

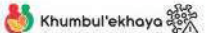
Mining CSI

Local Economic Developments by Mines

Volume 30 • 2021



**YERSHEN
PILLAY**
CHIETA CEO



**OUR NEW
NORMAL**

**COVID-19 will be
with us for months
and years to come**

Learning to deal with it must
be our new normal

 Many people
who get it will
not feel sick,
but they can
still spread it

Be responsible

Protect yourself,
protect your colleagues,
protect your families
and communities. And,
especially protect those
who may be vulnerable

 **STAY SAFE
AND HEALTHY**
AT HOME AND AT WORK

#MakingMiningMatter

ALSO IN THIS ISSUE:

PAN AFRICAN RESOURCES – Barberton Mines Women In Mining Workshop

PALABORA MINING COMPANY – Unlocks Growth Through Infrastructural Development in Phalaborwa

SIBANYESTILLWATER – Creating Socio-Economic Development in Local Communities

PILANESBERG MINING COMPANY – Supports a Diverse and Inclusive Workplace

GLENCORE – Hands over Four CSR Projects to Support Local Communities

www.miningcsi.co.za



info@sagislogistics.co.za



082 324 0503

CAR RENTAL SERVICES



SAGIS Logistics is a car logistics company specializing in facilitation of transportation for car rental and hiring in South Africa. Due to high demand of transportation services post covid-19 period, SAGIS Logistics was established to cater for the traveling market for social, business, tourism and economic travel needs.

SAGIS Logistics has partnerships with most car rental companies in South Africa, such as AVIS, Europcar, Hertz and Dollar Thrifty of which are all available throughout the country and all the airports.

TRANSPORT FACILITATION SERVICE

The company is able to provide vehicles with unlimited km in most cases due to wide range availability of vehicles from car rental companies which makes it easy and possible.



UNIQUE OFFERINGS

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- Cash Deposit
- Unlimited Kilometres
- All car groupings available
- Individuals, corporates & groups



Social Upliftment and Community Development Through Impact Investing

Our priorities for the investment in critical skills for economic growth in communities around our operations include:

-  Delivering local social and economic benefits through the implementation of social and labour plan commitments and corporate social responsibility programmes;
-  Strengthening institutional capacity and unlocking and mobilising partnerships and resources to resolve collective challenges;
-  Ensuring that we create shared value beyond compliance, and
-  Contributing to integrated spatial development by improving the living conditions for our workers.

#OurMiningImprovesLives
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Sibanye we are one
Stillwater

Editor's Note

The year 2021 has been a turbulent one for all of us worldwide from lockdowns of many country's economies due to Covid-19 to climate change summit aimed at saving humanity from self-destruction to South African Local Government elections and high unemployment statistics in the country.

These are some of the issues the country is grappling with, but the good news is that Investing in African Mining Indaba is back, and the event will take place at the same usual venue in Cape Town International Convention Centre on 9 – 12 May 2022. This will once more bring all the mining industry's captains under one roof and tackle mining challenges to boost economic recovery of many countries battered by Covid-19 pandemic.

The latest instalment of climate change event, COP26 took place in Glasgow, England during November 2021. The conference which was supposed to yield positive results for mankind's future seemed not to have made much anticipated headway and progress as was expected by many people around the world, especially those Island nations throughout the globe.

There were no concrete agreements on meeting the greenhouse gas emissions target as set out by the Paris agreement five years ago, this is a tragedy in the making for our one and only planet. Coal mining businesses probably got some relief, which is not good for the environment as no clear target to decommissioning of coal mining was agreed upon where all parties were supposed to sing from the same hymn sheet.

The rich nations have never delivered from their promises to provide \$100 billion dollars annually to poorer nations and new clean technology in order to mitigate the worsening climate change phenomenon. Poor nations are bystanders while their economies and environment will suffer in decades to come if the increasing heat of the planet cannot be slowed down. This will be seen as the lost opportunity to save

mankind and the planet we live in for the future generations to come. South African politics have changed the landscape as the country had its local government elections on the 1 st November 2021. The voter turnout was by far the lowest in the country since the dawn of democracy in 1994. And those who turned out to vote have expressed themselves by not giving any one political party majority to govern in most metros as there where many hung Councils in many municipalities. In essence voters are saying to politicians, work as a collective and deliver services to all South Africans instead of serving yourselves and your own interests only.

This issue is graced by a charming CEO of CHIETA, Yeshen Pillay who is very paasionate about SMME development and what his organization is doing to assist small and medium businesses that needs help to grow and provide services to their communities. Please read more on this story on pages 4 to 6. With the latest high unemployment rate as indicated by the statistician, Mr Risenga Maluleke recently on the fourth quarter numbers, Chieta's contribution is crucial as that of mining companies in the country.

Please vaccinate and stop the spread of Covid-19 so we can all go back to normal living as clearly articulated by our President, Cyril Ramaphosa. Please note that This Mining CSI issue is the 30th Volume since the first issue was publicized in 2008, and what a milestone it is to celebrate thirteen years in publication.

May you enjoy the read as much as we have enjoyed putting this issue together for you, and lets hope 2022 will be good for everyone as life returns to normal. ♦

Moses Sibiya
Managing Editor





In This Edition



Cover picture: ©CHIETA

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- 4 An Interview with Yershen Pillay
- 8 Amakhala Emoyeni Community Fund Trust lighting The Community Of Cookhouse
- 9 The Blackumbrellas features Sika Creative Agency
- 10 Ritluka Resources: Impact Above and Below the Surface
- 12 To The Tee
- 13 R155 000 Raised From Bakwena's Annual Charity Golfday
- 14 Barberton Women in Mining Workshop
- 16 PMC Unlocks Growth Through Infrastructural Development in Phalaborwa
- 19 Macsteel Focuses on Customer Centricity by Relocating to a New Home
- 20 Glencore Rhovan Mine Hands Over Four CSR Projects to Support Local Communities
- 22 Vahlengwe Company Profile
- 25 Tiveka Game Lodge
- 26 Serisha Barrat, Female Tech Entrepreneur With A Vision for Social Justice and Economic Growth
- 27 Pilanesberg Platinum Mines Supports Diversity
- 29 Minerals Council South Africa Advancing The Adoption Of 4IR in Mining
- 30 Creating Socio-Economic Development Value in Local Communities

MiningCSI

www.miningcsi.co.za

Yershen Pillay (YP) is the chief executive officer (CEO) of the Chemical Industries Education & Training Authority (CHIETA). He has a Bachelor of Social Science (BSocSc) degree in Political Science and Economics from UCT, a Postgraduate Diploma (PG Dip) in Business Administration, and a Master's in Business Administration (MBA) from GIBS, UP. Pillay had a successful early career where he focussed on youth development serving as the Executive Chairperson of the NYDA from 2013 until 2016. He served as board member for the National Student Financial Aid Scheme (NSFAS), and the South African Diamond and Precious Metals Regulator (SADPMR). He has also served on the Quality Council for Trades and Occupations (QCTO).

Since 2018, he has served as board member for the South African Forestry Company (SAFCOL) and Airports Company South Africa (ACSA).

In 2005, Pillay received the Deputy Vice-Chancellor's Leadership Award for Excellence in Leadership, UCT. In 2015, he received the Achiever of the Year Award 2015, presented by Prime Media and Regenesys Business School.

Interview with **YERSHEN PILLAY** CEO, CHIETA

MCSI - Briefly, please tell us more about CHIETA and describe the state of the training fraternity in the country currently?

The Chemical Industries Education and Training Authority (CHIETA) is a statutory body that was established by the Skills Development Act in 1998. CHIETA's role is to facilitate skill development as well as to ensure that skills requirements are identified and addressed through various training initiatives in the chemical industries.

Our objectives and functions include the effective execution of the National Skills Development Strategy in the chemical sector, identifying skills requirements and shortages, and effectively responding to these needs



and shortages through investing in learner support and structured partnerships with employers and other entities. In doing so, our focus is on artisan development, the provision of bursaries, internships, learnerships, work-based integrated learning programmes, targeted skills development programmes and entrepreneurial skills development including support for start-up.

MCSI - The chemical industry has not been absolved from challenges, except Covid-19, what are the most significant challenges that are experienced at the moment and how are you planning to move these challenges to opportunities?

YP - South Africa has a startling youth unemployment rate, so it is vital that every entity with the power to do so invests in our young people by equipping them with the skills they need to take advantage of our ever-changing job market and technological landscape. The research data suggests that 97,5% of all businesses in the country are SMEs contributing approximately 35% to the GDP of the economy. Recent data also indicates that 90% of SMEs are struggling to survive, while bankruptcies of SMEs have increased by more than 50% in the last six months.

This data is extremely concerning given the role that SMEs play in job creation and economic transformation. One of CHIETA's aims is to provide structured advisory, mentorship and coaching support to ensure sustainable growth of the SMME sector. Amongst other things we have joined forces with the University of Johannesburg's (UJ) Centre of Entrepreneurship to help stimulate SMME growth in the chemical manufacturing sector. The programme has already

been a resounding success, with 64% of the participating SMMEs, already reporting a 25% increase in their top-line revenue. These enterprises are involved in the manufacturing of chemical detergents, beauty products and health supplement products.

MCSI - It is almost a year since your appointment as CEO of CHIETA, what has been your learning in the industry and how is the future outlook in the industry?

YP - The future outlook for the chemical industries is digital. The factory floor is becoming increasingly automated requiring more digital skills for greater success. The mining industry is also increasingly making use of intelligent automations in the form of artificial intelligence and robotic process automation to improve operations. CHIETA is set to become the most innovative SETA in the skills development and training landscape. Digitisation will be a key driver of this innovation and the organization will evolve into a fully digitized organisation in a very short space of time. My first 100 days in office has been exhilarating. The team at CHIETA is highly professional and welcoming of change. I have been supported by this highly professional, industrious and high-performance team to accomplish numerous short-term goals in the first 100 days. The first goal was to prioritise innovation in skills development and training in order to create new value and position CHIETA as a preferred partner in new value creation. To this end, we have initiated efforts at a new service innovation strategy for the organisation.

One of our flagship programmes is to establish a CHIETA Innovation Lab by the end of 2021. The second goal has been the laying of a strong foundation for digital transformation. A digital transformation steering committee has been established to ensure a fully digitized organisation able to respond to an industry in transition. In the space of only 100 days we have been able to establish new collaborations with other SETAs and industry players with the main aim of substantially increasing impact.

MCSI - You are very passionate about the promotion of STEM education amongst the youth. How do you see CHIETA making a notable difference especially with students in rural communities?

YP - I believe a stronger focus should be placed on STEM related subjects and fields to alleviate blockages in South Africa's talent pipeline. STEM education is important because it allows CHIETA to develop the next generation of problem solvers, critical thinkers, and innovative leaders for the chemical industries. At CHIETA we understand the imperative of reskilling and upskilling the chemicals industry. We need to overcome polarisation of the labour market opportunities between high- and low-skill jobs, unemployment and underemployment especially among young people.

To this end, CHIETA is rolling out several interventions that will accelerate STEM development and the country's 4IR readiness posture. CHIETA's investment in career guidance projects (many of them at rural schools) stand at more than nine million rand of which a considerable amount is dedicated towards preparing and providing learners with the skills they require to align with 4IR. We will also be launching a dedicated STEM education programme for young girls with the outcome of increasing the participation of young girls in STEM from 35% to 50% by 2025. Additionally, CHIETA recently donated 1000 devices to matric learners which came preloaded with Whiz software, therefore eliminating data costs typically absorbed by learners

MCSI - Please tell us more about the discretionary grants and how can people apply for this opportunity?

YP - In the first quarter of the new financial year, we have awarded R235.1 million worth of discretionary funding that is expected to benefit 10 863 learners. There are various discretionary grants which are advertised on CHIETA's website.

MCSI - Mining CSI focuses on community development different organisations embarks on; briefly explain to us on how you are assisting the general public and the different projects undertaken?

YP - We have plans to ensure that every corner of the country has a fully automated SMART Skills Centre. The aim of such a digitized skills centre will be to bridge the digital divide between urban and rural. These centres will include spaces for training to be conducted in augmented reality (AR) and virtual reality (VR). It will



also contain infrastructure to support small businesses and cooperatives to run their enterprises. CHIETA's first SMART Skills Centre is planned for the communities around Saldanha Bay in the Western Cape with a second one planned for Ulundi in KZN. As part of our Vision 2025, CHIETA aims to establish a minimum of 15 SMART Skills Centres by March 2025.

Other community development initiatives include our recent training programme for cooperatives development where 40 community members in KZN were trained in chemicals manufacturing. The local community initiative was launched by Minister Blade Nzimande on the 12th October 2021. A further R5 million has been made available for local co-ops development in this financial year alone. In collaboration with SAICA's Hope Factory, 30 small businesses from the local communities around Mdantsane in the Eastern Cape were supported with business administration skills to grow and sustain their enterprises. A further R15 million has been made available for small business development on the current financial year.

MCSI - Is there anything you would like to add that you would like our readers to be aware of?

YP - CHIETA is leading the way with new and innovative skills programmes such as our recently launched robotics programme in partnership with the South West Gauteng TVET College. The program aimed to integrate robotics into the curriculum of learners in various fields thereby giving them exposure to essential 4IR-related skills. CHIETA funded this programme to the tune of R 1,4 million for 150 learners. Some of the learners produced robotics applications suitable for the automated mining environments as well as for assisting in chemical spillages. ◆

Built Tough!!

Report by BRYAN KAYAVHU & Images © Ford South Africa

We all witnessed Leo Prinsloo become an internet sensation when he masterfully foiled a cash-in-transit heist while driving an armoured bakkie. The global community only had positive sentiments for the way he calmly handled the situation and the way the armoured vehicle protected our local legend from a barrage of gunfire.

Be that as it may, the incident served as a reminder of just how exposed South Africans and their businesses are to crime. This is why we feel that there is no better time to invest in the new armoured Ford Ranger Raptor bakkie.

Engineered by SVI Engineering, a market-leading mechanical engineering security firm, the Ranger Raptor is an armoured bakkie designed to serve the needs of the individual, corporate, security, mining, and governmental markets. By using Kevlar sheets for the body together with 18-21mm armoured glass, the B4 package (as it is internally called) offers bullet-resistant protection against handguns up to .44 Magnum.

This feature-set offers a tremendous anti-hijack solution, which also offers protection against brick-

throwing and other handheld projectiles. At 280kg, the package is relatively light-weight, which means there is not much compromise associated with vehicle acceleration, dynamic performance, and fuel consumption.

This also means that the Raptor does not need additional suspension bracing, as the standard Fox suspension setup is more than equipped to perform as intended, despite the added weight. The build time of a B4 armoured Ranger Raptor is around ten weeks, while the Ford approved B4 package will set you back R460 000 from any Ford dealer.

In addition to Ford Protect after-sales service, the armoured Ranger Raptor will also get an additional one-year/50 000km warranty on the armour components from SVI Engineering. Therefore, if you find yourself in sectors such as the mining industry which makes you a high-value target for criminals, then you need a tough and reliable armoured bakkie to protect both your life and business interests. There is no better partner than the reliable blue oval giant, who is offering you a bullet-resistant bakkie that is BUILTTOUGH! ♦



POWERING POSSIBILITY

Amakhala Emoyeni Community Fund Trust_lighting The Community Of Cookhouse

Diversified mining company Exxaro Resources' Cennergi and the Amakhala Emoyeni Community Fund Trust (AECFT, the beneficiary of ED and SED funds from the 134 MW Amakhala Emoyeni Wind Farm) in partnership with the Blue Crane Route Local Municipality did an on-site inspection of the erection of thirty (30) solar powered streetlights during October.

The battery pack streetlights aim to assist with lighting up the most vulnerable parts of Cookhouse to prevent crime and promote safety.

Roland Tatnall, Exxaro's MD for Energy explained that the electrification of this area through solar energy highlights Exxaro's sustainable energy values and how the mining company is addressing environmental challenges.

"Through the erection of solar powered lights, not only are we able to light up a community which was once surrounded by darkness, but we are able to do so in the most environmentally conscious way as solar power holds some of the greatest potential of all South Africa's renewable energy sources," adds Tatnall.

Pastor Ndudumo Mthathi, a Cookhouse resident, was highly grateful to the team involved for the improvement to the community, "At night you can't see people until they are right in front of you." He goes on to explain that the safety measures have been increased; previously it was easier for criminals to break into their homes at night (more so when they

weren't home) due to the darkness.

Local ward councilor Mpumelelo Steve Kwatsha explains how vital it is for the community and Cennergi to collaborate to grow the community from an economic and involvement perspective.

"It has created 14 job opportunities for our people, especially the young people. We have a very high unemployment rate in our areas so projects like this assist with eradicating poverty."

Creating sustainable solutions for our communities is key for Cennergi and ZP Energy. This project enables the two companies to drive renewable energy initiatives and decrease the electricity demand on the Eskom grid. Muhammad Khan, the owner of ZP Energy and project contractor expressed,

"The thirty lights will be put up in three different streets, Ndyamarha Street, Sinyanza Street and Joe Slovo Street, lighting up different parts of Cookhouse and changing the livelihoods in 108 households. We are really happy to have worked with the local community members."

He says that out of his sixteen-man team, fourteen are from this community and people who he would work with again.

Ndyamarha, Sinyanza and Joe Slovo streets will never be the same again. These streets have now been made more secure and safe through the installation of these solar lights which are sure to brighten up parts of the community which were once left in darkness. ♦

Liat Madinane had a dream: to help corporates tell stories that communicated their brands, and spread their message. To this end, she created Sika Creative Agency (Pty) LTD in KwaZulu-Natal.

The company is a branding and communications agency, positioning itself as a forerunner in corporate storytelling. To help her get started, Liat joined Black Umbrellas, where she received training, mentorship and coaching to get her business off the ground.

Liat's story is one of success; of dogged persistence in a time of global economic hardship caused by the pandemic. It is also the story of relentless pursuit of excellence in all she does. Sika Creative Agency is equipped with the skills and expertise to communicate brand messages through marketing, branding and communications services.

"I joined Black Umbrellas because I wanted to build a strong and sustainable business and I believed that in order to do that, I need training and development," she said. Liat believes that a platform like BU, one that has been developed for entrepreneurs, equips her with the right knowledge, exposure and experience to be a better leader and entrepreneur. "I strongly believe I was born to be an entrepreneur and that I am doing what I was born to do!"

Despite the many societal inequalities and economic challenges that businesses in the Black Umbrellas programme face, they continue to show resilience and persist in their dreams to become sustainable and successful.

Donate to Blackumbrellas

Donate to Black umbrellas Any amount, big or small will make a big difference! All donations are tax deductible and that donors may be issued with a Section 18A Tax Certificate. Donating to Black Umbrellas is a direct contribution to the growth of SMEs that have the potential to create jobs and uplift the South African economy. By partnering with us, you are giving innovative entrepreneurs access to key business development opportunities necessary to grow their business to the next level. ♦

For any queries,
please email jocelyn@blackumbrellas.org.



RITLUKA RESOURCES: IMPACT ABOVE AND BELOW THE SURFACE

Success in business is all about having an impact, and that's a principle that the leadership team behind Ritluka Resources has fully embraced as they have grown their company. With the word 'ritluka' meaning 'leaf' in Tsonga, it's clear that growth was an objective that they were focused on from the moment they established their contract mining enterprise in 2014.

The depiction of a leaf in the company's logo aligns to Ritluka's commitment to sustainability, a criterion for success which has become increasingly important in the mining sector as resource owners look to enhance their Environmental, Social and Governance (ESG) scorecards. Here again, Ritluka is having a positive impact.

With backgrounds in geology and mining engineering, Ritluka founders Bonga Myeza and Rhandzu Ngobeneni are able to offer insights that are both impactful and actionable.

Their first step in every customer engagement is to understand the nature of the project at hand, and its potential impact across the board. That includes making an accurate assessment of the project's impact on the client's business (such as cost increases and profitability), as well as its ecological impact.

Equipped with this level of understanding, Ritluka is then able to devise customised solutions by drawing on the applicable elements of their holistic service offering. The company stands out as the only South African mining services company that specialises in both surface and underground service delivery.

This diversity of expertise enables Ritluka to add value across a wide range of mining scenarios as encountered in South Africa and neighbouring countries. This ability to meet clients' needs is further augmented by Ritluka's commitment to finding innovative, technology-driven solutions designed to help clients extract maximum value from their resources.



Maintaining their independence as a company has also enabled Ritluka to be more impactful – decisions are made in the best interests of clients rather than shareholders.

Throughout the history of Ritluka, both founders have been keenly aware of the need to present a positive impression of the company to both new and potential clients. In what has become an increasingly competitive industry, they are demonstrating that their company is a serious player and is in it for the long run.

The need to make a positive brand impact forms part of the rationale behind Ritluka's choice of world-class equipment with which to deliver outcomes, alongside an absolute commitment to industry-leading customer service.

Again, the company's name and logo are entirely appropriate: by enabling growth, Ritluka is ensuring the ultimate positive impact in an industry with immense and ongoing potential to contribute to economic empowerment, job creation, upskilling and sustainable economic trajectories.



OUR SERVICES

Opencast Mining

- Earthmoving
- Coal Extraction
- Road Construction
- Rehabilitation

Underground Contract Mining

- Production Mining (Mechanized and Conventional)
- Dyke Drill and Blast
- Stonework Development
- Conveyor Belt Construction, Operation and Maintenance
- Road Construction and Maintenance

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

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

Underground Mine Support

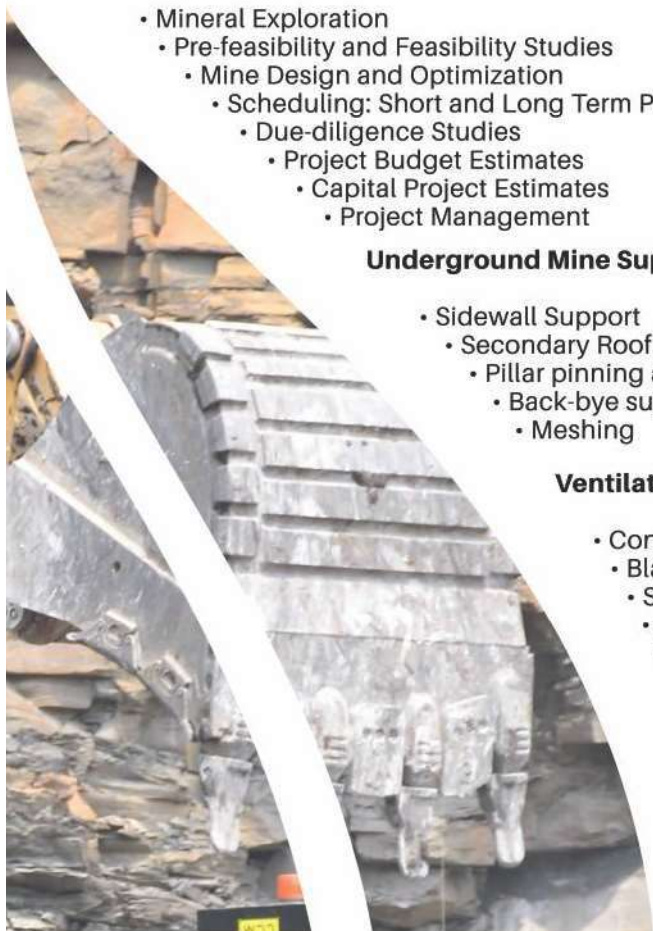
- Sidewall Support
- Secondary Roof Support
- Pillar pinning and strapping
- Back-bye support
- Meshing

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

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Enjoy the day with your clients and we do the rest.



About us

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R155 000 Raised From Bakwená's Annual Charity Golf Day

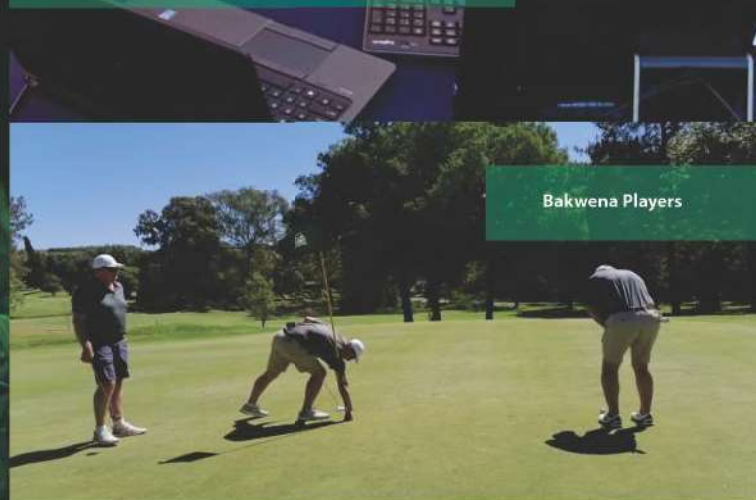
Bakwená Platinum Corridor Concessionaire (Pty) Ltd, (Bakwená) held their twelfth annual charity golf day at Wingate Park Country Club on Tuesday 2nd November which saw an amazing amount of R155 000 being raised for their selected charities.

Collectively these annual charity golf days have raised over 2 million to date for charity. The six charities who were selected to benefit from this year's event are Thusanang Early Learning Centre, PinkDrive, WheelWell, Cansa, Laudium Cancer Care and Mohau House.

"The success of this event would not have been possible without the generous and consistent support of our valuable stakeholders, who have supported us for the last twelve years", says Bakwená's Solomon Kganyago.

"This initiative falls under our social development programme where we contribute to the health and wellbeing of communities adjacent to the N1N4", says Kganyago. The competition was tight however 10 lucky fourball teams were able to walk away with prizes. One lucky winner walked away with a raffle prize worth over R2 000 which was donated by Webber Wentzel.

Bakwená would like to thank the following stakeholders that supported their 2021 charity golf day: African Infrastructure Investment Managers, Basella Maintenance CC, Bridge Jointing, Endangered Wildlife Trust, EOH, G4 Civils (Pty) Ltd, Harties Cableway, JG Africa (Pty) Ltd, JCB Generators, Magna BC, Merchelles Collective (Pty) Ltd, Mikros Traffic Monitoring (Pty) Ltd, Nedgroup Investments, Nyeleti Consulting (Pty) Ltd, N3TC (Pty) Ltd, Pt Operational Services (Pty) Ltd, PR Worx, Raubex Construction, Roadmac Surfacing, South African Road Federation, Scenivision, Signs R Us, Tolcon Group (Pty) Ltd, WBHO, WebberWentzel, X-Factor Safety.





Barberton Mines Women in Mining Workshop

On 6th October 2021, Barberton Mines Limited (BML) hosted its first Women in Mining (WIM) workshop, which was organised by the Company's Women in Mining Committee (pictured).

The aim of the workshop was to create a platform for all BML female employees to share their experiences, identify and minimize possible threats associated with gender-based violence in the workplace, as well as progress the Company's 5-year transformation plan for the empowerment of women in the mining industry.

The WIM workshop included approximately 50 female employees from BML, who were carefully elected to represent all employee categories stationed at both underground and surface sections of our operations.

Highly experienced subject experts, who presented on their areas of specialisation, included Ms. Itumeleng Phoshoko from Pan African Resources (Women in Leadership), and from the BML operations teams were Ms. Fortunate Ngomane (Enabling meaningful participation of women in the mining sector), Ms. Samantha Pretorius (Mining processes), Ms. Prudence Makamo (Women in mining today) and Ms Susan Fourie (Dress code policy).

As part of the WIM workshop proceedings, attendees were familiarised with self-defence tips, while other subjects covered included personal effectiveness, personal development, as well as advice regarding gender-based violence sexual harassment, dress code and skills development, to name just a few.

Pan African Resources is committed to producing high-margin gold ounces in a safe and efficient manner, while developing our people, investing in local communities and minimising the environmental impact of our operations.

Projects completed recently include the installation of high-mast lights in host communities at our Evander Gold Mining operations and the first Women In Mining Workshop hosted by Barberton Mines, as more fully described below.



Evander Gold Mining High Mast Lights SLP Project

At the end of September 2021, Evander Mines officially handed over the high mast lights that the company installed in the Sakhisizwe and Embalenhle communities around our operations in Evander, as part of its continuing SLP projects.

The commemorative event took place at the Sakhisizwe community and attended by community members, municipal officials from the Govan Mbeki Local Municipality and the Traditional Authorities. The Executive Mayor, Hon. NG Zuma is seen officiating with Evander Mines GM of Elikhulu operations, Mr.



Oriel Shikwambana. Community representatives expressed their gratitude at the installation of the lights, indicating that safety at night has been greatly improved and the project was a real need in the communities.

Going forward, all stakeholders agreed on increased collaboration in the planning and implementation for high-impact and sustainable community projects. ♦





PMC unlocks growth through infrastructural development in Phalaborwa

Historically, mining has played an important role in its host communities' development of necessary and critical infrastructure such as roads, access to water, electricity, etc. Palabora Mining Company (PMC) is one of the leading contributors in the Mopani district's GDP, through direct and indirect employment for rural communities. PMC employs 2 712 directly and 2 500 through different contractors providing services and supplies to the mine.

Employment provided by PMC does not only support the wider community but also brings the necessary tax revenue to government to fund other services like social grant payments, health services, education, welfare, safety and security.

At PMC, it is our firm conviction and responsibility to deliver long-term development projects that benefit the host communities and we are committed to leaving a long lasting positive legacy beyond our existence as a mine. That is why building thriving communities is one of the strategic goals to contribute towards local sustainable development.

PMC believes in sustainable partnerships and community upliftment projects that promote better life for the host communities of Ba-Phalaborwa. Socio-

Economic Development has always formed part of PMC's DNA since 1956 and it is exciting that the company will be part of the refurbishment of some of the infrastructure establishments of the past. This happens purely because Palabora has the best interest of the town at heart and has established and built solid relationships. All Palabora's infrastructure projects are meant to lay foundations that are aimed at creating a legacy into the future.

"Our business firmly believes in mutually beneficial relations with all our critical local stakeholders as issues of service delivery and ageing infrastructure affect all of us. We are equally affected by the community challenges since our employees are part of the community. Therefore, we are willingly prepared to be part of the solution and to always help at all times," explained Abby Ledwaba, PMC Manager at Transformation, Stakeholder Engagement and Communications.

He also highlighted some of the projects that the business is currently running, these include, the cleanup campaign, school renovations, building and refurbishment of roads and community facilities, to mention a few.

This brings us to the birth of a new project that the business has embarked on – Repair or construction of about 26 kilometers that will be revamped and maintained as part of the Socio- Economic Development initiatives contained in the Ba-Phalaborwa Integrated Development Programme (IDP). The projects will include areas such as Phalaborwa town, Namakgale, Selwane, Mashishimale, Maseke and Lulekani.

In previous years, community members increasingly stepped into assisting the local municipality of Ba-Phalaborwa to address the challenges relating to the ageing road infrastructure which led to community complaints and discomfort. The 14th of September 2021 was a defining proud moment for PMC, Ba-Phalaborwa municipality officials and other local stakeholders as they officially launched the project.

"I was born and raised in Phalaborwa, this project is personal, and I will make sure that I deliver quality work for the benefit of our town. Thank you for trusting me with the project, the roads are in good hands", mentioned Zelpha Mohale-Majadibodu, founder of Laelo Construction, the appointed service provider for the project and a supplier development beneficiary for Palabora.

We can report that extensive consultations with Ba-Phalaborwa Municipality took place and street names that are part of the project came from that process.

"Through this initiative, we are delighted as our road infrastructure is indeed dilapidated. The Municipality Technical Department is ready to assist and avail their support to you. We are also hoping to learn from the construction team", said Sello Madipe, Technical Manager at Ba-Phalaborwa Local Municipality.

Another noteworthy project in the Social and Labour Plan is the construction of a 3km road for the community of Selwane, approximately 60km away from PMC. The work commenced in July 2019 and is scheduled to be completed by the end of 2021. The project employs labour from the local community.



Additionally, a 3.4 km road will be constructed for Mashishimale village and will also create employment for Ba-Phalaborwa citizens.

Standing firm on our values of Integrity, Courage, Accountability, Caring and Teamwork, we have embarked on an Enterprise and supplier Development, well known as "Palabora Link".

The programme was established in 2018 with the vision of ensuring that we create value and wealth for emerging businesses based in local townships and villages which will lead to more employment opportunities. The programme currently has 65 beneficiaries who employ over 700 people from Phalaborwa.

It is exciting that the business has taken a strategic decision to, where practically possible, support preferential procurement to ensure that the majority if not all community-based projects will be implemented by 100% black owned companies within the local communities. ♦





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MacSteel Ribbon Cutting
Macsteel Staff with MB & NP

Macsteel Focuses on Customer Centricity by Relocating to A New Home

Johannesburg, 04 November 2021 - To provide a more customer-centric approach to servicing their customers, Macsteel Service Centres SA (Pty) Ltd is moving into a state-of-the-art facility in Johannesburg. Macsteel City is located at 233 Barbara Rd, Elandsfontein, and is designed to benefit Macsteel customers by offering much larger inventory, speed of deliveries, and efficiencies.

"Macsteel has been growing its legacy for 116 years. A new step in our legacy journey is Pursuing Reinvention to ensure we remain relevant, agile, and focused on providing the best solution and service to our customers," says Macsteel Chief Operating Officer, Tom Cowan.

"We know how important it is for our customers to have ease of access and options, so by consolidating our Gauteng customer-facing staff and their support function, we ensure a far better and integrated customer experience."

Macsteel City warehouses are equipped with the latest technology allowing the business to digitise key operations, so all inventory moving in and out of the

warehouse will now be barcoded and can be tracked anywhere in the country. "Digitisation has been a key focus for Macsteel as it enables us to have information at our fingertips as well as develop operational scenarios to make informed decisions. It has been one of the significant areas where the business has focused their efforts to evolve the business, streamline operational efficiency and ensure long-term relevance, agility, and sustainability", says Cowan.

"Macsteel City allows us an opportunity to improve our offering completely with our prime focus being the customer. There are plans to ensure all lighting used is changed to LED as well as future strategies to install solar panels which will significantly reduce our electricity costs freeing up capital to invest in core areas of our business that will drive customer benefits and growth."

"We are excited about Macsteel City and understand that change is necessary, especially if we want to align with and meet the needs of our customers. We need to remain adaptable to ensure a sustainable competitive edge," concludes Cowan. ♦



Glencore Rhovan Mine hands over four CSR Projects to support local communities

On Monday 20 September, Glencore Rhovan mine handed over four CSR projects to their local communities situated around the Bethanie area, in North West Province.

The handover was held at the Berseba Sports Field which forms part of the four projects and was attended by Glencore executives, DMRE officials, the Bakwena Ba Mogopa Traditional Council, members from the local municipality and community leaders.

Glencore Ferroalloys Chief Community and Social Responsibility Officer, Conroy van der Westhuizen who gave the opening address, thanked the guests who had availed themselves on the day and particularly the Rhovan Mine team who had worked tirelessly in collaboration with local business partners to ensure the completion of each project.

"Today is a very auspicious occasion because we have fulfilled our commitment which is to 'Progress Together', this underpins the very ethos of Glencore as a responsible and reputable operator.

It is noteworthy to further mention that we wouldn't be here if it was not for the commitment from the Rhovan mine team and our empowerment partner the Bakwena Ba Mogopa Community to improve the lives of the people in this community. As a result of the creation of shared value, we are able to celebrate each and every one of the projects being handed over today and the indelible difference they will make in the lives of those who come from this area," he said.

- The Bakwena Ba Mogopa Local Business Incubation Business Hub which allows local budding entrepreneurs business training and gives them access to computers and free WI-FI as and when they require it. The facility is located in the Bethanie area and is built to the value of just over R3.3 million.
- The Dimapo Primary School classrooms were built after the school reached out to the mine with their difficulties around accommodating students who had to be educated in the administration room due to a shortage of classrooms. Rhovan assisted the school by building two large classrooms with

storage facilities which was all valued at just over R900 000.

- The Modikiwe, Primary School Ablution facility which is located in Modikiwe was financed by Rhovan Mine to improve hygiene at the school after noting the condition of the previous ablution facilities which were not up to standard. Rhovan invested over R1.2 million on the project which is also in line with government's resolve to eradicate pit latrines for student safety.
- The Berseba Sports field which was used as the event venue for the handover is worth over R8 million and was built to accommodate the school's sporting activities and is also open to all community members. Rhovan is also adding a local outdoor gym facility in the same vicinity for community members to use.

GLENCORE

In closing, whatever we do, wherever we go, Glencore takes pride in creating progress and a lasting impact," he said. Also in attendance was the Deputy Minister of the Department of Mineral Resources and Energy Dr Nobuhle Nkabane, who applauded Glencore for adhering to the Mining Charter which obligates all recipients of mining rights to commit themselves to local development amongst the communities where they operate.



The CEO of Glencore Ferroalloys Japie Fullard, who was the keynote speaker on the day, said the most important aspect of all the projects was how they used workforce from the different local communities which helped to create job opportunities for community members.

"It is of utmost importance to us as Glencore to be inclusive in the projects that we roll out. We do this by ensuring that where feasible, we create opportunities for those in our communities which will ultimately also improve their livelihoods. The decision to employ and upskill our very own community members in building each of these projects is an important part of what we as Glencore call "progress together".



I am happy that today we are witnessing the progress made by Glencore towards fulfilling its obligations. We have also noted that local entrepreneurs were awarded procurement opportunities to partner with experienced contractors in executing the various projects. We applaud this because it shows that Glencore has taken a holistic approach to local development which augurs well for sustainable development going forward." she said.

The joyous occasion marks the beginning of many other handovers to come as Glencore continues to roll out impactful projects that aim to outlive the lifespan of the mine, and continue to create progress together for community members for years to come. ♦

ABOUT US

A 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 and certificate in 'Energy Efficiency and Sustainability with University of Cape Town.

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

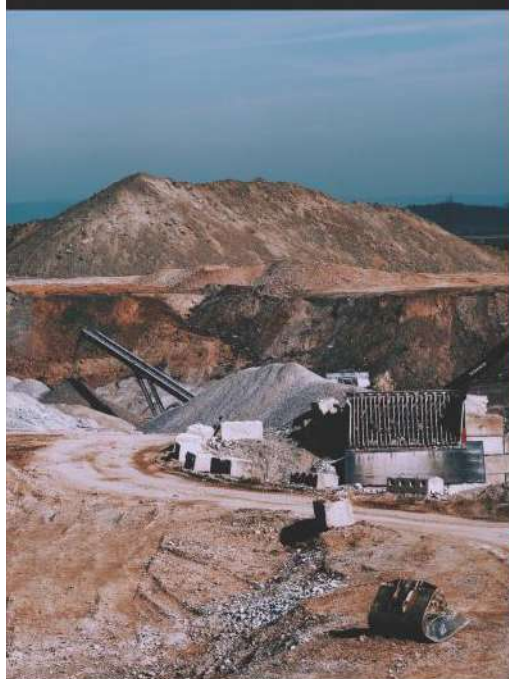
Advisory on cleaner energy transition and reduction of carbon footprint in mining operations and improve reliability of energy supply.

Environment, Social & Governance (ESG)

Advisory on ESG in line with best practices and Corporate Social Responsibilities.



Sunday Mabaso
CEO



VAHLENGWE

MINING ADVISORY AND CONSULTING

Applications

Mineral rights
Environmental Authorizations
Waste licenses
Water use licenses
Mine closure

Annual reports

Statutory reports (MPRDA and NEMA)
Carbon Tax reporting

Mine Rehabilitation

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

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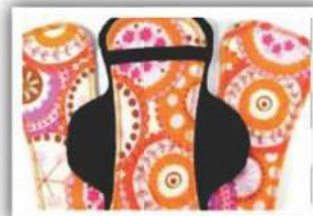
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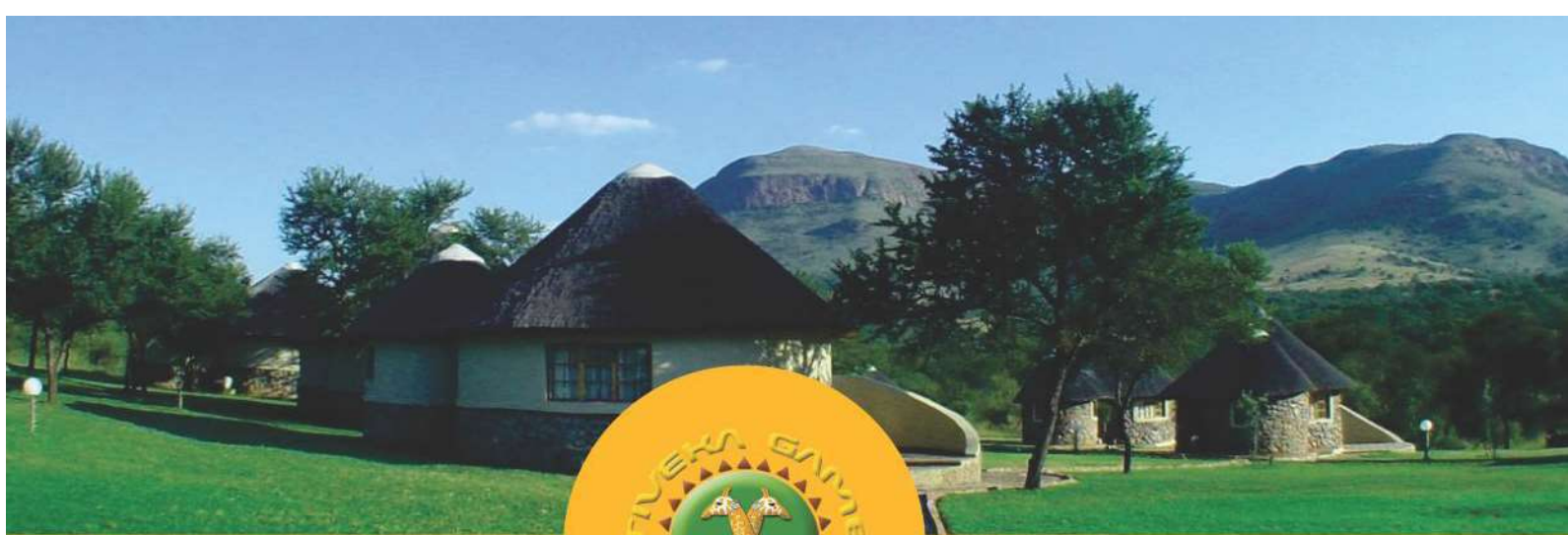
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www.tiveka.co.za

Tiveka Game Lodge is a 3-star lodge situated in the Limpopo Province, 30 km out of Polokwane City along the R101 Road and 25 km to Mokopane town. The Lodge is only 3 hours' drive from OR Tambo Airport. Two hours to the famous Kruger National Park and two and half hours to Botswana Border, Grobblers Bridge and closer to Polokwane Gateway Airport which is 30 minutes' drive. The lodge also has an overview of the first goldmine in South Africa which is Eersteling Monument.

The lodge has 70 rooms with on suite bathrooms including 20 African style rondavels with the view of Southpansberg Mountain. The Lodge offers game drives to see animals like Giraffes, Impalas, Wildebeest, Blesboks and Zebras. Tiveka also hosts annual Summer fun day featuring cultural activities where traditional dances are performed.

Supper and lunch is available on request including traditional food and game meat. The lodge also have braai areas for clients who need to have their own braai.

Our services are as follows

- Accommodation in African Style Rondavels
- Wedding Venue
- Conference Venue
- Game Drives
- Hiking
- Team Building
- Swimming Pool
- Bird Watching
- Bush Braai
- Traditional Food

Attractions in the area

- Irish House Museum
- Bakone Malapa Open Air Museum
- Game Breeding Centre
- Polokwane Game Reserve
- Meropa Casino
- Makapan's Valley Heritage Site
- Lion Park



Contact Details: Tel: +27 15 291 5004 | Cell: +27 71 604 1735 | Alt Cell: +27 83 455 9932 | WhatsApp: +27 60 672 5181 | Email: tiveka@telkomsa.net
Route 101 between Polokwane and Mokopane, 13KS Rietvlei Farm, Portion 28, Polokwane, 0699

Female Tech Entrepreneur with A Vision for Social Justice and Economic Growth

With the pandemic influencing every aspect of people's lives, many are looking to get 'Lawyered Up'. A constantly changing legal landscape has catalysed a need to do things differently. People are seeking smart, affordable legal counsel online. Recognising this need, 27-year-old Serisha Barrat launched 'Lawyered Up', an innovative digital legal turnkey platform.

Lawyered Up serves a dual purpose of offering immediate access to online legal counsel, plus important legal documents. It also provides free services and assistance to victims of gender-based violence.

Barrat says, "The pandemic prompted an upsurge in online adoption. People got used to accessing services online and expectations have changed, for the long-term. The legal profession needs to keep pace. Given this, we developed our platform, which eliminates the need for face-to-face communication by digitising signing documents and jurisdiction impediments. Our aim is three-fold: To help the public access immediate, affordable legal assistance; to create greater job opportunities for lawyers; and to serve those impacted by gender-based violence.

"Lawyered Up is geared to revolutionise the legal world by fostering greater accessibility to legal counsel. It facilitates easier communication between lawyers and clients. It also makes processes as simple and unintimidating as possible." Cape Town-based Barrat was inspired to pivot to an online platform after attending the 2019 World Economic Forum talks on legal tech and the Fourth Industrial Revolution. In South Africa, especially, people often have unequal access to legal assistance.

This platform aims to answer this issue." During the pandemic, many people have lost their jobs. Barrat is dedicated to offering lawyers more freelancing opportunities, calling Lawyered Up the 'Uber' for lawyers. She is also continuing her legal consultancy, which has pivoted to be more digitally led, with online start-up packages and free GBV assistance. The start-up legal packages are aimed at start-up businesses growing in popularity. The legal tech platform targets SMMEs, freelancers, cryptocurrency users as well as corporates, with a suite of services tailored to their needs.

In terms of the GBV focus, Barrat says, "South Africa's dramatic increase in GBV cases was devastating to see. I want Lawyered Up to offer real assistance to people through empowering legal counsel. So, I teamed with pro-bono lawyers to assist with protection orders. A partnership between Lawyered Up and Art of Charity – a non-profit organisation – provides relevant legislation, legal templates, expert guidance and commentary to curb the scourge of GBV. ♦

For more information, visit <http://www.lawyeredup.co.za>



Pilanesberg Platinum Mines Supports A Diverse and Inclusive Workplace



**Pilanesberg
Platinum
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A Sedibelo Platinum Mines Group Company



Lebo Nkuna

Relebohile Nkuna, PPM's WIM management representative says, "As a woman who is passionate about the role women play in advancing the business, I am committed to ensuring that through the WIM Committee, our goal is not only to address issues of gender inequality and discrimination at work but to have a positive impact on the role we play in transforming the industry."

Nkuna further explained that while there has been much improvement in the inclusion of women in the mining industry, the industry still struggles with the challenge of attracting and retaining women in mining.

"We have consequently created a number of strategies and initiatives to profile opportunities for women in mining and we are confident that if we continue this way, PPM will meet the industry's 2025 goal of having a fair and gender-inclusive and diverse industry," she said. Commenting on the role of women in the organisation, PPM's Chief Operating Officer, Casper Badenhorst, said that women at PPM have played an instrumental role in building the organisation into a diverse and inclusive environment that has enabled all employees to perform to the best of their abilities.

"As we celebrate this year's women's month, we acknowledge that PPM has made great strides in opening up the industry to include women both as workers and in leadership positions. However, we need to continue looking at the role that business can play in creating an equal working environment for women and not only in August. We want Zero Harm to not just be a value on our walls, but a way of life and culture at PPM, and aim to ensure PPM is a place where people can be their true selves and where respect and dignity are maintained." ♦

For more information visit <https://www.ppmisa.co.za>.

According to the Mineral Council's report released on 4 August 2020, the Council is working on a strategy towards achieving 30% to 40% women representation across the industry, and 50% in management by 2025, as well as to streamline the member companies & gender diversity and inclusion effort.

In celebrating Women's Month, the Pilanesberg Platinum Mine (PPM) Women in Mining (WIM) Committee said looking at the figures, the future is indeed brighter for women in mining. The PPM WIM committee was established in 2018 to ensure gender equality, diversity, and inclusivity in the workplace. In alignment with the industry's goals, PPM has worked tirelessly towards filling in the gap between the number of men and women representation at its operations. To this end, the mine currently employs 33% of women, and 20% of the senior management team are women.

Com Consulting can assist

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
- LED & SLP capacity training workshops for Municipal Counsellors & Mine Officials
- Social and Labour Plan Consultants
- Conflict Resolution between mines and communities
- Fuel Wholesale
- Project Management



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mineral resources & energy

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MINERALS COUNCIL
SOUTH AFRICA

Minerals Council South Africa ADVANCING THE ADOPTION OF 4IR IN MINING

The Minerals Council partnered with PwC last year to investigate the state of digital transformation in the South African mining industry. The aim of the research was to gain an understanding of how the mining industry visualises the impact of the Fourth Industrial Revolution (4IR) on its people, processes and technologies; how it perceives the evolution of 4IR on their businesses in the years to come; and what steps they are taking to transform their businesses in anticipation of these changes.

The research, which canvassed the views of 23 executives across 19 Minerals Council Members, culminated in the launch of a first of its kind report in February 2021.

The report titled "Ten Insights into 4IR – The State of Digital Transformation in the South African Mining Industry" unpacks ten emerging trends that the researchers believe are consistent with other international studies and can be used by mining executives and other decision makers to navigate their digital transformation journey.

South Africa's mining industry is set to undergo significant transformation in the next decade with advances in technology and innovation driving a lot of what we currently see in the mining industry going forward.

With the digital world presenting so much opportunity and disruption, mining companies will

need to be more agile when thinking about how to align technology with their business needs, as well as making the right choices on partnership and implementation. "Digital is a pivotal game-changer in the mining industry.

According to our research, some mining companies consider themselves as digital champions and innovators that will pilot new technologies without waiting for others to prove it first. New technologies such as artificial intelligence (AI), the Internet of Things (IoT), Robotic Process Automation (RPA), smart sensors, big data analytics, 3D printing and machine learning will all boost productivity in the mining industry.

In the process, mining companies will need to look at ways to upskill their workforces to work in this new world as it will require new skills in order to unlock the benefits of digital transformation," says mPieter Theron, PwC Partner Advisory Services and Head of Industry 4.0 South Africa.

"We believe that regular reports of this nature will help decision-makers across the mining cluster to make better and faster decisions that will enhance the global competitiveness of South African mining," said Sietse van der Woude, Senior Executive: Modernisation and Safety, Minerals Council. ♦

CREATING SOCIO-ECONOMIC DEVELOPMENT VALUE IN LOCAL COMMUNITIES

Sibanye-Stillwater recognised the importance of community development in communities around its operations and has, through its corporate philanthropy strategy, prioritised the vulnerable members of the communities.

As a global leader in precious metals and an economic partner to communities, the Company has an integrated approach to socio-economic development that aims

to positively impact the workplace, the environment, and the community.

In South Africa, the Company delivers socio-economic development through Social and Labour Plans, which are programmes monitored by the DMRE, Corporate Social Investment programmes, and in partnership with employees through an Employee Volunteerism Scheme.

Between 2018 and 2020, the Company spent R460 million on Sustainable Economic Development programmes that support the areas of:

Skills development
and education



Local economic
development



Community
Infrastructure



Sustainable
livelihoods



The Company has focused its attention on infrastructure development in the delivery of health and education. We have, to date, constructed three clinics, donated one house to be revamped into a clinic and 24 mobile clinic units. Fifteen schools in communities around our operations and in areas where we historically used to source labour from have benefitted.

We have also focused on supporting the vulnerable in communities, specifically, children, people living with disabilities and the aged. In this regard, we have supported 38 Early Childhood Development Centres with teacher training, material, refurbishments and food security. The homes for the aged were also supported with food security and refurbishments; and we are currently supporting youth with sports equipment and the disabled with wheelchairs and equipment in partnership with our employees as part of the Employee Volunteerism Scheme.

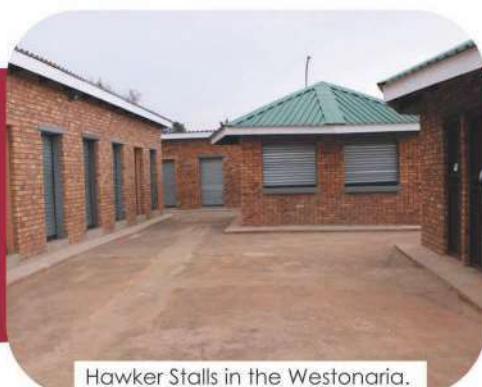
We partner with the government to assist in community infrastructure and have contributed to water and sanitisation, road construction and maintenance, township establishment and, street lights in communities.

Creating skills is critical and to that extent, we have been providing training opportunities through portable skills, Adult Education and Training (AET), learnerships, cadet programmes, internships, and bursaries for youth to pursue university education. A total of 238 employees and 81 community members received portable skills training in 2020 and the bursary scheme has enabled 1 493 learners to pursue careers in mining, engineering, finance and human resources since 2014. We have partnered with Gold Fields, the South Deep Education Trust and the Rand West City Municipality to build a TVET college in the West Wits.

COVID-19 unmasked the realities of unemployment and exacerbated poverty in areas around our operations. We enhanced our economic development skills and livelihood programme by supporting community food gardens which are scalable into micro business, supporting small community businesses, which include piggeries, a car wash, a bakery, and brick-making plants.



Wheelchair donation in Khutsong.



Hawker Stalls in the Westonaria.



Sports equipment donated to schools.

SUPPORTING NON-GOVERNMENTAL ORGANISATIONS (NGOs)

Our support for NGOs is critical and we have been able to provide support to various projects such as food security, income generation and refurbishments. Our approach promotes

long-term benefits, leaving a positive impact as we grow and develop alongside our local communities.

Sibanye-Stillwater, a community that CARES.

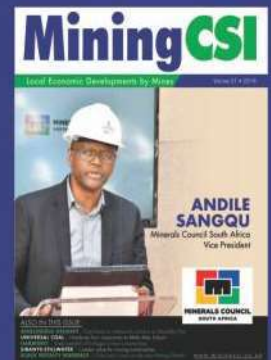
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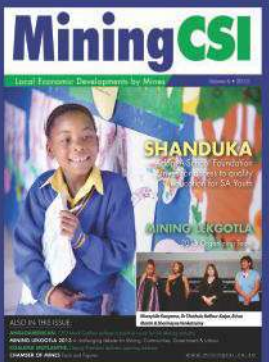
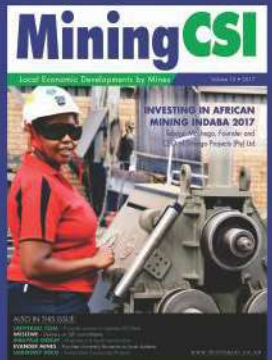


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