>Total Learners</b>	<b>New Intake</b>	<b>Learners Cont.</b>	<b>Total Learners</b>	<b>New Intake</b>	<b>Learners Cont.</b>	<b>Total Learners</b>	<b>New Intake</b>	<b>Learners Cont.</b>	<b>Total Learners</b>
Electrical Apprentice	1		1	1			0			0	1		1	2	1	3
Mechanical Apprentice	1		1	1	1		1		1	1	1		1	3	2	5
Fitting Apprentice	1		1	1	1		1		1	1	1		1	3	2	5
Boilermaking				0	1		1		1	1			0	1	1	2
<b>Total:</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>9</b>	<b>6</b>	<b>15</b>
<b>Total Budget:</b>	<b>R214 853</b>			<b>R214 853</b>			<b>R227 744</b>			<b>R241 409</b>			<b>R255 893</b>	<b>R898 859</b>	<b>R684 006</b>	<b>R1 582 865</b>

#### **2.1.4 Core Business Skills Training Programme (Reg. 46 (b)(i))**

Umnotho weSizwe utilises a performance management system that forms the foundation for establishing the roles required for employees and for setting the outcomes and performance standards and competencies required. The performance management system provides relevant information for the development of the training matrix for the year. This in turn will provide the information for the Workplace Skills Plan that the company will submit annually. The Directors and Management are responsible for approving the funding to meet the plan requirements.

Training will take place at Mooihoek Chrome Mine Training Centre. The targets and types of core business skills courses offered to Umnotho weSizwe's workforce at Mooihoek Chrome Mine have been listed within Tables 14 and 15 below.

**Table 14: Strategic Action Plan for Umnotho weSizwe's Core Business Skills Programme Implementation**

<b>Action</b>	<b>Responsibility</b>	<b>Timeframe</b>
Identify Core Business Skills training needs aligned to Skills Matrix requirements.	Umnotho weSizwe	June (Annually)
Enrolment of employees within Core Business Skills programmes.	Umnotho weSizwe	Annually
Report on progress achieved within Core Business Skills training annually to DMR.	Umnotho weSizwe	July (Annually)

**Table 15: Umnotho weSizwe’s Core Business Skills Training Targets (Financial Years 2018 to 2022)**

Core Business Training Programme	2018	2019	2020	2021	2022	Total (2018 to 2022)	Training Provider
	Target	Target	Target	Target	Target	Target	
Induction	264	819	1205	1402	1625	5315	Internal
Competent A Opencast	10	0	10	0	0	20	Elite
Excavator RPL Volvo	0	1	1	0	0	2	Volvo
Excavator RPL Liebherr	0	1	1	0	0	2	Liebherr
Dozer RPL Liebherr	0	1	1	0	0	2	Liebherr
Utility Vehicle (Novice)	0	5	5	5	5	20	GHH/AARD
Competent A Underground	0	35	40	45	45	165	MRTA
Competent B Underground	10	15	15	15	15	70	MRTA
ADT	0	1	1	0	0	2	Srarcrow
Safety Rep	1	1	1	1	1	5	MRTA
LHD Operator (Novice)	6	2	2	2	2	14	MRTA
Dump Truck Operator (Novice)	1	0	0	0	0	1	
Drill Rig Operator (Novice)	2	2	2	2	2	10	MRTA
Uv Aard Machine	0	1	1	1	1	4	AARD

Core Business Training Programme	2018	2019	2020	2021	2022	Total (2018 to 2022)	Training Provider
	Target	Target	Target	Target	Target	Target	
Fire Fighters (Novice)	1	2	2	2	2	9	MRTA
Babcock VOLVO A40G ADT	0	1	1	1	1	4	Volvo
HIRA	1	1	1	1	1	5	MRTA
First Aid Level 1	1	5	5	5	5	21	MRTA
<b>Total</b>	<b>297</b>	<b>893</b>	<b>1294</b>	<b>1482</b>	<b>1705</b>	<b>5671</b>	
<b>Total Budget:</b>	R136 424	R5 868 890	R9 829 639	R10 022 218	R12 067 176	<b>R37 924 347</b>	

### 2.1.5 Community Development Skills Training Programme

**Table 16: Umnotho weSizwe’s Community Development Skills Training Targets (Financial Years 2018 to 2022)**

Skills Development Programme	2019	2020	2021	2022	Total (2018 to 2022)
	Target	Target	Target	Target	Target
First Aid Community	12	13	12	13	50
Early Childhood Development	5	5	5	5	20
Community Competent B	40	40	40	40	160
<b>Total</b>	<b>57</b>	<b>58</b>	<b>57</b>	<b>58</b>	<b>230</b>
<b>Total Budget:</b>	<b>462 682</b>	<b>485 816</b>	<b>510 107</b>	<b>535 612</b>	<b>1 994 217</b>

### 2.1.6 Portable Skills Training Programme (Reg. 46 (b)(i))

The purpose of portable skills training is to provide employees with an opportunity to attain skills that are not mining industry specific. The Portable Skills Programme offered to employees aims to equip employees with skills required outside the mining industry or that are not mining-industry specific so that these employees are employable in industries other than mining.

Tables 17 and 18 provide the Portable Skills implementation plan and associated targets for Umnotho weSizwe’s workforce for the next five (5) years.

**Table 17: Umnotho weSizwe’s Strategic Action Plan for Portable Skills Programme Implementation**

Action	Responsibility	Timeframe
Advertise portable skills training courses to employees through notice boards and team leaders.	Umnotho weSizwe	June (Annually)
Appoint accredited training service provider to facilitate training programme.	Umnotho weSizwe	July (Annually)
Enrol identified employees within the listed Portable Skills training programmes.	Umnotho weSizwe	Annually
Report on progress achieved within Portable Skills training annually to DMR.	Umnotho weSizwe	31 July (Annually)

**Table 18: Umnotho weSizwe’s Portable Skills Training Targets (Financial Years 2018 to 2022)**

Portable Skills Training Programme	2018	2019	2020	2021	2022	Total (2018 to 2022)
	Target	Target	Target	Target	Target	Target
Safe Lifting/ Basic Rigging	9	2	0	2	2	15
Overhead Crane	9	0	0	0	0	9
High Voltage	0	1	1	1	1	4
Assessor	0	0	1	0	0	1
Moderator	0	0	1	0	0	1
Risk Assessment	0	1	1	1	1	4
Legal Responsibility	0	1	1	1	1	4
<b>Total</b>	<b>18</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>28</b>
<b>Total Budget:</b>	<b>R20 610</b>	<b>R44 000</b>	<b>R76 640</b>	<b>R81 238</b>	<b>R86 113</b>	<b>R308 601</b>

**2.1.7 Artisan Training Programme (Reg. 46 (b)(i))**

The purpose of artisan skills training is to provide employees with an opportunity to attain skills that are artisan specific.

Tables 19 to 20 provide the Artisan Skills training implementation plan and associated targets for Umnotho weSizwe’s workforce.

**Table 19: Umnotho weSizwe’s Strategic Action Plan for Artisan Skills Programme Implementation**

Action	Responsibility	Timeframe
Identify Artisan specific training programmes and accredited training providers to implement programme at the mine.	Umnotho weSizwe	Completed. CTC is facilitating the training and is registered with the MQA.
Enrol identified employees within the listed Artisan Skills training programmes.	Umnotho weSizwe	Completed.
Report on progress achieved within Artisan Skills training annually to DMR.	Umnotho weSizwe	Annually

**Table 20: Umnotho weSizwe’s Artisan Skills Training Targets (Financial Years 2018 to 2022)**

Course/Programme	2018	2019	2020	2021	2022	Total (2018 to 2022)
	New Intake	New Intake	New Intake	New Intake	New Intake	Total Learners
Medium Voltage	1					1
Boilermaker	1					1
OEM - Diesel Mechanic	0	1	1	1	1	4
OEM - Auto Electrician	0	1	1	1	1	4
<b>Total:</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>10</b>
<b>Total Budget:</b>	<b>R45 144</b>	<b>R47 853</b>	<b>R50 724</b>	<b>R53 767</b>	<b>R56 993</b>	<b>R254 481</b>

## **2.2 Career Progression Plan (Reg. 46 (b) (ii))**

The overall objective of the Career Progression Plan is to ensure that all managerial and any other key posts within the organisation will at all times be filled by competent incumbents. The availability of the appropriate people to achieve strategic objectives is central to this objective.

All employees remain responsible for their own personal development and are required to actively participate in the company's performance management system in order to fully understand what are required from them and to ensure that their skills and knowledge are continuously developed and improved.

Career paths exist for each discipline and apply to all employees within that particular discipline. In essence these career paths describe the hierarchical steps or job positions within the particular discipline together with the minimum requirements for each position. The following strategy will apply:

- Employees will continue to be informed of the available career paths through their induction sessions at the mine as well as through individual career guidance sessions.
- Umnotho weSizwe will ensure that all employees from all occupational levels will have completed their career path interviews and be in possession of a CDP where required within two (2) years (by 2019).
- Annually identify high potential employees to be incorporated into the accelerated training programmes within the respective disciplines in order to facilitate the succession planning objectives for each discipline as well as meet the employment equity targets at the mine. As such the employment equity targets at the mine will direct the focus for succession planning and the associated accelerated training candidates. The high potential employees are identified within the CPA process and their potential and performance are plotted on a matrix which determines needs in respect of coaching and/or mentoring within identified weak areas.

**Table 21: Strategic Action Plan for Umnotho weSizwe's Career Development Programme Implementation**

<b>Action</b>	<b>Responsibility</b>	<b>Timeframe</b>
Draft Individual Developments Plans for identified employees identified for career development and agree on the actions/training to be completed.	Umnotho weSizwe /Mentee	Completed
Provide mentorship and/or facilitate training programmes with the pool of mentees.	Umnotho weSizwe /Mentors	Ongoing
Keep record of mentoring activities as and when they occur.	Umnotho weSizwe /Mentors	Ongoing

Action	Responsibility	Timeframe
Report on progress achieved within the Career Progression programme annually to DMR.	Umnotho weSizwe	Ongoing

Umnotho weSizwe will interview and discuss each employee's IDP and determine his or her aspirations and training requirements for advancement or succession within the company.

Table 22 represents employees currently on career progression at Mooihoek Chrome Mine.

**Table 22: Umnotho weSizwe Employees on Career Progression**

No.	Employee Number	Employee Full Name(s) and Surname	Gender	Race	Starting Position	Starting Paterson Level	EE Strategy (Yes/No)	Earmarked Paterson Level	Career Development Interventions (List All Applicable)	Earmarked Position	Expected Promotion Date
1	BCM 669	Thomas Mosoma	Male	African	Mine overseer	D Lower	Yes	E Lower	MMC geology, Engineering, Mining, Management, Legal Knowledge and plan reading	Mine manager	02-Jan-20
2	BCM 347	Sina Makola	Female	African	Shift Supervisor	C Upper	Yes	D Lower	MO gas, dust, shafts geology, Engineering, Mining, Management, Legal Knowledge	Mine Overseer	02-Jan-20
3	BCM 270	Doctor Matjie	Male	African	Shift Supervisor	C Upper	Yes	D Lower	MO gas, dust, shafts geology, Engineering, Mining, Management, Legal Knowledge	Mine Overseer	02-Jan-20
4	BCM 175	Ismael Mondlane	Male	African	Shift Supervisor	C Lower	Yes	C Upper	Blasting certificate, Advanced Supervisory Skills, Pre- Shift Supervisory skills and Basic Strata control	Shift Supervisor	02-Jan-20
5	BCM 374	Irene Thobejane	Female	African	Miner	C Lower	Yes	C Upper	Blasting certificate, Advanced Supervisory Skills, Pre- Shift Supervisory skills and Basic Strata control	Shift Supervisor	02-Jan-20
6	RCM 003	M. Majola	Male	African	Electrical Foreman	C Lower	Yes	D Lower	Medium Voltage, Basic rigging, Introduction to SHERQ Management, Legal Liability for Management, Incident / Accident Investigation , Management Advancement Program	GES Electrical	02-Jan-20
7	BCM 013	F. Ferreira-Netto	Male	White	Mechanical Foreman	C Upper	Yes	D Lower	Medium Voltage, Basic rigging, Introduction to SHERQ Management, Legal Liability for Management, Incident /	GES Mechanical	02-Jan-20

No.	Employee Number	Employee Full Name(s) and Surname	Gender	Race	Starting Position	Starting Paterson Level	EE Strategy (Yes/No)	Earmarked Paterson Level	Career Development Interventions (List All Applicable)	Earmarked Position	Expected Promotion Date
									Accident Investigation , Management Advancement Program		
8	BCM 458	F. Jili	Female	African	Jnr Surveyor	C Lower	Yes	C Upper	CAD	Surveyor	02-Jan-20
9	BCM 575	Fine Rachidi	Male	African	Trainee Mine Planner	C Lower	Yes	C Upper	CAD	Mine Planner	02-Jan-20
10	BCM 339	Andre Welgemoed	Male	White	Safety Officer	C Lower	No	C Upper	OSHAS 18001, ISO 9001, ISO 14001, Behaviour Based Safety, Risk Practitioner Course, Auditors course, Basic Risk Assessment Course	Chief Safety Officer	02-Jan-20
11	BCM 026	Lucas Mokoena	Male	African	Full time safety rep	B Upper	Yes	C Lower	Comsoc 1 & 2, OSHAS 18001, ISO 9001, ISO 14001, Behavior Based Safety	Safety Officer	02-Jan-20
12	BCM 452	Kedibone Rantho	Female	African	Safety administrator	B Upper	Yes	C Lower	OSHAS 18001, ISO 9001, ISO 14001, Behavior Based Safety	Safety Officer	02-Jan-20
13	BCM 337	Justice Lephoto	Male	African	Store Assistant	B upper	Yes	C Lower	Supply Chain Diploma, Computer Literacy ,Beginner Excel and Word, Introduction to SHEQ Management, Basic Disciplinary course	Storeman	02-Jan-20
14	BCM 340	Hilda Maroga	Female	African	Junior Accountant	B upper	Yes	C Lower	Introduction to SHEQ Management, Legal Liability for Management IFRS, Management Advancement Program, Negotiation Skills, Project Management,	Accountant	02-Jan-20

No.	Employee Number	Employee Full Name(s) and Surname	Gender	Race	Starting Position	Starting Paterson Level	EE Strategy (Yes/No)	Earmarked Paterson Level	Career Development Interventions (List All Applicable)	Earmarked Position	Expected Promotion Date
									Disciplinary Action / Conflict Management		
15	BCM 666	Sanele Mahlangu	Female	African	Payroll Officer	C Lower	Yes	C Upper	Payroll Diploma	Payroll Coordinator	02-Jan-20
16	BCM 089	Matshidiso Thobejane	Female	African	HR Generalist	C Lower	Yes	C Upper	HR Diploma, Management Programme	HR Officer	02-Jan-20

## 2.3 Mentorship Plan (Reg. 46 (b) (iii))

### 2.4.1 Mentorship of Employees

Umnotho weSizwe defines mentoring as the transfer of experience and attributes from a mentor (an experienced, more senior employee) to a mentee (junior employee with less experience in the relevant field of expertise) with the intention of improving the competencies of the mentee to meet the current and future job requirements in line with the Career Progression Programme of the company.

The mentorship actions to implement the Mentorship programme formally at Umnotho weSizwe are included in Table 23 below.

**Table 23: Strategic Action Plan for Umnotho weSizwe's Mentorship Programme**

Action	Responsibility	Timeframe
Appoint qualified/experienced mentors to mentees.	Umnotho weSizwe	Mentors appointed but not trained
Draft Mentorship Agreement between Mentor and Mentee in one-on-one meeting and agree upon mentorship activities.	Umnotho weSizwe /Mentor/Mentee	Completed
Capture mentorship activities as and when they occur and update Mentorship Agreement on completed actions.	Umnotho weSizwe /Mentor	Ongoing
Report on progress achieved within the Mentorship programme annually to DMR.	Umnotho weSizwe	Ongoing

Table 24 to follow depicts the employees at Mooihoek Chrome Mine placed on mentorship programmes.

**Table 24: Umnotho weSizwe Employees placed on Mentorship Programmes**

Mentee Full Name(s) and Surname	Gender	Race	Mentorship Activities Planned	Mentor	Qualification	Position Held at Mine	Mentorship Agreement to be in Place	Status
				Full Name(s) and Surname				
Thomas Mosoma	Male	African	MMC geology, Engineering, Mining, Management, Legal Knowledge and plan reading	Wayne Dietrich	Mine Manager Ticket	Mine Overseer	Yes	Ongoing
Sina Makola	Female	African	MO gas, dust, shafts geology, Engineering, Mining, Management, Legal Knowledge	Wayne Dietrich	Mine Overseer Ticket	Shift Supervisor	Yes	Ongoing
Doctor Matjie	Male	African	MO gas, dust, shafts geology, Engineering, Mining, Management, Legal Knowledge	Wayne Dietrich	Blasting Certificate	Shift Supervisor	Yes	Ongoing
Ismael Mondlane	Male	African	Blasting certificate, Advanced Supervisory Skills, Pre- Shift Supervisory skills and Basic Strata control	Wayne Dietrich	Blasting Certificate	Shift Supervisor	Yes	Ongoing
Irene Thobejane	Female	African	Blasting certificate, Advanced Supervisory Skills, Pre- Shift Supervisory skills and Basic Strata control	Wayne dietrich	Blasting Certificate	Miner	Yes	Ongoing
M. Majola	Male	African	Medium Voltage, Basic rigging, Introduction to SHERQ Management, Legal Liability for Management, Incident / Accident Investigation , Management Advancement Program	Grant Bynes	Trade Test : Electrical	Electrical Foreman	Yes	Ongoing

Mentee Full Name(s) and Surname	Gender	Race	Mentorship Activities Planned	Mentor	Qualification	Position Held at Mine	Mentorship Agreement to be in Place	Status
				Full Name(s) and Surname				
Franco Ferreira Netto			Medium Voltage, Basic rigging, Introduction to SHERQ Management, Legal Liability for Management, Incident / Accident Investigation , Management Advancement Program	Louis Steyn	Trade Test : Fitting	Mechanical Foreman	Yes	Ongoing
F. Jili	Female	African	CAD	Gerrie le Roux	Survey Certificate	Jnr Surveyor	Yes	Ongoing
Fine Rachidi	Male	African	CAD	Victor Modibedi	Mining Engineering	Trainee Mine Planner	Yes	Ongoing
Andre Welgemoed	Male	White	OSHAS 18001, ISO 9001, ISO 14001, Behaviour Based Safety, Risk Practitioner Course, Auditors course, Basic Risk Assessment Course	Patrick Ngonyama	Blasting Certificate	Safety Officer	Yes	Ongoing
Lucas Mokoena	Male	African	Comsoc 1 & 2, OSHAS 18001, ISO 9001, ISO 14001, Behavior Based Safety	Patrick Ngonyama	Full Time Safety Rep Training	Full Time Safety Rep	Yes	Ongoing
Kedibone Rantho	Female	African	OSHAS 18001, ISO 9001, ISO 14001, Behavior Based Safety	Patrick Ngonyama	Comsoc 1&2	Safety Administrator	Yes	Ongoing
Justice Lephoto	Male	African	Supply Chain Diploma, Computer Literacy , Beginner Excel and Word, Introduction to SHEQ Management, Basic Disciplinary course	Leon loots	Matric	Store Assistant	Yes	Ongoing

Mentee Full Name(s) and Surname	Gender	Race	Mentorship Activities Planned	Mentor	Qualification	Position Held at Mine	Mentorship Agreement to be in Place	Status
				Full Name(s) and Surname				
Hilda Maroga	Female	African	Introduction to SHEQ Management, Legal Liability for Management IFRS, Management Advancement Program, Negotiation Skills, Project Management, Disciplinary Action / Conflict Management	Leon loots	Diploma In Accounting	Junior Accountant	Yes	Ongoing
Sanele Mahlangu	Female	African	Management Advancement Program, Negotiation Skills, Project Management, Disciplinary Action / Conflict Management	Aloma Mey	Payroll Diploma	Payroll Officer	Yes	Ongoing
Tshidi Thobejane	Female	African	Diploma in HR	National Diploma in Economic Management Analysis	National Diploma in Economic Management Analysis	HR Generalist	Yes	Ongoing

#### **2.4.2 Mentorship of Empowerment Partners**

At Umnotho weSizwe we believe that Black Economic Empowerment is fundamental to the future growth and prosperity of the country. We are committed to the process and if identified that any mentoring assistance is required for the members of the consortium during the life of the mine, Umnotho weSizwe will offer suitable assistance as informed by the identified mentorship requirements.

### **2.5 Bursary & Internship Programmes (Regulation 46 (b) (iv))**

#### **2.5.1 Bursary Programme**

Umnotho weSizwe is committed to the implementation of a Bursary Programme as per the requirements of Section 46 (b) (iv). As mentioned within this section, employees are encouraged to further their education and employees will be eligible to apply for financial assistance to meet the cost of their studies including all fees and examination fees, and any materials required (e.g. scientific courses) as well as the cost for textbooks. If the programme is not a General Education and Training (GET) programme, the further studies field must have a direct relevance to the current position or earmarked position.

The bursary will pay for cost of post school qualifications, such as certificate, diploma or degree courses with an accredited institution. The bursary will be paid directly to the institution. The bursar will be required to work for a full year at Umnotho weSizwe following his/her studies. The year that the bursar will be required to work at Umnotho weSizwe will form part of the Internship programme. The company will undertake to provide the student with all costs related to their studies and accommodation.

The targets and budget for the External Bursary programme (refer to Tables 25 to 26) have been included below. The Bursars will be enrolled within an accredited tertiary education institution.

**Table 25: Strategic Action Plan for Umnotho weSizwe's External Bursary Programme**

Action	Responsibility	Timeframe
Advertise external bursary opportunity at Community Hall Notice Board and Local High Schools.	Umnotho weSizwe	Completed
Identify external local suitable candidate for enrolment within external bursary programme.	Umnotho weSizwe	Candidate identified from Mooihoek Village. Interview conducted during August 2017
Register/Apply Bursar at UNISA within Electrical Engineering Degree programme.	Umnotho weSizwe /Bursar	Candidate enrolled at Wits University
Enrol bursar at UNISA in Electrical Engineering Degree programme.	Umnotho weSizwe /Bursar/UNISA	Candidate enrolled at Wits University
Advertise external bursary opportunity at Community Hall Notice Board and Local High Schools.	Umnotho weSizwe	October 2021
Identify external local suitable candidate for enrolment within external bursary programme.	Umnotho weSizwe	November 2021
Register/Apply Bursar at UNISA within Mechanical Engineering Degree programme.	Umnotho weSizwe /Bursar	November 2021
Enrol bursar at UNISA in Electrical Engineering Degree programme.	Umnotho weSizwe /Bursar/UNISA	January/February 2022
Report on progress achieved within Internal Bursary Programme annually to DMR.	Umnotho weSizwe	July (Annually)

**Table 26: Targets for Umnotho weSizwe’s External Bursary Programme (Financial Years 2018 to 2022)**

Bursary Programme	Study Duration	2018	2019			2020			2021			2022			Total No. of Bursars
		New	New	Cont.	Total	New	Cont.	Total	New	Cont.	Total	New	Cont.	Total	
B.Com Accounting	4 years	1	1	1	1	0	1	1	0	1	1	0	1	1	1
FET College	2 Years		4	0	4	0	4	4	4	0	4	0	4	4	8
<b>Total:</b>		<b>1</b>	<b>5</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>9</b>
<b>Budget:</b>		<b>R70 000</b>	<b>R400 000</b>			<b>R424 000</b>			<b>R449 440</b>			<b>R476 406</b>			<b>R1 819 846</b>

## 2.5.2 Internship Programme

Umnotho weSizwe is committed to the implementation of an Internship Programme as per the requirements of Section 46 (b)(iv). Tables 27 and 28 detail the strategic plan to implement the Internship Programme at Umnotho weSizwe.

**Table 27: Strategic Action Plan for Umnotho weSizwe’s Internship Programme**

Strategic Action Plan	Responsible	Timeframe
Graduate candidate contract to be drafted for Internship Programme.	Umnotho weSizwe	Completed
Commence Internship Programme at Mooihoek Chrome Mine.	Graduate	In Progress
Report on progress achieved within Internship Programme annually to DMR.	Umnotho weSizwe	July (Annually)

**Table 28: Targets for Umnotho weSizwe’s Internship Programme (Financial Years 2018 to 2022)**

Internship Programme	2018	2019	2020	2021	2022
	Target	Target	Target	Target	Target
Metallurgy	1	0	0	0	0
Mine Planning	1	0	0	0	0
Geologist	1	0	0	0	0
Finance	0	0	0	1	0
Engineering	0	0	2	1	1
Mineral Resource Management	0	0	0	0	1
<b>Total:</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>2</b>
<b>Budget:</b>	<b>R357 500</b>	<b>R0</b>	<b>R150 000</b>	<b>R240 471</b>	<b>R275 013</b>

## 2.6 Employment Equity Plan (Reg. 46 (b) (v))

In line with the intentions of the Employment Equity Act, Umnotho weSizwe, as a responsible employer is committed to the strategic objectives that include having individuals from previously disadvantaged groups (including women) represented in all positions of skills, responsibility and at all levels within the next five (5) year period. This is essential if Umnotho weSizwe is to achieve the following objectives:

### a. Ensure the workplace is free of discrimination:

- To eliminate all forms of unfair discrimination in the employment and advancement of employees;
- To accommodate the designated groups where possible;
- To eliminate all forms of sexual and racial harassment;
- To respect diversity and at the same time encourage teamwork, mutual acceptance and social interaction; and

- To regularly review, analyse and identify all forms of unfair discrimination in policy practices and procedures and to plan the elimination of such barriers.

**b. Ensure and promote employment equity:**

- Transform Umnotho weSizwe’s employee profile through implementing affirmative action measures by removing barriers to equal employment opportunities and to train and develop designated groups within the scope of the company;
- Create a culture of equity that values diversity and facilitates the implementation of affirmative action;
- Institute measures designed to create equal opportunity without adversely affecting the broader career opportunities for current employees within the organisation; and
- Create a pool of skills and competencies to meet the business needs.

As new vacancies become available at Black Chrome mining concern, a detailed implementation plan (inclusive of targets and strategies) will be submitted to the DMR within the same financial year it occurs.

Form S below (refer to Table 29) provides the current Employment Equity statistics for Umnotho weSizwe as at 1 March 2017. Table 30 provides the targets for equitable representation within the workforce aligned to the current Business Plan of the company.

**Table 29: Form S: Employment Equity Statistics for Umnotho weSizwe as at 1 March 2017**

OCCUPANCY LEVELS	Male				Female				TOTAL HDSA
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management (Executive Board)	1			2					1
Senior Management (ExCo)	1			5				1	2
Middle Management	2			1				2	4
Junior Management				1	3				3
Disabilities									0
Core & Critical	30				2	1			33
<b>Total Permanent</b>	<b>34</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>43</b>

**2.6.1 Participation of Historically Disadvantaged South Africans**

The HDSA representation as at 1 March 2017 reported in Table 25 above provide the status of compliance against the 40% requirement (refer to Mining Charter) and have been summarised below.

Umnotho weSizwe reported 83% HDSA employment statistics within their management, core and critical skills areas as at 1 March 2017. A total of 53% HDSAs have been reported within the

management levels. Umnotho weSizwe currently does not comply with the minimum requirement of 40% HDSAs at Exco and Board levels.

The following analysis of Table 29:

- ❖ Top Management: 33%;
- ❖ Senior Management: 29%;
- ❖ Middle Management: 80%;
- ❖ Junior Management: 75%; and
- ❖ Core and Critical Skills: 100%.

**Table 30: Equitable Representation Targets for Umnotho weSizwe (Financial Years 2018 to 2022)**

OCCUPANCY LEVELS	Compliance Target	Progressive HDSA Targets				
		2018	2019	2020	2021	2022
Top Management (Executive Board)	40%	40%	40%	40%	40%	40%
Senior Management (ExCo)	40%	40%	40%	40%	40%	40%
Middle Management	40%	40%	40%	40%	40%	40%
Junior Management	40%	40%	40%	40%	40%	40%
Core & Critical	40%	40%	40%	40%	40%	40%

### **2.6.2 Participation of Women**

Umnotho weSizwe will, through the Career Progression Plan and Mentorship Plan, progress females into management and core occupations ensure annually compliance targets as set forth in the MPRDA and Mining Charter will be met. Preference will be afforded to designated females as and when new vacancies arise at Umnotho weSizwe as per Umnotho weSizwe’s Employment Equity Policy.

Section 3 to follow provides the strategic plans the company will undertake to promote local economic development locally and within the regional context.

### **SECTION 3: LOCAL ECONOMIC DEVELOPMENT PROGRAMMES (Reg. 46 (c))**

This section focuses on strategic programmes that will cover the Local and Regional priorities of economic development, poverty alleviation, community upliftment and the improvement of the people's lives and long term sustainability beyond the life of the Mine.

The closest town to Mooihoek Chrome Mine is Steelpoort situated within The Greater Tubatse Local and the Greater Sekhukhune District municipalities in the province of Limpopo.

The host community is the Pulana Maroga Villages, made up of ten (10) villages namely:

- Ga Moeng;
- Ga Morethe;
- Maroga/ Phalatjeng;
- Legabeng;
- Garagopola;
- Legabeng;
- Mooihoek;
- Maruleng;
- Makgemeng; and
- Mandela.

A comprehensive community engagement process was concluded to determine the needs existing within the Pulana Maroga community (host community) to inform the local economic development planning for Mooihoek Chrome Mine (refer to Appendix A – Community Needs Assessment Database). The identified Municipal wards applicable are Wards 5, 7, 11, 19 and 31 of the Fetakgomo-Greater Tubatse Local Municipality. The Ward Councillors were included in all the community structure engagement sessions conducted to date.

#### **3.1 Socio-Economic Background Information (Reg. 46 (c) (i))**

The socio-economic desktop study has been derived from Statistics SA (Stats SA) National Census Database as derived from the National Census results conducted in 2011 and the Fetakgomo-Greater Tubatse Local Municipality IDP.

**Table 31: Socio-Economic Profile of Surrounding Region - Gender**

Gender Profile Indicators	Limpopo Province	Greater Sekhukhune District Municipality	Fetakgomo-Greater Tubatse Local Municipality	Steelpoort
Male	46.7%	46.2%	47.8%	56.2%
Female	53.3%	53.8%	52.2%	43.8%
<b>Brief Analysis</b>	<p>The gender profile of the province indicates a higher concentration of females (6.6% more than their male counterparts). The District Municipality recorded 7.6% more females than males and the Local Municipality 4.4%. Steelpoort, however reflects the opposite gender profile as the province, district and the local municipality - 12.4% more males than females.</p> <p>Aligned to the relevant pieces of legislation (MPRDA, Mining Charter, etc.), jobs should focus on female recruitment strategies, training and development. The Mining Industry is the biggest employer in the province and should therefore implement strategies to absorb and retain more females within core mining related occupations.</p>			

**Table 32: Socio-Economic Profile of Surrounding Region - Population**

Population Indicators	Limpopo Province	Greater Sekhukhune District Municipality	Fetakgomo-Greater Tubatse Local Municipality	Steelpoort
Total number of people	5 404868	1076840	335,676	1,105
Total number of households	1 418102	263802	83,199	380
Average size of households	3	4.1	3,9	2.8
<b>Brief Analysis</b>	<p>The Limpopo Province has a population of just over 5.4 million. There are 740 villages in the Sekhukhune District. Fetakgomo-Greater Tubatse Local Municipality has the highest number (233) of villages making it the municipality with highest population in the District. The Sekhukhune District comprise a population of 1,076 840 million. Fetakgomo-Greater Tubatse Local Municipality has experienced tremendous population growth 2,2% from 2001 – 2011 compared to the district growth of 1,1%. In-migration into Tubatse Local Municipality of people looking for job opportunities especially in the mining sector and associated industries. Steelpoort has one of the smallest population statistics with only 1,105 people residing here. The dependency ratio on average is 3.5 people.</p>			

**Table 33: Socio-Economic Profile of Surrounding Region – Basic Infrastructure**

Housing and Living Conditions Indicators	Limpopo Province	Greater Sekhukhune District Municipality	Fetakomo-Greater Tubatse Local Municipality	Steelpoort
Urban (formal dwellings)	89.8%	4.22%	7.9%	91.8%
Tribal/Traditional	4.5%	4.76%	90.1%	Not available
Farm	Not available	Not Available	2%	Not available
Flush toilet connected to sewerage system	21.9%	Not Available	6.3%	78.4%
Regional Water Scheme	86.0%	Not Available	43.5%	82.9%
Waste removed by Local municipality at least once a week	21.9%	Not Available	7.9%	79,5%
Electricity used for lighting	87.5%	Not Available	75.7%	95,5%
<b>Brief Analysis</b>	<p>The housing profile across the province, are indicative of the progress achieved in providing formal housing options. In 2011, on district level 234 095 households are living in formal dwellings. Tubatse Local Municipality recorded very high Tribal/Traditional housing structures of 90.1% Steelpoort recorded the highest formal housing statistics with 91.8% of the people residing here lives within formal structures. Steelpoort seem to have a more formalised sewerage network in comparison to the district and province. Sekhukhune District Municipality with its 740 villages are supplied with water from 43 schemes and sub-schemes. Water scarcity is an issue of major concern in the district. The statistics for households linked to the regional water scheme on a district level was not available on Stats SA. However, comparing the Provincial statistic to the Local Municipality it reflects a 42.5% difference which is very high. Access to water in Steelpoort however, reflects favourable in comparison to the local municipality's statistics recorded during the National Census 2011.</p> <p>The local municipal area, in particular Steelpoort 79.5% of the households cited to have their household waste removed by the municipality at least once a week. The provincial statistical figure of 21.9%, compared to 7.9% of the local municipality is indicative of a high number of households in the local municipality who still needs to be incorporated into the municipal service network. The statistics for the district municipality was not available on Stats SA. Electricity usage at both provincial and local municipal levels shown a high number of households having access to electricity for lighting. Steelpoort in comparison to the provincial level have 95,5%, the highest number of households having access to electricity for lighting purposes.</p>			

**Table 34: Socio-Economic Profile of Surrounding Region – Educational Profile**

Educational Profile of Adults (20 to 64 years)	Limpopo Province	Greater Sekhukhune District Municipality	Fetakgomo-Greater Tubatse Local Municipality	Steelpoort
No Schooling	8.6%	10.9%	1.6%	0.3%
Some Primary Schooling	12.3%	5.9%	43.2%	2.9%
Primary Schooling Complete	4.6%	2.1%	6.1%	0.9%
Some Secondary Schooling	33.9%	19%	39.3%	25.9%
Secondary Schooling Complete	28.9%	11%	8.6%	25.9%
Higher Education	11.8%	3.2%	0.8%	34.9%
Other	0%	0%	0.5%	0%
<b>Brief Analysis</b>	<p>The statistical figures reflect on average (5.35%) of people have no formal schooling. Steelpoort has the lowest (0.3%) of people with no Schooling and the highest (34.9%) of people with Higher education aged 20+. Tubatse Local Municipality has the highest concentration of residents (43.2%) with some primary schooling and (39.3%) with some secondary schooling.</p> <p>On average (3.43%) of the population cited to have completed primary schooling. Secondary schooling and higher education yielded the lowest statistics for the local municipal area with Steelpoort citing to have 34.9% residents with a higher education. This could be a reflection of In-migration of people into Tubatse and in particular Steelpoort with Higher Education looking for job opportunities especially in the mining sector.</p> <p>Concerted effort is required to enhance the education levels within the local municipal area. Skills programmes need to be identified aligned to the scarce skills areas published for the local municipal area.</p>			

**Table 35: Socio-Economic Profile of Surrounding Region – Employment Profile (aged 20 years to 64 years)**

Employment Profile Indicators	Limpopo Province	Greater Sekhukhune District Municipality	Fetakgomo-Greater Tubatse Local Municipality	Steelpoort
Employed	61.1%	12%	15%	Not Available
Unemployed	38.9%	11.5%	50.3%	Not Available
Discouraged work-seeker	Not Available	Not Available	3.2%	Not Available
Economically not active	Not Available	30.4%	27.5%	Not Available
<b>Brief Analysis</b>	<p>It should be noted that the Not Available fields could not be ascertained from Stats SA. The local municipality has a weak economic base and high poverty levels. The Local Municipal statistics will however provide an average for all the towns included within the municipal boundary area. Statistically, 15% of the local municipal residents surveyed during the national census in 2011 were employed and 50.3% of the people in the local municipality are unemployed. Of concern is the high number of the local municipal population (20 to 64 years) citing to be not economically active (27.5%). On average (29.37%) of the population on provincial, district and local municipality level are employed compared to (34%) that are unemployed. Based on the Average Household Income percentage provided by Stats SA for Steelpoort, 54.5% of the population seem to be employed and earn a very high combined household monthly income. The absorption rate of local residents within the formal job sector remains a challenge due to the low educational levels recorded in 2011.</p>			

**Table 36: Socio-Economic Profile of Surrounding Region – Household Income Profile per Annum**

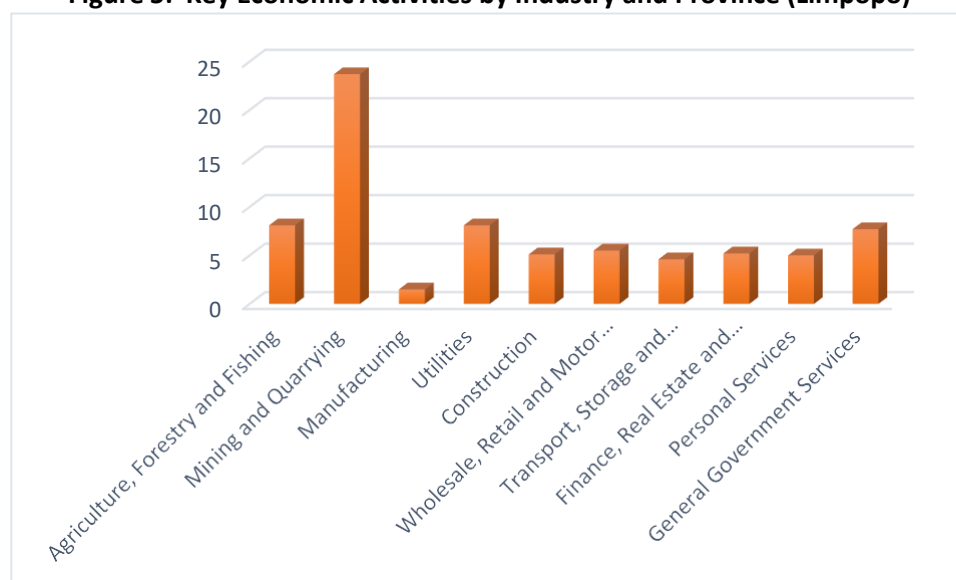
Income Category	Limpopo Province	Greater Sekhukhune District Municipality	Fetakgomo-Greater Tubatse Local Municipality	Steelpoort
No income	Not Available	14.6%	15.7%	1.6%
R1 to R4,800	Not Available	6.47%	6.5%	0.5%
R4,801 to R9,600	Not Available	12.3%	11.9%	0.3%
R9,601 to R19,600	Not Available	23.4%	18.6%	3.4%
R19,600 to R38,200	Not Available	21.3%	17.7%	13.2%
R38,201 to R76,400	Not Available	10.3%	13.8%	8.9%
R76,401 to R153,800	Not Available	6.2%	8.8%	12.1%
R153,801 to R307,601	Not Available	3.6%	4.5%	32.1%
R307,601 to R614,400	Not Available	1.4%	1.9%	22.4%

Income Category	Limpopo Province	Greater Sekhukhune District Municipality	Fetakgomo-Greater Tubatse Local Municipality	Steelport
<b>Brief Analysis</b>	The Income Profile for the Limpopo province could not be assessed due to lack of statistics available for the province from Stats SA. On average 10.63% of the households within the district have no formal annual income. Steelport has the highest level (54.5%) of combined household annual income ranging between R153,801 to R614,400. This in turn relates to a combined household monthly income of between R12,817 to R51,200. Poverty is still a major obstacle which requires collective attention to skills levels to ensure growth and upliftment of the community by increase employment and household incomes.			

Section 3.2 provide the key economic activities as per Regulation 46 (c)(ii) requirements.

### 3.2 Key Economic Activities (Reg. 46 (c)(ii))

**Figure 5: Key Economic Activities by Industry and Province (Limpopo)**



Limpopo recorded the lowest growth rates (of 2,2%) of the nine (9) provinces in 2011. Given the dominance of Gauteng in the economy, all industry groups are found to be concentrated there, except for the agriculture, forestry and fishing industry and the mining and quarrying industry. The bulk of the value added by the agriculture, forestry and fishing industry in South Africa stems from KwaZulu Natal (26,8%) and the Western Cape (22,6%). The mining industry is predominantly in North West (24,8 per cent); Limpopo (23,7 %) and Mpumalanga (20,0 %). The Province has excellent agricultural potential, mineral reserves, and tourism resources. The mining sector has grown in importance in the provincial economy. The growth in mining between 1995 and 2002 has been remarkable as compared to agriculture and manufacturing.

### **3.3 Impact of the Mining Operation (Reg. 46 (c)(iii))**

The following is a summary of key contributions made by the company:

- **Job Creation, employees and their households:** Mooihoek Chrome Mine employs **two hundred /and seventy-one (271) employees** (which translates into over **eight hundred and thirteen (813) individuals** being impacted through direct and indirect income from breadwinner support (assuming an average of three (3) people per employee)). These employees and their households are impacted positively from the salaries earned, as well as other employment benefits. In order to ensure that these positive impacts do not turn negative upon closure through measures such as portable skills training, in place to assist their employees to find alternative sources of income outside of Mooihoek Chrome Mine and the mining sector.
- **Surrounding and labour sending communities:** Most of Mooihoek Chrome Mine's workforce has been sourced from Limpopo province (99%). The income earned by these employees translates into spending power benefiting businesses and entrepreneurs not only in the town surrounding the operation where the employees spend their working week (Pulana Maroga villages and Steelpoort), but also in those economies further away.
- **Small, Medium and Micro Enterprises (SMMEs) and Local contractors:** Mooihoek Chrome Mine will establish a Supplier Development Programme, whereby preferred supplier status will be given to local SMMEs, HDSA entrepreneurs and local service providers in the provision of capital goods (where possible), consumables and service delivery. This programme aims to empower these parties to partake in the business opportunities available through Mooihoek Chrome Mine and other big businesses in the area.
- **Poverty eradication:** Besides the positive impact Mooihoek Chrome Mine already has on the livelihoods of the households of their employees in the surrounding and labour sending communities, the company contributes significantly to service delivery and the upliftment of the local communities surrounding the operation, as discussed in other sections of this SLP.

Mooihoek Chrome Mine will continue with the positive contributions through LED initiatives planned in order to coordinate efforts to bring about sustainable change in the surrounding communities.

### **3.4 Infrastructure and Poverty Eradication Projects (Reg. 46 (c)(iv))**

To inform the type of Local Economic Development (LED) project to be identified, an analysis of Fetakgomo-Greater Tubatse Local Municipality (host community and major labour-sending area) and

Greater Sekhukhune District Municipality have been included within this SLP and summarised in the ensuing sections 3.4.1 and 3.4.2 below.

### **3.4.1 Fetakgomo-Greater Tubatse Local Municipality**

Greater Tubatse Municipality (GTM) is located north of N4 highway, Middleburg, Belfast and Mbombela; and east of the N1 highway; Groblersdal and Polokwane. The area of jurisdiction is approximately 4 550 km<sup>2</sup> in size and is known as the middelveld as it is located between the Highveld and lowveld regions. It forms part of Sekhukhune District Municipality in the Limpopo Province. The municipality comprises 31 wards and approximately 210 villages. According to the 2011 STASA information; the total population of this municipality is approximately 335 767 with 83 199 households. The projected population growth within the growth points (Population growth / concentration points are clusters of individual settlements with large numbers of people and high population densities) over the period 2005 to 2015 showed that the growth will be more than double. This has shown far more serious implications for the demand for services in the Municipal area; this is due to the mining activities taking place around the area.

Large portion of GTM is rural with only six proclaimed townships. Due to its rural nature; the municipality is confronted with a high service delivery backlogs. The GTM area is highly mountainous hence development occurs mostly in valleys. Settlements sizes are small and scattered due to extensive broken terrain. In fact the ridges and the mountains form linear dividers between the settlements. In certain areas the topography is very steep creating mountainous terrain which is impossible for inhabitation. Majority of the settlements are far apart which; makes the provision and maintenance of services very costly. Some of these areas are too small to attain the economic threshold required to provide social facilities in a cost-effective manner. GTM was identified by the Limpopo IDP to be under the platinum cluster due to its competitive advantage and considerable potential for economic cluster development and a provincial growth point.

The mining activities and Natural resources available in the area have created a definite potential to develop tourism and to diversify the economic base of the municipality. The municipality has over the past five years; implemented programs and projects that have assisted in alleviating poverty and have improved the socio economic conditions of the people of Tubatse. New civic centre was developed and assisted in making sure that enough office space is available for personnel.

The projected population growth within the growth points (Population growth / concentration points are clusters of individual settlements with large numbers of people and high population densities) over the period 2005 to 2015 showed that the growth will be more than double. This has shown far more serious implications for the demand for services in the Municipal area; this is due to the mining activities taking place around the area. GTM has a number of population growth points and this is

where most number of people is concentrated – three major growth points are: Burgersfort, Ohrstad and Steelpoort.

Burgersfort is located where the sections of R555 and R37 are coterminous, virtually at the centres of the Greater Tubatse. It is one of the major trading towns in Limpopo and is also the municipal capital of Fetakgomo-Greater Tubatse Local Municipality, which increases its status in the region.

It consists of higher order land uses such as retail shops, warehouses, government offices (e.g. Municipal offices), transport interchange facilities, e.g. taxi and bus rank, railway station; social facilities, etc. serving the hinterland of about 50 km.

Steelpoort is identified as the second growth point in terms of settlement hierarchy within the GTM. Steelpoort in comparison to Burgersfort, comprised more of manufacturing industries and mining related suppliers whilst the latter is more dominated by the retail and service centre. This growth point mostly serves the mining community. There are about six (6) operating mines around the town. Steelpoort town is characterized by a mixed used development; including heavy engineering enterprises; suppliers to the mines; transport facilities; building material suppliers; distributors/wholesale, medium density housing and small retail component.

In terms of the Fetakgomo-Greater Tubatse Local Municipality IDP, it is very important to note that the document is a reflection of historical/present challenges, coloured in by pages of statistical evidence as per 2011 Stats SA info. It presents little or no evidence in terms of what GTM is willing to commit too. Predominantly, it refers to the fact that it is the responsibility of the District Municipality and not GTM as far as Water, Sanitation, and Electricity etc. is concerned. Interaction between the mine and GTM will be crucial and could be very effective to ensure identification of priorities, information as well as implementation and support.

Table 37 reflects the Tubatse Local Municipality’s priority areas identified as established through consultation sessions with local communities.

**Table 37: Priority Areas for Tubatse Local Municipality**

PRIORITY NUMBER	ISSUES/NEED
<b>1. Water and Sanitation</b>	To ensure that all households in formal and informal settlements in the Municipal area have access to basic level of water and sanitation.
	To extend water infrastructure particularly to meet water requirements of mines and households.
	To ensure that GTM becomes the designated water and sanitation Authority (currently the District Municipality is responsible).
	To ensure increased capacity of water purification plants in Tubatse local municipality
	To ensure that all (100%) of registered indigents have access to free basic services.
	To expand the Sewage plants in Burgersfort and Steelpoort towns.

<b>PRIORITY NUMBER</b>	<b>ISSUES/NEED</b>
	To make a substantial investment in bulk sanitation infrastructure.
<b>2. Electricity Reticulation</b>	To start positioning itself and applying for electricity authority - Currently ESKOM is the only electricity provider and GTM only responsible for providing coordination of the service
	To develop an electricity priority list – this will be used as a guiding tool for the electrification of villages within the area of Tubatse.
	To accelerate household connections and to eradicate the backlog.
	To continue to provide Solar Energy to villages that currently do not have electricity.
<b>3. Municipal Roads and Storm water</b>	To ensure that roads GTM municipal area are maintained and/or upgraded to facilitate economic and social activity required for the sustainable development of the municipality.
	To provide a safe environment for all road users.
	Widening and rehabilitation of R37 should be a priority.
<b>4. Refuse Removal</b>	To ensure that all households in urban areas have access to waste removal according to waste removal standards and good waste management.
	To ensure that solid waste disposal and industrial waste disposal infrastructure are developed and introduced
	To extend its service to all households and substantially improve landfill capacity.
	To ensure sustainable recycling initiatives also offer job creation opportunities especially in municipalities like GTM. To use recycling as a strategy to minimize waste
<b>5. Sports and Recreational</b>	To ensure availability of appropriate levels of tourism infrastructure (particularly transport, tourism offerings/ products and accommodation).
<b>6. Traffic and Roads</b>	Upgrading of 71.89 kilometres from unpaved to paved for Fetakgomo municipal roads.
	Upgrading of 187 kilometres of District roads from unpaved to paved
	Re-gravelling of 1.22 kilometres of District Roads.
	To ensure effective traffic management and parking in the GTM area
<b>7. Cemeteries</b>	To ensure that there is sufficient burial space and effective management of cemeteries in the GTM and the District Municipality
<b>8. Housing</b>	To formalise the informal dwellings (shacks) especially those found around main towns in the district.
	To upgrade 31200 households in well located informal settlements with access to basic services and secure tenure
	To improve poor delivery of houses to beneficiaries.
<b>9. Public Participation &amp; Good Governance</b>	Ensure Zero tolerance fraud and corruption.
	Improve current customer satisfaction.
	To monitor, evaluate and improve the financial viability of all towns and communities.

The next section will provide an analysis of the Greater Sekhukhune District Municipality's background and priority needs as identified.

### **3.4.2 Greater Sekhukhune District Municipality**

While, the Greater Sekhukhune District Municipality is a region still plagued with high levels of poverty and unemployment it has substantial opportunities for cooperative development in mining, agriculture and eco-tourism. Education and skilled people are a challenge. While there has been an improvement, this has been far below that of the other DMs in the Limpopo Province. The percentage of those with Grade 12/Matric in Sekhukhune DM is almost half of the South African population and the lowest of all the DMS in the Limpopo and Mpumalanga provinces. The lack of skills is frustrating the current and future development of the area. It is also the high percentages of persons with no schooling which require a buoyant entrepreneurial class to establish industries that those with low skills levels could be absorbed in.

Critical challenges of developing SMME's and Cooperatives in the municipal area are limited opening of opportunities by the existing industries to communities owned by private people, lack of information, lack on entrepreneurship skills, lack of facilities and infrastructure. Education and training levels of SMME's to understand and tap into the small business development within the mining, agriculture and tourism is still inadequate.

Infrastructure is a very important part of any economy. The availability/upgrade and maintenance of infrastructure such as roads, telecommunications, railways, water and airports can in itself create economic growth and development. The existence of these infrastructures improves linkages between the supplier and the market and it creates employment.

The next section will focus on associated stakeholder engagement register (Table 38) and the selected LED projects to be supported by Mooihoek Chrome Mine (Tables 39 to 43).

**Table 38: Record of Stakeholder Engagement**

Date of Attendance	District/Local Municipality	Objectives of Forum/Meeting	Minutes of Meeting (Yes/No)	Forum/Meeting Key Actions	Names of Attendees
09/11/2016	Fetakgomo-Greater Tubatse Local Municipality	The meeting agenda was to introduce the social team (from Umnotho weSizwe and FHL Contracting) to the community and to articulate the background to the mining operation and Social and Labour Plan (SLP) requirements regarding the local economic development project planning process.	Yes (Audio Minutes)	The Business Forum mandated separate community structure engagement sessions to determine the needs from each community structure. Following the individual community structures engagement sessions, a joint sitting of ALL structures to be present where the consolidated needs will be presented prior to the LED project identification process for the Umnotho weSizwe Resources (Pty) Ltd. SLP.	<ul style="list-style-type: none"> <li>• Umnotho weSizwe;</li> <li>• FHL Contracting;</li> <li>• Pulana Maroga Community Trust;</li> <li>• PUMABUFO;</li> <li>• DYDEP;</li> <li>• Business Forum (Non Members);</li> <li>• Labour Centre;</li> <li>• Socio;</li> <li>• B.O.M;</li> <li>• PASAS – HCBC; and</li> <li>• Wards 5 and 11 Councillors from the Greater Tubatse Municipality.</li> </ul>
21/11/2016 to 23/11/2016	Fetakgomo-Greater Tubatse Local Municipality	The meeting/workshop sessions were aimed to gauge and capture the community needs (by community structure and village).	Yes (Audio)	The needs for each community structure were captured during the sessions and for those community structures who required more time opportunity was given to submit by Monday, 28th November 2016.	<ul style="list-style-type: none"> <li>• Comprehensive Attendance Registers are available on request.</li> </ul>
07/02/2017	Fetakgomo-Greater Tubatse Local Municipality	The meeting was held with the Municipality (LED Director and LED Coordinator) to discuss the proposed project(s) identified to be supported by Umnotho weSizwe.	Yes	<ul style="list-style-type: none"> <li>• Three (3) agricultural projects were identified in consultation with the Chief’s offices and presented to the Municipality.</li> <li>• The Municipality indicated to enlist the expertise of the Department of Agriculture.</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance Register is available on request.</li> </ul>

Date of Attendance	District/Local Municipality	Objectives of Forum/Meeting	Minutes of Meeting (Yes/No)	Forum/Meeting Key Actions	Names of Attendees
				<ul style="list-style-type: none"> <li>Umnotho weSizwe indicated that the mine will engage with the Department of Agriculture and conduct site visits to the projects to establish the needs.</li> </ul>	
09/02/2017	Fetakgomo-Greater Tubatse Local Municipality	Site visit to Legabeng Village with Department of Agriculture and Ward Councillors	Yes, Video Recording	<ul style="list-style-type: none"> <li>Needs assessed, discussed with project beneficiaries and agreed to.</li> </ul>	<ul style="list-style-type: none"> <li>Attendance Register is available on request.</li> </ul>
09/02/2017	Fetakgomo-Greater Tubatse Local Municipality	Site visit to Mooihoek Village with Department of Agriculture and Ward Councillors	Yes, Video Recording	<ul style="list-style-type: none"> <li>Needs assessed, discussed with project beneficiaries and agreed to.</li> </ul>	<ul style="list-style-type: none"> <li>Attendance Register is available on request.</li> </ul>
09/02/2017	Fetakgomo-Greater Tubatse Local Municipality	Site visit to Moeng Village with Department of Agriculture and Ward Councillors	Yes, Video and Audio Recording	<ul style="list-style-type: none"> <li>Project not viable to implement due to lack of interest from project beneficiaries.</li> </ul>	<ul style="list-style-type: none"> <li>Attendance Register is available on request.</li> </ul>
09/03/2017	Fetakgomo-Greater Tubatse Local Municipality	LED Project Presentation to Fetakgomo-Greater Tubatse Local Municipality Stakeholders	Yes	<ul style="list-style-type: none"> <li>Project accepted in principle require additional engagement with three (3) more Ward Councillors and District Municipality.</li> </ul>	<ul style="list-style-type: none"> <li>Attendance Register is available on request.</li> </ul>

Date of Attendance	District/Local Municipality	Objectives of Forum/Meeting	Minutes of Meeting (Yes/No)	Forum/Meeting Key Actions	Names of Attendees
14/03/2017	Fetakgomo- Greater Tubatse Local Municipality	To present LED Project Proposal to Ward Councillors.	Yes	<ul style="list-style-type: none"> <li>Project accepted and additional Ward needs proposed for inclusion.</li> </ul>	<ul style="list-style-type: none"> <li>Attendance Register is available on request.</li> </ul>
05/04/2017	Sekhukhune District Municipality	To present LED Project Proposal to Ward Councillors.	Yes	<ul style="list-style-type: none"> <li>Project accepted and additional Ward needs proposed for inclusion.</li> </ul>	<ul style="list-style-type: none"> <li>Attendance Register is available on request.</li> </ul>

### 3.4.3 Local Economic Development (LED) Projects

Through extensive stakeholder engagement sessions with the Fetakgomo Greater Tubatse Municipality and the Pulana Maroga Community the projects listed within Tables 39 to 42 have been identified and will be supported by the Mooihoek Chrome Mine from 1 July 2017 to 30 June 2022.

The additional project as listed in Table 39 below will be supported by Mooihoek Chrome Mine as well but is categorised as a Corporate Social Investment (CSI) project and therefore not clustered under the LED projects.

**Table 39: Community Sanitary Towels Project to be supported by Mooihoek Chrome Mine (1 July 2018 to 30 June 2022)**

Project Name	Community Skills Upliftment and School Infrastructure Upgrade					Project Start Date	2019		
Background to project	Mooihoek Chrome Mine is aware of the old age problem in South African schools girls are forced to miss out on school when they menstruate because they cannot afford sanitary towels due to either their parents are unemployed or they do not have parents to buy them sanitary towels. Several organisations in SA are trying to address the indignity. The situation causes the girls to have low self-esteem and not want to be at school when they are on their periods. Mooihoek Chrome Mine will launch a pilot project which may be the silver bullet in the Maroga community. Mooihoek Chrome Mine will be distributing sanitary towels to schools within all fourteen (14) villages on a monthly basis.					Project End Date	2022		
	The Mooihoek Chrome Mine Management have joined forces to start a teenage health initiative from September 2018. Hundreds of children will be reached and benefit from this initiative. Statistics show that where ever a similar project was started it resulted in the reduction of absenteeism at schools, hence the mine feels that this initiative have to be implemented.								
Project Partners	Mooihoek Chrome Mine/ Maroga Community					Information Valid as at:	Sep-18		
Project Incorporated into which IDP	Fetakgomo Tubatse Local Municipality				Beneficiaries	Maroga Community			
IDP Reference Number of Project	Total Expected Number of Jobs to be created	Male	Female	Youth	Disabled	Geographical Location of Project	Maroga Community		
N/A	N/A Upliftment and infrastructure	Total Employment Opportunities Created:							
		Short Term (1 Year)	Medium Term (3 Years)	Long Term (5+ Years)					
KPA	KPI	Responsible Entity	Deliverables	Timeframe					Budget
				2018	2019	2020	2021	2022	
Provide Sanitary Towels to girls at Maroga Community Schools	Every girl in local community school to have access to sanitary towels	Mooihoek Chrome Mine	Provide Maroga Community Schools with sanitary towels on a monthly basis.	R0	R12 000	R13 000	R14 000	R15 000	R54 000
<b>Total</b>				<b>R0</b>	<b>R12 000</b>	<b>R13 000</b>	<b>R14 000</b>	<b>R15 000</b>	<b>R54 000</b>

**Table 40: Local Economic Development (LED) Projects to be supported by Mooihoek Chrome Mine (1 July 2017 to 30 June 2022)**

Table Ref.	Project Name	Brief Project Description	Type of Project	SLP Reporting Year					2018 - 2022
				2018	2019	2020	2021	2022	
40	Pulana Maroga Community Water Infrastructure Provision	Drill of boreholes and provision of water.	Infrastructure	Completed	R225 318	R259 254	R299 944	R161 918	<b>R946 434</b>
41	Community Skills Upliftment and School Infrastructure Upgrade	Construction of additional classrooms to accommodate learners. Construction will be carried out by local community members through capacity building.	Infrastructure/ Skills Upliftment	R0	R350 000	R450 000	R600 000	R600 000	<b>R2 000 000</b>
42	Sebope Primary School Infrastructure Upgrade	Replacing dilapidated infrastructure (construct classrooms, renovations)	Infrastructure	R0	R512 682	R627 746	R1 236 055	R1 303 082	<b>R3 679 565</b>
<b>Total LED Projects Budget</b>				<b>Completed</b>	<b>R1 088 000</b>	<b>R1 337 000</b>	<b>R2 135 999</b>	<b>R2 065 000</b>	<b>R6 625 999</b>

**Table 41: Pulana Maroga Community Water Infrastructure Provision Project**

<b>Project Name</b>	<b>Pulana Maroga Community Water Infrastructure Provision Project</b>	<b>Project Start Date</b>	2018
<b>Background to project</b>	<p>Due to the rural nature of the local municipal area, the municipality is faced with high service delivery backlogs. Majority of the settlements are far apart making the provision and maintenance of services very costly. Some of these areas are too small to attain the economic threshold required to provide social facilities in a cost-effective manner. There are four (4) main sources of water within the municipal area:</p> <ul style="list-style-type: none"> <li>• Abstraction from surface sources within the area of jurisdiction (dams, springs, large rainwater collectors such as natural rock surfaces or streams);</li> <li>• There are three (3) main rivers in GTM from which water is collected, i.e. Spekboom, Steelpoort, and Olifants rivers;</li> <li>• Abstraction from groundwater sources within the area of jurisdiction (boreholes or dug wells); and</li> <li>• Purchase from external sources (e.g. bottled water).</li> </ul> <p>Through the community engagement sessions held between Umnotho weSizwe and the host community (Ga-Maroga Community) highlighted water provision as a high priority area. As such, Umnotho weSizwe will support water infrastructure provision for the areas prioritised as high by the Tribal Council and Village Heads. The following Villages will be supported during the next five (5) years:</p> <ul style="list-style-type: none"> <li>• Morethe Village (situated in Ward 11);</li> <li>• Moeng Village (situated in Ward 11);</li> <li>• Kampeng Village (situated in Ward 7);</li> <li>• Maroga Phalatseng Village (situated in Ward 11);</li> <li>• Mashemong Village (situated in Ward 7);</li> <li>• Dithamaga Village (situated in Ward 7);</li> <li>• France Ext.1 (situated in Ward 19);</li> <li>• Mandela Village (situated in Ward 5);</li> <li>• Mangabane Village (situated in Ward 31);</li> <li>• Makurung Village (situated in Ward 31); and</li> <li>• Madutameng Village (situated in Ward 19).</li> </ul> <p>The water infrastructure upgrade/provision will be used for household consumption.</p>		<b>Project End Date</b>
<b>Project Partners</b>	Umnotho weSizwe, Greater Tubatse Municipality, Sekhukhune District Municipality	<b>Information Valid as at:</b>	27 Feb 17

<b>Project Incorporated into which IDP</b>	Greater Tubatse Municipality				<b>Beneficiaries</b>	Morethe Village, Moeng Village, Kampeng Village, Maroga Phalatseng Village, Mashemong Village, Tsindintsi Village, Mandela Village, Mangabane Village, Makurung Village, Madutameng Village	
<b>IDP Reference Number of Project</b>	<b>Total Expected Number of Jobs to be created</b>	<b>Male</b>	<b>Female</b>	<b>Youth</b>	<b>Disabled</b>	<b>Geographical Location of Project</b>	Ga-Maroga
TBC		N/A	N/A	N/A	N/A		

**Table 40 Cont.: Maroga Community Water Infrastructure Provision Project**

Output	Responsible Entity	Activity		Timeframe					Total Budget (2018 to 2022)
		KPA	KPI	2018	2019	2020	2021	2022	
Upgrade of Morethe Village Borehole	Umnotho weSizwe	Upgrade of Borehole to provide water to 340 households.	<ul style="list-style-type: none"> <li>To apply and purchase a transformer at Eskom.</li> <li>To equip the borehole with necessary pump.</li> <li>To erect a steel housing for the protection of the pump.</li> <li>To install 2 x 10 000 litre JoJo tanks.</li> <li>To erect 2 x JoJo stands.</li> <li>To install +/- 600m x 50mm steel pipe from the borehole to the tanks as the main pipe.</li> <li>To install +/- 600m x 20mm steel pipe from the tanks as a source of</li> </ul>		R225 318				<b>R225 318</b>

Output	Responsible Entity	Activity		Timeframe					Total Budget (2018 to 2022)
		KPA	KPI	2018	2019	2020	2021	2022	
			supply to the households. <ul style="list-style-type: none"> <li>The location of the tanks have already been identified.</li> </ul>						
Upgrade/Replace Moeng Village Borehole	Umnotho weSizwe	Upgrade of borehole to provide water to 460 households.	<ul style="list-style-type: none"> <li>To apply and purchase a transformer at Eskom.</li> <li>Supply and install 14 x 50mm Black Water pipe.</li> <li>Supply and install 2 x 50mm Valves.</li> <li>Supply and install 24 x 50mm Clamps.</li> <li>Supply and install 8 x 50mm Nipples.</li> </ul>			R259 254			R259 254
Upgrade of Water Infrastructure at Kampeng Village	Umnotho weSizwe	Upgrade of Water Infrastructure to provide water to households.	<ul style="list-style-type: none"> <li>Supply and install 10 x 50mm Black Water Pipe.</li> <li>Supply and install 6 x 50mm Valves.</li> </ul>				R40 000		R40 000

Output	Responsible Entity	Activity		Timeframe					Total Budget (2018 to 2022)
		KPA	KPI	2018	2019	2020	2021	2022	
			<ul style="list-style-type: none"> <li>Supply and install 6 x 50mm x 50mm Male Coupling.</li> <li>Supply and install 20 x 20mm Split pipe.</li> </ul>						
Upgrade of Water Infrastructure at Maroga/Phalatseng Village	Umnotho weSizwe	Upgrade of Water Infrastructure to provide water to 62 households.	<ul style="list-style-type: none"> <li>To apply and purchase a transformer at Eskom.</li> <li>Supply and install 1,2m x 0.80m Steel with Sift Housing.</li> <li>Supply and install 1 x 50mm Valves.</li> <li>Supply and install 4 x 50mm Clamps.</li> <li>Supply and install 14 x 50mm Black Water Pipes.</li> </ul>				R203 068		R203 068
Upgrade of Water Infrastructure at Dithamaga Village	Umnotho weSizwe	This section is adjacent to Mashemong and will assist in inter-	<ul style="list-style-type: none"> <li>Supply and install 17 x 40mm Black water pipe.</li> </ul>	X					Completed (2018)

Output	Responsible Entity	Activity		Timeframe					Total Budget (2018 to 2022)
		KPA	KPI	2018	2019	2020	2021	2022	
		connections of pipes.	<ul style="list-style-type: none"> <li>Supply and install 1 x 10,000 litre JoJo tank.</li> </ul>						
Mashemong Village	Umnotho weSizwe	Upgrade of Water Infrastructure. This section consists of +/- 400 households including a primary, high school and several crèches. There is existing water infrastructure and needs upgrading.	<ul style="list-style-type: none"> <li>Supply and install 12 x 50mm Black water pipe.</li> <li>Supply and install 12 x 50mm Coupling.</li> <li>Supply and install 10 x 20mm Garden Taps.</li> </ul>	X					Completed (2018)
Upgrade of Water Infrastructure at Mandela Village	Umnotho weSizwe	Upgrade of Water Infrastructure to provide water to households.	<ul style="list-style-type: none"> <li>Supply and install 15 x 50mm Black Water Pipe.</li> <li>Supply and install 15 x T 25 x 20 nylon.</li> <li>Supply and install 12 x 25mm Male Coupling.</li> <li>Supply and install 1 x</li> </ul>				R56, 876		R56, 876

Output	Responsible Entity	Activity		Timeframe					Total Budget (2018 to 2022)
		KPA	KPI	2018	2019	2020	2021	2022	
			10,000 litre JoJo Tank.						
Upgrade of Water Infrastructure at Mangabane Village	Umnotho weSizwe	Upgrade of Water Infrastructure to provide water to households.	<ul style="list-style-type: none"> <li>Supply and install 14 x 50mm Black Water Pipe.</li> <li>Supply and install 15 x 20mm Taps.</li> <li>Supply and install 1 x 10,000 litre JoJo Tank.</li> </ul>					R54, 410	<b>R54, 410</b>
Upgrade of Water Infrastructure at Makurung Village	Umnotho weSizwe	Upgrade of Water Infrastructure to provide water to households.	<ul style="list-style-type: none"> <li>Replace existing pump.</li> <li>Supply and install 7 x 50mm Black Water Pipe.</li> <li>Supply and install 4 x T 25 x 20 nylon.</li> <li>Supply and install 7 x 50mm Male Coupling.</li> <li>Supply and install 1 x 10,000 litre JoJo Tank.</li> </ul>					R50, 616	<b>R50, 616</b>

Output	Responsible Entity	Activity		Timeframe					Total Budget (2018 to 2022)
		KPA	KPI	2018	2019	2020	2021	2022	
Upgrade of Water Infrastructure at Madutameng Village	Umnotho weSizwe	Upgrade of Water Infrastructure to provide water to households.	<ul style="list-style-type: none"> <li>Supply and install pump at existing borehole.</li> <li>Supply and install 14 x 50mm Black Water Pipe.</li> <li>Supply and install 14 x 50mm Male Coupling.</li> <li>Supply and install 2 x 10,000 litre JoJo Tanks.</li> <li>10 x 20mm Garden Taps.</li> </ul>					R56 892	<b>R56 892</b>
<b>SLP Target Spend:</b>				<b>Completed (2018)</b>	<b>R225 318</b>	<b>R259 254</b>	<b>R299 944</b>	<b>R161 918</b>	<b>R946 434</b>
<b>Exit Strategy:</b>				The mine will exit the project once all water infrastructure as per above commitments have been successfully completed.					

The following section will provide a brief summary of the projects listed above and photos of the areas concerned.

### **MORETHE SECTION: (Ward 11)**

There is two (2) boreholes identified:

- The first borehole is damaged with rubble stuck in it.
- The second borehole is drilled next to the damaged and it was drilled in the recent years.
- Information written on the Peg: H12.1132, MARG.14: This borehole was drilled by Absolute Bliss that was doing bulk sampling at Groothoek Farm to benefit the Morethe Community; unfortunately it was left unattended to date.
- Number of households to benefit from this project is estimated at 340 (three hundred and forty).
- The distance between the water pipeline and the households is estimated at less than 15m in overall.



**Figure 6: Dilapidated borehole drilled by Samancor with rubble stuck into borehole**



**Figure 7: Church next to Nduna Moeng at GaMorethe**



**Figure 8: Borehole drilled by Absolute Bliss at Morethe Section**

### **MOENG SECTION (Ward 11)**

- The borehole is damaged with rubble stuck in it.
- There is a need to drill another one or utilize the same borehole at Morethe as they are adjacent to each other. This will increase the size of the hosepipes and Steel pipes to be purchased.
- Information written on the Peg: H12.1916, MARG.20: This borehole was drilled by Groothoek Mine.
- Number of households to benefit from this project is estimated at 460 (four hundred and sixty).
- The distance between the water pipeline and the households is estimated at less than 20m in overall.



**Figure 9: Church in Moeng Section**



**Figure 10: Dilapidated Borehole at Moeng Section (seen here is Ward Councillor and Nduna)**



**Figure 11: Nearest powerline at Moeng section**

### **KAMPENG SECTION (Ward 07)**

- The pipeline will stretch +/- 18m away from the households. At some instance it will go through the yards for access to the reservoir.
- There is water infrastructure in place which only needs facelift.



**Figure 12: Damaged coupling at Kampeng Section**



**Figure 13: Kids are picking water at Kampeng Section**



**Figure 14: Reservoir at Kampeng Section**



**Figure 15: Damaged Water Infrastructure at Kampeng Section**



**Figure 16: Illegal Connection on a steel pipe at Kampeng Section**



**Figure 17: Fenced Borehole at Kampeng Section**



**Figure 18: Interconnections and Illegal Water Connections at Kampeng Section**

**MAROGA/PHALATSENG SECTION –WARD 11**

- The pipeline will stretch 15m away from the household and in certain instances it will go past few households.
- The project will benefit around sixty-two (62) households.



**Figure 19: Reservoir at Maroga/Phalatseng (seen here is Nduna’s subjects)**



**Figure 20: Borehole at Maroga Section next to Z.C.C Church**

#### **MASHEMONG SECTION -MOOIHOEK (Ward 07)**

- This section consists of +/- four hundred (400) households including a primary, high school and several crèches.
- There is an existing water infrastructure which needs facelift.

#### **DITHAMAGA SECTION (WARD 07)**

- This Section is adjacent to Mashemong which we can have inter-connection of pipes.
- There is an existing pump station which is pumping up water to NokanaNkwe where residents are provided with 2 x 10, 000 litre JoJo tanks by the Pulana Maroga Community Trust and Sekhukhune District Municipality is responsible for maintenance and electricity usage.

The second project to be supported by the mine is a school infrastructure project and community capacity building project (Table 41). The third project is a school infrastructure upgrade project supporting a local primary school within close vicinity of the mine.

**Table 42: Community Skills Upliftment and School Infrastructure Upgrade Project**

<b>Project Name</b>	<b>Community Skills Upliftment and School Infrastructure Upgrade</b>						<b>Project Start Date</b>	2019	
<b>Background to project</b>	Portable skills (theory and practical building) and construction of additional class rooms at existing school buildings						<b>Project End Date</b>	2022	
<b>Project Partners</b>	Mooihoek Chrome Mine/Autunn Ridge/Communities/Sebope Primary School						<b>Information Valid as at:</b>	Sep-18	
<b>Project Incorporated into which IDP</b>	Fetakgomo Tubatse Local Municipality					<b>Beneficiaries</b>	Sebope Primary/Communities		
<b>IDP Reference Number of Project</b>	<b>Total Expected Number of Jobs to be created</b>	<b>Male</b>	<b>Female</b>	<b>Youth</b>	<b>Disabled</b>	<b>Geographical Location of Project</b>	Garagopola Village		
N/A	<b>N/A Upliftment and infrastructure</b>	<b>Total Employment Opportunities Created:</b>							
		<b>Short Term (1 Year)</b>	<b>Medium Term (3 Years)</b>	<b>Long Term (5+ Years)</b>					
		±28	±40	±60					
<b>KPA</b>	<b>KPI</b>	<b>Responsible Entity</b>	<b>Deliverables</b>	<b>Timeframe</b>					<b>Budget</b>
				<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Upskilling of Community members and Construction of additional class rooms	Community members have building skills and additional classrooms will ensure less learners per class	Mooihoek Chrome Mine	Portable Skills Training to interested and selected community members. Trained community members to construct additional classrooms at nominated schools.	R0	R350 000	R450 000	R600 000	R600 000	R2 000 000
<b>Total</b>				<b>R0</b>	<b>R350 000</b>	<b>R450 000</b>	<b>R600 000</b>	<b>R600 000</b>	<b>R2 000 000</b>
<b>EXIT Strategy:</b>				The mine will exit the project upon successful training in construction of community members identified for the project and classroom construction completed.					

**Table 43: Sebope Primary School Infrastructure Upgrade**

<b>Project Name</b>	<b>Sebope Primary School Infrastructure Upgrade</b>					<b>Project Start Date</b>	2019		
<b>Background to project</b>	Skills shortage amongst community members					<b>Project End Date</b>	2022		
<b>Project Partners</b>	Mooihoek Chrome Mine/Community members/Murray and Roberts Training Academy					<b>Information Valid as at:</b>	Dec-18		
<b>Project Incorporated into which IDP</b>	Fetakgomo Tubatse Local Municipality				<b>Beneficiaries</b>	Sebope Primary School			
<b>IDP Reference Number of Project</b>	<b>Total Expected Number of Jobs to be created</b>	<b>Male</b>	<b>Female</b>	<b>Youth</b>	<b>Disabled</b>	<b>Geographical Location of Project</b>	Ga Ragopola		
TBC	<b>N/A Training and upliftment</b>	<b>Total Employment Opportunities Created:</b>							
		<b>Short Term (1 Year)</b>	<b>Medium Term (3 Years)</b>	<b>Long Term (5+ Years)</b>					
<b>KPA</b>	<b>KPI</b>	<b>Responsible Entity</b>	<b>Deliverables</b>	<b>Timeframe</b>					<b>Budget</b>
				<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	
Construction and Renovations of the school	Upgraded school	Mooihoek Chrome Mine	<ul style="list-style-type: none"> <li>• Training of local community in construction;</li> <li>• Upliftment of skills of local community;</li> <li>• Entrepreneurial Skills;</li> <li>• Improved learning environment for school children.</li> </ul>	R0	R512 682	R627 746	R1 236 055	R1 303 082	<b>R3 679 565</b>
<b>Total</b>				<b>R0</b>	<b>R512 682</b>	<b>R627 746</b>	<b>R1 236 055</b>	<b>R1 303 082</b>	<b>R3 679 565</b>

**EXIT Strategy:**

Mooihoek Chrome Mine will exit the project following successful execution of project.

### 3.5 Housing and Living Conditions (Reg. 46 (c)(iv))

Mooihoek Chrome Mine aims to promote the living conditions for employees. Once affordable local housing stock can be identified in Mooihoek Chrome Mine local community and municipal area, the company will progressively promote home ownership within the workforce. The company's policy makes provision for the following:

- i. The company will motivate the employees to buy sustainable and affordable housing, and become first time home owners in the local urban municipal area to improve their living conditions.

In order to qualify for assistance from Umnotho weSizwe, employees need to comply with the following:

- i. A minimum of two (2) years of service at the company and compliance with company policies;
- ii. To buy an existing, new or old, residential property;
- iii. Or buy a vacant serviced residential stand, linked to NHBRC registered home builder contract;
- iv. Must be a SA Citizen;
- v. Over eighteen (18) years of age;
- vi. Monthly income has to be between R3 501 to R15 000 per month; and
- vii. The employee has to have a sound credit record and still be able to comply with his/her financial obligations.

Table 44 below provides the current accommodation statistics for Umnotho weSizwe as at 1 March 2017.

**Table 44: Accommodation Statistics for Umnotho weSizwe as at 1 March 2017<sup>1</sup>**

Type of Accommodation Utilised	Actual Number of Employees (whilst employed)	Percentage (%) of Workforce	Actual Number of Employees (labour-sending)	Percentage (%) of Workforce
Home Owner	180	69%	259	100%
Rental	79	31%	0	N/A
<b>Total:</b>	<b>259</b>	<b>100%</b>	<b>259</b>	<b>100%</b>

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<sup>1</sup> Please note twelve (12) employees' labour-sending information could not be verified at the time of writing this SLP. The twelve (12) employees' tenure status whilst employed at the mine as well as labour-sending will be reported within the first annual SLP report to the DMR.

The workforce employed at Mooihoek Chrome Mine confirmed their tenure status as home owners (69%) or renting property (31%) whilst working at the mine. The employees renting during the time working at the mine all cited to own houses within their labour-sending areas.

The following section provides an overview on the Nutrition Awareness Programme implemented at Umnotho weSizwe.

### **3.6 Nutrition Programme (Reg. 46 (c)(v))**

Umnotho weSizwe recognises the importance of healthy living and working conditions in order to improve productivity and promote a healthy lifestyle among employees. Umnotho weSizwe Healthcare and Nutrition Plan includes a Medical Surveillance Programme which monitors annual medical check-ups designed to detect early diseases for treatment or referral. The Nutrition Programme further makes provision for the following and is implemented by SHE Systems as part of the company's Nutritional Awareness Programme:

- HIV/Aids and TB Awareness;
- Annual Medicals;
- Mobile Clinics conducting medicals on general healthcare and issue free of charge medicine;
- Education regarding hazards and noise exposure, hearing loss and protective clothing; and
- Hazards of personal exposure to airborne pollutants and personal protective equipment.

### **3.7 Procurement Progression Programme (Reg. 46 (c)(vi))**

Umnotho weSizwe's Procurement Policy aims to provide guidelines for the procurement of goods and services in a manner that promotes the general policies and procedures of Umnotho weSizwe. The purpose of the policy is to ensure ethical and professional procurement practices are adhered to at all times. Umnotho weSizwe supplier selection and management policies and procedures provide a framework to ensure consideration is given to the key areas of economic, environmental, and social factors when analysing the impact of sustainable procurement.

Umnotho weSizwe's policy for procurement progression is as follows:

- i. To promote the development and support of suppliers and contractors from disadvantaged communities, the company took the decision that a large portion of the available procurement (discretionary) expenditure be spent in such a manner that it advances Broad-Based Black Economic Empowerment (B-BBEE);
- ii. As a pre-condition to selection, a potential supplier must submit a signed valid B-BBEE certificate through an Accredited Rating Agency (to be registered with SANAS or IRBA) and

- any other documents that may be required. These shall form one of the critical criteria in the evaluation of B-BBEE requirements from the suppliers and will be updated annually;
- iii. Developing and supporting suppliers close the mine, and bringing existing suppliers closer to the company's site can also lead to cost efficiencies;
  - iv. Reduced delivery times and logistical costs;
  - v. Through training and supporting the company's local small and medium suppliers, the company can also ensure enhanced service, quality control, and an operating ethos that is aligned with the company's procurement policy;
  - vi. The company's supply chain will be reviewed on an annual basis and amended accordingly to ensure compliance is maintained;
  - vii. It will be the responsibility of the head of supply chain to ensure that suppliers, that are compliant, to be contracted; and
  - viii. The company is committed to the following minimum targets to meet the current Mining Charter requirements in the next five (5) year reporting period:
    - a. 40% of Capital Goods (all capital related purchases);
    - b. 50% of consumer goods (all types of commodities);
    - c. 70% of services (all consultants and professional services).

It should be noted that the mine is currently developing and formalising their procurement systems to capture BEE procurement spend in order to track and to monitor compliance against the targets set forth within the Mining Charter. Table 44 provides the targets for preferential procurement as aligned to the current Mining Charter for the financial years 2018 to 2022. Umnotho weSizwe will ensure compliance to the listed targets in Table 45 and report on the progress within the first annual SLP Report to the DMR. The targets (refer to Table 45) will be updated within the annual SLP Implementation Plans once the final amended Mining Charter III is gazetted.

**Table 45: HDSA Procurement Target Table for Umnotho weSizwe (Financial Years 2018 to 2022)**

<i>Target HDSA spend as a percentage of overall discretionary spend</i>					
<b>Procurement Category</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>Capital Goods</b>	40%	40%	40%	40%	40%
<b>Consumables</b>	50%	50%	50%	50%	50%
<b>Services</b>	70%	70%	70%	70%	70%
<b>Multinationals</b>	Ensure that multi-national suppliers of capital goods contribute a minimum of 0.5% of the procurement value.				

### **3.7.1 Supplier Development**

Where identified and required, HDSA Small Medium-Micro Enterprise (SMME) suppliers who require assistance to expand their businesses or lack the required business skills to effectively and optimally operate their businesses, Umnotho weSizwe will provide a plan clearly setting out the assistance to be offered to the identified SMME's and the associated financial provision within the Annual SLP reporting to the DMR.

## **SECTION 4: PROCESSES PERTAINING TO MANAGEMENT OF DOWNSCALING AND RETRENCHMENT (Reg. 46 (d))**

### **4.1 Introduction**

This section deals with the management of downsizing and retrenchments. It is Umnotho weSizwe intention to abide by the guidelines as set out in the Labour Relations Act. The applicable authorities and employees will be notified of any planned retrenchments in accordance with legislative requirements. Negotiations with regards to retrenchment packages will be carried out in line with applicable legislation. Provisions for downscaling and retrenchment will be finalised in the Future Forum when the need arises.

### **4.2 Establishment of a Future Forum (Reg. 46 (d) (i))**

The Future Forum Structure was formally constituted on 5<sup>th</sup> July 2018. The objectives of Umnotho weSizwe Future Forum structure will be:

1. To promote on-going discussions between the worker representatives and mine management regarding the future of the operation as well as the following:
  - a. The Social and Labour Plan;
  - b. The Workplace Skills Plan;
  - c. Employment Equity; and
  - d. Labour related topics.
2. Anticipate, forecast and identify problems, challenges and possible solutions with regard to productivity and employment;
3. Generate awareness of the Social and Labour Plan as and when required;
4. Identify production and employment turn-around strategies;
5. To attempt to identify problems, challenges and solutions with regards to employment;
6. Implement strategies and policies agreed upon by both parties;
7. Negotiate and take measures to avoid job losses;
8. Envisage possible future job losses and implement contingency plans;
9. Notify employees when a retrenchment is made of 10% or more of the workforce;
10. Implement strategies agreed upon by both employer and worker representatives;
11. Consult and attempt to reach consensus on appropriate strategies to promote productivity, save jobs and ensure fair business practices; and
12. Implementation of early warning systems.

**4.3 Mechanisms to Save Jobs and avoid Job Losses and a Decline in Employment (Reg. 46 (d) (ii))**

In terms of section 52 (1) of the MPRDA, should the profit to revenue ratio be less than six percent (6%) on average for a continuous period of twelve (12) months or should ten percent (10%) or more of the workforce or more than five hundred (500) employees have to be retrenched, Umnotho weSizwe undertakes to notify immediately the Minerals and Mining Development Board of such an event. It also undertakes to comply with any ministerial directive arising from such a process.

Nonetheless, planning for downscaling and/or retrenchment will be undertaken in terms of the SLP and the associated workforce planning process that will be in place for the life of the mine. As part of this process, every effort will be made to promote security of employment through sound management of the operation.

In circumstances where Umnotho weSizwe is of the opinion that retrenchments are unavoidable, it will embark on a proper consultation process with all interested and affected parties, as envisaged in terms of Section 189 of the Labour Relations Act, No. 66 of 1995 (LRA).

**Table 46: Implementation Action Plan of Workforce Planning in Respect of Downscaling and Retrenchment**

<b>Downscaling and Retrenchment Programme Strategic Action Plan</b>	<b>Responsible Position</b>	<b>Timeframe</b>
On-going discussion with Future Forum members.	Director	When required
Consultations with the worker representatives and employees likely to be affected by the retrenchment.	Director	When required
Applying creative mechanisms to avoid or minimize retrenchments.	Director	When required

Where it is appropriate, the following alternatives may be considered along with any other proposals advanced by the employee:

- Reducing staff numbers through natural attrition;
- Temporarily suspending recruitment (i.e. while the redeployment of permanent employees is necessary to avoid retrenchment);
- The working of short time at correspondingly reduced salary levels;
- Temporary lay-offs with or without employment benefits or remuneration;
- On the job training, external courses and/or in-house training courses (where feasible and, subject to reasonable time and cost limits, and where an employee on the redeployment list has the potential to fill a certain vacancy);

- Internal transfers to suitable vacancies, not necessarily at the same job/salary level;
- Voluntary retrenchments and early retirement subject to the retention of key employees based on considerations similar to those identified in section 5 below;
- Reasonable time off work will be permitted in the notice period to seek alternative employment; and
- The company will provide staff to be retrenched with assistance in preparing CVs. If requested to do so by the staff members, the company will also circulate the CVs to local recruitment agencies.

**4.4 Mechanisms to Provide Alternative Solutions and Procedures for Creating Job Security where Job Losses cannot be avoided (Reg. 46 (d)(iii))**

Umnotho weSizwe undertakes to inform, in line with Section 52(1) of the MPRDA, the Minerals and Mining Development Board of any possible retrenchments as and when required during the life of the operation and within three (3) to five (5) years prior to the end of the life of the mine. Such notice will include the timeframes for the closure process and issues discussed at the Future Forum. Other interested parties that would be informed would be the DoL, the Local Municipality and the relevant authorities of any major sending areas as determined by the mine’s labour-sending area records. As outlined above in Section 4.3, a comprehensive consultation process in terms Section 189 of the LRA will also be initiated.

Subject to the resources thereto being available, Umnotho weSizwe will assist affected employees through offering a variety of mechanisms including those outlined in Table 47.

**Table 47: Mechanisms to be Available to Employees Affected by Retrenchment**

	<b>Mechanisms</b>
1.	Assistance, prior to retrenchment date, with retraining, entrepreneurship training and other courses to enhance further employment practices.
2.	Informing neighbouring mines of the retrenchment process and ascertaining the availability of any job vacancies.
3.	Assistance in registering as a job seeker with the relevant DoL and/or employment agencies.
4.	Assistance with accessing outplacement and/or career transition counselling from relevant consultancies or job advice centres in the community.
5.	Assistance with completing job application and other relevant forms.
6.	Financial planning advice as well as advice and support in accessing pension/provident fund payouts and UIF claims or other state assistance.

**4.5 Mechanisms to Ameliorate the Social and Economic Impact on Individuals, Regions and Economies Where Retrenchment or Closure of the Operation is Certain (Reg. 46 (d)(iv))**

Downscaling and retrenchment at the operation has the potential to affect not only employees but also surrounding businesses and communities. Thus careful planning is imperative to limit the potential fallout of such an event. A major objective of the HRD and the LED Programmes as outlined in Sections 2 and 3 is to facilitate sustainable social and economic growth in the local communities during the life of the mine. This will need to be supplemented by additional measures to manage the impact of the mine closure on both the surrounding communities and those communities from which labour is sourced.

The Future Forum, will assess in advance the impact that will be caused by the retrenchment and/or closure of its operations. This will be communicated to the affected individuals and communities involved so as to make all affected parties aware of what the outcome of the retrenchment and/or closure will be. Proposals to lessen the impact on the socio-economic situation of the area concerned will be considered. In order to assess this impact a socio-economic impact analysis (SEIA) will be carried out by specialist consultants prior to the development of detailed closure management plans. Such an impact assessment will incorporate interaction with both the Future Forum and relevant community structures.

The plans to manage the socio-economic impact of retrenchments and/or the mine closure must be comprehensive and will include a variety of strategies. The principles underlying the development and implementation of mine closure strategies are outlined in Table 48 below.

**Table 48: Development and Implementation of Closure Strategies**

Closure Programme Strategic Action Plan	Responsible Position	Timeframe
Comprehensive and sensitive consultation with stakeholder groups from the local communities, government departments and other identified groups.	Director	When required
Comprehensive and sensitive consultation with local businesses that are reliant on the mine and those who are independent thereof.	Director	When required

Closure Programme Strategic Action Plan	Responsible Position	Timeframe
<p>Capacity building to assist retrenched employees to set up their own businesses or assist local business to expand their operations including but not limited to:</p> <ul style="list-style-type: none"> <li>• Making available support, guidance and assistance to relevant parties during the life of the mine and at the time of retrenchment;</li> <li>• Fostering a spirit of entrepreneurship among local businesses and interested employees; and</li> <li>• Providing support to local businesses and entrepreneurs through supportive ad-hoc mentoring mechanisms grounded in the needs of the protégés;</li> </ul>	Director	When required
<p>Continued mentorship of empowerment groups and local community structures started during the life of the mine in line with the needs of these groups/structures using ad-hoc mechanisms already in place.</p>	Director	On-going
<p>Development support for empowerment groups and local community structures through experiential learning that focuses providing competencies to meet identifiable needs and building on existing skills and knowledge.</p>	Director	When required
<p>Provision of portable skills to employees facing retrenchment (in addition to those provided during the life of the mine in accordance with the skills development plans and workforce planning outlined in Section 2) particularly non-mining related skills. Such portable skills must have an impact beyond the company and provide for sustained employability and will, wherever feasible:</p> <ul style="list-style-type: none"> <li>• Build on employees' existing skills and be recognised nationally;</li> <li>• Enable employees to manage their careers by addressing identified skills gaps; and</li> <li>• Supplement existing skills with business-related training where appropriate.</li> </ul>	Director	On-going

## SECTION 5: FINANCIAL UNDERTAKING (Reg. 46 (e))

Section 23(1) (e) of the MPRDA states that “The Minister must grant a mining right if the applicant has provided financial provisions for the prescribed Social and Labour Plan”. Umnotho weSizwe will ensure financial provision for each component of the SLP as required.

Table 49 presents a summary of the financial commitment by the company to each element of the SLP for a five (5) year period from financial year 2018 to 2022.

**Table 49: Summary of Financial Undertakings in respect of Umnotho weSizwe SLP Programmes (Financial Years 2018 to 2022)**

SLP Programme	2018	2019	2020	2021	2022	Total Budget (2018 to 2022)
HRD Programme	R467 100	R7 462 278	R11 694 003	R12 075 058	R14 258 198	R45 956 635
LED Programme	R61 802	R1 418 000	R1 700 000	R2 531 999	R2 516 000	R8 227 801
Closure and Retrenchment Management Programme	R910 579	R724 237	R764 794	R807 622	R852 849	R4 060 081
<b>Total SLP Budget (2018 to 2022)</b>	<b>R1 439 481</b>	<b>R9 604 515</b>	<b>R14 158 797</b>	<b>R15 414 679</b>	<b>R17 627 047</b>	<b>R58 244 517</b>

The above commitments are based on the current business plan. Where changes are required to the above, these will be reported in the Annual SLP Report. Actual expenditure in each of the three (3) elements of the SLP will also be reported on annually to the DMR within the Annual SLP Report.

### 5.1 Human Resources Development Programmes (Reg. 46 (e)(i))

Section 2 outlines the Human Resources Development (HRD) Programmes to be implemented by Umnotho weSizwe. However, based on current planning, Umnotho weSizwe has provided for approximately 5% of the total expected wage bill (excluding Mandatory Skills Development Levies) per annum for expenditure on HRD programmes (refer to Table 50 below).

**Table 50: Summary of Financial Undertakings in respect of the Umnotho weSizwe’s Human Resources Development Programmes**

Human Resources Development Programme	2018	2019	2020	2021	2022	Total
						(Financial Years 2018 to 2022)
ABET Workforce	R202 500	R212 000	R224 720	R238 203	R252 495	<b>R1 129 919</b>
ABET Community	R0	R212 000	R224 720	R238 203	R252 495	<b>R927 419</b>
Core Business Skills	R136 424	R5 868 890	R9 829 639	R10 022 218	R12 067 176	<b>R37 924 347</b>
Community Development Skills Training Programme	R0	462 682	485 816	510 107	535 612	<b>R1 994 217</b>
Section 18.2 Learnership	R0	R214 853	R227 744	R241 409	R255 893	<b>R939 899</b>
Portable Skills	R13 032	R44 000	R76 640	R81 238	R86 113	<b>R301 023</b>
Artisan	R45 144	R47 853	R50 724	R53 767	R56 993	<b>R254 481</b>
Bursaries (External)	R70 000	R400 000	R424 000	R449 440	R476 406	<b>R1 819 846</b>
Internship	R0	R0	R150 000	R240 471	R275 013	<b>R665 484</b>
<b>Total:</b>	<b>R467 100</b>	<b>R7 462 278</b>	<b>R11 694 003</b>	<b>R12 075 057</b>	<b>R14 258 198</b>	<b>R45 956 635</b>
<b>Projected Annual Wage Bill:</b>		<b>R149 245 550</b>	<b>R233 880 050</b>	<b>R241 501 150</b>	<b>R285 163 950</b>	<b>R909 790 700</b>
<b>Annual Wage Bill (5% Spend Requirement)</b>	<b>R206 950</b>	<b>R7 462 278</b>	<b>R11 694 003</b>	<b>R12 075 058</b>	<b>R14 258 198</b>	<b>R45 696 485</b>

## **5.2 Local Economic Development Programmes (Reg. 46 (e)(ii))**

Section 3 details the integrated LED programme initiated by Umnotho weSizwe. Table 51 provides a summary of the financial provision for LED programmes for the next five (5) years.

**Table 51: Summary of Financial Undertakings in respect of the Umnotho weSizwe’s Local Development Programmes**

Local Economic Development Programme	2018	2019	2020	2021	2022	Total
						(2018 to 2022)
LED Projects	Completed	R1 088 000	R1 337 000	R2 135 999	R2 065 000	<b>R6 625 999</b>
Housing Programme	Living Allowance	Living Allowance	Living Allowance	Living Allowance	Living Allowance	<b>R0</b>
Nutrition Programme	R0	R330 000	R363 000	R396 000	R451 000	<b>R1 540 000</b>
<b>Total:</b>	<b>R0</b>	<b>R1 418 000</b>	<b>R1 700 000</b>	<b>R2 531 999</b>	<b>R2 516 000</b>	<b>R8 165 999</b>

### **5.3 Management of Downscaling and Retrenchment Management Programmes (Reg. 46 (e)(iii))**

The on-going investment in HRD Programme and facilitation of training during the life of Umnotho weSizwe are intended to support the acquisition of skills that will provide employability to the workforce beyond the life of the operations.

Negotiations with regard to retrenchment packages will be carried out at the time these take place. Such negotiations and consultation will be in line with prevailing legislation and best practice. Provision for downscaling and retrenchments is included within Table 51.

**Table 52: Summary of Financial Undertakings in respect of the Umnotho weSizwe’s Closure and Retrenchment Management Programmes**

<b>SLP Programme</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>Total (2018 to 2022)</b>
Closure and Retrenchment Management	R910 579	R724 237	R764 794	R807 622	R852 849	<b>R4 060 081</b>

## SECTION 6: STATEMENT OF UNDERTAKING AND SLP COMMUNICATION PLAN

### 6.1 Statement of Undertaking

I, **JAKOBUS GLOY**, the undersigned and duly authorised thereto by Umnotho weSizwe (Pty) Ltd, undertake to adhere to the information, requirements, commitments and conditions as set out in this Social and Labour Plan document.

Signed at **Steelpoort** on this ..... day of..... 2019.

Signature of responsible person(s).

.....

**DESIGNATION: GENERAL MANAGER**

### 6.2 Communication of the Social and Labour Plan to Umnotho weSizwe Workforce (Reg. 46 (f))

In order to comply with the requirements of the MPRDA (specifically regulation 46(f)), Umnotho weSizwe will continue ensure that each employee is informed about the provisions set out in the company's SLP as well as progress in achieving the objectives on an annual basis. In order to communicate the information effectively, the following process will be followed as detailed in Table 53 below.

**Table 53: SLP Communication Process Implementation Action Plan**

Strategic Action Plan	Responsible	Timeframe
Umnotho weSizwe communicates the SLP to all its employees through established SLP communication structures.	Umnotho weSizwe	On-going
The feedback is presented in an appropriate format to be understood by all employees and may be communicated verbally, face to face and with the help of interpreters.	Umnotho weSizwe	On-going
The Future Forum discusses and communicates SLP issues during the life of the operations as well as issues pertaining to downscaling and retrenchment should these arise.	Umnotho weSizwe	On-going

## **APPENDIX A: MAROGA COMMUNITY NEEDS ASSESSMENT DATABASE**

## EXECUTIVE SUMMARY

The Mooihoek Chrome Mine has been dormant for the past four (4) years (2012 to 2015). Umnotho weSizwe Resources(Pty) Ltd. is in the process of applying for a Section 11 shareholding transferring the controlling shareholding in Umnotho weSizwe Resources (Pty) Ltd. to Black Chrome Holding (Pty) Ltd and change of mine name to Mooihoek Chrome Mine. following Section 11.. The Mooihoek Chrome Mine is in the process of ramping up (commenced 2016) and should reach steady state within one (1) year.

As part of regulatory requirements under the Mineral and Petroleum Resources Development Act, Act No. 28 of 2002 (MPRDA), every mining right holder should have a Social and Labour Plan (SLP) in place (a five (5) year plan encompassing Human Resources Development (HRD) Programmes, Local Economic Development (LED) programmes, Retrenchment Management programmes and finally the financial provision for the programmes for the next five (5) years aligned to legislative requirements) accepted and approved by the Department of Mineral Resources (DMR) and reported against annually through the Annual Social and Labour Plan Report. The SLP is updated every five (5) years and a new five (5) year plan is submitted to the Regulator.

One (1) of the LED Programme components in the SLP is for the Mining Right Holder to identify a suitable LED project(s) aligned to the needs of the host community and/or major labour-sending areas. Thorough community engagements sessions need to be facilitated to understand the community needs at large for consideration to be undertaken as sustainable LED project(s) as part of the mine's SLP commitments.

It is crucial to understand the role players within the host community and therefore the Stakeholder Engagement Map was drafted to facilitate community engagement sessions as per the community best practice approach for engagement with the various community structures.

The host community (Maroga) is situated in the Tubatse local municipal area forming part of the Sekhukhune District located within the Limpopo province. The identified Municipal wards applicable are Wards 5, 7, 11, 19 and 31. The Ward Councillors will form part of all the community structure engagement sessions.

This document will be continuously updated during the engagement process with the Maroga Community and Key Roles Players. Community needs captured will be managed through the Community Needs Assessment Database and findings of the needs assessment and progress achieved will be continuously updated within this document for reference purposes.

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
1	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072 371 3573		Construction of 3 Classrooms
2	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072 371 3573		Chalkboard
3	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072 371 3573		Construction of Kitchen
4	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072 371 3573		Construction of Toilets
5	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072 371 3573		Food Parcels
6	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072 371 3573		Office Furniture
7	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072 371 3573		Cooking Pots
8	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072 371 3573		Cups
9	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072 371 3573		Mattresses
10	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072 371 3573		Jungle Gym
11	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072 371 3573		Sickbay
12	NGO	MOLAPO CRECHE(GARAGOPOLA VILLAGE)	M.M	MATSI	072 781 5494		Tiling of floor
13	NGO	MOLAPO CRECHE(GARAGOPOLA VILLAGE)	M.M	MATSI	072 781 5494		Fixing of broken window panes
14	NGO	MOLAPO CRECHE(GARAGOPOLA VILLAGE)	M.M	MATSI	072 781 5494		Installing Ceiling
15	NGO	MOLAPO CRECHE(GARAGOPOLA VILLAGE)	M.M	MATSI	072 781 5494		Office Furniture
16	NGO	MOLAPO CRECHE(GARAGOPOLA VILLAGE)	M.M	MATSI	072 781 5494		Construction of Toilets
17	NGO	MOLAPO CRECHE(GARAGOPOLA VILLAGE)	M.M	MATSI	072 781 5494		Paints (Wall paints for interior and exterior)

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
18	NGO	MOLAPO CRECHE(GARAGOPOLA VILLAGE)	M.M	MATSI	072 781 5494		Pavement
19	NGO	MOLAPO CRECHE(GARAGOPOLA VILLAGE)	M.M	MATSI	072 781 5494		Security Gate
20	NGO	MOLAPO CRECHE(GARAGOPOLA VILLAGE)	M.M	MATSI	072 781 5494		Refrigerator
21	NGO	MOLAPO CRECHE(GARAGOPOLA VILLAGE)	M.M	MATSI	072 781 5494		Educational Toys
22	NGO	MOLAPO CRECHE(GARAGOPOLA VILLAGE)	M.M	MATSI	072 781 5494		Small Mattresses
23	NGO	MOLAPO CRECHE(GARAGOPOLA VILLAGE)	M.M	MATSI	072 781 5494		Swings
24	NGO	MOLAPO CRECHE(GARAGOPOLA VILLAGE)	M.M	MATSI	072 781 5494		Dolls
25	NGO	MOLAPO CRECHE(GARAGOPOLA VILLAGE)	M.M	MATSI	072 781 5494		Balls
26	NGO	MOLAPO CRECHE(GARAGOPOLA VILLAGE)	M.M	MATSI	072 781 5494		Roofing of Old Classroom
27	NGO	MABOA CRECHE(GARAGOPOLA VILLAGE)	N.	MALAPANE	072 5256161		Construction of Office Building

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
28	NGO	MABOA CRECHE(GARAGOPOLA VILLAGE)	N.	MALAPANE	072 5256161		Construction of Kitchen
29	NGO	MABOA CRECHE(GARAGOPOLA VILLAGE)	N.	MALAPANE	072 5256161		Provision of Water and Equipment
30	NGO	MABOA CRECHE(GARAGOPOLA VILLAGE)	N.	MALAPANE	072 5256161		Security
31	NGO	MABOA CRECHE(GARAGOPOLA VILLAGE)	N.	MALAPANE	072 5256161		Toys
32	NGO	MABOA CRECHE(GARAGOPOLA VILLAGE)	N.	MALAPANE	072 5256161		SALARIES FOR MY WORKERS
33	NGO	KGAMAGADI CRECHE(GA MAROGA VILLAGE)	M.E	NAPO	072 127 9886		Construction of 3 Classrooms
34	NGO	KGAMAGADI CRECHE(GA MAROGA VILLAGE)	M.E	NAPO	072 127 9886		Chalkboard
35	NGO	KGAMAGADI CRECHE(GA MAROGA VILLAGE)	M.E	NAPO	072 127 9886		Construction of Kitchen
36	NGO	KGAMAGADI CRECHE(GA MAROGA VILLAGE)	M.E	NAPO	072 127 9886		Construction of Toilets
37	NGO	KGAMAGADI CRECHE(GA MAROGA VILLAGE)	M.E	NAPO	072 127 9886		Food Parcels

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
38	NGO	KGAMAGADI CRECHE(GA MAROGA VILLAGE)	M.E	NAPO	072 127 9886		Office Furniture
39	NGO	KGAMAGADI CRECHE(GA MAROGA VILLAGE)	M.E	NAPO	072 127 9886		Cooking Pots
40	NGO	KGAMAGADI CRECHE(GA MAROGA VILLAGE)	M.E	NAPO	072 127 9886		Cups
41	NGO	KGAMAGADI CRECHE(GA MAROGA VILLAGE)	M.E	NAPO	072 127 9886		Mattresses
42	NGO	MARULENG CRECHE(MARULENG VILLAGE)	P.	MOKOENA	073 659 5780		Mattresses
43	NGO	MARULENG CRECHE(MARULENG VILLAGE)	P.	MOKOENA	073 659 5780		Tables and Chairs
44	NGO	MARULENG CRECHE(MARULENG VILLAGE)	P.	MOKOENA	073 659 5780		Construction of Kitchen
45	NGO	MARULENG CRECHE(MARULENG VILLAGE)	P.	MOKOENA	073 659 5780		Construction of Hall
46	NGO	MARULENG CRECHE(MARULENG VILLAGE)	P.	MOKOENA	073 659 5780		Security Hall
47	NGO	MARULENG CRECHE(MARULENG VILLAGE)	P.	MOKOENA	073 659 5780		Construction of 2 classrooms

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
48	NGO	MARULENG CRECHE(MARULENG VILLAGE)	P.	MOKOENA	073 659 5780		Library (story books)
49	NGO	MARULENG CRECHE(MARULENG VILLAGE)	P.	MOKOENA	073 659 5780		Toys
50	NGO	MARULENG CRECHE(MARULENG VILLAGE)	P.	MOKOENA	073 659 5780		Office Furniture
51	NGO	MARULENG CRECHE(MARULENG VILLAGE)	P.	MOKOENA	073 659 5780		Feeding Scheme
52	NGO	MARULENG CRECHE(MARULENG VILLAGE)	P.	MOKOENA	073 659 5780		Toilets
53	NGO	MARULENG CRECHE(MARULENG VILLAGE)	P.	MOKOENA	073 659 5780		Stipend (5x employees Allowance)
54	NGO	MARULENG CRECHE(MARULENG VILLAGE)	P.	MOKOENA	073 659 5780		Cooking Equipment (Stove)
55	NGO	MOHLABA CRECHE	J.	MAILE	079 694 8765		Construction of Toilets
56	NGO	MOHLABA CRECHE	J.	MAILE	079 694 8765		Water Provision
57	NGO	MOHLABA CRECHE	J.	MAILE	079 694 8765		Construction of 3 Classrooms
58	NGO	MOHLABA CRECHE	J.	MAILE	079 694 8765		Construction of Kitchen
59	NGO	THUTO KE LESEDI	P.T	TEFFU	079 412 6360		Construction of Extra Buildings
60	NGO	THUTO KE LESEDI	P.T	TEFFU	079 412 6360		Water Provision
61	NGO	THUTO KE LESEDI	P.T	TEFFU	079 412 6360		See Water Provision

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
62	NGO	THUTO KE LESEDI	P.T	TEFFU	079 412 6360		Sanitation (Construction of Toilets for Kids) and Visitors
63	NGO	THUTO KE LESEDI	P.T	TEFFU	079 412 6360		Furniture (clarification required)
64	NGO	THUTO KE LESEDI	P.T	TEFFU	079 412 6360		Fencing
65	NGO	THUTO KE LESEDI	P.T	TEFFU	079 412 6360		Security
66	NGO	THUTO KE LESEDI	P.T	TEFFU	079 412 6360		Transport (clarification required)
67	NGO	THUTO KE LESEDI	P.T	TEFFU	079 412 6360		Food Parcels
68	NGO	THUTO KE LESEDI	P.T	TEFFU	079 412 6360		Yard Decorations
69	NGO	THUTO KE LESEDI	P.T	TEFFU	079 412 6360		Employment Opportunities
70	NGO	THUTO KE LESEDI	P.T	TEFFU	079 412 6360		Road
71	NGO	THUTO KE LESEDI	P.T	TEFFU	079 412 6360		PPE
72	NGO	THUTO KE LESEDI	P.T	TEFFU	079 412 6360		Stationary
73	NGO	THUTO KE LESEDI	P.T	TEFFU	079 412 6360		JoJo Tank
74	NGO	THUTO KE LESEDI	P.T	TEFFU	079 412 6360		Kitchen Equipment
75	NGO	LETLABELA CRECHE	M.D	MAKOFANE	083 589 3604		Construction of Office Building
76	NGO	LETLABELA CRECHE	M.D	MAKOFANE	083 589 3604		Construction of Kitchen
77	NGO	LETLABELA CRECHE	M.D	MAKOFANE	083 589 3604		Water Provision and Equipment (clarification required)
78	NGO	LETLABELA CRECHE	M.D	MAKOFANE	083 589 3604		Security
79	NGO	LETLABELA CRECHE	M.D	MAKOFANE	083 589 3604		Toys

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
80	NGO	LETLABELA CRECHE	M.D	MAKOFANE	083 589 3604		Funding (clarification required)
81	NGO	LETLABELA CRECHE	M.D	MAKOFANE	083 589 3604		See Water Provision
82	NGO	LETLABELA CRECHE	M.D	MAKOFANE	083 589 3604		Infrastructure (clarification required)
83	NGO	LETLABELA CRECHE	M.D	MAKOFANE	083 589 3604		Food Parcels
84	NGO	LETLABELA CRECHE	M.D	MAKOFANE	083 589 3604		Food Parcels
85	NGO	LETLABELA CRECHE	M.D	MAKOFANE	083 589 3604		Electricity Provision
86	NGO	LETLABELA CRECHE	M.D	MAKOFANE	083 589 3604		Security
87	NGO	LETLABELA CRECHE	M.D	MAKOFANE	083 589 3604		Outdoor Playground
88	NGO	LETLABELA CRECHE	M.D	MAKOFANE	083 589 3604		Tables and Chairs
89	NGO	LETLABELA CRECHE	M.D	MAKOFANE	083 589 3604		Office Equipments
90	NGO	THARI YA BANA	M.	MAROGA	079 667 3708		
91	NGO	THARI YA BANA	M.	MAROGA	079 667 3708		Construction of Kitchen
92	NGO	THARI YA BANA	M.	MAROGA	079 667 3708		Toilets
93	NGO	THARI YA BANA	M.	MAROGA	079 667 3708		Construction of Hall
94	NGO	THARI YA BANA	M.	MAROGA	079 667 3708		Office Equipment
95	NGO	THARI YA BANA	M.	MAROGA	079 667 3708		Toys
96	NGO	THARI YA BANA	M.	MAROGA	079 667 3708		Training of Caregivers
97	NGO	THARI YA BANA	M.	MAROGA	079 667 3708		Water Provision
98	NGO	THARI YA BANA	M.	MAROGA	079 667 3708		Jungle Gym
99	NGO	BOHLOKWANE CRECHE	M.R	MAROGA	079 038 6149		Borehole
100	NGO	BOHLOKWANE CRECHE	M.E	MAROGA	079 416 2408/073 406 3680		Construction of 3 Classrooms
101	NGO	BOHLOKWANE CRECHE	M.E	MAROGA	079 038 6149		Library

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
102	NGO	BOHLOKWANE CRECHE	M.E	MAROGA	079 038 6149		Toilets
103	NGO	BOHLOKWANE CRECHE	M.E	MAROGA	079 038 6149		Chairs
104	NGO	BOHLOKWANE CRECHE	M.E	MAROGA	079 038 6149		Tables
105	NGO	BOHLOKWANE CRECHE	M.E	MAROGA	079 038 6149		Cooking Equipment
106	NGO	BOHLOKWANE CRECHE	M.E	MAROGA	079 038 6149		Sponges
107	NGO	BOHLOKWANE CRECHE	M.E	MAROGA	079 038 6149		Mattresses
108	NGO	BOHLOKWANE CRECHE	M.E	MAROGA	079 038 6149		Pots
109	NGO	BOHLOKWANE CRECHE	M.E	MAROGA	079 038 6149		Food
110	NGO	BOHLOKWANE CRECHE	M.E	MAROGA	079 038 6149		Funding
111	NGO	MASHITE CRECHE	M.E	MAROGA	073 406 3680		Toilets
112	NGO	MASHITE CRECHE	M.E	MAROGA	073 406 3680		Construction of Hall
113	NGO	MASHITE CRECHE	M.E	MAROGA	073 406 3680		Toilets
114	NGO	MASHITE CRECHE	M.E	MAROGA	073 406 3680		Fencing
115	NGO	MASHITE CRECHE	M.E	MAROGA	073 406 3680		Toys
116	NGO	MASHITE CRECHE	M.E	MAROGA	073 406 3680		Tables
117	NGO	MASHITE CRECHE	M.E	MAROGA	073 406 3680		Chairs
118	NGO	MASHITE CRECHE	M.E	MAROGA	073 406 3680		Cooking Equipment
119	NGO	MASHITE CRECHE	M.E	MAROGA	073 406 3680		Gardening Tools
120	NGO	MASHITE CRECHE	M.E	MAROGA	073 406 3680		Educator's Table
121	NGO	NALEDI CRECHE	M.P	SERAGE	082 732 6504		Construction of 5 Classrooms
122	NGO	NALEDI CRECHE	M.P	SERAGE	082 732 6504		2 Toilets
123	NGO	NALEDI CRECHE	M.P	SERAGE	082 732 6504		Fencing

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
124	NGO	NALEDI CRECHE	M.P	SERAGE	082 732 6504		Water Provision
125	NGO	NALEDI CRECHE	M.P	SERAGE	082 732 6504		Electricity Infrastructure
126	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		Construction of Sickbay
127	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		Construction of Classroom
128	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		Construction of Office
129	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		Construction of Hall
130	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		Toilets
131	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		Office Furniture
132	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		Chairs
133	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		First Aid Kit
134	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		Pots
135	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		Cutlery
136	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		Stove
137	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		Electricity Infrastructure
138	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		Transport
139	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		Mattresses

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
140	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		Tissues
141	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		FENCE
142	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		Utensils
143	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		Funding
144	NGO	TUMISHI CRECHE(MARULENG)	W.	MASHEGO	076 809 5391		ROOFING FIX OF THE BUILDING
145	NGO	ITSOSENG CRECHE(GOWE)	N.M	KGAMADI	072 265 1708		Construction of Office
146	NGO	ITSOSENG CRECHE(GOWE)	N.M	KGAMADI	072 265 1708		Construction of Classroom
147	NGO	ITSOSENG CRECHE(GOWE)	N.M	KGAMADI	072 265 1708		Construction of Kitchen
148	NGO	ITSOSENG CRECHE(GOWE)	N.M	KGAMADI	072 265 1708		Construction of Sickbay
149	NGO	ITSOSENG CRECHE(GOWE)	N.M	KGAMADI	072 265 1708		Chairs
150	NGO	ITSOSENG CRECHE(GOWE)	N.M	KGAMADI	072 265 1708		Tables
151	NGO	ITSOSENG CRECHE(GOWE)	N.M	KGAMADI	072 265 1708		Office Equipments
152	NGO	ITSOSENG CRECHE(GOWE)	N.M	KGAMADI	072 265 1708		Office Furniture
153	NGO	ITSOSENG CRECHE(GOWE)	N.M	KGAMADI	072 265 1708		First Aid Kit
154	NGO	ITSOSENG CRECHE(GOWE)	N.M	KGAMADI	072 265 1708		Transport
155	NGO	ITSOSENG CRECHE(GOWE)	N.M	KGAMADI	072 265 1708		Mattresses

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
156	NGO	ITSOSENG CRECHE(GOWE)	N.M	KGAMADI	072 265 1708		Fencing
157	NGO	ITSOSENG CRECHE(GOWE)	N.M	KGAMADI	072 265 1708		Gate
158	NGO	ITSOSENG CRECHE(GOWE)	N.M	KGAMADI	072 265 1708		Water
159	NGO	ITSOSENG CRECHE(GOWE)	N.M	KGAMADI	072 265 1708		Funding
160	NGO	ITSOSENG CRECHE(GOWE)	N.M	KGAMADI	072 265 1708		Tissues
161	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072371 3573		Construction of 3 Classrooms
162	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072371 3573		Roofing of Existing Building and interior and exterior Painting
163	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072371 3573		Construction of Toilets
164	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072371 3573		Office Furniture
165	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072371 3573		Toys
166	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072371 3573		Jungle Gym
167	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072371 3573		Cupboards
168	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072371 3573		Tables
169	NGO	GARAGOPOLA CRECHE	B.	RANTHO	072371 3573		Chairs
170	NGO	DEVINE CRECHE (MOOIHOEK)	M.	MODIPI	079 628 6063		Construction of Kitchen
171	NGO	DEVINE CRECHE (MOOIHOEK)	M.	MODIPI	079 628 6063		Construction of Office
172	NGO	DEVINE CRECHE (MOOIHOEK)	M.	MODIPI	079 628 6063		Construction of Toilets
173	NGO	DEVINE CRECHE (MOOIHOEK)	M.	MODIPI	079 628 6063		Construction of Storeroom

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
174	NGO	DEVINE CRECHE (MOOIHOEK)	M.	MODIPI	079 628 6063		Office Equipment
175	NGO	DEVINE CRECHE (MOOIHOEK)	M.	MODIPI	079 628 6063		2 Swings
176	NGO	DEVINE CRECHE (MOOIHOEK)	M.	MODIPI	079 628 6063		Water Provision
177	NGO	LESHOANENG CRECHE	F.	MAPHANGA	72 531 8071		Construction of 2 Classrooms
178	NGO	LESHOANENG CRECHE	F.	MAPHANGA	73 531 8071		Toys
179	NGO	LESHOANENG CRECHE	F.	MAPHANGA	74 531 8071		Toilets
180	NGO	LESHOANENG CRECHE	F.	MAPHANGA	75 531 8071		Mattresses
181	NGO	LESHOANENG CRECHE	F.	MAPHANGA	76 531 8071		Sponges
182	NGO	LESHOANENG CRECHE	F.	MAPHANGA	77 531 8071		Water Tank
183	NGO	LESHOANENG CRECHE	F.	MAPHANGA	78 531 8071		Story Books
184	NGO	LESHOANENG CRECHE	F.	MAPHANGA	79 531 8071		Outdoor Apparatus
185	NGO	LESHOANENG CRECHE	F.	MAPHANGA	80 531 8071		Blankets
186	NGO	LESHOANENG CRECHE	F.	MAPHANGA	81 531 8071		Fencing
187	NGO/NPO	LEMA GARDENING AND POULTRY	M.T	LESINYA	076 028 4561		Tractor
188	NGO/NPO	LEMA GARDENING AND POULTRY	M.T	LESINYA	076 028 4561		Seedlings (All vegetables)
189	NGO/NPO	LEMA GARDENING AND POULTRY	M.T	LESINYA	076 028 4561		Fencing
190	NGO/NPO	LEMA GARDENING AND POULTRY	M.T	LESINYA	076 028 4561		Irrigation Scheme
191	NGO/NPO	LEMA GARDENING AND POULTRY	M.T	LESINYA	076 028 4561		Water Provision
192	NGO/NPO	LEMA GARDENING AND POULTRY	M.T	LESINYA	076 028 4561		Electricity Infrastructure
193	NPO	BRIGHT FUTURE	Required	Required	Required		Borehole
194	NPO	BRIGHT FUTURE	Required	Required	Required		Transformer
195	NPO	BRIGHT FUTURE	Required	Required	Required		Tractor

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
196	NPO	BRIGHT FUTURE	Required	Required	Required		Seedlings (specific requirements to be listed)
197	NPO	BRIGHT FUTURE	Required	Required	Required		Sand
198	NPO	BRIGHT FUTURE	Required	Required	Required		Manure
199	NPO	BRIGHT FUTURE	Required	Required	Required		PPE
200	NPO	BRIGHT FUTURE	Required	Required	Required		Road Infrastructure
201	NPO	BRIGHT FUTURE	Required	Required	Required		Fencing
202	NPO/NGO	MPUSHENG GARDEN	Required	Required	Required		Borehole
203	NPO/NGO	MPUSHENG GARDEN	Required	Required	Required		Tractor
204	NPO/NGO	MPUSHENG GARDEN	Required	Required	Required		Seedlings (All vegetables)
205	NPO/NGO	MPUSHENG GARDEN	Required	Required	Required		Manure
206	NPO/NGO	MPUSHENG GARDEN	Required	Required	Required		PPE
207	NPO/NGO	MPUSHENG GARDEN	Required	Required	Required		Road Infrastructure
208	NPO/NGO	MPUSHENG GARDEN	Required	Required	Required		Net
209	NPO/NGO	MPUSHENG GARDEN	Required	Required	Required		Transformer
210	NPO/NGO	IKAGENG BADIRAMMOGO(HCBC AND DROP IN CENTRE)	M.J	LESINYA	076 307 1255	<a href="mailto:LESINYA@YAHOO.COM">LESINYA@YAHOO.COM</a>	Construction of Office Building
211	NPO/NGO	IKAGENG BADIRAMMOGO(HCBC AND DROP IN CENTRE)	M.J	LESINYA	076 307 1255	<a href="mailto:LESINYA@YAHOO.COM">LESINYA@YAHOO.COM</a>	Borehole
212	NPO/NGO	IKAGENG BADIRAMMOGO(HCBC AND DROP IN CENTRE)	M.J	LESINYA	076 307 1255	<a href="mailto:LESINYA@YAHOO.COM">LESINYA@YAHOO.COM</a>	Fencing

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
213	NPO/NGO	IKAGENG BADIRAMMOGO(HCBC AND DROP IN CENTRE)	M.J	LESINYA	076 307 1255	<a href="mailto:LESINYA@YAHOO.COM">LESINYA@YAHOO.COM</a>	Electricity Infrastructure (Phones)
214	NPO/NGO	IKAGENG BADIRAMMOGO(HCBC AND DROP IN CENTRE)	M.J	LESINYA	076 307 1255	<a href="mailto:LESINYA@YAHOO.COM">LESINYA@YAHOO.COM</a>	Food Parcels
215	NPO/NGO	IKAGENG BADIRAMMOGO(HCBC AND DROP IN CENTRE)	M.J	LESINYA	076 307 1255	<a href="mailto:LESINYA@YAHOO.COM">LESINYA@YAHOO.COM</a>	Funding
216	NPO/NGO	IKAGENG BADIRAMMOGO(HCBC AND DROP IN CENTRE)	M.J	LESINYA	076 307 1255	<a href="mailto:LESINYA@YAHOO.COM">LESINYA@YAHOO.COM</a>	Transport
217	NPO/NGO	IKAGENG BADIRAMMOGO(HCBC AND DROP IN CENTRE)	M.J	LESINYA	076 307 1255	<a href="mailto:LESINYA@YAHOO.COM">LESINYA@YAHOO.COM</a>	Security
218	NPO/NGO	IKAGENG BADIRAMMOGO(HCBC AND DROP IN CENTRE)	M.J	LESINYA	076 307 1255	<a href="mailto:LESINYA@YAHOO.COM">LESINYA@YAHOO.COM</a>	Office Equipment
219	NPO/NGO	MMABANA DAY CARE	I	KGANANE	071 063 0231		Fencing
220	NPO/NGO	MMABANA DAY CARE	I	KGANANE	071 063 0231		Borehole
221	NPO/NGO	MMABANA DAY CARE	I	KGANANE	071 063 0231		Construction of Office Building
222	NPO/NGO	MMABANA DAY CARE	I	KGANANE	071 063 0231		Toilets
223	NPO/NGO	MMABANA DAY CARE	I	KGANANE	071 063 0231		Electricity Infrastructure
224	NPO/NGO	MMABANA DAY CARE	I	KGANANE	071 063 0231		Cooking Equipments

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
225	NPO/NGO	MMABANA DAY CARE	I	KGANANE	071 063 0231		Funding
226	NPO/NGO	MMABANA DAY CARE	I	KGANANE	071 063 0231		Transport
227	NPO/NGO	MMABANA DAY CARE	I	KGANANE	071 063 0231		Security
228	NPO/NGO	MAPUTLE SEBOPE PROJECT	N.M	MPHELA	076 718 6059		Construction of Storeroom
229	NPO/NGO	MAPUTLE SEBOPE PROJECT	N.M	MPHELA	076 718 6059		Toilets
230	NPO/NGO	MAPUTLE SEBOPE PROJECT	N.M	MPHELA	076 718 6059		Hosepipes
231	NPO/NGO	MAPUTLE SEBOPE PROJECT	N.M	MPHELA	076 718 6059		Gardening Equipment (Hoe,Rake,Spade,Fork,Pick,Water hoses,Watering Cans) and Insecticides and Pesticides
232	NPO/NGO	MAPUTLE SEBOPE PROJECT	N.M	MPHELA	076 718 6059		Water Tank
233	NPO/NGO	MAPUTLE SEBOPE PROJECT	N.M	MPHELA	076 718 6059		Water Pump Machine
234	NPO/NGO	MAPUTLE SEBOPE PROJECT	N.M	MPHELA	076 718 6059		Seedlings (All vegetables)
235	NPO/NGO	MOHLOPHI GARDENING AND PROJECT	M.M	MAPHAKE	072 201 7457		Construction of Office Building
236	NPO/NGO	MOHLOPHI GARDENING AND PROJECT	M.M	MAPHAKE	072 201 7457		Gardening Equipment (Hoe,Rake,Spade,Fork,Pick,Water hoses,Watering Cans) and Insecticides and Pesticides

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
237	NPO/NGO	MOHLOPHI GARDENING AND PROJECT	M.M	MAPHAKE	072 201 7457		Construction of Storeroom and Office
238	NPO/NGO	MOHLOPHI GARDENING AND PROJECT	M.M	MAPHAKE	072 201 7457		Office Equipment
239	NPO/NGO	MOHLOPHI GARDENING AND PROJECT	M.M	MAPHAKE	072 201 7457		Seedlings (All vegetables)
240	NPO/NGO	MOHLOPHI GARDENING AND PROJECT	M.M	MAPHAKE	072 201 7457		Fencing
241	NPO/NGO	MOOTENG CRECHE	J.	MOHORA	072 684 9186		Construction of 3 Classrooms
242	NPO/NGO	MOOTENG CRECHE	J.	MOHORA	072 684 9186		Water Provision
243	NPO/NGO	MOOTENG CRECHE	J.	MOHORA	072 684 9186		Toilets
244	NPO/NGO	MOOTENG CRECHE	J.	MOHORA	072 684 9186		Electricity Infrastructure
245	NPO/NGO	PASAS HOME BASED CARE	N/A	N/A	076 651 7724		Construction of Building
246	NPO/NGO	PASAS HOME BASED CARE	N/A	N/A	076 651 7724		Construction of Kitchen
247	NPO/NGO	PASAS HOME BASED CARE	N/A	N/A	076 651 7724		Construction of Office
248	NPO/NGO	PASAS HOME BASED CARE	N/A	N/A	076 651 7724		Library
249	NPO/NGO	PASAS HOME BASED CARE	N/A	N/A	076 651 7724		Water Provision
250	NPO/NGO	PASAS HOME BASED CARE	N/A	N/A	076 651 7724		Electricity Infrastructure
251	NPO/NGO	PASAS HOME BASED CARE	N/A	N/A	076 651 7724		Fencing

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
252	NPO/NGO	PASAS HOME BASED CARE	N/A	N/A	076 651 7724		Medical Equipment
253	NPO/NGO	PASAS HOME BASED CARE	N/A	N/A	076 651 7724		Funding
254	NPO/NGO	MOUNTAINVIEW CRECHE	DIBATE	N/A	076 187 6042		Construction of Creche
255	NPO/NGO	MOUNTAINVIEW CRECHE	DIBATE	N/A	076 187 6042		Toilets
256	NPO/NGO	DILOKONG YOUTH DEVELOPMENT	M	MAGOLEGO	0796650831		Construction of Offices
257	NPO/NGO	DILOKONG YOUTH DEVELOPMENT	M	MAGOLEGO	0796650832		Construction of Kitchen
258	NPO/NGO	DILOKONG YOUTH DEVELOPMENT	M	MAGOLEGO	0796650833		Construction of Storeroom
259	NPO/NGO	DILOKONG YOUTH DEVELOPMENT	M	MAGOLEGO	0796650834		Flushing Toilets
260	NPO/NGO	DILOKONG YOUTH DEVELOPMENT	M	MAGOLEGO	0796650835		Food Parcels
261	NPO/NGO	DITAU COMMUNITY INFORMATION CENTRE AND LIBRARY	DID NOT PITCH	DID NOT PITCH	DID NOT PITCH		Funding
262	NPO/NGO	DITAU COMMUNITY INFORMATION CENTRE AND LIBRARY	DID NOT PITCH	DID NOT PITCH	DID NOT PITCH		Renovation of Hall at Old Samancor buildings at Groot Mine
263	NPO/NGO	DITAU COMMUNITY INFORMATION CENTRE AND LIBRARY	DID NOT PITCH	DID NOT PITCH	DID NOT PITCH		Furniture
264	NPO/NGO	DITAU COMMUNITY INFORMATION CENTRE AND LIBRARY	DID NOT PITCH	DID NOT PITCH	DID NOT PITCH		Fencing

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
265	NPO/NGO	NAREADI DAY CARE CENTRE (MOOIHOEK)	L	MASHILO	076 315 9313		Construction of House for Children
266	NPO/NGO	FOUNTAIN OF LOVE CRECHE	N	Morethe	084 788 1830		Toys
267	NPO/NGO	FOUNTAIN OF LOVE CRECHE	N	Morethe	084 788 1830		Blankets
268	NPO/NGO	FOUNTAIN OF LOVE CRECHE	N	Morethe	084 788 1830		Mattresses
269	NPO/NGO	FOUNTAIN OF LOVE CRECHE	N	Morethe	084 788 1830		Fencing
270	NPO/NGO	FOUNTAIN OF LOVE CRECHE	N	Morethe	084 788 1830		Security
271	NPO/NGO	FOUNTAIN OF LOVE CRECHE	N	Morethe	084 788 1830		Construction of Building
272	NPO/NGO	FOUNTAIN OF LOVE CRECHE	N	Morethe	084 788 1830		Office Furniture
273	NPO/NGO	FOUNTAIN OF LOVE CRECHE	N	Morethe	084 788 1830		Office Equipment
274	NPO/NGO	FOUNTAIN OF LOVE CRECHE	N	Morethe	084 788 1830		Tables
275	NPO/NGO	FOUNTAIN OF LOVE CRECHE	N	Morethe	084 788 1830		Chairs
276	NPO/NGO	FOUNTAIN OF LOVE CRECHE	N	Morethe	084 788 1830		Food Parcels
277	NPO/NGO	AGAPE CRECHE(GA-MOENG)	K.A		082 361 4108		Construction of 9 Classrooms
278	NPO/NGO	AGAPE CRECHE(GA-MOENG)	K.A		082 361 4108		Mattresses
279	NPO/NGO	AGAPE CRECHE(GA-MOENG)	K.A		082 361 4108		Kids Toys
280	NPO/NGO	AGAPE CRECHE(GA-MOENG)	K.A		082 361 4108		Palisade Fencing

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
281	NPO/NGO	AGAPE CRECHE(GA-MOENG)	K.A		082 361 4108		Toilets
282	NPO/NGO	AGAPE CRECHE(GA-MOENG)	K.A		082 361 4108		Teaching Materials
283	NPO/NGO	AGAPE CRECHE(GA-MOENG)	K.A		082 361 4108		Learning Materials
284	NPO/NGO	AGAPE CRECHE(GA-MOENG)	K.A		082 361 4108		Teacher Workshops
285	NPO/NGO	ROCKET CRECHE	M.A	MAMPA	079 580 0935	<a href="mailto:ldahjani92@gmail.com">ldahjani92@gmail.com</a>	Building
286	NPO/NGO	ROCKET CRECHE	M.A	MAMPA	079 580 0935	<a href="mailto:ldahjani92@gmail.com">ldahjani92@gmail.com</a>	Borehole
287	NPO/NGO	ROCKET CRECHE	M.A	MAMPA	079 580 0935	<a href="mailto:ldahjani92@gmail.com">ldahjani92@gmail.com</a>	Wall Fencing
288	NPO/NGO	ROCKET CRECHE	M.A	MAMPA	079 580 0935	<a href="mailto:ldahjani92@gmail.com">ldahjani92@gmail.com</a>	Equipment for Office
289	NPO/NGO	ROCKET CRECHE	M.A	MAMPA	079 580 0935	<a href="mailto:ldahjani92@gmail.com">ldahjani92@gmail.com</a>	Classrooms
290	NPO/NGO	ROCKET CRECHE	M.A	MAMPA	079 580 0935	<a href="mailto:ldahjani92@gmail.com">ldahjani92@gmail.com</a>	Kitchen
291	NPO/NGO	ROCKET CRECHE	M.A	MAMPA	079 580 0935	<a href="mailto:ldahjani92@gmail.com">ldahjani92@gmail.com</a>	Groceries
292	NPO/NGO	ROCKET CRECHE	M.A	MAMPA	079 580 0935	<a href="mailto:ldahjani92@gmail.com">ldahjani92@gmail.com</a>	Stipends
293	NPO/NGO	ROCKET CRECHE	M.A	MAMPA	079 580 0935	<a href="mailto:ldahjani92@gmail.com">ldahjani92@gmail.com</a>	PPE
294	NPO/NGO	ROCKET CRECHE	M.A	MAMPA	079 580 0935	<a href="mailto:ldahjani92@gmail.com">ldahjani92@gmail.com</a>	Toilets
295	NPO/NGO	ROCKET CRECHE	M.A	MAMPA	079 580 0935	<a href="mailto:ldahjani92@gmail.com">ldahjani92@gmail.com</a>	Safety
296	NPO/NGO	MAWISHI CRECHE	M.	TJIE	762 936 019	N/A	Toilets

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
297	NPO/NGO	MAWISHI CRECHE	M.	TJIE	762 936 019	N/A	BOREHOLE AND ELECTRICITY
298	NPO/NGO	MAWISHI CRECHE	M.	TJIE	762 936 019	N/A	BUILDING HALL PAINT AND FENCING
299	NPO/NGO	MAWISHI CRECHE	M.	TJIE	762 936 019	N/A	STOVE,POTS AND PLATES
300	NPO/NGO	MAWISHI CRECHE	M.	TJIE	762 936 019	N/A	DOOR AND TOILETS
301	NPO/NGO	MAWISHI CRECHE	M.	TJIE	762 936 019	N/A	Tables and Chairs FOR TODDLERS
302	NPO/NGO	MAWISHI CRECHE	M.	TJIE	762 936 019	N/A	Construction of Church
303	NPO/NGO	MAWISHI CRECHE	M.	TJIE	762 936 019	N/A	Water Provision
304	NPO/NGO	BOHLOKWANE CRECHE	M.R	MAKOFANE	790 386 149	N/A	3 CLASSROOMS AND KITCHEN
305	NPO/NGO	BOHLOKWANE CRECHE	M.R	MAKOFANE	790 386 149	N/A	COOKING MATERIAL AND HALL
306	NPO/NGO	BOHLOKWANE CRECHE	M.R	MAKOFANE	790 386 149	N/A	EDUCATIONAL MATERIAL,SECURITY
307	NPO/NGO	BOHLOKWANE CRECHE	M.R	MAKOFANE	790 386 149	N/A	Mattresses AND FENCING
308	NPO/NGO	BOHLOKWANE CRECHE	M.R	MAKOFANE	790 386 149	N/A	HALL AND OFFICE,TOYS,TOILETS
309	NPO/NGO	MOGANE CRECHE	J.	MAROGA	820 873 440		BUILDING
310	NPO/NGO	BOHLOKWANE CRECHE	M.R	MAKOFANE	790 386 149	N/A	GARDENING TOOLs
311	NPO/NGO	KGOPU-MPE PRE SCHOOL	B.	MAHLOKOANE	737 857 122	<a href="mailto:refiloe.madiba@nrbrisk.co.za">refiloe.madiba@nrbrisk.co.za</a>	toilets,chairs,tables and building
312	NPO/NGO	KGOPU-MPE PRE SCHOOL	B.	MAHLOKOANE	737 877 122	<a href="mailto:refiloe.madiba@nrbrisk.co.za">refiloe.madiba@nrbrisk.co.za</a>	electricity and borehole
313	NPO/NGO	KGOPU-MPE PRE SCHOOL	B.	MAHLOKOANE	737 857 122	<a href="mailto:refiloe.madiba@nrbrisk.co.za">refiloe.madiba@nrbrisk.co.za</a>	CATERING AND STIPEND

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
314	NPO/NGO	NAPOGADI PRE-SCHOOL	L.	MADIBA	799 746 911	<a href="#">N/A</a>	BUILDING,FENCE,TOILETS AND CHAIRS
315	NPO/NGO	NAPOGADI PRE-SCHOOL	L.	MADIBA	799 746 911	<a href="#">N/A</a>	TOYS AND STIPEND
316	Religious Organisation	APOSTOLIC FAITH ASSEMBLY IN ZION	H.F	MOENG	076 6751133	-	Electricity Infrastructure
317	Religious Organisation	APOSTOLIC FAITH ASSEMBLY IN ZION	H.F	MOENG	076 6751133	-	Toilets
318	Religious Organisation	APOSTOLIC FAITH ASSEMBLY IN ZION	H.F	MOENG	076 6751133	-	Chairs
319	Religious Organisation	Faithways Baptist Church	W.T	Mohlala	082 561 7165		Bricks
320	Religious Organisation	Faithways Baptist Church	W.T	Mohlala	082 561 7165		Cement
321	Religious Organisation	Faithways Baptist Church	W.T	Mohlala	082 561 7165		Floor Tiles
322	Religious Organisation	Faithways Baptist Church	W.T	Mohlala	082 561 7165		Ceiling
323	Religious Organisation	Faithways Baptist Church	W.T	Mohlala	082 561 7165		Computer School
324	Religious Organisation	Faithways Baptist Church	W.T	Mohlala	082 561 7165		Clinic
325	Religious Organisation	Faithways Baptist Church	W.T	Mohlala	082 561 7165		Radio Station
326	Religious Organisation	Faithways Baptist Church	W.T	Mohlala	082 561 7165		Library
327	Religious Organisation	Maruleng Z.C.C	K	Mphogo	073 659 5780		Construction of Hall
328	Religious Organisation	Maruleng Z.C.C	K	Mphogo	073 659 5780		Fencing
329	Religious Organisation	Maruleng Z.C.C	K	Mphogo	073 659 5780		Gate

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
330	Religious Organisation	Maruleng Z.C.C	K	Mphogo	073 659 5780		Tables
331	Religious Organisation	Maruleng Z.C.C	K	Mphogo	073 659 5780		Chairs
332	Religious Organisation	Maruleng Z.C.C	K	Mphogo	073 659 5780		Shelter
333	Religious Organisation	Maruleng Z.C.C	K	Mphogo	073 659 5780		Tissues
334	Religious Organisation	Maruleng Z.C.C	K	Mphogo	073 659 5780		Water
335	Religious Organisation	Maruleng Z.C.C	K	Mphogo	073 659 5780		Transport
336	Religious Organisation	Maruleng Z.C.C	K	Mphogo	073 659 5780		Toilets
337	Religious Organisation	The Mount Zion Ministries	D	Chauke	076 929 9432		Construction of Church
338	Religious Organisation	The Mount Zion Ministries	D	Chauke	076 929 9432		Borehole
339	Religious Organisation	The Mount Zion Ministries	D	Chauke	076 929 9432		Sound System
340	Religious Organisation	The Mount Zion Ministries	D	Chauke	076 929 9432		Transport
341	Religious Organisation	The First General Zion Churches of Apostles of God	M.P	Mariri	076 450 3596	N/A	Altar building,Ceiling,Fencing,Interior & Exterior,Fischer boards
342	Religious Organisation	The First General Zion Churches of Apostles of God	M.P	Mariri	076 450 3596		Altar Building

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
343	Religious Organisation	The First General Zion Churches of Apostles of God	M.P	Mariri	076 450 3596		Ceiling
344	Religious Organisation	The First General Zion Churches of Apostles of God	M.P	Mariri	076 450 3596		Fencing
345	Religious Organisation	The First General Zion Churches of Apostles of God	M.P	Mariri	076 450 3596		Interior and Exterior painting of the church building
346	Religious Organisation	The First General Zion Churches of Apostles of God	M.P	Mariri	076 450 3596		Fischer Boards
347	Religious Organisation	United African Apostolic Faith Mission of RSA	M.B	MNISI	072 042 1614		Construction of Church
348	Religious Organisation	United African Apostolic Faith Mission of RSA	M.B	MNISI	072 042 1614		Borehole
349	Religious Organisation	United African Apostolic Faith Mission of RSA	M.B	MNISI	072 042 1614		Sanitation
350	Religious Organisation	United African Apostolic Faith Mission of RSA	M.B	MNISI	072 042 1614		Furniture
351	Religious Organisation	United African Apostolic Faith Mission of RSA	M.B	MNISI	072 042 1614		Fencing
352	Religious Organisation	United African Apostolic Faith Mission of RSA	M.B	MNISI	072 042 1614		Security

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
353	Religious Organisation	United African Apostolic Faith Mission of RSA	M.B	MNISI	072 042 1614		Transport
354	Religious Organisation	United African Apostolic Faith Mission of RSA	M.B	MNISI	072 042 1614		Food Parcels
355	Religious Organisation	United African Apostolic Faith Mission of RSA	M.B	MNISI	072 042 1614		Decorations
356	Religious Organisation	United African Apostolic Faith Mission of RSA	M.B	MNISI	072 042 1614		Employment Opportunities
357	Religious Organisation	United African Apostolic Faith Mission of RSA	M.B	MNISI	072 042 1614		Road Infrastructure
358	Religious Organisation	United African Apostolic Faith Mission of RSA	M.B	MNISI	072 042 1614		Feeding Scheme
359	Religious Organisation	Lighthouse Ministry (Difataneng)	C	Mashego	082 803 4467		Roofing of Existing Building
360	Religious Organisation	Lighthouse Ministry (Difataneng)	C	Mashego	082 803 4467		Fencing
361	Religious Organisation	Lighthouse Ministry (Difataneng)	C	Mashego	082 803 4467		Kids Facility
362	Religious Organisation	Lighthouse Ministry (Difataneng)	C	Mashego	082 803 4467		Funding
363	Religious Organisation	Lighthouse Ministry (Difataneng)	C	Mashego	082 803 4467		Sound System
364	Religious Organisation	Lighthouse Ministry (Difataneng)	C	Mashego	082 803 4467		Transport
365	Religious Organisation	Lighthouse Ministry (Difataneng)	C	Mashego	082 803 4467		Road Infrastructure

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
366	Religious Organisation	Lighthouse Ministry (Difataneng)	C	Mashego	082 803 4467		Tent
367	Religious Organisation	Apostolic Faith Assembly in Zion	F.H	Moeng	076 675 1133		Construction of Building
368	Religious Organisation	Apostolic Faith Assembly in Zion	F.H	Moeng	076 675 1133		Electricity Infrastructure
369	Religious Organisation	Apostolic Faith Assembly in Zion	F.H	Moeng	076 675 1133		Toilets
370	Religious Organisation	Apostolic Faith Assembly in Zion	F.H	Moeng	076 675 1133		Chairs
371	Religious Organisation	Maroga Z.C.C	S	Matlole	073 311 8295		Construction of Church Building with Columns
372	Religious Organisation	Maroga Z.C.C	S	Matlole	073 311 8295		Roofing
373	Religious Organisation	Maroga Z.C.C	S	Matlole	073 311 8295		Water Provision
374	Religious Organisation	Maroga Z.C.C	S	Matlole	073 311 8295		Toilets
375	Religious Organisation	The Zion Church of Christ Apostolic of S.A	J.M	Tjie	083 682 9561		Construction of Church
376	Religious Organisation	The Zion Church of Christ Apostolic of S.A	J.M	Tjie	083 682 9561		Water Provision
377	Religious Organisation	The Zion Church of Christ Apostolic of S.A	J.M	Tjie	083 682 9561		Toilets
378	Religious Organisation	Sevia Apostolic Church	M.K	Komana	076 628 3089		Construction of Church
379	Religious Organisation	Sevia Apostolic Church	M.K	Komana	076 628 3089		Water Provision

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
380	Religious Organisation	Rejoice Baptist	S.P	Pastor Mogowane	082 774 1612	<a href="mailto:mogowanesp@yahoo.com">mogowanesp@yahoo.com</a>	Construction of Church
381	Religious Organisation	Rejoice Baptist	S.P	Pastor Mogowane	082 774 1612	<a href="mailto:mogowanesp@yahoo.com">mogowanesp@yahoo.com</a>	Fencing
382	Religious Organisation	Apostolic Faith Assemble of S.A	F	Maepa	079 167 3552	N/A	Toilets
383	Religious Organisation	Apostolic Faith Assemble of S.A	F	Maepa	079 167 3552	N/A	Water Provision
384	Religious Organisation	Apostolic Faith Assemble of S.A	F	Maepa	079 167 3552	N/A	Chairs
385	Religious Organisation	Apostolic Faith Assemble of S.A	F	Maepa	079 167 3552	N/A	Fencing
386	Religious Organisation	Apostolic Faith Assemble of S.A	F	Maepa	079 167 3552	N/A	Construction of Church
387	Religious Organisation	The First General Apostolic Church of God	K.H	Tjie	072 205 2900	N/A	Construction of Church
388	Religious Organisation	The Zion Church of Christ Apostolic of S.A	R.B	Nkuna	072 559 9852	N/A	Roofing of Church
389	Religious Organisation	St. Moses Apostolic Church	M.N	Mphela	076 718 6059	N/A	Construction of Church
390	Religious Organisation	St. Moses Apostolic Church	M.N	Mphela	076 718 6059	N/A	Toilets
391	Religious Organisation	St. Moses Apostolic Church	M.N	Mphela	076 718 6059	N/A	Water Provision
392	Religious Organisation	St. Moses Apostolic Church	M.N	Mphela	076 718 6059	N/A	Fencing
393	Religious Organisation	St. Moses Apostolic Church	M.N	Mphela	076 718 6059	N/A	Church Band Equipment
394	Religious Organisation	St. Moses Apostolic Church	M.N	Mphela	076 718 6059	N/A	Uniform

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
395	Religious Organisation	St. Moses Apostolic Church	M.N	Mphela	076 718 6059	N/A	Tables
396	Religious Organisation	St. Moses Apostolic Church	M.N	Mphela	076 718 6059	N/A	Chairs
397	Religious Organisation	Blessings in Faith Apostolic Church	T.A	Maroga	072 616 0334	N/A	Construction of Church
398	Religious Organisation	Blessings in Faith Apostolic Church	T.A	Maroga	072 616 0334	N/A	Fencing
399	Religious Organisation	Blessings in Faith Apostolic Church	T.A	Maroga	072 616 0334	N/A	Tables
400	Religious Organisation	Blessings in Faith Apostolic Church	T.A	Maroga	072 616 0334	N/A	Chairs
401	Religious Organisation	Blessings in Faith Apostolic Church	T.A	Maroga	072 616 0334	N/A	Signboard to Church
402	Religious Organisation	Jehovah Christian Fellowship	M.I	Mogowane	079 485 6368	<a href="mailto:morakabelaisrael@gmail.com">morakabelaisrael@gmail.com</a>	Roofing of Church Building
403	Religious Organisation	Riba Cross Z.C.C	T.	Makutu	072 634 4036	N/A	Construction of Church Hall
404	Religious Organisation	Riba Cross Z.C.C	T.	Makutu	072 634 4036	N/A	Toilets
405	Religious Organisation	Riba Cross Z.C.C	T.	Makutu	072 634 4036	N/A	Security Fencing
406	Religious Organisation	Riba Cross Z.C.C	T.	Makutu	072 634 4036	N/A	Furniture for Offices Medical Room
407	Religious Organisation	Riba Cross Z.C.C	T.	Makutu	072 634 4036	N/A	Sound System
408	Religious Organisation	Apostolic Faith Assembly in Zion of Christ	M.J	Maroga	082 095 1371	N/A	Construction of Church
409	Religious Organisation	Twelve Apostles Church in Christ (GA MAROGA)	J	Tjie	071 715 8333	N/A	Construction of Church Hall

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
410	Religious Organisation	Twelve Apostles Church in Christ (GA MAROGA)	J	Tjie	071 715 8333	N/A	Toilets
411	Religious Organisation	Twelve Apostles Church in Christ (GA MAROGA)	J	Tjie	071 715 8333	N/A	Fencing
412	Religious Organisation	Twelve Apostles Church in Christ (GA MAROGA)	J	Tjie	071 715 8333	N/A	Road Maintenance
413	Religious Organisation	Twelve Apostles Church in Christ (GA MAROGA)	J	Tjie	071 715 8333	N/A	Electricity Infrastructure
414	Religious Organisation	Twelve Apostles Church in Christ (GA MAROGA)	J	Tjie	071 715 8333	N/A	Water Provision
415	Religious Organisation	Twelve Apostles Church in Christ (GA MAROGA)	J	Tjie	071 715 8333	N/A	Furniture
416	Religious Organisation	God is Able Ministries	R.	Sekgobela	072 633 7910	N/A	Construction of Church
417	Religious Organisation	City of the Living God Christian Church	M.S	Maroga	079 257 3127	N/A	
418	Religious Organisation	Zion Apostolic Church of Christ of S.A	F	Madiseng	082 767 8969	N/A	Repairs on Existing Building
419	Religious Organisation	Zion Apostolic Church of Christ of S.A	F	Madiseng	082 767 8969	N/A	Roofing (Corrugated Iron)
420	Religious Organisation	Zion Apostolic Church of Christ of S.A	F	Madiseng	082 767 8969	N/A	Ceiling

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
421	Religious Organisation	Zion Apostolic Church of Christ of S.A	F	Madiseng	082 767 8969	N/A	Benches
422	Religious Organisation	Zion Apostolic Church of Christ of S.A	F	Madiseng	082 767 8969	N/A	Burglarproofing
423	Religious Organisation	St Paul Apostolic Nazareth Church of S.A	L	Makua	072 937 3271	N/A	Construction of Church
424	Religious Organisation	Gowe Parish Evangelical Lutheran Church in Southern Africa	J.K	Phala	076 341 329	N/A	Ablution
425	Religious Organisation	Gowe Parish Evangelical Lutheran Church in Southern Africa	J.K	Phala	076 341 329	N/A	Church Fencing
426	Religious Organisation	Gowe Parish Evangelical Lutheran Church in Southern Africa	J.K	Phala	076 341 329	N/A	Paving
427	Religious Organisation	AFRICAN METHODIST EPISCOPAL CHURCH (AFRICA)	M.J	MAIMELA	082 4378836	N/A	Material for Completion of Existing Church
428	Religious Organisation	THE NEW JERUSALEM CHURCH OF GOD IN S.A	M.P	MOTENE	082 4014281	N/A	Borehole and 500 litres jojo tank.
429	Religious Organisation	THE NEW JERUSALEM CHURCH OF GOD IN S.A	M.P	MOTENE	082 4014281	N/A	Construction of Church Office

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
430	Religious Organisation	THE NEW JERUSALEM CHURCH OF GOD IN S.A	M.P	MOTENE	082 4014281	N/A	Chairs and church doors
431	Religious Organisation	THE NEW JERUSALEM CHURCH OF GOD IN S.A	M.P	MOTENE	082 4014281	N/A	Bishop's House
432	Religious Organisation	THE NEW JERUSALEM CHURCH OF GOD IN S.A	M.P	MOTENE	082 4014281	N/A	Toilets
433	Religious Organisation	THE NEW JERUSALEM CHURCH OF GOD IN S.A	M.P	MOTENE	082 4014281	N/A	Burglarproof and sliding gate
434	Religious Organisation	THE NEW JERUSALEM CHURCH OF GOD IN S.A	M.P	MOTENE	082 4014281	N/A	Tables
435	Religious Organisation	BENEFICIAL HOUSE OF GOD	M	MAEPA	076 132 3945	N/A	Construction of New Building
436	Religious Organisation	NEW REVELATION APOSTOLIC CHURCH OF S.A	G	MAROGA	079 434 7499	N/A	Construction of Church
437	Religious Organisation	THE CITY OF APOSTOLIC CHURCH OF GOD SOUTH AFRICA	N.P	MABILU	071 385 9938	N/A	Table and Chairs
438	Religious Organisation	THE CITY OF APOSTOLIC CHURCH OF GOD SOUTH AFRICA	N.P	MABILU	071 385 9938	N/A	Toilets
439	Religious Organisation	THE CITY OF APOSTOLIC CHURCH OF GOD SOUTH AFRICA	N.P	MABILU	071 385 9938	N/A	Fencing

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
440	Religious Organisation	THE TWELVE APOSTLES CHURCH IN CHRIST (MOOIHOEK)	L	MASHILO	079 013 7878	N/A	Construction of Church
441	Religious Organisation	THE APOSTOLIC AND ASSEMBLYCHURCH OF CHRIST IN S.A	P.W	LEKWADU	082 603 8359	N/A	Fencing
442	Religious Organisation	THE APOSTOLIC AND ASSEMBLYCHURCH OF CHRIST IN S.A	P.W	LEKWADU	082 603 8359	N/A	Plastering of Wall
443	Religious Organisation	THE APOSTOLIC AND ASSEMBLYCHURCH OF CHRIST IN S.A	P.W	LEKWADU	082 603 8359	N/A	Plastering of Floor
444	Religious Organisation	THE APOSTOLIC AND ASSEMBLYCHURCH OF CHRIST IN S.A	P.W	LEKWADU	082 603 8359	N/A	Completion of 2 Rooms
445	Religious Organisation	ZION APOSTOLIC CHURCH OF SOUTH AFRICA	J	MASHIGO	082 538 5129	N/A	Building of Altar
446	Religious Organisation	ZION APOSTOLIC CHURCH OF SOUTH AFRICA	J	MASHIGO	082 538 5129	N/A	Funding
447	Religious Organisation	ZION APOSTOLIC CHURCH OF SOUTH AFRICA	J	MASHIGO	082 538 5129	N/A	Construction of Church Building
448	Religious Organisation	EMMANUEL BAPTIST	N.P	PHOLOANA	072 293 2103	N/A	Construction of Church Building (Plan Attached)
449	Religious Organisation	MAROGA LUTHERAN CHURCH (GA MAROGA, MOSHATE)	A	MASHEGO	072 195 5722	<a href="mailto:mashegoad@gmail.com">mashegoad@gmail.com</a>	Fencing

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
450	Religious Organisation	MAROGA LUTHERAN CHURCH (GA MAROGA, MOSHATE)	A	MASHEGO	072 195 5722	<a href="mailto:mashegoad@gmail.com">mashegoad@gmail.com</a>	Gate
451	Religious Organisation	MAROGA LUTHERAN CHURCH (GA MAROGA, MOSHATE)	A	MASHEGO	072 195 5722	<a href="mailto:mashegoad@gmail.com">mashegoad@gmail.com</a>	Axe
452	Religious Organisation	MAROGA LUTHERAN CHURCH (GA MAROGA, MOSHATE)	A	MASHEGO	072 195 5722	<a href="mailto:mashegoad@gmail.com">mashegoad@gmail.com</a>	Plastering
453	Religious Organisation	MAROGA LUTHERAN CHURCH (GA MAROGA, MOSHATE)	A	MASHEGO	072 195 5722	<a href="mailto:mashegoad@gmail.com">mashegoad@gmail.com</a>	Burglar Proofing
454	Religious Organisation	MAROGA LUTHERAN CHURCH (GA MAROGA, MOSHATE)	A	MASHEGO	072 195 5722	<a href="mailto:mashegoad@gmail.com">mashegoad@gmail.com</a>	Toilets and water
455	Religious Organisation	MAROGA LUTHERAN CHURCH (GA MAROGA, MOSHATE)	A	MASHEGO	072 195 5722	<a href="mailto:mashegoad@gmail.com">mashegoad@gmail.com</a>	Ceiling
456	Religious Organisation	MAROGA LUTHERAN CHURCH (GA MAROGA, MOSHATE)	A	MASHEGO	072 195 5722	<a href="mailto:mashegoad@gmail.com">mashegoad@gmail.com</a>	Chairs
457	Religious Organisation	Gowe lutheran church		MOSHOANA	076 434 1329	<u>N/A</u>	TOILETS
458	Religious Organisation	Gowe lutheran church		MOSHOANA	076 434 1329	<u>N/A</u>	PAVING AND FENCING
459	Religious Organisation	ST. MARY HELP OF CHRISTIANS	J.L	DIAS	072 5852781	<a href="mailto:standrewparishsteelpoort@gmail.com">standrewparishsteelpoort@gmail.com</a>	Toilets
460	Religious Organisation	ST. MARY HELP OF CHRISTIANS	J.L	DIAS	072 5852781	<a href="mailto:standrewparishsteelpoort@gmail.com">standrewparishsteelpoort@gmail.com</a>	Roofing
461	Religious Organisation	ST. MARY HELP OF CHRISTIANS	J.L	DIAS	072 5852781	<a href="mailto:standrewparishsteelpoort@gmail.com">standrewparishsteelpoort@gmail.com</a>	Fencing

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
462	Religious Organisation	THE APOSTOLIC FAITH MISSION OF SOUTH AFRICA(MAROGA BRANCH)	K.A	MAGABANE	DID NOT PITCH	N/A	Water Provision
463	Religious Organisation	THE APOSTOLIC FAITH MISSION OF SOUTH AFRICA(MAROGA BRANCH)	K.A	MAGABANE	DID NOT PITCH	N/A	Music Instruments
464	Religious Organisation	THE APOSTOLIC FAITH MISSION OF SOUTH AFRICA(MAROGA BRANCH)	K.A	MAGABANE	DID NOT PITCH	N/A	Pulpit
465	Religious Organisation	THE APOSTOLIC FAITH MISSION OF SOUTH AFRICA(MAROGA BRANCH)	K.A	MAGABANE	DID NOT PITCH	N/A	Church Office
466	Religious Organisation	THE APOSTOLIC FAITH MISSION OF SOUTH AFRICA(MAROGA BRANCH)	K.A	MAGABANE	DID NOT PITCH	N/A	Church Kitchen
467	Religious Organisation	THE APOSTOLIC FAITH MISSION OF SOUTH AFRICA(MAROGA BRANCH)	K.A	MAGABANE	DID NOT PITCH	N/A	Palisade Fencing
468	Religious Organisation	THE APOSTOLIC FAITH MISSION OF SOUTH AFRICA(MAROGA BRANCH)	K.A	MAGABANE	DID NOT PITCH	N/A	Toilets
469	Religious Organisation	THE APOSTOLIC FAITH MISSION OF SOUTH AFRICA(MAROGA BRANCH)	K.A	MAGABANE	DID NOT PITCH	N/A	Prayer Rooms

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
470	Religious Organisation	THE APOSTOLIC FAITH MISSION OF SOUTH AFRICA(MAROGA BRANCH)	K.A	MAGABANE	DID NOT PITCH	N/A	Security Doors
471	Religious Organisation	THE APOSTOLIC FAITH MISSION OF SOUTH AFRICA(MAROGA BRANCH)	K.A	MAGABANE	DID NOT PITCH	N/A	Ceiling Materials
472	Religious Organisation	FOR LIVING FAITH CHURCH	L.	MAROGA	081 872 8591	N/A	INSTRUMENTS,BUILDING AND FENCING.
473	Religious Organisation	APOSTOLIC JERUSALEM CHURCH		MPHOGO	079 602 7503	N/A	RENOVATING OF THE CHURCH BUILDING,FIX
474	Religious Organisation	APOSTOLIC JERUSALEM CHURCH		MPHOGO	079 602 7503	N/A	BOREHOLE AND CEILING
475	Religious Organisation	THE APOSTOLIC FAITH MISSION OF SOUTH AFRICA(MAROGA BRANCH)	K.A	MAGABANE	DID NOT PITCH	N/A	Tiling Materials
476	Religious Organisation	MUSLIM	N/A	N/A	DID NOT PITCH	N/A	FENCING AND TOILETS
477	Religious Organisation	MUSLIM	N/A	N/A	DID NOT PITCH	N/A	CHAIRS AND TABLES
478	Religious Organisation	MUSLIM	N/A	N/A	DID NOT PITCH	N/A	CHALKBOARDS AND FOOD PARCELS
479	Religious Organisation	MUSLIM	N/A	N/A	DID NOT PITCH	N/A	SOUND SYSTEM AND TRANSPORT
480	Religious Organisation	UNITING REFORMED CHURCH IN S.A	M.E	TSHEHLA	082 746 7139	N/A	PAINTING OF CHURCH
481	Religious Organisation	UNITING REFORMED CHURCH IN S.A	M.E	TSHEHLA	082 746 7139	N/A	BOREHOLE AND FENCING

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
482	Religious Organisation	UNITING REFORMED CHURCH IN S.A	M.E	TSHEHLA	082 746 7139	N/A	TWO ROOMS WITH GARAGE FOR A PASTOR
483	Religious Organisation	HIS WILL BAPTIST CHURCH	M.M	MAILE	079 245 7172	N/A	CHURCH STRUCTURE
484	Religious Organisation	HIS WILL BAPTIST CHURCH	M.M	MAILE	079 245 7172	N/A	BOREHOLE
485	Religious Organisation	UNITING REFORMED CHURCH IN S.A	M.E	TSHEHLA	082 746 7139	N/A	PALASADE FENCING
486	Religious Organizations	Apostolic Jerusalem Church in Zion	J.F	Magaba	076 345 8694	N/A	Renovation of the Church
487	Religious Organizations	Apostolic Jerusalem Church in Zion	J.F	Magaba	076 345 8694	N/A	Provision of furniture in the Church
488	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Soccer Kits
489	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Footballs
490	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Soccer Boots per Team
491	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Training Centre
492	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Skills Development
493	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Bursaries

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
494	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Learnerships
495	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Internships
496	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Library
497	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Clinic
498	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Water Provision
499	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Tarring of Road
500	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Palisade Fencing at Sports Grounds
501	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Water Provision
502	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Paving of Road
503	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Sport Tournaments

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
504	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Intercom
505	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Job Creation
506	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Youth Community Projects
507	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Daycare Centre
508	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Office Equipment at Nduna's Places
509	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Cooperatives Developments
510	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Food Parcels every Christmas
511	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Transport for Churches
512	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Transport for Schools
513	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Uniforms for Disadvantaged School Children

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
514	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Skills Audits
515	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Rehabilitation Centre (Drugs and Alcohol)
516	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Gymnasium
517	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Construction of Access Bridges
518	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Internal Streets in Villages - Upgrading
519	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Electricity Infrastructure
520	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Humps
521	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Competent B Training for Employees
522	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Community Beneficiary Plant
523	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Family Replacement (UNION MATTER)

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
524	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Agricultural Farming
525	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Open Line of Communication to the Mine
526	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Labour Centre Offices at the Mine Premises
527	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Intercom at Community Hall
528	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Intercom at Tribal Offices
529	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Heritage Site
530	SOCIO	PULANA MAROGA SOCIO DEVELOPMENT COMMITTEE	W	MASETHE	072 269 6963	N/A	Sports Complex
531	TRADITIONAL COUNCIL	PULANA MAROGA TRADITIONAL COUNCIL	S.N	MADIGAGE	073 473 6380	<a href="mailto:msmaroga@marogametalrecovery.co.za">msmaroga@marogametalrecovery.co.za</a>	Construction of Office Building
532	TRADITIONAL COUNCIL	PULANA MAROGA TRADITIONAL COUNCIL	S.N	MADIGAGE	073 473 6380	<a href="mailto:msmaroga@marogametalrecovery.co.za">msmaroga@marogametalrecovery.co.za</a>	Construction of Wall around Existing Offices
533	TRADITIONAL COUNCIL	PULANA MAROGA TRADITIONAL COUNCIL	S.N	MADIGAGE	073 473 6380	<a href="mailto:msmaroga@marogametalrecovery.co.za">msmaroga@marogametalrecovery.co.za</a>	Mass gathering Shelter

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
534	TRADITIONAL COUNCIL	PULANA MAROGA TRADITIONAL COUNCIL	S.N	MADIGAGE	073 473 6380	<a href="mailto:msmaroga@marogametalrecovery.co.za">msmaroga@marogametalrecovery.co.za</a>	Outside/Inside Visitors Parking at Tribal Office
535	TRADITIONAL COUNCIL	PULANA MAROGA TRADITIONAL COUNCIL	S.N	MADIGAGE	073 473 6380	<a href="mailto:msmaroga@marogametalrecovery.co.za">msmaroga@marogametalrecovery.co.za</a>	Paving at Existing Offices
536	TRADITIONAL COUNCIL	PULANA MAROGA TRADITIONAL COUNCIL	S.N	MADIGAGE	073 473 6380	<a href="mailto:msmaroga@marogametalrecovery.co.za">msmaroga@marogametalrecovery.co.za</a>	Computer/Laptop
537	TRADITIONAL COUNCIL	PULANA MAROGA TRADITIONAL COUNCIL	S.N	MADIGAGE	073 473 6380	<a href="mailto:msmaroga@marogametalrecovery.co.za">msmaroga@marogametalrecovery.co.za</a>	4 in 1 Printer
538	TRADITIONAL COUNCIL	PULANA MAROGA TRADITIONAL COUNCIL	S.N	MADIGAGE	073 473 6380	<a href="mailto:msmaroga@marogametalrecovery.co.za">msmaroga@marogametalrecovery.co.za</a>	Office Cabinets
539	TRADITIONAL COUNCIL	PULANA MAROGA TRADITIONAL COUNCIL	S.N	MADIGAGE	073 473 6380	<a href="mailto:msmaroga@marogametalrecovery.co.za">msmaroga@marogametalrecovery.co.za</a>	Office Combi
540	NDUNAS	MAROGA/PHALATSENG	M.J	MAROGA	082 4253834	N/A	Road Infrastructure - Paving
541	NDUNAS	MAROGA/PHALATSENG	M.J	MAROGA	082 4253834	N/A	Construction of Access Bridges
542	NDUNAS	MAROGA/PHALATSENG	M.J	MAROGA	082 4253834	N/A	Apollo Lights
543	NDUNAS	MAROGA/PHALATSENG	M.J	MAROGA	082 4253834	N/A	24 Hour Clinic for Maroga Villagers
544	NDUNAS	MAROGA/PHALATSENG	M.J	MAROGA	082 4253834	N/A	Establishment of Orphanage Home
545	NDUNAS	MOHLOPHI	L.J	MAROGA	076 557 2638	N/A	Skills Training Centre
546	NDUNAS	MOHLOPHI	L.J	MAROGA	076 557 2638	N/A	Grave Yard Fencing
547	NDUNAS	MOHLOPHI	L.J	MAROGA	076 557 2638	N/A	Bursaries
548	NDUNAS	MOHLOPHI	L.J	MAROGA	076 557 2638	N/A	Learnerships

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
549	NDUNAS	MOHLOPHI	L.J	MAROGA	076 557 2638	N/A	Gravelling of Interl Roads
550	NDUNAS	MOHLOPHI	L.J	MAROGA	076 557 2638	N/A	Agricultural Farming Funding
551	NDUNAS	MOHLOPHI	L.J	MAROGA	076 557 2638	N/A	Apollo Lights
552	NDUNAS	MOHLOPHI	L.J	MAROGA	076 557 2638	N/A	Mini Stadium
553	NDUNAS	MOHLOPHI	L.J	MAROGA	076 557 2638	N/A	Library
554	NDUNAS	MOENG	N.P	MOENG	060 887 8546	N/A	Water Provision
555	NDUNAS	MOENG	N.P	MOENG	060 887 8546	N/A	Extension of D4147 Road
556	NDUNAS	MOENG	N.P	MOENG	060 887 8546	N/A	Construction of Access Bridges (3)
557	NDUNAS	MOENG	N.P	MOENG	060 887 8546	N/A	Construction of High School
558	NDUNAS	MOENG	N.P	MOENG	060 887 8546	N/A	Clinic
559	NDUNAS	MOENG	N.P	MOENG	060 887 8546	N/A	Creche
560	NDUNAS	MOENG	N.P	MOENG	060 887 8546	N/A	Library
561	NDUNAS	MOENG	N.P	MOENG	060 887 8546	N/A	Skills Training Centre
562	NDUNAS	GARAGOPOLA	M.L	MAROGA	082 421 2935	N/A	Tarring/Paving of Internal Street (Mathuleng Street)
563	NDUNAS	GARAGOPOLA	M.L	MAROGA	082 421 2935	N/A	Skills Training Centre
564	NDUNAS	GARAGOPOLA	M.L	MAROGA	082 421 2935	N/A	Water Provision
565	NDUNAS	GARAGOPOLA	M.L	MAROGA	082 421 2935	N/A	Apollo Lights
566	NDUNAS	LEGABENG	K.D	MAROGA	073 738 7506	N/A	Training Centre
567	NDUNAS	LEGABENG	K.D	MAROGA	073 738 7506	N/A	Water Provision
568	NDUNAS	LEGABENG	K.D	MAROGA	073 738 7506	N/A	Apollo Lights
569	NDUNAS	LEGABENG	K.D	MAROGA	073 738 7506	N/A	Road Infrastructure
570	NDUNAS	MAKGEMENG	M.P	MAROGA	079 549 1511	N/A	Learnerships
571	NDUNAS	MAKGEMENG	M.P	MAROGA	079 549 1511	N/A	Construction of High School Building

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
572	NDUNAS	MAKGEMENG	M.P	MAROGA	079 549 1511	N/A	Projects Establishment
573	NDUNAS	MAKGEMENG	M.P	MAROGA	079 549 1511	N/A	Gravelling of Internal Streets
574	NDUNAS	MARULENG	M.S	MAKHUBEDU	071 149 1656	N/A	2 x Waterpumps
575	NDUNAS	MARULENG	M.S	MAKHUBEDU	071 149 1656	N/A	Mining Training Centre
576	NDUNAS	MARULENG	M.S	MAKHUBEDU	071 149 1656	N/A	Road Infrastructure
577	NDUNAS	MARULENG	M.S	MAKHUBEDU	071 149 1656	N/A	Mass Meeting Shelter at Nduna's Place
578	NDUNAS	MARULENG	M.S	MAKHUBEDU	071 149 1656	N/A	Gardening Funding
579	NDUNAS	MANDELA	L	NKWANA	072 123 7121	N/A	NOT SUBMITTED
580	NDUNAS	MORETHE	A.M	LESINYA	079 020 9919	N/A	Meeting Hall
581	NDUNAS	MOOIHOEK	L	MAROGA	076 984 7406	N/A	Water Provision at Nduna's house
582	NDUNAS	MOOIHOEK	L	MAROGA	076 984 7406	N/A	Fencing at Nduna's house
583	NDUNAS	MOOIHOEK	L	MAROGA	076 984 7406	N/A	Nduna's Car
584	NDUNAS	MOOIHOEK	L	MAROGA	076 984 7406	N/A	Meeting Hall
585	NDUNAS	MOOIHOEK	L	MAROGA	076 984 7406	N/A	Internal Streets in Villages - Upgrading
586	NDUNAS	MOOIHOEK	L	MAROGA	076 984 7406	N/A	Water Provision for two existing dams
587	NDUNAS	MOOIHOEK	L	MAROGA	076 984 7406	N/A	Agricultural Project
588	NDUNAS	MOOIHOEK	L	MAROGA	076 984 7406	N/A	5 Jojo tanks
589	NDUNAS	MOOIHOEK	L	MAROGA	076 984 7406	N/A	Building of Nduna's house
590	Community Business Structures	REGISTERED AND NON REGISTERED	K.R /P.D	MAROGA/MABUZ A	060 759 3257/060 905 1144	<a href="mailto:rigded.kr@gmail.com/pinasmabuza@gmail.com">rigded.kr@gmail.com/pinasmabuza@gmail.com</a>	Procurement Policy (copy to be submitted to Business Forum via Community Trust)

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
591	Community Business Structures	REGISTERED AND NON REGISTERED	K.R /P.D	MAROGA/MABUZ A	060 759 3257/060 905 1144	<a href="mailto:rigded.kr@gmail.com/pinasmabuza@gmail.com">rigded.kr@gmail.com/pinasmabuza@gmail.com</a>	Training
592	Community Business Structures	REGISTERED AND NON REGISTERED	K.R /P.D	MAROGA/MABUZ A	060 759 3257/060 905 1144	<a href="mailto:rigded.kr@gmail.com/pinasmabuza@gmail.com">rigded.kr@gmail.com/pinasmabuza@gmail.com</a>	Mentoring
593	Community Business Structures	REGISTERED AND NON REGISTERED	K.R /P.D	MAROGA/MABUZ A	060 759 3257/060 905 1144	<a href="mailto:rigded.kr@gmail.com/pinasmabuza@gmail.com">rigded.kr@gmail.com/pinasmabuza@gmail.com</a>	Mine to as collateral to potential creditors for local businesses
594	Community Business Structures	REGISTERED AND NON REGISTERED	K.R /P.D	MAROGA/MABUZ A	060 759 3257/060 905 1144	<a href="mailto:rigded.kr@gmail.com/pinasmabuza@gmail.com">rigded.kr@gmail.com/pinasmabuza@gmail.com</a>	Mine to offer financial assistance to local companies
595	Community Business Structures	REGISTERED AND NON REGISTERED	K.R /P.D	MAROGA/MABUZ A	060 759 3257/060 905 1144	<a href="mailto:rigded.kr@gmail.com/pinasmabuza@gmail.com">rigded.kr@gmail.com/pinasmabuza@gmail.com</a>	Entrepreneurial development funding
596	Community Business Structures	REGISTERED AND NON REGISTERED	K.R /P.D	MAROGA/MABUZ A	060 759 3257/060 905 1144	<a href="mailto:rigded.kr@gmail.com/pinasmabuza@gmail.com">rigded.kr@gmail.com/pinasmabuza@gmail.com</a>	The construction of an office for the business forum that will enable the local business to administer and facilitate day to day business activities
597	Community Business Structures	REGISTERED AND NON REGISTERED	K.R /P.D	MAROGA/MABUZ A	060 759 3257/060 905 1144	<a href="mailto:rigded.kr@gmail.com/pinasmabuza@gmail.com">rigded.kr@gmail.com/pinasmabuza@gmail.com</a>	Development of a Business Hub locally
598	Nduna	MANDELA	L.S	Nkwana	072 123 7121	N/A	Community Hall
599	Nduna	MANDELA	L.S	Nkwana	072 123 7121	N/A	Jojo and Borehole
600	Nduna	MANDELA	L.S	Nkwana	072 123 7121	N/A	Training Centre

No.	Community Structure	Organisation	Representative Initials	Representative Surname	Cell Phone	Email Address	Identified Need
601	Nduna	MANDELA	L.S	Nkwana	072 123 7121	N/A	Sports Ground
602	Nduna	MANDELA	L.S	Nkwana	072 123 7121	N/A	Swimming Pool
603	Nduna	MANDELA	L.S	Nkwana	072 123 7121	N/A	Agricultural Project
604	Nduna	MANDELA	L.S	Nkwana	072 123 7121	N/A	Bursaries
605	Nduna	MANDELA	L.S	Nkwana	072 123 7121	N/A	Access Bridge
606	Nduna	MANDELA	L.S	Nkwana	072 123 7121	N/A	Mobile Clinic
607	Nduna	MANDELA	L.S	Nkwana	072 123 7121	N/A	Library
608	Nduna	MANDELA	L.S	Nkwana	072 123 7121	N/A	Street Lights
609	Nduna	MANDELA	L.S	Nkwana	072 123 7121	N/A	Group Singing
610	Nduna	MANDELA	L.S	Nkwana	072 123 7121	N/A	School

**APPENDIX B: LED PROJECT – LETTER OF SUPPORT FROM FETAKGOMO-  
GREATER TUBATSE LOCAL MUNICIPALITY AND GA-MAROGA COMMUNITY  
COUNCIL**



FETAKGOMO - GREATER TUBATSE  
LOCAL MUNICIPALITY



17ze /G'LI  
GREATER TUBATSE  
MUNICIPALITY

South Africa's first democratic platinum city

Enq: Ms.L. Peu, 0828648996

Mooihoek Mine  
P.OBox 444  
BURGESFORT  
1150  
Tel: 082 442 0537

Attention: Mr James Daniels

SUBJECT: SUPPORT FOR PROPOSED BLACK CHROME MINE SOCIAL LABOUR PLAN (SLP) 2018-2022

The Umnotho weSizwe Resources (Pty) Ltd operating as Mooihoek Mine approached the Municipality on 09<sup>th</sup> March 2017 regarding a request for support to their SLP projects planned for the financial years 2018-2020. The recommendation from the Municipality from the engagement was for the Mine to further engage the community leadership and the Sekhukhune District Municipality.

Following the above, the Company *informed* the Municipality that the consultative meetings with the Tribal Authority and the Ward Councillors took place on the 18-31 January 2016. The Mine further stated that it has consulted with the Sekhukhune District Municipality on the 03<sup>rd</sup> April 2017 for concurrence to their envisaged SLP projects.

The proposed SLP projects are detailed as followed as presented on the 09<sup>th</sup> March 2017:

Project no	Project Name	Budget
Project 1	Upgrade of Morethe Village Borehole	R190802
Project 2	Upgrade/Replace Moeng Village Borehole	R 190 802
Project 3	Upgrade of Water Infrastructure at Kampeng Village	R 33 540
Project 4	Upgrade of Water Infrastructure at Maroga/Phalatseng Village	R70 615
Project 5	Upgrade of Water Infrastructure at Dithamaga Village	R45 783
Project 6	Mashemong Village	R40,280
Project 7	Upgrade of Water Infrastructure at Mandela Village	R56,876

HEAD OFFICE

Ph: 082 442 0537, 082 442 0538, 082 442 0539  
Fax: 082 442 0537, 082 442 0538, 082 442 0539

REGIONAL OFFICE

Ph: 082 442 0537, 082 442 0538, 082 442 0539  
Fax: 082 442 0537, 082 442 0538, 082 442 0539



# Pulana Maroga Traditional Council

Mr S.MADIGAGE

Cell: 013 214 8306

Tel: 013 214 8306



P.O.

Dr P.O Box 310

11: Driekop

1129

**To: Fetakgomo Greater Tubatse Municipality**

**Att: Hon. Mayor**

**Municipal Manager**

**Director (LED)**

**Co-ordinator (LED)**



Dear Sirs and Madam

**Re: CONFIRMATION AND /OR ENDORSEMENT OF LOCAL ECONOMIC DEVELOPMENT PROJECTS IDENTIFIED**

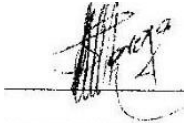
This serves to confirm that Pulana Maroga traditional Council and honourable Kgosi M.S Maroga have welcomed and endorsed the below listed projects for local economic development with the officials from Modihok Chrome mine (Umnotho we Sizwe Resources) on the 06/02/2017 at our Tribal offices.

The following are the list of projects identified;

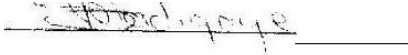
1. Moretbe Water project (W.11)
2. Moeng Water Project (W.11)
3. Maroga/Phalatjeng Water (W.11)
4. Kampeng Water (W.07)
5. Mashemong Water (W.07)
6. Dithamaga water (Water 07)
7. Mudutameng water (W.J9)
8. France Ext.I Water (W.19)
9. Mandela water (W.05)
10. Makuruog Water (W. 31)
11. Mangabane Water (W.31)

Hoping that your office this information in order.

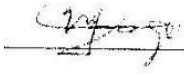
Since rely,



Kgosi M.S. Maroga  
Kgosi M.S. Maroga



S.N. Madigage (Snr. Admin Officer)



M.J. Maroga ( Traditional Co uncillo)



**FETAKGOMO TUBATSE  
LOCAL MUNICIPALITY**

Enq : Shongwe K  
Cell : 082 703 6605

13<sup>th</sup> September 2018

**TO: MANAGING DIRECTOR  
BLACK CHROME MINE**

**Cc: DEPUTY DIRECTOR GENERAL  
MINERAL REGULATIONS  
LIMPOPO REGIONAL MANAGER  
DEPARTMENT OF MINERAL RESOURCES (DMR)**

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**BLACK CHROME MINE 3<sup>RD</sup> GENERATION 2018-2022 SOCIAL LABOUR PLAN (SLP) AND LED  
PROJECTS**

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Dear Sir/Madam

Fetakgomo -Tubatse Local Municipality through the Department of Local Economic Development and Tourism (LEDT) hereby supports Local Economic Development (LED) Projects included in the 2018-2022 3<sup>rd</sup> Generation of the Social Labour Plan (SLP) of Black Chrome Mine.

The identified LED Projects are integrated and aligned to the Integrated Development Plan (IDP) and Local Economic Development (LED) Plan of the Municipality.

The Municipality therefore hereby supports the 3<sup>rd</sup> Generation 2018-2022 Social Labour Plan (SLP) and Local Economic Development (LED) Projects of Black Chrome Mine and recommends to the Department of Mineral Resources (DMR) to approve the Social Labour Plan and its Local Economic Development Projects.

**Kindly see herein attached the letter from Black Chrome Mine.**

For any enquiries please contact the **Director: Local Economic Development and Tourism (LEDT), Shongwe Kon 013 2311215/ 076** or the **Manager: Mining and Industrialization, Mr Mashlgo MM on 013 2311000/ 082 319 4573**

Hoping that you will find the above in order.

**Busane**  
**Municipal Manager**

13/09/2018  
Date

**HEAD OFFICE**

Ikasiana Street | P.O. Box 206, Burger Street, 1130  
Tel: +27 13 231 1000 | Fax: +27 13 231 7467

**REGIONAL OFFICE**

Stand No. 1, Mashungu, Gq-Nkwana | P.O. Box 818, Apel, 0739  
Tel: +27 15 622 8000 | FAX: +27 15 622 8026