



# 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 2023 to 2027.

**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.**

**DOCUMENT PERTAINING TO THE SUBMISSION OF TRONOX MINERAL SANDS SOCIAL AND LABOUR PLAN FOR THE PERIOD 2023 – 2027**

I the undersigned, hereby acknowledge that I have received the documentation listed below that pertains to the Tronox Mineral Sands Social and Labour Plan submission for the period 2023 – 2027:

<b>Document Title</b>
<b>Social and Labour Plan 2023 – 2027</b>
Annexure A: Tronox Mineral Sands Socio-Economic Impact Assessment
Annexure B : Procurement Progression Plan – Form T
Annexure C: Proof of Submission of 2022 Workplace Skills Plan
Annexure D: Letter from Matzikama Municipality – <b>Confirmation of Acceptance of LED Projects</b>

<b>Name of DMRE Official Receiving Documentation</b>	<b>Signature</b>	<b>Date</b>

# Contents

- Section 1: Background Information**
- Section 2: Human Resources Development Programme**
- Section 3: Local Economic Development Programme**
- Section 4: Management of Downscaling and Retrenchment**
- Section 5: Financial Provisioning**
- Section 6: Undertaking**
- Section 7: Annexures**
- **Annexure A:** Tronox Mineral Sands Socio-Economic Impact Assessment
  - **Annexure B:** Procurement Progression Plan – Procurement as at 30 September 2012 (Form T)
  - **Annexure C:** Proof of Submission of 2022 Workplace Skills Plan
  - **Annexure D:** Letter from Matzikama Municipality – Confirmation of Acceptance of LED Projects

# **SECTION ONE**

## **BACKGROUND INFORMATION**

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

## 1.1. HISTORY OF MINING LICENCES

Tronox Mineral Sands (Pty) Ltd (“Tronox”) was granted a mining license ML 5/92 for zircon, rutile, ilmenite and associated minerals on 28th October 1992 (DME reference 5/3/2/271) under Section 9 (1) and 9 (3)(e) of the now repealed Minerals Act, 1991. The mining license was valid for Portion 17 of the farm Goeraap 140, the remaining extent of Portion 1 of the farm Graauw Duinen 152, Portions 1 and 3 of the farm Hartebeeste Kom 156, and Portions 1 and 2 of the farm Rietfontein Extension 151.

On 9th February 1999, mining license ML5/92 was replaced by mining license ML 4/99 issued in the name of Anglo Operations Limited (“AOL”) (DME reference 5/3/2/271). A mining permit MP 19/99 was granted to AOL on 28th June 1999 under Section 9 (1) and 9 (3)(d) of Minerals Act 1991 for zircon, rutile, ilmenite and associated minerals over a 2-hectare portion of Portion 2 of the farm Hartebeeste Kom 156 (DME reference 5/3/2/271). Subsequently, AOL obtained mining license ML12/2002 on 2nd May 2002 for zircon, rutile, ilmenite and associated minerals over Portion 2 of the farm Hartebeeste Kom 156, Portion 5 of the farm Houtkraal 143, and mineral area 1 of the remaining extent of the farm Rietfontein Extension 151.

On 28 July 2008, the two old order mining rights (ML 4/99 and ML 12/2002) were ceded to Exxaro TSA Sands in a BEE deal between Anglo American Corporation and Exxaro Resources Limited. They were concomitantly converted to new order mining rights on 18 August 2008. The terms old order mining right and new order mining right are as defined in the Mineral and Petroleum Resources Development Act No.28 of 2002. These mining rights were ultimately ceded to Tronox Mineral Sands (Pty) Ltd on 31 May 2012 (“**Tronox**”). Tronox remains the holder of these converted mining rights.

On 30 March 2016, Tronox was granted a new Mining Right number WC 30/5/1/2/2/10040 MR for the remaining portions of the farms Graauwduiden 152, Houtkraal 143, and Rietfontein Extension 151. The Tronox mining area therefore comprises of three discrete new order rights, as shown in the plan given in Figure 1.2 and defined by the following:

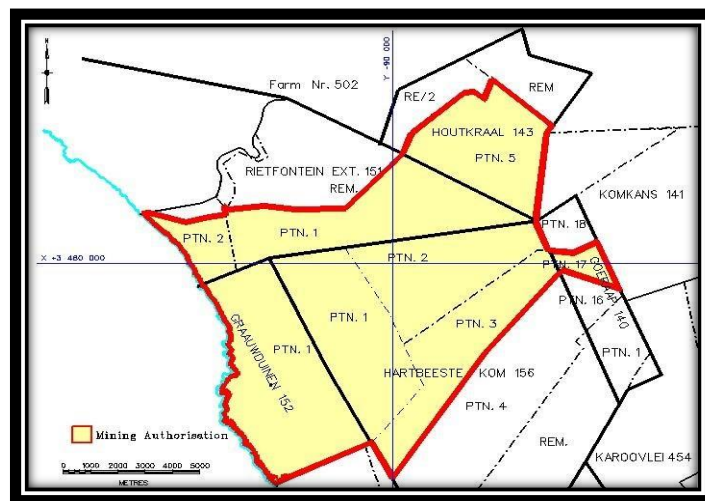
- New order mining right number WC 30/5/1/1/2/113 MR over various portions of the farms Goeraap 140, Graauw Duinen 152, Hartebeeste Kom 156 and Rietfontein Extension 151.
- New order mining right number WC 30/5/1/1/2/114 MR over various portions of the farms Hartebeeste Kom 156, Houtkraal 143, and Rietfontein Extension 151.

New order mining right number WC 30/5/1/2/2/10040 MR over the remaining portions of the farms Graauwduiden152, Houtkraal 143, and Rietfontein Extension 151

These three mining rights are contiguous to each other (see Figure 1.2) and as such are therefore regarded by Tronox as a single operational unit from a mining, natural, human and economic resources perspective.

Details pertinent to each specific mining area are provided below where necessary or appropriate, but much of the information contained in this Social and Labour Plan refers to the consolidated Tronox mine area in the Western Cape

**Figure 1.2: Mining Authorization**



## 1.2. DEFINITIONS

In the text of this plan, the following terms should be clearly distinguished:

- a) **Anglo Operations Limited (AOL):** Tronox used to be an operating division of AOL and old order mining rights were thus held in the name of AOL. Over time, this company has undergone several name changes. The most recent name change was from Exxaro TSA Sands (Pty) Ltd to Tronox Mineral Sands (Pty) Limited.
- b) Exxaro TSA Sands (Pty) Ltd held the old order mining and prospecting rights for the former Exxaro mineral sands operations in the Western Cape until 31 May 2012, when the shares in this company were transferred to Tronox Sands Holdings PTY Limited (incorporated in Australia).
- c) Tronox is the current holder of the mining rights pursuant to the approval of the section 11 application on 31 May 2012 and the grant of the new mining right, Houtkraal.
- d) Tronox holds the following mining rights:
  - WC 30/5/1/1/2/113 MR
  - WC 30/5/1/1/2/114 MR
  - WC 30/5/1/2/2/10040MR

## 1.3. OBJECTIVES

The objectives of this Social & Labour Plan are:

- a) To promote employment and advance the social and economic welfare of all employees employed by Tronox Mineral Sands, as well as all relevant stakeholders of the communities within which we operate; and
- b) To contribute to the transformation of the mining industry
- c) To ensure that the holders of mining rights contribute towards the socio-economic development of the area in which they operate, including the major sending areas.
- d) To pursue sustainable transformation initiatives that will continue beyond the period reported on in this Social and Labour Plan.

## 1.4. GENERAL

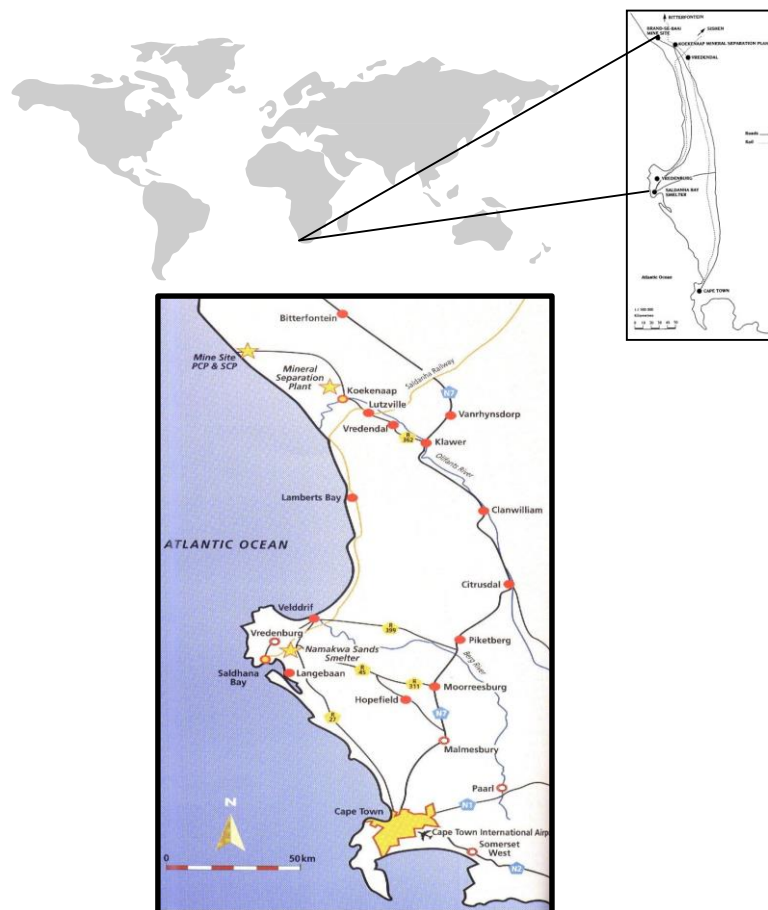
<b>Name of Operation</b>	Tronox Mineral Sands (Pty) Ltd
<b>Name of Mine</b>	Tronox Mineral Sands
<b>Physical Address</b>	Trunk Road 85/1 Saldanha Western Cape 7395
<b>Postal Address</b>	PO Box 435 Vredenburg Western Cape 7380
<b>Telephone Number</b>	(022) 701 3911
<b>Fax Number</b>	(022) 701 3075
<b>Ownership</b>	<p>In June 2012, Tronox and Exxaro merged their assets in the heavy minerals industry to form New Tronox. Through this merger, Tronox secured a shareholding of 61,2% and Exxaro 38,8% respectively in Tronox Limited, the then erstwhile ultimate holding company of the Tronox group of companies, listed on the New York Stock Exchange. In February 2019, Tronox Holdings PLC replaced Tronox Limited as the ultimate parent company of the Tronox group of Companies.</p> <p>Exxaro disposed of its interest in Tronox on 24 February 2021 in terms of the Mining Charter 2018, Tronox, however, retains its BEEE empowered status for the life of the mining right, given the empowerment status of Exxaro on the date on which the mining rights were granted and transferred to Tronox. Tronox Mineral Sands (Pty) Ltd accordingly confirms that it claims deemed empowered status for purposes of compliance with the Mining Charter 2018. Exxaro's disposal resulted in a share buyback, whereby Tronox Sands Holdings Pty Limited, an Australian Company is now the sole shareholder of ordinary shares in Tronox Mineral Sands Pty Limited. Tronox Sands Holdings Pty Limited, is a wholly owned subsidiary of Tronox Holding Plc.</p> <p>Tronox Mineral Sands (Pty) Ltd operates a heavy minerals mining and beneficiation business that operates along the West Coast of South Africa (Figure 1.1). The business is divided into three operations on three separate sites, namely Brand-se-Baai mine, mineral separation plant (in the Vredendal/Lutzville area) and the smelter site near Saldanha.</p>



<p><b>Location of the Mine Operations</b></p>	<p><b>Mine:</b></p> <p>The Mine is situated in Brand-se-Baai, 385 km north of Cape Town. A mining authorisation (Figure 1.2) has been granted to Tronox Mineral Sands (Pty) Ltd over an area of 13 100,1680 ha, which lies parallel to and 300m inland from the high-water mark of the West Coast. The mining authorisation extends approximately 14 km inland and approximately 5 km along the coast. All surface mining, primary (gravity) and secondary (magnetic) concentration of heavy minerals sands occurs within this region.</p> <p><b>Mineral Separation Plant (MSP)</b></p> <p>The MSP is located 7 km from Koekenaap (near Lutzville) and 56km from the Mine. Electrostatic, dry magnetic and gravity separation methods are used to separate ilmenite, rutile and zircon. The Mine and the MSP are connected by means of a pipeline servitude.</p> <p><b>Smelter</b></p> <p>The Smelter is located near to Saldanha Bay, approximately 150 km north of Cape Town. Ilmenite is smelted to produce titania slag and pig iron.</p>
<p><b>Commodities</b></p>	<p><b>Commodities:</b></p> <p>The following products are mined and produced under mining license numbers WC 30/5/1/1/2/113 MR and WC 30/5/1/1/2/114 MR:</p> <p><b>Zircon:</b> Tronox Mineral Sands produces premium grade zircon, which is ideally suited for the ceramics industry as an opacifier in the production of tiles and sanitary ware.</p> <p><b>Rutile:</b> This natural titanium dioxide mineral is used in the production of welding electrodes, titanium dioxide pigment and titanium metal production.</p> <p><b>Ilmenite:</b> The ilmenite (iron titanium oxide) produced at the mine is smelted via a carbonaceous reduction process to produce titanium slag and pig iron.</p> <p><b>Titania slag:</b> Titania slag is used to produce white pigment via either the chloride or the sulphate process route. The pigment is used mainly in the manufacture of paint, paper and plastics.</p>

	<p><b>Pig-iron:</b> The high-purity pig iron produced is used in the foundry industry and for casting of automotive and engineering components.</p> <p>At full capacity, 24.5 million tons of ore per annum are mined to produce 200,000 tonnes of titania slag, 110,000 tonnes of high purity pig iron, 30,000 tonnes of rutile products and 144,000 tonnes of zircon products. These products are supplied mainly to the export market.</p>
<b>Life of Mine</b>	The expected life of mine for Tronox Mineral Sands, based on current scale of operations, production rates, mining costs and product prices, is 37 years.
<b>Breakdown of Employee Per Sending Area</b>	Refer to paragraph 1.3.
<b>Financial Year</b>	January to December

### 1.5. LOCALITY PLAN



**Figure 2.1: Geographic Location of Operations**

## 1.6. Breakdown of Employees Per Sending Area

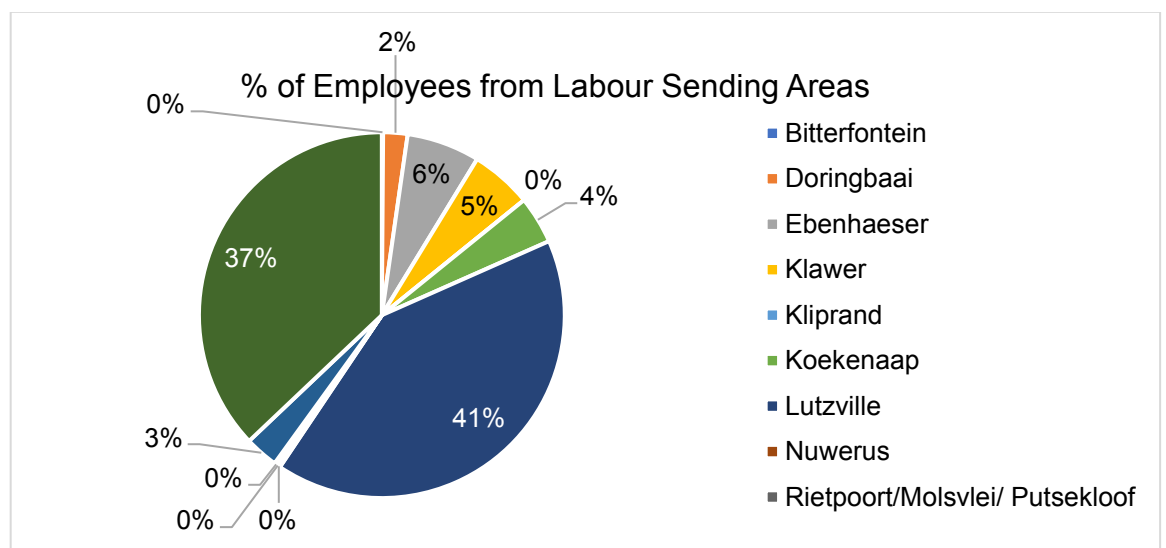
Tronox Mineral Sands has operations located within two municipal areas, namely the municipalities of Saldanha and Matzikama. The operations in the Matzikama Municipality fall under the ambit of mining legislation, whilst the Smelting operations in Saldanha are governed by the Occupational Health and Safety Act. The focus in terms of Local Economic Development for the purposes of this SLP is therefore focused on the communities within the Matzikama Municipal area.

Towns within the Municipality of Matzikama and surrounding areas are Vredendal, Lutzville, Koekenaap, Vanrhynsdorp, Klawer, Ebenhaeser, Doring Bay, Nuwerus, Bitterfontein, Rietpoort, Molsvlei, Stofkraal and Kliprand.

Tronox Mineral Sands operations have varying degrees of impact on the abovementioned communities, and these are discussed further in this document. Tronox Mineral Sands' recruitment policy regarding preference to local recruitment is well known and appreciated within the communities.

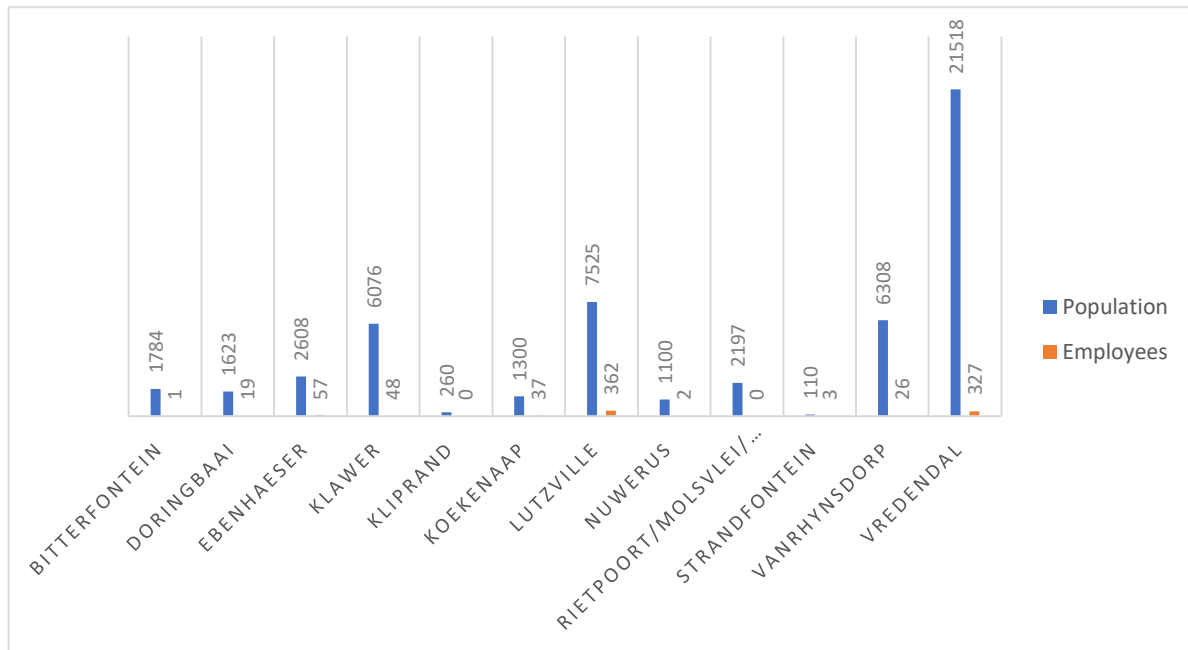
Graph 1.1 clearly illustrates Tronox Mineral Sands' impact on the municipalities of Matzikama from which many employees were recruited. This graph also illustrates the relative contribution of each Matzikama Local Municipality which is our labour sending area

**Graph 1.1: Labour sending by local municipalities**



Graph 1.2 provides further information regarding recruitment of employees from different towns within the Matzikama Municipality in relation to population

**Graph 1.2: Matzikama Municipality as Labour sending Municipality towns within the two “local” municipalities (percentages)**



From Graph 1.2 most employees are recruited from and reside in Lutzville (362), followed by Vredendal (327).

Unlike other mining operations, Tronox Mineral Sands did not construct a mine village at the mine to accommodate employees, but a substantial number of houses were built in the abovementioned towns. The company employees are thus integrated into the local towns and communities, with both positive and negative socio-economic impacts. Positive impacts are job creation, skills development, community development, infrastructure development and support of the local economy. The company’s policy of recruiting as many employees from local towns has however assisted in minimizing the impacts of migration. The policy of recruiting employees from local communities has been continuously implemented.



# **SECTION TWO**

## **HUMAN RESOURCES DEVELOPMENT PROGRAMME**

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

## 2. HUMAN RESOURCES DEVELOPMENT PROGRAMME

### 2.1. Compliance with Skills Development Legislation

Tronox Mineral Sands (Pty) Ltd is registered with the Mining Seta, has a functional Skills Development Forum, an approved Work Place Skills Development Plan and has submitted this annually.

Name of SETA.	Mining Qualifications Authority (MQA)
Registration number with the SETA.	T999 990 063
Confirmation of having appointed a Skills Development Facilitator (SDF).	Confirmed - Sunette Steenkamp (Training Practitioner – Smelter) was registered with the MQA as SDF in 2016.
Proof of submission of work place skills plan.	Available on request. See Annexure D

### 2.2. Skills Development Plan (Regulation 46 (b) (i))

#### 2.2.1. Current Employee Profile

Most employees are recruited from the West Coast region. Since commencement of its operations, Tronox Mineral Sands has a minimum academic appointment level of grade 10. The motivation for this was and still is;

- The use of advanced and complex technology in the metallurgical processes
- The high unemployment rate amongst the youth on the West Coast.
- To eliminate competition for labour in the agricultural sector – the biggest economic sector in Matzikama.
- To enable the company to develop its own supervisory levels from the lower ranks.

#### 2.2.2. Education Levels of Employees

##### Table 2.2 (Form Q): The number of employees and their levels of education as at 30 May 2022

This table illustrates the success achieved with the standard of grade 10 as minimum appointment criteria.

**Table 2.2: The number of employees and their levels of education as at 31 May 2022.**

(Form Q)			Male				Female			Total		
BAND	NQF LEVEL	OLD SYSTEM	African Coloured	Indian	White	African Coloured	Indian	White	Male	Female		
General Education and Training (GET)	1	No schooling/Unknown	3	23	0	0	0	0	0	26	0	
		Grade 0 / Pre										
		Grade 1 / Sub A										
		Grade 2 / Sub B										
		Grade 3 / Std 1 / ABET 1										
		Grade 4 / Std 2										
		Grade 5 / Std 3 / ABET 2										
		Grade 6 / Std 4										
		AET 3 / Std 5/6 / Grade 7/8										
		AET 4 / Std 7 / Grade 9										
Further Education and Training (FET)	2	Std 8 / Grade 10, NATED 1 / NCV Level 1	8	126	0	9	0	11	0	2	143	13
	3	Std 9 / Grade 11, NATED 2 / NCV Level 2	9	45	0	1	0	11	0	0	55	11
	4	Std 10 / Grade 12, NATED 3 / NCV Level 3	38	485	1	88	10	116	1	14	612	141

Higher Education and Training (HET)	5	National / Higher Certificate	3	5	0	3	0	4	0	0	11	4
	6	Higher Certificate / Diploma / Adv Certificate / NATED 4-6	2	14	0	10	3	9	0	8	26	20
<b>(Form Q)</b>												
<b>BAND NQF LEVEL OLD SYSTEM</b>												
	7	Adv Diploma / B-Tech Degree / Bachelor's Degree (360 credits)	5	10	1	10	0	3	0	4	26	7
	8	Bachelor Honour's Degree/ Postgraduate Diploma/ Bachelor's Degree (480 credits)	6	6	0	14	3	5	0	8	26	16
	9	Master's Degree	2	1	0	4	1	1	0	4	7	6
<b>Total</b>			<b>76</b>	<b>715</b>	<b>2</b>	<b>139</b>	<b>17</b>	<b>160</b>	<b>1</b>	<b>40</b>	<b>932</b>	<b>218</b>

From the statistics contained in Table 2.2 it can be derived that Tronox Mineral Sands does not have a requirement for ABET training within its workforce.



### 2.2.3. Skills Programmes and Skills Development

In terms of the Skills Development Act, a skills programme must:

- a) Be occupationally based;
- b) Constitute credits towards a qualification registered on the National Qualifications Framework (NQF); and
- c) Be delivered by an accredited education and training provider.

A skills programme can be considered a mini qualification/part qualification, which comprises an agreed cluster of unit standards that will result in credits towards a full qualification. Qualifications usually have at least 120, 240, etc. credits whereas a skills programme has less. A skills programme must provide learners with practical (hands-on) experience and increase the employability, self-employment or mobility in the workplace. Skills programmes must be registered by a SETA.

The Mining Qualifications Authority has already registered 58 Skills Programmes, most of them in the mining disciplines, and a number in Engineering and Occupational Health and Safety. Other learning and skills interventions in mining, both functional and technical, that enhance employees' competence in their jobs, are offered to employees. This is based on the needs identified by regular performance review sessions and the individual development plans of employees that forms part of the performance management system.

Tronox Mineral Sands' managerial training plan is depicted in tables 2.3 to 2.5 below. All levels of supervision and management must annually plan their performance contracts with measurable goals and objectives. Part of this planning process is to complete Individual Development Plans and the managerial training plan is largely based on the outputs of this planning cycle.

**Table 2.3: Tronox Front Line Leadership (SLDP) – NQF Level 4**

Year	Black	Coloured	Indian	White	Total
2023	0	0	0	0	0
2024	2	27	0	1	30
2025	2	27	0	1	30
2026	2	27	0	1	30
2027	2	27	0	1	30

Table 2.4 provides an overview of the different types of training that are planned for the period 2022 to 2027. Future training requirements for these different types of training is based on historical data as well as planning interventions from individual training plans.

**Table 2.5: Management Development Programme (MDP) – NQF Level 6**

Year	Black	Coloured	Indian	White	Total
2023	0	0	0	0	0
2024	4	4	0	2	10
2025	4	4	0	2	10
2026	4	4	0	2	10
2027	4	4	0	2	10

Table 2.6 provides an overview of the different types of training that are planned for the period 2022 to 2027. Future training requirements for these different types of training is based on historical data as well as planning interventions from individual training plans.

**Table 2.6: Types of training planned per annum (2023 – 2027).**

Type of Training	Black	Coloured	Indian	White	Total
Masters Degree	1				1
Bachelor's Degree		13			13
Further Diploma	1	1			2
Learnership					25
MQA Learnership Electrical		3		1	4
MQA Learnership Fitter & Turner		2			2
MQA Learnership Instrument Mechanician	1	1			2
MQA Learnership Plater Boilermaker		2			2
MQA Learnership Rigging Ropesman		1			1
MQA Learnership Diesel Mechanic		2			2
MQA Learnership Millwright				1	1
National Certificate	2	10		3	15
National Diploma Other		7		2	9
Operator/License Renewal	8	52	1	22	83
<b>Short Courses</b>					
<b>TOTAL</b>					<b>162</b>

**Table 2.7: Vacancies Considered to be Hard-To-Fill.**

**Form R: HARD-TO-FILL VACANCIES DME 328**

<b>Occupational Level</b>	<b>Job Title and Vacancy</b>	<b>Main reason for being unable to fill vacancy</b>
Top Management	N/A	Not applicable
Senior Management	N/A	Not applicable
Professionally qualified, Specialists and Mid management	Engineers with GCC	Geographical Location, Lack of relevant qualifications
Skilled technical, Junior Management, Supervisors, Foreman	Instrument Mechanician, Instrumentation Technician	Geographical Location, Lack of relevant qualifications
Semi-skilled and discretionary decision making	N/A	Not applicable
Unskilled and defined decision making	N/A	Not applicable

Tronox Mineral Sands has not experienced a situation where a specific vacancy could not be filled within a 12 months period. This can be attributed to a low labour turnover in the last 12 months.

**2.2.4. Career Progression Plan And Its Implementation In Line With The Skills Development Plan (Regulation 46 (B) (ii))**

Tronox Mineral Sands' career progression philosophy is based on:

- Development of talent pools, called development groups.
- Development of Professionals in Training (PITS).
- Individual Development Plans, and
- Category Development Systems at the lower levels in the organisation.
- Engineering apprentices.

Formal succession planning focuses on employees with leadership potential and prioritises HDSA candidates. In this section a description is given of Individual Development Plans, which is the tool by which the careers of individual employees are progressed, focusing both on the individual's capabilities, aspirations and the succession planning needs of the operation.

### **2.2.5. Career progression, fast-tracking and succession planning**

The current Tronox Mineral Sands Human Resources Strategy focuses on an aggressive drive for talent acquisition, development, and retention. This is an ongoing process that identifies employees with the potential to be developed and fast-tracked to ensure a continuity of all senior management, hard-to-fill and critical positions. The identified employees are developed and monitored through the Individual Development Plans, mentoring and coaching processes

#### **a) Talent Acquisition**

To close the HDSA gaps in the management, core and critical positions, Tronox Mineral Sands is committed to treating all appointments and promotions as EE opportunities. The plan is to focus on internal personnel and local recruitment from designated groups. Should this not be successful, then the search will be extended to the rest of South Africa for HDSA candidates. Human Resources will continue to find and improve ways to attract and develop candidates from designated groups to the areas of our operations.

#### **b) Succession Planning**

Tronox Mineral Sands is committed to a diverse workforce. Among other initiatives, succession planning is utilised for the attainment of the Employment Equity (EE) plan objectives. Although a very low employee turnover rate is experienced, in 2022 Tronox Mineral Sands revitalised its succession plans. This process will enable the development of the capabilities of the identified employees, and prepare them for advancement, in accordance with EE plans. Over the next five years, Tronox Mineral Sands will strive to recruit and fast-track more HDSA employees, especially women, into core positions. Through natural attrition, normal retirements, resignations and promotions we will continue to transform the workforce to be the true representation of our provincial demographics.

### **2.2.6. Career progression through Individual Development Plans**

Individual Development Plans exist in Tronox Mineral Sands for all employment categories from supervisor level upwards. These plans form part of the performance management system and provide the skills development requirements/needs within the workforce. These skills development needs are then captured collectively in the Workplace Skills Plan for the various Strategic Business Units within the company.

Individual Development/Training Plans linked to career development plans for organisational levels lower than the foreman level is in place. Presently, training for these categories is mainly job-related and training-course driven, informed by a structured development plan.

Employees are all encouraged to upgrade their qualifications, or obtain new qualifications, and those studying in their own time in mining-relevant and other key disciplines receive assistance in the form of help with fees and study leave. The table below gives the number of employees at Tronox Mineral Sands who benefit from the study assistance programme 2022. The total number of employees who enroll for part-time studies does not vary drastically from year to year.

**Table 2.8 No. Employees Receiving Study Assistance in 2022 (Part time Bursaries)**

Year	Black	Coloured	Indian	White	Total
2022	1	18	0	1	20
2023	1	18	0	2	21

### **2.2.7. Career progression, Category Development Systems**

Since Tronox Mineral Sands commenced with operations in an area where the economy was largely reliant on the agricultural sector and the local labour market was not aligned to high levels of technology, innovative ways of training newly appointed employees was required. A Category Development system of training was thus introduced for the different operating disciplines, such as Production, Engineering and Mining, amongst others.

The following shows two examples of the Category Development Systems. A recruit will commence his/her employment with a detailed Induction to the company, its policies and procedures, etc. This is followed by extensive on-the-job induction and training programme. As the employee masters the operating of a specific section or circuit in a plant, he/she is evaluated by means of theoretical testing, a panel interview and practical competency evaluation and once found competent, gets exposure to the next section/circuit.

In this process the operator is multiskilled and gets promoted from one level in the Category Development System to the next as he/she is found to be competent. The individual employee determines the pace in his/her own development through these categories. The same principle applies to the Category Development Systems for the other operating disciplines.

**Table 2.9: Category Development Training for IRMS, HAL Wet Gravity and Effluent Plant Operator.**

Category	Qualifications	Core skills	Multi - skilling	Courses / Development
Entry level	Grade10			General induction
				Basic safety induction
Category 1	Category 1	IRMS Circuit process flow		General Health and Safety Training
		Operation of rotary table feeder		Lock out training
		Operation of Pyrotherm drier		Fire training
		Illuminating paraffin supply to drier		
		LP Gas supply to the burner		
		Control of drier bed temperature		
		Operation of Landis & gyr safeguard		
		Operation of bucket elevators		First Aid
		Induced roll magnetic separator		
		Rotex screen		
		Operation of conveyors		On-the-job training cat 1
Category 2	Category 2	Wet Gravity process flow		
		Operation of spirals (flow)		
		Attritioners		
		Operation of sala vertical pumps		
		Single-stage centrifugal pumps		
		Cyclones		
		HAL Process flow		On-the-job training cat 2
		HAL Reactor		

		Up flow classifier, Primary hydrosizer		
		Wet Gravity water flow, Holman table,		
		Drying bay operation		
		Delcor belt filter		
Category 3	Category 3	Grade Control & trouble shooting on spirals		On the job training cat 3
		/ Effluent Neutralisation plant operation		Supervisory management
Category 4				Acting as process controller

**Table 2.10: Category Development Training for SCP Operator.**

Category	Qualifications	Core skills	Multi-skilling	Courses / Development
<b>Entry level</b>	Grade 10			General induction
				Basic safety induction
<b>Category 1</b>		In loading section	Trouble shooting on In loading	On the job training Cat 1
		Derrick screen operation	Trouble shooting on Derrick screens	Panel evaluation
		Drum magnet (LIMS) operation	Trouble shooting on Drum magnets	
		Linear screens operation	Change cloth on Linear screen	
		Centrifugal pump operation	Trouble shooting on Centrifugal pumps	
		CD Tank operation	Trouble shooting on CD Tank	
		Cyclones	Trouble shooting on Cyclones	
<b>Category 2</b>		WHIMS operation	Trouble shooting on WHIMS	On the job training Cat 2

		Attritioner operation	Troubleshooting on Attritioners	Panel evaluation
		Belt filter operation	Troubleshooting on Belt filter	
		Conveyor system operation	Troubleshooting on Conveyors	
		Elutriator & Densifier operation	Troubleshooting on	
<b>Category 3</b>		Thickener operation	Elutriators/Densifiers Trouble shooting on Thickeners	On-the-job training Cat 3
		Spiral operation	Troubleshooting on Spirals	Panel evaluation
		Grade control procedure	Troubleshooting on Grade Control	



### 2.2.8. Career progression, Development groups

As mentioned previously, Tronox Mineral Sands had a requirement to develop its first line supervisors when operations commenced. The Development Group structure was implemented to identify high performing individuals, both through performance reviews and psychometric evaluation.

These individuals were afforded the opportunity to act in supervisory positions for extended periods, were coached and mentored extensively and underwent supervisory training. By far the largest number of supervisors in Tronox today, were appointed from these Development Groups. The Development Group system is still in operation today to pro-actively identify and develop future supervisors in the Plant and Engineering disciplines, especially from the HDSA groups.

This forms an important component of succession planning at the first line supervisory level. Table 2.11 below illustrates the number and races of employees selected on the different Development Groups. The compilation of the development groups is currently under review with the view of enlarging them. Progress made on these development groups will be reported to the DMRE in future progress reports.

**Table 2.11: Development Groups Composition**

Year	African	Coloured	Indian	White	Total
2022	4	22	0	2	28
2023	4	22	0	2	28

### 2.2.9. Career Progression, Professionals in Training (PITs)

After graduation young professionals are taken through a structured development programme, which operates as an internship for 24 to 36 months, thereby ensuring proper training and development in their respective fields of study. During this period, the young professionals are closely mentored and coached. The number of students taken into the bursary and professionals in training scheme is dependent on the skills needed in a specific area and on the skills development plans for the individual mines.

Tronox also focuses on taking learners and students from the local areas in which it operates. This ensures the development of communities where Tronox has interests. Table 2.12 below contains the details of the current group of PITs in Tronox Mineral Sands. After they successfully complete

their PIT training, they will be appointed in substantive positions and as bursars complete their studies, they will move into the PIT group.

**Table 2.12: Professionals in Training (2022)**

Name	Gender	Race	Discipline
A. Allie	Male	Coloured	Mechatronics Engineering
T. Tshangwane	Female	African	Mine Survey
A. Engelbrecht	Female	Coloured	Geology
E. Lesenya	Male	African	Mine Survey
S. Aphane	Male	African	Mining Engineering
T. Nhlabathi	Male	African	Mining Engineering
K. Matlou	Male	African	Geology
D. Kammies	Male	Coloured	Mechanical Engineering
J. Linnert	Male	Coloured	Chemical Engineering
A. Julies	Male	Coloured	Mechanical Engineering
Y. Mbanjwa	Female	African	Industrial Engineering
Z. Ntuli	Female	African	Mining Engineering
T. Ledwaba	Male	African	Industrial Engineering
R. Hlungwani	Male	African	Mine Survey

**Table 2.13: PIT Recruitment**

Year	Black	Coloured	Indian	White	Total
2022	2	0	0	0	2
2023	2	2	0	1	5
2024	2	2	0	1	5
2025	2	2	0	1	5
2026	2	2	0	1	5
2027	2	2	0	1	5

From this table it can be noted that Tronox Mineral Sands is continually striving to increase the number of females and HDSA's in the professional levels of the operation. Females and HDSA's constitute 28% and 100% of the current PITs respectively.

#### **2.2.10. Career Progression, Learnership/Apprentices**

To date Tronox Mineral Sands has successfully trained apprentices to become artisans. On qualification as artisans, all these persons were appointed by the company in fulltime positions.

Table 2.13 below contains details of the current pool of apprentices of Tronox. Pertinent information from this table is:

- All the apprentices are from the HDSA category.
- Blacks represent 13% and Coloureds 73% of the apprentices.

**Table 2.14: Learners/Apprentices at Tronox Mineral Sands.**

Pers.No.	Last name	First name	Personnel Area	Field	Race	Gender
21011033	van der Merwe	Johan	Separation Plant	Electrical (Open Cast) Level 4	White	Male
6000795	Kordom	Christopher	Separation Plant	Electrical (Open Cast) Level 4	Coloured	Male
21011031	Mbatha	Millicent	Smelter (SME)	Instrumentation Mechanician Level 4	African	Female
6001157	Cloete	Carlo	Mine Site (BSB)	Instrumentation Mechanician Level 4	Coloured	Male
6000831	Kriel	Warren	Mine Site (BSB)	Electrical (Open Cast) Level 4	Coloured	Male
30000323	Mostert	Amorenay	Smelter (SME)	Electrical (Open Cast) Level 4	Coloured	Female
30000342	van Wyk	Dehan	Mine Site (BSB)	Plater Boilermaker (Opencast) Level 3	Coloured	Male
21008502	Camm	Emile Camm	Mine Site (BSB)	Plater Boilermaker (Opencast) Level 3	Coloured	Male
30000328	Lujalajala	Thandile	Smelter (SME)	Plater Boilermaker (Opencast) Level 3	African	Male
60000056	Williams	Rashedien	Mine Site (BSB)	Fitting / Turning (Open Cast) Level 3	Coloured	Male
30000326	Maarman	Manfred	Smelter (SME)	Fitting / Turning (Open Cast) Level 3	Coloured	Male
30000327	Bester	Andries	Smelter (SME)	Millwright (Open Cast) Level 4	White	Male
30000325	Davids	Chad	Smelter (SME)	Diesel Mechanic (Open Cast) Level 3	Coloured	Male
30000337	Witbooi	Breyton	Mine Site (BSB)	Diesel Mechanic (Open Cast) Level 3	Coloured	Male
30000324	Buttress	Romano	Smelter (SME)	Rigger Ropesman (Open Cast) Level 3	Coloured	Male

**Table 2.15: Apprentice Recruitment**

Year	Black	Coloured	Indian	White	Total
2023	2	2	0	1	5
2024	2	2	0	1	5
2025	2	2	0	1	5
2026	2	2	0	1	5
2027	2	2	0	1	5

*Note: The above list will change as apprentices qualify as artisans and are appointed where vacancies exist within the organisation. As vacancies arise new intakes of apprentices are recruited.*

### **2.3. Mentorship Plan and Its Implementation In Line With The Skills Development Plan and the Needs of Empowerment Groups (Regulation 46 (b) (iii))**

The career progression of individual employees is managed through Individual Development Plans in conjunction with the Skills Development Plan. All employees are mentored, and the mentoring takes a different form, depending on the stage of development that the employee is at, whether he/she is either in a formal mentoring programme or is being informally mentored or coached. The latter system is referred to as 'coaching'.

#### **2.3.1. Mentoring for all employees**

Employees are mentored by their line managers through the Individual Development Plans, which records training needs and career aspirations. The employee and his or her mentor annually review the Individual Development Plan, decide on the training needs for the coming year and mutually agree on an implementation plan. Growth in leadership and managerial skill is the focus for employees at supervisory levels and above. Below supervisory levels the focus is on the employee achieving excellence and growth in her or his job.

**Table 2.16: Current Formal Mentoring Profile (Tronox)**

Active Mentorship Programmes	No. Beneficiaries	% HDSA	African Male	African Female	Coloured Male	Coloured Female	White Male	White Female
Bursars	18	88	3	0	4	4	2	5
Professionals in Training	14	100	6	3	4	1	0	0
<b>Total</b>	<b>32</b>							

*Note: The numbers of learners will fluctuate based on the recruitment intakes.*

### Learnerships - Production Technology

Year	African	Coloured	Indian	White	Total
2022	3	20	0	0	23

*Note: 2023 recruitment for 50 learners in process.*

## 2.4. The Internship and Bursary Plan and Its Implementation in line with the Skills Development Plan (Regulation 46 (B) (iv))

**Table 2.17: Details of Current Bursars (Full time)**

Surname	Initial	Race	Gender	Study course	Year
Coetzee	M	Coloured	Female	BComm Financial Acc	2019
Nkandu	H	African	Male	BEng Mechanical Engineering	2019
Owies	L	Coloured	Male	BEng Mechatronics	2019
Swartz	F	Coloured	Female	Human Resources	2019
Frantz	E	Coloured	Male	BEng Electrical	2021
Hanekom	N	White	Male	Chemical Engineering	2021
Hollenbach	C	Coloured	Female	Human Resources	2021
Maluleke	T	African	Male	Mining Engineering	2021
Moiloa	R	African	Male	BTech in Mining	2021
Mondsinger	C	Coloured	Female	BComm Finance	2021
Pedro	Z	White	Female	BSc in Chemistry	2021
Radloff	W	Coloured	Male	BTech Mechanical	2021
Rupping	E	White	Female	BEng Chemical Engineering	2021
Smith	R	White	Male	BEng Chemical Engineering	2021
Stroebel	M	White	Female	BEng Chemical Engineering	2021
van Wyk	S	White	Female	BEng Chemical Engineering	2021
Vermeulen	A	White	Female	BEng Electrical Engineering	2021
Williams	W	Coloured	Male	BTech Mechanical Eng	2021

**Table 2.18: Bursar Recruitment**

Year	Black	Coloured	Indian	White	Total
2023	2	2	0	1	5
2024	2	2	0	1	5
2025	2	2	0	1	5
2026	2	2	0	1	5
2027	2	2	0	1	5

The bursars are accommodated between all the Tronox Mineral Sands operations on completion of their courses. Of the current bursars, 50% are woman and 88% HDSA. The PIT programme was discussed in more detail in paragraph 2.3.1.4 above. Bursars receive mentoring whilst they are studying. The bursar mentoring process includes bi-annual progress visits by the Leader-Learning and Development, as well as vacation work at the mine. The purpose of these visits is to remain in contact with the students, discuss possible problems and to link the students to mentors at the different operations.

#### **2.4.2. Portable Skills**

Tronox Mineral Sands provides a variety of portable skills training for employees, bursars, graduates and trainees in the following categories:

- Microsoft Office Programmes (Outlook, Excel and Word)
- Presentation Skills Training
- Business Report Writing.
- Safety Representative Training (NOSA)
- First Aid Training (Level 1)
- Introduction to SAMTRAC and SAMTRAC (NOSA) – Safety Management
- Fire Fighting
- Earthmoving Vehicle Licenses (Komatsu, Bell, Caterpillar Earthmoving Machines)
- Lifting equipment Licenses (Forklift, Overhead Crane, Mobile Platform)
- Locomotive and Shunting Training - Accredited by the Rail Safety Regulator

#### **2.5. Employment Equity Plan and Statistics (Regulation 46 (b) (v))**

Tronox Mineral Sands has submitted an Employment Equity Plan (EEP) to the Director General of the Department of Labour and all progress reports have been submitted timeously each year and remains committed to developing a competent workforce that reflects the composition of the region's demographics.

Tronox Mineral Sands subscribes to the Mining Charter employment equity targets. The intention has always been to surpass the current Mining Charter targets, and to then set new targets, in line with reviewed Mining Charter targets (if available). From Table 2.19 below, Tronox Mineral Sands has already successfully achieved the Mining Charter's HDSA targets for management levels, all except Senior Management (EL – EU). Responsibility for implementation of the employment equity plan to achieve the Mining Charter targets at all mining operations resides with the Managing Director – South Africa.

### **2.5.1. Employment Equity Policy**

Tronox Mineral Sands' Employment Equity Policy is aligned with the Employment Equity Act, No. 55 of 1998, and the amendments to the Act in 2006. It is a vital tool for achieving the Mining Charter employment equity targets. The following principles are embodied in the policy:

- No unfair discriminatory practices, implicit or explicit,
- Sexual and racial harassment will not be tolerated
- No barriers in the workplace that unfairly restrict employment and promotion opportunities of any person
- An enhanced representation of currently underrepresented categories of people, with the emphasis on persons from designated groups, at all levels
- Creation of an organisational culture in which diversity is encouraged and valued while focusing on shared values in order to develop team spirit, promote mutual understanding, optimize potential and achieve organisational goals in serving the community.

Tronox Mineral Sands has implemented Employment Equity forums at each of its three operational sites and these forums are representative of all levels in the organisation. These forums also have a Skills Development responsibility.

These forums report into a Central Employment Equity Forum. Future reporting on an annual basis will be as follows:

- Progress on the implementation of mine commitments will be reported to the Department of Mineral Resources (DMR).
- The mine will comply with the provisions of the Employment Equity Act and will submit a report to the Director-General of the Department of Labour as required by Section 21. Employment Equity statistics will be reported annually by submitting Form S.



### **2.5.2. Gender and Disability Equity**

Tronox Mineral Sands is committed to diversity in the workplace; we are continuously working towards improving women representation in the workplace, specifically woman in mining. We actively recruit women to be a meaningful part of our workforce.

We currently have various programs and work groups in place, focusing on improving women representation in the workplace, as well as creating a favorable environment for female workers. To mention a few:

- Four month full paid maternity leave, with no loss of allowances
- Safety related training to ensure females are protected and safe in our mining operations
- Functional Tronox Diversity Network
- Placing pregnant women in alternative positions as opposed to physically demanding operational roles, for the duration of their pregnancy

**Table 2.18 Mining Charter targets for Female in Management: 2023 - 2027**

Females in Management	Actual 2022	Mining Charter Targets					
			2023	2024	2025	2026	2027
	%	%	%	%	%	%	
Senior Management (EXCO) (EL – EU)	20.00%	30%	20.0%	20.0%	20.0%	20.0%	40.0%
Middle Management (Sup, Head) (DL – DU)	10.46%	38%	10.46%	10.46%	11.62%	13.95%	13.95%
Junior Management (First Line) (CL, CM& CU)	18.14%	44%	18.14%	18.50%	18.86%	18.91%	19.21%

Tronox offers women equal opportunities to participate in its mining activities at all levels of responsibility and actively pursues and considers this when making new appointments and filling vacancies. The promotion and appointment of females into Management and Supervisory levels is also a key consideration.

Although Tronox has been actively appointing females in traditionally male-orientated positions, such as earthmoving equipment operators, process engineers, and metallurgical operators on plants and in engineering positions and continuously encourages the development of women in core positions so that they can be promoted to plant supervisor levels, this has, unfortunately, not led to the sufficient increase in Female numbers due to geographical location. This is evident as female representation has decreased from 19,5% as a percentage of the total number of employees in 2017(which included White Females) to 16.2% in 2022 (excluding White Females). English first medium schooling, town infrastructure and absence of diversified religious denominations remain elements that require attention to attract and retain female candidates.

### **2.5.3. Employment Equity Plan**

The Tronox Mineral Sands Human Resources database as at 30 September 2022 was used as the basis for this SLP to ensure that all statistics reflects the same employees, thereby negating the distortion effect of job leavers, new appointments, etc., that took place after this date.

Kindly consider the following:

- Given the demographics of the Matzikama Municipal area, and the West Coast for that matter, it will be difficult for Tronox Mineral Sands to represent the national demographic profile of South Africa in its workforce.
- Progress has been made over the years in terms of Employment Equity, but further improvements are required, especially with appointment of more females in core positions and people living with disabilities.

The tables that follow will reflect specific issues regarding employment equity:

- Table 2.20 summarises the composition of the HDSA component of the workforce from senior management to semi-skilled and discretionary decision-making positions.
- Table 2.21 provides information regarding employment equity progress made in terms of HDSA's from senior management to semi-skilled and discretionary decision-making positions.
- Table 2.22 summarises the composition of the Persons with Disabilities in the workforce.

**Table 2.20 Targets for Historically Disadvantaged South Africans (HDSA's) in management: 2023 - 2027**

HDSA in Management	Actual 2022 %	Mining Charter Targets %	Mining Charter				
			2023	2024	2025	2026	2027
			%	%	%	%	%
Top Management	N/A	50%	N/A	N/A	N/A	N/A	N/A
Senior Management (EL – EU))	40.00%	60%	40%	40%	40%	40%	40%
Middle Management (DL – DM)	45.34%	75%	45.34%	45.51%	47.61%	48.83%	50%
Junior Management (CL, CM & CU)	76.86%	88%	76.86%	77.22%	77.58%	77.93%	78.29%
Total HDSA in Core and Critical Skills (BL – BU)	95.24%	60%	95.24%	95.24%	95.24%	95.24	95.24%
Total Management	42.41%						
Total HDSA in Management	29.30%						
Total number of permanent employees	877						

These targets are aligned with Tronox Mineral Sands workforce planning (WFP) 2023 – 2028. Tronox remains committed to backfilling vacant positions in line with its WFP and Employment Equity targets, as well as EAP targets for Western Cape, as we progress.

**Table 2.21 - Employment Equity Statistics for Tronox Mineral Sands as at 30/09/2022**

Table 20											
Occupational level	Male				Female				Total Female %	Total HDSA %	Disabled %
	% African	% Coloured	% Indian /Asian	% White	% African	% Coloured	% Indian/ Asian	% White			
Economically Active Population (WC)	20.5%	23.9%	1.1%	10.3%	15.9%	19.3%	0.4%	8.6%	44.2%	89.7%	
Senior (EL – EU)	20.0%			60.0%	20.0%				20.0%	40.0%	
Middle (DL – DU)	9.3%	23.3%	2.3%	37.2%	4.7%	5.8%		17.4%	27.9%	62.8%	0.34%
Junior (CL, CM, CU)	4.3%	54.1%	0.4%	18.2%	1.8%	16.0%	0.4%	5.0%	23.1%	81.9%	0.57%
Semi Skilled (BL - BU)	4.2%	74.7%		3.0%	1.0%	15.8%		1.8%	18.2%	97.0%	
<b>Grand Total</b>	<b>4.8%</b>	<b>62.6%</b>	<b>0.3%</b>	<b>11.5%</b>	<b>1.5%</b>	<b>14.8%</b>	<b>0.1%</b>	<b>4.3%</b>	<b>20.8%</b>	<b>88.5%</b>	<b>0.91%</b>

*The above table reflects figures as they are on 30 September 2022.*

From the above, the following is evident:

- 89.5% of Core (Junior and Semi-skilled occupational levels) positions are filled by HDSA's.
- Females are occupying 20.7% of Core positions, with opportunities of improvement through existing women in mining initiatives
- Of the total number of positions (877), 20.8% are filled by females.

**Table 2.22 Targets for People with Disabilities: 2023 - 2027**

People with Disabilities	Actuals 2022 in numbers		Actual 2022	Mining Charter Targets	2023	2024	2025	2026	2027
	Male	Female	%		%	%	%	%	%
Middle Management (DL – DM)	3	0	0.3%	3%	0.3%	0.3%	0.2%	0.2%	0.2%
Junior Management (CL, CM & CU)	2	3	0.6%	3%	0.6%	0.6%	0.6%	0.6%	0.6%
Semi Skilled (BL - BU)									
Total Number of Disabled employees	8		0.9%	1.50%	1%	1%	1%	1%	1%

Mining and processing plants traditionally do not offer a safe or suitable environment for some persons with disabilities due to the nature of the operations. However, there remains a need to appoint, develop and retain employees with disabilities without compromising their or other employee's health and safety. Current levels are at 0.9% of employees with disability and there remains a need to continuously identify suitable positions to appoint people living with disabilities.

# **SECTION THREE**

## **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. Introduction**

This document was prepared by Urban-Econ Development Economists, as per request by Tronox Mineral Sands Proprietary Limited to undertake a study on the Socio-Economic baseline/status quo for the Matzikama Municipal Area in which the Tronox Mineral Sands-Namakwa Sands Operations is located. This document forms part Tronox Mineral Sands 2023-2027 period renewal Social and Labour Plan and was completed in compliance with Regulation 46 (c) of the Mineral and Petroleum Resources Development Act. The main objective of this document is to provide a baseline assessment in order to provide a local economic development perspective of the direct and indirect impacts on the communities in which the mine operates.

#### **3.2. Zone of Influence**

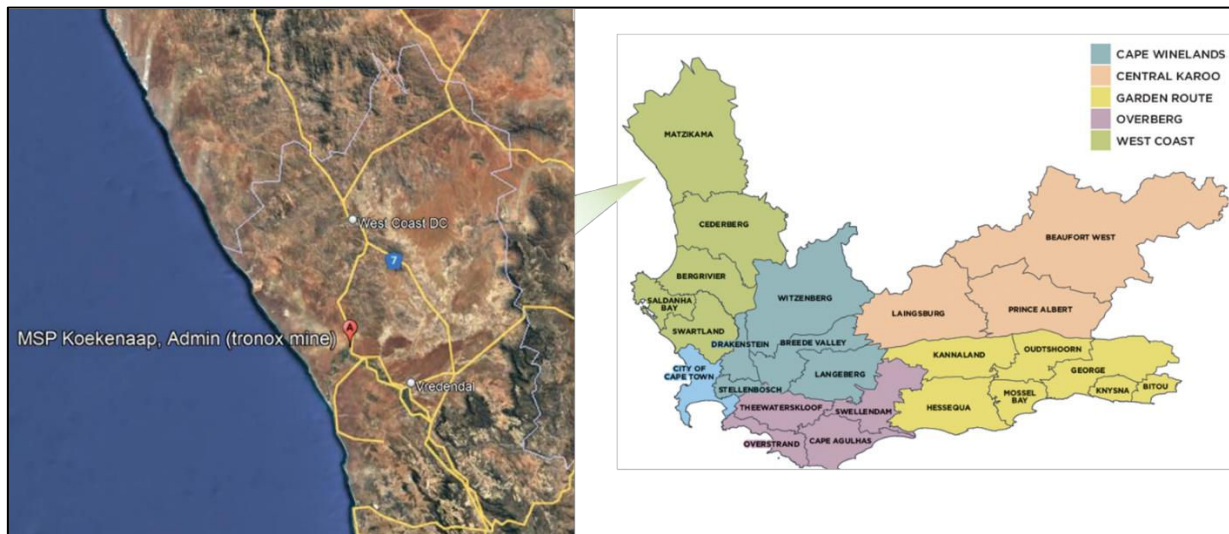
This chapter investigates the various dynamics of the proposed project site. This is important as it looks at the area in which the project will take place, giving a better understanding of the study area. To efficiently manage the scope of the study by identifying the best clusters of observations for the projected development. The footprint of the proposed development has been classified as follows:

- The primary study area is Matzikama Local Municipality, as it is the immediate zone of influence. This includes the site where the proposed development is to be located and the regions immediately adjacent.
- The secondary study area is West Coast District Municipality. The reason the DM is the secondary study area is due to the wider range of potential impacts on the surrounding areas and the province.
- The Western Cape will be considered the tertiary study area due to the impacts, if any, on the province's economy.

The above-mentioned zones are prioritised in this report. However, mentions of other areas will be included if necessary to support the document. The map below is used to illustrate the study areas as mentioned above.



### Map 3.2-1: Zone of influence overview



Municipalities of South Africa (2022) adapted by Urban-Econ

Matzikama Local Municipality is a Category B local municipality which governs the northernmost portion of the Western Cape province of South Africa. The Northern Cape and the Atlantic Ocean are its northern and eastern neighbours, respectively. It occupies about half of the district's land area and is the largest of the district's five municipalities.

The communities in the Matzikama Local Municipality constitute 62% urban settlement, 38% farm settlement and none of the residents live in non-urban areas. In terms of the types of dwellings, 77% of the community live in houses/ brick structures, 1 % live in traditional dwellings and about 3% live in informal dwellings/shacks. The Matzikama Municipality's resources are put under more strain as due to urbanisation, and as a result, the cost of providing basic services is more than it would be in other municipalities. The contribution from the private sector is therefore important as the Local Municipality requires support in the provision of basic services.

### 3.3. The Social And Economic Background Of The Area In Which The Mine Operates (Regulation 46 (C) (i))

#### 3.3.1 Socio-economic Setting

In preparation for the development of this Social and Labour Plan for the 2023 to 2027 period renewal, an independent Socio Economic Assessment was again commissioned through Urban Econ with a view to providing unbiased information regarding Tronox Mineral Sands direct and indirect impacts on the communities in which it operates.

The public participation process that Tronox embarked on, gave an opportunity for needs to be identified from a local economic development perspective.

### 3.3.2 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	327	37.1
Lutzville	7 525	68	16	362	41.0
Vanrhynsdorp	6 308	117	65	26	2.9
Klawer	6 076	113	61	48	5.4
Ebenhaeser	2 608	80	28	57	6.5
Koekenaap	1 300	58	6	37	4.2
Strandfontein	110	95	41	3	0.3
Doringbaai	1 623	101	49	19	2.2
Rietpoort/Molsvlei/ Putsekloof	2 197	116	101	0	0
Nuwerus	1 100	75	60	2	0.2
Bitterfontein	1 784	91	76	1	0.1
Kliprand	260	160	145	0	0
				<b>882</b>	

**Sources:** Tronox Mineral Sands SAP HR Database)

### 3.3.3 Baseline Information

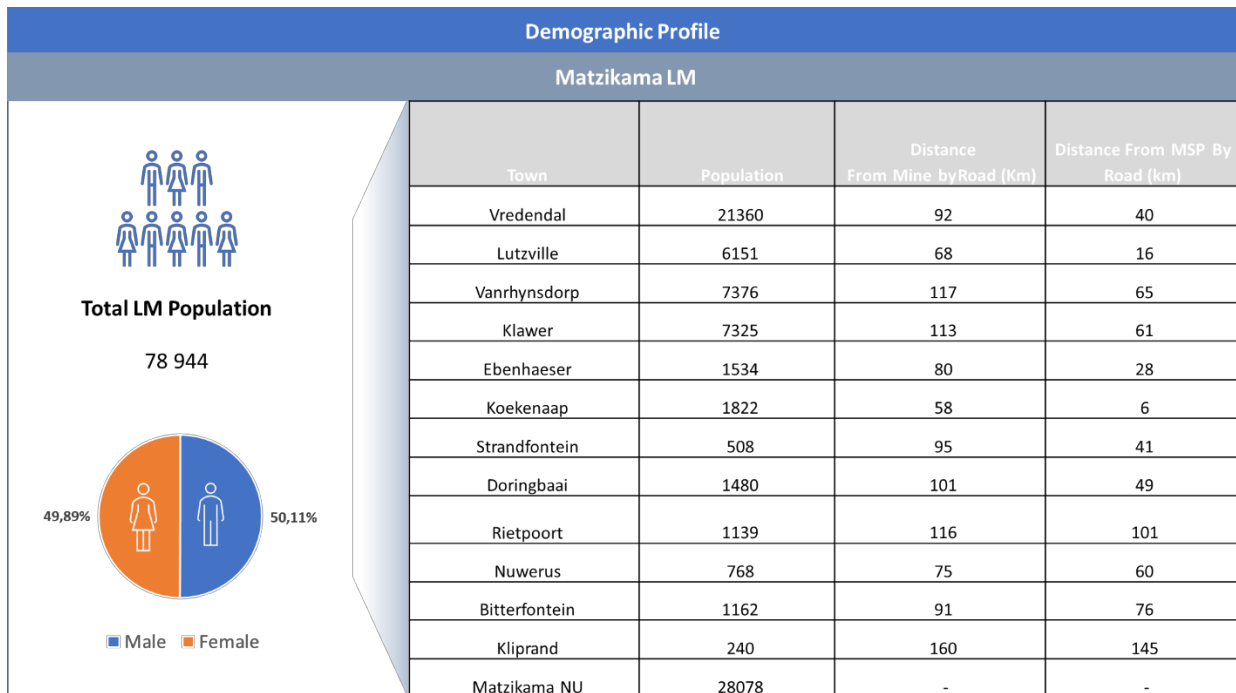
This chapter addresses the study area's existing socio-economic environment. A baseline profile is necessary because it provides both qualitative and quantitative data on the people and economies under study.

#### 3.3.3.1 Demographics

It is important to understand the profiles of the municipality in order to understand the extent, if any, to which the communities will be impacted by the project at hand. This sub-section therefore aims to highlight the demographic profile Matzikama Local Municipality.

The population in the proximity of the mine is an important component since it influences factors like labour supply, entrepreneurial skills, and economic growth. As shown in Figure 3-1, the Matzikama LM is home to a population of approximately 78944 residents.

**Figure 0-1: Matzikama Local Municipality Demographic Profile per Town and Distance from Tronox Mineral Sands**



Urban-Econ Calculations based on Quantec Data (2022)

As depicted in the figure above, Vredendal and Matzikama NU have the highest population in Matzikama, together making up approximately 63% of the population. Koekenaap is the town closest to both the Brand-se-Baai Mine and the MSP admin office, while Kliprand is the furthest. This demonstrates that Koekenaap's population will likely find it easier to travel to work given its distance from its residents. The towns with the largest population, however, are probably to have a greater variety of skills that could be valuable to Tronox's operations.

On average, there has been a net in-migration of around 1 008 people per year into the Matzikama Municipal area, with most migrants being the Coloured population (average of 791 people), followed by Black African population groups (average of 253 people). Asian/Indian immigration (approximately 15 people per annum) to the area is very low while the White population appears to be slowly immigrating out of the area with approximately 15 people leaving the area each year (Source: Urban Econ Calculations based on Quantec Data). Therefore, in terms of employment equity, it would be difficult to get the demographic split of the country represented in the Tronox Mineral Sands organisational structure.

Matzikama Local Municipality has rather more male than female overall, although the difference is relatively small (only around 0,2% more males than females). At least 10% of mining jobs must be held by women, in accordance with the Mining Charter, and this gender divide enables Tronox Mineral Sands recruiters to find candidates.

Afrikaans is the most commonly language spoken in the area (~83.67%), followed by isiXhosa (8.58%), English (~3.98%), Sesotho (~1.25%) and other indigenous languages (<1%). This shows that the easiest mode of both Internal and external communication with local communities would be in Afrikaans due to the large number of Afrikaans people speaking.

### 3.3.3.2 Health and Crime Profiles

Health and safety are important components in mining operation. Therefore, the purpose of this subsection is to comprehend the health and crime profiles of the Local Municipality in order to determine whether or not the mining operations will be impacted by the health and crime in the area, and vice versa. The Matzikama Local Municipality's crime statistics are displayed in the table below, along with crime figures for the West Coast DM (secondary study area) and the Western Cape province (tertiary study area).

**Table 3.2: Crime Statistics Trend**

	2017	2018	2019	2020	2021
<b>Western Cape Province</b>	495 505	488 379	446 892	410 241	317 047
<b>West Coast DM</b>	26 849	26 648	24 704	23 747	19 985
<b>Matzikama LM</b>	3 788	3 797	3 531	2 991	3 174

Source: Quantec 2022

As can be seen in table 3.2 above, Matzikama LM has relatively low crime rates, accounting for only 1% of the province crime rate and roughly 1.6% of West Coast District Municipality crime rate. The Local Municipality's crime statistics between 2017 and 2020 show a general downward trend, however in 2021, reported crime increased by 6% in the Local Municipality with the highest reported crimes being Contact crimes (~30%), Property Related crimes (~20%) and Drug-related crimes (~16%). The reported drug-related offenses are particularly dangerous for the mining operations as drug and alcohol abuse could have a direct influence on employee health and safety.

In terms of access to health service, the majority of the towns in the Matzikama Local Municipality have either primary health care facilities or mobile clinics that frequently visit the areas. In Vredendal, there is a provincial hospital. Vanrhynsdorp and Vredendal both have ambulance depots run by the West Coast District Municipality. There is also the Red Cross air ambulance service. Vredendal Provincial Hospital is the closest hospital to Tronox Mineral Sands that can provide basic medical care in the event of an emergency. For any specialist services, employees would have to travel more than 300km to either Paarl or Cape Town for medical specialists.

### 3.3.3.3 Education Profile

Education levels are also a key indicator of an economy's social welfare and access to education. This sub-section, therefore, aims to briefly analyse education levels of the primary study area to give an understanding of the developmental state of the area.

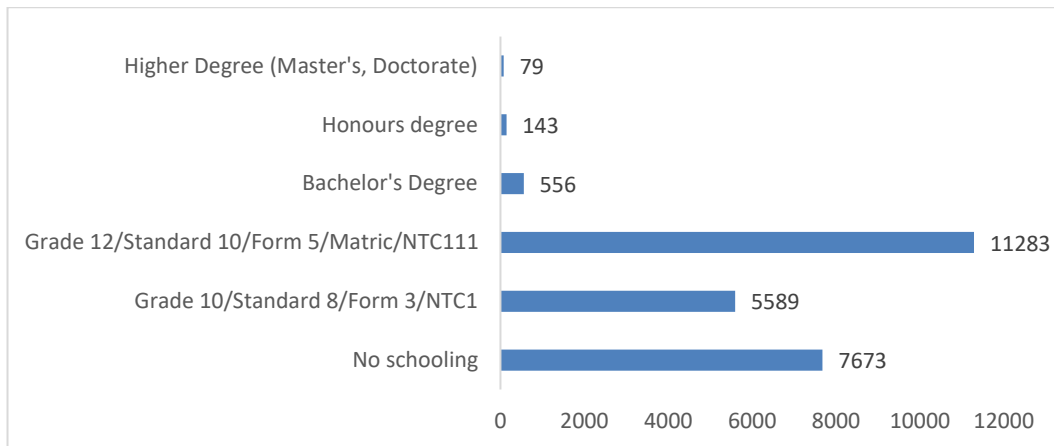
**Table 3.3 below is used to demonstrate the number of schools in each town of the Matzikama Local Municipality.**

	Combined School	Early Childhood Development	Intermediate School	Primary School	Secondary School
Bitterfontein				2	
Doringbaai				2	
Ebenheaser		2	2		
Klawer		3	2	2	
Koekenaap		1			
Lutzville	2	4	2		
Matzikama Rural				4	
Nuwerus	2				
Outside A Town			2	16	
Rietpoort			2		
Vanrhynsdorp	5	3		2	
Vredendal		10		6	4
<b>Total</b>	<b>9</b>	<b>23</b>	<b>10</b>	<b>34</b>	<b>4</b>

As can be seen in table 3.3 above, Matzikama Local Municipality has about 80 schools, excluding higher education/tertiary schools. There are 9 combined schools in the Local Municipality that offer both primary and secondary education, in addition to the 34 primary schools and 4 secondary schools in the area. Vredendal has the highest number of schools compared to the other towns in the Local Municipality followed by schools that do not necessarily fall under the above-mentioned towns. The town with the least number of schools

is Bitterforntein, comprising of only 2 primary schools. The table below is used to further highlights the Local Municipality 's education statistics.

**Figure 0-2: Matzikama Level of Education (2021)**



Source: Quantec 2022

Figure 3-2 depicts that the highest education level attained by the residents of Matzikama Local Municipality is grade 12/matric level education. This is followed by residents no schooling (~10% of the total population) and residents with grade 10/standard 8 (~7% of the total population). As can be seen in the figure above, those with higher education—specifically, those with doctoral and master's degrees—are in the minority, demonstrating that there are fewer people with higher education levels available than those with lower levels of education. The bulk of the Local Municipality's population meets the minimum appointment requirement of grade 10 at Tronox Mineral Sands. However, the technical abilities needed for the procedures require at least a grade 12 education, which further reduces the employment pool.

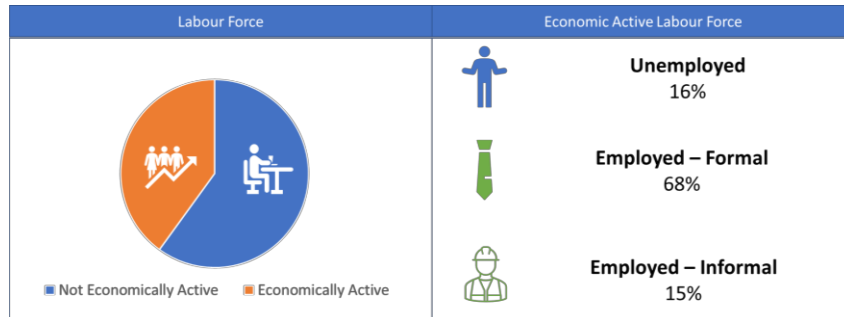
### 3.3.3.4 Employment and Income Levels

The average employment and income levels of an economy are used to assess the economy's standard of living as well as its developmental state. This sub-section, therefore, aims to briefly analyse the Employment and income levels of the city of Matzikama Local Municipality to give an understanding on the developmental state and social welfare of the city.

As of 2021, the working-age population (WAP) constituted 64% of the Matzikama Local Municipality's total population, which translates to about 50533 people. About 16% (~4970 individuals) of the economically active population is unemployed while about 68% (~20816 individuals) are employed in the formal sector. Only a small portion the Local Municipality's

labour force is works in the informal sector which translates to about 4612 individuals. The workforce of the Local Municipality is further depicted in the picture below.

**Figure 0-3: Matzikama Local Municipality Labour Profile**



Source: Quantec, 2022

The majority of the households in Matzikama Local Municipality earn between R19,601 - R38,200 per annum while only 0.5% of the Local Municipality's households have an income higher than R1 228 801 per annum. As depicted in the table below, the Local Municipality is doing relatively well with majority of the households have some income and only about 8.2% of the households have no income at all.

**Table 3.4: Matzikama Local Municipality Income Levels (2011)**

Annual Household Income	Percentage
No income	8.2%
R1 - R4,800	1.9%
R4,801 - R9,600	3.3%
R9,601 - R19,600	17.6%
R19,601 - R38,200	24.7%
R38,201 - R76,4000	17.8%
R76,401 - R153,800	11.8%
R153,801 - R307,600	8.6%
R307,601 - R614,400	4.4%
R614,001 - R1,228,800	1%
R1,228,801 - R2,457,600	0.4%
R2,457,601+	0.2%

Source: StatsSA 2012

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. The mine is thereby increasing the labour force in

the LM and, subsequently, the annual household incomes of those who are both directly and indirectly employed, raising their quality of life and that of their families.

### 3.3.3.5 Economic Profile

The creation, distribution, and consumption of products and services are the defining characteristics of an economy. The value of goods and services generated in a certain location, industry, or sector of the economy is measured by Gross Value Added (GVA). This sub-section aims to look at the economic profile of Matzikama Local Municipality by specifically looking at the GVA and SVA contributions as shown in the table below.

**Table 0.5: Municipality contribution to Gauteng Province and South Africa (R Millions)**

	2017	2018	2019	2020	2021
<b>Western Cape Province</b>	1 406 539	1 489 266	1 555 186	1 532 521	1 675 484
<b>West Coast DM</b>	76 262	79 451	80 224	85 199	94 004
<b>Matzikama LM</b>	11 107	11 532	11 321	12 719	13 921

Source: Quantec (2022)

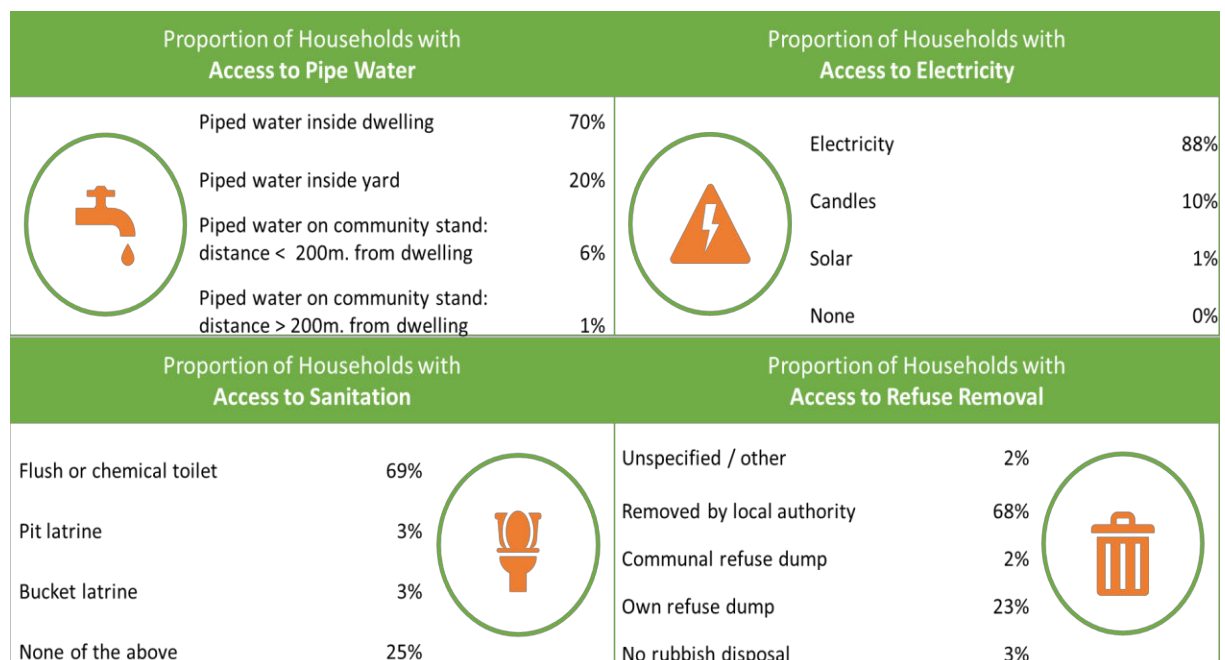
As can be seen from table 3.5 above, the Gross Value Added of the Matzikama Local Municipality was valued at R13 921 million at constant prices for 2021. This constitutes approximately 15% of the total GVA for the West Coast District Municipality and about 1% of the provincial GVA in 2021. This shows that the Local Municipality has a low contribution to the provincial economic performance and increase in economic activity is needed within its regions to grow its GVA contribution.

### 3.3.3.6 Access to Basic Services

Shelter, water, power, sanitation, and other services are factors that help establish the people's standard of living in the investigated location. These are important in constructing a comprehensive picture of the conditions in which communities live. This sub-section aims to briefly describe the municipality's access to basic services which is illustrated in Figure 3-4 below.



**Figure 0.4: Access to Basic Services**



Source: Quantec (2022)

As can be seen in the figure, about 70% of the households in the Matzikama Local Municipality has access to piped water inside their dwellings while about 20% have piped water within their yards. Approximately 6% of households have piped water on community stands less than 200 meters away from their dwellings and 1% have access to piped water on a community stand further than 200 meters away from their dwellings. Economic development and water access are related because most enterprises need water to operate. Like other enterprises, Tronox Mineral Sands needs access to water for daily operations, therefore it erected a pipeline at a farming community near the mine. This pipeline also gave the farming community access to water for domestic uses.

In terms of access to energy, majority of households (~88%) have access to electricity for cooking and lighting purposes. Approximately 10% of the households use candles as their primary means of lighting and about 1% use solar energy as their main source of power. Tronox has previously provided electricity assistance to the municipality as part of its social and labor plan in the community of Phola Park.

A flushing toilet or a chemical toilet is accessible to roughly 69% of the Matzikama Local Municipality. Pit latrines and bucket latrines are used in about 3% of the houses. In terms of refuse removal, approximately 68% of the LMs households refuse is removed by the local authority at least once a week. About 3% of the households said they had no means of refuse disposal, while about 2% used a community landfill and 23% dumped their own refuse.

The Matzikama Local Municipality's access to sanitation and refuse disposal has no direct effects on Tronox's business operations, furthermore, the mines' refuse disposal is authorised to be done at its sites.

In terms of road and transport infrastructure, Matzikama Local Municipality acknowledges the importance of roads to the district municipality's overall road transportation system and contribution to economic development. The community's modes of transportation to the mine have no bearing on how Tronox does operations as the mine provides transportation for the personnel. However, as part of the Matzikama Local Municipality's Integrated Development Plan (IDP), the mine could help the LM further expand its roads if should the mine want to make a bigger contribution to transportation through its social and labour plan.

**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	Stakeholders Raising Issues in 2022
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	Establishment of training Centre for the youth
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		Small businesses require opportunities in mining operations
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	No water related issues raised
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		Air pollution and dust as well as radiation in nearby communities
Dust, air and noise pollution	Farmers adjacent to mining operations	Farmers and employees	Employees at the MSP		nearby communities
HIV/AIDS prevalence in local communities	None	Local communities and Department of Health.	NGO's		Gender Based Violence initiatives
Decline in house values at mine closure	Homeowners in Vredendal and Lutzville.	Homeowners and local developers	Homeowners and local developers.		Housing

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	Matzikama Business Development Centre
Improved education and skills development	Local communities and business owners.	Local communities, department of education and employees.	Local communities, department of education and employees.		Skills Development Centre required
Improved infrastructure and services	Landplaas Boerevereniging	Local municipality, farmers and local communities	Local municipality, farmers and local communities		Housing in the area and structure for services
Contribution to local economic development	Local government and communities.	Local government and communities.	Local government and communities		Training for small businesses
Improved community health and safety.	None.	NGO's, local communities, department of Health and employees.	NGO's, local communities, department of Health and employees.		Private hospital and clinics in Vredendal, Lutzville and Klaver

Impacts and Issues	Stakeholders Raising Issue in 1980's.	Stakeholders Raising Issue in 2005	Stakeholders Raising Issue in 2011	Stakeholders Raising Issues in 2017	Stakeholders Raising Issues in 2022
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	Establishment of forums
Preference to local procurement	Not applicable	Not applicable	Business people and Chamber of Commerce		Opportunities for training SMMEs
Trust fund in support of WCBDC as bridging finance for SMME development	Not applicable	Not applicable	Local municipality and WCBDC		Matzikama Development Trust
Membership of Matzikama Chamber of Commerce	Not applicable	Not applicable	Chamber of commerce		Procurement opportunities
Support to other schools in Matzikama where majority of Tronox Mineral Sands employees do not reside	Not applicable	Not applicable	Department of Education		Focus on Early Childhood Development (ECD)
Mitigation of damage to road infrastructure by increased number of trucks hauling Tronox products	Not applicable	Not applicable	Local municipality and Chamber of Commerce		Roads use by employee business

**(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).

### **3.4. 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.

As a final step and to ensure buy-in, various meetings were 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 2023 to 2027. 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.

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

### **3.5. Impacts of Previous LED and CSI Interventions**

During the period of the previous Social and Labour Plan (2018 to 2022) Tronox Mineral Sands has successfully completed most of its commitments, however, due to Covid and other circumstances beyond our control, at least two projects will be change through the section 102 application process.

Table 3.4 indicates the summary details of the projects undertaken as well as the total financial commitment made to the project.

**Table 3.4: Matzikama Local Municipality CSI and LED projects supported by Tronox Mineral Sands**

Project Name	Project Status & Comments
<b>Wool manufacturing plant</b>	Section 102 application will be lodged
<b>Township Economy &amp; Infrastructure Development (Projects for informal settlements' Thabo Mbeki, Mangaung and Polah Park)</b>	In tender phase
<b>Matzikama Enterprise Development Centre</b>	Complete December 2020.
<b>Learner Transport Scheme</b>	Complete December 2020.
<b>Construction of Additional Classrooms at Kleinrivier Primary school</b>	Complete.
<b>Construction of a Kitchen at Vredendal North Primary school and installation of solar air-conditioning</b>	Complete.
<b>Vredendal North Secondary School – Upgrade of Sports grounds</b>	Complete
<b>Niewoudt Primary School – Upgrade ablution facilities and Sports grounds (20 units – revamp teachers' facilities) Basic sports ground</b>	Section 102 application will be lodged
<b>Maskam Primary School – Shade Port</b>	Complete



<b>Upgrade of Koekenaap Sports ground</b>	Phase 1: Complete Phase 2: Complete Phase 3: In progress
<b>Doring Bay Sports Ground</b>	Not started. Planning phase.
<b>Upgrade the Sports ground in Ebenhaeser</b>	Complete
<b>Upgrade of Koekenaap Bulk Water Infrastructure</b>	Complete
<b>Lutzville Reservoir</b>	Not started. Possible section 102
<b>Koekenaap Community Hall</b>	Complete

Tronox Mineral Sands (NS) – 2013 – 2017 LED projects

<b>Project Name</b>	<b>Project Status</b>
<b>Klawer Sportsground</b>	Complete
<b>Vredendal Senior Secondary School – Ablution Facilities</b>	Complete
<b>Naasdrift Primary School</b>	Complete

**Table 3.5: Additional CSI projects supported by Tronox Mineral Sands**

Year	ZAR
2018	R4 850 645,00
2019	R3 516 021,80
2020	R3 119 779,27
2021	R1 577 936,00
2022	R2 586 421,74
<b>Grand Total</b>	<b>R15 650 803,81</b>

Tronox Mineral Sands have through its Social Corporate Investment (CSI) Programme spend more than R15 million in donations through its discretionary fund. Over the past five years, more than 56 beneficiaries benefitted.

Please refer to Annexure “X” for details

**3.6. Infrastructure and Poverty Eradication Projects Undertaken In Line with IDP of the Areas in which the Mine Operates and the Major Sending Areas. (Regulation 46 (c) iii (I))**

**Table 3.6: Priority Needs identified from the Matzikama Municipality IDP 2022**

General	Specific	Type of need	Municipality
<b>Unemployment</b>	Many people living on state grants due to unemployment.	Job opportunities	All towns within Matzikama
<b>Education</b>	Inadequately resourced schools	Educators, Infrastructure	Most towns in Matzikama
<b>Infrastructure</b>	Shortage of housing	Houses	All towns within Matzikama
<b>Health</b>	Basic health services	Clinics and/or more clinic days	Most towns in Matzikama

**3.6.1 Mine Community Development**

**3.5.1.1 UN Sustainable Development Goals**

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now

and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership.



### 3.6.1.2 National Development Plan (NDP)

On February 19, 2013, former Minister in The Presidency: National Planning Commission, Trevor Manuel said, “The National Development Plan (NDP) offers a long-term perspective. It defines a desired destination and identifies the role different sectors of society need to play in reaching that goal”.

The NDP aims to eliminate poverty and reduce inequality by 2030. According to the plan, South Africa can realise these goals by drawing on the energies of its people, growing an inclusive economy, building capabilities, enhancing the capacity of the state, and promoting leadership and partnerships throughout society.

### 3.6.1.3 Priorities of 2022

- overcoming the COVID-19 pandemic,
- a massive rollout of infrastructure,
- a substantial increase in local production,
- an employment stimulus to create jobs and support livelihoods,
- the rapid expansion of our energy generation capacity.

### 3.5.1.4 Integrated Development Plan (IDP)

Matzikama Municipality has completed its Integrated Development Plan (IDP) as per the requirements of Section 25 of the Municipal Systems Act. The IDP focus on a balanced development strategy that recognizes the strengths and weaknesses of our resources and will ensure the protection of our environmental integrity, the fundamental challenges regarding our human and social development and the ability to support a robust economy. Public participation is fundamental to the success of the execution of this plan and can be seen as the heart of the process. Our focus is people-centered development and the robust generation of economy.

### 3.6.1.5 Tronox public participation process

The amended Regulation gazette on 27 March 2020 have introduced that mines may consult with interested and affected parties in terms of Regulation 3 of MRPDA. Public Participation schedule was presented to local council to proceed with Public Participation separate to the IDP process to allow for more transparent process and meaningful engagement .The process below gives an indication of the meaningful process that Tronox embarked on by Tronox.

Identification, selection, and shortlist process of the mine community development projects:



**Table 3.7. Local Economic Development Projects Identified for 2023 to 2027. Local Economic Development Projects Identified for**

Project Name	Project Objective	Project Type	Total Budget	Socio-Economic Impact of Project	Beneficiaries / Ward	Town
Molsvlei E-Centre	Provide community with access to connectivity and a facility to enable them to connect with the world	Service	R1 000 000	Access to connectivity to the community of Molsvlei. At least 230 households will benefit from this initiative with at least 690 people accessing the facility	8	Molsvlei
<b>Programme 2:</b> Ward 8 - Learner Transport	Access to Rural Schools Programme: This initiative will provide transport to rural communities to get learners to school on a daily basis	Learner Transport	R2 000 000	This project will decrease or completely eliminate the drop outs in the rural schools. The physiological, emotional and educational well-being of children in the area will improve significantly	8	Molsvlei, Stofkraal, Rietpoort, Put se Kloof, Bitterfontein
Ablution Facilities Upgrade at School	This project involves the upgrade of ablution facilities at the community of Stofkraal	Infrastructure	R350 000	Improved ablution facilities contribute to better healthcare	8	Stofkraal
School Hall	This project involves the second phase for the completion of a school hall	Infrastructure	R800 000	This project will give the opportunity to further advance external learning and hosting the community at the school	7	Vanrhynsdorp

Informal Township Economy Infrastructure Upgrade	This project involves the upgrade of an existing bee hives as infrastructure for small businesses to operate from	Infrastructure	R250 000	This project will advance small businesses development in the area	7	Vanrhynsdorp
Upgrade of Clinic	This project involves upgrade or renovation of the existing clinic facility in Klawer	Infrastructure	R1 000 000	This project will improve the existing healthcare facility. The impact will be for the population of Vanrhynsdorp	6	Klawer
Upgrade of Hall	This project involves the upgrade of hall	Infrastructure	R1 000 000	The upgrade of the hall for Vergenoeg Primary will assist with functions and creating an environment of safety	3	Vredendal North (Mangaung)
<b>Programme 3:</b> English/Xhosa Teachers (Pilot)	This project involves support for Teachers at Vergenoeg Primary, Kleinrivier Primary and Koekenaap Primary Schools for the roll out of the Xhosa/English (Multilingual) language programme	Service	R382 700	This initiative will contribute to the provide diverse education provision in the area. It will also contribute to less brain drain and losing skills in the area	8	Koekenaap
Building of Satellite Clinic	This project involves the building of a satellite clinic in Lutzville Wes	Infrastructure	R1 250 000	This project will improve the existing healthcare facility. The impact will be for the population of Lutzville Wes	1	Lutzville Wes
Paving of the road in front of Ebenhaeser Primary School	This project involves the paving of the road in front of Ebenhaeser Primary School	Infrastructure	R350 000	This project will improve the existing infrastructure	2	Ebenhaeser

<b>Programme 1:</b> ECD Centre/Creche Support (New or Existing)	This programme is earmarked for the roll out of Early Childhood Development Centre's (ECD) in rural towns in Matzikama. One of our key focus areas in line with the UN SDGs is providing quality education at an early age	Infrastructure	R1 000 000	Early Childhood Development (ECD) is the foundation of education. This programme will impact the life's of HDSA communities	6	Klawer
					3	Vredendal North (Mangaung)
					4	Vredendal North
					2	Ebenhaeser
<b>Programme 1:</b> ECD Centre/Creche for Koekenaap	This programme is earmarked for the roll out of Early Childhood Development Centre's (ECD) in rural towns in Matzikama. One of our key focus areas in line with the UN SDGs is providing quality education at an early age	Infrastructure	R1 000 000	Early Childhood Development (ECD) is the foundation of education. This programme will impact the life's of HDSA communities	8	Kliprand
<b>Programme 4:</b> Street lights & CCTV cameras	This project is aimed at providing a streetlights and cctv cameras in our communities to contribute to safe areas	Infrastructure	R1 350 000	Safety is one of our key values. This programme will provide street lights and cctv cameras for six (6) rural communities. It will assist law enforcement agencies with issues of crime	1	Ebenhaeser
					2	Lutzville Uitkyk
					3	Vredendal North (Mangaung)
					2	Lutzville Wes
					4	Vredendal North
					7	Vanrhynsdorp
<b>Programme 5:</b> Running track in Vredendal North and South	This project involves the upgrade of existing parks in with running tracks for use of athletics	Infrastructure	R500 000	These facilities will encourage sports in our communities proving a platform for children to practice regularly etc.	4	Vredendal North

<b>Programme 4:Waste Management (25 waste skips)</b>	This project is aimed at providing waste skips to various communities to contribute to keeping our communities clean	Infrastructure	R1 000 000	Improve and promote a clean environment	All	All
Multi-Purpose Hall/Thusong Centre	This project is aimed at provided a multipurpose community hall for the community of Mangaung, Joe Slovo, Vergenoeg etc.	Infrastructure	R3 500 000	Provide a facility for communities to use for various activities	4	Vredendal North
Develop emerging farmers	This is an income generating project which is aimed at contributing to the development of emerging farmers in the area	Income Generating	R2 500 000	This income generating project will assist emerging farmer development in Ward 8	8	Kliprand, Molsvlei, Stofkraal, Rietpoort, Putse Kloof, Bitterfontein
Upgrade of Taxi Rank in Vredendal	Income Generating	Taxi Rank	R3 500 000	Funding: R3,5 million Revamp the existing taxi rank in Vredendal to provide for an increase in the number of taxis and people travelling to and from the Vredendal CBD	5	All
Upgrade of Creche in Papendorp	The purpose of this project is to upgrade the creche in Papendorp with a hall	Infrastructure	R300 000,00	The purpose of this project is to upgrade the creche in Papendorp with a hall. This is to secure the safety of the children	2	Papendorp



Build a E-Centre for Ebenhaeser	This project involves the building of a E-Centre in Ebenhaeser	Infrastructure	R1 500 000,00	This project will give the community of Ebenhaeser a place where they can learn	2	Ebenhaeser
Building of Play Parks	This programme involves the development of play parks in Ward 2	Infrastructure	R1 200 000,00	This programme involves the development of play parks in Ward 2	2	Doring Bay, Papendorp, Ebenhaeser
<b>Programme 2:</b> Ward 2 - Learner Transport (Existing project)	Access to Rural Schools Programme: This initiative will provide transport to rural communities to get learners to school on a daily basis	Learner Transport	R3 000 000	This project will decrease or completely eliminate the drop outs in the rural schools. The physiological, emotional and educational well-being of children in the area will improve significantly	2	Doring Bay, Papendorp, Ebenhaeser
Electrical infrastructure Lutzville	The project involves the refurbishment of the auto recloser and increasing the capacity of supply from 2000KVa to 3000KVa. This is to upgrade the electrical infrastructure at Lutzville	Infrastructure	R4 000 000	The project involves the refurbishment of the auto recloser and increasing the capacity of supply from 2000KVa to 3000KVa.	1	Lutzville Uitkyk
Fencing of oxidation dams Uitkyk, Lutzville	The project entails the construction of a fence around the oxidation dams in Lutzville to safeguard the area	Infrastructure	R500 000	The project entails the construction of a fence around the oxidation dams in Lutzville to safeguard the area	1	Lutzville Uitkyk

<p><b>Programme 1:</b> ECD Centre/Creche for Koekenaap</p>	<p>This programme is earmarked for the roll out of Early Childhood Development Centre's (ECD) in rural towns in Matzikama. One of our key focus areas in line with the UN SDGs is providing quality education at an early age</p>	<p>Infrastructure</p>	<p>R1 000 000</p>	<p>Early Childhood Development (ECD) is the foundation of education. This programme will impact the life's of HDSA communities</p>	<p>8</p>	<p>Koekenaap</p>
<p>Upgrade of Hoekklip Syphon</p>	<p>This project involves the upgrade of the Hoekklip Syphon project</p>	<p>Infrastructure</p>	<p>R9 000 000</p>	<p>This project involves the upgrade of the Hoekklip Syphon project</p>	<p>8</p>	<p>Koekenaap</p>
<p>Fresh Water Purification Project</p>	<p>This project involves the implementation of a Fresh Water Purification Project for the communities of Matzikama</p>	<p>Infrastructure</p>	<p>R2 000 000</p>	<p>This project involves the implementation of a Fresh Water Purification Project for the communities of Matzikama</p>	<p>All</p>	<p>All</p>

### 3.7.1. Housing and Living Conditions (Regulation 46 (c) (iv))

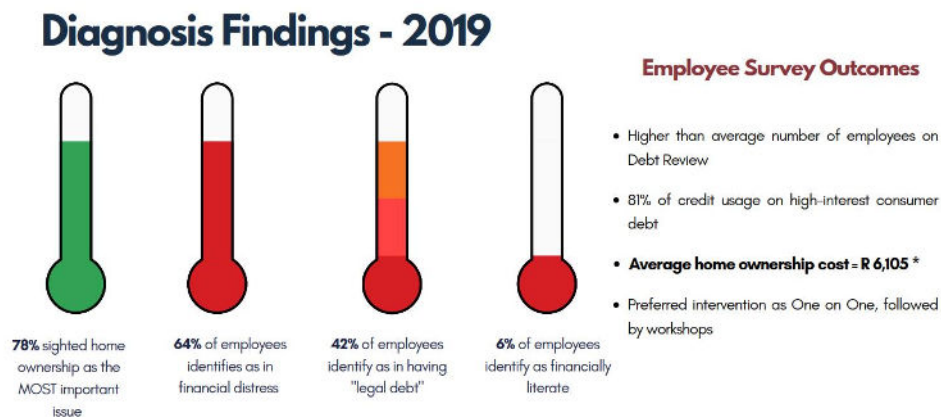
Tronox Mineral Sands does not own or operate any hostels or communal catering/feeding facilities at any of its operations. As such this section of the legislation is not entirely applicable to the operations. Tronox Mineral Sands is however committed to maintaining decent and acceptable conditions of health and accommodation for all its employees. Focus areas in this regard are:

- Decent standards of living
- Centrality of homeownership
- Affordable equitable and sustainable health systems

### 3.7.2 Housing Strategy

#### Accommodation Survey

Namakwa Sands accommodation affordability survey was undertaken in 2019 by independent organisation specializing in Financial wellness. The purpose of the survey was to delineate the current housing affordability situation as well as housing needs. The survey had the following results:



#### Existing Tronox owned Houses and Apartments

There are 215 number of housing units in Vredendal, Lutzville, Vredenburg and Saldanha of which 189 is houses and 26 is apartments.

- Vredendal = 36
- Lutzville = 111
- Koekenaap = 1
- Vredenburg = 58
- Saldanha = 8
- Langebaan = 1

Employees currently receive a housing allowance in the following manner:

- Housing allowances as it relates to different union affiliations (NUM and Solidarity)
- Where employees have a Lease contract such employee receives a Housing Allowance to the value of
  - o Qualifying employees from the NUM bargaining unit receive an amount of:  
B Band = R3780 per month to subsidize the monthly rental, water and electricity cost.  
C Band = R4416 per month to subsidize the monthly rental, water and electricity cost.
  - o Qualifying employees from the Solidarity bargaining unit receive an amount of:  
C Band = R4035 per month to subsidize the monthly rental, water and electricity cost.

Maintenance is carried out by Mine at its cost. Employees can use the housing scheme to purchase the house and sectional titles. Apartments may be purchased by employees in the future.

#### Housing Subsidy for Mine and Non-Mine facilitated accommodation

By end October 2022, 240 employees chose to access monthly housing subsidy allowance, split as per below, for living in approved accommodation of their choice living within a 100km radius of Namakwa Sands Mine.

- o Qualifying employees from the NUM bargaining unit receive an amount of:  
B Band = R4100 per month  
C Band = R4920 per month
- o Qualifying employees from the Solidarity bargaining unit receive an amount of:  
C Band = R4741 per month

#### Tronox leased housing from 3<sup>rd</sup> party landlords

In October 2022 Tronox leased 32 houses and 10 apartments from 3<sup>rd</sup> party landlords to house employees who will eventually buy or lease a house through the project Storehouse initiative. 3<sup>rd</sup> Party rentals will be phased out as employees will become homeowners through Project Storehouse.

#### New builds

Project Storehouse (as will be elaborated on below) highlighted the need to empower employees to own houses as part of the requirements of the Mining Charter. The project exposed that due to high level of indebtedness, employees were unable to purchase houses

as they were not credit worthy, Furthermore, in the Western Cape, Tronox had mine owned housing which were no longer adequate to cater for all employees. It became a challenge to manage housing requirements. To this end Namakwa Sands solicited the assistance of accommodation development specialist to assist in developing 2 typologies of employee housing.

Due to operational changes at the Mine as well as low uptake of houses available to employees Namakwa Sands is reviewing its current housing strategy and plans to develop an alternative approach to facilitate homeownership, other than a company managed housing construction program. On the back of this, Unions and other stakeholders will be engaged to find a way forward. Notwithstanding, the Mine remain committed to provide decent accommodation to its employees at bargaining unit level.

### 3.7.3 Project Storehouse

Namakwa Sands Mines continues to actively promoting homeownership and as such Project Storehouse was designed in 2018 and implemented in 2019. Affordability and Qualification for a bond are the two main barriers to homeownership and as such Namakwa Sands has implemented a package of benefits that addresses both issues and thus allows more employees to enter the housing market.

Moreover, Project Storehouse has been devised to be more equitable to for all participating employees, be understandable to all stakeholders, be capable of being implemented in an efficient manner and most importantly, remain sustainable over the long term.

Project Storehouse tabled the following solution:



The components are as follows:

- Provident Fund rules have been amended to enable employees to offer 50% of their provident fund proceeds as collateral when applying for financing of home bonds.
- **Purchase price is at cost** – the house is sold to employee at cost.
- **Monthly housing allowances** – employees who meet the requirements (bargaining unit employees from both unions) can access the monthly allowances.
- **Helpdesk** – to assist with queries pertaining to employee financial wellness have been implemented, affordability and how to apply for a bond are some of the services offered by the helpdesk.

### **3.7.4 Healthcare**

All permanent employees and their direct dependents have compulsory membership of a subsidised medical aid.

- a) Each operational area has a fully equipped Occupational Health Clinic, manned by a registered Occupational Health Sister. This practitioner is also registered to administer primary health care and have dispensing licenses to enable employees and contractors to obtain primary health care. A medical practitioner (doctor) also visits the operational areas twice a week.
- b) The Careways Group has been contracted by the company to provide an Employee Assistance Programme (EAP) to employees and their immediate families. This programme seeks to promote the social and mental wellbeing of employees and their immediate families.
- c) Mine Health and Safety Committees are in place.
- d) The operation has OHSAS 18001, ISO 9001 AND ISO 14001 certification.

### **3.7.5 Measures to Address Nutrition (Regulation 46 (c) (v))**

Tronox Mineral Sands has no hostels and the canteen or feeding infrastructure normally associated with mine hostels and as such this section does not apply.

Employee and contractor health which includes nutrition and lifestyle is however promoted and monitored through the follows:

- a) A Mandatory Code of Practice for Fitness to Work at Tronox Mineral Sands.
- b) Medical surveillance programme including specific medical management plans for employees with chronic medical conditions

- c) Health and wellness Information sessions conducted by the occupational health sisters on nutrition, especially to shift workers
- d) HIV/AIDS, Diabetes and Tuberculosis awareness training sessions.

### **3.7.6 Procurement Progression Plan (Regulation 46 (C) (Vi):**

Tronox Mineral Sands recognizes that sustainability plays an integral role in fulfilling our Global Corporate Strategy, which is to grow the business in a manner that creates lasting value for all Tronox stakeholders while preserving our license to operate globally.

To remain compliant with our core values, legislation and stakeholders, certain procurement principles and policies have been identified that will assist in addressing economic transformation imperatives. The Guiding Procurement Principle is one of a collaborative and consultative approach with stakeholders in ensuring that:

- a) Goods and services meet acceptable standards
- b) Ensure that goods and services are acquired at market related prices
- c) Innovative measures in the Supply Chain Process are adopted to ensure that we source, contract, lease, hire and procure goods and services from reputable suppliers
- d) An ethical code of conduct is adhered to when dealing with both internal and external customers

The broad objectives of the Procurement Plan are to:

- Actively identify new BEE/ HDSA suppliers in the procurement environment and more specifically in the Matzikama Municipality where the mine is situated.
- Establish a comprehensive and accurate supplier and/or vendor database in order to ensure that future HDSA expenditure is reflected and reported correctly.
- Progressively align the levels of spend with BEE/HDSA entities and other category suppliers by setting realistic targets over the next five years.
- Encourage existing Tronox Mineral Sands suppliers to embark on a transformation process.
- Develop and support local businesses through the Tronox Mineral Sands Enterprise and Supplier Development (ESD) program which has supported over 40 small local businesses between 2018 and 2021.

A strategy is under development to demonstrate the commitment to increasing local participation of aspiring entrepreneurs in Tronox Mineral Sands areas of operation. The process is designed to help with the empowerment of locals without placing any additional

strain on the mining processes and compliance with safety standards and technical requirements.

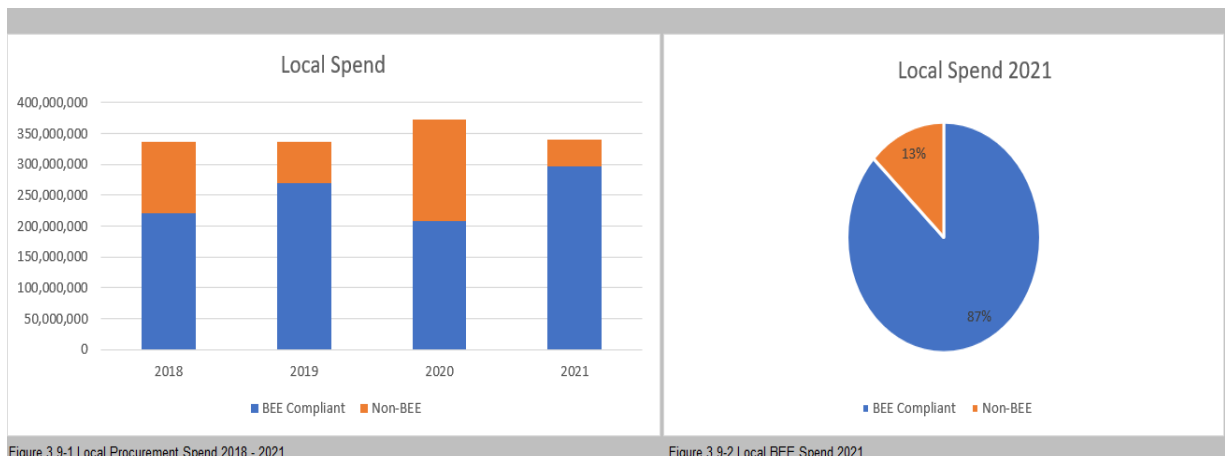
This process entails the continuous identification of opportunities that can be allocated to local suppliers in areas where they would otherwise not be able to access such opportunities due to:

- Existing service providers with a contract;
- No relevant skills available locally; or
- Lack of capital and equipment needed by local suppliers.

The Tronox Mineral Sands HDSA / BEE actual spends percentages as at 31 December 2021 are attached to this plan for reference as Annexure B: Procurement Progression Plan – Procurement as at 31 December 2021 (Form T)

Figure 3.9-1 below indicates the progress made between 2018 and 2021 in increasing the value spend on local suppliers and figure 3.9-2 shows the percentage BEE spend of Total Local Spend. The annual procurement spend of Tronox Mineral Sands was approximately R2 billion in 2021 of which 22% was spent with suppliers based in the communities close to our operations. Greater focus will be placed on sourcing women and youth owned businesses.

Figure 3.9-1: Progress on local spend 2018 – 2021



A concerted effort is also made to identify local women and youth owned businesses and through this effort, we have seen an increase in spend with these demographics between 2018 and 2021, with further improvements in 2022.



**Table 3.7: Discretionary Spend Black Youth and Women Owned 2018 – 2021**

<b>Demographic</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Discretionary Spend BWO	Not classified	2%	3%	5%
Discretionary Spend BYO	Not classified	0.3%	1%	4%

**Table 3.8: HDSA / BEE Spend and Future Targets to 2022**

<b>Type of Spend</b>	<b>2023 Target</b>	<b>2024 Target</b>	<b>2025 Target</b>	<b>2026 Target</b>	<b>2027 Target</b>
Goods	70%	70%	70%	70%	70%
Services	80%	80%	80%	80%	80%



# **SECTION FOUR**

## **MANAGEMENT OF DOWNSCALING AND RETRENCHMENT**

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

#### **4.1. Process Pertaining to the Management of Downscaling & Retrenchment**

In the event of downscaling and/or retrenchments occurring at Tronox Mineral Sands, consultation with employees will be affected in accordance with Section 189 of the Labour Relations Act No 66 of 1995 (as amended) and any collective agreement that exists.

The Minerals and Mining Development Board will be notified as required by Section 52 of the Act, where retrenchment of 500 employees or ten percent (10%) of the labour force, whichever is the lesser, is to take place in any 12-month period and to the Minister of Labour if retrenchment of 500 employees or ten percent (10%) of the workforce, whichever is the greater in this case, is contemplated. Ministerial directives in this regard will be complied with.

This section outlines the process that Tronox Mineral Sands will follow, when retrenchment due to operational requirements becomes unavoidable. It should be noted that this is the generic approach for Tronox Mineral Sands and can be modified as a result of consultation within the Future Forum.

#### **4.2. The Establishment of the Future Forum (Regulation 46 (d) (i))**

The Tronox Mineral Sands Future Forums was established within six months of conversion of the mining licenses and consist of representatives of the employees and of the management of the mining operation. The aim of the Forum will be to promote a dialogue between employee representatives and management regarding the Company's operations and factors affecting its viability and impact.

The duties of the Forum include regular consultation between employee representatives and management on matters affecting the future of the mine, including:

- Identification of possible solutions to problems and challenges facing the mining operation with regards to productivity and employment;
- Identification of production and employment turnaround strategies;
- Assistance in the development of appropriate redeployment strategies and;
- The implementation of agreed solutions.

The Forum will meet at least bi-annually or as regularly as its members decide. When the closure of the mine is imminent, the Forum will meet at least monthly.

### **4.3. Mechanisms To Save Jobs and Avoid Job Losses and a Decline In Employment (Regulation 46 (d) (ii))**

#### **4.3.1. Consultation**

In all instances where downscaling or retrenchments are required (for whatever reason) Tronox Mineral Sands will consult with employee representatives / employees as required by Section 189 (1) of the Labour Relations Act.

Consultation in this regard will commence when Tronox Mineral Sands anticipates that it will have, through retrenchment, to reduce employee numbers due to prevailing conditions. The consultations will take place within the Future Forum, which will attempt to reach a consensus on possible solutions to reduce the impacts of retrenchment on employees and the local community. The following will be discussed as part of the process:

- a) Reason(s) for the possible reduction in employee numbers
- b) Possible alternative solutions
- c) Number of employees likely to be affected
- d) Proposed method of selecting the affected employees
- e) The period during which such downsizing is likely to take place
- f) Proposed severance pay
- g) The possibility of future re-employment
- h) Support process that will be in place for the affected employees
- i) Support process that will be in place for the affected communities

Following consultation, the Minerals and Mining Board (the Board) will be informed of its outcome. At this point the Board can commence with its investigation and make recommendations to the Minister. Should the Minister impose a directive based on the Board's investigation, Tronox Mineral Sands will comply with the said directive and confirm in writing that the corrective measures have been taken.

#### **4.3.2. Legislative compliance**

In the event of retrenchments occurring, consultation with employees will be affected in accordance with s189 of the Labour Relations Act (66) of 1995, as amended, (LRA) and any collective agreement that exists.

The Minerals and Mining Development Board will be notified as required by s52 of the Act, where retrenchment of 500 employees or 10% of the labour force, whichever is the lesser, is to take place in any 12-month period; and to the Minister of Labour if retrenchment of 500 employees or 10% of the workforce, whichever is the greater, is contemplated. Ministerial directives will be complied with.

#### **4.3.3. Mechanisms to Provide Alternative Solutions and Procedures for Creating Job Security Where Job Losses Cannot be Avoided (Regulation 46 (d) (iii))**

In circumstances where retrenchments are unavoidable, and in order to assist those employees who are to be retrenched, Tronox Mineral Sands will consider taking the measures indicated below (but not limited to):

- a) Updating the socio impact assessment (SIA) to identify non-mining gaps and opportunities in the local economy
- b) Consulting with the municipality and other employers in the area regarding job opportunities
- c) Focusing the portable skills programme on scarce skills identified by the SIA and local employers
- d) Expanding the portable skills programme and prioritizing all affected employees
- e) Block release for portable skills training for affected employees

#### **4.3.4. Procedures for Creating Job Security Where Job Losses Cannot be Avoided**

Where retrenchments are unavoidable, in order to minimise their number and create job security for the remaining employees, Tronox Mineral Sands will consider taking the measures indicated below (but not limited to) where possible and practicable:

- a) Moratorium on external appointments
- b) Moratorium on all new and / or renewal of contracts with external contractors
- c) Terminate services of temporary staff and employees who have reached pensionable age in terms of the rules of the fund to which they belong
- d) Offer voluntary separation packages
- e) Offer employees the option to go on early retirement
- f) Redeployment in other Tronox operations where possible
- g) Limit excessive overtime

#### **4.4. Mechanisms to Ameliorate the Social and Economic Impact on Individuals, Regions and Economies Where Retrenchment or Closure of The Mine is Certain (Regulation 46 (d) (iv))**

When closure of the operations is certain, and job losses through retrenchments are unavoidable Tronox Mineral Sands will seek, through the Future Forum and in consultation with and/or with assistance from other relevant forums, the local department of labour and other applicable provincial and/or national government department(s), ways to ameliorate the impact and co-operate to develop infrastructure, as well as to provide assistance with the establishment of an appropriate environment that will enable employees to create post-mine employment. The portable skills that employees will gain during the life of mine are aimed at ensuring that employees will be able to gain alternative employment.

##### **4.4.1. Severance Package**

The severance package given to persons being retrenched currently exceeds the requirements of the Basic Conditions of Employment Act. Employees that are to be retrenched shall receive a severance package in terms of Tronox policy that is equal to two (2) weeks' pay for each completed year of service with a minimum payment of four weeks.

##### **4.4.2. Alternative Work**

Tronox values all its employees and will strive to keep their talent within the group. Employees affected by downscaling will be offered the opportunity to be re-skilled for redeployment to other Tronox operations as a priority.

If re-deployment is not possible, or practicable for the employee, Tronox Mineral Sands will assist affected employees through a) The provision of portable skills.

- b) Ensuring that, throughout the life of mine, its LED projects can absorb ex-employees
- c) Liaison with other companies and government structures regarding employment opportunities with them
- d) Ongoing liaison during the life of mine with the municipality, other relevant government departments, and local business and LED forums regarding opportunities for developing a post-mining economy.

#### **4.4.3. Re-Employment**

Employees with comparable qualifications, who have been retrenched by Tronox Mineral Sands will, as far as it is practicable and in compliance with inherent job requirements of the job, be considered for re-employment when vacancies occur. This arrangement will be applicable for a period of 12 months after the date of retrenchment.

#### **4.4.4 Mechanisms and Procedures for Skills Training on Retrenchment**

Employees to be retrenched by Tronox Mineral Sands will, where possible, practicable and reasonable, be offered basic life skills, financial skills and SMME training. The following principles in this regard will apply:

- a) Training shall be limited to the relevant disciplines available for a limited period and a limited amount to be determined by the employer in consultation with the affected parties/employees after the date of retrenchment.
- b) An accredited service provider will provide training.
- c) The costs of such training shall be paid directly to the applicable service provider.
- d) The value that Tronox Mineral Sands will pay towards life and portable skills training R19 000 per employee, exclusive of any Department of Labour grants that may be available for re-skilling.

#### **4.4.5 Mechanisms to Ameliorate the Impact of Closure on the Local Economy**

Throughout the life of mine the following sections of the social and labour plan will include a specific focus on the amelioration of the impact on the local economy of the mine's closure, whether planned or unexpected:

- a) Local Economic Development plan: All projects are designed to be self-sustaining at time of mine closure and capable of absorbing closure-affected community members, including employees;
- b) Procurement Progression plan: Throughout the life of mine this plan will actively seek to procure from local suppliers. It will, through mentoring and other assistance, develop local HDSA companies, which, at the time of closure, will be sufficiently well established to supply capital goods, services and consumables to non-mining enterprises.

#### **4.6. Mine Closure Objectives and Alternative Use of Infrastructure and Land for Sustainable Community Development**

At closure the land on which the Tronox Mineral Sands is located will be rehabilitated in accordance with the approved Environmental Management Plan. In partnership with the local municipality, projects will be set up prior to closure that will ensure optimal, sustainable, land use.

Discussions will be held with the local municipality and other relevant government departments to establish the best use for infrastructure following closure, to ensure that buildings that could realistically be used, for example, to house SMME projects, are not simply demolished, taking into account existing agreements that may exist with previous land owners.



# **SECTION FIVE**

## **FINANCIAL PROVISION**

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

**5.1. To Provide Financially for the Implementation of the Social and Labour Plan in Terms of Human Resources Development, Local Economic Development Programmes and Downscaling and Retrenchment. (Regulation 46 (e))**

Tronox Mineral Sands will provide sufficient finances for its Social and Labour Plan commitments through internal funding and through forming partnerships with stakeholders, government, employees and local organisations.

Funding for the Human Resources Development Programme and Local Economic Development is provided on a 5-year rolling budget. The Regional General Manager will be held accountable to the DMRE for implementation of the Social and Labour Plan commitments, whilst the Operations Managers will be held responsible for undertaking operation-specific programmes and initiatives.

**5.2. Human Resources Development**

Tronox Mineral Sands will fund its Human Resources Development Programme through the procedures put in place by the Skills Development Act and the provision of operational budgets in this regard.

**Table 5.1: Financial Provision: Human Resources Development Programme**

<b>Intervention</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>
<b>Total Per Annum</b>	R68 192 943,00	R72 625 484,30	R77 346 140,77	R82 373 639,92	R87 727 926,52

The above annual amounts make provision for learnerships, bursars, internal training, external training and experiential training. It must be noted that the annual provisions include salaries of training staff.

**5.3. Local Economic Development and Corporate Social Investment**

Tronox Mineral Sands has made provision for and undertakes to fund the mine's LED plan as forecasted. The forecast expenditures for the years 2023-2027 are given in the table below.

**Table 5.2: Financial Provision for the Implementation of the LED and CSI Programme**

Budget	2023	2024	2025	2026	2027
<b>LED</b>	R9 983 740,00	R10 632 683,10	R11 323 807,50	R12 059 854,99	R12 843 745,56
<b>CSI</b>	R2 495 935,00	R2 658 170,78	R2 830 951,88	R3 014 963,75	R3 210 936,39
<b>Total</b>	R12 479 675,00	R13 290 853,88	R14 154 759,38	R15 074 818,74	R16 054 681,95

#### 5.4. Managing of Downscaling and Retrenchment

Provision will be made for the projected costs of this programme from five years prior to closure. This amounts to R17 500 per employee for alternative training programs and will be increased annually by the Consumer Price Index (CPI) used in the Tronox budgeting system.

The on-going annual provision for training in portable skills is reflected within the HRD programme financial provision. The actual figures will vary depending on inflation in the intervening years and fluctuation in employee numbers. The assumption is made that a maximum of 500 employees will be affected at mine closure. Retrenchment costs will be determined at two weeks' pay for each completed year of service.

This provision is for alternative training only and for 100 employees per annum commencing 5 years from final closure. At the time of compilation of this SLP and in 2017 money terms using a CPI of 6.5% the following table is indicative of the provisions that will be made.

**Table 5.3: Indicative Financial Provisioning - Implementation of Alternative Training**

Year	Year of closure less 5 years	Year of closure less 4 years	Year of closure less 3 years	Year of closure less 2 years	Year prior to closure
<b>Budget</b>	R1 750 000,00	R1 863 750,00	R1 984 893,75	R2 113 911,84	R2 251 316,11

# **SECTION SIX**

## **UNDERTAKING**

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

**6. Undertaking**

Mpho Mothoa

I, .....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.

Centurion

10

March

Signed at..... on the ..... day of..... 2023.

*S. Boloko*

Stanley Boloko: .....

**Stakeholder Relations Specialist**



Nozuko Basson: .....

**Regional Manager: Communities and Corporate Affairs**



Mpho Mothoa: .....

**Managing Director: Tronox South Africa & The Kingdom of Saudi Arabia**

# **SECTION SEVEN**

## **Annexure**

<b>Title</b>	SLP (2023 - 2027)
<b>File name</b>	202303_TMS - Soci... 2027 [FINAL].pdf
<b>Document ID</b>	42c839851e9b6acd9e73656d9bc547d41286b285
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## Document History



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