

Mining CSI

Local Economic Developments by Mines

Volume 10 • 2014



Mr Seaparo Sekoati, MEC for Limpopo Economic Development, Environment & Tourism (LEDET) initiates

LIMPOPO MINING ROUNDTABLE 2014

New Minister of Water & Sanitation, Nomvula Mokonyane vows to work with Mines



ALSO IN THIS ISSUE:

RICHARDS BAY MINERALS – Committed to Employee Safety & SMME Development

DMR MINISTER – Applauds delivery of houses to mining employees

MEC, N.S. MTSWENI – Our Youth, Our Future

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Collaboration! Collaboration! Collaboration!!

Welcome to our tenth edition of Mining CSI packed with interesting stories and projects done by mining companies. In this issue you will realize that collaboration is starting to play a very important role. Both government and mining companies are starting to see and appreciate the value of working together. For this reason Collaboration! Is the main theme of this issue.

On our cover page we feature a very energetic figure, Seaparo Sekoati, the MEC for Limpopo Economic Development and Tourism (LEDET). MEC Sekoati has initiated the Limpopo Mining Roundtable 2014 in order to capitalize on the growing mining activities in the province. Currently there are 78 operating mines in Limpopo. In addition, 91 mining rights have been lodged and await approval from DMR. The roundtable seeks to address challenges and finds solutions in the mining industry. The initiative is supported by the Limpopo Premier, Stan Mathabatha, and spearheaded by LEDET HOD Mr Solly Kgopong. Read more on page 4.



We also feature an interesting article from the Mining Lekgotla. During this year's annual event the industry does some introspection, since mining is one of the largest post-apartheid industry in our country and affects every aspect of our society. We also interviewed the newly appointed Chairperson of the Portfolio Committee on Mineral Resources Mr Sahlulele Luzipho, who has dedicated himself and his team in Parliament to working with the Mining Industry, DMR, Traditional leadership, communities and other government institutions to find solutions to mining challenges.

Department of Mineral Resources, Advocate Ngoako Ramatlhodi, applauds a housing scheme by Royal Bafokeng Platinum Mine. Richards Bay Minerals also explains why they take employee safety serious and how they go about ensuring that the company complies with the highest safety standards.

The MEC, for Social Development in Mpumalanga, Ms Mtsweni delivered an address at the Youth Development Centre in Secunda where her department collaborated with Sasol Mining in order to assist the youth in the province. Read more on this public-private sector collaboration on page 20.

Mining CSI is also proud to be a partner of various mining conferences in South Africa, namely Mining Lekgotla which took place on 13 & 14 August 2014, the Joburg Indaba and the Mining Indaba. Don't forget to register for the next two conferences! The dates: Joburg Indaba, 8 and 9 October 2014 and Mining Indaba on 9 to 12 February 2015.

Enjoy the magazine!

Moses Sibiyi

Managing Editor

MiningCSI

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LIMPOPO

PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF
ECONOMIC DEVELOPMENT, ENVIRONMENT & TOURISM

Mining in Limpopo:

The future

seems bright



MEC Sekoati with Limpopo Mining Roundtable Delegates

“If it is not grown, it is mined.” The Limpopo economy can be summarised in eight words. Agriculture and mining form the backbone of this province’s economic activity. The local mining industry is, however, of particular importance.

The mining industry’s contribution to Limpopo’s economy exceeds 28 percent. Currently, there are 78 operating mines in the province, with 91 mines being planned for the near future. The Limpopo provinces’ contribution to the national GDP exceeds 7 percent.

However, as is the case in the rest of the country, the Limpopo mining industry is facing its own challenges.

Some of the issues come from somewhat unexpected avenues. A prominent cause of conflict in the mining communities relates to the management of community trusts. Other issues are more typical of the industry: A lack of funding for industrial development and mineral beneficiation or ensuring a greener economy and reducing the effects of mining on the environment.

To address these issues a recent Round Table event was initiated by the Limpopo Department of Economic Development, Environment and Tourism (LEDET), spearheaded its ever energetic, MEC, Seaparo Sekoati. The Limpopo Mining Roundtable took place against the backdrop of rising mining costs, falling commodity prices, shifting mining investments and communities' rising hopes and expectations of a better life from their mineral resources.

The 2014 Limpopo Mining Roundtable brought together mining companies, global investors, financiers, strategic service providers, the regulator and other social partners. The aim was to review the state and impact of mining development in enhancing the industrialization agenda in Limpopo to-date, to evaluate the abundant opportunities that were facing the province and develop a shared vision and plans to harness the industrialization growth path.

The objectives of the round table were set out as follows:

- To review the state and impact of mining development in the province.
- To align contribution of the sector towards the province's industrialization agenda.



Chris Griffiths, CEO of Angloplats attending Limpopo Mining Roundtable with other delegates

- To ensure SMME supplier development.
- Develop requisite skills programs for the envisaged growth opportunities.
- To develop a shared vision amongst all key

The mining industry's contribution to Limpopo's economy exceeds 28 percent. Currently, there are 78 operating mines in the province, with 91 mines being planned for the near future. The Limpopo provinces' contribution to the national GDP exceeds 7 percent.

stakeholders on the Province's future mining trajectory.

The discussions were positive and promising. For example, the National Development Plan (NDP) and the Industrial Policy Action Plan (IPAP) of the Department of Trade and Industry have identified industrialization



MEC Sekoati engages with Delegates

as the appropriate growth path for the country. As a result, it is rolling out 10 Special Economic Zones (SEZ) in the country and has in principle allocated two SEZs to the Limpopo province (pending the finalisation of the feasibility studies, provision of land and investment attraction to these areas).

The first SEZ, located in Tubatse, will focus on downstream platinum group metals and related upstream manufacturing value chains. The second, based in Musina, will focus on logistics and transport

- Budget for infrastructure for the SEZs
- 15% corporate tax for investors
- Building tax allowance
- Accelerated 12i tax allowance
- Employment tax incentive
- Vat and duty free exemption

The province is also finalizing a five-year infrastructure project to support local economic development and mining. The provincial government also undertook to promote foreign and domestic

The province is also finalizing a five-year infrastructure project to support local economic development and mining. The provincial government also undertook to promote foreign and domestic investment, focusing on mining, manufacturing, agro-processing, tourism and the green economy.

because of its unique geographic location as a port to the rest of the African continent. In supporting the SEZs in provinces (including Limpopo), the government will be making provision for the following incentives:

investment, focusing on mining, manufacturing, agro-processing, tourism and the green economy.

At the end of the event, five important areas of collaboration or partnerships have been identified.

These were:

- Supplier Development Programme
- Skills
- Infrastructure
- Community Development
- Integrated planning

For each of these areas a number of “action steps” indicating the way forward, were identified. In addition, LEDET also undertook to develop a project plan for these actions steps, signed off by the premier. A task team will also be convened, consisting of a large number of influential partners (see box).

The MEC, Seaparo Sekoati with a great support from the Premier, Stan Mathabatha has established a task team with clear deliverables and timeframes because he does not want to lose the momentum and the mining growth opportunity taking place in Limpopo. The MEC made it clear that there will be quarterly meetings to

track progress. The MEC believes strongly that through collaboration with all stakeholders, the mining companies, communities and government, Limpopo Province can prosper through mining growth and development.



MEC Sekoati addressing the Limpopo Mining Roundtable delegates

The task team for implementation of the project plan will consist of impressive role players, including:

- Water Affairs
- The DTI
- DMR
- OTP
- LEDET
- CoGHSTA
- District Municipalities
- University of Limpopo, Univen, FET colleges
- Limpopo United Business Forum
- CSIR
- Mineral Exploration Company Representation

The MEC has also undertaken to commit his Department (LEDET) to investigate the establishment of The Mining Directorate in collaboration with DMR in order to make sure that the SLP programmes committed by the mines are implemented and monitored in order to make sure that the communities benefit out of the implementation of these according to the Mining Charter.

LEDET has shown that no problem is unsurmountable, even with a slogan “If it is not grown, it is mined”, perhaps the term “growth” should not be reserved for agricultural products only. LEDET has also resolved to host Mining Annual Summit going forward in order to support the growth of this very important sector for the prosperity of all the citizen of Limpopo Province and South Africa at large. ♦



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Water awards 2014:

Women are acknowledged

for their contribution to clean drinking water



water & sanitation

Department:
Water and Sanitation
REPUBLIC OF SOUTH AFRICA



Left: Nomvula Mokonyane, Minister of Water & Sanitation, address the Water Awards 2014 event in Rustenburg

Right: Pam Tshwete, Deputy Minister of Water & Sanitation Minister Nomvula Mokonyane address Media Briefing

“We are gathered here at this momentous occasion, to honour the women who continue to amaze all of us with their innovations and tenacity. We have gathered here to appreciate our mothers and sisters who have taken it upon themselves to not be overwhelmed by circumstances but to rather see opportunity at every turn of the road.”

These were the words of Mrs. NP Mokonyane, the minister of Water and Sanitation, at the recent Women in Water Awards event in Rustenburg. Celebrating its twelfth year, the awards serve as a vehicle for the department to recognise the work done by women and the vital role they play in the water sector.

“It is true that women are at the coalface of the challenges of a lack of water or a lack of access. We know that at times there might be access but that would not necessarily lead to the greatest quality of this vital resource”, the minister admits.

On the side interview, the minister also vowed to work with mining companies, traditional leadership, Department of Mineral Resources and Local government, especially in the North West and

Limpopo Province to divert water to villages from already established mining infrastructure. The minister is working with Deputy President, Cyril Ramaphosa as part of the revitalization of the depressed mining towns on a three year plan.

Looking at the categories that define these awards, we also realise that these amazing women that are gathered here today went further, actually appreciating the water that is available around them and for the community they live in. They took it upon themselves to appreciate their surrounding and mainly refuse to be defined by the ungodly sight that some of them encountered”, says Mrs. Mokonyane.

The four categories in this year’s WWA, were:

- Adopt a River
- Education and awareness
- Water conservation
- Community development

Also present were the deputy minister of Water and Sanitation, Mrs. PM Tshwete and the premier of the North West province, Mr. Supra Mahumapelo in absentia. Prize money totalled more than R650 000. ♦



mineral resources

Department:
Mineral Resources
REPUBLIC OF SOUTH AFRICA

Minister Ramathodi lauds

Mining company for

Home Ownership Project



"This is a big moment for me, as I am now able to have my family live with me and be close to my work. Owning my own home has been my dream and this day has finally arrived. I am so happy." These were the words of Jan Mothoatlhaga, receiving the keys to his brand new house. Mothoatlhaga is one of several employees of the Royal Bafokeng Platinum Mine who will become a home owner because of the successful implementation of the company's Social and Labour plans (SLP's) programme.

Mineral Resources minister Adv. Ngoako Ramathodi has welcomed the completion of the first phase of this project in Rustenburg: "We commend this initiative, as it means that the mineworkers will now have access to

decent housing, thus restoring their dignity. It is further pleasing to note that at retirement age, if they are not from this area, they can sell the property and relocate," the Minister said.

The minister further encouraged industry to do even better in terms of its Mining Charter commitments and compliance with the Mineral and Petroleum Resources Development Act.

"The implementation of the Mining Charter requires the full and continued support of all role players, if we are to realize our objective of transforming this industry." The project, which forms part of the company's SLP implementation, will see a total of 3 100 units completed by 2018/19.

Minister of Mineral Resources, Ngoako Ramatlhodi accompanied by Bheki Sibiyi, CEO of Chamber of Mines



September 2014 at the Waterkloof Hills Estate. During this ceremony, the first of the new homeowners (of the 422 units that have been completed) received their keys. This celebration marked the successful partnership and collaboration between RBPlat and the Union (NUM) towards the common goal of providing safe, appropriate and affordable housing to all Bafokeng Rasimone Platinum Mine Joint Venture employees.

The event was attended by Advocate Ramatlhodi, who together with representatives of NUM and RBPlat officially unveiled a plaque at the newly built Waterkloof Hills.

To further this project, RBPlat also recently announced an in-principle approval of a further

R2.8 billion investment towards the provision of Phase 2 of the Employee Housing Development Scheme which will involve the construction of a further 3 100 houses as well as social amenities over the next five years. These homes will range from 80m² -to 360m² in size and cater for the diverse needs and affordability of all its employees.

NUM Deputy General Secretary Tshimane Montoedi said NUM members at Royal Bafokeng Platinum will now live in safe, decent, affordable houses. "NUM is very proud to be part of this historic project and we hope that other mining companies can do the same. It is time for mining companies to start building decent houses for the mineworkers and their families. Mineworkers cannot continue to live in filthy, unhygienic hostels and shacks." ♦

As part of their mining right conditions, mining companies are required to implement SLPs either in the areas where they operate, or in areas from which they source the majority of their labour, known as Labour Sending Areas.

Promoting home ownership

Royal Bafokeng Platinum (RBPlat) has developed a housing strategy that aims to promote home ownership for all its employees in order to create a lasting legacy of sustainable benefits.

As part of the overall Employee Home Ownership Scheme, the company celebrated the completion of the first phase of the project at a function held on 16

These DMR pages are sponsored by **SHANDUKA**

Changing the industry one province at a time

THE MQA EXPANDS

to the rest of the country



From left to right, Mr Kekana, CEO Sekhukhune FET College, Mduduzi Manana, Deputy Minister of Higher Education & Training, David Msiza, DMR Chief Inspector of Mines, Sam Seepe, CEO of Mining Qualification Authority and Caroll Maila, MQA Executive Manager, Stakeholder Relations at the opening of the Sixth MQA Regional Office in Limpopo Province.

It is no secret that South Africa is plagued by a critical skills shortage. Since the mining industry forms a huge part of the South African economy, skills shortage in mining poses a serious threat. The Mining Qualifications Authority (MQA) seeks to address this problem.

The MQA has established six regional offices in several provinces. These offices are located within Technical Vocational Education and Training (TVET) colleges in both rural and urban areas to extend the MQA's reach to all citizens of the country. The purpose of these offices is to drastically expand the reach of the MQA to become more accessible to more people. This, in turn, should lead to more individuals being suitably qualified to become more employable in the mining industry.

The six MQA regional offices are based in Limpopo at the Sekhukhune FET College at Praktiseer, in Mpumalanga at the Nkangala FET College at Mpondozankomo in Emalahleni, in the Eastern Cape at King Hintsa FET college in Butterworth, in the North West at Orbit FET College in Mankwe, in the Northern Cape at Kathu FET College in Kathu, and in the Free State at the Goldfields FET College in Thabong, Welkom. Each office is managed by a regional manager and an administrator.

During three separate events (November 2013, and January and April 2014) four of the regional offices were inaugurated. The keynote address was presented by the deputy minister of Higher Education, the honourable Mduduzi Manana. The opening of the

MQA regional offices in North West was also attended by the deputy minister of Mineral Resources, Mr. Godfrey Oliphant.

Regional offices are strategically placed within TVET colleges to support the growth and development of TVET colleges as they improve the quality of their education. It also serves as a link between the sector and the colleges. This is clearly outlined as a requirement within the NSDS III. For a coordinated approach to support the implementation of the NSDS III, the importance of establishing partnerships with (and providing support to) FET colleges and rural communities cannot be overemphasized.

Simply put, the TVET colleges and the sector should agree on ways of producing skills that are required in the sector. These interventions will then be translated into guaranteed employment for the students studying within these colleges. As a skills development authority in the sector, the MQA will continually provide support such as bursaries, accredited courses in TVET colleges, placement of TVET lecturers at the mines and internship programmes for students. This is not only a distant dream, though. Through the regional offices, a total of 500 bursaries have been awarded to students studying in the field of mining at various higher education institutes. Currently 4 TVET colleges are supported to attain an accredited status with the MQA.

The MQA's role does not end with the TVET colleges. The regional offices will also support SMME development in the mining sector. It will champion the support programmes of the local NGOs and CBOs in the mining communities, especially where these programmes relate to the mining industry.

The regional offices will respond to new and upcoming trends within mining communities and, where possible, support skills development addressing challenges faced by the retrenched mine workers and unemployed youth in these communities. All projects will be aligned with the various Provincial Growth and Development Plans and Integrated Development Plans of district and local municipalities. In order to achieve their set plans and apply their strategies, the regional offices will forge partnerships with other SETAs, government departments and SOE's, employers,



Sam Seepe, CEO of MQA with Herman Mankga, Limpopo Regional Manager talking to guests at the launch of the sixth MQA Regional Office

private sector and communities. The MQA believes that this is one way of ensuring ownership and eliminating a culture of "working in silos". ♦

For more information on the MQA and its regional expansion visit: www.mqa.org.za or contact the MQA at:

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Launch of

Sekhukhune FET College



by MQA



Deputy Minister of Higher Education & Training, Mduduzi Manana interview at Limpopo FET Launch

Mining CSI had the opportunity to interview Mr. Mduduzi Manana (Deputy Minister, Higher Education & Training), Mr. David Msiza (Chief Inspector of Mines, Mineral Resources) and Mr T Kekana (CEO of Burgersfort FET). We spoke about training, communication and the National Development Plan at the launch of the 6th MQA Regional Office at Sekhukhune, Limpopo Province.

M-CSI: What are the most important priorities of Burgersfort FET?

Mr. Kekana: First of all we would like to ensure that all our staff are properly qualified and that they are up

to date with the latest technology. Secondly, we would like to ensure that all role players involved with the FET are aware of the nature of jobs available in the mining industry, and MQA is one of the important tools to help in this regard. Finally we would like to provide funding working with MQA in the form of bursaries for students who want to pursue a career in mining. This can also involve other initiatives such as apprenticeships and learnerships.

M-CSI: What are your priorities in terms of collaboration and cooperation between the DMR, mines and the various relevant communities?

Mr. Msiza: It is important that the communities, and especially the youth, know about the opportunities available to them by being able to access MQA offering in terms of skilling for the employment in the mining space. Although it often happens that mines attract talent (such as mining engineers) from outside the local communities, we believe that we can also contribute to the communities by training locally. There are programmes run by government to ensure this. It is important that we make the local communities aware of them.

M-CSI: The department of higher education and training is a relatively young department. What are the priorities in terms of communicating the successes achieved, and challenges faced by higher education in South Africa?

Minister Manana: This specific department is only five years old and have achieved a lot, yet we acknowledge that we have not always managed to communicate these achievements to our people. On the other hand, credible, independent institutes have noted the way government has become visible to its communities. This is, of course, something we are proud of. Although there are many South Africans who trust the government and believe that we are doing what we are supposed to be doing, this is not enough. We want the people of South Africa to become

involved. This is emphasised in the Freedom Charter: The people shall govern.

Our priority, not only as a department, but as a whole government, is communication. We have been using various media to communicate to people, but we found that this media did not always reach the people. We will therefore have to adapt our strategy to include those forms of media that will reach everyone.

M-CSI: What are the Department of higher education and training's priority in terms of the National Development plan?

Minister Manana: The plan is a blueprint for going forward. It states, for example, that we would like to qualify on average 30 artisans per annum by 2030. I am confident that we will be reaching this target before 2030. We are developing initiatives that will not only enhance the image of artisans, but will also aim to entice interests in young people about different possibilities in this area. Then we are also building two new universities. We are also considering five more in the next few years. Finally, in order for us to deal with the problem of youth unemployment, we need to focus on training more young people. And we feel strongly that MQA is on the right track to assist in skills training and transformation in order to have a larger pool of skills base to transform the mining industry and South Africa as a country. ♦



Deputy Minister, Mduzuli Manana cutting the ribbon to officially open the FET College flanked by Mr Kekana, CEO Sekhukhune FET College, David Msiza, DMR Chief Inspector of Mines and Sam Seepe, CEO of Mining Qualification Authority



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Mulambwana mine is situated in the Northern part of the Vhembe Region in Musina, Limpopo. The prospecting rights have been procured from Malapa mining company. Steps are being taken to acquire mining rights in order for the mine to commence.

Umzobanzi aims to be a responsible citizen of the community and the country. Its values can be summarised as follows:

To excel at coal mining by:

- High safety standards assurance
- Being environmental friendly
- State-of-art mining techniques

To maintain a foundation of:

- Honest, transparent, and respectful communication
- Highest legal and ethical standards
- Pride in our work and our company
- Respect and honour all

Umzobanzi Coal and Energy (Pty) Ltd is a subsidiary of Yellow beak Minerals. Although its main activities are related to coal mining, they also provide the following products and services:

- Supply of coal (coal merchants)
- Rehabilitation of coal dumps
- Contract Mining
- Provision of mining equipments

The company currently have operations in various locations. The Schoongezicht Colliery is an opencast mining project owned and managed by Umzobanzi. Its impressive clientele include Eskom, South Africa's major energy provider. The company has also recently acquired the prospecting rights to a mine at Grootvalei. A third project is located in Newcastle, KwaZulu Natal. The Uithoek project has become operational earlier this year. It is an opencast mine with the possibility of expanding to underground mining. The area is rich in anthracite and bituminous coal. Finally, the

As a responsible citizen, it also invested in the local community through a variety of projects. In July this year, they donated 2 000 engineering guide books to the Department of Education in Mpumalanga. Through a donation to a local church, *The Premier DD Mabuza and the CEO Mr Alex during Mandela Day* they made it clear that no cause is



too small to be supported. On Mandela day the staff of Umzobanzi traded their suits for overalls and donated their time and labour to repair and paint buildings for the less fortunate where they were joined by the Mpumalanga's first citizen, Premier David Mabuza. ♦



Umzobanzi workers donating labour during Mandela Day 2014

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RBM sets the example: Commitment to sustainable development *in local communities*

Richards Bay Mineral's Small, Medium and Micro Enterprises (SMMEs) from its four host communities, Mbonambi, Mkhwanazi, Sokhulu and Dube.

No business operates separate from its environment. The health and sustainability of Richards Bay Minerals (RBM) is closely linked to the relationships the company has with the communities which host its operations. Looking after and improving these relationships is both a priority and a challenge, as RBM has learnt in recent years.

Listening to the concerns of host communities, understanding their needs and finding ways to address these are an important part of maintaining positive relationships with the communities. Social

Listening to the concerns of host communities, understanding their needs and finding ways to address these are an important part of maintaining positive relationships with the communities.

and economic development which is long-lasting and which will ensure the sustainability of host communities beyond the life of mining is important. The development of local suppliers and host community enterprises is one of the most effective ways of ensuring that the

benefits of RBM's mining activities are directed to its host communities.

RBM has established a Business Development Centre (BDC) which will be focused on creating and developing sustainable small, medium and micro enterprises (SMMEs) from its four host communities, Mbonambi, Mkhwanazi, Sokhulu and Dube. Plans are underway to establish satellite offices closer to the Sokhulu community in the north, and the Dube community in the south.

One of the main reasons that host community enterprises cannot take advantage of the procurement opportunities offered by the company is a lack of technical skills and a gap between the minimum standards required by RBM, especially in the areas of health, safety, quality and labour practices. The BDC will manage four key programmes which are intended to assist, nurture, incubate, build capacity and fast-track the development of host community enterprises so that they are better placed to apply for these opportunities.

Over and above these programmes, the BDC is responsible for the registration of host community

enterprises on a local enterprise portal, called LocalWise®. Once registered, the SMMEs undergo a process to verify their credentials, competencies and capabilities. The details of all validated enterprises are stored on a master database and management system, called Abacus®, which will enable them to be considered for development and procurement opportunities offered by the company

Other important business services provided by the BDC include internet access and the creation of email addresses; guidance on the enterprise's development needs; business advice and assistance with the completion of documents. Host community enterprises are also afforded the use of meeting rooms for business purposes.

"We know that through effective training, mentoring, capacity building and support, we can help shape sustainable host community enterprises which will create jobs and contribute to the economic development of the host communities and beyond," says Thuto Mkhize, Manager of the BDC.

Zero Harm is not just a company objective

Safety is important to all of us: whether at work, on the roads or in our homes. We caught up with Nico Swart, who is the Manager: Zero Harm at Richards Bay Minerals, to find out how RBM ensures that their employees are safe at work.

"The basis of our Zero Harm approach at RBM is that we do not accept that harm should come to any of our employees or the contractors who work for us," shares Swart. "Creating a safe and healthy workplace is one of the most important drivers of our business. To do this, we have to move beyond just meeting mining and labour laws to actually creating a workplace where working safely is the way we do business, always!"

Zero harm image for employees



RBM has implemented a number of projects to move the company forward on its journey to Zero Harm. There has been a marked improvement in recent years in the company's safety statistics, especially the lost time injuries (an injury where an employee has to take at least one shift off work to recover). However, the company remains focused on preventing fatalities and, in October 2013, started a programme to do just that. The Fatality Prevention Programme (FPP) is led from the very highest levels in the company and stretches across all levels and all departments. FPP started with an investigation to understand the problems with safety, why people act in an unsafe way and what needs to happen for that behaviour to change.

A key element of the FPP is changing the hearts and minds of all who work for RBM so that safety is a personal choice. "Employees must be safe for the right reasons – for themselves and for their families," says Swart.

The RBM Zero Harm goal is not just focused on a safe workplace. Zero Harm also means that the company aims to do no harm to the environment or the communities in which it operates. "Our employees can play a key role here," explains Swart. "If safety becomes a way of life for our employees, they can be Zero Harm ambassadors in the community, influencing the way others behave so that we create a safe environment for all." ♦



Our Youth,

Our Future



MEC Mtsweni with her team accompanied by Sasol Executives, Local Executive Mayor and the Youth Development Centre (YDC) Beneficiaries.

The celebration of the International Youth Day takes place worldwide annually. On 25 June, 2014 Ms. Mtsweni, the MEC for Social Development in the Mpumalanga province, addressed delegates at the Graceland Casino in the Govan Mbeki Municipality. The purpose of her address was to celebrate the International Youth Day, but also to appreciate the great work of the private sector when it comes to supporting youth development centres.

“I am humbled and excited about this much awaited session with the business sector on the occasion of

the celebration of the International Youth Day”, says Ms. Mtsweni. “This is indeed the beginning of a long lasting and mutually beneficial relationship between the Department and the private sector”.

The theme for this year’s celebration is: ‘Youth and Mental Health’. Young people are at a stage where they experience a lot of pressure, difficulties, vulnerability to social ills and most importantly unemployment. These challenges become a threat to their mental health and if not addressed can compromise their future. This is echoed by Ms. Irina Bokova, Director-General

of UNESCO on International Youth Day this year when she said “Youth is a period of dramatic change, and the journey from childhood to adulthood can be complex, raising a host of mental health issues”.

Whatever affects the youth, also affects the country. “As a country we are concerned about the number of young people who are unemployed and are sitting at home”, she says. This predisposes them to antisocial behaviour in line with the saying “an idle mind is a devil’s workshop”. The increasing number of young people abusing drugs and alcohol is a cause for concern. This is one of the many mental health conditions which do not only affect the abuser but the family, community and even the country’s economy.

Government’s contribution to social development to youth and mental health is through the funding of youth development centres. These youth centres provide a basket of services to young people and at the same time create job opportunities to the young people who run them. Government’s aim is to improve the quality of services and also to increase the number of young people reached by these centres. Currently 68 youth development centres are being funded, reaching 81 600 young people.

Although this is a significant number of young people, Ms. Mtsweni is first to admit that government cannot operate alone. “Alone we can do so much but together with the private sector we can make a huge positive dent and shape the future of our young people by investing in youth development centres and other programmes aimed at uplifting young people”, she says.

Ms Mtsweni singles out SASOL (under the leadership of Mr. M. Sieberhagen and Maureen Mboshane) and

“As a country we are concerned about the number of young people who are unemployed and are sitting at home”, she says. This predisposes them to antisocial behaviour in line with the saying “an idle mind is a devil’s workshop”.

MEC Mtsweni addressing the community at the YDC handover



MEC Mtsweni with Executive Mayor, L Masina of Govan Mbeki Local Municipality, Senior Vice president Secunda SASOL, M Sieberhagen handing over the YDC to the Youth beneficiaries.

thanks them for the partnership that is already yielding positive results. “We sincerely appreciate and value the partnership we have with you and are grateful for the investment that you have made in delivering youth development services in Mpumalanga and in particular in Gert Sibande District.”

SASOL has donated five containers to be used as offices with seven computers, seven chairs, seven tables, a four-in-one printer, the installation of a security alarm system, internet connection, air conditioner and electricity inside the container. These will benefit communities of Kinross, Bethal, Leandra, Charl Cilliers, and Embalenhle.

She expresses his wish that this contribution by SASOL motivates and encourages the private sector in general to be generous in their social responsibility, especially in the upliftment of young people. ♦

MINING LEKGOTLA TAKES AN INTROSPECTIVE ANALYSIS OF MINING'S CONTRIBUTION SINCE THE ADVENT OF DEMOCRACY

This year's Mining Lekgotla, the third since it was launched in 2012, was particularly auspicious, following the devastating labour strike which has since been resolved. This year also marks the 20th anniversary of South African democracy and the final year for the current version of the Mining Charter against which the industry is still to be assessed. Against this backdrop it was imperative for the industry to convene and collectively engage with its stakeholders to discuss current and future challenges and solutions to these issues.

The recent conflict in the mining industry, specifically in the platinum belt, has thrown the spotlight on transformation in the industry, most notably in the area of social development. It has been said that stakeholders in the industry work productively together in times of crisis, but this impetus wanes as soon as the crisis is over. This cannot be the way to move forward or the industry will forever be putting out fires and whatever progress there is will be slow.

Poverty, inequality and unemployment are acknowledged as the main challenges facing the industry, and these have a direct bearing on socio-economic issues such as workers' and mining communities' living conditions. Nor are these problems localised to specific mining areas but extend to labour sending locations in and outside the country. The problems are also not only confined to currently operating mines; defunct companies leave behind a legacy which affects former mine workers and the communities they belong to.

One of the insights from the Lekgotla is that the industry needs to move past simply talking about these issues to securing clear commitments to visible implementation in all of these fronts. Transformation deadlines and targets are stipulated in the Mining Charter. The National Development Plan also expresses clear expectations and the role mining should play in driving and stimulating economic growth in South Africa. In many instances, however, the industry has demonstrated its commitment to the eradication of these problems irrespective of the mechanisms for enforcing compliance to standards in respect of working conditions, living standards, socio-economic development and community investment. In noting this; those organisations that have embraced transformation not just as compliance but in the interests of social cohesion, the distribution of wealth, and restoring dignity to society must be commended.

Progress in combating problems in the industry is not possible without the participation of all labour unions including AMCU (Association of Mineworkers and Construction Union) as a stakeholder. Government too, must lend its weight through a legislative framework that is conducive for sustainable mining in South Africa. In order to ensure growth in the mining sector employers and unions also need to agree on prudent ways to improve productivity. The mining industry further needs the co-operation of other key stakeholders to prioritise infrastructure developments relating to energy, transport and revitalising communities in mining and surrounding areas.

Addressing the transformation and socio-economic issues in the South African mining industry paves the way for achieving the Africa Mining Vision. South African Development Community countries have the most natural resources in the world, yet are the least developed. African citizens are the poorest in the world, but this can be reversed by ensuring that Africa's natural resources are used to benefit its citizens and stimulate industrialisation within the continent. For this development to take place on the continent, mining industries, the private sector, and government need to prioritise investing in the health, education, building of training centres, infrastructure and well-being of local communities. Additionally side stream linkages into areas such as research and technology development should be addressed by the mining industry

The development of infrastructure should be viewed in a way that will benefit the poor, especially communities that surround mining facilities, as they often do not have water and electricity. Job creation and skills development in priority sectors is vital for growth in Africa, and can be accomplished if the development of African mining also focuses on small-scale mining.

The Africa Mining Vision cannot be attained without the effective participation of women in mining, one of the key issues discussed at the Lekgotla. The Mining Charter makes provision for the inclusion and sustained presence of women in the industry, to serve as a benchmark for the empowerment of women through all industries. While the representation of women in the mining environment still lags behind that of men, it is encouraging to note that there are a number of mining companies that have prioritised women's specific needs in the workplace and in relation to their family life. Not only is this of benefit to the women currently employed but it also accelerates the integration of women in mining and further encourages others to join. It is also a laudable fact that South Africa has the highest representation of women in mining leadership positions compared to other global mining areas. We look forward to strengthening this status in the industry through the Department of Women Empowerment and Gender Equality within the Women's Ministry. The Department has scheduled sessions with organisations and regulatory bodies over a five year period, starting with the development and empowerment of women in the mining industry.



PARLIAMENT
OF THE REPUBLIC OF SOUTH AFRICA



Interview with newly appointed
DMR Portfolio Chairperson,

Sahlulile Luzipho

Mining CSI Managing Editor had a privilege of interviewing the newly appointed DMR Portfolio Chairperson, Sahlulile Luzipho (SL).

MCSI: What is your typical portfolio?

SL: Mineral resources which generally deals with mineral commodities which in a simple term is about facilitating the extraction of mineral resources from the ground and beneficiation of these resources for the economic and social development of the country and its people.

MCSI: What are the most challenging issues facing your portfolio?

SL: Issues of service delivery for the communities due to the question of land where the minerals are extracted from the land, but its benefits is not seen to filter to the people who live in the land which should be the first beneficiaries of such wealth. It is important that we also exercise patience in order for us to discuss even the most difficult issues. The question of ownership is very critical for this industry and must be addressed. Conflict management is key especially between communities' traditional leadership, Trade Unions, mining companies and government.

MCSI: What are the collaborations you need as a committee?

SL: It is important for the mining companies to come to the party and play their role in order to make sure that transformation is achieved working together with government, and as portfolio committee we are extending the hands of friendship and we are very much open to listen and learn as well. Government Communication is also a major challenge where we are not communicating enough about our programmes and achievements to the public and instead more negative perception is created in the eyes of the public about government functions, so positive communications is critical.

MCSI: What is the next step regarding the Mining Charter compliance as it is known that by the end of this year (2014) DMR will release the report?

SL: As a committee we will not pre-empt the release of the Mining Charter Report, we will await the Minister of Mineral Resources to release the report first and then we will take it from there. However, we strongly believe that the Mining Charter can be improved in order to make sure it caters for all, especially the mining communities, traditional leadership, the Trade Unions and all affected parties going forward.

MCSI: What message do you want to send to the industry?

SL: It is important that the mining industry embrace change because it does not help for mining companies to do things because they are pushed. We would like to work with them where they have challenges because when they accept change, the industry as a whole will benefit. I have personally made a pledge and commitment together with my fellow portfolio members that we would like to work together with the industry to make it better for all affected by this sector. Finally, I would like to appeal to everyone that, negotiations is the key to every conflict and as a committee we are happy to assist wherever we can to engage with everyone as our door is always open. ♦

5th
Annual

SLP MASTER CLASS

Date: 13 & 14 November 2014

Venue: Gallagher Estate, Midrand

DAY ONE

SLP FULL DAY WORKSHOP

Facilitated by:

John-Mark Kilian
Executive
Director

UMSIZI SUSTAINABLE
SOCIAL SOLUTIONS

Jeanine Kirkman
Human Resource
Development Specialist
UMSIZI SUSTAINABLE
SOCIAL SOLUTIONS

Luyanda Ntlanjeni
Stakeholder Engagement
Director
UMSIZI SUSTAINABLE
SOCIAL SOLUTIONS

Riaan van Deventer
Local Economic
Development Manager
UMSIZI SUSTAINABLE
SOCIAL SOLUTIONS

FOCUSSING ON THE FOLLOWING ASPECTS

- Legislation and transformation through the Social and Labour Plan lifecycle
- Human Resource Development (HRD) as part of the Social and Labour Plan
- The importance and impact of effective stakeholder engagement
- Developing and implementing Local Economic Development, Socio-Economic Development and Enterprise Development
- Successful Local Economic Development programmes, examples and case studies

DAY TWO

INDUSTRY SPEAKER FACULTY INCLUDES:

Kgomotso Tshaka
Executive Sustainability
WESZIWE PLATINUM

Pat Makhsha
Managing Director
IVANPLATS

Malesela Frans Mokhondo
Specialist: Employee Relations
FOSKOR

Bheki Mdakane
Head of Human Resources & Social Labour Plan (SLP)
CENTRAL RAND GOLD

Debbie Ntombela
Partner, Head of Mining, Regulatory
HOGAN LOVELLS INC

KEY STRATEGIES TO BE DISCUSSED

- Looking at your SLP for the next 5 year period
- Transformation: Positively impacting the lives within mining communities
- Legislative compliance in respect of social and labour plans
- Progression and sustenance of women in mining and in the community
- Roles and responsibilities of partners on a mine project

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“Youth are the valued possession of the nation. Without them there can be no future. Their needs are immense and urgent. They are the centre of reconstruction and development”. – Nelson Mandela



It is against this backdrop that we as SADC YOUTH IN MINING (SADC YIM) strongly believe that the integration of youth in mining is necessary and critical for the sustainable industry development into the future.

SADC YIM is a lobby and advocacy organisation that aims to promote the integration of youth mining entrepreneurs and professionals within the SADC region into the mainstream mining economy through meaningful participation for the creation of greater value, sustainable industry development and seamless industry succession. Drawing inspiration from the vision of the SADC political body, we are of the firm view that the youth of the region are the custodians of the future of SADC mining industry.

We have adopted the African Mining Shared Vision of:

- A knowledge-driven African mining sector that catalyses & contributes to the broad-based growth & development of, and is fully integrated into, a single African market through:
- Side-stream linkages into infrastructure (power, logistics; communications, water)
- and skills & technology development (HRD and R&D);
- Mutually beneficial partnerships between the state, the private sector, civil society, local communities and other stakeholders; and
- A sustainable and well-governed mining sector that effectively garners and deploys resource rents and that is safe, healthy, gender & ethnically inclusive, environmentally friendly, socially responsible and appreciated by surrounding communities;
- A mining sector that has helped establish a competitive African infrastructure platform, through the maximisation of its propulsive local & regional economic linkages;

- A mining sector that harness the potential of artisanal and small-scale mining to stimulate local/national entrepreneurship, improve livelihoods and advance integrated social and economic development

Our objectives are to contribute in focused efforts of structuring, streamlining and formalising youth entrepreneurs and professionals within the region to participate in building and repositioning the region as a world class African mining destination. SADC YIM is strategically positioned to facilitate integration of youth in mining through the following areas of interest:

- Ownership and Equity, Management and Consulting, Exploration and Contract Mining, Procurement, Structured Trading and Beneficiation, Mine Rehabilitation and Environmental Affairs, Community Development, Innovation for industry development, Skill development and Health and Safety.

To achieve this, the Executives of SADC YIM are engaged in a continuous process of building partnerships with various key industry stakeholders such as governments, chamber of mines, mining companies, professional bodies, research institutions, traditional leadership, communities and civil society organisation.

We believe that youth in mining can contribute significantly in the industry through excellence, innovation and partnerships for greater value creation. ♦

SADC YOUTH IN MINING
Executive Chairman
Mr. Tshepo Seema
www.sadcym.com
facebook: SADC YIM
Twitter: @SADC_YIM

Committed to SUSTAINABLE DEVELOPMENT

Wesizwe Platinum recognises sustainable development as a strategic business imperative. The company's approach focuses on ensuring the long-term success of its core project, the Bakubung Platinum Mine, whilst at the same time contributing to the economic growth of local communities. On a practical level, Wesizwe looks to contribute to the overall prosperity of local communities through the creation of jobs, investment in local skills development and training, providing support for local business through goods and services procurement, and the creation of effective social and labour plan investment programmes.

Improving local health care facilities

Over the past year, significant progress has been made in the implementation of Wesizwe's SLP (LED) projects, all of which will benefit the residents of the

refurbishment of the Bakubung Clinic. The facility, operated by the state and local health services, had previously failed to meet the demands of the local communities of Ledig, Matooster and Mahobieskraal. As a result, Wesizwe undertook to upgrade the clinic by building a maternity ward and additional consulting rooms, and augmenting existing facilities to enable the facility to operate 24 hours a day. Clinic staff are now operating fully from the site, and a dedicated Youth Coordinator has been assigned to manage the refurbished Youth Centre, which will now enable the comprehensive provision of life orientation programmes such as HIV/AIDS awareness and other youth related activities.

Providing educational infrastructure support

The educational infrastructure in the Ledig, Matooster, Mahobieskraal and Phatsima villages



Bakubung Clinic refurbishment

local communities located close to the Bakubung Platinum Mine. One of the highlights has been the

was identified to be in a poor state of repair and of a low standard, impacting on the ability of learners to achieve. Wesizwe embarked on a programme to complete the upgrade of all eight schools in Ledig, thereby contributing towards the upliftment of primary and secondary education within the area by upgrading existing infrastructure and providing development training to local educators in the fields of Mathematics and Science. Phase 1 of the educational infrastructure projects commenced in 2011 and was completed in 2012, with phase two starting in 2012. 2014 has seen a continuation of this work with a major project undertaken to refurbish existing ablution blocks

at Khayaletu Secondary School and construct new ablution blocks at Bothibelo Primary School. A school

paving project in Ledig was also completed in August of this year, with eight schools receiving new paved walkways in the school grounds.

Committed to skills development

As part of its human resource development programme, Wesizwe is ensuring that mining specific skills and competencies exist within the local community, whilst at the same time developing portable skills that employees can use outside of the mining sector in the future. Initiatives currently underway include a learnership programme, developing critically needed skills for young people in a wide variety of trades, in line with the National Development Plan's identified



skills shortages. Running alongside this programme is Wesizwe's portable skills development initiative, the vision for which is to provide both the company's employees and the local community members with practical trade skills (such as bricklaying, tiling, welding, plumbing and carpentry) to aid their current and future employment prospects.

Wesizwe recently launched its prestigious bursary programme, providing support to the country's top performing and most needy students and the opportunity to continue their studies at South Africa's leading universities in the fields of mining and mechanical engineering. The company's Rock Drill Operator training programme, which falls under its

Core and Critical Skills Programme, also commenced on 21 April this year.

Ensuring access to water in local communities

Wesizwe has undertaken to support its local communities by continuing to supply water to local communities pending the completion of the planned bulk water project in the area. Water is delivered to 35 community water tanks, twice a day, 7 days per week,



and 365 days each year. The water is also delivered to local schools. As a result, the local community and school learners receive essential water supplies on a daily basis to meet their basic needs. Wesizwe also undertakes maintenance of the water tanks and, as a result, all community water tanks were cleaned in July this year. ♦

To learn more about Wesizwe Platinum and its commitment to sustainable development, visit the website – www.wesizwe.com



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Robert Friedland,
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