

Social and Labour Plan

Submitted as contemplated in Regulation 46 of the
Mineral and Petroleum Resources Development Act, 2002 (Act
No. 28 of 2002)

representing the period 2018 to 2022.

Mining Rights:

WC 30/5/1/1/2/113MR

WC 30/5/1/1/2/114MR

WC 30/5/1/2/2/10040MR

Tronox Mineral Sands (Pty) Ltd.

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LOCAL ECONOMIC DEVELOPMENT PROGRAMME

In compliance with Regulation 46 (c) of the Mineral and Petroleum Resources Development Act

3. Local Economic Development Programme

3.1. The Social And Economic Background Of The Area In Which The Mine Operates (Regulation 46 (C) (I))

3.1.1. Socio-economic Setting

In preparation for the development of this Social and Labour Plan for the 2018 to 2022 period renewal, an independent Socio Economic Assessment was again commissioned through SRK Consulting with a view to providing unbiased information regarding Tronox Mineral Sands direct and indirect impacts on the communities in which it operates as well as the needs of these communities from a local economic development perspective. The focus is on those communities where the Tronox Mineral Sands activities have the most impact and the report is attached as Annexure A for further information.

3.1.2. Areas of Impact

Table 3.1: Towns in Matzikama Municipal Area & Distance from Tronox Mineral Sands.

Town	Population	Distance From Mine By Road (Km)	Distance From MSP By Road (km)	No. Employees Per Town	% Of Total Employees Living in Town
Vredendal	21 518	92	40	258	23.8
Lutzville	7 525	68	16	317	29.3
Vanrhynsdorp	6 308	117	65	7	0.65
Klawer	6 076	113	61	13	1.2
Ebenhaeser	2 608	80	28	33	3.1
Koekenaap	1 300	58	6	20	1.9
Strandfontein	110	95	41	2	0.2
Doringbaai	1 623	101	49	10	0.1
Rietpoort/Molsvlei/ Putsekloof	2 197	116	101	4	0.4
Nuwerus	1 100	75	60	3	0.3
Bitterfontein	1 784	91	76	0	0
Kliprand	260	160	145	0	0

(Sources: Matzikama IDP 2012-2017 and Tronox Mineral Sands SAP HR Database)

3.1.3. Social and Economic Impacts Identified by Tronox Mineral Sands

The socio-economic impacts of Tronox Mineral Sands on the local communities in which it operates can be divided into two categories, namely:

- a) Direct socio-economic impacts as a result of the company's operational activities at the mine and the MSP; and
- b) Direct and indirect impacts as a result of the socio-economic interventions implemented by Tronox Mineral Sands through its Corporate Social Investment (CSI) and Local Economic Development (LED) initiatives.

A number of impacts were identified by academics of the University of Cape Town in a study completed in the late 80's, when Anglo American Corporation (Anglo) was undertaking a feasibility study for the possible commissioning of a new heavy minerals mine on the West Coast. These reports are:

- a) Social Impacts in the broader Vredendal Region – E Boonzaier, Department of Social Anthropology, University of Cape Town, undated.
- b) AAPS West Coast Heavy Minerals Mining Project, Assessment of Regional-scale Impacts – Dr N Dewar and B Simmonds, Department of Environmental and Geographical Science, University of Cape Town, undated.

These were important studies, as some of the potential impacts could already be considered in the design of the mining operations, building of infrastructure such as houses, etc. to minimize the impacts on the communities.

In 2005 a socio-economic impact assessment was conducted when Anglo introduced its newly developed Socio-Economic Assessment Toolbox (SEAT). Tronox Mineral Sands used Golder and Associates to conduct the stakeholder engagement at that time, to ensure openness and credibility of the process. A SEAT report was published in 2005 and this report contained the impacts and management responses to these impacts. Some of the impacts identified by the University of Cape Town in the 80's remained impacts in 2005 albeit many initiatives undertaken by Tronox Mineral Sands to minimize the effects thereof.

In 2011 SRK Consulting was contracted to engage with stakeholders and again to assess possible social and economic impacts. They were requested to specifically identify new impacts, if any, but also to assess the impacts of socio-economic interventions implemented by Tronox Mineral Sands over the years to mitigate

original impacts identified in previous reports. The details of these impacts are contained in the Socio-Economic Assessment that was again conducted in 2017 (See Annexure A: Socio Economic Assessment Report - April 2017)

3.1.4. Relevance of Identified Impacts

a) Demographics:

There is a net in-migration of around 1 000 people per year into the Matzikama Municipal area, with most migrants from the White, followed by Black African population groups. Coloured immigration to the area is very low (Source: StatsSA Community Survey 2016). There is no apparent reason for this in-migration apart from urbanization.

Relevance to Tronox Mineral Sands: In terms of employment equity, it would be difficult to get the demographic split of the country represented in the Tronox Mineral Sands organizational structure.

b) Languages:

Afrikaans is the most commonly language spoken in the area (~96%), followed by isiXhosa (2%), English (<1%) and other indigenous languages (<1%).

Relevance to Tronox Mineral Sands: Internal and external communication with local communities is relatively easy due to the large number of Afrikaans people speaking.

c) Education:

Education levels in the area are low compared to the rest of the Western Cape Province, with approximately 4% of the population never having received any formal schooling, and functional illiteracy/innumeracy levels are high at around 76.4% (Matzikama IDP 2017-2022). In addition to the schools in each of the towns within the Matzikama Municipal area there are a further 9 farm primary schools and two privately owned schools (one primary and one covering grades 1 – 12). The West Coast Technical College is situated in Vredendal.

In discussion with Matzikama Municipality officials, it was indicated that of the 25 government schools in the municipal area, 19 were no-fee schools, 20 schools had

feeding schemes and that 25% of learners that started school did not finish a matric year.

Relevance to Tronox Mineral Sands: Due to the technical nature of the Tronox

Mineral Sands operations it requires school leavers with matric mathematics and science, which the schools are not necessarily supplying. Tronox Mineral Sands has a minimum appointment criterion of grade 10 and therefore does not compete for labour with the agriculture sector.

d) Employment:

Approximately 34% of the population of the Matzikama Municipality is not economically active (StatsSA, 2016). At 14%, unemployment in the Matzikama area is relatively high for the WCDM, although the seasonal nature of employment in the agricultural sector means that actual seasonal unemployment levels are probably much higher. This also contributes to the high poverty levels in the area with almost 43% of households in the Matzikama area living below the minimum subsistence level (Provincial Treasury, 2016).

Relevance to Tronox Mineral Sands: Tronox Mineral Sands provides direct employment in terms of permanent employees as well as indirect employment to contractors and service providers who supply goods and services to the mining and process plant operations.

e) Enumeration Area:

The communities in the Matzikama Local Municipality constitute 57% urban settlement, 32% farm settlement, 8% smallholding and 3% informal settlement. Vredendal is 100% urban settlement, with Vredendal North being 89% urban and 11% informal settlements. Koekenaap is 55% urban settlement and 45% informal, Lutzville and Ebenaeser are 100% urban. During the physical observations it became evident that the informal settlement population is however growing in Lutzville. This is largely due to farm workers moving off farms to live in town.

Relevance to Tronox Mineral Sands: Urbanization causes additional load on the Matzikama Municipality's resources to provide basic services and as such the cost of providing services is relatively high in comparison with other municipalities. The

Private sector needs to support the local municipality as far as possible in the provision of basic services.

f) Gender Distribution:

Females represent just over 50% of the population in most of the areas.

Relevance to Tronox Mineral Sands: It is required by the Mining Charter that 10% of jobs in mining must be filled by females and this split makes it possible to source recruits.

g) Access to Health Facilities and Health Care:

Most towns within Matzikama Local Municipality either have Primary Health Care clinics, or mobile clinics (19) visiting the communities regularly. A Provincial hospital facility is provided in Vredendal. The West Coast District Municipality has an ambulance depot in Vanrhynsdorp and Vredendal. The Red Cross air ambulance service is also available.

Relevance to Tronox Mineral Sands: The Vredendal Provincial hospital provides for basic medical needs, but specialist services are available only in Paarl and the Cape Metropole, which are more than 300 km away. Tronox Mineral Sands employees requiring specialist services do not always have their own transport and a medical vehicle is provided 5 days a week to take patients to Paarl and Cape Town medical centres.

h) Dwelling Type:

In the Matzikama Local Municipal area the dwellings are mostly houses or brick structures on separate stands, but 778 people (6%) were staying in informal dwellings. The percentage of the population that stayed in informal dwellings was recorded as: Vredendal (362 people (13%)), Lutzville (9 people (less than 1%)) and Koekenaap none.

Relevance to Tronox Mineral Sands: None.

i) Source of Water:

Of the population in the Matzikama Local Municipal area, 84% have piped water inside their dwellings, 22% have piped water on their stands, 6% have piped water on community stands less than 200 meters away from their dwellings and 4% have

access to piped water on a community stand further than 200 meter away from their dwellings. The farming community adjacent to the pipeline installed by Tronox Mineral Sands to supply process water from the canal to the mine, receive free water for household purposes.

Relevance to Tronox Mineral Sands: The impact of water and a lack of water is High. At a recent LED Forum meeting on 23 August 2017 it was reported that the current drought has an adverse effect on future economic growth in Matzikama Local Municipal and that alternative ways need to be explored to ensure drinking and other water resources, including industry.

j) Source of Lighting:

In the Matzikama Local Municipal area 95% of the population use electricity, 1% paraffin and 15% candles for lighting. The Koekenaap, Matzikama, and Vredendal Part 3 areas use the highest percentage of candles for lighting. The entire farming community use electricity for cooking and lighting, with 71% using gas for cooking and 29% use candles for lighting.

Relevance to Tronox Mineral Sands: Tronox Mineral Sands assisted the Matzikama Municipality to install electricity to 150 dwellings in Pholla Park as part of a previous SLP.

k) Toilet Facilities:

In the Matzikama Local Municipal area, 94% have access to flush toilets (connected to sewerage system), 11% to flush toilets (connected to septic tanks), less than 1% have access to chemical toilets, 3% to pit latrines with ventilation (VIP), 3% to pit latrines without ventilation, 4% have access to bucket latrines, whilst 13% do not have access to any facility. The backlog of provision of sewerage facilities had been turned around and all now receive this service in Matzikama.

Relevance to Tronox Mineral Sands: None.

l) Refuse Removal:

In the Matzikama Local Municipal area 60% of the population have refuse removed by local authority at least once a week, 1% removed by local authority less often, 3% communal refuse dump, 36% own refuse dump and 1% indicated that they have no

rubbish disposal. Since 2011 the situation has however improved substantially, and all households now have refuse removed.

The farming community dispose of their refuse in excavations dug for such purposes (57%), burning their refuse (71%) and removal to a landfill (14%).

Relevance to Tronox Mineral Sands: Other than the impact on employees living in the towns there is little or no impact on the Tronox Mineral Sands operations as refuse disposal is done in authorized and licensed domestic waste sites at the operations.

m) Access to Telecommunications:

In the Matzikama Local Municipal Area 17% of the population have access to a telephone in their dwellings and a cell-phone, 17% to a telephone in their dwellings only, 11% to a cell-phone only, 10% at a neighbour nearby, 30% to a public telephone nearby, 4% at another location nearby, 6% at another location; not nearby and only 5% have no access to a telephone.

Relevance to Tronox Mineral Sands: None.

n) Means of Transport:

In the Matzikama Local Municipality area 42% of the population is underage and thus do not require transport, 34% travel on foot, 1% by bicycle, less than 1% by motorcycle, 6% by car as driver, 6% by car as passenger, 3% by minibus/taxi, 6% by bus, 0% by train and 2% by other means. Lutzville, Vredendal and Koekenaap have the highest percentage of employees travelling by bus. There was a significant increase in the percentage of the population that travel by bus due to a Tronox Mineral Sands contract with a service provider to transport its employees to and from work.

Relevance to Tronox Mineral Sands: None – all Tronox Mineral Sands living in Vredendal, Lutzville and Koekenaap have access to Company provided transport.

o) Crime:

An analysis of the crime rates in Matzikama indicates a general downward trend in the different categories of offences, apart from drug-related crime, where the trend is upwards. (Source: Crime Information Management – South African Police Services: period April 2003 to March 2010).

Relevance to Tronox Mineral Sands: The misuse of substances and alcohol could have a direct impact on health and safety at the mining operations, the Company has daily alcohol testing as well as random drug testing on site. The increase in drug-related crimes and the increase of the use of drugs in the local communities are however cause for concern and the company supports initiatives to curb this problem.

Table 3.3 below summarizes the positive and negative issues and impacts and indicates that have been raised by the stakeholder group over time. Mention is also made whether the issue or impact was identified in previous reports mentioned above.

Table 3.3: Impacts and Issues Raised by Stakeholder Groupings over Time.

Impacts and Issues	Stakeholders Raising Issue in 1980's.	Stakeholders Raising Issue in 2005	Stakeholders Raising Issue in 2011	Stakeholders Raising Issues in 2017
Higher employment levels.	Local communities and authorities.	Local government and communities, business people and employees.	Local government and communities, business people and employees	Refer to Annexure A: Socio Impact Assessment Report from SRK – April 2017
Positive Impact on local business sales and value add	Local communities and business owners	Business people, local and provincial governments.	Business people, local and provincial governments	
Improved standard of living.	Local communities.	Local communities and employees.	Local communities and employees.	
Damage to ecosystems and competition for resources				
Depletion of water resources	Farming communities	Farming communities	Farming communities	Refer to Annexure A: Socio Impact Assessment Report from SRK – April 2017
Negative impact on environment.	Local communities and environmentalists	Farmers and environmentalist groups	Environmental groupings	
Seepage to groundwater from evaporation ponds	None	Farmers in the Ja-Leeg Area	Farmers in the Ja-Leeg Area	
Dust, air and noise pollution	Farmers adjacent to mining operations	Farmers and employees	Employees at the MSP	
HIV/AIDS prevalence in local communities	None	Local communities and Department of Health.	NGO's	
Decline in house values at mine closure	Homeowners in Vredendal and Lutzville.	Homeowners and local developers	Homeowners and local developers.	
Impact of key socio-economic interventions				
Facilitation of small business development.	None.	Business people	Business people	Refer to Annexure A: Socio Impact Assessment Report from SRK – April 2017
Improved education and skills development	Local communities and business owners.	Local communities, department of education and employees.	Local communities, department of education and employees.	
Improved infrastructure and services	Landplaas Boerevereniging	Local municipality, farmers and local communities	Local municipality, farmers and local communities	
Contribution to local economic development	Local government and communities.	Local government and communities.	Local government and communities	

Improved community health and safety.	None.	NGO's, local communities, department of Health and employees.	NGO's, local communities, department of Health and employees.
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Impacts and Issues	Stakeholders Raising Issue in 1980's.	Stakeholders Raising Issue in 2005	Stakeholders Raising Issue in 2011	Stakeholders Raising Issues in 2017
Communication of support given to communities and rationale	Not applicable	Not applicable	Local communities and Dept of Education.	Refer to Annexure A: Socio Impact Assessment Report from SRK – April 2017
Preference to local procurement	Not applicable	Not applicable	Business people and Chamber of Commerce	
Trust fund in support of WCBDC as bridging finance for SMME development	Not applicable	Not applicable	Local municipality and WCBDC	
Membership of Matzikama Chamber of Commerce	Not applicable	Not applicable	Chamber of commerce	
Support to other schools in Matzikama where majority of Tronox Mineral Sands employees do not reside	Not applicable	Not applicable	Department of Education	
Mitigation of damage to road infrastructure by increased number of trucks hauling Tronox products	Not applicable	Not applicable	Local municipality and Chamber of Commerce	

(Sources: Anticipated Impacts and Issues raised in late 80's – "Assessment of regional-scale impacts by University of Cape Town, 2005 Impacts and Issues identified by Golder and Associates during stakeholder engagements, 2011 Impacts and Issues identified by SRK Consultants).

3.2. Approach and Methodology Used in the Determination of LED Projects

Tronox Mineral Sands has developed a close working relationship with the Matzikama Municipality, actively participates in the formulation of the Matzikama Integrated Development Plan (IDP) and is a member of the Local Economic Development (LED) Forum. During the development and review phases of the IDP, the frameworks of the National Spatial Development strategy and the Provincial Growth and Development Strategy are taken into consideration. The IDP of Matzikama Municipality is thus aligned to these frameworks.

When deciding on specific LED projects to include in the Tronox Mineral Sands' Social and Labour Plan a comprehensive consultation process was followed. This included:

- a) Active participation in the various forums established by the Matzikama Municipality as the basis for gathering of community needs that form the basis of the IDP
- b) Once completed, all potential projects contained in the IDP were evaluated in conjunction with the IDP/LED Manager and other officials from the Matzikama Municipality.
- c) As a final step and to ensure buy-in, a meeting was convened with all town ward councilors and the relevant departmental heads of the Matzikama Municipality where it was jointly decided and agreed which LED projects should be supported by Tronox Mineral Sands for the period 2018 to 2022. During this meeting it was however clearly stated that supporting of the identified LED projects were conditional to approval by the Department of Mineral Resources and approval of the budgets by the Executive management of Tronox Mineral Sands. Proof of this is attached as Annexure E: Letter from Matzikama Municipality – Confirmation of Acceptance of LED Projects (18 September 2017)

As described in the section on the background of Tronox Mineral Sands and the 2017 Socio Economic Assessment Report (SRK April 2017), it should be clear that Tronox Mineral Sands has operations in both the Matzikama Municipal area and the Saldanha Municipal area. The mining and mineral separation processes take place within the Matzikama Municipal area, whilst the smelting operations take place in the Saldanha Municipal area.

The focus of this Social and Labour Plan is therefore on the Northern Operations and the mining communities connected to these operations.

Table 3.7. Local Economic Development Projects Identified for 2018 to 2022

Project Name	Project Objective	Total Budget	Socio-economic impact of the project	Jobs	Beneficiaries	Project Status	Location Ward/Town
INCOME GENERATING PROJECT/ENTERPRISE DEVELOPMENT							
Wool manufacturing plant	This is a wool manufacturing income generating project aimed to benefit the communities of Ward 8 which includes: Bitterfontein, Rietpoort, Molsvlei, Stofkraal, Putsekloof, Nuwerus and Kliprand.	R 5.5 million	Wool manufacturing plant involves the following: Small commercial wool sheep farms to supply the wool A wool-sheep shearing business Wool processing plant Wool products (knitting) small business There will be temporary jobs created during the construction of the plant. The beneficiaries will establish a wool cooperative in which they have 70% in the plant as an asset	10 temporary jobs (during construction phase) 10 permanent jobs	Ward 8 which includes: Bitterfontein, Rietpoort, Molsvlei, Stofkraal, Putsekloof, Nuwerus and Kliprand	Presentation by partners Gerber & Co have been completed. Project plans still need to be developed	The project is in <i>Ward 8</i> , the rural areas of the Municipality
Township Economy & Infrastructure Development (Projects for informal settlements of Thabo Mbeki, Mangaung and Polah Park)	The objective of this project is to improve the township economy with a specific focus on the small-scale income generating projects and improvement in infrastructure	R2.6 million	Opportunity to develop the township economy with a specific focus on the informal settlements	20 new jobs	Communities Thabo Mbeki, Mangaung and Polah Park of the Matzikama Municipality	Project identification to be completed and feasibility	The project is aimed at the rural areas of the Municipality
NON-FRASTRUCTURE PROJECTS							

Matzikama Enterprise Development Centre	The Centre is aimed at developing small businesses in the Matzikama municipal area	R1 million per annum over 3 years	Small businesses in the Matzikama area will benefit from the Centre through training	3 jobs	All 8 wards	Not started	The project is in <i>Ward 7</i> , Vredendal which is the main town of the Municipality
Learner Transport to Reduce School Dropouts	School dropouts by learners from Doring Bay and Ebenaeser continue to rise and one of the factors contributing to it is the lack of transport to and from school. The learners of these towns need to travel to either Lutzville or Vredendal to attend high school. The objective of the project is to provide a reliable transport system for these learners to travel on from Monday to Friday	R3 million per annum over 3 years	The project will contribute to reducing the number of schools drop-outs whilst at the same time improving pass rates. The project can be combined with a transport system that connects the western parts of the Municipality with the CBD of the Municipality to make it more cost effective	Not sure yet	The communities from Doring Bay and Ebenaeser will benefit from the project	A study is underway to determine the most feasible transport model. This will include inputs from various stakeholders including the WCED, schools	The project is not located in a specific ward
INFRASTRUCTURE PROJECTS / EDUCATION							
Construction of Additional Classrooms at Kleinrivier Primary school	To improve quality of teaching and learning to children living on farms by building two additional classrooms thereby reducing the number of learners per class and increasing the pass rate and learning experience at the school.	R1.4 million	Provision of quality teaching and learning after the completion of the project. The project also, provides temporary job opportunities to some of the poorest of communities during the construction phase. A local BBBEE construction company will do the building work	15 temporary jobs	The project will benefit the communities of the Kleinrivier farms outside Vredendal	Project plans still need to be developed	The project is in <i>Ward 4</i> , the rural areas of the Municipality
Construction of a Kitchen at Vredendal North Primary school and installation of solar air-conditioning	The project involves the construction of a kitchen and installation of air-conditioning system with solar panels which would assist to improve the learning environment during summer.	R1.7 million	The project improves the teaching and learning experience at the school and promote health and safety where the food is prepared for the schools feeding scheme/programme	15 temporary jobs	The project will benefit the farming communities in the area	Part of the building is completed	The project is in <i>Ward 4</i> , Vredendal

Table 3.7. Local Economic Development Projects Identified for 2018 to 2022

Project Name	Project Objective	Total Budget	Socio-economic impact of the project	Jobs	Beneficiaries	Project Status	Location Ward/Town
Vredendal North Secondary School – Upgrade of Sports grounds	This project involves the upgrade of the Vredendal North Secondary schools' sports ground. The objective is to create a facility that will allow the schools sporting activities to take place in a conducive environment	R1.5 million	The project will promote participation in sport amongst young people	10 temporary jobs	The project will benefit the learners and broader community of Vredendal North Senior Secondary School	Not started	The project is in <i>Ward 4</i> , Vredendal
Niewoudt Primary School – Upgrade ablution facilities and Sports grounds (20 units – revamp teachers' facilities) Basic sportsground	This project involves the provision of ablution facilities at the school. The school has a learner population of 978 and are accommodated in only 14 toilets. The other toilets have been closed by the school principal and the SGB for health and safety reasons. There is also a need for upgrade of sportsgrounds as it is nonexistent. The objective is to create a facility that will allow the schools sporting activities to take place in a conducive environment	R1.4 million	The project will promote participation in sport amongst young people	10 temporary jobs	The project will benefit the learners and broader community of Vredendal North Senior Secondary School	Not started	The project is in <i>Ward 6</i> , Klawer
Maskam Primary School – Shade Port	This project involves the construction of the Vergenoeg Primary School shade that can address the need for a hall.	R750 000	The project will improve the teaching and learning experience at the school and promote health and safety	10 temporary jobs	The project will benefit the learners and broader community of Vredendal North Senior Secondary School	Not started	The project is in <i>Ward 7</i> , Vanrynsdorp
COMMUNITY DEVELOPMENT / INFRASTRUCTURE							

<p>Upgrade of Koekenaap Sports ground</p>	<p>To improve the standard of the sports ground in Koekenaap that will allow sports people to spend longer hours at the grounds and generate an income for the sports clubs. The project entails the following: Installation of flood lights Construction of an entrance building with ablution facilities Fence around the property</p>	<p>R4.6 million</p>	<p>The project brings local communities together therefore improving social cohesion. The project contributes towards healthier, safer and happier communities. The project generates an income on a temporary and permanent basis thereby providing income generating support to mitigate the impact of unemployment and poverty. The project is catalytic in nature as it allows for committed athletes to take their skills to professional levels where it can have a positive impact on their careers.</p>	<p>10 jobs during construction phase will be created</p>	<p>The sports clubs and communities of Koekenaap</p>	<p>Project is awaiting financial resources</p>	<p>The project is in <i>Ward 8</i>, Koekenaap</p>
<p>Doring Bay Sports Ground</p>	<p>The Community of Doring Bay has been without a sports ground ever since. Sports clubs in Doring Bay used the sports ground of the primary school, which make it difficult for the different sports codes to participate. The project involves the provision of infrastructure including a grass pitch with an irrigation system, a clubhouse with ablution facilities, mobile pavilion, access building and a fence around the ground. The objective of the project is to remove one of the deprivations, that contribute to poverty in Doring Bay, by building a sports facility where people can practice their different sports codes.</p>	<p>R5 million</p>	<p>The impact of this project is enormous on social cohesion, healthier communities, safer communities and happy communities. The project, as much, contributes to economic development through the creation of jobs during the construction phase but on a more permanent basis, the project will create an influx of people from elsewhere that will support the local sports organization as well as the local businesses. The project generates an</p>	<p>25 jobs during the construction and a lesser amount on a permanent basis but the purpose of the projects</p>	<p>The project will benefit the communities and sports clubs of Doring Bay</p>	<p>The Municipality allocated land, but financial assistance is needed to provide all the infrastructure</p>	<p>The project is in <i>Ward 2</i>, Doring Bay</p>

Table 3.7. Local Economic Development Projects Identified for 2018 to 2022

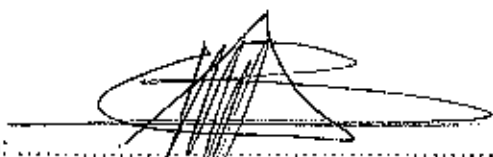
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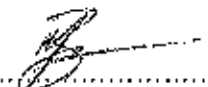
<p>Lutzville Reservoir</p>	<p>To increase potable water capacity in Mbeki Square Lutzville to have adequate supplies for the growing community. The project entails the construction of 1ML reservoir in Lutzville</p>	<p>R2 million</p>	<p>The community have access to a basic service Quality potable water supplied to the household Increased capacity to grow the economy Create jobs for the local community during the construction phase Improve the lifestyle of the people</p>	<p>20 jobs</p>	<p>The community of Lutzville and in particular Mbeki square</p>	<p>Need funding</p>	<p>The project is in Ward 1, Lutzville, Mbeki Square</p>
<p>Koekenaap Community Hall</p>	<p>The project is aimed at renovating the Koekenaap Community Hall. This include paving for parking area, planting of trees and landscaping, painting of hall, light lamps</p>	<p>R1 million</p>	<p>The community will benefit from this facility for private and public functions</p>	<p>10 jobs</p>	<p>Koekenaap Community</p>	<p>Not started</p>	<p>The project is in Ward 8, Koekenaap</p>
<p>Professional Services Team/Project Management Team</p>	<p>The business has taken a decision to appoint a professional services/project team to assist in the implementation of all SLP commitments for community development</p>	<p>R2.5 million</p>	<p>The professional services team is tasked to ensure that we recruit empowered services providers and prioritize local labors as part of our focus for job creation.</p>	<p>6 jobs</p>	<p>Matzikama Municipality</p>	<p>The professionals' services team has been appointed. They are busy with scoping and design of the committed projects</p>	<p>The team is from the Western Cape, and will establish a satellite office in Vredendal</p>

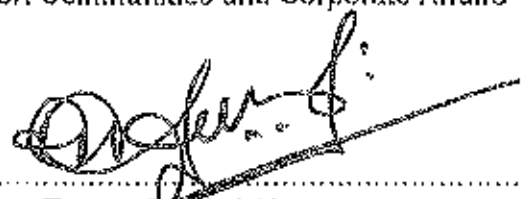
6. Undertaking

I, Mpho Lucas Motsoa the undersigned and duly authorised thereto by Tronox Mineral Sands (Pty) Ltd undertake to adhere to the Information, requirements, commitments and conditions as set out in the social labour plan.

Signed at SACDANHA on the 02 day of MARCH 2020.


Stanley Buloko:
Stakeholder Relations Specialist


Nozuko Basson:
Regional Manager: Communities and Corporate Affairs


Mpho Motsoa:
Managing Director: Tronox South Africa



mineral resources

Department:
Mineral Resources
REPUBLIC OF SOUTH AFRICA

PRIVATE BAG X 9 CAPE TOWN 8012
CNR LOWER BURGER AND RIEBECK, 9 ATTERBURY HOUSE, CAPE TOWN 8012

Tel: 021 427 1031
Enq: N.B Mgcotyelwa

FAX: 021 427 1046

E-Mail: nwabisa.mgcotyelwa@dmre.gov.za

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REGISTERED MAIL

The Director
Tronox (Pty) Ltd
P.O. Box 435
Vredenburg
7380

FOR ATTENTION: Mr. Stanley Boloko

Dear Sir

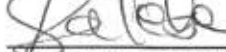
APPLICATION FOR A MINING RIGHTS IN TERMS OF SECTION 102 OF THE MINERAL AND PETROLEUM RESOURCES DEVELOPMENT ACT, 2002 (ACT 28 OF 2002) (HEREINAFTER REFERRED TO AS "THE ACT") AS AMENDED IN RESPECT OF PTN 17 GOERAAP 140, R/EXT & PTN 1 GRAAUW DUINEN 152, PTNS 1, 3 HARTEBEESTE KOM 156, R/EXT PTN 2 & PTN 1 RIETFONTEIN EXT 151 PTN 2 HARTEBEESTE KOM 156, MINERAL AREA OF REMAINING EXTENT RIETFONTEIN EXT 151, PTN 5 HOUTKRAAL 143 R/EXT & R/EXT PTN 2 HOUTKRAAL 143, R/EXT RIETFONTEIN 151, R/EXT & PTN 2 GRAAUW DUINEN 152 SITUATED IN THE MAGISTERIAL DISTRICT OF VREDENDAL: BY TRONOX (PTY) LTD.

APPROVAL OF THE SOCIAL AND LABOUR PLAN

1. This serves to inform you that the third generation SLP commencing from 2018 until 2022 is hereby approved.
2. In view of the above, please take note of the following:-
 - (a) The office will conduct follow-up inspections to ensure projects are implemented.

(b) You are required to comply and align with the new Mining Charter targets within a period of five years.

Yours faithfully



**DEPUTY DIRECTOR-GENERAL
MINERAL REGULATION**

DATE: 19 June 2020