

Mining CSI

Local Economic Developments by Mines

Volume 29 • 2021



AN INTERVIEW WITH PRESIDENT CYRIL RAMAPHOSA

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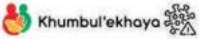
BERYL COAL – Support it's Local Communities in Oogies

RITLUKA – Specialists in Open and Underground Contract Mining

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Editor's Note

Waking up on the morning of 9 July seemed like any other winter morning and no one could have ever known that the evening will bring with it chaos and disbelief. South Africa was gripped by a frenzy of looting and arson, the worst scenes of violence since the advent of democracy in 1994.

The civil unrest which occurred in KwaZulu-Natal and Gauteng provinces were sparked by the imprisonment of former South African President and the resulting protests against the incarceration triggered wider rioting and looting, fuelled by job layoffs and economic inequality worsened by the COVID-19 pandemic.

The situation which has been described as "a catastrophe" has an estimated damage costs of over \$1 billion and along with 129,000 jobs at risk in the City of Durban alone. This prompted us to engage with the current President of South Africa, Cyril Ramaphosa on how this situation will be remedied and his plans to instil investor confidence especially in the mining community.

His interview on page 4 also focusses on the Covid-19 vaccination rollout which has been met with some successes as well as challenges. The government continues to urge all citizens over the age of 18 to vaccinate and help create community immunity. This month, the publication is focussing on strong women making strides in their different industries and organisations. Beryl Group CEO, Dr Reabetswe Kgoroadira speaks to us about the different community initiatives taking place at Beryl Coal on page 31.

She represents a company which is a majority black female-owned entity. Other women that you surely do not want to miss are Rand-Air Denise Moodley, Felicia Masango and Charlene Maharaj. Rand Air is a company

that is confidently led, managed and supported by many strong women across various departments. You can also read up on Dinah Tsebe, Plant Manager at AECI Mining Chemicals, who is breaking gender barriers in chemical manufacturing. Her story features on page 19. And the amazing story of Thembeke Sobekwa who quitted her job and started an Asset Management company called Mianzo with her partner over ten years ago, the company supports SMME's working with Black Umbrellas which has developed great reputation in support of small businesses, read Thembeke's story on page 25.

As with all other instalments, we have gone to the ends of the earth to bring you motivational, thought provoking and hot off the press content that will surely bring you warmth in these cold winter nights. Let's all take the opportunity, heed the President's call to vaccinate and protect our loved one.

We need each and every one to commit to rebuilding the South Africa that we will all be proud of. The rule stays the same, wear your mask, keep to social distancing and sanitize. We have just come out of the covid-19 third wave and scientists are already advising of a possible forth wave. It is up to us to make sure it doesn't happen.

Enjoy the read and as always take care and God Bless! ♦

Moses Sibiya
Managing Editor



In This Edition

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MiningCSI

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President Cyril Ramaphosa - A View From the Man Who Has Tackled The Covid-19 Pandemic, Civil Unrests and A Lot of Other Issues in his Presidential Early Years of Leading the South African Government.

Mining CSI Editor, Moses Sibiya (MS) had an opportunity to interview South African President Cyril Ramaphosa on the recent events that took place in South Africa.

A range of stakeholders on different channels have expressed concern regarding the recent violence, destruction and loss of life in KwaZulu-Natal and parts of Gauteng. As the country is trying to heal, the importance of restoring stability and rebuilding investor confidence following these events cannot be taken lightly.

MS - How does the President reassure the mining sector that the country is safe to invest in, especially new potential investors, after the recent looting?

President Cyril Ramaphosa - There is no doubt that the recent violence in KwaZulu-Natal and Gauteng has raised concern among investors. We have engaged regularly with investors and the business community in both provinces to reassure them that their assets are secure, and we are putting measures in place to ensure

that similar incidents never occur again. By mobilising additional SAPS resources and deploying members of the SANDF, we were able to restore calm and order to affected areas within 48 hours and to secure and reopen vital supply chains.

In addition, investors should take heart from the overwhelming response of South Africans who rejected violence and took action to prevent it from spreading further. This episode has demonstrated that South Africa's constitutional democracy remains strong and enduring, and this should provide confidence to investors.

MS - What measures is the government putting in place to assist South Africans and businesses affected by the recent unrests to recover?

President Cyril Ramaphosa - The government is implementing a range of measures to support vulnerable households and help businesses to rebuild.

This includes the reinstatement of the Social Relief of Distress Grant until the end of March 2022; the extension of the UIF TERS scheme to support furloughed workers, as well as support from the UIF for businesses affected by the violence; expediting SASRIA claims to speed up repairs; and providing support to uninsured businesses. These measures will ensure that businesses are able to rebuild, restock and reopen as quickly as possible while protecting employment in the meantime.

MS - How is the vaccination rollout going so far in the fight against COVID-19?

President Cyril Ramaphosa - Our vaccine rollout has rapidly increased in scale and pace during recent weeks, and we are aiming to vaccinate over 300,000 people per day in the near future.

This will enable us to reach the majority of our adult population, or 35 million people, before the end of the year. Collaboration between government and the private sector, including the mining industry, has been essential to creating a world-class vaccination programme.

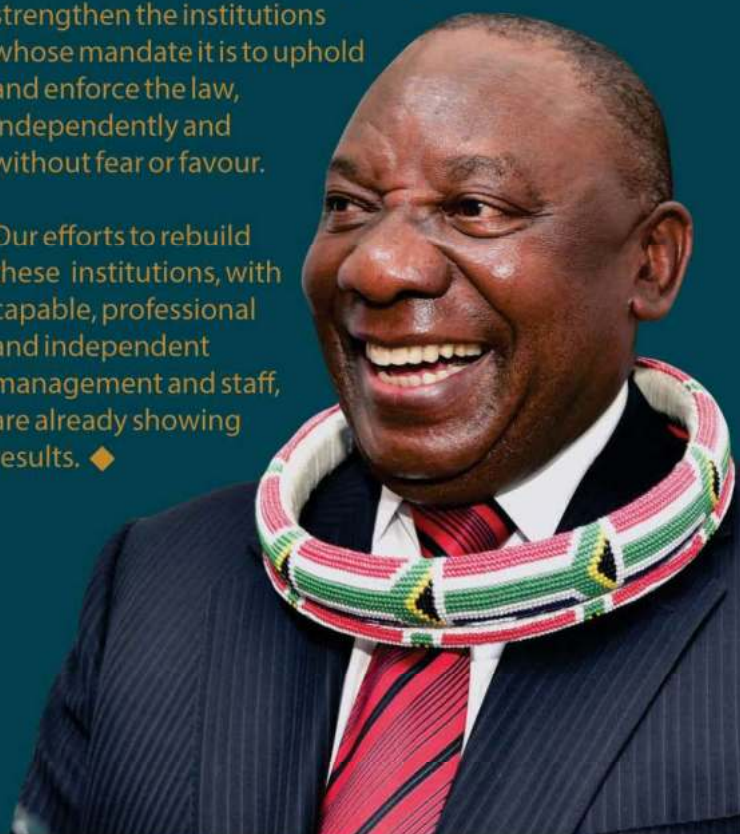


THE PRESIDENCY REPUBLIC OF SOUTH AFRICA

MS - What is it that the President is doing to fight corruption, especially within all government institutions?

President Cyril Ramaphosa - We have made tackling corruption and rebuilding the capability of the state a priority since day one. The only way to address corruption is to ensure that those responsible are held accountable. And the only way to do that is to strengthen the institutions whose mandate it is to uphold and enforce the law, independently and without fear or favour.

Our efforts to rebuild these institutions, with capable, professional and independent management and staff, are already showing results. ♦





Pan African Resources Barberton Blue blueberry farm

Pan African Resources Invests in A Sweet R40m Blueberry Farming Venture for the Barberton Communities.

Pan African Resources (PAR), a mid-tier African-focused gold producer with three long-life mines and a tailings retreatment facility in Barberton, as well as operations in Evander, both in Mpumalanga, is building a R40million 15-hectare blueberry farm that will create jobs and contribute to long-term prosperity, by empowering the local communities through skills development and training.

This first phase of the blueberry farm – the size equivalent to 15 rugby fields – has already created some 80 employment opportunities, and once fully operational will offer over 20 permanent and up to 375 seasonal jobs for berry picking from June to October each year. There are approximately 94,000 blueberry bushes planted in growth medium and these will produce an annual yield of some 300,000 kgs of this high value product, when the plants mature.

The mining company has further announced that it will make an additional 35-hectares of land available for the planned second and third phases of the blueberry farm, which will provide up to 1200 seasonal employment opportunities in the surrounding communities, where most of those not employed by the mine have largely depended on social grants for survival.

"We are acutely aware that a mine cannot employ everyone in its surrounding communities, and wanted to create a parallel economy that not only provides additional employment, but that builds sustainable economic opportunities for the town long after the life of the mine has passed," says Cobus Loots, CEO at Pan African Resources.

"The mine has surplus land and water that presented a wonderful agriculture opportunity, and we engaged with farming specialists to identify a high yield export crop that is in high demand, and that will thrive in the local climate and environment," Loots adds.

Once the third phase of the farm has been established, the communities will be upskilled in the various roles that will ensure its long-term sustainability and profitability.

Barberton Blue is an additional 'beyond compliance' initiative put in place by PAR's Barberton Mines, which has consistently exceeded its social and labour plan commitments in terms of the socio-economic development projects required by the Department of Mineral Resources and Energy, as part of maintaining its mining rights obligations and social licence to operate.

Women In Agriculture – Career Opportunities are Now Ripe for the Picking

South Africa's agricultural landscape is becoming increasingly inclusive, with women playing more active roles in the horticultural space. Pan African encourages the employment of women in the mining industry, and the percentage of women in our workforce has increased steadily over the recent years. According to stats SA, the number of female owners/farmers increased by 5% between 2007 to 2018, compared to male owners/farmers in the Eastern Cape, Northern Cape and the Free State over the same period.

Antoinette Wallace, Office Manager at Barberton Blue, a blueberry farm project being developed by miner Pan African Resources (PAR) and agri-specialists Primocane Capital, agrees that women are making great strides in the world of agriculture, adding that many are joining local initiatives and taking on jobs that were once held by males.

"Women have shown repeatedly that no job is too big or too small. Now more than ever, women are contributing to our food supply system in several meaningful ways, and many are even growing confident enough, rightfully so, to call themselves farmers," says Wallace. Based on her experience and 'can-do' attitude, Wallace was appointed by (PAR) at its blueberry farm based in Barberton, Mpumalanga where she figuratively wears multiple hats overseeing the human resources, finance, administration, and project management departments of this substantial project.

The Power of A Role Model

Growing up with a grandmother who owned her own farm, Wallace was always encouraged to help manage the vegetable and fruit garden, including the livestock. This allowed her to develop a 'can-do' attitude from an early age, which has helped Wallace open herself up to new opportunities and challenges. She believes that the only person who can stand in the way of a woman from pursuing her dream of a career in the agriculture industry, is herself.

PAN AFRICAN RESOURCES

PAR encourages the employment of women in the mining industry, where the percentage of women in our workforce at our operations has increased steadily over the recent years.

Agriculture is A Diverse Industry

While farming is the base of the agriculture pyramid, it's not the only factor that plays a role in the industry. After completing matric, Wallace studied Tourism at the Tshwane University of Technology and went onto further her studies in Accounting and SAMTRAC, a course in occupational health and safety management. She is currently studying Human Resources Management through UNISA.

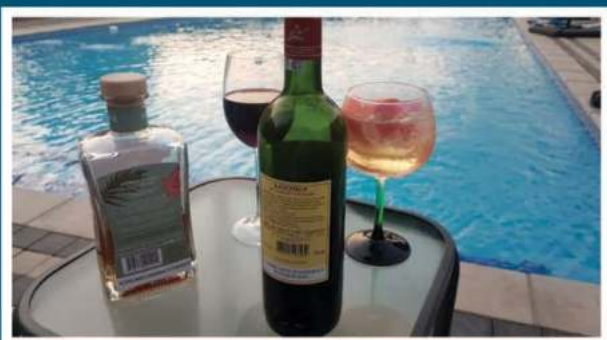
"Agriculture is not restricted to farming when it comes to career choices. There are limitless opportunities available to everyone apart from working in the fields. These include administrative, sales and engineering jobs," says Wallace. She encourages young women that are looking to enter the agriculture industry to start doing research on what career paths are available sooner rather than later. This will help them see how other people have risen in a similar career and how to grow and learn from their mistakes.

"Women are an important part of the success and future of the agriculture sector, and should be encouraged to become active contributors in the industry – if not on the farm, then in some other capacity.

I feel confident that as our Barberton blueberry farm grows, more women will continue to play a key role in its success," she concludes. ♦



Antoinette Wallace



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Service Stars: Rand-Air Women Focused on Agile Service Excellence



Denis Moodley, Felicia Masango and Charlene Maharaj

As a long-standing yet progressive industry pioneer, Rand-Air – an established leader in the field of air, nitrogen, power, flow (pumps), steam boiler and lighting solutions, and part of the global Atlas Copco Specialty Rental division – concerted invests in gender equality and diversity, ensuring professional training and development opportunities for improved productivity, increased growth and innovation for greater economic potential.

The company is confidently led, managed and supported by many strong women across various departments – from sales and finance to service. Forging a strong and secure link in the value chain of customer experience, the efforts and contribution of women within the Rand-Air service department contribute to exceptional customer service excellence. In particular, Rand-Air service department team members Service Administrator and Support in Jet Park, Denise Moodley, Yard Service Technician in Jet Park, Felicia Masango and Service Co-ordinator and Fleet Support at Jet Park and the Sasolburg depot in the Free State Charlene Maharaj, share the passion to make a transformative contribution through optimal, customer-centric service.

For Moodley, Masango and Maharaj - who have more than 30 years' combined service experience - their

respective passion is firmly embedded in a culture of customer service: "It is within this area that we aim to thrive," Maharaj asserts. For Masango, the resulting success of a diligent and immersive service interface is achieved from sincere interaction, teamwork, encouragement and motivation.

"By working together as a team, we can communicate effectively, share information, skills and gain knowledge to offer trustworthy, reliable and respectful service to ensure satisfied customers," she emphasises. Maharaj further observes that the successful synergy, motivation and joint collaboration of all departments within Rand-Air – working as a cohesive value chain – further reinforce the cornerstone of service success.

Aspire to Inspire

For Masango, Moodley and Maharaj, notable enablers in achieving service excellence include the unwavering motivation and continuous encouragement from "the inspiring and demonstrative leadership of our General Manager Kim Coetzee"; as well as from their respective managers, including Industrial Plant Rental Account and Communication Manager Mpho Ngamlane – "for not only a shared vision of customer service excellence, but a confidence in each team member." ♦



Anglo American Kumba Iron Ore Launched an Education Programme in Partnership with the Department of Basic Education to Improve Learners' Educational Outcomes in the Northern Cape

Anglo American Kumba Iron Ore launched a major education programme, in partnership with the Northern Cape Provincial Department of Education (DoE), to improve learner outcomes in 27 early childhood development (ECD) sites and 26 schools local to its mining operations, namely Kolomela in Postmasburg and Sishen supporting schools in the Cassel and Dithakong villages.

The programme was launched in Kathu by the MEC of Education Mr. Zolani Monakali and Anglo American Kumba Iron Ore's Executive for Corporate Affairs, Dr Pranill Ramchander. To this end, an MoU was signed by both parties outlining the areas of collaboration.

Anglo American has made a substantial investment in education and skills development in South Africa over many years and, in the last seven years alone, has invested more than R 780 million, largely on infrastructure and Grade 12 learner support. The programme is a core part of Anglo American's Sustainability Strategy. One of the pillars of the strategy is to create thriving communities close to its operations, with education as a key building block. "By building on the decades of investment we've made in

education, we will refocus our resources to provide wide-ranging and quality education, from childhood learning to matric, for the learners in the communities where we operate in South Africa so that they can build a better tomorrow," said Dr Pranill.

MEC Monakali said: "This occasion is very symbolic, it happens within a district named after a very industrious organiser, JTG. But also, the purpose of this engagement, is in line with one of the issues that John Taolo Gaetsewe held very dear to his heart, education. The education of our children is extremely important for the development and the sustainability of our society.

Now more than ever, we need civil society and business to work with us as Government to ensure we continue to build a quality education system. Our collaboration with Anglo American Kumba Iron Ore is an example of what is possible when government partners with business to contribute to accelerating progress in education." Ramchander added: "At Anglo American, we know that the greatest investment we can make in our country's future is to give our children access to high-quality education.



Education can play a significant role in improving people's lives by tackling the triple challenges of poverty, inequality, and unemployment that South Africa faces. We're excited about the potential of this programme to improve the lives of those living around our operations in South Africa." The programme has been developed in partnership with the Department of Education and complements its 2019 Action Plan—Towards the Realisation of Schooling 2030, which details strategies that aim to improve the performance of South Africa's schooling system.

What the programme seeks to achieve

The Anglo American South Africa Education Programme aims to improve reading, writing, numeracy levels and quality passes through addressing some of the underlying reasons for poor education outcomes by supporting school management teams, governing bodies, principals, and teaching staff.

The programme has set ambitious learner-focussed targets, aiming to see:

- 90% of learners aged five meeting the minimum requirements for school readiness
- 90% of grade 3 learners passing with at least 50% in Numeracy and Literacy
- 75% of grade 6 learners passing with at least 50% in Mathematics and English First Additional Language
- 90% matriculation pass rate, with a 50% university entrance
- 65% of grade 12 learners passing with at least 50% in Mathematics

The programme will support school management teams, governing bodies, principals, staff as well as parents towards achieving these learner-focussed targets. There will be a strong focus on helping teachers develop their content knowledge and teaching skills. The tangible difference the programme will deliver Learners will benefit from a

range of interventions which are geared to improve their educational outcomes. Systems and processes will be developed, refined and implemented so that school runs and functions well at all the schools. Where required, teacher training and extensive coaching will be provided so that the teachers are motivated, competent and effective which will lead to teaching and learning time being optimised. Finally, at secondary level, some Saturday school and school camps for Grade 12 learners will be provided.

In closing, MEC Monakali highlighted expressed how the department appreciates the fact that the partnership between the Department and Anglo American Kumba Iron Ore, "and we are looking forward to enjoying the benefits that this partnership and this initiative will yield. We also place at the disposal of this partnership, our resources that will make sure that we spare no effort in making this MoU a success."

"Through this programme, we want to lend a hand to building thriving communities with schools that have highly motivated learners and teachers, involved parents and effective school management teams. These are some of the essential pillars to achieving quality education that can guarantee a better tomorrow for the next generation," concluded Ramchander. ♦





Glow Serene

Hair & beauty Salon

Glow Serene hair and beauty salon is situated in Wilropark, Roodepoort, which is black-owned by Tsakani Ndlovu.

Their specialty is in African hair styles, nails, and makeup.

The salon was established during the COVID-19 pandemic and it aims at expanding its operations to surrounding towns.



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Are businesses Ready to Attract Tomorrow's Investors?



BME – thought leadership article on adapting to future investors by Joe Keenan, Managing director BME

Like the mining companies they service, mine suppliers and technology providers should be looking beyond the customer demands of today to remain relevant to the investors of tomorrow. The world has become rapidly alive to the threats posed by climate change, and mining companies are seeing their shareholders demanding more than just a financial return. Investors – both institutional and private – want their mineral portfolios to speak to their value systems, and these values now centre increasingly on sustainability and shared value for all stakeholders.

By the same token, others in the mining ecosystem should have similar concerns about their respective futures. The question for our sector might be posed along these lines: How does a blasting and explosives company, for instance, position its brand to be relevant not only to its current customers but to future investors?

To be sure, supply companies receive business from mines because they provide valuable solutions that make mines productive and help keep them viable. That is no longer enough, however. Just as the South African mining sector is subject to the country's Mining Charter and BEE compliance requirements, so there is a growing expectation globally that mines prioritise environmental, social and governance (ESG) concerns. The once 'optional' approach that businesses serve the broader good is now becoming mainstream as more businesses aspire to make a positive impact and leave behind a better world.

In mining, there are already thresholds for suppliers to clear in the field of safety. Many mining companies will not entertain tenders from suppliers whose recordable case rate (RCR) exceeds a certain maximum level. The same often applies to inclusive procurement, where mines expect suppliers to

support their efforts to place business with local firms in the vicinity of the mining operation. While some companies are already driving compelling, integrated sustainability strategies, others are exploring how best to diversify themselves. The emphasis is on going beyond their current offerings and moving further into the sustainability spectrum, with a focus on ESG and 'green mining' imperatives. Looking ahead 30 years, for instance, it is clear that fossil fuels will be playing a much-diminished role in energy production – and will be in considerably less demand. European countries are applying their Green Deal, through which the region aims to achieve carbon neutrality by 2050.

It is worth remembering that coal is still the planet's most mined mineral – at almost 8 billion tonnes in 2019. The anticipated decline in this segment of the market is therefore likely to have a considerable impact on most supply companies to the mining sector; it will certainly have an effect on explosives and blasting providers – although this will depend on regional location and other factors. ♦



Joe Keenan, Managing Director at BME

Who we are

Nodaymani Investments is a multifaceted company, established in 2008 in South Africa. We are a black women- owned company, proud to have achieved a Level 1 B-BBEE Contributor status and is committed to the ongoing transformation of the company through its proactive processes and initiatives.

We specialise in the following business areas:

- Property Facilities Management
- Professional Services
- Community Enrichment (CSI/CSR)
- Food Security & Agriculture Sustainability
- Cargo Logistics & Property Services
- Security Solutions

To ensure that Nodaymani Investments offers quality services to all our clients, we work with and offer our services to various entities

- Private Sector Entities
- Government Departments
- NGO's, Church Groups & Schools
- Community Groups

The Managing Director (Tando Mandela) Q & A

1. What is your motto in life?

I wake up every day striving to fulfill my Ikigai (pronounced "eye-ka-guy") it is a lifestyle practice that strives to balance the spiritual with the practical in terms of living your passion.

2. Who inspires you and why?

My oldest sister. She is a dental therapist by profession and chef by heart - her entrepreneurial and humanitarian spirit for me encompasses what true leadership should be, a mix of heart, skill, dedication and service.

3. What 3 words best describe you

Tenacious, Curious & Adventurous

4. If you could have dinner with anyone in the world who would it be?

Serena and Venus Williams...they are a pair right! Just to sit with them and hear first-hand about their journey to being the powerhouse that they are in both a professional and personal capacity.

When I was younger I was always glued on TV watching and following the likes of Martina Navratilova, Steffi Graf, Gabriela Sabatini (I loved their passion on the tennis court and off the tennis court; their dedication to their craft; their tenacity on and off the court) and then came these two proud young powerful black girls who played the same if not better than them who changed the narrative of tennis, just like Tiger Woods in golf.

That for me was a continued inspiration that anything is possible if you keep pursuing your dreams and putting in the work. Wait wait, let me please pay homage to Poems written in the 1920's by Nontsizi Mqgqetho she wrote more than 100 life defining poems ranging from Africanness , Freedom, Women Power , Politics and so on (when it was unheard of to have women as poets (Imbongi). Did I mention that she was the first black and only major female poet to be recorded as having written Xhosa poetry? Her poetry is haunting and makes me proud of the Imbongi craft as my grandfather was himself a documented Imbongi Yomthonyama. I guess perhaps my love for her work is an inkling of what sets my soul on fire.

My most favorite of her poems are:

Mayibuye!! Afrika! Awu
(oh! Bring Africa Home!)
Yi Ntsomi Yonomeva!!
(The tale of the wasps)
Camagwini
(Peace to you all)
Phulaphulani! Makowethu
(Listen! Compatriots)

And the first time I read her poetry these had me in deep thought and got me even more curious to read more of her work.

5. Your business is so diverse, what motivated you to have these different streams?

It's a culmination of everything that I have studied, been exposed to in my work career and ultimately avenues that resonated with my ikigai and curiosity.

6. How do you manage all of this?

I believe in collaboration and partnership, working with people who are better than you so you are constantly learning and evolving.

7. What is your vision for your company in the next 5 years?

I want to be a transformative organisation within the categories that we work in with the aim of continuously improving and finding new ways to increase the value we bring to our clients.

8. What cause is close to your heart?

Supporting a sense of dignity, worth and education in young girl's minds through mentorship and friendship.

9. What book are you currently reading?

Don't Drop The Mic by T.D Jakes

10. Tell us an interesting fact about you?

I can't sing or dance to save my life.

The Managing Director's message

We are dedicated to using best business practices in imploring our core values which are accountability, transparency, integrity and respect. Our values are



aimed at ensuring that we align with the vision and mission to influence growth for our clients, employees, our business and the community at large.

"I wake up every day striving to fulfil my Ikigai (pronounced "eye-ka-guy") it is a lifestyle practice that strives to balance the spiritual with the practical in terms of living your passion"

It is through my exposure and experience that I have been moulded to be the formidable business woman that I am today, and an ideal role model for women with the desire to learn from in the business and or transition from corporate to business. ♦

www.nodayimani.co.za



What we do

1. Opencast Contract Mining

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- Coal Extraction
- Road Construction
- Rehabilitation

2. Underground Contract Mining

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- Stonework Development
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- Road Construction and Maintenance

3. Drill and Blast Services

- Drill and Blast Design (Underground, Opencast and Civil)
- Drill and Blast Operation • Public Roads Construction Drill and Blast
- Blasting of Trenches
- Ground vibration and air-blast Monitoring
- Blast Preparation Audit
- High Speed Video
- Post Blast Analysis Underground Mine Support

4. Underground Mine Support

- Sidewall Support
- Secondary Roof Support
- Pillar pinning and strapping
- Back-bye support and Meshing

5. Ventilation Services

- Construction of Ventilation Walls/Stoppings
- Blasting and Construction of Air Crossings
- Supply and Installation of Ventilation Walls
- Supply and Installation of Stonedust Barriers
- Sealing off and Monitoring of Abandoned Areas
- Construction and Equipping of Refuge Bays

6. Technical Services

- Mineral Exploration
- Pre-feasibility and Feasibility Studies
- Mine Design and Optimization
- Scheduling:- Short and Long Term Planning
- Due-Diligence Studies
- Project Budget Estimates
- Capital Project Estimates
- Project Management



Who we are

We are Ritluka Resources, a wholly black-owned company that offers a variety of mining, construction, and trading services in South Africa and neighbouring countries.

Founded in 2016 as a technical services company, we have grown to become one of the significant players in both opencast and underground coal contract mining space having just over 400 employees currently in our organisation

Our organization is subdivided into 4 pillars

- Opencast Contract Mining
- Underground Contract Mining
- Technical Services
- Resources and Reserves

On all of our divisions people remain at the heart of our business. That is why we prioritise safety at all our operations and seek to minimise our impacts on the environment and communities. We continue to promote the formation of sustainable partnerships and relations with our different stakeholders

Our Employment Philosophy

On all the communities that we operate, we pride ourselves with our employment policy which strives to ensure over 70% employments is within the local communities where we operate

- South Africa has been facing a decline in employment, especially looking at the youth and women in and around mining areas.
- Ritluka has an obligation with its clients to employ at least 70% of workforce from the local communities.
- Ritluka employs 100% of its unskilled labour from the local communities.
- Ritluka prioritizes employment of women, in line with its target of having at least 20% of its workforce being women by end of 2020.
- At Dorstfontein East Coal Mine, 11% of Ritluka's employees are women in positions ranging from unskilled to senior management.
- We continue to place focus in the training and development of women, having elected Zinhle Ndlovu who currently is our custodian for Woman In Mining (WIM)

Conclusion

We at Ritluka will;

- Commit to provide excellent services through our very experience team
- Remain committed in the uplifting of the local communities in which we operate in
- Remain committed to improving the lives of people, particularly women in Mpumalanga and South Africa in general.



Bonga Myeza and Rhandzu Ngobeni



Ritluka

DISCOVERING BEYOND THE EARTH'S CRUST

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M4 FOUNDATION

For Mining Communities

CONTACT DETAILS:

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Burgersfort, Limpopo
38 Augrabies Street, Mooikloof, Pretoria
Tel: 073 446 9690
Email: info@m4foundation.co.za
Website: www.m4foundation.co.za

BACKGROUND

M4Foundation (NPO: 253-573) was registered in January 2021, not for profit organisation as an effort to address the trust deficit that exist between mining communities, local municipalities and mining companies. The founding members have a combined 20 years' experience within the mining sector, local municipality area and community engagement.

MANAGEMENT EXPERTIES

The management and expert partners have done comprehensive research study in community engagements and development between different stakeholders.

The Foundation succeeded in collating data working with over 40 different mines in South Africa regarding Social & Labour Plans (SLP's) and Corporate Social Investment (CSI).

CASE STUDY

In one local municipality the combination of twenty-three mines in the last five years budgeted and spent in excess of R1,09 billion for their SLP expenditures while five mines spent a combined

R22,5 billion on procurement to service providers, but community unrests and mine disruptions continues unabated. M4 Foundation – *For Mining Communities* was founded to prevent these unrests and provide simple practical solutions that bring peace, social cohesion and economic development within mining areas.

COMPETENT SERVICE AREAS:

- Prevent community disruptions of mine operations by offering alternative value for communities
- Help mines and communities engage and understand each other (Conflict Resolutions)
- Bring business incubation expertise to establish and train local companies.
- Fund SMME's that are ready to provide services to mines and other businesses
- Coordinate community organization, traditional leaders and municipal officials
- Present community challenges to mines and mine challenges to communities
- Represents mines as collective entity for Public Relation purposes
- Handle responsibilities from mines to work with community ♦

Dinah Tsebe – Breaking Gender Barriers in Chemical Manufacturing



In an environment where change is the only constant, the key to success is transformational leadership – a style that empowers and helps teams to build a sense of community and trust.

One company that is putting emphasis on this leadership style to accelerate the strategic imperative to bring inclusivity, defeminisation of the workplace and having more women in leadership positions is AECI Mining.

A perfect example is Dinah Tsebe, plant manager at AECI Mining Chemicals. Responsible for the company's Pretoria branch, her core function is to manage operations, including production, technical, maintenance as well as occupational health and safety of personnel and equipment on site.

Tsebe is equipped with a BTech in Chemical Engineering from Vaal University of Technology, and a post graduate diploma in management from Northwest University. She is currently pursuing her MBA with the Northwest University, and has been in the chemical manufacturing industry for over two decades.

Having started her career as an engineering technician at the Council of Scientific and Industrial Research (CSIR), her passion for the manufacturing industry started when she took up a role as a plant operator at Dow Agrosiences. After qualifying for her BTech, she was afforded an opportunity to manage a newly-built plant at Senmin, now known as AECI Mining Chemicals. She later joined Sasol, where she managed the company's water and effluent sites, working closely with the Department of Water and Sanitation.

"I am passionate about manufacturing and seeing my ideas turning into something tangible. It has traditionally been difficult for women to progress in this industry.

There are still many barriers that women face, mainly the general belief that they don't possess the necessary skills and passion to thrive in such a male-dominated industry.

Some still believe that women belong in the kitchen, or are meant to take care of families. It is, however, encouraging to see that there has been a mind-set shift in the industry, with the number of women increasing, although at a gradual pace," says Tsebe. ♦



**Dinah Tsebe,
Plant Manager at
AECI Mining Chemicals.**

ABOUT US

An company founded in 2021 to provide independent and balanced advisory and consulting services to the mining industry including all stakeholders affected by mining operations to ensure inclusive growth in line with the objectives of the Mineral and Petroleum Resources Development Act (MPRDA).

Our pursuit is driven by commitment to deliver our promises to our clients by operating responsibly, executing with excellence, well informed and fair advisory and consulting services. Providing solutions that are based on research and innovative ideas to take advantage of opportunities for sustainable growth within the mining industry.

The founder and CEO Mr Sunday Mabaso draws experience from 20 years of service in the Department of Mineral Resources and Energy in which for seven years he served as a Regional Manager (3 years in Northern Cape and 4 years in Gauteng).

As regional manager he monitored and enforced compliance with Social & Labour Plans in terms of the MPRDA and Mining Charter, and Environmental Management in terms of NEMA and the NEMA: Waste Act

The founder has acquired various qualifications in mining and recently completed an MBA with Milpark Business School, and a Post Graduate Certificate: Climate Change and Energy Law, with the University of Witwatersrand.

OUR BUSINESS

MPRDA and NEMA

Advisory on compliance with legal requirements in terms of the MPRDA and NEMA and related legislations in the mining industry.

Mining Charter

Advisory and training on Mining Charter compliance including employees and community share participation schemes.

Cleaner Energy Transition

Advisory on cleaner energy transition and reduction of carbon footprint in mining operations and improve reliability of energy supply.

Environmental & Social Governance (ESG)

Advisory on ESG in line with international best practices.





VAHLENGWE

MINING ADVISORY AND CONSULTING



Annual reports

Statutory reports
Mining Charter reporting
Environmental reporting
Carbon Tax reporting

Mine Closure

Conduct socio-economic and environmental mine closure processes

Waste Management

Provide waste management services/solutions

Mine Rehabilitation

Rehabilitation and/or repurposing land for alternative economic end-use objectives

Inspections

Compliance inspections to assist mining houses to always stay compliant to avoid non-compliance orders.

Small Scale and Artisanal Mining

Assistance to aspiring small scale and artisanal miners



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Mining Must Actively Attract, Nurture Female Participation in the Sector



SRK Consulting Senior Engineer Bjanka Korb

The mining sector needs to make itself more attractive to women – as a way of securing the high-level technical and professional skills, and leadership qualities, it needs from the brightest minds.

Much has been made of mining's slow pace in attracting more women into its ranks, according to SRK Consulting corporate consultant Roger Dixon, but the diagnosis of what keeps numbers so low is less clear.

"Even with the best will in the world, the mining sector still projects an image that discourages women," said Dixon. "This severely undermines the industry's urgent need to stay abreast of the latest technologies in a range of mining-related professions, not just mining engineering."

He said that appointing women as high-profile directors – or alternatively as manual labour to achieve numerical targets – was not addressing the critical need for expertise. He highlighted that the mining sector today demands a variety of disciplines outside of mining engineering – most of which are now heavily driven by digital technology.

From hydrogeology, geochemistry and environmental science to metallurgy, mineral economics, geophysics, and a variety of engineering disciplines, the world of mining is increasingly complex – and can be entered through many professions.

"The traditional route into mining – though a mining engineering degree and a blasting certificate – is only one of many ways into this exciting industry," he said. "This old perception also probably discourages many women from even considering a career in the sector."

A recent report by S&P Global 1 shows that – while the global mining sector lagged in terms of women on corporate boards – South Africa's mining industry has the highest level of female representation on boards,

at 26.2%. This is an important trend, according to SRK Consulting senior engineer Bjanka Korb, but a better indication of progress will be when women are more equally represented in all levels of managerial and professional roles.

Korb pointed to recent Minerals Council South Africa research which indicated that women occupied only 24% of professional roles in mining, 19% of skilled technical jobs and 17% of senior management roles. This research also predicted that modernisation in mining – the increased reliance on mechanisation and digital technology – would create significant opportunities for women in the industry.

There were, however, many negative perceptions to be overcome, she said. "The location of mines in remote rural areas, and the predominance of men in these operations, can be a daunting prospect for many young women," she said.

"Early guidance and ongoing mentoring are potentially important strategies to counter these influences and encourage women to consider pursuing one of the many professions that mines require."

She said that mentoring programmes – like those offered by International Women in Mining, Women in Mining South Africa, or company-sponsored internal employee mentoring programmes – can add profound value by helping women stay in the field and build the confidence to take on leadership roles.

"It is encouraging that mines are looking to improve their gender ratios, but the focus should be on strategies to nurture women's progress and leadership in skilled careers, rather than building employment numbers for their own sake," she said. "Only in this way can mines gain the full value of women's contribution, including cultural changes that can enhance sustainability and effectiveness in organisations." ♦



SRK Consulting Corporate Consultant Roger Dixon

About

srk consulting

SRK is an independent, global network of over 45 consulting practices on six continents. Its experienced engineers and scientists work with clients in multi-disciplinary teams to deliver integrated, sustainable technical solutions across a range of sectors – mining, water, environment, infrastructure and energy.

For more information, visit www.srk.co.za

FACTS AND FIGURES

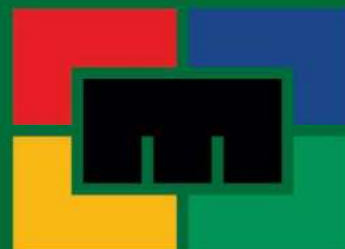
The Minerals Council published its annual Facts and Figures Pocketbook 2020 in February 2021 at a media briefing on 1 February in advance of Mining Indaba Virtual 2021 which took place on 2 – 3 February. The pocketbook provides initial insights into last year's economic trends in the South African mining industry.

Mining continues to contribute significantly to the South African economy, therefore the availability of credible statistics that paint an accurate picture of the mining sector is crucial for the Minerals Council, its members and stakeholders. The pocketbook provides a snapshot of the industry and the impact that South Africa's mineral wealth has on our everyday lives.

Said Henk Langenhoven, Chief Economist at the Minerals Council: "According to our initial estimates, mining GDP will have declined in nominal terms by nearly 4% in 2020, to a value of R361.6 billion. The COVID-19 lockdown resulted in an estimated inflation adjusted contraction of between 10 and 13%." Physical production of metals and minerals was between 10 and 12% lower, which has been exacerbated by legacy logistical constraints. But the strong performance of many commodity markets meant that the value of mining turnover rose by 10% and the value of exports by 24%, demonstrating the very real value of a strong mining industry to our country.

"Based on available data we've seen a decline in employment year-on-year, but not as drastic as might have been expected. This was, in large part, a tribute to the way in which the industry – with the support of employees, unions and the DMRE – got back to work,

#MakingMiningMatter



**MINERALS COUNCIL
SOUTH AFRICA**

safely and sooner than most other industries." "The industry has displayed resilience in the face of this crisis. Comparing the response to the COVID-19 pandemic with that of the 2008 global financial crisis (GFC), the GFC impact was not as deep as COVID-19 with the period to recovery significantly shorter by almost two years."

"Aligned with employment is compensation. Every job in our sector supports two downstream jobs, and every employee supports between five and 10 dependents. The investment becomes even more critical if between 2 and 4 million South Africans depend on the viability of our industry. For many companies in the sector, employees were paid during lockdown, both with the support of the Temporary Employment Relief Scheme and even beyond that. Nonetheless, our current estimates are that employee compensation declined by around 9.7% year-on-year, partly as a result of reductions in employee numbers, but also as a result of lockdown production losses. ♦

Despite a particularly challenging 2020, the mining industry:





Mianzo Taking Asset Management Sector by Storm

MIANZO
ASSET MANAGEMENT

You would be hard pressed to find young professionals that risk it all, swap their comfortable corporate jobs to pursue entrepreneurship in the finance and investment world. Early on in her career, this is just what Thembekwa Sobekwa did.

In August 2010, at only 24 years old, she resigned from her Quantitative Analyst job in the hedge fund industry to team up with Luvo Tyandela, a seasoned investment professional, to start Mianzo Asset Management. This was a bold decision by Sobekwa to enter the sector considering that at the time it was relatively untransformed and dominated by white-owned firms and there were few black people in senior positions, let alone black females.

In 2009, there were only 14 black-owned asset managers that managed R91 billion. The number of black asset managers has since increased to 51 last year. According to the 2020 BEE.economics survey, black asset managers manage about R668 billion, which represents about 9% of total industry assets. Mianzo manages and invests about R11 billion on behalf of its clients, mainly institutional and retail investors. In terms of size of assets under management, Mianzo is ranked 13 th out of 51 black-owned asset management firms that exist in South Africa today.

Sobekwa initially started off at Mianzo as an investment analyst providing research for both the Equity and Absolute Return funds. Then she proceeded to manage the equity tracker funds and now also manages the Equity Funds alongside fellow portfolio managers, Mark Lamohr and Mohamed Loonat. Over the years, she has built up expertise and experience and has been exposed to a wide range of investment products covering asset classes such as Equity, Fixed Income and Derivatives.

SUPPORTING SMALL BUSINESSES

The launch of the Mianzo Black Umbrellas SME Debt has been a strong indicator of Mianzo's commitment to supporting SMME development and employment creation.

This year, the company launched a R100 million SME Fund in partnership with the Black Umbrellas that extends loans to black-owned SMME's. ♦

Thembekwa Sobekwa



Schauenburg Systems Says YES to Youth Employment!

Schauenburg Systems (Pty) Ltd., a leading technology company in the field of mine safety, through its partnership with the Youth Employment Service (YES), is changing the lives of 32 South African Youth by offering them 12-month quality work experiences. The majority of the youth in the programme (30) are based in the North West, with two in Gauteng, and are gaining critical skills and experience in the day to day operations of lamprooms in the mining sector.

Schauenburg International – Africa Group CEO, Dr Dieter Kovar, says “with 25 work readiness modules including topics such as communication, professionalism, and money management and the additional 12 entrepreneurial modules to empower youth to run their own businesses, we believe that the learning experience these youth will gain through the cooperation with YES, is fully in line with our company’s philosophy of being “A Great Place to Grow”.

By saying YES, Schauenburg Systems is joining a network of over 1,500 corporate partners that have created over 55,000 work opportunities in 126 weeks. Youth unemployment in South Africa has exceeded 70% in quarter one of 2021 (expanded definition). With lifetime unemployment a stark reality for many of these youth, Schauenburg Systems has put itself on the first line of defence by saying YES to creating a future that works. These 32 work experiences are far more than a pay cheque; they represent a critical first chance at entering the workforce. With 88.4% of YES

Youth coming from grant-recipient households, the salaries paid to youth by corporate partners such as Schauenburg Systems create a ripple effect, reverberating across families and even communities. Schauenburg Systems’ YES youth just received their learning material and digital tools that will give them access to the learning modules on the YES program. This took place at an induction event that was scheduled at Schauenburg Systems’ Rustenburg facility.

YES chief executive, Dr Tashmia Ismail-Saville, says “It’s important to recognise that while our youth may be unemployed, they are not unemployable. By providing opportunities to our youth, companies like Schauenburg are showing South African business the way. The ability and willingness to train young people on the job brings energy into their business while triggering an economic ripple effect that helps reignite an economy where young people are included.”

About YES Initiative

YES has already proven itself to be one of the true innovators in South Africa, generating over R3.1 billion in youth salaries and more than 55,000 quality work experiences in under 140 weeks. The not-for-profit organisation, which has no government funding, has been supported by over 1,500 businesses since its inception. Find out more at www.yes4youth.co.za. Say YES. It’s a win-win-win for company, country and youth! ♦

ERG Africa's Chawama Community Agricultural Project Set To Ramp Up Food Security In Haut-Katanga, DRC.

Province ERG Africa-led initiative empowers farmers from Kimfumpa and Kabumba Communities near the Frontier mine in Haut-Katanga are currently reaping the benefits of a new agricultural project, focused on equipping local farmers with the technical, business and marketing knowledge needed to improve and sustain community livelihoods.

According to the International Fund for Agriculture Development (IFAD), while approximately 70% of the DRC's employed population is involved in agriculture, only 10 million hectares of 80 million hectares of arable land have been sufficiently utilised in the country. If this number is expanded, it could have a significant impact on socioeconomic development and food security.

Chawama, which means "it is well now" in Bemba, is a project launched by mining operator ERG Africa (Eurasian Resources Group Africa) in collaboration with a local farmer's cooperative. "This project, which opens up new areas for feasible farming, reaffirms ERG Africa's commitment not only to the region, but also ongoing local economic growth and job creation," says Sergei Verbitckii, Acting CEO for ERG Africa. "Through solid work and dedication, 60 hectares of bush and rough terrain has been transformed into functional and fertile farming ground. What's more, the programme has also strengthened ties and camaraderie between the two neighbouring villages, Kimfumpa and Kabumba."

Fifty farmers are currently involved in Chawama, with select individuals specialising in operations, administration and finances. A hybrid model – a combination of both commercial and domestic farming – has been applied, with on-the-ground



expert agronomists actively involved in capacity building through skills and knowledge transfer for seed selection, soil preparation, pest control and maximum yield. Frontier's partnership with the Institut National De Preparation Professionnelle (INPP), the government's institution for vocational and professional training, has assisted the various stakeholders in developing and sharing optimal techniques for industry standard business practices by empowering the farmers on administration, finance, operations and marketing.

Currently focus has been placed on seasonal farming, however, irrigation options are being explored for potential implementation in the future smallholder farmers that are the backbone of this society. The positive offtake has been the opportunity for farmers to sell maize on a larger scale to the local mill. Further employment opportunities have also been created through the additional round-the-clock field security that is required." His Excellency the Governor Jacques Kyabula praised the success story of the Chawama cooperative as part of a self-sufficiency food policy implemented in September 2019. He commented, "When we can achieve food self-sufficiency with the support and assistance of mining companies established in our region, we can quickly grow. We support ERG Africa in what it is doing to find solutions to the problems of the community." ♦





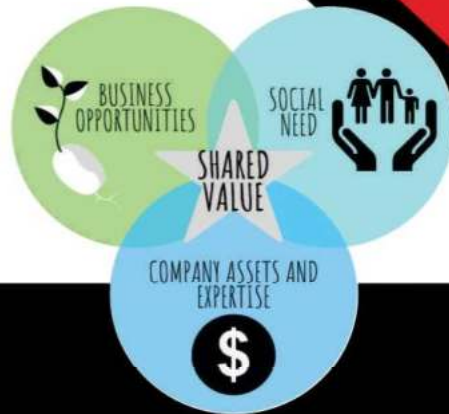
Khethimvelo Enterprises

Who We Are

Khethimvelo Enterprises brings integrated management systems to the workplace, and is growing in drawing plans to create shared value to benefit communities in a sustainable way.

Service We Offer

- Public participation consultants
- Conflict Resolution between mines / factories municipalities and communities
- Integrated Management Systems consultants: ISO 9001, ISO 14001, ISO 45001, SA 8000
- Accredited training and Skills development



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29 Bisset Street, Umkomaas, 4170
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About us

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Making your stroke a GREAT one!

DMRE Hands Over A Primary Healthcare Centre to The Rockdale Community



mineral resources
& energy

Department:
Mineral Resources and Energy
REPUBLIC OF SOUTH AFRICA

DMRE and Seriti, previously South32 South Africa Energy Coal (SAEC) unveiled and handed over a 24-hour state-of-the-art community health centre to the Mpumalanga Department of Health in the Steve Tshwete Local Municipality and the Rockdale community on the 18th June. The centre, already operational, was built at a cost of more than R34 million, and forms part of Seriti's Social & Labour Plan (SLP) and its contribution towards local economic development in the area.

The community health centre will provide services in three streams of care including, Acute, Chronic, Maternal and Child Health and boasts a fully equipped dental department; two living quarters; a two-bedroom and a three-bedroom unit to accommodate staff offering the 24-hour service to the community.

Mike Teke, Seriti Chief Executive Officer said: "This state-of-the-art clinic is testimony to Seriti's commitment to supporting initiatives geared at enhancing government's delivery of primary healthcare and other related social aspects of community development, focusing specifically on community health and wellness."

The company expedited the completion of the clinic to assist with the management of the Coronavirus within the community and beyond this the centre will provide the much-needed healthcare for residence. The centre is equipped with water supply which will help clinic staff and the community adhere to the hygiene standards required to minimise the spread of the virus.

Mike Teke explained that the decision to invest in the construction of the 24-hour clinic was taken after extensive participation in the Integrated Development Planning (IDP) process of the Steve Tshwete Local Municipality which is a legislated

process of community needs identification in consultation with communities. The IDP process also ensures that projects sponsored by mining companies are linked to government's development priorities.

"We have deliberately geared up our social investment efforts to help address challenges faced by communities in the Mpumalanga area. We undertake thorough processes to understand the unique social, cultural and legal contexts in the areas where we operate. We endeavour to have regular, open and honest conversations to better understand what our stakeholders need and expect of us as a local champion in the area," Mike said.

The construction of this project created 80 job opportunities for local community members of which more than 50 percent of them are youth. Seriti enlisted the services of a local project management company which is 100% owned by a black Woman with disability.

This company together with a local construction company which is 100% Black women owned were appointed to manage the delivery and execution of this project. ♦



Minister of Mineral Resources & Energy
Mr. Gwede Mantashe



Beryl Coal Dignity Program In The Oogies Community

Local schools in the Phola, Oogies community continue to receive much needed assistance for female students through the Beryl Coal dignity program. The initiative which was launched in May 2021 has seven beneficiary schools which are: Sukumani P School led by Ms Simelane, Mabande High School under Mr Dube, Thuthukane P School under Mrs Masinyaneng, Siyathokoza P School led by Mr Sibiya, Mehlwane H School under Mr Thanjekwayo, Makause H School led by Mr Ntuli and Hlanguphala P School led by Mrs Ntuli which saw more female students benefiting.

The company donates on average 3 500 sanitary towels a month and to date more than 12 000 units have been shared amongst the different beneficiaries.

This is a project that is ongoing because of the dire need identified by the Department of Education and local social organisations in the area. Former President Nelson Mandela once said *"Education is the most powerful weapon which you can use to change the world."*

An ideal he believed in whilst he was alive and an ideal that continues to live in the lives of many South Africans. This is an ideal that is the cornerstone of Beryl Group, a company that is forward-looking with a focus on long-term value. It is through the leadership principles of this company that has engraved the believe that every girl should be given an opportunity to access their right to education. In South Africa, it has

been observed that women and girls often don't have enough money to buy female hygiene products. The adolescent girls struggling to buy female hygiene products must turn to rags, socks, even notebook paper, and often lack access to clean water and private toilet facilities.

The lack of proper female hygiene continues to keep girls out of school, missing out on important curriculum monthly and having less chances of finishing their studies. This was a reality that Beryl Group CEO, Dr Reabetswe Kgoroadira was against "as a female in the male dominated industry, I have come to understand the importance of education especially for a girl child. We want more girls to enter this industry hence this project is personally close to my heart. We need our children in school every day regardless of their circumstances for their own health and wellbeing and for the success of the community" she said.

Kgoroadira explained that the project will continue until December and possibly in the New Year and hopefully more schools will also be included as beneficiaries. She noted that the topic of menstruation continues to be considered taboo because of cultural and religious beliefs. It is however important for girls to be taught, conversations to be held and the societal norms to be challenged, "One day at a time Beryl Group continues to challenge this stance" she concludes.



BERYL
COAL

Beryl Coal Bursary and Enterprise Development for the Phola Community

As part of the Beryl Coal's community outreach and development programme to address some of the challenges within the local communities, skills development is offered to currently unemployed individuals who would like to take part in the following initiatives (blasting assistants, earthmoving machinery, driving lessons, welding, beauticians - preferably and strictly for current salon owners within the community).

The company also gives assistance to local entrepreneurs through their Enterprise Development Plan. Beryl Coal recently hosted an Enterprise Development Workshop for interested local SMME to learn basic business skills on how to grow and manage a small business. These initiatives are creating opportunities for the communities to be self-sufficient and manage sustainable businesses.

Celebrating our Women in Mining, Meet CEO, Dr Reabetswe Kgoroadira

Mining CSI is proud to be associated with women of virtue and this women's month celebrate Beryl Group which is a majority black female-owned entity under the astute leadership of Group CEO and partner Dr Reabetswe Kgoroadira.

Dr Reabetswe Kgoroadira holds a PhD in Economics from Cranfield University (UK), an MBA from Kent University (UK) and a Bsc Electrical Engineering degree from The University of the Witwatersrand, South Africa. She serves as a board member of Bollare Africa Logistics South Africa.

Before joining the Group she held various executive positions at Standard Bank and South African Breweries (SAB), including senior management positions at SAP Africa. She was an external examiner in the school of Electrical and Information Engineering at the University of the Witwatersrand (Wits) and served as a board member of the UJ-NYDA Institute. ♦





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mineral resources & energy

Department:
Mineral Resources and Energy
REPUBLIC OF SOUTH AFRICA

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One of the major challenges of LED and CSI is coordination between mines, local governments and the communities.

Com Consulting can assist

Com Consulting

Com Consulting can assist with the development of Mega LED projects in the local municipal areas, funded by mining companies. The projects are in most instances incorporated in the existing project plans in the Integrated Development Plans for the various municipalities, as well as plans from the DMR. These areas are based on mining company Social & Labour Plans.

OUR AREAS OF EXPERTISE:

- Mine Rehabilitation
- Mine security consulting
- Social and Labour Plan Consultants
- Conflict Resolution between mines and communities
- Fuel Wholesale
- Project Management
- LED & SLP capacity training workshops
- Training

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Our Partners



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