

Mining CSI

Local Economic Developments by Mines

Volume 28 • 2021



**MARK
CUTIFANI**
ANGLO AMERICAN CEO

ALSO IN THIS ISSUE:

SIBANYESTILLWATER – Our Mining Improves Lives

M4 FOUNDATION – For Mining Communities

EXXARO – How an Ecosystems Approach Benefit SMME's

LIMPOPO TOURISM AGENCY – Promote Tourism In Partnership With Jeep Inmates

UNIVERSAL COAL – Continue Supporting it's Communities in Kriel

MINERALS COUNCIL SOUTH AFRICA | **Khumbul'ekhoyo**

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at home and at work

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Coal INDUSTRY DAY

27 July 2021

FOR PRODUCERS, TRADERS, INVESTORS AND USERS

www.coalindaba.com

The 3rd edition of the **Coal Industry Day** is taking place as a virtual discussion on **Tuesday, 27th July**. This year's event will focus on the challenges facing the industry, including: the future of coal given the increasing environmental pressures, the impact of Covid-19, funding for coal projects, the local and export markets and coal producers' strategies going forward.

Industry leaders from **coal miners, buyers, traders, investors and funders, environmental and legal experts and independent consultants** will discuss key issues such as:

- Why we need to change the narrative about coal
- The global outlook for coal post-Covid-19
- The changing face of the Southern African coal and energy market
- How are coal producers reacting to changing market conditions?
- The future of funding for coal projects
- Local and international demand for coal in a post-Covid-19 world
- What is being done to create 'green coal' throughout the value chain?
- And much more...

Just Transition discussion – 28th July 2021

In addition, we are hosting a focused discussion on 28th July on the **"Just Transition"**.

Join us as **coal mining companies, alternative energy providers, government, business organisations and NGOs** come together to debate the main challenges facing the Southern African coal mining industry in achieving a just transition while minimising the social, environmental and economic consequences.

The 2021 Coal Industry Day is proudly sponsored by

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The 2021 Coal Industry Day is brought to you by Resources 4 Africa, the organisers of the Joburg Indaba.



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Editor's Note

The COVID-19 pandemic is undoubtedly the defining global health crisis of our time, it has impacted on all governments and health services around the world. We have seen how people in different phases of life are racing to slow down the spread of the virus.

Beyond the impact on global health, COVID-19 has shown its potential to create devastating social, economic and political challenges that will have lasting repercussions; this is an issue of concern especially to the Mining industry which continues to experience the volatile community members.

The mining industry's response to the pandemic has been praised in different platforms due to having been swift, aligned, and driven by two key priorities, protecting the health and safety of their employees and local communities and also laying the groundwork to support the longer-term economic recovery which includes supporting livelihoods, protecting severely disrupted supply chains, and helping to build long-term community resilience to any future crises.

This was proven when the first virtual Mining Indaba was hosted on 2-3 February 2021 on the topic, Resilience and Regrowth: Adopting the new mind-set for African Mining. Thousands of delegates tuned in for the two-day session which included exclusive presidential keynotes from South Africa, Sierra Leone and Botswana. The multi-stakeholder discussions with Africa's most prevalent CEOs and influential figures tackled pertinent topics including gold, green metals, ESG investing, 4IR and private-public collaboration, all of which invoked a reel of engaging questions from the audience. And the good news is that Investing in African Mining Indaba 2022 will take place again in Cape Town after it was cancelled in 2021.

Anglo American CEO was one of the speakers at the function and we have been privileged to have him grace our cover page and get understanding on their global tax and economic contribution.

Another interesting read is how Exxaro is supporting SMMEs in a manner that enables them to grow and sustain themselves, ultimately enabling their supply chain sustainability, localization and contribution to the development and progress to society. This has shown new thinking, progressiveness and a hope for the future, read the article on page 6.

As always we have put together a packed publication that will remind you on the importance of giving back to the community through different platforms. Our mining companies are continuing in discharging their duty of empowering the local communities within their operations locally. It is heart-warming to see that the pandemic has not stopped community work but made it clear that companies, governments and communities must work in collaboration to aid recovery efforts. Working independently will only hinder the ability to recover and rebuild.

Until the next copy, wear your mask, sanitize and remember to always keep a distance of more than 2m.

We are all counting on each other to keep safe and overcome this pandemic as a team.

Happy reading

Moses Sibiya
Managing Editor





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Anglo reports global tax and economic contributions of \$25bn (R363bn)

ANGLO American's tax and economic contributions in 2020 amounted to more than \$25 billion (R363bn) across all its major jurisdictions, the group said in its seventh annual Tax and Economic Contribution Report, published on 4 May 2021.

Chief executive Mark Cutifani said the positive contribution Anglo made to the countries in which it operated extended far beyond the taxes and royalties it paid.

"The high quality of employment that we provide and the associated wages, the money we spend with local suppliers, our corporate social investment, and our capital investments all support the fabric of many economies.

"In 2020, our contribution amounted to more than \$25bn, demonstrating the extent to which we continued contributing to the communities and countries where we work – both economically and socially – staying true to our purpose as a business," said Cutifani.

The report, which detailed the breakdown of the company's contributions to its major jurisdictions, said that Anglo had borne and collected \$5.3bn in taxes, paid \$3.6bn in taxes, spent \$12.6bn in procurement, and made \$4.1bn in capital investments and \$0.1bn in corporate social investments.

Cutifani said Anglo's operations had spent about \$11.5bn with suppliers, of which \$10bn was with

local suppliers. "Our expenditure with designated suppliers (black economic empowerment in South Africa, indigenous communities in Canada and Aboriginal suppliers in Australia) was \$2.6bn, representing 23 percent of total supplier expenditure, including \$0.5bn with host communities in the direct vicinity of our operations in South Africa," said Cutifani.

He said in addition, as a result of the group's ambition to increase procurement spend with suppliers in the host communities close to its operations, other regions recorded a further \$0.2bn of procurement spend with communities in the direct vicinity of its operations.

In South Africa, where Anglo operates platinum group metals, diamond and iron ore mines, the company said it employed 45 939 people, had paid \$1.62bn in wages and benefits, had borne \$1.648bn in taxes, and spent \$3.11bn in procurement.

Anglo recorded a 9 percent decrease in operating profit to \$5.6bn in 2020, with profit attributable to equity shareholders down 41 percent to \$2.1bn. The group's head of tax, Zahira Quattrocchi, said paying taxes was a central responsibility for sustainable businesses. ♦

Article By: Dineo Faku – Business Report



Photography: ByDesign Communication

Mark Cutifani

Anglo American CEO

To support SMMEs, a long-term ESD support ecosystem is needed

SMMEs are the innovation engine of any society, through their development of new products, services and solutions that address life's daily challenges.

They ultimately function as enablers to progress for humanity. As such, any assistance provided to SMMEs towards their success is (in)directly helping society develop and progress to a better life. The purpose of small medium and micro enterprise (SMME) support programmes is to equip entrepreneurs with the tools, finance and skills to build sustainable businesses.

Ultimately, if SMMEs grow and sustain themselves they have massive potential to contribute positively to economic growth and reduce the triple crisis of unemployment, poverty and inequality. Private sector support programmes are usually executed in the form of Enterprise and Supplier Development (ESD), which is usually considered a compliance cost for large corporates. It is worth mentioning that whilst the intentions behind these programmes are largely good, ESD initiatives are however often limited to ad hoc

support, financial support or business acumen development based on generic challenges faced by SMMEs. ESD support should be characterised by financial and non-financial support.

Currently, financial support from larger organisations is primarily used to remedy cash flow challenges, instead of being used for productive and innovative investment that spurs growth, consequently further entrenching a survivalist mentality.

As observed by Statistics South Africa, SMME contribution to the economy has barely changed between 2015 and 2019. In 2015, SMMEs accounted for 37% of turnover in all industries. In 2019, this figure had risen to 39%, not nearly the rate of growth envisaged in the National Development Plan 2030.

Furthermore, this was a decline from the 2017 peak of 42% between Q1 2009 and Q1 2019. This situation has deteriorated in favour of large business since the onset of the COVID-19 pandemic. South Africa's economy declined by just over 16% between Q1 and Q2 2020, resulting in an annualised economic growth of - 51% for the same period and 1395 businesses were liquidated between January and September of 2020.

Reflecting on these statistics and the role of SMMEs, we need to ask ourselves: what progress have we made as a society? The pandemic has magnified pre-existing SMME challenges. In light of this, large corporates and support providers should be asking themselves:

How can we support SMMEs in a manner that enables them to grow and sustain themselves, ultimately enabling our supply chain sustainability, localization and contribution to the development and progress to our society?



Mzila Mthenjane,
Executive Head: Stakeholder Affairs, Exxaro Resources

One solution, being proposed by Exxaro and Letsema is to shift the thinking around ESD, by moving from isolated individualised support programmes to collaborative long-term, network-based, coordinated SMME centric ecosystems...phew!...a long winded description, but worth exploring.

Such an approach, in addition to boosting SMME sustainability and output quality, will lead to increased efficiencies and cost savings for large corporates (aka profitability) and support SMME providers over time to develop and grow to meaningful regional, rather than subsistence, economic players.

The long term ESD support ecosystem

Such an ecosystem should be premised on the principles found in natural ecosystems as well as shared value systems between partners to ensure that strong connections form the heart of the networks required.

In terms of natural ecosystem principles, just as communities are created in a manner that supports the natural progression for sustaining life, support organisations need to deploy a collaborative approach to enabling SMME participation to sustain business progression.

This would require an understanding of the business landscape in terms of existing value and supply chain networks, industry systems, business and economic cycles and conditions.

Just as all forms of life form a web of interconnections through different symbiotic relationships namely, mutualism, commensalism, predation, parasitism, and resource competition.

For an ecosystem to function, SMMEs need to receive appropriate forms of support at the appropriate stage in their maturity cycle to enable them to exchange resources in the form of product, service or solution delivery within a particular supply chain to ensure that the industry value chain



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is sustainable. The Exxaro/Letsema ecosystem was conceptualised with natural ecological principles in mind and premised on shared values. Furthermore, it was conceptualised as a seven-step approach premised on partnership collaboration across industry value chains. The purpose of the ecosystem is to nurture SMMEs for their own growth and development benefit and for the benefit of the system in terms of value chain optimisation and feedback loops. The seven core processes consists of On-boarding, Validation, Matching, Approval, Formulation, Implementation and monitoring which enable the materialisation of the ecosystem.

Creating efficiencies through the support ecosystem

The SMME ecosystem approach is one that is being promoted by Exxaro and Letsema. Exxaro is fully committed to the principles of this approach, therefore we will be implementing and testing the approach at an ESD Hub at one of Exxaro's operations in Lephalale, Limpopo. This site is being modelled around this ecosystem approach. We hope that peer organisations share our passion and drive for fostering and cultivating entrepreneurs and are willing to go beyond compliance to realise and materialise this concept. ♦



Isaac Shongwe
Chairman of Letsema Consulting



Canyon Coal Khanye ABET Opening

Bronkhorstspuit gets new adult education facility

Canyon Coal's new ABET centre to support participants in furthering their educational goals. Coal exploration and mining company Canyon Coal, a subsidiary of investment company Menar opened a newly built Adult Basic Education Training (ABET) centre at its Khanye Colliery in Bronkhorstspuit, Gauteng, on 12 May 2021. It will offer educational courses to local community members. Gabisile Ntuli from Ekangala Ward 105, a participant in the programme, speaking at the opening, thanked Canyon Coal for making a meaningful difference in the lives of local community members and urged all her fellow ABET course participants to be diligent with their studies. "We must all make full use of this learning and development opportunity for the sake of our own betterment and the advancement of the lives of our families," she asserted.

ABET forms part of the skills development commitment within the Social and Labour Plan (SLP) for Khanye Colliery. The aim of ABET is to develop the educational levels of the community through learning. The programme offers all eligible community members opportunities to become functionally literate and numerate. "Previously ABET participants attended courses at an external venue located near the mine in Bronkhorstspuit and later moved to Khanye Colliery's training centre. This was not an ideal situation - which prompted the move to build a dedicated ABET centre," explained Menar SLP

manager Nthabiseng Ocia Mueti, speaking at the opening of the facility.

The ABET centre cost around R300 000 to build and includes a fully equipped lecture room that will accommodate a maximum number of 20 people (in accordance with COVID-19 spacing regulations), separate male and female bathrooms, as well as a lunch room. The centre was built by a small local construction firm Zonke General Trading. The first courses offered at the ABET centre will be communication in English (literacy) and mathematics (numeracy), starting from 17 May 2021 (communication) and 7 June 2021 (numeracy), respectively.

The selection of the 20 local community members participating in the courses has already been concluded. Mueti said that: "Between 2015 and 2017, 60 learners were trained in communication through Khanye Colliery's ABET programme. While between 2018 and 2019, 9 groups of 15 people received training varying from Level 1 to Level 4 in numeracy and literacy." She highlighted that:

"Menar and Canyon Coal believe that education empowers people with the knowledge and skills needed to build a better future for themselves. ABET courses play an active role in supporting the socio-economic development of communities by investing in the future through empowering local people with improved educational standards."

The opening of the ABET centre was held in strict accordance with COVID-19 Alert level 1 regulations which included wearing of face masks, maintaining physical distances of 1.5 metres and observing social gathering number limitations. ♦



Canyon Coal Khanye ABET Opening



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BACKGROUND

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

MANAGEMENT EXPERTIES

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

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

CASE STUDY

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

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

COMPETENT SERVICE AREAS:

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

NCC Continues Supporting its Communities in Ga-Nala



Ga-Nala Young Adults receive their Certificates at hand-over Ceremony

New Clydesdale Colliery which is located in the Ga-Nala district, continues to create opportunities to benefit the Kriel and surrounding community members. The covid-19 pandemic has necessitated the shifting from normal to the new way of doing things. This means that more and more people are now exposed to the digital way of life.

This is something not readily available for most rural and semi – rural areas in the district. So in light of this, and in heeding the President's call to move our country in this direction, Universal Coal is starting a new flagship project in a school next to Welstand Farm.

Impilo Coding Project

Through this assessment, a decision to implement the Impilo Coding Project was born. Impilo Primary School will be the new home for digital learning and training of young children between the ages of 7 and 13 years old on how to code, which is an important software development, and will make it possible for the children to learn to create computer

software, apps and websites. With the capacity of 20 learners per session, the aim is to train a minimum of 100 children per annum. This project will be setting a benchmark of improving digital literacy in South Africa using international based programmes that will make the beneficiaries competitive in the market.

This project is made possible by Universal Coal as key sponsor, in partnership with Cyrus Technology who will execute the rollout of the programme and develop the curriculum.

To ensure that all learners have access to the required resources, New Clydesdale Colliery donated seventeen computers, renovated and secured a classroom, with the state of the art alarm system and reaction unit, to enable the children to start learning in a secure environment.

A dedicated teacher will be allocated to the school for the coding subject and in the near future mathematics will also be added to this training.

Ga-Nala Young Adult Certification Ceremony

Whilst primary school children are gearing up to tackle technology and benefit from the digital learning, young adults from around Ga-Nala are not left behind. New Clydesdale Colliery (NCC) continues offering training for various skills needed to keep the community employable.



Impilo Primary School Coding Project

Recently, NCC held a certification ceremony for the young adults where they were presented with their competency certificates after attending the courses offered by the company through reputable service providers.

The training is part of Universal Coal SLP commitment of imparting necessary basic skills to members of the local community that can enable them to be employed by mining houses in the vicinity or contractors giving services to the mine. Around 38 recipients for various skills e.g. Coal prep learnership, conveyer belt, excavator, front end loader and dozer training were awarded their qualifications. The event was also attended by



Universal Coal

Development IV (Pty) Ltd

New Clydesdale Colliery

eMalahleni MMC for Corporate Services - Mr Johannes Matshipa who encouraged the youth to take pride in the work that they do and work hard to build a bright future for themselves, their families and for our country.

Dignity Pack Donations to Local NPO's

The ceremony ended on a high note when delegates joined the NCC HR Manager, Ms Yvette Mahlangu, in handing over a donation to a local NPO, Ubuhle Bemvelo Culture, who are assisting young women coming from disadvantaged homes with sanitary towels. Ma-Ntshangase, the Head of the NGO, highlighted that most underprivileged girls miss school for at least four days each month because of lack of this basic human need. These issues are not talked about enough hence NCC finds it important on a continual basis to support NGO's / NPO's that are helping those in need, in and around the Ga-Nala area. ♦



NCC Donates Sanitary Pads to Local NPO's



Khethimvelo Enterprises

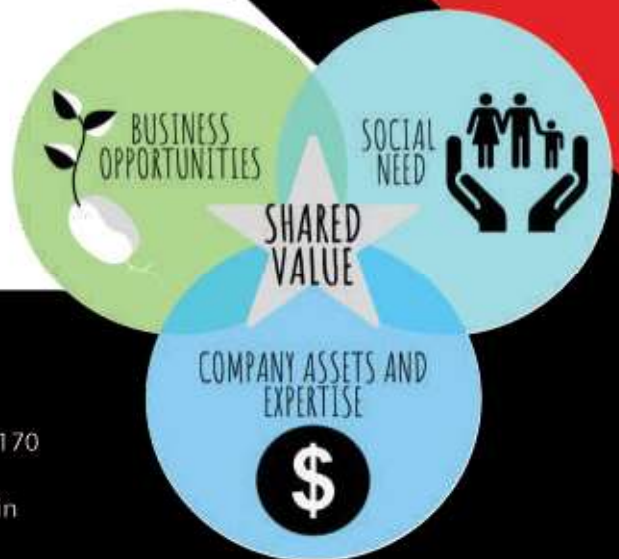


Who We Are

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

Service We Offer

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



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LBCA Provides Opportunities to The Youth in Beauty Industry

Londeka Beauty Clinic Academy (Pty) Ltd (LBCA) is a 100% wholly black owned and managed company that was registered in 2018. This company was established after identifying a need for youth development and advancement with the aim of promoting and encouraging working relationship amongst the youth.

The company seeks to continuously stimulate and build this phenomenon which encourages young people to enter into entrepreneurship in the Beauty Industry. Through the support of founding members, the company travelled to rural Kwa Zulu Natal to meet future leaders and the drivers of tomorrow's economy who were requested to create a better future for themselves and fellow South Africans.

The company mission is to build a society that brings about productivity, entrepreneurship and empowerment through the impartation of knowledge and real application in our ever-dynamic business and technological world. Through the tour in different schools that was undertaken, it was noted that the youth have lost hope due to substandard living conditions they are exposed to. The lack of information and access to



resources also contribute to the dire desperate state that most of our young children find themselves in. It was evident that urgent assistance is needed in these parts of the world. It is a known fact that most of our youth are sitting at home with no real activity to keep themselves occupied. LBCA has committed to engage with identified youth members, develop appropriate programmes that will encourage skills development and introduce them to business management and new venture creation course.



This will make them independent and self-sufficient members of the community which will enhance their self-dignity. Londeka Beauty Clinic Academy is presenting the potential for upgrading and to bring dignity in the daily lives of the communities. The purpose of the Further Education and Training Certificate: Beauty and Nail Technology is to develop the self-directed skills and knowledge of those employed in the beauty industry as nail technologists, beautician or make-up artists. The course is registered with the Department of Basic education, on their school subjects for further education and training and includes a certificate in beauty (Nail Technology) at NQF Level 04 as a national certificate. ♦

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What we do

1. Opencast Contract Mining

- Earthmoving
- Coal Extraction
- Road Construction
- Rehabilitation

2. Underground Contract Mining

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

3. Drill and Blast Services

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

4. Underground Mine Support

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

5. Ventilation Services

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

6. Technical Services

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



Who we are

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

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

Our organization is subdivided into 4 pillars

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

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

Our Employment Philosophy

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

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

Conclusion

We at Ritluka will;

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



Bonga Myeza and Rhandzu Ngobeni



Ritluka

DISCOVERING BEYOND THE EARTH'S CRUST

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In SA Construction, Sisters are Doing it for Themselves

Despite progress, South Africa's key economic sectors largely remain a man's world. Take construction, where only one in ten professionals is female. There are glimmers of hope, though. Across the country, women are digging deep to change the landscape. Thandeka Nombanjini-Nzama from Soweto is one of them. Besides realising residential, civil, and commercial developments worth hundreds of millions of rands, she is steadily building a new gender narrative for the construction industry.

Starting her own business has always featured on Nombanjini-Nzama's agenda, thanks to the influence of her entrepreneurial parents. Especially her late father and property developer Ligwa Nombanjini has been instrumental in this. "My mom and dad both were entrepreneurs, and they grounded me and taught me the values of running

your own show," she says. "My father was the one who introduced me to my passion, construction, and equipped me with the business acumen to start on my own. It is because of him that I am not afraid to get my hands dirty."

Whilst gender roles weren't an issue at home, Nombanjini-Nzama soon realised this didn't apply to the rest of society. "When I worked as a construction intern, I realised how very few women, especially women of colour, worked in the sector, let alone heading up these building companies," the 38-year-old recalls. Her statements correspond with the October 2018 Construction Industry Development Board's quarterly report, which shows only 11% of all construction professionals are female. That figure is even lower when looking at women of colour, especially in leadership roles. Besides being in the minority, Nombanjini-Nzama

recalls how challenging it was to work as a young woman in this sector. "I have experienced the harshness of the industry first-hand. People judged me based on my gender, assuming I would fail because I was a woman. "It didn't take long before she decided she wanted to make construction more diverse and inclusive and fight the patriarchal challenges female construction professionals face. "I knew I had to do this from the inside out, meaning I had to start my business."

This led to the launch of Mbokodo Building in 2008, a 100% female-led and owned general and civil engineering company that has realised R200 million worth of projects. These include an RDP housing project in Gugulethu, Cape Town, water and sanitation infrastructure in Johannesburg, a primary school commissioned by AngloGold Ashanti, and various other developments, from libraries to railway bridges. In the meantime, the company is working hard to fulfil its gender gap mandate, which revolves around the training, empowering, upskilling and employing of women in the sector and helping them excel.

So far, over 80 women have been given work opportunities, with more on the cards as the company grows. "Look, the time to talk is over. We have spoken about gender inequality for decades. It is time for us to walk the talk," Nombanjinji-Nzama says, noting that empowering women and getting them working is not just beneficial for women and their families, but for the country as a whole. "As Michelle Obama once said: No country can ever truly flourish if it stifles the potential of its women and deprives itself of the contributions of half of its citizens."

About Mbokodo Building

Wathint' Abafazi, Wathint' Imbokodo (you strike the women, you strike a rock) Mbokodo Building Pty Ltd is a pioneering 100% female led and owned 7(GB) and 7(CE) construction company that specializes in General Construction and all Civil Engineering works. Mbokodo Building Pty Ltd was



created for the sole purpose of minimizing the gender gap and prioritizing the inclusivity of women in the construction industry. We aim to change the narrative of male domination within the built industry by means of prioritizing the employment, promotion, upliftment, skills development and empowerment of women. ♦



Thandeka Nombanjinji-Nzama





Feryal Domingo, Operations Director of Inyathelo, says maintaining strong donor relationships is essential if NPOs are to survive and thrive.

Preserving good donor relationships in a pandemic

The Covid-19 pandemic has made it challenging for non-profit organisations (NPOs) to maintain strong donor relationships, but it is essential to ensure that NPO supporters remain passionate about and committed to the organisation.

This is according to Inyathelo, a non-profit which has been advising NPOs for nearly 20 years on how to ensure their long-term sustainability.

"NPOs have been experiencing numerous fundraising challenges due to Covid. Obstacles range from restrictions on traditional fundraising events, to bans on international travel to meet with overseas donors," says Inyathelo Operations Director Feryal Domingo.

"Nonetheless, it is essential to maintain strong relationships and ensure your NPO is able to continue offering its much-needed facilities or services. More and more people are dependent on NPOs, as established support structures buckle under the strain of the pandemic." An Inyathelo publication, *Maintaining Donor Relationships*, reminds fundraisers that donors share a common passion and

are partners in development. A donor has taken a risk with their money and is dependent on the NPO to use that money wisely. Donors will only take such a risk if they trust the NPO, and it is vital to maintain this trust.

Inyathelo offers a handy checklist of ways to keep donors loyal:

- Let the donor know as soon as possible that you have received their funds. A quick email or phone call to express your thanks is appropriate;
- Send a receipt within 24 hours;
- Follow this up with a formal thank you letter, together with a Section 18A tax certificate for donations to public benefit organisations. The letter should be signed by the head of the organisation or the Board chairperson;
- Set up monitoring systems so that donors understand how the project will progress;
- Report back to donors on how the money is used. There should be a paper trail of invoices, receipts, bank balances and other documents as proof of proper spending. A bookkeeper should reconcile your bank statements and an audited financial report should be signed off by the Board.
- Keep your donor informed of your general activities and achievements. This can be done with activity reports, a newsletter, your annual report, emails or a simple phone call.

"It's an NPO's fiduciary responsibility to ensure that funds are handled properly and used for the purposes they were intended for," says Domingo. "Communication, competence, courtesy and credibility will go a long way to keeping your donors happy." Donors are entitled to know your organisation and understand how the funds will be used. They also have the right to transparency and access; acknowledgement and recognition; respect and confidentiality; professional relationships; and getting answers to questions."

Find out more: The askinyathelo.org.za website has numerous articles, podcasts, resources and tools to support NPOs and institutions. It includes a dedicated Covid-19 portal with information on financial relief for non-profits, and other topics that are pertinent during and after the pandemic.

See <http://askinyathelo.org.za/about/> ♦



Jenifer Mohlabe

Jenifer Mohlabe is an African woman who is making waves in the HR Consultancy Industry, having started her career as a trainee typist in 1992 as part of the first group of females to enter the industry.

No one ever suspected that three decades later this ambitious woman will be managing her own company based in Burgersfort, Limpopo. Her experience in Human Resources emanates from seventeen years she spent honing her knowledge in the mining industry in different departments.

The years were spent from administration, security and financial management. Her capabilities were quickly noted and in no time she was promoted to a managerial position being responsible for Human Resources and Human Resource Development for both open cast and underground mines (platinum, copper and coal mining). A position she held diligently for more than 10 years until she decided to join the tough world of entrepreneurship.

Jennifer is a qualified Skill Development Facilitator for WSP-ATR submissions to MQA and academically a holder of a B-Tech HRM, Labour Law & SDF. She can act as a Commissioner of Oath and served as a board of trustee for provident fund schemes. She is also actively involved in community engagements, projects and wellness programmes. ♦



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- COMMUNITY PROJECTS
- COMPANY REGISTRATION (Tax Clearance, BBEE Certificate)

CONTACT DETAILS:

Jenifer Mohlabe
Managing Director

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Email: Infodipheko@gmail.com
Acquisition: B-Tech HRM, Labour Law, Qualified SDF, Commissioner of Oath

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Calvin Street
Burgersfort
1150



TWIMS receives multi-million rand investment for the advancement of manufacturing in SA and Africa

The advancement of manufacturing in South Africa and on the continent has received a significant boost from four of South Africa's leading manufacturers. Listed groups Illovo Africa, Metair, TFG and vehicle manufacturer, Toyota SA Motors (TSAM), together pledged an investment of R18 million in the Toyota Wessels Institute for Manufacturing Studies (TWIMS). TWIMS, which as an academic partnership with the Gordon Institute of Business Science (GIBS), is South Africa's only manufacturing-focused business school and research institution.

The multi-year investment will fund the creation of four dedicated research chairs. Each chair will focus on a particular burning issue relating to the advancement of manufacturing on the continent. "We hold that the only way for an economy to grow sustainably is through industrialisation.

Unfortunately, South Africa has lagged the rest of the developing world in harnessing manufacturing for this purpose and it is even more pronounced for the rest of the continent. We thank the corporate sponsors for their generous investment, which will go a long way towards addressing this issue," says TWIMS Chairman, Dr Johan van Zyl.

TWIMS has identified four key areas for further research. They are African Trade and Industrialisation, Green Manufacturing, Future Manufacturing and Lean Management. These areas will now be funded by Illovo Africa, Metair, TFG and TSAM respectively. "Our research shows that South Africa's manufacturing sector has developed sub-optimally over the last two decades. In the 20 years to 2018, South Africa's average value addition per capita through manufacturing was only 0.5%,

compared to 8% in Vietnam and 5.7% in India," says Justin Barnes, Executive Director of TWIMS and an Associate Professor at GIBS.

African Trade and Industrialisation.

Says Gavin Dalgleish, Group MD of Illovo Sugar Africa: "Africa's manufacturing sector is ideally positioned for significant growth across different industries in the continent – creating considerable opportunity for investment and sustainable jobs. As the continent's biggest sugar producer, we are very excited to be partnering with TWIMS for the advancement of African Manufacturing Leadership and Trade and Industrialisation, which is an initiative that aligns perfectly with our Illovo purpose – Thriving African Community."

- Mr Mbongeni Ndlovu has been appointed as the Illovo-sponsored Head of African Trade and Industrialisation.

Green Manufacturing.

Says Riaz Haffeejee, CEO of Metair: "Given our exposure to the automotive industry and own efforts in adopting more environmentally friendly mobility options, we felt that sponsoring the Green Manufacturing programme is an excellent fit for Metair. In addition to the drive for more sustainable automotive products in operation and at end of life, vehicle manufacturers are placing increasing importance on green manufacturing processes.

Ms Liesel Kassier has been appointed as the Metair-sponsored Head of Green Manufacturing research.

Future Manufacturing.

Says Anthony Thunstrom, CEO of TFG: "Technology is advancing at an ever-increasing pace. The subsequent disruption of manufacturing and management practices is both a threat and an opportunity for African manufacturers. We hope that with our investment in the creation of a Research Chair in Future Manufacturing, we will be able to help position the country and continent to benefit from this change." Dr Kruschen Govender has been appointed as the TFG-sponsored Head of Future Manufacturing research.



Lean Management.

Says Andrew Kirby, President and CEO of TSAM: "Manufacturers have to constantly innovate and adapt to remain viable and profitable. This is especially true given the many disruptions to our logistical infrastructure, electricity supply, labour force and raw material inputs. To best address this, we need skilled managers who are well versed in the specific challenges of a manufacturing organisation.

Toyota is the father of lean manufacturing and the practice of lean management. We are proud to support TWIMS and the Lean Management Research Chair." Ms Khavitha Singh has been appointed as the Toyota-sponsored Head of Lean Management.

About TWIMS

TWIMS was established in November 2018 as a way to address the shortage of business managers with manufacturing expertise and to support research, policy creation and industrialisation of South Africa and the continent.

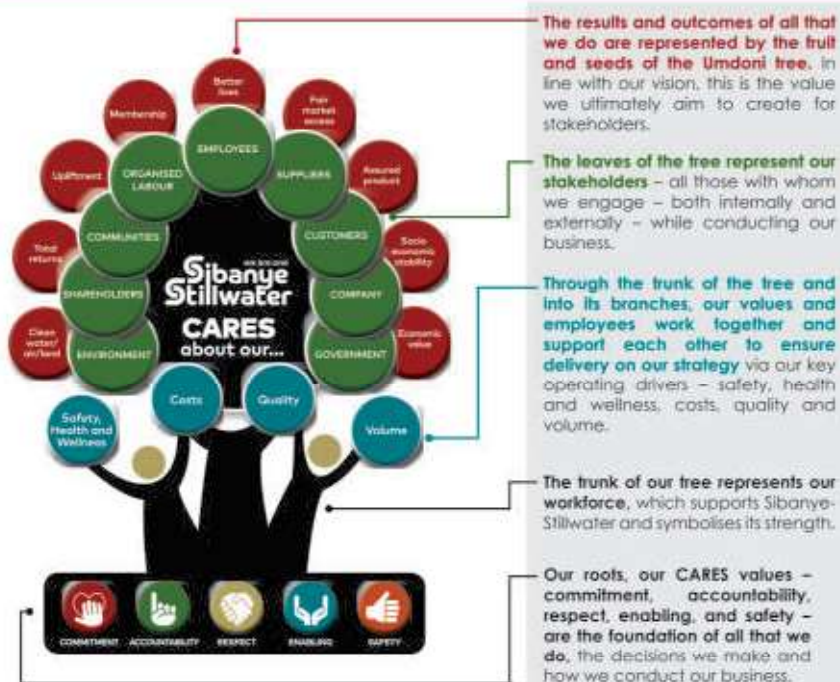
The school was made possible thanks to a generous endowment of R56 million from the Toyota South Africa Educational Trust (TSAET). TSAET later made a second endowment of R70 million for the creation of a dedicated scholarship for students to participate in the GIBS manufacturing-focused Master of Business Administration (MBA). TWIMS has subsequently established a further scholarship for students from across the continent to attend the various manufacturing short courses on offer. ♦

For more information on TWIMS, its academic programme and its focus on supporting African industrialisation, please visit www.twimsafrica.com.

OUR MINING IMPROVES LIVES

Sibanye-Stillwater is a leading international precious metals mining company, with a diverse portfolio of platinum group metal (PGM) operations in the United States and Southern Africa, gold operations and projects in South Africa, and copper, gold, and PGM exploration properties in North and South America.

THE SIBANYE-STILLWATER UMONDONI TREE



The Group is committed to contributing to the social upliftment of communities that host its operations. Sibanye-Stillwater's social upliftment programmes contribute to social infrastructure, health, and wellbeing, education and skill development and catalysing micro-enterprises.

In 2020, the Group invested **R195 million** in socio-economic development programmes in South Africa. These programmes are aimed at creating superior value for communities through tangible programmes that improve the lives of the communities.

The South African socio-political circumstances require elevated social support in host communities to address the historical and current challenges of poverty, inequality, and unemployment. As defined within the environmental, social, and governance (ESG) strategy,

it is the Group's priority to collaborate with communities around its operations to ensure that socio-economic development programmes that are impactful and create sustainable benefits for the right communities are agreed on and implemented.



Road improvement in Majakaneng.



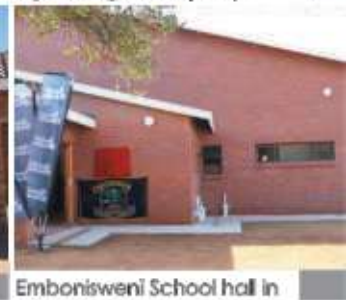
Road resealing in various towns in the Matjhabeng Municipality.



Majakaneng clinic in Marikana.



Primary Health Care clinic in Blybank.



Embonisweni School hall in Welkom.

SOCIAL INFRASTRUCTURE

In Sibanye-Stillwater's South African operations, socio-economic development programmes are delivered through Social and Labour Plans (SLPs) and Corporate Social Responsibility (CSR). The Social and Labour Plans are community projects aligned to the government's integrated development plans at a municipal level. Since the Group's inception in 2013, the Company has delivered social infrastructure in the form of health facilities, schools, roads, and other social amenities required by local communities.

The Group provides additional community support including skills-based programmes such as teacher and learner support, bursaries, portable skills, cadet programmes and learnerships. Through its CSR programme, which also includes the contribution of employees through the Group's Employee Volunteering Programme the Company has also contributed to social infrastructure, poverty alleviation programmes, and a gender-based violence programme aimed at taking care of the vulnerable members in communities. In this regard, the company has focused on refurbishing some early childhood development centres, support for the elderly and the disabled, and women. The Group's socio-economic development programmes cover communities hosting its operations as well as areas in the Eastern Cape where most of its employees originate from.

The Group is aware of the key role it can play in improving the lives of communities where it operates and will continue to foster healthy relationships with its stakeholders and seek to partner with government and local communities to uplift and create a legacy that will outlast its mining operations. ♦



Emergency patient transport donated to the North West Department of Health.



Brits Forensic Mortuary.

Sibanye-Stillwater, a community that CARES | www.sibanyestillwater.com

Minerals Council Condemns Violence and Thuggery Being Experienced by Mining Companies and Communities

Calls on authorities to protect people and assets

Johannesburg, 7 May 2021. The Minerals Council South Africa condemns the violence and thuggery that is being experienced at and around various operations and in various communities across the country, and calls on the authorities – and especially the SAPS – to act swiftly and impartially to protect the safety of communities, employees and private property.

Recent events include the death of a motorist caught up in protests in Mpumalanga in February, and the violent and damaging protests around Prieska in the Northern Cape last week.

In almost all cases the protests are led by a small group of individuals who are able to organise and intimidate with impunity.

Very often, they are equipped with weapons. While some protests appear to stem from a lack of municipal service delivery, there is worrying evidence of a culture of corrupt 'tenderpreneurs' having been allowed to disrupt legitimate operations, and who are seeking to subvert legitimate procurement practices.

These events are at odds with the attempts by the Department of Mineral Resources and Energy and the industry to attract exploration and development investment into the country and the region.

This must stop if there is to be any hope of attracting new and lasting investment into the country.

The Mineral Council expresses its support for and solidarity with members such as Orion Minerals who have taken a firm public stance against corruption and illegitimate demands from failed suppliers at its Prieska Copper-Zinc Mine. ♦



MINERALS COUNCIL
SOUTH AFRICA

www.mineralscouncil.org.za



Michelin Tyre Company South Africa is proud to announce it's partnership with the Soweto Motorbike School.

A skills development initiative based at Rand Stadium in Johannesburg. The partnership is part of a concerted drive from Michelin to support the South African national government's economic reform response of youth unemployment.

Michelin built the school a full and secure motorbike track that incorporates the various terrains possible in urban traffic networks such as steep climbs, descents, and flat stretches. The specifications were modelled after the K53 training manual gazetted by the Department of Transport.

"We are very proud to be partners with the Soweto Motorbike School. It is an institution for motorbike lovers in South Africa and it has left an indelible mark in the lives of many young people in Johannesburg and beyond.

The impact of youth unemployment in our country has been devastating, and the need for companies like Michelin to make a meaningful difference has never been more urgent," said Marcus Baffoe-Bonnie, MD of Michelin South Africa. The Soweto Motorbike School was established in 2008 by motorbike enthusiast, Alfred Matamela, as a means of engaging youth. Over time, the initiative has grown into a training academy that centres skills development for employment creation.

On average 64, people are trained monthly, and to date, the academy has trained more than 3000 riders.

The rise of last mile delivery services for food and parcels has put motorcycles in the spotlight due to their convenience, increasing their population on the roads.

This has increased safety concerns due to the increased volume of traffic and through training, these concerns are effectively mitigated. "This partnership is important for Michelin in South Africa and across the world as it speaks to our commitment to contributing to the sustainable development of our communities. We believe that more young people will be trained, and that the skills they will receive will help them find jobs and build businesses to support their livelihoods," he concluded. ♦



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Karabo Rapoo (Impala Board), Mark Munroe (CE, Impala), Phumudzo Nethwadzi (Regional Manager; DMRE) Lindiwe Mtshisi (DMRE), Lontshang Kwele (DMRE) and Lesego Lebuso (Impala Board)

Impala Rustenburg hands over nine SLP projects worth over R94m to municipality

During April Impala Rustenburg has officially handed over nine Social and Labour Plan (SLP) projects to the local community. Along with community leaders and representatives of the Royal Bafokeng Nation family and the Department of Mineral Resources and Energy Impala celebrated the handover of the completed projects, which are valued at over R94 million and created an additional 714 jobs in the area.

Recognising the value of Impala's contribution to the local community, Kgosi Leruo Molotlegi of the Royal Bafokeng Nation, said, "On behalf of the Nation, we wish to thank Implats for its contribution towards our long-term vision for sports, community and youth development. A partner like Impala allows us to create facilities such as the Kanana multi-Sport Centre which gives us a strategic advantage highlighted in our sports vision for not only sports development and creating the athletes of the future but they also contribute to the sports economy and local enterprises through potential eventing and hosting of youth and elite sports, arts and cultural events."

Continuously proving Impala's desire to go above and beyond what is required, the company's investment into formal youth training, a bursary



programme, learnerships, a cadet programme, SMME development and job creation is designed for long term impact. The deep involvement of Impala in the Rustenburg communities has also extended to assist in Covid-19 awareness, donations of PPE and ventilators, first aid kits, food parcels, and partnerships with taxi associations to assist in keeping the community safe.

The SLP projects involved community leaders and representatives very early in the planning phases and covered a wide range of development initiatives, including school facilities, roads, a water scheme, and community facilities, in four communities where the need was the greatest.

Cllr Mpho Khunou, Executive Mayor of the Rustenburg Local Municipality, said at the handing over ceremony, "As a municipality, we are extremely proud of these projects and we are confident they will continue to make an impact and leave a legacy. They are giving youngsters hope for the future that they would not otherwise have had. We are also proud of what Impala has done during the difficult period of Covid. Mark Munroe, Chief Executive of Impala Rustenburg, says, "Contributing to the upliftment of our communities is crucial to us. We're an integrated part of the local community and if our community is struggling, our business in turn will struggle." ♦



Kanana Multipurpose Centre exterior

"Biodiversity is the food we eat, the water we drink, and it is also the air we breathe. More than that, biodiversity is part of us, as we humans are part of nature."

– Dr. Cristiana Paşca-Palmer, Executive Secretary of the Convention on Biological Diversity



Reasons to Rehabilitate Mining Sites to their Natural State.

Why should anyone care about the loss of nature? Why should the country take drastic steps, to halt the decline in biodiversity? South Africa's economy is still very reliant on mining resources.

While many livelihoods depend on this sector, for many communities living close to mines, it means facing the adverse health impacts that stem from a heavily degraded environment.

Sunday, 22 May 2021 was International Day for Biological Diversity with the theme "We're part of the solution #ForNature". Tshikova Green and Climate Change Advocates has been working with local communities near major mining sites to help establish biodiversity management programmes to mitigate the impact of mining and mining waste.

"The South African mining sector has been a major threat to our biodiversity, putting ecologically sensitive and biologically rich environments at risk," says Moudy Mudzielwana, founding director at Tshikova Green and Climate Change Advocates. "We know that the direct human health impacts from mining are lung, kidney, and heart disease, mostly resulting from poor air quality."

A loss in biodiversity from mining can result in the inability for the natural environment to recycle clean drinking water as well supporting a productive food system; two pivotal human needs. Our very own basic survival should be a key motivator to protect our biodiversity."

"Unfortunately mining rehabilitation is not enforced enough with stringent regulations and monitoring, to ensure that mined areas are restored to a better state," says Mudzielwana. Within the municipality of Emalahleni alone, there are 69 mines operating, totalling approximately 3000 hectares of disturbed natural environment, this is equivalent to more than 4200 soccer fields.

The increased mining activities in Ogies and Phola in Emalahleni Mpumalanga, has forced people to move away from the area and the decline in the diversity of plant and animal life around the area has not been addressed yet.

"Understanding the devastating impacts of mining on human health and biodiversity, we at Tshikova Green and Climate Change Advocates are working closely with these communities and young graduates from the areas to identify and establish biodiversity management programmes to rehabilitate the area.

"We are striving to help the communities' small businesses and young graduates to focus on business opportunities that have a positive environmental angle, with particular focus on rehabilitating the environment around mining operations," shares Mudzielwana.

"We are encouraging more mining houses and individuals to invest in the future by planting trees and making waste bins and education materials available for the greater awareness programme in Emalahleni Municipality," says Mudzielwana. ♦

Com Consulting can assist

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

OUR AREAS OF EXPERTISE:

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Euphoria Golf and Lifestyle Estate Partnered with Limpopo Tourism Agency (LTA) and Jeep Inmate Club for Their Annual Tour and Charity Drive.

A delegation of 41 Jeep motor car enthusiasts from the Inmate Jeep Club on the 14 – 16 May 2021 descended to the renowned Waterberg region of Limpopo Province for the annual tour and charity drive to donate goodies for their selected

beneficiaries. As part of the club CSI program and club culture, members of the club conducted a charity drive in one of the communities they visited and Bela-Bela High School was identified as the beneficiary for this tour where 15 top achievers and



most disciplined learners were hosted for breakfast on 15 May 2021 at Euphoria Golf and Lifestyle Estate.

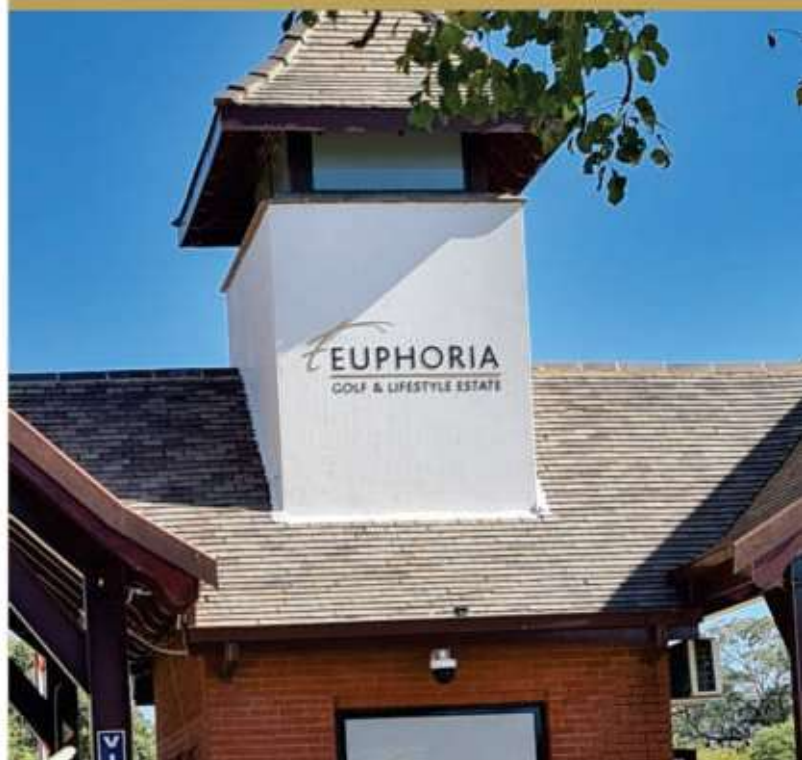
Media houses were invited to cover the handover session of sanitary pads and toiletry stuff and enjoyed breakfast with all the partners including Limpopo Tourism Agency and M4 Foundation staff.



About Euphoria Golf and Lifestyle Estate:

Euphoria Golf & Lifestyle Estate offers a unique and memorable tranquil experience. The estate is set in the beautiful Waterberg mountain range, only two hours from Johannesburg and one and a half hours from Pretoria. The 18-hole championship golf course is the first in Africa to be designed by Annika Sorenstam and provides an exclusive experience.

The Estate is also distinguished by one of only three cableways in the country which links the clubhouse to the mountain top restaurant, Ntshonalanga. Euphoria also provides luxurious accommodation in the Bush Villas, Hydro Spa, Water Park, Golf Academy, Hiking and Birding and is also a perfect venue for conferencing and spectacular weddings.



Partners of Jeep International Topless Day Event



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MPUMALANGA	Mashudu Maduka	+27 13 653 0500	mashudu.maduka@dmre.gov.za
NORTH WEST	Thozama Basi	+27 18 487 4300	thozama.basi@dmre.gov.za
GAUTENG	Sunday Mabaso	+27 11 358 9700	sunday.mabaso@dmre.gov.za
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