Social and Labour Plan
for the Proposed Mining Operation of

Bundu Mining (Pty) Ltd – Rietvalei Quarry

Accompanying an Application for a Mining Right in terms of the MPRDA , 2002

Document Date: 29 October 2024

SOCIAL LABOUR PLAN 2024 - 2029

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Abbreviations

ABET	Adult Basic Education and Training
AET	Adult Education and Training
AIDS	Acquired Immune Deficiency Syndrome
AMCU	Association of Mineworkers and Construction Union
ATR	Annual Training Report
BEE	Black Economic Empowerment
B-BBEE	Broad Based Black Economic Empowerment
BWO	Black Woman Owned
CoGTA	Cooperative Governance and Traditional Affairs
CSI	Corporate Social Investment
CPI	Consumer Price Index
DCoG	Department of Cooperative Governance
DMRE	Department of Minerals Resources and Energy
DBE	Department of Basic Education
DEL	Department of Employment and Labour
DDM	District Development Model
DTI	Department of Trade and Industry
ECD	Early Childhood Development
EAP	Economically Active Populations
EE	Employment Equity
EIA	Environmental Impact Assessments
ESOP	Employee Share Ownership Plan/Scheme
ETI	Employment Tax Incentive
FET	Further Education and Training
FY	Financial Year
GDP	Gross Domestic Product
GEAR	Growth, Employment and Redistribution
GET	General Education and Training Band
GHS	General House-hold Survey
HDP	Historically Disadvantaged Persons
HET	Higher Education and Training Band
HIV	Human Immuno-Deficiency Virus
HRD	Human Resource Development
IDP	Intergrated Development Plan
IES	Income and Expenditure Survey
ILO	International Labour Organization
IMF	International Monetary Fund
JV	Joint Venture
LED	Local Economic Development
LoM	Life of Mine
LRA	Labour Relations Act
MC/Mining Charter	Broad Based Black Socio-Economic Empowerment Charter Mining
MP	Mpumalanga Province
MPRDA	Mineral and Petroleum Resources Development Act

MQA	Mining Qualifications Authority
NHI	Nation Health Insurance
NDP	National Development Plan 2030
NGO	Non-Governmental Organisation
NQF	National Qualification Framework
NUM	National Union of Mine Workers (South Africa)
NMW	National Minimum Wage
PGDP	Provincial Growth Development Plan
RDP	Reconstruction and Development Programme
SAQA	South African Qualification Authority
SARB	South African Reserve Bank
SARS	South African Revenue Services
SASSA	South Africa social Security Agency
SETA	Sector Education and Training Authority
SMME	Small, micro, and medium enterprises
SOLIDARITY	Solidarity Trade Union
STANDARD	Housing and Living Conditions Standard
Stats SA	Statistics South Africa
QCTO	Quality Council for Trades and Occupations
TLM	Thabazimbi Local Municipality
YES	Youth Employment Service
UASA	United Association of South Africa
Umalusi	Education Quality Body for General and Further Education
WHO	World Health Organisation
WSP	Workplace Skills Plan

INTRODUCTION

The primary objective of The Mineral and Petroleum Resources Development Act, 2002, (Act No. 28 of 2002) (MPRDA) is to provide for the transformation of the mining and minerals industry for the benefit of all South Africans. In order to ensure effective transformation in this regard, the Act requires the submission of the Social Labour Plan (SLP) as a pre-requisite for the granting of mining or production rights.

It requires the mining industry to implement the following elements: Ownership, Mineral Beneficiation, Procurement, Supplier and Enterprise Development, Human Resources Development (HRD), Mine Community Development (MCD), Employment Equity (EE), Principles for Housing and Living Conditions Standard.

The requirements as enunciated in the above elements are aimed at promoting employment and advancement of the social and economic welfare of all South Africans while ensuring economic growth, socio-economic development, and competitiveness of the mining industry. To this effect the Department deemed it appropriate to provide clear guidelines for the provision of certainty on the spirit and letter of the SLP.

Background to the Mine

Bundu Mining intends to restart operations at an old aggregate quarry. The proposed operation will be small scale (20 000 t/m) and include the drilling and blasting of weathered quartzite material, starting at the existing pit and expanding using benches of 10m high x 10m wide. Blasted material will be loaded and hauled from within the mining right area and either transported directly to a processing plant or stockpiled as Run of Mine for later processing. Processing will include primary and secondary crushing of rock to make aggregate and sand products, as well as washing of certain products.

It is important to note that the mining and processing will be undertaken by two separate entities. Bundu Mining (Pty) Ltd will be responsible for and hold the necessary authorisations for extracting the weathered quartzite from the mining right area and delivering it to the processing plant. The processing plant will be operated by Bundu Sand (Pty) Ltd who will employ its own staff.

1. SECTION 1: SYNOPSIS

1.1. Company Details

Name of the company	Bundu Mining (Pty) Ltd
Name of mine or production operations	Rietvalei Quarry
Physical address of the mining operations	Portions 18, 91, 94 and 95 of the farm Uitzicht alias Rietvalei 314 JR
Postal address	P.0. Box 31159 Kyalami
Telephone number	012 669 0800
Fax number	
Location of mine or production operation	Approximately 11km east of the town of Hartbeespoort. Access is from the R514. See Figure 1
Commodity	Sand and Stone Aggregate
Life of mine	150 years
Financial Year	28 February
Reporting year	28 February
Responsible person	Gabriel Gomes gabriel@gomes.co..za
Geographic origin of employees (mine community and labour sending areas.)	City of Tshwane Metropolitan Municipality Madibeng Local Municipality Collins Chabane Local Municipality

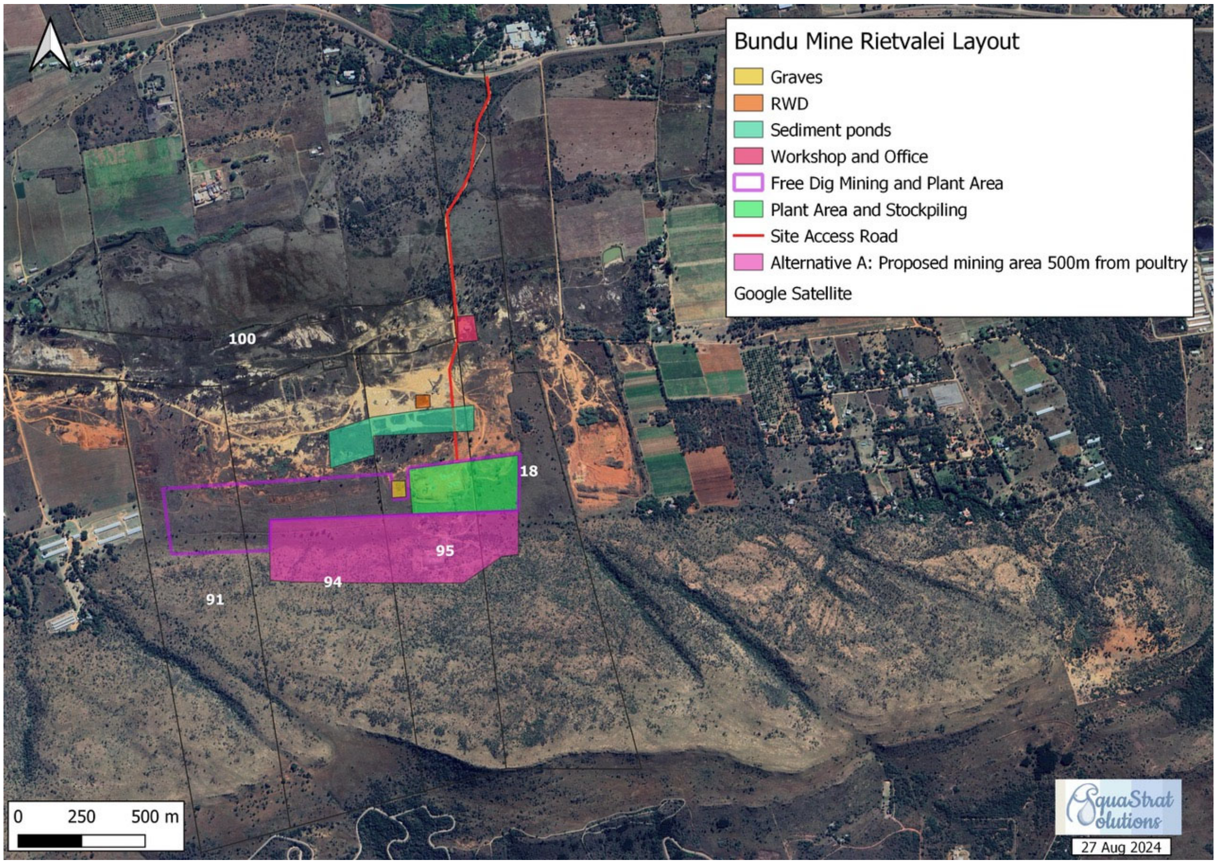


Figure 1*: Location of mine*

1.1.1. Vision

To grow the business into a long-life producer of Sand and Stone that operates safely and efficiently while continuously moving down the cost curve.

1.1.2. How we create value

Rietvalei Quarry will create value for shareholders, employees and communities in many ways that include increasing production and sales, increasing earnings and growth, through taxes and royalties, transformation, salaries and wages, training and development, as well as investing in community.

1.1.3. Our commitment to Health and Safety

People will be vital to our business and a skilled, engaged, and productive workforce is essential for the achievement of our strategic objectives. Programmes are in place to train our employees to develop their skills and capabilities and to ensure a safe and healthy workforce.

1.1.4. Size and breakdown of employees

Rietvalei Quarry will provide opportunity for a total workforce of 4 permanent employees. The detailed breakdown of the origins of the employees (excluding contractors) is contained in Table 1.

(Please note that the number of employees reflected in table 1 may differ from that contained in the Form Q as the information is sourced at different times).

Table 1: Bundu Mining's Employee breakdown as of 1st October 2023

Country of Origin	**Province**	**Total Employees**
SOUTH AFRICA	GAUTENG	4
	EASTERN CAPE	
	NORTHWEST	
	FREE STATE	
	KWAZULU NATAL	
	LIMPOPO	
	MPUMALANGA	
	NORTHERN CAPE	
	WESTERN CAPE	
SADC COUNTRIES	LESOTHO	
	MOZAMBIQUE	
	BOTSWANA	
	SWAZILAND	
	ZIMBABWE	
OTHER COUNTRIES		
Total *		4

Exclude Contractors

1.2. Labour Sending Areas

Rietvalei Quarry will be located in the South-Western section of Ward 55, which is approximately 11 km east of Hartbeespoort and approximately 15 km west of Pretoria West. The table below reflects the area from which the majority of the workforce will be sourced. The labour-sending area in the context of a mine community is described as the municipality from which more than 10% of the mine's workforce is sourced. The areas outside the mine community are where more than 6% of the mine's workforce is sourced from the district municipality.

The income that will be earned by employees translates into spending power that is injected in local businesses and Small, Medium and Micro Enterprises (SMMEs). Since employees from faraway places send money home, businesses in those far-flung places may also benefit.

Table 2: Number of Employees as per Local Municipality

Municipal Area	Cities/Town/Villages	Numbers	%
City of Tshwane Metropolitan	Swartspruit	2	
City of Tshwane Metropolitan	Sunset View	1	
Madibeng Local Municipality – Bojanala Platinum District	Hartebeespoort	1	
Other areas in RSA		0	

2. SECTION 2: HUMAN RESOURCE DEVELOPMENT (HRD)

2.1. Overview

In accordance with Section 101 of the Mineral and Petroleum Resource Development Act 28 of 2002 (MPRDA), Bundu Mining as the applicant for the mining right undertakes to ensure that all contractors engaged by the company comply with the provisions of the Act. These provisions will be entrenched in the company's tender requests and general conditions of service level agreements. Bundu Mining also takes cognisance of the growing shortage of skills in the mining industry in SA. Therefore, the development of future Historically Disadvantaged South Africans (HDSA's), specifically (black employees) leadership and technical skills will be one of the key strategic focus areas.

The primary objectives of the operation's Human Resources Development (HRD) Programmes are:

- Development of skills necessary for safe productive operation of the Mine. These include skills that will lead to improved productivity, increased revenue, reduction of operating expenses and a motivated and positive workforce.
- Creation of opportunities for employees to develop to their full potential so that they can achieve exceptional performance and greater flexibility.
- Providing employees with portable skills that they can utilize outside the mining industry and associated industries.

The company is fully committed to the incorporation of the provisions of the Skills Development Act 97 of 1998. Our Skills Development Plan will form an integral part of our Human Resource Development strategy as it will outline how the Mine intends to equip employees with the necessary skills. The Skills Development Plan (HRD) will be developed and coordinated by a Skills Development Facilitator to be appointed by Bundu Mining.

The Mine intends to participate in local economic and social development to ensure optimal alignment of training programmes with skills and capacity building requirements of surrounding communities.

The objectives of our Skills Development Plan will be:

- To facilitate the availability of mining and related skills and competencies of the workforce through training, mentorship, and other means.
- To provide workers with portable skills that will increase their employability, flexibility, self-employability, and mobility.
- To enhance sustainable individual, workgroup, and organisational performance by ensuring that all employees operate at full performance. This will be through affording them the opportunities aimed at developing required competencies to execute their jobs effectively and safely.
- To assist employees to meet their present and future responsibilities with the right competencies.
- To provide opportunities for fast tracking and developing HDSAs with potential to function at more senior level in the organisation and
- To develop leadership, behavioural, life and social skills.

Skills development targets will be initially based on the developmental stage in which the mine finds itself. The targets will be adapted accordingly as the mine ramps up its production. Consequently, the HRD programme contained in this SLP is limited to the initial proposed four head-count staff complement. It will be updated periodically to accommodate new appointments as and when they happen, in line with the mine's production targets and staff projections. Furthermore, to align with the MPRDA Regulation 46, the mine aims to employ more permanent and contracted employees in the near future. Note that in line with the current Mining Charter target, of 5% of annual payroll for skills training, the company has made provision of R633 000.25 for the first five years of this SLP. A breakdown of this provision is outlined in Section 5 on Financial Provision.

2.2. Bundu Mining Operations

The primary objective of the HRD programme is to ensure the availability of mining and operation specific skills and competencies of the workforce. This includes giving employees portable skills utilizable by them outside the mining industry.

The absence of much needed skills within the South African (SA) economy has created a social and business imperative to drive education and skills training. As rights holder, we will continue to play an important role in developing employees and communities.

Bundu Mining's contribution is invested in developing essential skills such as ABET, technology, literacy and numeracy skills (i.e., Mathematics), all of which are achievable through learnerships, apprenticeships, bursaries and training programmes. Important to note is that our training is offered not only to Bundu Mining employees but also to the community members at large.

2.3. Compliance with Skills Development Legislation

Applicants who by law have to register with SETA must provide the following:

Name of SETA	**Mining Qualification Authority**
Registration number with the relevant SETA	Not operational yet, therefore no registration has taken place. The MQA Levy Number will be submitted to the DMRE and the Department of Labour within 3 months after the granting of a Mining Right.
Has your company appointed a Skills Development Facilitator, provide Name	A Skills Development Facilitator has not yet been appointed.
To which institute have you submitted your workplace skills plan	MQA – Mining Qualification Authority

The Skills Development Plan outlines how employees will be offered the opportunity to:

- Become functionally literate and numerate.
- Participate in learnership.
- Participate in skills programme.
- Acquire portable skills.
- Participate in various other training initiatives.

The plan includes a range of initiatives from Adult Education and Training (AET) program all the way to postgraduate education. These programmes will be consistent with the requirements of National Qualification Framework (NQF) and Mining Qualification Authority (MQA).

The purpose of the Skills Development Plan is to assess and formally record the current levels of skills and education of all employees and further use this as base for future skills development plans. These plans address the current skills and competency gaps at the mine and also have special focus on the training needs of HDSA, fast-tracking individuals within the talent pool and various career path development and mentoring programmes. The Skills Development Plan complies with skills development legislation and includes the regular submission of Workplace Skills Plan (WSP) and Annual Training Report (ATR).

A Skills Development Facilitator will be appointed to facilitate the skills development process and to act as the contact person between the MQA and Bundu Mining. Once appointed, the Skills Development Facilitator will be registered with MQA and meet the competency guidelines for Skills Development Facilitators. Employees will be consulted regarding the appointment of the Skills Development Facilitator. The Skills Development Facilitator's role will be to develop the annual Workplace Skills Plan, to submit it to the MQA and to implement it. The Skills Development Facilitator will also be responsible for designing a training quality assurance system and to compile the ATR in relation to the WSP. Bundu Mining will register with South African Revenue Services (SARS) for monthly payments of the Skills Development Levy and undertakes to stay up to date with these levy payments. To access the mandatory grant, Bundu Mining will make timely submissions of the WSP and ATR, apply for the grant at the MQA in due time and adhere to the training timelines that will be stipulated in the WSP.

Table 3: Number and Education Level of all Bundu Mining Employees as Per Form Q

Band	NQF Level	Planned as per envisaged organogram	Male				Female				Total	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
General Education and Training (GET)	1	No Schooling	0	0	0	0	0	0	0	0	0	0
		Grade 0/ Pre	0	0	0	0	0	0	0	0	0	0
		Grade 1/ Sub A	0	0	0	0	0	0	0	0	0	0
		Grade 2/ Sub B	0	0	0	0	0	0	0	0	0	0
		Grade 3/ Std. 1/ ABET 1	0	0	0	0	0	0	0	0	0	0
		Grade 4/ Std. 2	0	0	0	0	0	0	0	0	0	0
		Grade 5/ Std. 3/ ABET 2	0	0	0	0	0	0	0	0	0	0
		Grade 6/ Std. 4	0	0	0	0	0	0	0	0	0	0
		Grade 7/ Std. 5/ ABET 3	0	0	0	0	0	0	0	0	0	0
		Grade 8/ Std. 6	0	0	0	0	0	0	0	0	0	0
		Grade 9/ Std. 7/ ABET 4	0	0	0	0	0	0	0	0	0	0
Further Education and Training (FET)	2	Grade 10/ Std. 8/ N1	0	0	0	0	0	0	0	0	0	0
	3	Grade 11/ Std. 9/ N2	0	0	0	0	0	0	0	0	0	0
	4	Grade 12/ Std. 10/ N3	0	0	0	0	0	0	0	0	0	0
Higher Education and	5	Higher Certificate and advanced	0	0	0	0	0	0	0	0	0	0

Band	NQF Level	Planned as per envisaged organogram	Male				Female				Total	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
Training (HET)	6	Diploma and Advanced Certificate	0	0	0	0	0	0	0	0	0	0
	7	Bachelor's Degree and Advanced Diplomas	0	0	0	0	0	0	0	0	0	0
	8	Honours Degree, Postgraduate Diploma and Professional Qualification	0	0	0	0	0	0	0	0	0	0
	9	Master's Degree	0	0	0	0	0	0	0	0	0	0
	10	Doctoral Degree	0	0	0	0	0	0	0	0	0	0
		TOTAL	0	0	0	0	0	0	0	0	0	0

Note: The table (Form Q) above will be completed upon staff appointment completion finalised/known education details.

2.4. Human Resource Development (HRD) Targets: FY 2024 - 2029

2.4.1. Adult education and training - AET

Bundu Mining recognises that a workforce with the right skills, experience and training is one of the industry's most basic needs. While the mine does not have in-house training facilities, we will ensure that our employees' training and skills development needs are provided for by an accredited service provider. This is because the size of our staff which currently stands at 4 (4 permanent and 0 non-permanent employees), does not warrant the establishment of an in-house training centre.

Bundu Mining intends to procure the services of an external service provider to provide AET classes. These will be undertaken either on a part-time or full-time basis for employees, with an opportunity for employees and community learners to be enrolled part-time and attend classes in their own time after work. Recognition of Prior Learning (RPL) will also be employed as part of the AET approach to give employees and community learners the opportunity to gain a recognised qualification. In the main, RPL is used to determine the placement and competence of employees at appropriate AET levels. Such employees undergo an assessment and if competent, are certified and an MQA grant is secured for them. Employees will be motivated and encouraged to attend AET classes to bring them in line for possible further development, training, and promotion opportunities where vacancies exist. AET allows employees to compete with other qualified employees and gives them the ability to market themselves. AET levels will also be a requirement for promotion in other occupations.

To qualify for full-time AET, a person must have undergone screening for placement through the RPL process. Candidates who demonstrate high levels of potential during the placement/RPL assessments may be recommended for full-time AET. The targets for AET Full-Time and Part-Time AET are shown in the tables below along with the budget provision for the proposed training. Budget provision for part-time AET for employees excludes salaries.

Table 3: Adult Education and Training Programme

TYPE OF LEARNING PROGRAMME ADULT EDUCATION AND TRAINING	2024 -2025	2025-2026	2026- 2027	2027-2028	2028-2029	OVERALL TARGET
Pre	1					**1**
AET Level 1	1	1	1			**3**
AET Level 2		1	1			**3**
AET Level 3				2		**2**
AET Level 4					2	**2**
BUDGET ALLOCATION PER YEAR	R20 000	R20 000	R20 000	R20 000	R20 000	**R100 000**

2.4.2. Learnerships (Employed / 18.1 & Unemployed / 18.2)

A learnership is a mechanism to link structured learning with work experience, leading to a qualification registered with the National Qualifications Framework (NQF). Unlike the old apprenticeship system, learnerships provide both vertical and horizontal articulation within the qualifications framework and produce meaningful competencies for productive work. Work experience must relate to the structured learning and prepare the learners for competence assessment.

The mine recognises the importance of learnerships as an integral component to fulfil its EE Strategy and meeting both the mine and the country's skills development needs. In this regard, the mine will make opportunities available for learnerships to employees and doorstep communities from Municipal Ward 55. Learnerships will be allocated as per the business requirements and the employment strategy of the Mine. The local community learnerships will be in support of the Local Economic Development (LED).

Table 4: Learnership programmes

TYPE OF LEARNING PROGRAMME ARTISAN & NON-ARTISAN LEARNERSHIPS	2024 -2025	2025-2026	2026-2027	2027-2028	2028-2029	OVERALL TARGET
Heavy Earth Moving Operator, Health and Safety Rep, Fire Fighting, First Aid etc.	1	1	1	1	1	**5**
BUDGET ALLOCATION PER YEAR	R15 000	R15 000	R15 000	R15 000	R15 000	**R75 000**

2.4.3. Internships

The intake focuses on a minimum of one year and a maximum of two years of on-the-job learning exposure. Subsequent to that is a formal training. Internship opportunities shall be made for employees and the unemployed.

Internship programme shall include both learners/graduates from universities, universities of technology or Technical Vocational Education and Training (TVET) colleges who would have completed a minimum of a National Diploma.

Furthermore, it is important to also note that in some instances, the beneficiaries of the internship programme would include people who require Work Integrated Learning (WIL), Experiential Learning, Practical Training and P1-P2 from universities of technology and/or TVET colleges. As a result of the qualification design from the higher learning institution, the student would be required to usually spend a minimum of 12 months for universities of technology and 12/18-24 months for TVET colleges. This is as part of the curriculum which must be supervised in the workplace with a formal programme for such a student to meet the requirement to obtain a qualification and graduate.

Table 5: Internship Period Requirements

TYPE OF LEARNING PROGRAMME INTERNSHIPS	2024 -2025	2025-2026	2026-2027	2027-2028	2028-2029	OVERALL TARGET
Interns	1	1	1	1	1	**5**
BUDGET ALLOCATION PER YEAR	R15 000	R15 000	R15 000	R15 000	R15 000	**R75 000**

2.4.4. Bursaries (Employed & Unemployed)

Bundu Mining is aware of the need to not only assist its own employees with development opportunities, but also other members of the local community to access tertiary education through bursaries. The bursary plan will help develop individuals, providing the necessary pipeline of required skills for its operations. Apart from business-related qualifications, the mine is also aware of the need to develop qualified individuals from other sectors of the economy whose communities will be affected by the mine.

While the mine does not provide bursaries yet, future bursaries will be awarded according to and based on professional qualifications required within the business. The number of opportunities offered will be subject to the financial situation and staffing needs of the mine. Preference will be given to candidates who meet the mine's qualification criteria. The programme will benefit mine employees, their children, and members of the local community.

Bundu Mining will establish a Bursary Management Committee, which will inform and guide the implementation of the bursary programme in accordance with the Skills Development Plan. The Management Committee will develop a Bursary Scheme Framework which will determine the budget (subject to annual review) to be allocated to the programme. The Bursary Scheme Framework will ensure that:

- Bursaries will be offered in a responsible manner, reflect the needs of the industry as well as the mine's skills and labour plans.
- Bursaries will be awarded to learners who wish to pursue undergraduate studies in mining related fields, environmental management, commerce and other fields of study that are relevant to the mine's needs.
- Career information sessions and orientation schemes will be conducted, to advise Grade 10 to Grade 12 learners and graduates from the host community area about career opportunities within the mine.
- Study assistance will be provided for employees that are studying in their own time as per the mine's bursary policy. The merits for the awarding of study assistance will be informed by the following:
    - Operational Business Plans.
    - Workplace Skills Plans.
    - Individual Development Plans.
    - The need for equity.
    - Availability of resources.

The employees would also benefit from the bursaries in the form of education assistance when they study programmes in line with their career paths thus supporting career progression and studying academic learning programmes with higher education institutions (Universities, Universities of Technology, TVET colleges – this includes short certificates, national diplomas, Higher Diplomas, Degrees up-to PhD). Focus is on distance and part-time delivery model for employees.

Table 6: Bursaries

TYPE OF LEARNING PROGRAMME BURSARIES	2024 -2025	2025-2026	2026-2027	2027-2028	2028-2029	OVERALL TARGET
Bursary	1	1	1	1	1	**5**
BUDGET ALLOCATION PER YEAR	R20 000	R20 000	R20 000	R20 000	R20 000	**R100 000**

2.4.5. Portable/Alternative skills

Portable skills would be provided as part of alternative skills for employees in the case of unavoidable job loss such as operational requirements of the business (i.e., retrenchments) or those who are medically incapacitated and about to be medically boarded. Additionally, portable skills would be provided to the local community members to encourage some form of self-employment and income creation.

The following is a list of portable skills (and where practically possible such portable skills would be accredited) the targeted beneficiaries would choose during time of implementation:

- Welding
- Electrical
- Building
- Brick making
- Carpentry
- Plumbing
- Upholstery
- Computer literacy
- Driving license
- Culinary Skills (baking, cook, Chef)
- Agricultural Skills
- Solar Installation and service
- Panel beating / Spray painting
- Nail Technology
- ADT Operator licence and Frontend Loader

Table 7: Portable Skills Plan

TYPE OF LEARNING PROGRAMME PORTABLE SKILLS	2024 -2025	2025-2026	2026-2027	2027-2028	2028-2029	OVERALL TARGET
Types of skills to be chosen on implementation	4	4	4	4	4	**20**
BUDGET ALLOCATION PER YEAR	R15 000	R15 000	R15 000	R15 000	R15 000	**R75 000**

2.5. Financial Provision For HRD

Table 8: Financial Provision For HRD

NO	LEARNING PROGRAMME / INTERVENTION	AMOUNT
		R290 000
1	Adult Education and Training (AET)	
2	Learnership (Artisan Development and Non-Artisan)	
3	Internships	
4	Bursaries	
5	Portable Skills	
Total		**R290, 000**

2.6. Employment Equity Plan

2.6.1. EE profiles and goals

The holder of a mining right shall submit a five-year Employment Equity (EE) Plan for approval by the Regulator. The plan shall contain modalities for progressive realization of the Mining Charter, EE targets. The EE Act requires that a designated employer must, as part of its EE Plan, determine designated groups (including persons with disabilities) within each occupational category of workforce. The category will form a framework of this plan. To determine the degree of under-representation of people from designated groups in various occupational categories and levels, Bundu Mining will conduct a workplace profile analysis comparing its diversity profile against the economic active population of South Africa and the region in which it operates.

Bundu Mining subscribes to the principles of the Mining Charter and intends to achieve a representative demographic profile at its operations. The Mine regards EE as an integral part for building an effective and representative workforce to ensure equality among its employees. To this end, effort will be focused on identifying HDSAs with talent and to then provide accelerated training and development initiatives to assist in their progression.

In our transformation efforts we are guided by the SA Constitution and the MPRDA, which promote equity, fairness, dignity, transparency, and accountability. Importantly, the Constitution not only defines and promotes formal equality, but also allows for the implementation of affirmative action or corrective action. As part of aligning the Mine to these imperatives, we undertake to draft a 5-year EE Plan in accordance with the requirements of the EE Act, which will be submitted to the Department of Labour (DoL) as required. The objective of the EE Plan will be to ensure the promotion and maintenance of equity throughout the mine, and to develop strategies to promote affirmative action amongst designated groups.

We will ensure that the EE Plan promotes fair and non-discriminatory practices which respect the rights and dignity of all employees irrespective of their race, gender, or disability. Bundu Mining endeavours to identify and eradicate all forms of potentially discriminating practices. We intend to target women for learnerships, bursaries, internships, and career progression. A concerted effort will be made to consider women for appointment into the mine. The following principles will underpin our approach to the implementation of EE:

- Recognising historical inequalities, HDSAs and women with recognised potential will be afforded special opportunities and additional support to realise their potential.
- To fill each position in the company with a fully performing individual and ensure that staff at all levels are suitably qualified or have the potential to meet the Bundu Mining Social and Labour Plan 2024-2029 intrinsic requirements of the job. Thus, we will not create fake jobs nor make token appointments.
- Diversity is encouraged in the workplace and any form of racism is not tolerated.
- All employees are developed to ensure that they are fully performing in their current jobs and, where applicable, to prepare them for future opportunities.
- In placing women in jobs, the company will take cognisance of the special risks to which women of child-bearing age, pregnant and lactating women should not be exposed.
- EE will be aligned to local recruitment and HRD strategies.
- Bundu Mining is committed to developing and promoting from within the organisation, with preference given to females and historically disadvantaged individuals.

Our implementation strategy will entail developing EE policies, procedures and guidelines which will be appropriately aligned to HRD initiatives and talent management. The EE Plan will be developed in collaboration with our internal stakeholders. The Mine will refine and inculcate the EE Plan amongst all managers and hold them accountable for its implementation. The EE Plan will be implemented over a 5-year period and will be subject to annual review and reset.

Table 9 below represents the proposed EE staff profile for Rietvalei Quarry according to gender and race.

Table 9: EE Profile

ELEMENT	ELEMENT DESCRIPTION	COMPLIANCE TARGET (%)					HDP TOTAL	WEIGHT (%)
EMPLOYMENT EQUITY	**BOARD**							
		Black	Indian	Coloured	White	Foreign Nationals		
	Total no of Directors	0	0	0	1	0		
	Total representation	0	0	0	0	0		0%
	Female Representation	0	0	0	0	0		0%
	EXECUTIVE MANAGEMENT							
		Black	Indian	Coloured	White	Foreign Nationals		
	Total no of employees	0	0	0	0	0		0%
	Total representation	0	0	0	0	0		
	Female representation	0	0	0	0	0		
	SENIOR MANAGEMENT							
		Black	Indian	Coloured	White	Foreign Nationals		
	Total number of employees	0	0	0	0	0		0%
	Total representation	0	0	0	0	0		
	Female representation	0	0	0	0	0		
	MIDDLE MANAGEMENT							
		Black	Indian	Coloured	White	Foreign Nationals		

	Total number of employees	0	0	0	0	0		0%
	Total representation	0	0	0	0	0		
	Female representation	0	0	0	0	0		
	JUNIOR MANAGEMENT							
		Black	Indians	Coloured	White	Foreign Nationals		
	Total number of employees	0	0	1	0	0		0%
	Total representation	0	0	0	0	0		
	Female representation	0	0	0	0	0		
	EMPLOYEES WITH DISABILITIES							
		Black	Indian	Coloured	White	Foreign Nationals		
	Total no of employees	0	0	0	1	0		20%
	Total representation	0	0	0	0	0		
	Female representation	0	0	0	0	0		
	SKILLED TECHNICAL WORKERES							
		Black	Indian	Coloured	White	Foreign Nationals		
	Total no of employees	3	0	0	0	0		60%
	Total representation	0	0	0	0	0		
	Female representation	1	0	0	0	0		20%
	NON-PERMANENT EMPLOYEES							
		Black	Indian	Coloured	White	Foreign Nationals		
	Total no of employees	0	0	0	0	0		
	Total representation	0	0	0	0	0		
	Female representation	0	0	0	0	0		

	TOTAL PERMANENT							
	Total no of employees	3	0	0	2	0		100%

Note: 1/5 employees is the Director of the Mine

2.6.2. Employee Forecasting

The SA legal system has previously encouraged diversity within various employment sectors to curb inequalities that exist within the country's workforce. The Mining sector is not well represented in this sphere as the statistics of women in Mining are still relatively low. This was further announced in 21st Commission for Employment Equity Annual Report (2020–2021). According to findings there, women in Mining only make up 16% of the total Mining community. These are the numbers 25 years post the denouncement of the prohibition of women in underground mining work. Bundu Mining is aware that the transformation in this field is slow and to contribute to changing the status quo, our future employment will include a representation of women. Apart from this under-represented group, Bundu Mining will also contribute to the growing unemployment rate by creating job opportunities in the City of Tshwane. These opportunities will be available to the youth, employees with disability as well as women amongst other under-represented groups.

SECTION 3: MINE COMMUNITY DEVELOPMENT (MCD)

2.7. Introduction

The legislative system that provides for the socio-economic development of mining communities in SA has been under significant scrutiny in recent times. Various instances of conflict between mining communities and mining companies, of which the Marikana Massacre of 2012 is certainly the most noteworthy, show that mining communities expect mining companies to contribute more to the improvement of their living conditions.

The relationship between mining communities and mining companies are exposed to the various socio-economic challenges that other sectors of the SA economy currently face. However, a conceptual approach to the legislative system in the mining industry specifically may show the unique challenges the industry faces when it comes to the development of mining communities.

A conceptual approach requires asking whether the way in which the legislative system is framed and the rhetoric it promotes do not create expectations with mining communities that cannot be met by mining companies, because mining communities are not accurately depicted in the legislative system.

The legislative system promotes MCD by means of a complex interaction between various pieces of legislation and policy guidelines. At the centre of this interaction, are the definitions of “community” and “mine community”. These definitions have been amended quite a few times since the enactment of the legislative system, attesting to the difficulty for the law to capture “community”.

The latest iterations of the definitions are criticised for their ambiguity, causing uncertainty as to who should benefit from mine community development. There is a conceptual problem when catering for communities and not individuals in a development paradigm, posing challenges for accurately defining “community”. It is not argued that community development should not be promoted, but a possible reason for why MCD is not successful is proposed. The SA mining legislative system will be considered in parallel with relevant international legal instruments.

The legislative system promotes the development and empowerment of mining communities by means of a complex interaction between various pieces of legislation and policy guidelines. At the centre of this interaction, are the definitions of “community” and “mine community” provided for in the Mineral and Petroleum Resources Development Act (“MPRDA”) and the Mining Charter.

These definitions have been amended quite a few times since the enactment of the legislative system, attesting to the difficulty for the law to capture “community” and causing uncertainty as to who should benefit from mine community development. This paper proposes that there is a conceptual problem when catering to communities, and not individuals, in a development paradigm.

The problem creates challenges for accurately defining “community” as the beneficiary of development initiatives. It is not argued that community development should not be promoted, but a possible reason for why mine community development is not successful is proposed. To illustrate the conceptual problem, the first issue to be considered is the kind of commonality that is being recognised by the law when development is orientated towards a specific community.

The SA mining legislative system is considered in parallel with certain international legal instruments in section 3. The legislative system provides for a “community” referring to a group of persons sharing custom, tradition and ethnicity (“traditional communities”), but the provisions pertaining to socio-economic development in the SA mining context specifically focus on groups of persons sharing the effects of the mining company’s activities.

In this regard, a “mine community”, is also recognised, and is synonymous with poverty, marginality and exclusion from the formal economy. Thus, it seems as if the law acknowledges a type of community with the purpose of preserving it. However, the law also acknowledges a type of community that requires intervention or transformation. The effect of acknowledging the different kinds of commonalities is considered, and it is asked whether this differentiation perpetuates exclusion or requires unattainable inclusion.

In the following section, a brief description is provided of the neoliberal origins of certain development policies in SA that are relevant for the development of mining communities. Broad-Based Black Economic Empowerment (BBBEE), MCD in terms of the legislative system regulating the mining industry and the notion of integrated development plans are considered to the extent applicable to MCD.

2.8. Socio-Economic Background

The City of Tshwane is the capital of SA and is the largest municipality, as measured by land mass. Tshwane is amongst the six largest metropolitan municipalities in SA and the second largest in Gauteng, as measured by Gross Domestic Product (GDP). The Tshwane region covers 6 368km² of Gauteng’s 19 055km² and houses approximately 2,9 million residents. Tshwane consists of seven regions with 105 wards and 210 councilors.

The city has a vibrant and diverse economy, which enables it to contribute at least 26,8% of the Gauteng Province’s GDP and 9,4% of the GDP of the national economy. Tshwane is the administrative capital of SA and is home to the Union Buildings with government-related business playing an important role in the local economy. As a result, the city is taking active measures to firmly position itself as Africa’s leading capital city of excellence. The municipality’s main economic sectors are community services and government, followed by finance and manufacturing. Metal products, machinery and household products are the largest sub-sectors within manufacturing. The city has a well-established manufacturing sector, with the automotive industry representing the most significant component.

2.9. Situational Analysis

2.9.1. Introduction

This chapter presents the City of Tshwane in its context as the capital city of SA and provides a high-level summary of certain socio-economic information of the city. The socio-economic information as contained in the 2021-2025 IDP has been updated and reflect the information up to 2017. City of Tshwane in context is classified as a Category A municipality by the Municipal Demarcation Board in terms of section 4 of the Local Government Municipal Structures Act, 1998 (Act 117 of 1998). The Municipality was established on 5 December 2000 through the integration of various municipalities and councils that had previously served the greater Pretoria regime and surrounding areas.

The boundary of the city was further amended on 28 May 2008 through a proclamation in the Government Gazette which incorporated the former Metsweding District Municipality, including Nokeng tsa Taemane (Cullinan) and Kungwini (Bronkhorstspruit), into the borders of the city of Tshwane. The incorporation, which gave birth to the new City of Tshwane in May 2011 after the local government elections, was in line with the Gauteng Global City Region Strategy to reduce the number of municipalities in Gauteng by the year 2016. With the incorporation of the above-mentioned areas, enlarged the area which covers to an extent of 6 345 km². The extent of this can be practically explained in that the City stretches almost 121 km from east to west and 108 km from north to south making it at that time the third-largest city in the world in terms of land area, after New York and Tokyo/Yokohama. It also makes up more than 30% of Gauteng which is 19 055 km² in extent.

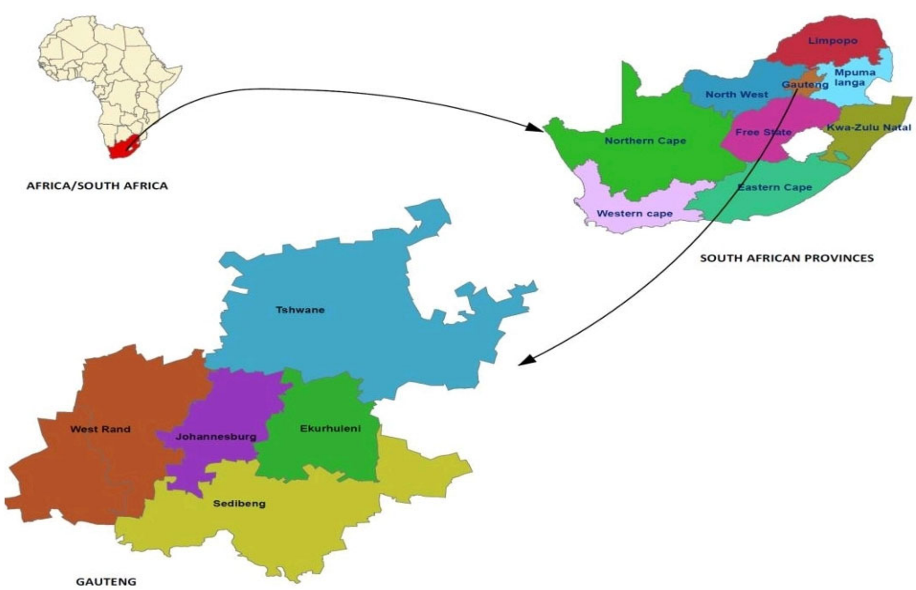


***Figure 2**: Tshwane in context*

As the administrative seat of Government and host to a number of Embassies, City of Tshwane has proven to be a leader on the African continent in providing affordable industrial sites, various industries, office space, education and research facilities. An estimated 90% of all research and development in SA is conducted in Tshwane by institutions such as Armscor, the Medical Research Council (MRC), the Council for Scientific and Industrial Research (CSIR), the Human Sciences Research Council (HSRC) and educational institutions such as the University of South Africa (UNISA), the University of Pretoria (UP) as well as the Tshwane University of Technology (TUT).

2.9.2. Key information about Tshwane

The following table provides a high-level glance at the composition of Tshwane.

Table 10: High Level Composition of Tshwane

Major residential areas	Akasia, Atteridgeville, Babelegi, Bronberg, Bronkhorstspruit, Centurion, Crocodile River, Cullinan, Eersterust, Ekangala, Elands River, Ga-Rankuwa, Hammanskraal, Laudium, Mamelodi, Pretoria, Rayton, Refilwe, Rethabiseng, Roodeplaat, Soshanguve, Temba, Winterveld and Zithobeni
Population	3,31 million in (2017)[1]
Area	6 345 km² - Tshwane is the largest city in Africa and the third-largest in the world based on land area.
Operating budget	R35.4 billion (2019/20)[2]
Capital budget	R4.2 billion. (2019/20) [3]
Municipal area GGDP[4]	R468.18 billion (current prices)[5]
GGDP per capita	R140 397 (current prices)[6]
GGDP growth	1.2% (2017)[6]
Labour Force:	Labour Force 1.83 million people 1.22 Million Employed 70.35% labour force participation rate
Unemployment	24%, (2017) [6] (official definition)
Principal languages	English, Sepedi, Afrikaans, Xitsonga and Setswana
Industrial estates	Babelegi, Bronkhorstspruit, Ekandustria, Ga-Rankuwa, Gateway, Hennopspark, Hermanstad, Irene, Kirkney, Klerksoord, Koedoespoort, Lyttelton Manor, Pretoria North, Pretoria West, Rooihuiskraal, Rosslyn, Samcor Park, Silverton, Silvertondale, Sunderland Ridge and Waltloo
Principal economic activities	Principal economic activities are Government and community services (30%), finance (25%) and manufacturing (13%). All figures are for 2017.[6]
Focus sectors	- Advanced manufacturing - Agri-business (agricultural production and processing) - Tourism - Research and Innovation
Interesting facts about Tshwane	- Home to over 135 foreign missions and organisations - Highest concentration of medical institutions per square kilometre in South Africa - Knowledge and research and development capital of South Africa - 28.4% of Gauteng's GDP (2017) [6] - 10% of national GDP (2017) [6] - 53% of transport equipment exported from South Africa originates in Tshwane

From the above, it is clear that:

- The largest portion of the population of Tshwane is working age.
- The unemployment rate is sitting at 24% which indicates the need to create an environment in which the economy can grow to meet in the need for work opportunities.
- The various sectors which make up the economy have the potential to create work opportunities and to contribute to the overall economic growth of the province and the country. Tshwane contributes just over 28% to the Gauteng GGDP and 10% to the National GDP which indicates the importance of the role it plays in the economy of the country. To support the development in these sectors and the various industrial and economic nodes, the city has prioritized investment in areas such as Rosslyn, Silverton, Babelegi, Ekandustria and Sunderland Ridge.

2.10. Socio-Economic Analysis

This chapter presents the City of Tshwane in its context as the Capital City of SA and provides a high-level summary of demographic, economic and socioeconomic environment that could inform stakeholders to implement and monitor plans and policies that will allow for a healthy, growing, and inclusive economy and society.

2.11. Demographics

Understanding the changes in the composition of the population with respect to population group, age and gender is vital in the face of growing pressure on food, energy, water, jobs and social support on the country's citizens. An understanding of how the total fertility rates, age-specific fertility rates, sex ratios at birth, life expectancies and international migration affect the respective population groups, ages and genders is essential for effective planning on a spatial level. Population statistics are also important when analysing an economy, as the population growth directly and indirectly influences employment and unemployment, as well as other economic indicators such as economic growth and per capita income. A wealth of literature exists attesting to the wide-ranging effects of demography on the economy. Recent work includes Petersen (2017), Ranganathan, Swain and Sumpter (2015) and Brezis and Young (2016). Table 11 indicates an 11-year trend of population estimations for City of Tshwane in comparison with the Gauteng province and the national total.

Serving the people is one of the main objectives of any municipality and this is no different for the City of Tshwane. In fact, it is one of the key pillars on which the city is building its vision “Deliver”. Thus, for us to effectively serve our people, we need to understand who our people are. Thus, this section will focus on the demographic make-up of the city, which includes analysis of the population of the region. The distribution of the values within a demographic variable and across households are of interest, as are the trends over time.

Table 11: Total Population - City of Tshwane, Gauteng and National Total, 2009-2019 [Numbers Percentage]

	City of Tshwane	Gauteng	National Total	City of Tshwane as % of province	City of Tshwane as % of national
2009	2,710,000	11,500,000	50,300,000	*23.7%*	*5.4%*
2010	2,800,000	11,800,000	51,100,000	*23.8%*	*5.5%*
2011	2,890,000	12,100,000	52,000,000	*23.8%*	*5.6%*
2012	2,980,000	12,500,000	52,900,000	*23.9%*	*5.6%*
2013	3,070,000	12,800,000	53,700,000	*24.0%*	*5.7%*
2014	3,160,000	13,100,000	54,600,000	*24.0%*	*5.8%*
2015	3,240,000	13,400,000	55,500,000	*24.1%*	*5.8%*
2016	3,320,000	13,800,000	56,400,000	*24.1%*	*5.9%*
2017	3,400,000	14,100,000	57,200,000	*24.2%*	*5.9%*
2018	3,480,000	14,400,000	58,100,000	*24.2%*	*6.0%*
2019	3,560,000	14,700,000	59,000,000	*24.2%*	*6.0%*
Average Annual growth					
2009-2019	***2.74***%	***2.51***%	***1.61***%		

Source: IHS Markit Regional eXplorer version 2070

With an estimated 3.56 million population, the City of Tshwane housed 6.0% and 24.2% of SA and Gauteng's total population in 2019 respectively. Between 2009 and 2019, the population growth rate in the City of Tshwane averaged 2.74% per annum, which is close to double the growth rate of SA as a whole (1.61%). Gauteng's average annual growth rate came in just under at 2.51% over the same period.

Table 12: Total Population - Sub-Metro Regions of City of Tshwane Metropolitan Municipality, 2009, 2014 And 2019 [Numbers Percentage]

	2009	2014	2019	Average Annual growth
Region 1	776,000	872,000	970,000	***2.26***%
Region 2	328,000	365,000	403,000	***2.08***%
Region 3	518,000	592,000	657,000	***2.41***%
Region 4	334,000	434,000	513,000	***4.39***%
Region 5	81,600	98,300	112,000	***3.26***%
Region 6	574,000	677,000	765,000	***2.91***%
Region 7	102,000	119,000	135,000	***2.83***%
City of Tshwane	2,713,526	3,156,482	3,555,645	***2.74***%

Table 12 indicates the population estimates across the City of Tshwane's seven sub-metro regions over the 2009 – 2019 period. Region 4 Sub-metro increased the most, in terms of population, with an average annual growth rate of 4.39%. Region 5 Sub-metro had the second highest growth in terms of its population, with an average annual growth rate of 3.26%. Region 2 Sub-metro had the lowest average annual growth rate of 2.08% relative to the others within the City of Tshwane.

Table 13: Population Projections - City of Tshwane, Gauteng And National Total, 2019-2024 [Numbers Percentage]

	City of Tshwane	Gauteng	National Total	City of Tshwane as % of province	City of Tshwane as % of national
2019	3,560,000	14,700,000	59,000,000	*24.2%*	*6.0%*
2020	3,630,000	15,000,000	59,800,000	*24.2%*	*6.1%*
2021	3,700,000	15,300,000	60,600,000	*24.2%*	*6.1%*
2022	3,780,000	15,600,000	61,500,000	*24.3%*	*6.1%*
2023	3,850,000	15,900,000	62,300,000	*24.3%*	*6.2%*
2024	3,920,000	16,100,000	63,100,000	*24.3%*	*6.2%*
Average Annual growth					
2019-2024	***1.97**%*	***1.90**%*	***1.35**%*		

Source: IHS Markit Regional eXplorer version 2070

Based on the present age-gender structure and the present fertility, mortality and migration rates, City of Tshwane's population is projected to grow at an average annual rate of 2.0% from 3.56 million in 2019 to 3.92 million in 2024. The average annual growth rate in the population over the forecasted period for Gauteng and SA is 1.9% and 1.3% respectively and is lower than that the average annual growth in the City of Tshwane Metropolitan Municipality.

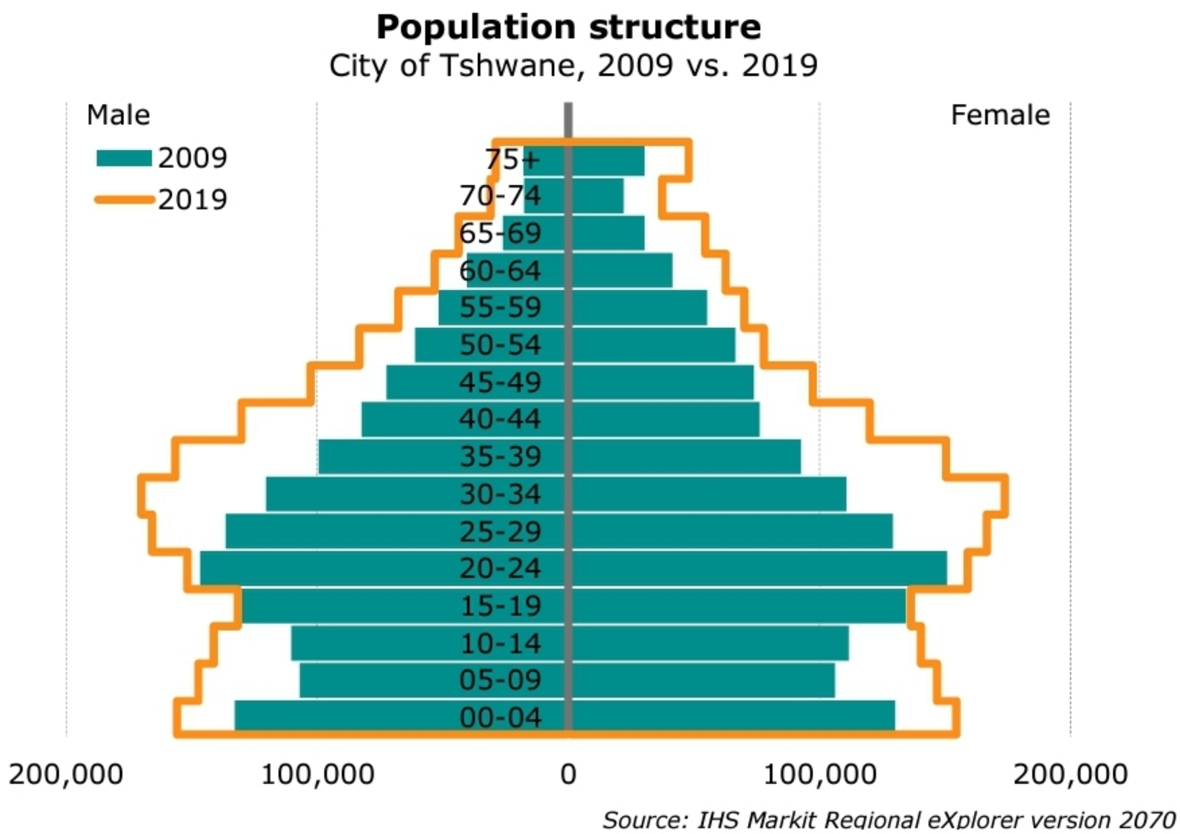
Table 14: Population by Population Group, Gender and Age - City of Tshwane Metropolitan Municipality, 2019 [Number]

	African		White		Coloured		Asian	
	Female	Male	Female	Male	Female	Male	Female	Male
00-04	134,000	134,000	15,200	16,100	2,960	3,140	2,710	2,790
05-09	125,000	124,000	16,800	17,800	2,840	2,760	2,490	2,660
10-14	118,000	117,000	17,500	18,600	2,720	3,030	2,390	2,600
15-19	113,000	108,000	17,900	18,100	2,870	3,110	2,520	2,670
20-24	133,000	125,000	19,600	19,700	3,480	3,560	3,040	3,510
25-29	143,000	140,000	17,700	18,500	3,190	2,940	2,630	4,120
30-34	150,000	145,000	17,300	17,500	3,170	2,860	2,740	4,480
35-39	126,000	132,000	18,000	17,200	3,060	2,660	3,320	4,900
40-44	94,100	103,000	20,400	20,200	2,550	2,510	3,020	4,000
45-49	68,000	72,400	24,800	24,400	2,400	2,140	2,050	3,660
50-54	50,200	55,400	23,900	23,500	2,090	1,800	1,620	2,500
55-59	46,400	45,100	20,400	19,800	1,820	1,410	1,450	1,400
60-64	41,000	34,400	18,900	16,600	1,430	1,250	1,220	1,040
65-69	34,500	27,600	17,900	14,300	1,020	837	1,010	949
70-74	19,900	17,600	16,100	12,300	709	513	735	591
75+	19,800	11,400	26,700	16,700	582	450	731	408
Total	**1,420,000**	**1,390,000**	**309,000**	**291,000**	**36,900**	**35,000**	**33,700**	**42,300**

Source: IHS Markit Regional eXplorer version 2070

City of Tshwane Metropolitan Municipality's male/female split in population was 98.0 males per 100 females in 2019. In 2019, the City of Tshwane Metropolitan Municipality's population consisted of 78.95% African (2.81 million), 16.89% White (601 000), 2.02% Coloured (71 900) and 2.14% Asian (76 000) people. The largest share of population is within the young working age (25-44 years) age category with a total number of 1.23 million or 34.7% of the total population. The age category with the second largest number of people is the babies and kids (0-14 years) age category with a total share of 24.9%, followed by the older working age (45-64 years) age category with 615 000 people. The age category with the least number of people is the retired / old age (65 years and older) age category with only 243 000 people, as reflected in the population pyramids 6 below.

***Figure 3**: Population Pyramid - City of Tshwane Metropolitan Municipality vs. South Africa, 2019 [percentage]*



With the African population group representing 78.9%of the City of Tshwane Metropolitan Municipality's total population, the overall population pyramid for the region will mostly reflect that of the African population group. The chart below compares City of Tshwane's population structure of 2019 to that of SA. When comparing the 2009 population pyramid with the 2019 pyramid for the City of Tshwane Metropolitan Municipality, some interesting differences are visible:

- In 2009, there were a significantly larger share of young working age people - aged 20 to 34 (29.3%) - compared to 2019 (27.8%).

• Fertility in 2009 was slightly higher compared to that of 2019.

• The share of children between the ages of 0 to 14 years is slightly larger in 2009 (25.7%) compared to 2019 (24.9%).

• Life expectancy is increasing.

In 2019, the female population for the 20 to 34 years age group amounted to 14.4% of the total female population while the male population group for the same age amounted to 14.9% of the total male population. In 2009 the male working age population at 13.7% did not exceed that of the female population working age population at 14.0%.

EDUCATION

Education is important to the economic growth of a country and the development of its industries, providing a trained workforce and skilled professionals is required. According to the United Nations (UN) definition of education, a person is an adult at 15 years or older. IHS uses this cut-off point to allow for cross-country comparisons. The education measure in this section represents the highest level of education of an individual, using the 15 years and older age category. Furthermore, the age of 15 is also the legal age at which children may leave school in South Africa.

Table 15: Highest Level of Education: Age 15+ - City of Tshwane, Gauteng And National Total, 2019 [Number And Percentage]

	City of Tshwane	Gauteng	National Total	City of Tshwane as % of province	City of Tshwane as % of national
No schooling	63,700	229,000	2,060,000	*27.9%*	*3.1%*
Grade 0-2	19,500	89,500	638,000	*21.8%*	*3.1%*
Grade 3-6	104,000	479,000	3,030,000	*21.6%*	*3.4%*
Grade 7-9	249,000	1,200,000	6,130,000	*20.8%*	*4.1%*
Grade 10-11	486,000	2,310,000	9,130,000	*21.1%*	*5.3%*
Certificate / diploma without matric	13,700	53,100	183,000	*25.8%*	*7.5%*
Matric only	876,000	3,580,000	11,400,000	*24.5%*	*7.7%*
Matric certificate / diploma	236,000	785,000	2,380,000	*30.1%*	*9.9%*
Matric Bachelors degree	232,000	703,000	1,760,000	*33.0%*	*13.2%*
Matric Postgrad degree	120,000	349,000	787,000	*34.5%*	*15.3%*

Source: IHS Markit Regional eXplorer version 2070

Within City of Tshwane Metropolitan Municipality, the number of people without any schooling decreased from 2009 to 2019 with an average annual rate of -1.95%, while the number of people within the 'matric only' category, increased from 586,000 to 876,000. The number of people with 'matric and a certificate/diploma' increased with an average annual rate of 3.29%, with the number of people with a 'matric and a Bachelor's' degree increasing with an average annual rate of 5.47%. Overall improvement in the level of education is visible with an increase in the number of people with 'matric' or higher education.

FUNCTIONAL LITERACY

Functional literacy describes the reading and writing skills that are adequate for an individual to cope with the demands of everyday life - including the demands posed in the workplace. This is contrasted with illiteracy in the strictest sense, meaning the inability to read or write. Functional literacy enables individuals to enter the labour market and contribute towards economic growth thereby reducing poverty.

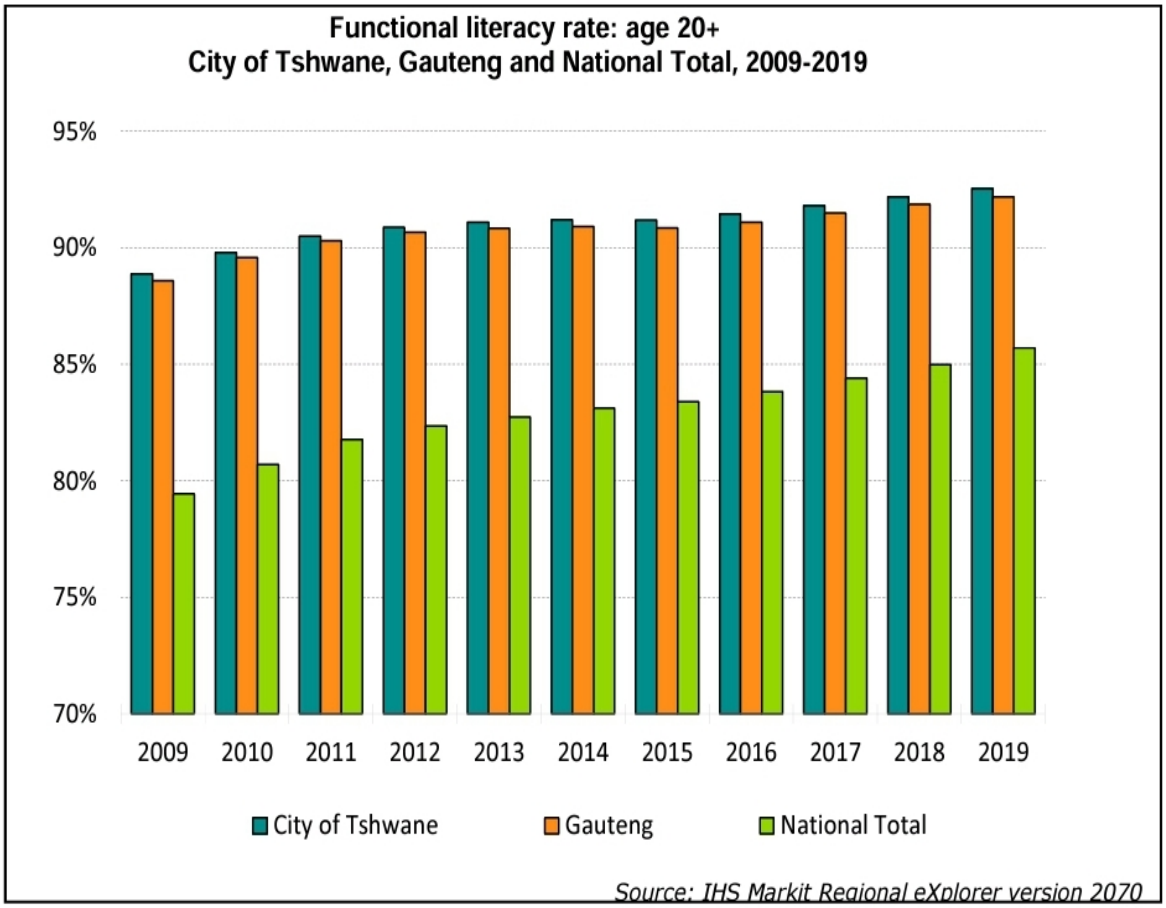
Table 16: Highest Level of Education: Age 15+ - City of Tshwane, Gauteng and National Total, 2019 [Number And Percentage]

	Illiterate	Literate	%
2009	224,030	1,788,862	88.9%
2010	212,373	1,870,186	89.8%
2011	204,720	1,950,412	90.5%
2012	202,774	2,022,002	90.9%
2013	204,148	2,086,958	91.1%
2014	207,259	2,148,710	91.2%
2015	213,127	2,205,840	91.2%
2016	212,147	2,267,914	91.4%
2017	208,163	2,333,916	91.8%
2018	203,610	2,401,098	92.2%
2019	199,455	2,470,340	92.5%
Average Annual growth			
2009-2019	***-1.16***%	***3.28***%	***0.40***%

Source: IHS Markit Regional eXplorer version 2070

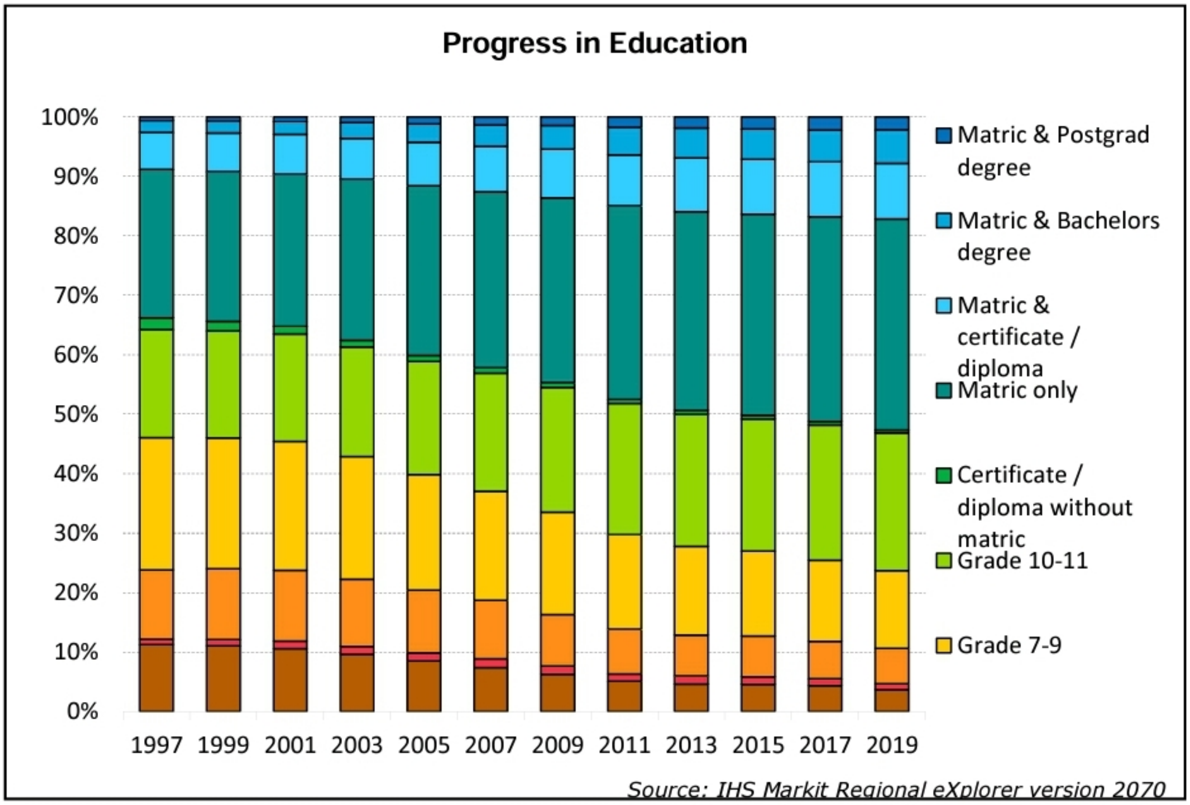
A total of 2.47 million individuals in City of Tshwane Metropolitan Municipality were considered functionally literate in 2019, while 200 000 people were considered to be illiterate. Expressed as a rate, this amounts to 92.53% of the population, which is an increase of 0.037 percentage points since 2009 (88.87%). The number of illiterate individuals decreased on average by -1.16% annually from 2009 to 2019, with the number of functional literate people increasing at 3.28% annually.

***Figure 4**: Functional Literacy: Age 20+, Completed Grade 7 Or Higher - City of Tshwane, Gauteng And National Total, 2009-2019 [Percentage]*



City of Tshwane Metropolitan Municipality's functional literacy rate 8of 92.53% in 2019 is higher than that of Gauteng at 92.19%. When comparing to national total as whole, which has a functional literacy rate of 85.70%, it can be seen that the functional literacy rate is lower than that of the City of Tshwane Metropolitan Municipality. A higher literacy rate is often associated with higher levels of urbanization, for instance where access to schools is less of a problem, and where there are economies of scale. From a spatial breakdown of the literacy rates in SA, it is perceived that the districts with larger cities normally have higher literacy rates.

Figure 5: Highest Levels of Schooling for The Population Aged 20 Years and older In Region 1, 2019



As indicated in Figure 5, the percentage of people (20 years +) in Region 1 with no schooling has been improving, on average over the 22 years by 7.57% points, whilst the percentage of people with at least matric has marginally increased by 10.51% points over the past 22 years. The percentage share of people (20 years +) in Region 1 with certificates or a diploma without matric has declined from 1.99% in 1997 to 0.49% in 2019 this tallies with the increasing share of persons in the region with matric and post matric qualifications.

***Figure 6**: Highest Levels of Schooling for The Population Aged 20 Years And Older In Region 2, 2019*

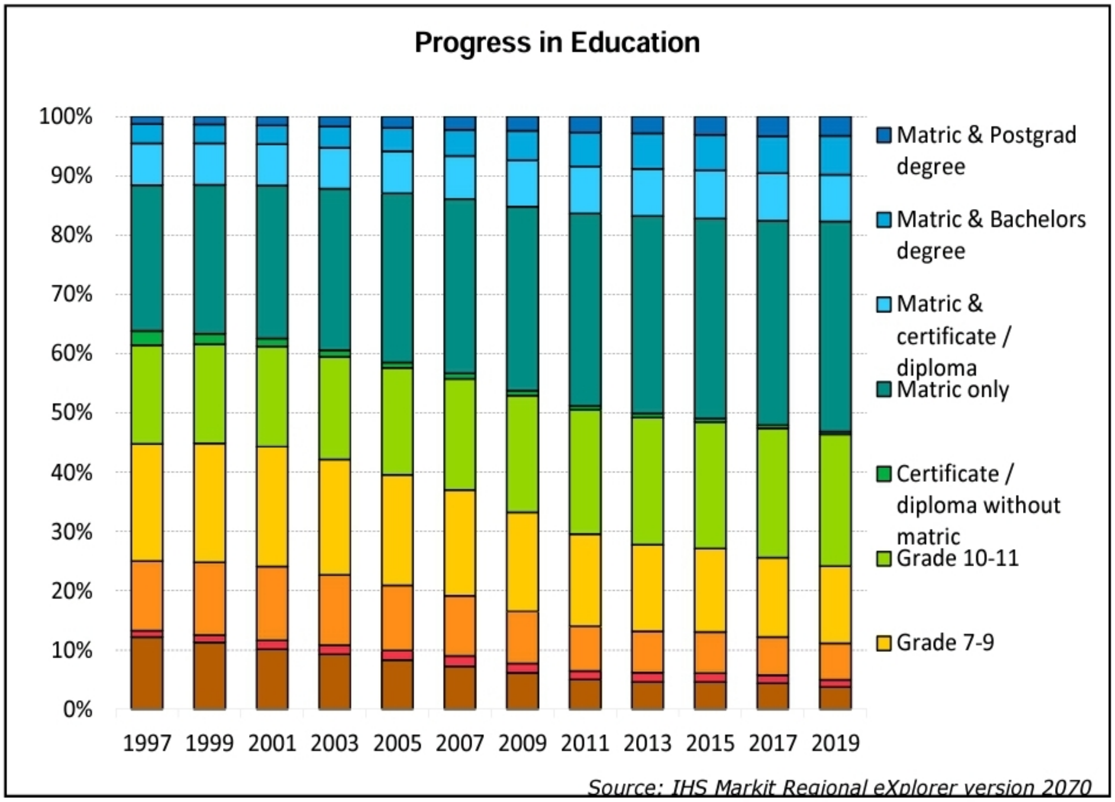


Figure 6 indicates how the educational profile of the population that is 20 years or older in Region 2 has changed over the 1997 – 2019 period. As indicated in the figure, the percentage of the people (20 years +) in Region 2 with no schooling has declined from 12.22% in 1997 to 3.77% in 2019, whilst the percentage of people with at just matric increased from 24.64% in 1997 to 35.44% in 2019. The percentage of people (20 years +) in Region 2 with certificates or a diploma without matric has declined from 2.37% in 1997 to 0.45% in 2019.

Figure 7: Highest Levels of Schooling For The Population Aged 20 Years And Older In Region 3, 2019

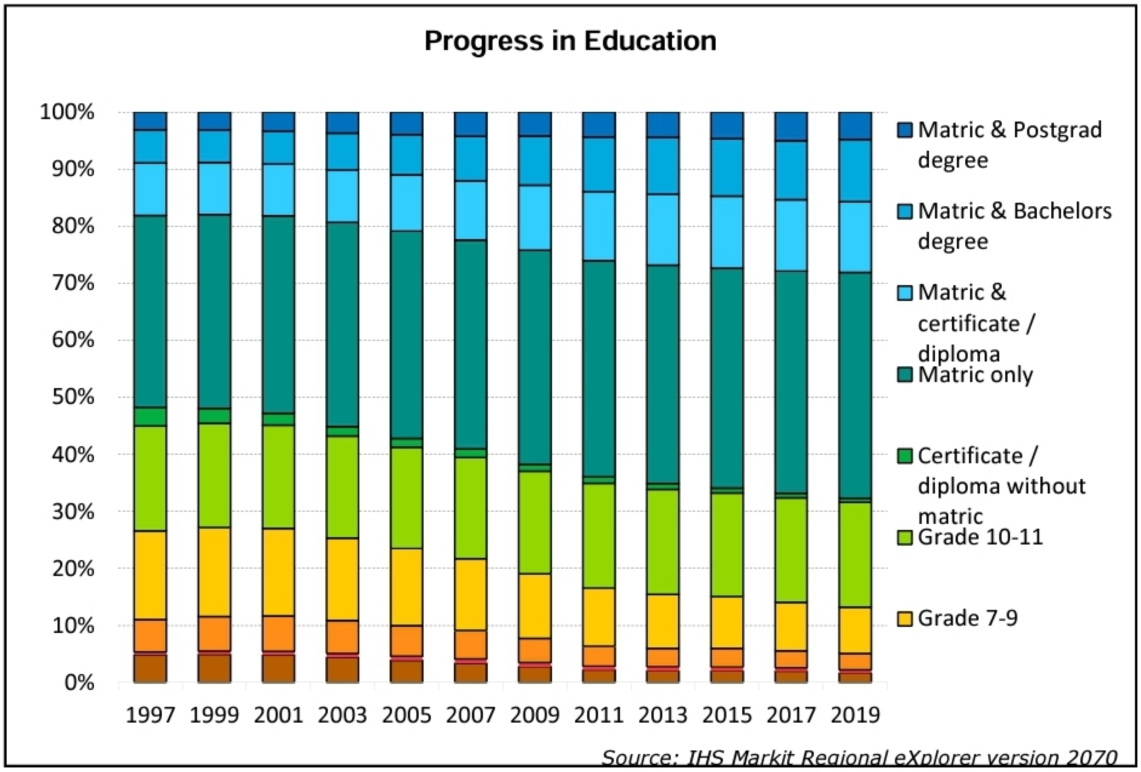
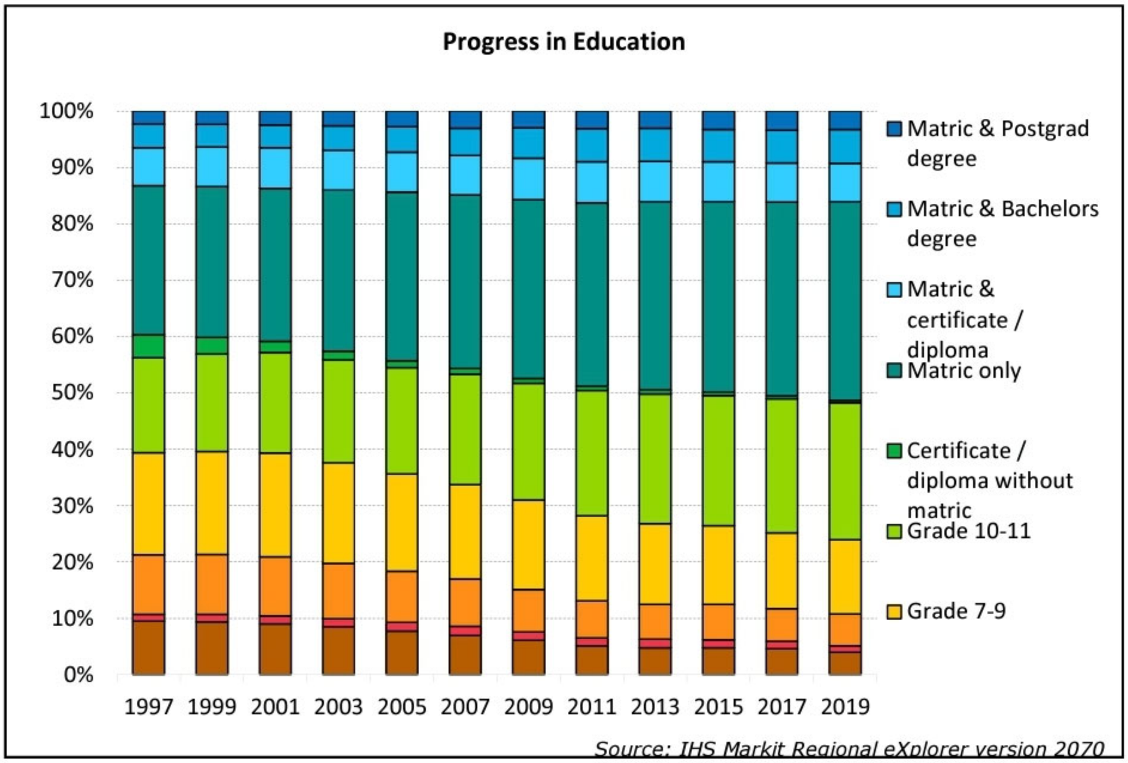


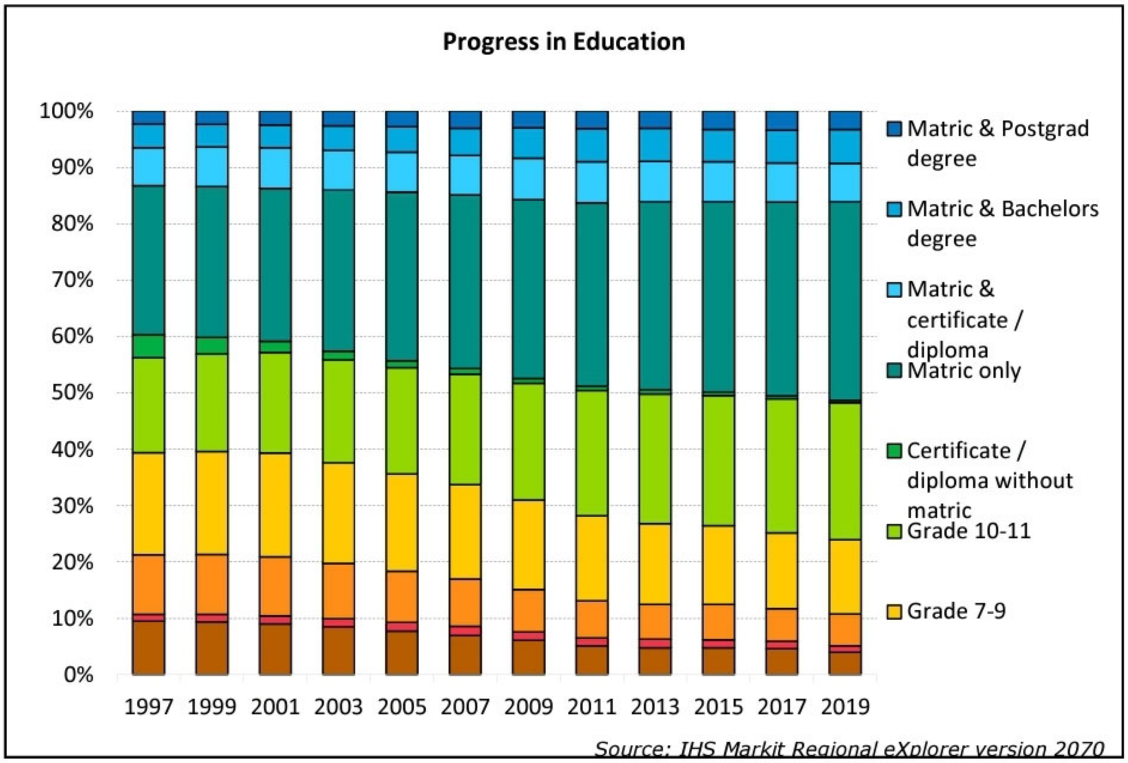
Figure 7 above indicates how the educational profile of the population that is 20 years or older in Region 3 has changed over the 1997 – 2019 period. As indicated in the figure, the percentage of the people (20 years +) in Region 3 with no schooling has increased slightly from 4.84 percent in 1997 to 1.63%, whilst the percentage share of people with just matric has improved from 33.67% in 1997 to 39.62% in 2019. The percentage share of people (20 years +) in Region 3 with certificates or a diploma without matric has declined from 3.21% in 1997 to 0.70% in 2019.

__Figure 8__: Highest Levels of Schooling For The Population Aged 20 Years And Older In Region 4, 2019



The above Figure indicates how the educational profile of the population that is 20 years or older in Region 4 has changed over the 1997 – 2019 period. As indicated in the figure, the percentage share of the people (20 years +) in Region 4 with no schooling has decreased from 3.82% in 1997 to 1.51% in 2019, whilst the percentage of people just matric have decreased from 37.4% in 2013 to 34.60% in 2019. The percentage share of people (20 years +) in Region 4 with certificates or a diploma without matric has declined from 3.28% in 1997 to 0.69% in 2019.

__Figure 9__: Highest Levels of Schooling For The Population Aged 20 Years And Older In Region 5, 2019



As per Figure 9, the educational profile of the population that is 20 years or older in Region 5 has changed over the 1997 – 2019 period. As indicated in the figure, the percentage share of people (20 years +) in Region 5 with no schooling has decreased from 9.47% in 1997 to 3.96% in 2019, whilst the percentage of people with just matric have increased from 26.50% in 1997 to 35.22% in 2019. The percentage share of people (20 years +) in Region 5 with certificates or a diploma without matric has declined from 4.07% in 1997 to 0.46% in 2019.

__Figure 10__: Highest Levels of Schooling For The Population Aged 20 Years And Older In Region 6, 2019

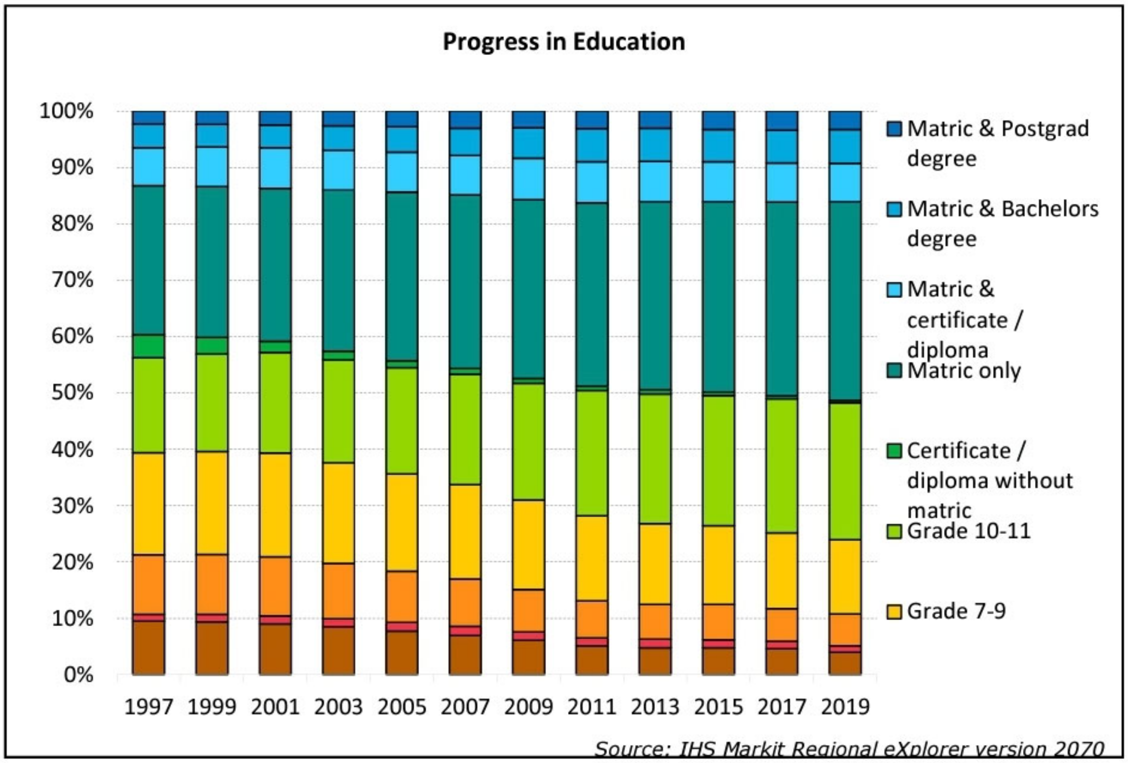


Figure 10 indicates how the educational profile of the population that is 20 years or older in Region 6 has changed over the 1997 – 2019 period. As indicated in the figure, the percentage share of the people (20 years +) in Region 6 with no schooling has decreased from 5.91% in 1997 to 2.09%, whilst the percentage of people with at least matric has increased from 31.28% in 1997 to 37.76% in 2019. The percentage of people (20 years +) in Region 6 with certificates or a diploma without matric has declined from 2.81% in 2013 to 0.55% in 2019.

Figure 11 indicates how the educational profile of the population that is 20 years or older in Region 7 has changed over the 1997 – 2019 period. As indicated in the figure, the percentage share of the people (20 years +) in Region 7 with no schooling has decreased from 17.07% in 1997 to 5.09% in 2019, the percentage of people with at least matric has increased from 20.47% in 1997 to 30.98% in 2019 and the percentage of people with certificates or a diploma without matric has declined from 2.46% in 1997 and increased to 0.47% in 2019.

THE ECONOMY

The City of Tshwane is the fourth biggest municipality in SA and second biggest in Gauteng in terms of gross value added by region with gross value add of R497 billion. In 2019, City of Tshwane contributed 28.4% to the provincial economy. Moreover, Tshwane accounted for 9.79% of the country's economy.

The city has emerged as a diversified and vibrant economy with significant community services, finance, and transport. Tshwane has a large government sector (community services), reflecting the presence of national and provincial departments and parastatals. The sector recorded 32.04% contribution to Tshwane's GVA in 2019. The three main sectors in 2019 were community services (32.04%), finance (22.0%) and trade (13.5%). The sector that contributes the least to the economy of City of Tshwane Metropolitan Municipality is the agriculture sector with a contribution of R 2.32 billion or 0.52% of the total GVA.

The City of Tshwane is also home to a range of higher-value functions such as corporate headquarters, financial and business services and manufacturing, and high order public services, such as national departments, universities and major hospitals. To be more specific, the city accommodates more than 30 Johannesburg Stock Exchange (JSE) listed companies, home of national government departments, three Universities, hosts 134 foreign embassies and missions and 26 international organisations, giving it the largest concentration of diplomatic and foreign missions in the world after Washington DC in the USA.

It is vital to understand the economic performance of the City of Tshwane, as this provides unique insight into the city's development, which allows us to better benchmark and track performance. The economic state of City of Tshwane is put in perspective by comparing it, on a spatial level, to its neighbouring metropolitan municipalities, to Gauteng Province and to SA. This section will also allude to the economic composition and contribution of the regions within City of Tshwane.

The City of Tshwane does not function in isolation from Gauteng, SA and the world and now, more than ever, it is crucial to have reliable information on its economy for effective planning. Information is needed that will empower the municipality to plan and implement policies that will encourage the social development and economic growth of the people and industries in the municipality, respectively.

GROSS DOMESTIC PRODUCT BY REGION (GDP-R)

The economic state of City of Tshwane Metropolitan Municipality is put in perspective by comparing it on a spatial level with its neighbouring metropolitan municipalities, Gauteng Province and South Africa. The section will also allude to the economic composition and contribution of the regions within City of Tshwane Metropolitan Municipality.

The City of Tshwane Metropolitan Municipality does not function in isolation from Gauteng, South Africa and the world and now, more than ever, it is crucial to have reliable information on its economy for effective planning. Information is needed that will empower the municipality to plan and implement policies that will encourage the social development and economic growth of the people and industries in the municipality respectively.

The Gross Domestic Product (GDP), an important indicator of economic performance, is used to compare economies and economic states. GDP-R9 can be measured using either current or constant prices, where the current prices measure the economy in actual Rand, and constant prices measures the economy by removing the effect of inflation, and therefore captures the real growth in volumes, as if prices were fixed in a given base year.

Table 17: GDP - City Of Tshwane, Gauteng And National Total, 2009-2019 [R Billions Using 2010 Constant Prices]

	City of Tshwane	Gauteng	National Total	City of Tshwane as % of province	City of Tshwane as % of national
2009	0.23	0.86	2.51	*27.2%*	*9.4%*
2010	0.26	0.95	2.75	*27.4%*	*9.5%*
2011	0.29	1.05	3.02	*27.9%*	*9.7%*
2012	0.31	1.12	3.25	*28.0%*	*9.6%*
2013	0.34	1.22	3.54	*28.1%*	*9.7%*
2014	0.37	1.32	3.81	*28.0%*	*9.7%*
2015	0.39	1.40	4.05	*28.0%*	*9.7%*
2016	0.43	1.52	4.36	*27.9%*	*9.8%*
2017	0.45	1.62	4.65	*28.0%*	*9.8%*
2018	0.48	1.70	4.87	*28.2%*	*9.8%*
2019	0.50	1.77	5.08	*28.1%*	*9.8%*

Source: IHS Markit Regional eXplorer version 2070

With a GDP of R 497 billion in 2019 (up from R 235 billion in 2009), the City of Tshwane Metropolitan Municipality contributed 28.12% to the Gauteng Province GDP of R 1.77 trillion in 2019 increasing in the share of the Gauteng from 27.20% in 2009. The City of Tshwane Metropolitan Municipality contributes 9.79% to the GDP of SA which had a total GDP of R 5.08 trillion in 2019 (as measured in nominal or current prices). Its contribution to the national economy stayed similar in importance from 2009 when it contributed 9.36% to South Africa, but it is lower than the peak of 9.81% in 2018. Gross Domestic Product by Region (GDP-R) represents the value of all goods and services produced within a region, over a period of one year, plus taxes and minus subsidies.

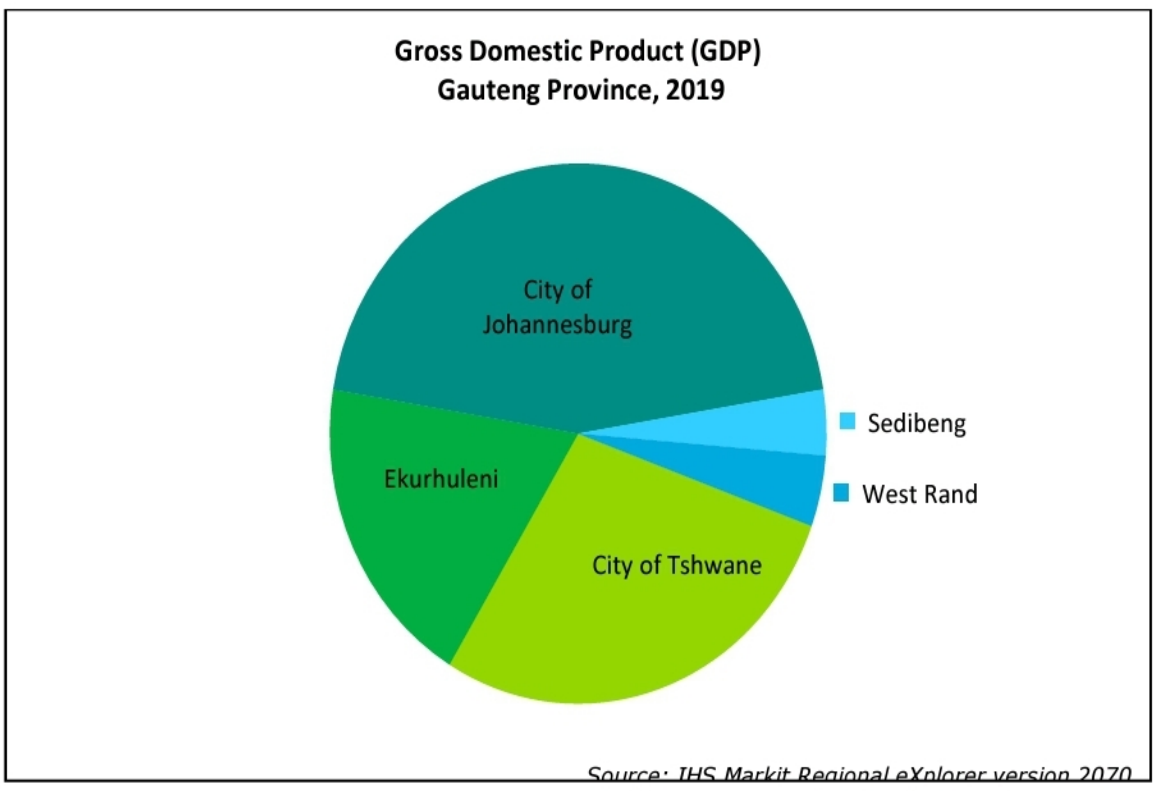
Table 18: GDP - City Of Tshwane, Gauteng And National Total, 2009-2019 [Annual Percentage Change Using Constant 2010 Prices]

	City of Tshwane	Gauteng	National Total
2009	-0.8%	-1.5%	-1.5%
2010	4.2%	3.3%	3.0%
2011	5.6%	3.6%	3.3%
2012	3.3%	2.5%	2.2%
2013	3.1%	2.7%	2.5%
2014	2.5%	2.3%	1.8%
2015	1.4%	1.2%	1.2%
2016	1.1%	1.1%	0.4%
2017	1.3%	1.0%	1.4%
2018	1.4%	1.1%	0.8%
2019	0.3%	0.5%	0.2%
Average Annual growth 2009-2019	***2.40***%	***1.93***%	***1.68***%

Source: IHS Markit Regional eXplorer version 2070

In 2019, the City of Tshwane Metropolitan Municipality achieved an annual growth rate of 0.26% which is a slightly lower GDP growth than the Gauteng Province's 0.47%, and is higher than that of South Africa, where the 2019 GDP growth rate was 0.15%. Contrary to the short-term growth rate of 2019, the longer-term average growth rate for City of Tshwane (2.40%) is significantly higher than that of South Africa (1.68%). The economic growth in City of Tshwane peaked in 2011 at 5.64%.

Figure 5: Gross Domestic Product (GDP), Gauteng Province (2019)



The City of Tshwane Metropolitan Municipality had a total GDP of R 497 billion and in terms of total contribution towards Gauteng Province the City of Tshwane Metropolitan Municipality ranked second relative to all the regional economies to total Gauteng Province GDP. This ranking in terms of size compared to other regions of City of Tshwane remained the same since 2009. In terms of its share, it was in 2019 (28.1%) slightly larger compared to what it was in 2009 (27.2%). For the period 2009 to 2019, the average annual growth rate of 2.4% of City of Tshwane was the highest relative to its peers in terms of growth in constant 2010 prices.

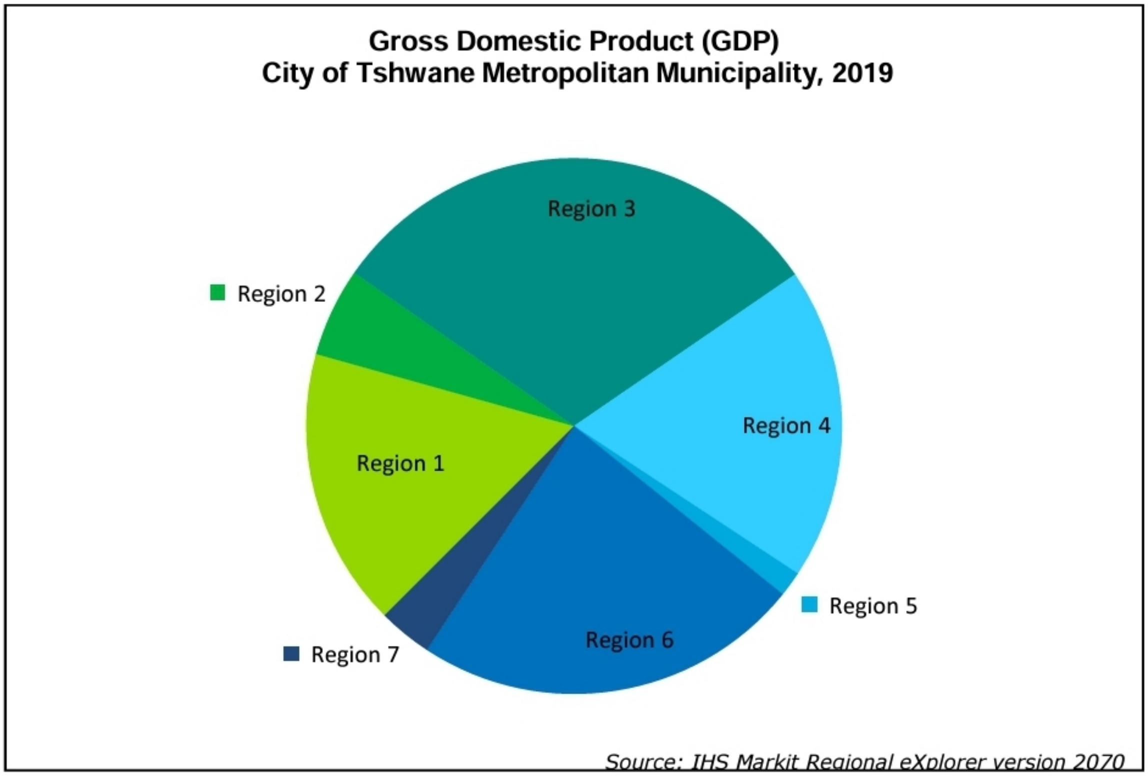
Table 19: GDP - Sub-Metro Regions of City of Tshwane Metropolitan Municipality, 2009 To 2019, Share And Growth

	2019 (Current prices)	Share of metropolitan municipality	2009 (Constant prices)	2019 (Constant prices)	Average Annual growth
Region 1	83.7	*16.84%*	37.9	51.9	***3.19**%*
Region 2	26.6	*5.36%*	13.2	16.6	***2.33**%*
Region 3	152.8	*30.73%*	82.2	98.3	***1.80**%*
Region 4	93.7	*18.85%*	48.6	60.4	***2.21**%*
Region 5	7.6	*1.52%*	3.9	4.8	***2.13**%*
Region 6	116.6	*23.45%*	56.6	74.8	***2.83**%*
Region 7	16.1	*3.24%*	7.7	10.3	***2.95**%*
City of Tshwane	497.2		250.1	317.2	

Source: IHS Markit Regional eXplorer version 2070

Region 1 had the highest average annual economic growth, averaging 3.19% between 2009 and 2019, when compared to all other regions within the City of Tshwane Metropolitan Municipality. Region 7 Sub-metro had the second highest average annual growth rate of 2.95%. Region 3 Sub-metro Region had the lowest average annual growth rate of 1.80% between 2009 and 2019.

Figure 6*: GDP Contribution - Sub-Metro Regions Of City Of Tshwane Metropolitan Municipality, 2019 [Constant Prices]*

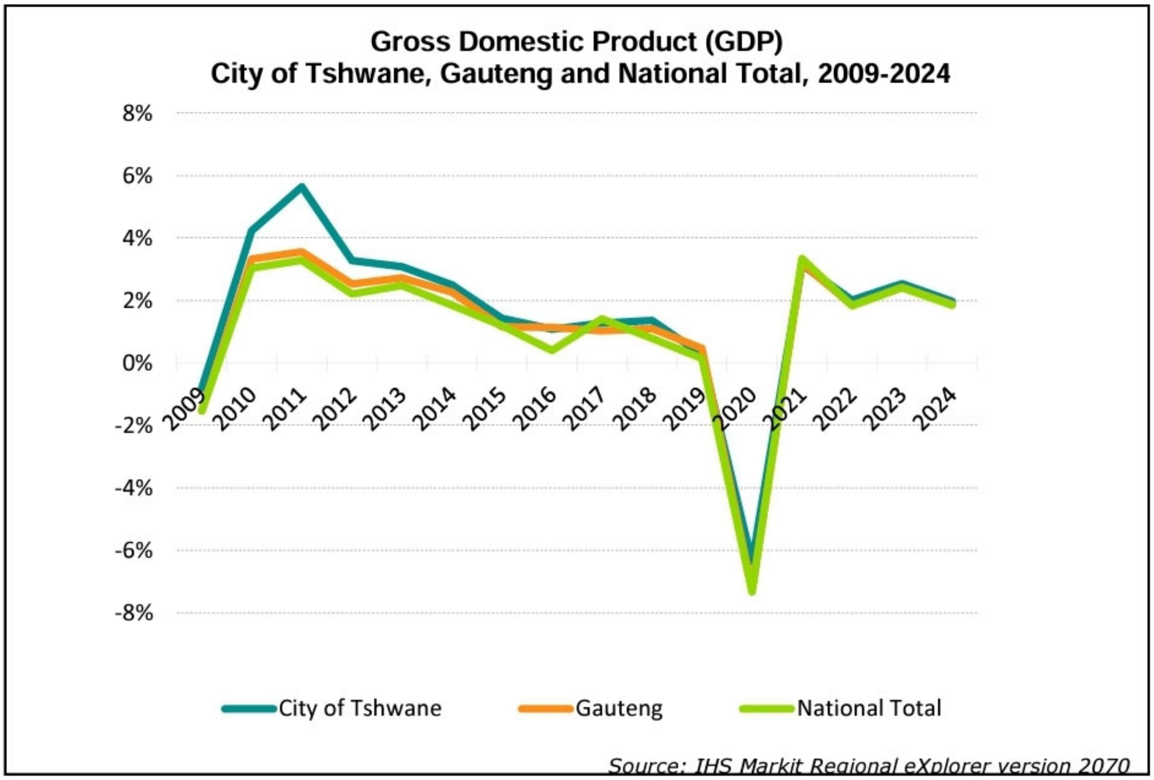


The greatest contributor to the City of Tshwane Metropolitan Municipality economy is the Region 3 Sub-metro Region with a share of 30.73% or R 153 billion, increasing from R 77 billion in 2009. The economy with the lowest contribution is the Region 5 Sub-metro Region with R 7.55 billion growing from R 3.69 billion in 2009.

ECONOMIC GROWTH FORECAST

It is expected that City of Tshwane Metropolitan Municipality will grow at an average annual rate of 0.60% from 2019 to 2024. The average annual growth rate of Gauteng Province and SA is expected to grow at 0.34% and 0.34% respectively.

__Figure 7__: Gross Domestic Product (GDP) - City Of Tshwane, Gauteng And National Total, 2009-2024 [Average Annual Growth Rate, Constant 2010 Prices]



In 2024, City of Tshwane's forecasted GDP will be an estimated R 327 billion (constant 2010 prices) or 28.8% of the total GDP of Gauteng Province. The ranking in terms of size of the City of Tshwane Metropolitan Municipality will remain the same between 2019 and 2024, with a contribution to the Gauteng Province GDP of 28.8% in 2024 compared to the 28.4% in 2019. At a 0.60% average annual GDP growth rate between 2019 and 2024, City of Tshwane ranked the highest compared to the other regional economies.

LABOUR

The labour force of a country consists of everyone of working age (above a certain age and below retirement) that are participating as workers, i.e., people who are actively employed or seeking employment. This is also called the economically active population (EAP). People not included are students, retired people, stay-at-home parents, people in prisons or similar institutions, people employed in jobs or professions with unreported income, as well as discouraged workers who cannot find work.

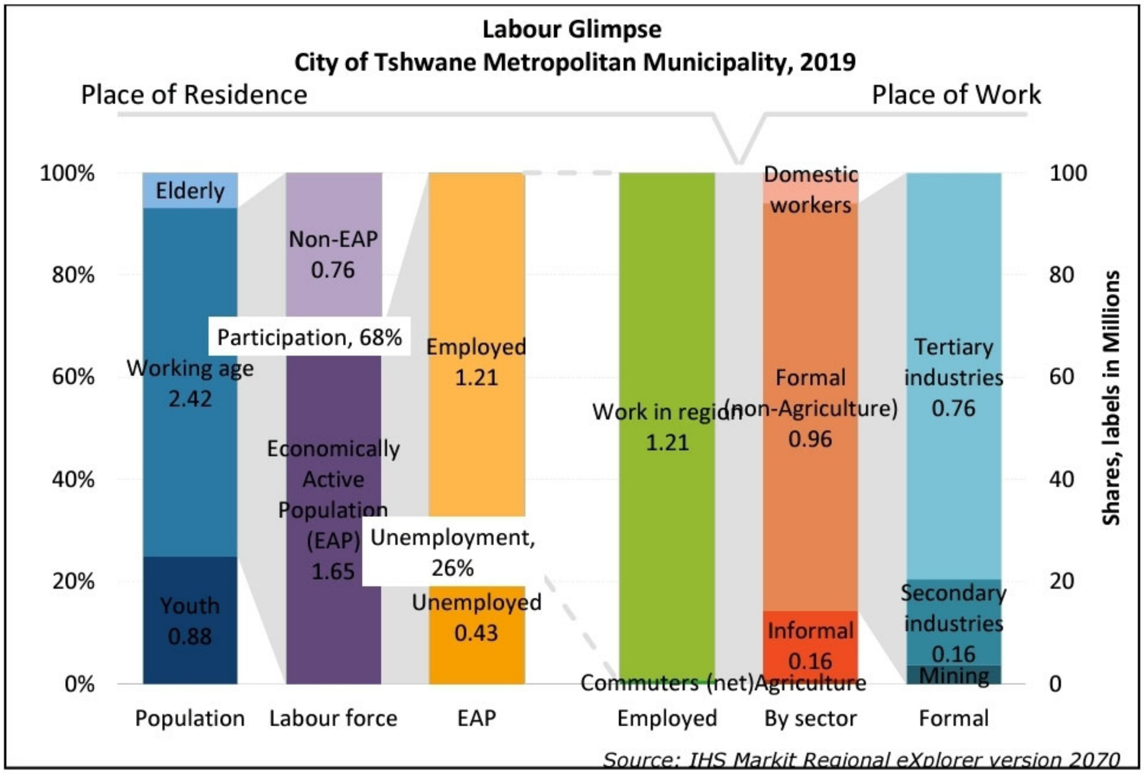
Table 20: Labour Force Participation Rate - City Of Tshwane, Gauteng And National Total, 2009-2019 [Percentage]

	City of Tshwane		Gauteng		National Total	
	2009	2019	2009	2019	2009	2019
15-19	265,000	268,000	1,080,000	1,090,000	5,250,000	4,610,000
20-24	297,000	311,000	1,230,000	1,210,000	5,310,000	4,870,000
25-29	266,000	332,000	1,180,000	1,410,000	4,570,000	5,500,000
30-34	231,000	344,000	1,020,000	1,500,000	3,780,000	5,520,000
35-39	192,000	307,000	825,000	1,290,000	3,300,000	4,580,000
40-44	158,000	250,000	661,000	1,010,000	2,810,000	3,590,000
45-49	146,000	200,000	613,000	802,000	2,470,000	3,050,000
50-54	127,000	161,000	533,000	640,000	2,100,000	2,560,000
55-59	107,000	138,000	440,000	562,000	1,700,000	2,220,000
60-64	81,800	116,000	333,000	465,000	1,360,000	1,850,000
Total	**1,870,000**	**2,430,000**	**7,920,000**	**9,980,000**	**32,700,000**	**38,400,000**

Source: IHS Markit Regional eXplorer version 2070

The working age population in City of Tshwane in 2019 was 2.43 million, increasing at an average annual rate of 2.63% since 2009. For the same period the working age population for Gauteng Province increased at 2.33% annually, while that of South Africa increased at 1.62% annually. The graph below combines all the facets of the labour force in the City of Tshwane Metropolitan Municipality into one compact view. The chart is divided into "place of residence" on the left, which is measured from the population side, and "place of work" on the right, which is measured from the business side.

Figure 8: Labour Force Participation Rate - Region 1, Region 2, Region 3, Region 4, Region 5, Region 6 And Region 7 Sub-Metro Regions, 2007, 2012 And 2019 [Percentage]



Reading from Figure 8 above, from the left-most bar, breaking down the total population of the City of Tshwane Metropolitan Municipality (3.56 million) into working age and non-working age, the number of people that are of working age is about 2.43 million. As per definition, those that are of age 0 - 19 (youth) or age 65 and up (pensioners) are part of the non-working age population. Out of the working age group, 68.4% are participating in the labour force, meaning 1.66 million residents of the metropolitan municipality forms currently part of the economically active population (EAP). Comparing this with the non-economically active population (NEAP) of the metropolitan municipality: fulltime students at tertiary institutions, disabled people, and those choosing not to work, sum to 768 000 people. Out of the economically active population, there are 439 000 that are unemployed, or when expressed as a percentage, an unemployment rate of 26.5%. Up to here, all the statistics are measured at the place of residence.

On the far right we have the formal non-Agriculture jobs in City of Tshwane, broken down by the primary (mining), secondary and tertiary industries. The majority of the formal employment lies in the Tertiary industry, with 767 000 jobs. When including the informal, agricultural and domestic workers, we have a total number of 1.21 million Youth 0.88 Working age 2.42 Elderly Economically Active Population (EAP) 1.65 Non-EAP 0.76 Unemployed 0.43 Employed 1.21 Commuters (net) Work in region 1.21 Agriculture Informal 0.16 Formal (non-Agriculture) 0.96 Domestic workers Mining Secondary industries 0.16 Tertiary industries 0.76 Population Labour force EAP Employed By sector Formal Participation, 68% Unemployment, Formal jobs make up 79.7% of all jobs in the City of

Tshwane Metropolitan Municipality. The difference between the employment measured at the place of work, and the people employed living in the area can be explained by the net commuters that work outside of the metropolitan municipality.

TOTAL EMPLOYMENT

Total employment consists of two parts: employment in the formal sector, and employment in the informal sector.

Table 21: Total Employment - City Of Tshwane, Gauteng And National Total, 2009-2019 [Numbers]

	City of Tshwane	Gauteng	National Total
2009	1,030,000	4,390,000	13,800,000
2010	1,010,000	4,350,000	13,500,000
2011	1,040,000	4,440,000	13,700,000
2012	1,070,000	4,570,000	14,000,000
2013	1,100,000	4,710,000	14,500,000
2014	1,130,000	4,850,000	15,100,000
2015	1,170,000	4,970,000	15,600,000
2016	1,190,000	5,030,000	15,900,000
2017	1,200,000	5,080,000	16,100,000
2018	1,210,000	5,120,000	16,300,000
2019	1,210,000	5,110,000	16,300,000
Average Annual growth			
2009-2019	***1.67***%	***1.53***%	***1.65***%

Source: IHS Markit Regional eXplorer version 2070

In 2019, City of Tshwane employed 1.21 million people which is 23.69% of the total employment in Gauteng Province (5.11 million), 7.44% of total employment in South Africa (16.3 million). Employment within City of Tshwane increased annually at an average rate of 1.67% from 2009 to 2019.

Table 22: Total Employment Per Broad Economic Sector - City Of Tshwane And The Rest Of Gauteng, 2019 [Numbers]

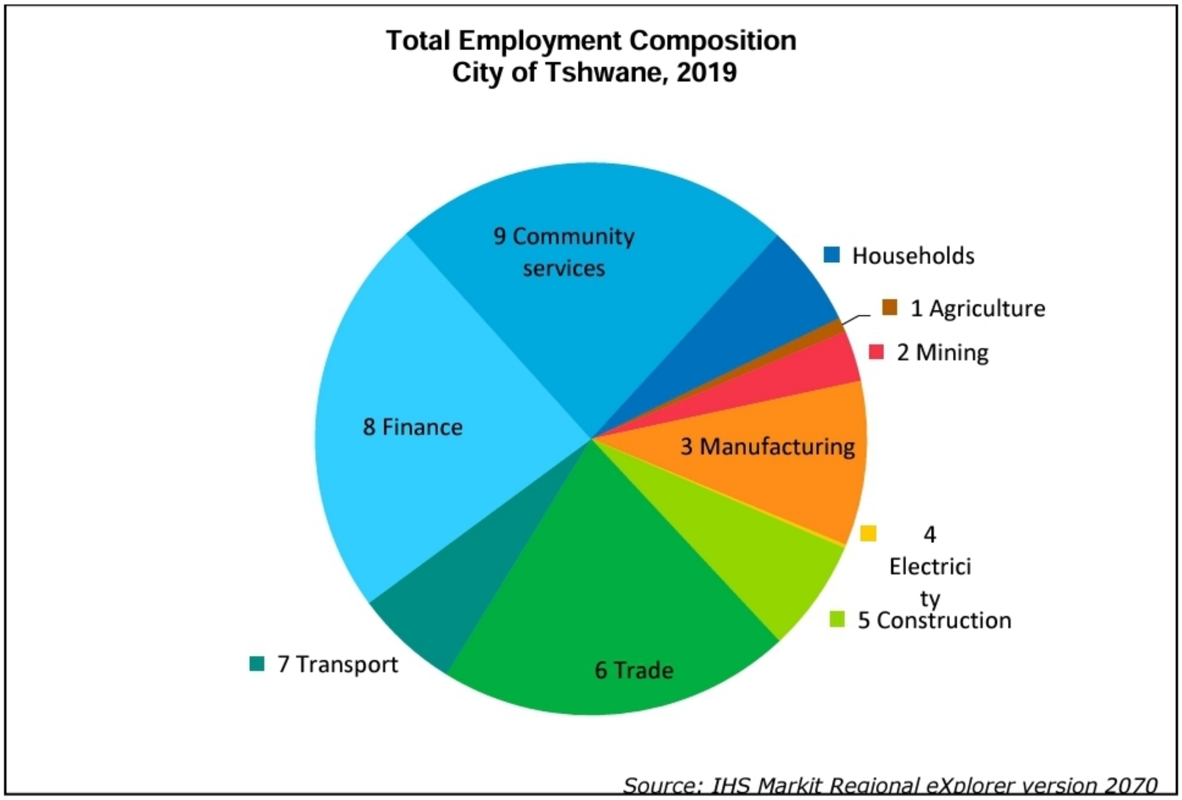
	City of Tshwane	Ekurhuleni	City of Johannesburg	Sedibeng	West Rand	Total Gauteng
Agriculture	10,400	8,240	11,500	2,300	3,980	36,517
Mining	36,100	6,520	12,700	8,180	3,720	67,192
Manufacturing	117,000	149,000	231,000	44,900	41,100	582,180
Electricity	2,420	2,760	20,900	742	624	27,474
Construction	79,800	81,400	144,000	16,600	20,700	342,152
Trade	251,000	280,000	478,000	54,400	72,100	1,135,439
Transport	74,000	90,700	133,000	14,600	21,700	334,205
Finance	284,000	309,000	553,000	44,200	62,000	1,251,896
Community services	284,000	225,000	349,000	41,500	53,400	952,628
Households	72,200	74,500	199,000	17,000	17,300	380,382
Total	**1,210,000**	**1,230,000**	**2,130,000**	**244,000**	**297,000**	**5,110,064**

Source: IHS Markit Regional eXplorer version 2070

City of Tshwane Metropolitan Municipality employs a total number of 1.21 million people within its metropolitan municipality. The metropolitan municipality that employs the highest number of people relative to the other regions within Gauteng Province is City of Johannesburg metropolitan municipality with a total number of 2.13 million. The metropolitan municipality that employs the lowest number of people relative to the other regions within Gauteng Province is Sedibeng metropolitan municipality with a total number of 244 000 employed people.

In City of Tshwane Metropolitan Municipality the economic sectors that recorded the largest number of employment in 2019 were the community services sector with a total of 284 000 employed people or 23.5% of total employment in the metropolitan municipality. The finance sector with a total of 284 000 (23.4%) employs the second highest number of people relative to the rest of the sectors. The electricity sector with 2 420 (0.2%) is the sector that employs the least number of people in City of Tshwane Metropolitan Municipality, followed by the agriculture sector with 10 400 (0.9%) people employed.

__Figure 9__: Total Employment Per Broad Economic Sector - City Of Tshwane Metropolitan Municipality, 2019 [Percentage]



Formal and Informal employment

Total employment can be broken down into formal and informal sector employment. Formal sector employment is measured from the formal business side, and the informal employment is measured from the household side where formal businesses have not been established.

Formal employment is much more stable than informal employment. Informal employment is much harder to measure and manage, simply because it cannot be tracked through the formal business side of the economy. Informal employment is however a reality in SA and cannot be ignored.

The number of formally employed people in City of Tshwane Metropolitan Municipality counted 1.05 million in 2019, which is about 86.55% of total employment, while the number of people employed in the informal sector counted 163 000 or 13.45% of the total employment. Informal employment in City of Tshwane increased from 142 000 in 2009 to an estimated 163 000 in 2019.

Table 23: Formal And Informal 10employment By Broad Economic Sector - City Of Tshwane Metropolitan Municipality, 2019 [Numbers]

	Formal employment	Informal employment
Agriculture	10,400	N/A
Mining	36,100	N/A
Manufacturing	106,000	10,700
Electricity	2,420	N/A
Construction	53,200	26,500
Trade	186,000	65,200
Transport	57,300	16,600
Finance	265,000	18,400
Community services	259,000	25,400
Households	72,200	N/A

Source: IHS Markit Regional eXplorer version 2070

In 2019 the Trade sector recorded the highest number of informally employed, with a total of 65 200 employees or 40.07% of the total informal employment. This can be expected as the barriers to enter the Trade sector in terms of capital and skills required is less than with most of the other sectors. The Manufacturing sector has the lowest informal employment with 10 700 and only contributes 6.57% to total informal employment.

UNEMPLOYMENT

According to definition extracted from thirteenth International Conference of Labour Statisticians (Geneva, 1982): The "unemployed" comprise all persons above a specified age who, during the reference period, were:

- "Without work", i.e. not in paid employment or self-employment.
- "Currently available for work", i.e. were available for paid employment or self-employment during the reference period; and
- "Seeking work", i.e. had taken specific steps in a specified reference period to seek paid employment or self-employment. The specific steps may include: registration at a public or private employment exchange; application to employers; checking at worksites, farms, factory gates, markets or other 10 Some of the economic sectors have little or no informal employment: Mining industry, due to well regulated mining safety policies, and the strict registration of a mine, has little or no informal employment. The Electricity sector is also well regulated, making it difficult to get information on informal employment. Domestic Workers and employment in the Agriculture sector is

typically counted under a separate heading. 54 o 40 assembly places; placing or answering newspaper advertisements; seeking the assistance of friends or relatives; looking for land.

Table 24: Unemployment (Official Definition) - City Of Tshwane, Gauteng And National Total, 2009-2019 [Number Percentage]

	City of Tshwane	Gauteng	National Total	City of Tshwane as % of province	City of Tshwane as % of national
2009	272,000	1,350,000	4,440,000	*20.1%*	*6.1%*
2010	300,000	1,460,000	4,490,000	*20.5%*	*6.7%*
2011	313,000	1,510,000	4,590,000	*20.7%*	*6.8%*
2012	316,000	1,520,000	4,710,000	*20.8%*	*6.7%*
2013	322,000	1,530,000	4,870,000	*21.0%*	*6.6%*
2014	340,000	1,620,000	5,070,000	*21.0%*	*6.7%*
2015	369,000	1,770,000	5,320,000	*20.8%*	*6.9%*
2016	400,000	1,930,000	5,700,000	*20.7%*	*7.0%*
2017	420,000	2,030,000	6,020,000	*20.7%*	*7.0%*
2018	423,000	2,040,000	6,130,000	*20.7%*	*6.9%*
2019	439,000	2,130,000	6,440,000	*20.6%*	*6.8%*
Average Annual growth					
2009-2019	***4.89%***	***4.63%***	***3.80%***		

Source: IHS Markit Regional eXplorer version 2070

In 2019, there were a total number of 439 000 people unemployed in City of Tshwane, which is an increase of 167 000 from 272 000 in 2009. The total number of unemployed people within City of Tshwane constitutes 20.63% of the total number of unemployed people in Gauteng Province. The City of Tshwane Metropolitan Municipality experienced an average annual increase of 4.89% in the number of unemployed people, which is worse than that of the Gauteng Province which had an average annual increase in unemployment of 4.63%.

Table 25: Unemployment Rate (Official Definition) - City Of Tshwane, Gauteng And National Total, 2009-2019 [Percentage]

	City of Tshwane	Gauteng	National Total
2009	21.1%	24.3%	24.3%
2010	22.9%	25.9%	24.9%
2011	23.2%	26.1%	25.1%
2012	22.8%	25.6%	25.1%
2013	22.6%	25.3%	25.2%
2014	23.1%	25.8%	25.2%
2015	24.1%	27.1%	25.5%
2016	25.2%	28.6%	26.4%
2017	25.9%	29.4%	27.2%
2018	25.8%	29.3%	27.4%
2019	26.5%	30.2%	28.4%

Source: IHS Markit Regional eXplorer version 2070

In 2019, the unemployment rate in City of Tshwane Metropolitan Municipality (based on the official definition of unemployment) was 26.48%, which is an increase of 5.4 percentage points. The unemployment rate in City of Tshwane Metropolitan Municipality is lower than that of Gauteng. The unemployment rate for South Africa was 28.37% in 2019, which is a increase of -4.06 percentage points from 24.31% in 2009.

***Figure 10**: Unemployment And Unemployment Rate (Official Definition) - City Of Tshwane Metropolitan Municipality, 2009-2019 [Number Percentage]*

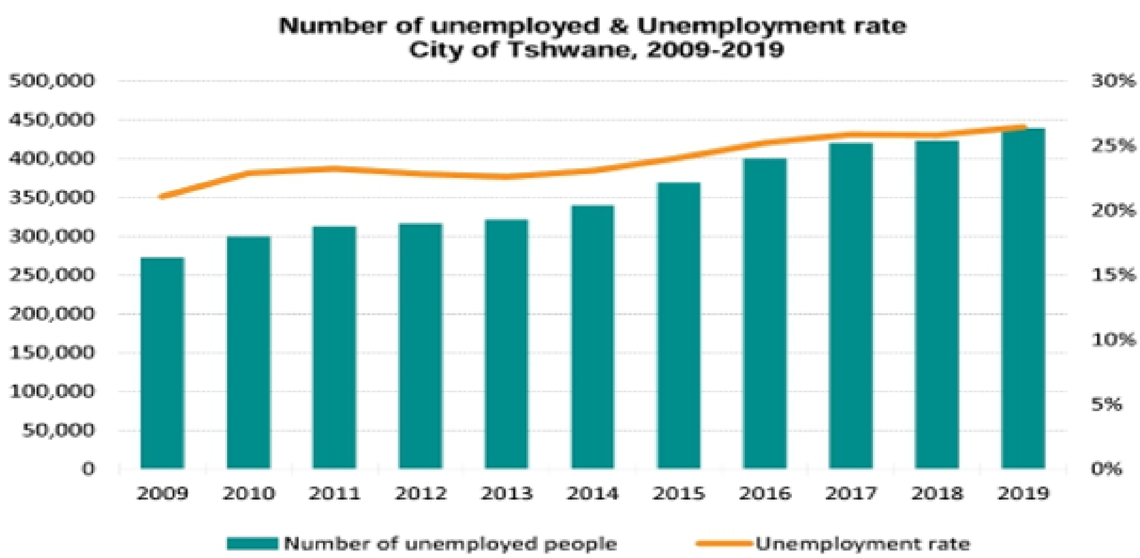
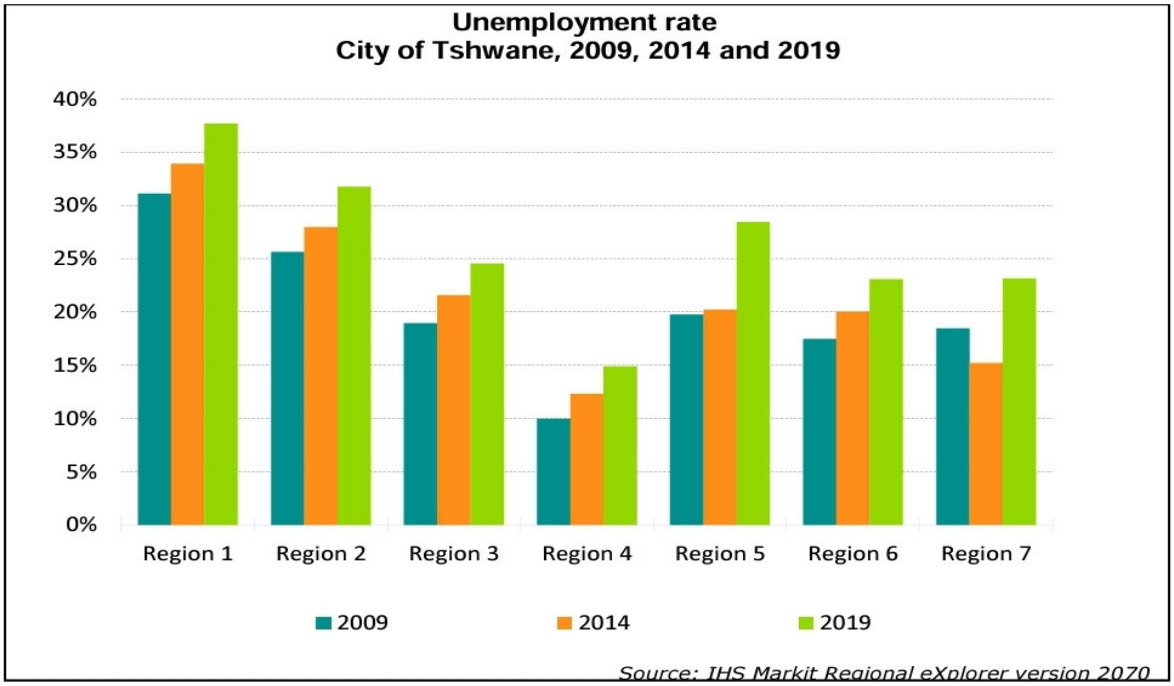


Figure 11: Unemployment Rate - Sub-Metro Regions And The Rest Of City Of Tshwane Metropolitan Municipality, 2009, 2014 And 2019 [Percentage]



When comparing unemployment rates among regions within City of Tshwane Metropolitan Municipality, Region 1 Sub-metro Region has indicated the highest unemployment rate of 37.7%, which has increased from 31.1% in 2009. It can be seen that the Region 4 Sub-metro Region had the lowest unemployment rate of 14.9% in 2019, which increased from 10.0% in 2009.

SERVICE DELIVERY

Section 26 of the Constitution of South Africa says that “everyone has the right to have access to adequate housing“. In this regard the “State must take reasonable legislative and other measures within its available resources to achieve the progressive realization of this right.” Of the three spheres of government, local government is the implementing sphere for the roll-out of housing projects for households.

Using the Stats SA definition of a household and a dwelling unit, households can be categorised according to type of dwelling. The categories are:

- Very formal dwellings - structures built according to approved plans, e.g., house on a separate stand, flat or apartment, townhouse, room in a backyard that has running water and flush toilets within the dwelling.

- Formal dwellings - structures built according to approved plans, i.e., house on a separate stand, flat or apartment, townhouse, room in a backyard, room or flatlet elsewhere, etc., but without running water or without a flush toilet within the dwelling.

• Informal dwellings - shacks or shanties in informal settlements, serviced stands, or proclaimed townships, as well as shacks in the backyards of other dwelling types.

• Traditional dwellings - structures made of clay, mud, reeds, or other locally available material.

• Other dwelling units - tents, ships, caravans, etc.

A household is considered "serviced" if it has access to all four of these basic services. If not, the household is considered to be part of the backlog. The way access to a given service is defined (and how to accurately measure that specific Definition over time) gives rise to some distinct problems. IHS has therefore developed a unique model to capture the number of households and their level of access to the four basic services.

A household is defined as a group of persons who live together and provide themselves jointly with food and/or other essentials for living, or a single person who lives alone.

The next few sections offer an overview of the household infrastructure of the City of Tshwane Metropolitan Municipality between 2018 and 2008.

Table 26: Households By Dwelling Unit Type - Region 1, Region 2, Region 3, Region 4, Region 5, Region 6 And Region 7 Sub-Metro Regions, 2018 [Number]

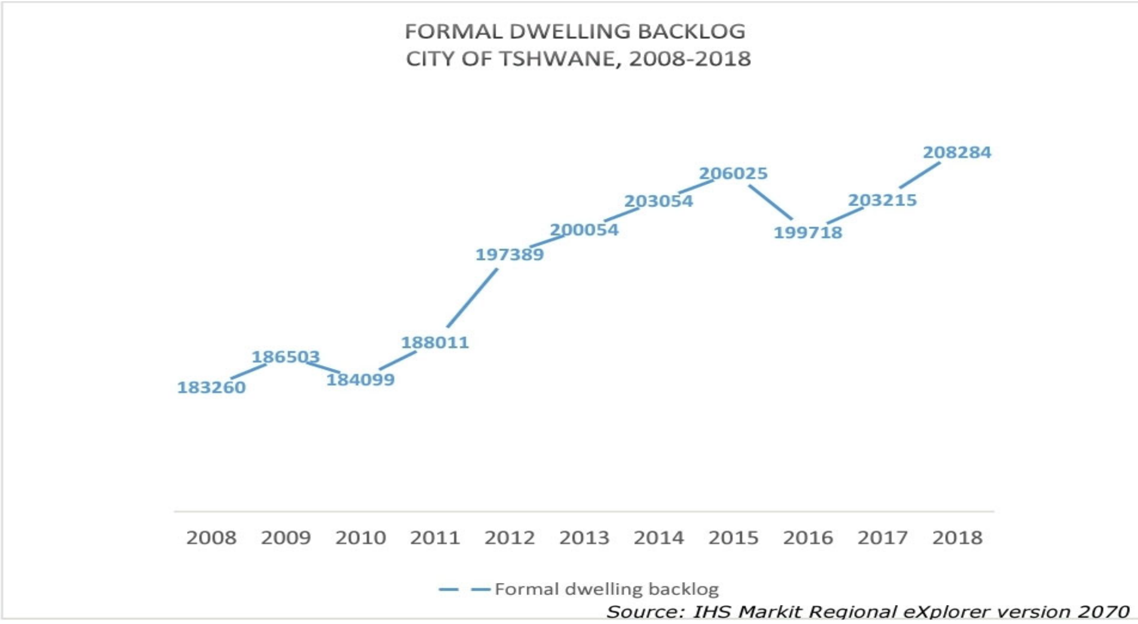
	Very Formal	Formal	Informal	Traditional	Other dwelling type	Total
Region 1	149,955	86,502	30,592	7,843	3,713	278,605
Region 2	21,955	71,101	9,024	8,649	921	111,651
Region 3	148,170	29,619	20,335	17,129	2,268	217,520
Region 4	124,518	15,348	24,934	8,770	4,870	178,440
Region 5	14,556	7,444	7,901	2,967	403	33,272
Region 6	186,385	20,192	33,724	13,032	2,796	256,129
Region 7	21,877	10,464	5,364	2,172	876	40,753
Total City of Tshwane	**667,416**	**240,671**	**131,875**	**60,562**	**15,846**	**1,116,370**

Source: IHS Markit Regional eXplorer version 2070

The region within the City of Tshwane Metropolitan Municipality with the highest number of very formal dwelling units is the Region 6 Sub-metro Region with 186 000 or a share of 27.93% of the total very formal dwelling units within City of Tshwane 58 o 44 Metropolitan Municipality.

The region with the lowest number of very formal dwelling units is the Region 5 Sub-metro Region with a total of 14 600 or a share of 2.18% of the total very formal dwelling units within City of Tshwane Metropolitan Municipality.

__Figure 12__: Formal Dwelling Backlog - Number Of Households Not Living In A Formal Dwelling - City Of Tshwane Metropolitan Municipality, 2006- 2018 [Number Of Households]



When looking at the formal dwelling unit backlog (number of households not living in a formal dwelling) over time, it can be seen that in 2008 the number of households not living in a formal dwelling were 183 000 within City of Tshwane Metropolitan Municipality. From 2008 this number increased annually at 1.29% to 208 000 in 2018.

The total number of households within City of Tshwane Metropolitan Municipality increased at an average annual rate of 3.17% from 2008 to 2018, which is higher than the annual increase of 2.13% in the number of households in SA. With high in-migration into a region, the number of households increased, putting additional strain on household infrastructure. In the short to medium term this can result in an increase in the number of households not living in a formal dwelling, as the provision of household infrastructure usually takes time to deliver.

Sanitation is one of the necessities, which contributes to human dignity and quality of life and is an essential pre-requisite for success in the fight against poverty, hunger and child deaths among other pressing socio-economic challenges South Africa faces. The City of Tshwane, in line with the country, places an on-going focus on the reduction of the sanitation backlog by ensuring universal access to sanitation. Sanitation can be divided into specific types of sanitation to which a household has access. We use the following categories:

- No toilet - No access to any of the toilet systems explained below.
- Other systems – Typical communities see these as chemical toilet types which get cleaned on a regular basis.
- Pit toilet - A top structure over a pit.

• Ventilation improved pit - A pit toilet but with a fly screen and vented by a pipe. Depending on soil conditions, the pit may be lined.

• Flush toilet - Waste is flushed into an enclosed tank, thus preventing the waste to flow into the surrounding environment. The tanks need to be emptied or the contents pumped elsewhere.

City of Tshwane Metropolitan Municipality had a total number of 933 000 flush toilets (83.60% of total households), 16 300 Ventilation Improved Pit (VIP) (1.46% of total households) and 150 000 (13.42%) of total households pit toilets.

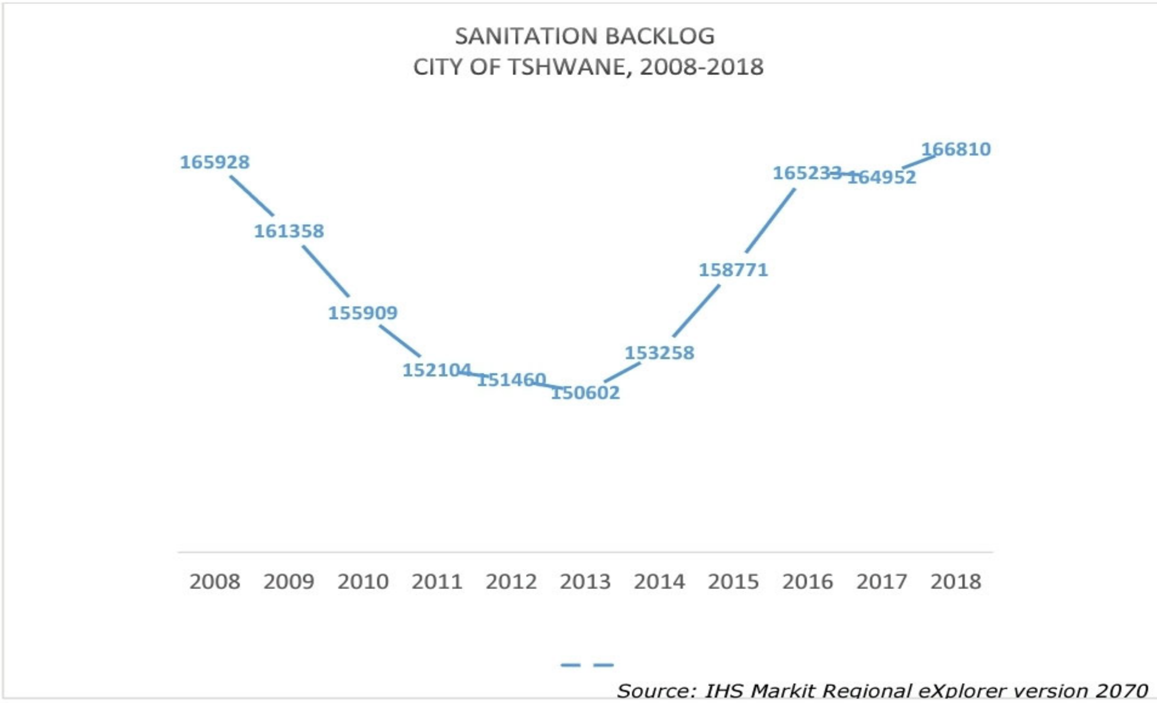
Table 27: Households By Type Of Sanitation - Region 1, Region 2, Region 3, Region 4, Region 5, Region 6 And Region 7 Sub-Metro Regions, 2018 [Number]

Region	Flush toilet	Ventilation Improved Pit (VIP)	Pit toilet	Other systems	No toilet	Total
Region 1	242,891	5,115	27,579	1,417	1,604	278,605
Region 2	73,304	4,024	33,070	803	449	111,651
Region 3	181,201	1,768	30,621	3,103	828	217,520
Region 4	163,658	329	12,087	1,470	896	178,440
Region 5	21,394	836	9,190	1,592	260	33,272
Region 6	220,410	2,252	30,120	2,439	908	256,129
Region 7	30,404	1,975	7,117	918	339	40,753
Total City of Tshwane	**933,263**	**16,298**	**149,784**	**11,741**	**5,285**	**1,116,370**

Source: IHS Markit Regional eXplorer version 2070

The region within City of Tshwane with the highest number of flush toilets is Region 1 Sub-metro Region with 243 000 or a share of 26.03% of the flush toilets within City of Tshwane. The region with the lowest number of flush toilets is Region 5 Sub-metro Region with a total of 21 400 or a share of 2.29% of the total flush toilets within City of Tshwane Metropolitan Municipality.

***Figure 13**: Sanitation Backlog - City Of Tshwane Metropolitan Municipality, 2008-2018 [Number Of Households Without Hygienic Toilets]*



When looking at the sanitation backlog (number of households without hygienic toilets) over time, it can be seen that in 2008 the number of Households without any hygienic toilets in City of Tshwane Metropolitan Municipality was 166 000, this increased annually at a rate of 0.05% to 167 000 in 2018.

The total number of households within City of Tshwane Metropolitan Municipality increased at an average annual rate of 3.17% from 2008 to 2018, which is higher than the annual increase of 2.13% in the number of households in South Africa. With high in-migration into a region, the number of households increases, putting additional strain on household infrastructure. In the short to medium term this can result in an increase in the number of households not living in a formal dwelling, as the provision of household infrastructure usually takes time to deliver.

WATER

Access to safe water is a fundamental human need and plays an important role in socio-economic development. Water is a unique resource due to its biological functions and the fact that some water is required for essentially all development activities; the total absence of water would constitute an absolute impediment to development. To this end, the City of Tshwane continues to prioritise the provision of water services to its residents, not just in response to the Constitutional mandate of local government, but also in an effort to improve the socio-economic conditions of the residents of Tshwane.

A household is categorised according to its main access to water, as follows: Regional/local water scheme, Borehole and spring, Water tank, Dam/pool/stagnant water, River/stream and other main access to water methods. No formal piped water includes households that obtain water via water carriers and tankers, rain water, boreholes, dams, rivers and springs.

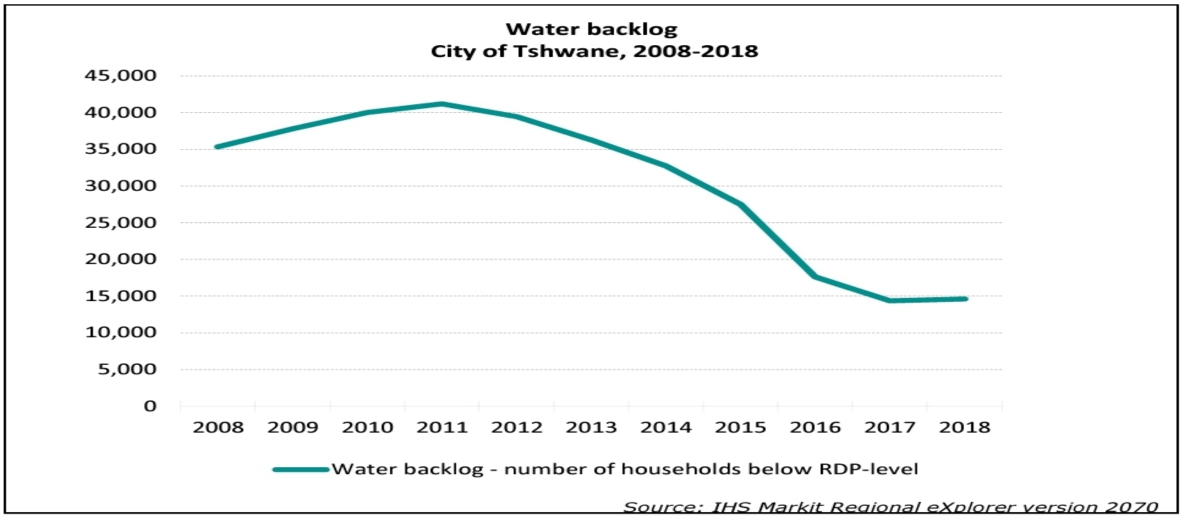
Table 28: Households By Type Of Water Access - City Of Tshwane Metropolitan Municipality, 2018 [Number]

	Piped water inside dwelling	Piped water in yard	Communal piped water: less than 200m from dwelling (At RDP-level)	Communal piped water: more than 200m from dwelling (Below RDP)	No formal piped water	Total
Region 1	196,540	71,655	8,360	682	1,368	278,605
Region 2	59,371	47,016	2,760	1,504	1,000	111,651
Region 3	175,541	32,647	6,105	1,170	2,058	217,520
Region 4	148,207	24,979	3,130	552	1,572	178,440
Region 5	14,271	15,760	2,279	601	361	33,272
Region 6	178,327	62,336	12,217	2,581	668	256,129
Region 7	18,867	20,580	823	287	195	40,753
Total City of Tshwane	**791,125**	**274,972**	**35,674**	**7,377**	**7,222**	**1,116,370**

Source: IHS Markit Regional eXplorer version 2070

The regions within City of Tshwane Metropolitan Municipality with the highest number of households with piped water inside the dwelling is Region 1 Sub-metro Region with 196 000 or a share of 24.84% of the households with piped water inside the dwelling within City of Tshwane Metropolitan Municipality. The region with the lowest number of households with piped water inside the dwelling is Region 5 Sub-metro Region with a total of 14 300 or a share 62 o 48 of 1.80% of the total households with piped water inside the dwelling within City of Tshwane Metropolitan Municipality.

***Figure 14**: Water Backlog - City Of Tshwane Metropolitan Municipality, 2008-2018 [Number Of Households Below Rdp-Level]*



When looking at the water backlog (number of households below RDP-level) over time, it can be seen that in 2008 the number of households below the RDP-level were 35 300 within City of Tshwane Metropolitan Municipality, this decreased annually at - 8.46% per annum to 14 600 in 2018.

ELECTRICITY

Electrification provides a solid basis for development of local communities. Once a community has access to electricity, it can also have access to safe potable water, food security, as well as lighting. In addition, it reduces the need for collecting and using other traditional sources of energy (Goldemberg et al 2000). At an international level, universal access to electricity is not only critical for improving living standards but deemed indispensable for eradicating poverty and achieving the Sustainable Development Goals (UNGA 2015).

Households are distributed into 3 electricity usage categories: Households using electricity for cooking, Households using electricity for heating, households using electricity for lighting. Household using solar power are included as part of households with an electrical connection. This time series categorises households in a region according to their access to electricity (electrical connection).

Table 29: Households By Type Of Electrical Connection - Region 1, Region 2, Region 3, Region 4, Region 5, Region 6 And Region 7 Sub-Metro Regions, 2018 [Number]

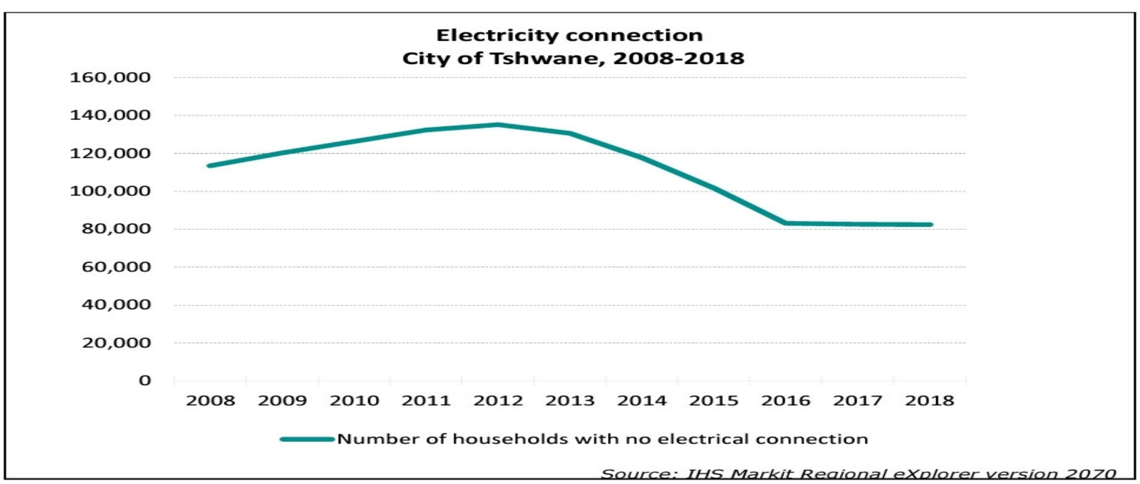
	Electricity for lighting only	Electricity for lighting and other purposes	Not using electricity	Total
Region 1	2,913	260,695	14,997	278,605
Region 2	1,710	106,120	3,821	111,651
Region 3	2,920	197,434	17,166	217,520
Region 4	3,679	162,379	12,382	178,440
Region 5	932	26,455	5,885	33,272
Region 6	4,201	226,460	25,467	256,129
Region 7	1,273	36,735	2,745	40,753
Total City of Tshwane	**17,628**	**1,016,277**	**82,465**	**1,116,370**

Source: IHS Markit Regional eXplorer version 2070

The region within City of Tshwane with the highest number of households with electricity for lighting and other purposes is Region 1 Sub-metro Region with 261 000 or a share of 25.65% of the households with electricity for lighting and other purposes within City of Tshwane Metropolitan Municipality.

The Region with the lowest number of households with electricity for lighting and other purposes is Region 5 Sub-metro Region with a total of 26 400 or a share of 2.60% of the total households with electricity for lighting and other purposes within City of Tshwane Metropolitan Municipality.

***Figure 15**: Electricity Connection - City Of Tshwane Metropolitan Municipality, 2008-2018 [Number Of Households With No Electrical Connection]*



When looking at the number of households with no electrical connection over time, it can be seen that in 2008 the households without an electrical connection in City of Tshwane Metropolitan Municipality was 114 000, this decreased annually at -3.14% per annum to 82 500 in 2018.

REFUSE DISPOSAL

Environmental hygiene plays a vital role in the prevention of many diseases that are caused by waste. Environmental hygiene further impacts on the natural environment and the preservation of important natural assets, such as water resources.

This report makes a distinction between formal and informal refuse removal. When refuse is removed by the local authority, it is referred to as formal refuse removal. Informal refuse removal is where either the household or the community disposes of the waste, or where there is no refuse removal at all.

A further breakdown is used in terms of the frequency by which the refuge is taken away, thus leading to the following categories:

• Removed weekly by authority • Removed less often than weekly by authority • Removed by community members.

• Personal removal / (own dump).

• No refuse removal.

Table 30: Households By Refuse Disposal - Region 1, Region 2, Region 3, Region 4, Region 5, Region 6 And Region 7 Sub-Metro Regions, 2018 [Number]

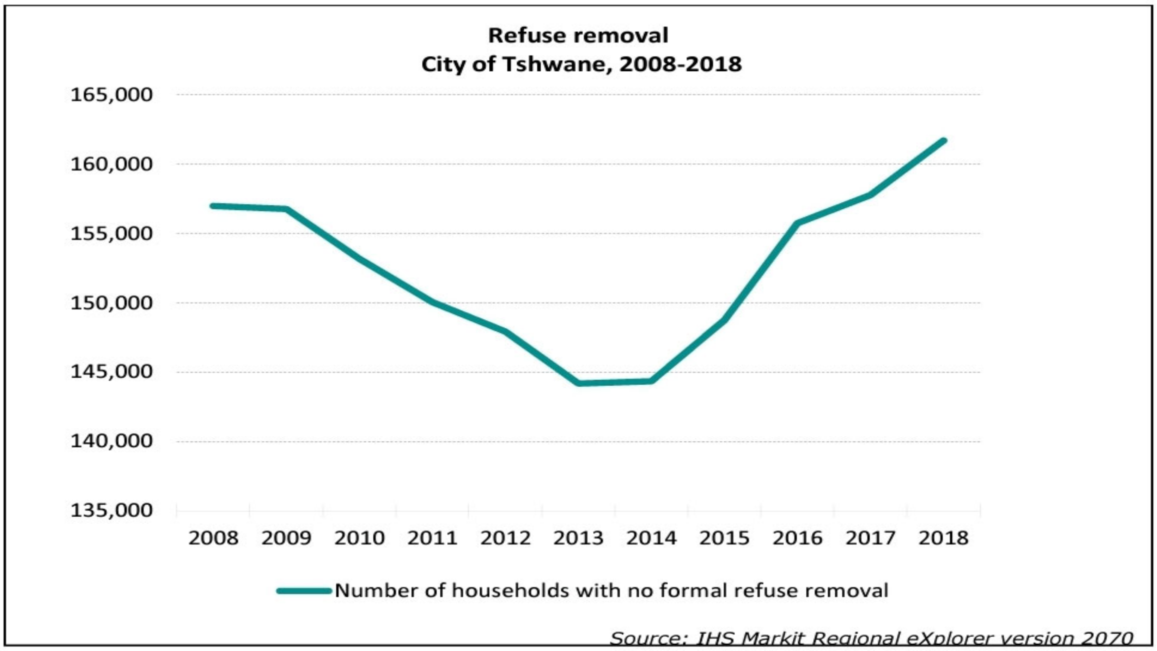
	Removed weekly by authority	Removed less often than weekly by authority	Removed by community members	Personal removal (own dump)	No refuse removal	Total
Region 1	225,931	2,346	11,883	30,372	8,073	278,605
Region 2	65,804	2,808	7,114	29,829	6,096	111,651
Region 3	200,049	4,478	6,986	4,593	1,415	217,520
Region 4	165,064	1,763	2,784	7,712	1,117	178,440
Region 5	24,522	919	2,562	3,511	1,759	33,272
Region 6	225,943	2,847	11,073	12,306	3,960	256,129
Region 7	31,477	707	2,322	5,099	1,148	40,753
Total City of Tshwane	**938,790**	**15,867**	**44,724**	**93,422**	**23,568**	**1,116,370**

Source: IHS Markit Regional eXplorer version 2070

The region within City of Tshwane with the highest number of households where the refuse is removed weekly by the authority is Region 6 Sub-metro Region with 226 000 or a share of 24.07% of the households where the refuse is removed weekly by the authority within City of Tshwane.

The region with the lowest number of households where the refuse is removed weekly by the authority is Region 5 Sub-metro Region with a total of 24 500 or a share of 2.61% of the total households where the refuse is removed weekly by the authority within the metropolitan municipality.

***Figure 16**: Refuse Removal - City Of Tshwane Metropolitan Municipality, 2008-2018 [Number Of Households With No Formal Refuse Removal]*



When looking at the number of households with no formal refuse removal, it can be seen that in 2008, the households with no formal refuse removal in City of Tshwane Metropolitan Municipality was 157 000, this increased annually at 0.30% per annum to 162 000 in 2018.

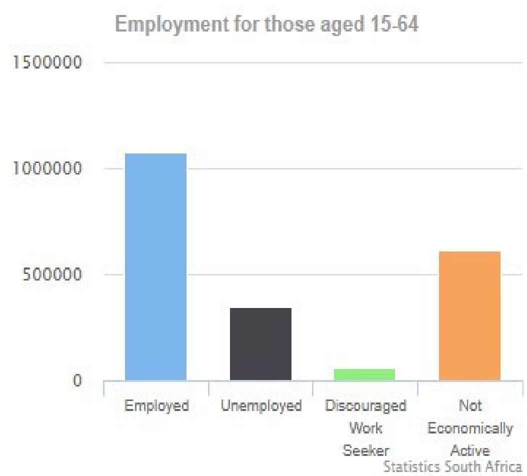
The total number of households within City of Tshwane Metropolitan Municipality increased at an average annual rate of 3.17% from 2008 to 2018, which is higher than the annual increase of 2.13% in the number of households in SA. With high in-migration into a region, the number of households increases, putting additional strain on household infrastructure. In the short to medium term this can result in an increase in the number of households not living in a formal dwelling, as the provision of household infrastructure usually takes time to deliver.

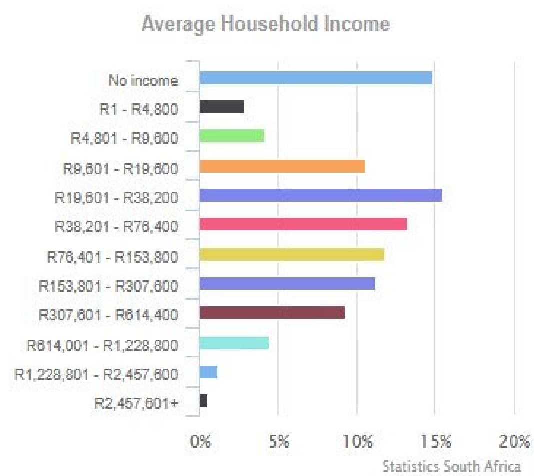
2.12. The City of Tshwane Metropolitan Municipality

The City boasts a vibrant, diverse and growing economy which contributed 27 per cent to Gauteng's GDP and 9% to the national GDP in 2011. Its economy is highly service based with community services and government, financial services and manufacturing as the most significant sectors. The City's GDP (GVA) was recorded at R272 billion (in current prices) in 2011, growing by 21% since the 2009 slump. Furthermore, the City of Tshwane has been the fastest growing municipality in SA, on average, between 1997 and 2011. Gross Domestic Product per capita was R93 158 (in current prices) in 2011 increasing by 13% from its 2009 figure. The City's economy has, of course, over the past decade, enjoyed above average growth rates as compared to national and Gauteng province average.

The city has a well-established manufacturing sector with the automotive industry being a key player in this sector. The city boasts the highest concentration of automotive Original Equipment Manufacturers (OEMs) in the country. Furthermore, the City's economy is characterised by a favourable and rapidly growing trade performance with exports in 2011 comprising 61,7% as a percentage of GDP. The city has contributed 22,2% to the nation's total exports and 15,9% to its total trade in 2011.

***Figure 17**: City Of Tshwane Metropolitan Employment*





2.12.1. The City of Tshwane Metropolitan Municipality employment stats

Table 31: City Of Tshwane Metropolitan Municipality Employment Statistics

Employment Status	Number
Employed	1079273
Unemployed	345356
Discouraged Work Seeker	64095
Not Economically Active	612750

Income	Percentage
None income	14,9%
R1 - R4,800	2,9%
R4,801 - R9,600	4,2%
R9,601 - R19,600	10,6%
R19,601 - R38,200	15,5%
R38,201 - R76,4000	13,3%
R76,401 - R153,800	11,8%
R153,801 - R307,600	11,3%
R307,601 - R614,400	9,3%
R614,001 - R1,228,800	4,5%
R1,228,801 - R2,457,600	1,2%
R2,457,601+	0,6%

Source: Statistics SA (2011)

2.13. Local Economic Development (LED) Projects

***Figure 18**: Bundu Mining – Ennis Thabong Primary School – School Playground*

Table 32: Local Economic Development Projects

Project Name	School Playground – Ennis Thabong Primary School			**Classification**	Infrastructure Development		
Background	In their research on the benefits of playgrounds for children, Shasta Children and Families First Commission (SCFFC) found that playgrounds are vital to the early years of childhood development. UNICEF suggests that “early childhood care, protection and stimulation can jumpstart brain development and strengthen children’s ability to learn. Under SA’s socio-economic conditions, this is not the case for many children. According to a report on the annual national assessment of 2014, the average obtained for literacy and numeracy in Grade 3 learners in SA was only 56%. The expectation of Grade 1 learners to be ready to function on a certain level when commencing school is not yet realized. Xhariep District Based Support Team (DSBT) revealed a shocking discrepancy in referrals from the foundation phase of one of the schools in that district. Of 39 referrals received, 32 were learners who by far did not meet the basic standards for their grades: this presumably stemming from developmental delays. Although it is not a topic of trend, the reality is that these children cannot fully develop abilities needed to support their basic writing and reading skills. This results to an unsatisfactory performance which ultimately leads to failing at school. If no remedial action is taken, the poverty cycle is likely to perpetuate as these children do not get the chance to a better future. The importance of a sporting field/playground in a child’s life should never be taken for granted. Due to financial constraints experienced by Department of Education, delivery of Sport Playground has not been delivered at an acceptable rate. Bundu Mining will fund the development of the Sport Playground for Ennis Thabong Primary School. This playground will offer a wide variety of play facilities including: - Athletics track (running track) - Soccer or Rugby field or goal posts						
Geographical Location of Project	District Municipality: Madibeng Local Municipality	Local Municipality: Madibeng Local Municipality	Village Name: Hartbeespoort	Project Start Date: 2024		Project End Date: 2028	
Output	Key Performance Area: School Playground	Key Performance Indicator Improved School infrastructure	Responsible entity (inclusive of all role players) Bundu Mining/ DBE & Ennis Thabong Primary School	Quarterly timelines and year	Quarterly timelines and year	Quarterly timelines and year	Budget R250,000
Classification of Jobs	No. of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term		3		2	1	3	
Medium Term							
Long Term							
Completion date and exit strategy. NB: Beneficiaries should be outlined (DBE/Ennis Thabong Primary School and Hartbeespoort Community). Deliverables: - civil works to make ground level. – Irrigation pipes. – Topsoil and grass. – Soccer poles							

2.14. Mine Community Development (MCD) Projects 2024-2029

Project sustainability Plan

The three parts that we are going to address when describing project sustainability are the **community sustainability**, **financial sustainability**, and **organizational sustainability** of your project.

Community - the sport field facilities are rooted in the community. The establishment of sport facilities will not only benefit the learners but also create opportunities for community engagements and involvement in school activities. As it became more and more clear that without the support of the community, many projects have no chance of survival. The school together with the governing body representing community has identified the building of sport field as main priority. The community feels ownership of this project and will ensure it is sustained in the long term, through maintaining the field and guarding against vandalism.

A good way that we have applied to ensure community sustainability we have included beneficiaries from the get-go in planning and implementation of this sport facilities. Participatory methods which can be very helpful for this were applied. We have consulted with all stakeholders whenever possible to make sure that the community feels ownership for the project and that their preferences are implemented with your project.

Financial – the school will hire sport facilities to communities for netball, soccer and other sporting activities to generate funds to maintain the facilities in the long term. The sport facilities will also be used for school soccer tournament. External sources of financing will be implemented and will not always be raised by project activities. This will be through more grants, government funding, donations, etc. We aim to have multiple sources of financing.

Organizational – we want to establish a long-lasting partnership with our funder Bundu Mining. This will be achieved through external sources like grants and long-term funding or through internal sources like income-generating activities or membership fees. We aim to build a kiosk next to the sport field as our income generating activities. Members of the communities will pay a membership to use the sport field.

Table 33: Local Economic Development Projects

PROJECT NAME & TYPE	2024 - 2025	2025-2026	2026-2027	2027-2028	2028-2029	TOTAL
Infrastructure Initiatives						
Income Generating						
Education (incl. infrastructure development) (Gauteng Department of Education - GDE)						**R 250,000,000**
School Playground			R250 000			
TOTALS			R250 000			**R 250,000,000**

****The project will start in Y#3. Should our net profit surpassed the allocated budget we will increase the allocated.

**** Deliverables: - civil works to make ground level. – Irrigation pipes. – Topsoil and grass. – Soccer poles

3. SECTION 3: HOUSING & LIVING CONDITIONS STANDARDS

3.1. Introduction

According to Social Housing Regulatory Authority (SHRA) of the Social Housing Act of 2008, social rental housing units for low to middle-income households must be regulated with an attempt to subsidise and make housing somewhat affordable. Bundu Mining is confident that its employees will be remunerated fairly to enable housing processes.

3.2. Home Ownership Strategy

Bundu Mining is aware of the issue of home ownership across SA. For the purpose of the mine's strategy of employing locally within its direct location of operation, the mine's employee rate will be comprised of individuals belonging to local communities. These communities are situated in already established areas that do not have low housing statistics. That, however, does not mean all employees will have adequate housing. For that reason, the mine will have a plan in place to assist these employees in as far as home ownership is concerned.

3.3. Bundu Mining Housing

As aforementioned, Bundu Mining's focus will remain on local recruitment. The employees will have the opportunity to reside in their respective homes with their families in a sustainable social environment and can participate in wealth accumulation through ownership of property. Although the mine is not situated in a highly developed area of Tshwane, it is at this stage envisaged that majority of the employees will reside in and around the established villages and townships close to the operations. They have access to provided housing in the labour area, the provision of housing will therefore not be required. The mine currently employs 4 permanent employees and aims to employ more people from the local community. The employees will be well integrated into the local communities and will receive adequate wages to afford rental rates. For those employees who will still be seeking home ownership, Bundu Mining will not provide housing but will play a vital role in employing various methods to assist them in meeting this objective. One such method is to invite financial institutions to conduct information and awareness session on housing loan products. It will strive to guide employees to become homeowners through:

- Home Ownership discussions during toolbox talks.
- Distributing of information brochures regarding home ownership, reputable home loan providers, home construction, etc.
- Allowing 15% discount (up to a max of 20m^3) on sand and stone products produced and supplied by the mine.
- Mining staff are paid adequate wages between R 66,960.00 – R 123, 120.00 per annum.

4. SECTION 4: PROCESS PERTAINING TO MANAGEMENT OF DOWNSCALING AND RETRENCHMENT

4.1. Measures to ameliorate the impact of downscaling and retrenchment.

***Figure 19**: Establishment Of Forum*

4.2. Establishment of the future forum

The Bundu Mining Future Forum ("the Future Forum") is established pursuant to Section 23 of the Mineral and Petroleum Resources Development Act, 28 of 2002 ("**MPRDA**"), Regulation 46(d) of the MPRDA Regulations and the October 2010 Department of Mineral Resources Guideline to the Submission of a Social and Labour Plan ("**SLP Guideline**").

The parties to the Future Forum are Bundu Mining (Pty) Ltd ("**Bundu Mining**") management ("**Management**") and Bundu Mining employees ("**Employees**").

Representatives

Management shall be represented on the Future Forum by representatives to be appointed by Bundu Mining. Employees shall be represented by the employees who are representative of the majority of employees employed at Bundu Mining ("majority") and who are sufficiently representative of employees employed at Bundu Mining. The terms "*sufficiently representative*" and "*majority trade union*" shall be interpreted in accordance with the provisions of the Labour Relations Act, 66 of 1995 ("LRA"). The Employees shall be represented by a maximum of three representatives. Management shall be represented by the same number of representatives that the Employees are represented by.

Meetings

The Future Forum shall meet twice annually, or more frequently, if required. A quorum of the Future Forum shall be a minimum of:

- One Management representatives and
- Two Employee representatives.

Chairperson

The Future Forum shall be chaired by either a Management representative or an Employee representative on a rotational basis. The chair shall be nominated by the representatives on the Future Forum.

Secretary

The Secretary of the Future Forum shall be a nominated by both Parties and shall be responsible for fairly arranging all meetings, recording minutes, and communicating all relevant information to the Parties.

Objectives of the Future Forum

The objectives of the Future Forum are to:

- Promote on-going discussions between Employees and Management about the future of the Bundu Mining.
- Look ahead to identify problems, challenges, and possible solutions with regard to productivity and employment.
- Develop turnaround and redeployment strategies to help reduce job losses and to improve business sustainability.
- Implement strategies agreed upon by both Management and Employee representatives.
- Monitor the implementation of all aspects of the Social and Labour Plan.

Scope of the Future Forum:

The future forum is a consultative forum, and not a decision-making forum. The discussions will be limited to:

- SLP monitoring
- Possible retrenchments and down scaling (should the need arise)
- Consultations on turn around strategies pertaining to down scaling and SLP non-compliance
- Any other labour issues not within the scope of the forum will not be discussed at the forum
- A set agenda must be set, which will guide the discussion of the future forum to ensure that the forum's discussions are kept within the scope of the forum.

4.3. Compliance with legislative requirements to avoid job losses

In terms of S189 and 189A of the Labour Relations Act (including S189 (3) correspondence to labour unions), Bundu Mining is required to consult with employees with regard to contemplated retrenchment and attempt to reach consensus on appropriate measures to avoid the dismissals, to minimise the number of dismissals, to change the timing of the dismissals, and to mitigate the adverse effects of the dismissals.

Bundu Mining is obligated to comply with Section S52 of the Minerals Act notification to Minerals and Mining Development Board where retrenchment 500 employees or 10% of the labour force (whichever is the lesser) is contemplated in a 12-month period, or where prevailing economic conditions cause the profit to revenue ratio of the mine to be less than six% for a continuous period of six months. Bundu Mining is lastly obligated to comply with Basic Conditions of Employment Act.

4.4. Alternative solutions to create job security where job losses cannot be avoided

Bundu Mining is already committed to avoid job losses, and in fact has planned for growth in the near future through the expansion plans. This said, and due to the cyclical nature of the minerals and resources industry, which has witnessed a lengthened down-turn, circumstances exist where job losses cannot be avoided, Bundu Mining will seek adequate ways to ameliorate the impact on affected employees.

A variety of alternatives to retrenchment to be considered by conducting a cost benefit analysis (CBA) prior to embarking on a retrenchment process. A CBA involves comparing the total expected direct and indirect cost/risk of retrenching employees against the commercial viability and practicality of implementing alternative measures to termination of employment, in order to establish whether the benefit of other alternative measures outweigh the cost/risk of retrenchment, and by how much

Alternative measures that can be considered include:

- Layoffs: the temporary suspension of a contract of employment because of an employer deciding to reduce his or her operations as a result of a shortage of orders, a temporary decline in the market, or other factors over which the employees have no control.
- Voluntary retrenchment: Employees who wish to be ‘retrenched’ voluntarily may be permitted to leave with severance benefits.
- Early retirement: Employees who have attained, or who will have attained normal retirement age at the date of proposed retrenchment may be retired in terms of the rules of the employer’s retirement fund.
- Hiring freeze: This is probably the least painful method of avoiding large-scale retrenchment.

To ameliorate the impact of job losses, the following alternatives are considered:

- Identifying and considering training interventions to lessen the impact of unemployment and to encourage self-employment, specifically through portable skills training.
- Assisting employees with counselling to lessen the impact on affected employees and help facilitate understanding their future goals and establish how to plan for their retirement and post life of mine.
- Interactions with neighbouring mines and other local community businesses to assess possible opportunities for employees that might be retrenched.
- Enabling and advising employees on registration with the Department of Labour through the Employment Services of South Africa (ESSA) initiative.

In the event of possible retrenchments, the Section 189 process will be followed and the structures in place will be utilised.

5. SECTION 5: FINANCIAL PROVISION

In order to meet requirements of Regulation 46 (e) (i), (ii), (iii) of the MPRDA, Bundu Mining's financial provision will cater for all components of the SLP (in line with sections 23(1) (e) and 84 (1) (g).

Provisions for the SLP 2024 – 2029 are indicated in the table below:

Table 34: Provisions of the SLP 2024 - 2029

DESCRIPTION	**TIME PERIOD**				
ITEM	**2024**	**2025**	**2026**	**2027**	**2028**
HUMAN RESOURCE DEVELOPMENT	R65.000	R65.000	R65.000	R85.000	R85.000
MINE COMMUNITY DEVELOPMENT	R50.000	R50.000	R50.000	R50.000	R50.000
MANAGEMENT OF DOWNSCALING	R3, 250	R3, 250	R3, 250	R4, 250	R4, 250
TOTAL	R118.250	R118.250	R118.250	R139.250	R139.250

6. SECTION 6: UNDERTAKING

The undertaking in terms of Social and Labour Plan for Bundu Mining is made on behalf of Bundu Mining (Pty) Ltd.

I, ____

undersigned in my capacity as and duly authorised thereto by Bundu Mining, on behalf of Bundu Mining (Pty) Ltd.