

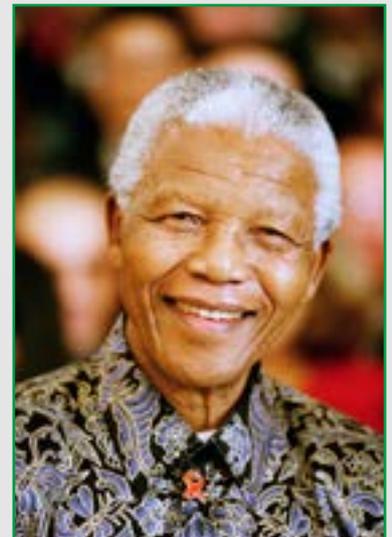
Mining CSI

Local Economic Developments by Mines

Volume 7 • 2014



GLENCORE
Building health care
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communities



**Nelson Rolihlahla
MANDELA**

A Leader
1918 - 2013

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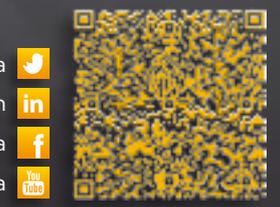
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A leader sees things that no other person sees, and that is why he or she is always in front leading the way. However, we seldom understand the sacrifice it takes to be one of the world's greatest leaders. The Mining CSI Team and indeed the whole world pay tribute to South African giant, Nelson Mandela (1918 - 2013). This is the one of the greatest losses the world has ever seen. Madiba has left South Africa and the world a better place. Mandela was one of the great human beings that ever walked the earth and his presence was felt over the entire globe. We would also like to apologize on behalf of all South Africans and the world for the injustice Nelson Mandela and his family had to endure. Let us never forget that the freedom we enjoy today, are the result of Nelson Mandela's selfless sacrifice. May this freedom be his eternal legacy and we will carry it forward. Thank you, Madiba. May you rest in peace.

Good news stories are hard to come by in South Africa. Good stories also don't sell newspapers and the mining industry has been the focus of extensive bad publicity. Although the freedom of media to report on subjects that are in the public's interest should not be questioned, they seldom tell the whole stories. For each negative story, there are nine positive ones. Negative reporting also continues to downplay government and industry achievements related to poverty alleviation.

All South Africans are aware of the challenges this country face. I would like to urge my fellow South



Africans to work together to highlight the good the country has achieved. This is our country and it is a country to be proud of. Mike Teke, President of Chamber of Mines has highlighted in his foreword some of the important achievements the industry has embarked on but not effectively communicated to the public.

The mining industry has done so much good in terms of economic and social development. It is also one of the largest employers in the country. However, there are still challenges and more to be done. We have to face these tasks at hand working with the government, private sector, labour and the communities.

President Jacob Zuma said he was encouraged by companies such as Glencore Xstrata, which recently listed on the JSE, "demonstrating confidence in the mining sector" (Business Report, 2/12/2013). DMR Minister, Susan Shabangu also acknowledges the

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community development projects launched by mining companies such as Anglo American, Goldfields, AngloGold Ashanti and many others. This edition contains a number of these projects and will show how much development is done by mining companies. Mining CSI would like to acknowledge these companies with their initiatives and we encourage more mining companies to use this platform to showcase more of their achievements.

Remember to book your seat for the Mining Indaba www.miningindaba.com to be held on 3 to 6 February 2014 in Cape Town, South Africa.

Enjoy the magazine!

Moses Sibuya

Managing Editor

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"Over the last decade, Rosabeth Moss Kanter has spent time and focus on honing her Thesis on Leadership with the growing popularity of ethically driven business, corporate social responsibility (CSR) and the emergence of what she calls values led Capitalism. Put simply, businesses built around helping people to 'live better lives.'" Mary O'Hara - The Guardian 2008.

The notion that the Mining industry is oblivious to what happens around their operations, to communities

closer to their operations, or in their Labour sending areas, is not true at all. I am the first one to assert that our industry embraces the strong principle of making the lives of all our critical stakeholders better. We are walking the talk and strongly believe that we can still do better. There are a number of examples we are proud of which attest to this.

The industry has well developed strategies that address not only growth and operational matters but cover critical areas, which include Corporate Social

Investment (CSI) and Corporate Social Responsibility (CSR). All stakeholders, ranging from investors, employees, communities, Non-Governmental Organisations and Government are directly or indirectly involved in ensuring that this area of the business is taken seriously and deliver. This is about good corporate citizenship rather than being forced into these kinds of activities.

There are a number of areas where Mining has taken the initiative and addressed developmental needs of our country. This has been done with great energy without questioning whether it was industry's responsibility and obligation to handle such initiatives or not. That is the spirit that has permeated our industry with great success. We cannot always expect that the government should deliver since we pay taxes - we also need to assist where possible. Again, we are not stating this as if it is only mining that is involved - we are aware that other sectors of our economy are playing their part. However, some of the prominent areas where Mining has dominated with CSI include Education, Healthcare and Housing.

I have titled this article, "It's about Great corporate citizenship", but great corporate citizenship comes with huge responsibility and that relates to our ability to create stability to be a prosperous industry and country.

How do we create stability?

1. Our different sections of the industry must achieve their growth potential. This includes
 - A Coal industry growing production from 258mt in 2012 to 350mt by 2020;
 - An Iron Ore industry growing production from 67mt in 2012 to 100mt in 2020;
 - The Manganese industry growing production from 8.8mt to 21mt by 2020;
 - The PGM industry growing production from 254t to 322t by 2020;

- Gold production decline will move from 8.2% per annum to 2% per annum;
2. Our work environment must embrace the productivity agenda within a safe working environment.
 3. Our employee relations environment must be conducive to collaboration and partnering within a competitive labour relations environment.
- I am the first one to assert that our industry embraces the strong principle of making the lives of all our critical stakeholders better. We are walking the talk and strongly believe that we can still do better. There are a number of examples we are proud of which attest to this.***
4. Our stakeholder relations management must embrace collaboration, partnering and effective communication.

It is this stability that will ensure that the industry regain its confidence and continue to be proactive in delivering on its corporate social investment mandate and maintain its position as a great corporate citizen.

In conclusion, the industry has made commitments through the Minerals Petroleum Development Act (MPRDA) and its Mining Charter to deliver their Social and Labour Plans. It ensured that these are aligned to different municipalities' integrated development plans, but this does not mean that the industry has abandoned its involvement and commitment to CSI. I am hopeful that this agenda will grow stronger and stronger into the future whilst we do our best to improve the lives of our citizens and remain Good Corporate Citizens. ♦

Creating a Safe, WINNING



and Productive Team



Graduation ceremony for ABET learners

Skills Development at South Deep

Gold Fields' South Deep is a unique mine. It is a fully mechanised underground mine, extracting a wide multiple band reef at depths of between 2,500 and 3,400 meters. The extraction of such deep level, wide reefs have not been totally mechanised elsewhere in the world and the production methods used at the mine are therefore unique. It also differs markedly from the labour intensive mining methodology traditionally used in other underground mines in South Africa.

This requires a different set of skill levels among the workforce at South Deep and Gold Fields has invested significantly in ensuring that its workforce is appropriately trained and equipped. Over the past few years a number of new initiatives have been launched to ensure the best skills sets are obtained by a projected 5,000 workers. These workers are expected to be employed full-time once the mine is in full operation. Currently the mine – which is still in development and will reach its expected full production rate in less than five years – employs around 3,900 people and an estimated 2,400 contractors.

Some of the most important skills development

initiatives at South Deep are described below.

State-of-the-art mechanised training centre

In early 2013 South Deep opened a mechanised training centre to assist employees in improving their skills through practical work.

The new centre, which was completed in December 2012, has world-class equipment, four lecture rooms and can accommodate 60 people a day.

The aim of the centre is to:

- *introduce mine employees to the trackless mining environment;*
- *conduct pre-employment assessments on all employees;*
- *provide initial training and refresher training for new and current employees;*
- *provide corrective / performance improvement training;*
- *provide social training to community members;*
- *provide mining and engineering learnerships and supervisory training and*
- *provide a facility where rebuilt machines are tested before taking the machines underground.*

“With the new facility, the students can move from the lecture room, where theory is facilitated, into an outside practical mock-up area, which will facilitate practical skills training”, says the head of the centre, Eddie Stonehouse. He adds that South Deep is also in the process of upgrading and improving its simulator fleet to assist further in improving the quality of training.

As an extension of South Deep’s strategy to upskill its employees, the Mine built a trackless Mock-up training centre. The training centre is being used to alleviate shortages of skills in the mechanised mining field and it serves as a platform to develop best practise trackless skills for engineering and mining. Since the construction of the mock-up training centre, practical training has been of very high standards. Before the construction of the Mock-Up training centre, facilitators and trainees would also walk long distance to get to their workstations underground. But with the training centre on surface, trainees and facilitators only need to walk for five minutes to get to the facility. On completion, the mock-up training centre will be fully equipped as per underground standards, e.g. waiting place, refuge chamber, fans and ducting, central blasting system, etc.

Business Development Centre

In 2012 South Deep mine opened a business development centre at its South Shaft to provide assistance to local entrepreneurs and small businesses. The centre offers a range of services including small, medium and micro enterprises (SMMEs) development training and assistance with registering the companies on the Gold Fields procurement database. Small business owners who use the centre are also able to access information regarding relevant upcoming tender opportunities at the mine.

The centre was established as part of South Deep’s Social and Labour Plan commitments, with the aim of developing SMMEs that are in the mine’s areas of operation.

South Deep also sponsored 19 candidates, who successfully completed courses in Entrepreneurship and Business Law and Ethics at Monash University, as



part of its commitment to the development of SMMEs. The candidates all live in areas surrounding the mine.

Portable Skills Programme

South Deep has developed a portable skills programme that provides training in SETA-accredited portable skills courses, which are applicable to both the mining industry and other sectors.

This programme is offered to employees, contractors and community members and aims to assist employees who are medically incapacitated or who are about to retire. It provides learners with the opportunity to generate a liveable income from various sectors of engineering-related industries or through self-employment.

The programme is offered for eight weeks and includes training in appliance welding, plumbing, bricklaying, vegetable farming, mechanics, boiler production, electrical domestic installation, automotive, garment manufacturing and carpentry.

To date, over 200 community members have benefited from the programme.

Portable skills graduates can also make use of the South Deep Business Development Centre should they decide to venture into the business world.

Gold Fields’ commitment to its employees is to provide the best development and support for them to succeed. The company also wish to contribute to their communities in a way that they can be proud of and to share the value created in a way that sustains its business, its communities and the environment. ♦



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Gold Fields Limited is an unhedged, globally diversified producer of gold with eight operating mines in Australia, Ghana, Peru and South Africa. In February 2013 Gold Fields unbundled its KDC and Beatrix mines in South Africa into an independent and separately listed company, Sibanye Gold. In October 2013 Gold Fields acquired Barrick's Granny Smith, Lawlers and Darlot Gold Mines in Western Australia. Gold Fields subsequently has attributable gold-equivalent annual production of approximately 2.2 million ounces, Mineral Reserves of approximately 60 million ounces and Mineral Resources of approximately 158 million ounces. Gold Fields has a primary listing on the JSE Limited, with secondary listings on the New York Stock Exchange (NYSE), NASDAQ Dubai Limited, Euronext in Brussels (NYX) and the Swiss Exchange (SWX).

Making Skills Development **A REALITY**

Mintek Small Scale Mining and Beneficiation Division
(SSMB) Jewellery Incubation and Training



According to a 2012 report commissioned by US banking group Citigroup, South Africa holds an estimated US\$2.5-trillion (R23-trillion) of mineral resources, making it the world's richest country in this regard. We also have the world's largest reported reserves of gold, platinum group metals, chrome ore and manganese ore, and the second-largest reserves of zirconium, vanadium and titanium.

Despite these assets, South Africa lags in mineral beneficiation, exporting its minerals as unprocessed ore rather than higher-value finished products. Jewellery manufacturing is one of the five key value chains identified in the Beneficiation Strategy approved by Cabinet in 2011.

The jewellery manufacturing industry in the country is facing serious challenges with employment, production and exports. The importance of creating an enabling environment for the achievement of a sustainable jewellery industry is more apparent. The Minister of Mineral Resources, Ms Susan Shabangu (MP), in her Budget Vote Speech in May 2013, announced that there was a need to create entrepreneurs with

the requisite skills to enable South Africa to become a global jewellery hub.

We have a pool of South Africa's brightest and most talented jewellery designers undergoing training that will expose them to high standards of theoretical and practical knowledge in jewellery design and manufacturing providing invaluable working experience to these aspiring jewellers. Our edge lies in our unique sense of creativity, design, and ability to hone skills development. Our projects are aimed at supporting some of our poorest communities and our efforts to beneficiate mineral resources are at the centre of our work. ♦

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English Tutor And Mentorship Program



THE PRIVATE PUBLIC PARTNERSHIP BETWEEN THE DEPARTMENT OF EDUCATION (BREYTEN CIRCUIT) AND MSOBO COAL.

Msobo Coal recently launched a project providing mentorship to English teachers and learners. Msobo Coal understands and actively supports the principle that the foundation laid in the primary school years of a child is the most critical factor for success in his or her school career. They also appreciate the fact that for a child to be successful in learning areas like Mathematics and Science, the ability to comprehend is critical for internalizing the concepts in these subjects. These were the driving forces behind this mentoring project.

The project is anchored in the empowerment of teachers in employing creative teaching methodologies and in modelling good teaching practice. In this regard Msobo Coal has engaged the services of a qualified and internationally experienced facilitator and mentor, Ms. Florence Makrams. Ms. Makrams has established a structured and organised facilitation programme with all schools in

the Breyten circuit and as a result, the teachers have blossomed.

As part of the programme learners of the Breyten circuit were given the opportunity to showcase their creative writing abilities through a poetry competition. Amazing creative skills were demonstrated. In fact, a poetry *bundle with the best poems will see the light. Learners also participated in an essay writing competition. Msobo Coal bought more than a hundred books to encourage reading and to improve reading skills of the learners. Msobo Coal also provided chess boards and learners are being taught this game as a way of challenging and thus enhancing their cognitive skills.

Educators have not been left out. Through a competition for the best English teacher in the circuit educators will be encouraged to give it their best consistently throughout the year. For this reason, the competition is running for a full academic year. ♦



Ntoakwala Trading Owners, Robert Thomo, Lazarus Mphethu and Vusi Zulu

Msobo Coal's involvement in *SMME Development*

At Msobo coal we continue the endeavour to develop surrounding communities where we operate. As part of our encouragement and support of entrepreneurship in the community, we are involved with a few SMME's within the communities. One of the business assisted by Msobo, is Ntoakwala Trading.

Ntoakwala trading is a 100% Black Owned local company. It's three owners, Robert Thomo, Lazarus Mphethi and Vusi Zulu, are all members of the local community of Ermelo.

One of Msobo Coal's incubation enterprises, Ntoakwana trading has been supplying tipper trucks to the mining company since 2011. It started with two Tipper trucks and has grown to three trucks and a water-bowser in just

over a year and a half. It is currently employing eight people.

Through this empowerment opportunity, Ntoakwala has created employment for a total of eight people from the local community. The partners are extremely grateful to Msobo Coal for the opportunity given to them to realise their childhood dream to be entrepreneurs. They are also extremely satisfied at the turn-around time by Msobo in the payment of their invoices which is extremely important for a developing SMME.

Ntoakwala is an example of Msbobo's continued commitment to develop, uplift and support local communities. At Msobo coal we believe that as a good corporate citizen we have a responsibility to conduct our business ethically and to support Corporate Social Responsibility (CSR) initiatives. ♦



Richards Bay
Minerals

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Responsible BEYOND MINING

South Africa's largest mining and beneficiation company, Richards Bay Minerals (RBM), is a world leader in heavy mineral sands extraction and refining. Situated at Richards Bay, northern KwaZulu-Natal, the mine produces 1.9 million tons of products annually, predominantly rutile, zircon, titania slag, titanium dioxide, feedstock and high purity iron.

There is a huge demand for these products, which are used in varied applications such as aviation, automotive, nuclear science, medicine, nanotechnology, ceramics, space rockets, appliances and cosmetics.

RBM's activities extend way beyond mining.

It invests substantially in the social, economic and environmental well-being of its people and communities. RBM supports the International Council in Mining and Metals' (ICCM) ten principles for its sustainable development framework.

RBM's social investment philosophy is focused and effective and has a proud 37-year history of achievements:

- Employees and stakeholders benefit from personal development and extensive health and safety programmes.
- It has initiated and run large-scale sustainable social investment programmes, benefitting its communities.



- To date RBM has spent more than R1 billion in support of programmes and facilities that sustain and enrich its communities. It continues to innovate economic development programmes to benefit all stakeholders.

RBM's economic development philosophy ensures a maximum return for shareholders. They are always looking for innovative ways to improve how things are done:

- RBM is the largest tax payer in the region contributing R8.5 billion in the last 10 years. This equates to an astounding five per cent of total gross domestic product (GDP) for KwaZulu-Natal.
- Its numerous suppliers and enterprise development businesses continue to bolster the local economy.
- Its environmental philosophy focuses on the protection of its environment, conserving biodiversity and advocating good land use, air and water quality, and waste disposal.
- RBM is accredited according to ISO 9001 for quality; OHSAS 18001 for occupational health and safety and ISO 14001 for environmental management.

Pivotal to its success is RBM's talented, motivated people. Its top priority is always the safety and well-being of employees and our communities. Employees at RBM have consistently delivered on their promises through excellent performance.

Since 1977, RBM has partnered with various government departments and other bodies, and funded and implemented a variety of highly effective community development projects.

A substantial amount has been invested in local economic development to date; with R34 million in education; R73 million in new roads; R25 million in housing for impoverished households and R9,6 million in healthcare facilities.

Education

Quality education is the foundation of a prosperous, well-balanced society. RBM's investment in educational development encompasses the support of learners from pre-primary school (ECD) to post-graduate courses. This is done through providing infrastructure, learning aids, teacher support, bursaries and vocational training. RBM has invested R18 million in the Titanium Learning Centre to support students in mastering Mathematics and Science.

Enterprise Development

RBM supports entrepreneurship as one of the means to deal with the socio-economic challenges of unemployment. To this end, RBM procured two street vendor shops for local women from the RBM host communities of Sokhulu and Mbonambi. These two ladies are now applying their trade at RBM bus stops. Their turnover has increased two-fold since the acquisition of the shops due to the variety as well as the volume of goods which they can stock. RBM is committed to assisting even more host community businesses to be sustainable and play a positive role in creating more job opportunities in the communities.

Healthcare

Wide-ranging healthcare facilities and health educators serve RBM's communities. RBM institute on-going needs analysis to ensure the safety and well-being of its communities. It tackles HIV/Aids at all levels, including giving primary school children tools and life skills to recognize and deal with potentially dangerous situations.

Agriculture

RBM has established numerous demonstration gardens and developed skills in its local communities to support the provision of seeds, crop rotation, egg production and marketing of products. Its initiatives have subsequently spread to other municipalities. ♦



**Richards Bay
Minerals**

MPHO MOTHOA

Managing Director of Richards Bay Minerals

Large mining companies are often faceless giants. These companies are, however, comprised of thousands of individuals who make a substantial contribution to our economy. Mining CSI interviewed Mpho Mothoa, the Managing Director of Richards Bay Mineral (RBM).

Who is Mpho Mothoa?

I was born and bred in Temba, a township north of Tshwane (Pretoria) more than forty years ago. In my upbringing I was taught to fear and trust God, but do these at the same time. Respect and humility were also imprinted at an early age for me to be the child of the community. I am passionate about the people that power our organisation.

What attracted you to RBM?

I guess it is fate that brought me here. RBM is also a fantastic business, with a good track record of delivering on business outcomes for the benefit of all stakeholders. For this reason I did not even think twice about accepting the honour to lead this organisation. The inherent potential that RBM as a business has to move from “good to great” was a cherry on top, and I want to ensure that we continue to make a difference in our world by creating a brighter future in a sustainable way.

What plans do you have for RBM?

Every business needs both continuity and change to remain relevant and competitive. I am planning to ensure that we continue with things that we are good at, like our world acclaimed environmental rehabilitation programme. At the same time we must do these things at a different platform to ensure that

we are continuously the leading best practice. There are other areas like safety, cost management and local procurement practices where I believe we have not reached our full potential for various reasons. This is the space we need to change pretty fast.

I will be firmly focusing on enabling our capability to deliver where we are not strong, transform how we run the business so that we all behave as if we are spending our own money while ensuring that our community development agenda continues to take the center stage of our activities.

What are the challenges that you've had to overcome in this industry?

Sluggish global economic growth, softening commodity prices and above inflation increases in our input cost present a big challenge for our business. All these are outside our control but to overcome them we have to focus on things that we can control. These include spending, productivity and asset performance. We are working hard to overcome these challenges.

How is RBM's relationship with its communities?

Community development is the cornerstone of our social investment. When we talk about being Responsible Beyond Mining, we have our host communities in mind. The socio-economic challenges in our host communities are the heart of the matter. This is a challenge that affects the whole country due to high unemployment rate. This cannot be a RBM issue but a challenge for the region, province and the country. We will play our part by continuing to work with all stakeholders to find ways to assuage the challenges. ♦



Tembela Siyongwana, Managing Director



Aqua Consulting's goal is to create professional partnerships that mutually benefit both clients and career seekers, by attracting, hunting & selecting top talent to best fit our client's unique organisational needs.

Our focus is in the area of mining, engineering, energy, construction, ICT, Finance and support staff. Aqua's success rests firmly on their proven ability to align top talent with their clients' requirements.

As the MD of Aqua Consulting, Tembela Siyongwana's tasks include Marketing and Sales Strategy, Headhunting, Talent Management, Mentorship, Coaching, Career guidance and HR consulting.

She is passionate about graduate internship programmes, where she plays a mentorship and coaching role to young students or graduates who are ready to join the corporate world. This is done by placing them with various clients where they develop their careers.

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AngloGold Ashanti improving and supporting *Mathematics and Science*



Enjoying a lighter moment are (from left to right) the MEC of Education, Mme Wendy Matsemela, Dr Oupa Nkagisang, Manager Community Human Resources Development; Simeon Mighty Moloko, Senior Vice President for Sustainability; James Kgafane, National Union of Mineworkers and Social and Labour Plan Coordinator; Nontsha Liwane-Mazengwe, Principal at VR Technical High School; Moses Madondo, General Manager at Moab Khotsong Mine and Councillor Kagiso Khaue, the Executive Mayor of Matlosana.

AngloGold Ashanti continues to support and capacitate learners and teachers through the provision of Mathematics and Science laboratories. Our Social and Labour Plans (SLP) - funded out of a dedicated Fund of Community Human Resources Programmes - recently delivered Mathematics and Science laboratories at Vaal Reefs Technical High School. This is one of the SLP projects AngloGold Ashanti is executing in Matlosana. AngloGold Ashanti has set aside a total amount of R418 million to fund SLP projects in Matlosana, Merafong, Moqhaka and related Labour Sending Areas (LSAs). The financial allocation for socio-economic development projects in Matlosana exceeds R177 million. This money is currently being invested in Local Economic Development, Enterprise Development, Community Human Resources Projects and the Social Institutional Fund. These SLP projects commenced in 2010 and will end in 2014.

Vaal Reefs Technical High School has a historical association with AngloGold Ashanti, since it originated as one of the mining company's so-called mine schools. It continues to be a beacon of hope to many learners and staff, as well as a very dedicated school management team.

The laboratories were officially handed over to the Provincial Department of Education by Simeon Mighty Moloko, Senior Vice President: Sustainability. "Maths, Science and English are gateway subjects and the question for Government is how best do we teach these subjects and how best do we ensure that learners remain interested", said Mme Wendy Matsemela, North West MEC for Education upon receiving the laboratories on behalf of the Department. She stressed the importance of the day, saying that development is everybody's responsibility, not something government can do on its own. It is

only through partnerships like this one that South Africans can address the imbalances and tremendous backlog burdening our education system and other sectors. "This project was given with a cheerful smile. Let us receive it with an open heart and ensure that it effects the necessary change through developing and equipping learners with critical skills," she said. "We, as the North West Department of Education, are so proud of what AngloGold Ashanti is doing in our communities. We are here today to witness the commitment made by the company," she concluded.

School principal Nontsha Liwane-Mazengwe says that this facility will help to address the visible gap in Mathematics and Science while equipping learners to excel and succeed in these subjects. "We need to speak to the minds of these eager learners and plant the seed early on in their lives", she says. The school has developed international partnerships with schools in China and Finland with associated exchange programmes. The school furthermore intends to establish relations with schools in Kentucky (United States) and Canada. "We have also adopted some of the local schools within the City of Matlosana for knowledge and resource sharing purposes and can fairly compete with them at all levels," she said.

Also attending was the Executive Mayor of Matlosana, Councilor Kagiso Khauoe. He expressed his gratitude to AngloGold Ashanti for the positive relationship it has with local government and for enhancing the lives of the children of Matlosana through education. "In the past, resources like these were not available. I urge all the learners to utilise these facilities to create more engineers and scientists and to grab these opportunities and use them positively in a quest to better their lives," he said

The idea behind creating a centre of excellence in Mathematics and Science is to replicate it in other local schools by linking them with the purpose of knowledge and resource sharing. "The adoption of the school is not a once-off activity but a process that will ensure that the school becomes a centre of excellence serving a number of students in and around Matlosana," Moloko says.

Moloko thanked the mayor for their continued patience and support of these projects. "AngloGold Ashanti has now begun to implement its SLP projects in Matlosana. As a company we have been very busy in Merafong and OR Tambo in the past nine months, delivering on our Social and Labour Plan projects," he says.

Following the handover of the laboratories, the dignitaries left for Vuyani Mawethu Secondary School in Khuma where AngloGold Ashanti will be building an additional five classrooms. The party proceeded to Thukisang Primary School for a sod-turning ceremony where the company will be building a library. ♦

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MEC Wendy Matsemela and Simeon Mighty Moloko, Senior Vice President for Sustainability at AngloGold Ashanti during the sod-turning ceremony held at Vuyani Mawethu Secondary School in Khuma. AngloGold Ashanti will be building an additional five classrooms that will be completed in the first quarter of 2014.

Anglogold Ashanti, The Department of Mineral Resources and The Department of Basic Education

hand over a science laboratory and revamped school to a community in Lusikisiki



“We... are not just here to open up a new facility. We are here because we care about the people of this area.” - Mike O’Hare: COO, AngloGold Ashanti South Africa

AngloGold Ashanti recently handed over a Science laboratory at Goso Forest Junior Secondary School. This school is located in Lusikisiki and is one of the Social and Labour Plan projects delivered in partnership with the Department of Mineral Resources, the OR Tambo District Municipality, the Department of Education and the National Union of Mine Workers in the Eastern Cape. This area is one of the company’s major labour sending areas.

Mike O’Hare, Chief Operating Officer of AngloGold Ashanti South Africa said “We are here because we want

to be here and we view this area as one of the important areas that has resourced our operations over the years. Through this facility which will not only benefit the pupils at Goso Forest Junior Secondary School, but it will also serve as a satellite facility to other surrounding schools. We hope to help support students studying Life Sciences at an elementary age thus laying a strong foundation and igniting interest in the Science and Engineering fields as early as possible. We hope that this facility will produce students that will succeed to be leading engineers who will contribute meaningfully towards our country’s economy.” He concluded by

saying that “we, AngloGold, the Department of Basic Education and the Department of Mineral Resources, are not just here to open up a new facility. We are here because we care about the people of this area.”

The Minister of Mineral Resources, Ms. Susan Shabangu welcomed the partnership. She encouraged pupils and the community to use these facilities to break the poverty cycle. “Today you are presented with an opportunity to plan towards being not a rock driller, but a geologist or mining engineer. This facility will equip you to pursue careers in any scientific and engineering field, which will equip you to take positions of authority and thus change your socio-economic standing”, she said.

Minister Angie Motshekga of the Department of Basic Education commended this multiple partnership stating that “it is strong partnerships like these, with business and sister government departments, which supports Government’s declaration of education as an apex priority”. She concluded that “the public schooling system needs infrastructure as it enables the provision of quality education. Studies have shown that infrastructure has an important positive impact on learner achievement”.

The school was established in 1976 as a junior primary school with a total staff of three teachers. Three classrooms were built with mud and poles by the Goso Forest community. At the time, small children had to travel long distances to access primary education, a need this school aimed to address. The school grew and became a senior primary in the early 1980’s. This time the community managed to raise funds and bought some cement blocks to build additional classes.

In January 1993 the school had about 550 learners and 10 teachers including the current principal, Mr. Cameroon Sobantwana. Commercial subjects such as, Business Economics and Accounting were introduced.

In time, the numbers of learners increased to 700. Subsequently, Goso community approached the then Transkeian Education Department for additional classes. In 1994, a block of five (5) additional classrooms were added and the school became a junior secondary school.

Today, the school has 927 learners and 30 teachers including two grade R facilitators. The staff include a principal, one deputy; four HODs and 24 teachers. Of the total staff complement the school only has four Science teachers and two computer-literate teachers. The school is a Quintile 2 and was declared a “no fee” paying school. There are three high schools in the vicinity of Goso Forest JSS. The three high schools compete with each other to attract learners from Goso Forest JSS - a clear sign of the caliber of students produced by this school.

The school is in the OR Tambo District Municipality (ORTDM) which is one of AngloGold Ashanti’s major



Mike O’Hare, AngloGold Ashanti South Africa, Chief Operating Officer, Minister Angie Motshekga, Minister Susan Shabangu and the former Executive Mayor of OR Tambo District Municipality, Councillor Dingaan Myolwa at the opening and handover of the Goso Forest Junior Secondary School Science Laboratory.

labour sending areas. Currently there are no Science Laboratories in the circuit of 20 schools with a total of approximately 20 000 learners. Thus the Science Laboratory built by AngloGold Ashanti (AGA) will serve



AngloGold Ashanti Management and Ministers in Traditional Regalia

hub for this circuit. Most parents are not working and are mostly dependent on social grants. Most of the children in the vicinity travel long distances to attend better equipped schools.

In 2011, AGA received a proposal from ORTDM requesting the company to assist with the building of Science Laboratories at schools in the municipal district.

Further consultations took place between AGA, the Gauteng Regional Office of the Department of Mineral Resources (DMR) and the Department of Education in the Eastern Cape, resulting in the inclusion of the

AngloGold Ashanti has adopted a two-pronged approach to drive the delivery of its SLP commitments

project in the 2010 – 2014 West Wits Operations Social and Labour Plan (SLP) and the signing of the Memorandum of Understanding between AGA, Eastern Cape Department of Education and ORTDM. The local leaders and community representatives were also consulted and formed part of the sod-turning function held in June 2012.

Following the approval by the Office of the DMR in Gauteng, AGA undertook to build two Science Laboratories to the value of R3 million (R1.5m.each) - one in the local municipality of Ingquza Hillsin Lusikisiki (Goso Forest Junior Secondary School) and the other in the local municipality of King Sabatha Dalindyebo in Mqanduli (Dudumayo Senior Secondary School).The new Science Laboratory will facilitate learning and is aimed at improving performance in scientific subjects.

In addition to the above mentioned science laboratory and as part of its Mandela Day contribution the company elected to do additional renovation work on the entire Goso Forest School complex. A total of twenty three classes were revamped, new tiles laid and a total upper roof facelift was conducted through the installation of new ceilings. This restored what was gradually becoming a dilapidated school to match the newly built science laboratory. An additional total of R700 000 was expended on this worthy project. AGA employees, the OR Tambo Executive Mayor, Cllr Dingaana Myolwa, Ingquza Hill Local Municipality Mayor, Cllr Pat Mdingi and their staff, together with Chief Gedeon Sigcau and community members took pride in painting the school.

A local contractor built the laboratory and created 15 job opportunities over a period of nine months for the members of the Lusikisiki community. It is well known that one person working in this area supports about ten people. Therefore we can make an assumption that 150 people were impacted by this project. Building skills were transferred to locals giving them an opportunity to be employable, should a similar project arise into the future.Furthermore, with the intention of stimulating the local economy the nearby hardware was used to source material for the duration of the project, thus empowering a local business entity in the interim.

Malebogo Mahape-Marimo, Vice President:

Sustainability and Communication, explained that “one of our overriding values at AngloGold Ashanti is our commitment to ensure that the communities and societies in which we operate will be better off because of AngloGold Ashanti having been there. To this end we are currently investing a total of R418 million on Local Economic Development, Enterprise Development, Community Human Resources and Social Institutional Development Fund.

AngloGold Ashanti has adopted a two-pronged approach to drive the delivery of its SLP commitments. On the one hand, it aims to deliver in terms of its SLPs commitments. The second part of their approach, referred to as its “social license to operate” initiatives, extends beyond the legal requirements. Its Social and Labour Plans were reviewed between July and November 2011 and this gave birth to a new Socio-economic Development Framework. Certain community development projects were agreed to between the company, the host(s) and major labour sending areas’ municipalities. These projects are aligned to the Integrated Development Plans (IDPs) of its host municipalities in Merafong, Matlosana, Moqhaka and OR Tambo. A total of R172 million has been committed to the SLPs’ local and economic development projects for period 2012 - 2014.

The Goso Forest Junior Primary School project is one of the several projects contained in the approved 2010 – 2014 AngloGold Ashanti Social and Labour Plans for the Vaal River(VR) and West Wits(WW) operations, in which the company has committed over R418 million. Through a elaborate process of consultation in its host communities and the DMR, these funds will be allocated to key socio-economic projects and programmes in Merafong, Matlosana and OR Tambo District Municipality. The above-mentioned financial commitment for the period 2012 to 2014 has been allocated as follows:

- R172m - Local Economic Development projects, including the renovation and building of schools, additional classrooms, school libraries, science and computer laboratories, a step-down facility, community parks, enterprise development centers and income-generating projects like multiple-

purpose car wash facilities, livestock and agri-projects aimed at benefiting the youth and women in particular, in the above-mentioned areas.

- R111m – Community Human Resources Development Programme - As part of its initiatives to address the challenges of youth unemployment in its host and labour sending areas, AngloGold

A local contractor built the laboratory and created 15 job opportunities over a period of nine months for the members of the Lusikisiki community.

Ashanti introduced additional internships, learnerships, further education bursaries for the students passing matric (in addition to the R45m it budgeted for bursaries for second year and post-graduate university students in its core disciplines), nursing bursaries and portable skills such as plumbing and building skills. It also introduced a leadership enhancement programme for School Governing Bodies, school management teams and Learner Representative Councils.

- R90m - Job creation by supporting Enterprise Development initiatives to assist Small-, Medium- and Micro Enterprises (SMMEs) through interest-free loans to deserving SMMEs with business plans that will assist in creating more jobs in the above-mentioned communities. Each host community and the labour sending areas have been allocated R10m per year from 2012 to 2014 in this regard. This initiative will be linked to the Enterprise Development Centres aimed at incubating the SMMEs once operational in Merafong, Matlosana and OR Tambo District Municipality.
- R45m - (R5m per annum per area from 2012-2014) – Social and Institutional Development initiatives aimed at assisting primarily non-governmental institutions (NGOs) in addressing the critical social and institutional challenges as identified in the Millennium Development Goals and the government’s priority areas like education, health and poverty alleviation. This excludes Corporate Office CSI initiatives. ♦



mineral resources

Department:
Mineral Resources
REPUBLIC OF SOUTH AFRICA

Mineral Resources Minister Lauds

GLENCORE XSTRATA LISTING

Mineral Resources Minister Susan Shabangu (MP) has welcomed the investment decision by Glencore Xstrata to list on the JSE on 13 November, 2013, saying it was a positive signal and a boost for South Africa.

“Glencore Xstrata’s decision clearly demonstrates confidence in South Africa, its mining laws and the positive investment climate. This represents the beginning of a reversal of the misguided interpretation of regulatory uncertainty in the mining industry, and we anticipate that it would mark the beginning of more quality inward listings” Minister Shabangu said.

Since the Mineral and Petroleum Resources Development Act was promulgated in 2004, the country has seen a substantial increase in the number of mining companies, mining operations, jobs created and investment.

“With the further strengthening of the Act, through the Bill that is currently in Parliament, we are confident that the sector will continue to play a key role as the cornerstone of the South African economy,” the Minister said. ♦



THERMAL COAL BUILDS

new sports centre near Sasolburg

Anglo American Thermal Coal CEO – Godfrey Gomwe, Minister of Mineral Resources – Susan Shabangu, Executive Mayor of Fezile Dabi District Municipality – Moeketsi Moshodi, and Acting Executive Mayor of Metsimaholo Municipality – Johannes Mabefu.

Future sport stars around Sasolburg in the Free State can look forward to having suitable sports facilities on their doorstep. As part of Anglo American’s Social and Labour Plans, its New Vaal colliery has partnered with the Metsimaholo Local Municipality to build the Harry Gwala Multipurpose Sports Centre at a cost of R26 million. The Metsimaholo Local Municipality donated the land.

The centre offers a multipurpose hall for training sessions, workshops and basketball tournaments, two tennis courts, two netball courts, a talent development centre, ample change rooms, and kiosks for selling and serving refreshments.

Opening the centre earlier today, Minister of Mineral Resources, Susan Shabangu commented on the importance of projects like the Harry Gwala multi-purpose centre.

“Through the Social and Labour Plan’s that are agreed with mining companies we seek to create lasting and sustainable change in the communities affected by mining operations by ploughing back some of their profits. This project is a demonstration of what a focused mining company can achieve.” ♦

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Glencore – Creating a lasting legacy through sustainable community investment



As a company with strong roots in South Africa, we believe in the future of this country and its people. We are committed to ensuring our presence in South Africa has a positive impact on the communities in which we operate.

Our Alloys and Coal businesses employ around 40,000 people and together make a substantial contribution to the domestic economy. We recently demonstrated our confidence in South Africa and our long-term commitment to the country through

our secondary listing in the Johannesburg Securities Exchange (JSE).

Since we first began operating in South Africa in 2002, we have developed strong relationships with numerous stakeholders, including government officials, traditional authorities, community leaders and organisations. Together, we work in partnership to bring about long-term, sustainable improvements to the lives of ordinary people.

Our Community Social Investment (CSI) programme focuses on supporting and funding health, education, enterprise development, environmental awareness, arts and culture, and sports development.

community centres and a number of schools. We are working in partnership with local officials and community members to ensure our children receive quality education in an environment that is conducive to learning.

We have made a firm commitment to actively support the development of a broad range of skills. We are currently operating two training centres, one in Witbank and one in Steelpoort. Both facilities offer Adult Basic Education and Training (ABET), Artisan Training and other technical programmes that have been designed to enhance the skills of both our employees and members of the local community.

Our investments have been concentrated in rural



In 2012, we spent over R100 million on CSI initiatives that supported the creation of over 200 jobs. In addition, the positive benefits received by many more community members have helped to reverse the challenges of poverty, joblessness and inequality.

Our Social Labour Plan (SLP) commitments have seen South Africans benefitting from a variety of infrastructure projects, including the construction and renovation of six clinics, four multipurpose

areas where residents previously had to travel long distances to nearby towns to receive services. We are actively supporting these communities to develop sustainable resources that will thrive independently of our mines.

We look forward to a strong and long lasting relationship with South Africa and a continued strengthening of our partnerships with the government and the communities in which we operate. ♦



Investing in the Steve Tshwete Local Municipality (STLM)



Right: STLM Municipal Manager, Willie Fouche; Far right: STLM Mayor, Mike Masina

Less than 150km from the South African capital, Pretoria and 170km from the country's economic giant, Johannesburg, the Steve Tshwete Local Municipality (STLM) is ideally located for business. It is also situated along the N4 which makes easy access to Mozambique and the port of Richards Bay possible.

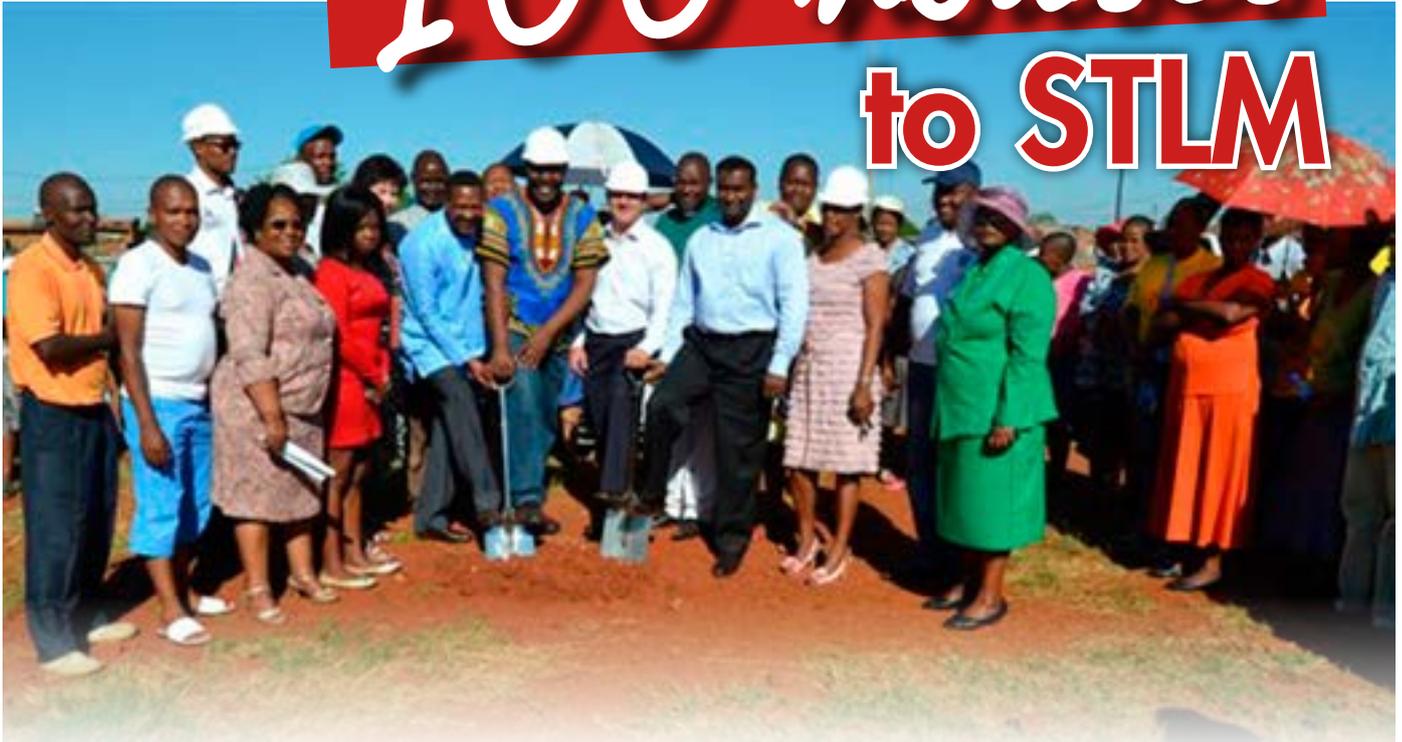
17 Reasons to invest in the STLM:

- Infrastructure. The STLM's infrastructure is world class.
- Roads network. The roads network is extensive, well-constructed and regularly maintained.
- Quality water. Water in the STLM is certified Blue Drop. This is the highest level of water quality.
- Electricity. Electricity is abundantly available. Three Eskom power stations are located within the municipal area with various mines supplying the necessary coal.
- Less Municipal fees. Tariffs for municipal services are reasonable and fair as compared to other South African metropolitan areas.
- Property. Reasonably priced and serviced industrial and commercial property is available. Depending on the level of job creation offered by projects, access to this property can be provided.
- Tax holidays. As incentive, so-called 'tax-holidays' can be provided to prospective investors.
- Personal contact. The municipality does not directly determine incentive policies but does address needs of prospective investors on an individual and case-by-case basis.
- No traffic jams. On average, it is possible to reach the workplace within five to 10 minutes.
- Atmosphere. The main centre of the municipality, Middelburg retains its typical rural residential atmosphere in spite of its strong mining and industrial income base. The climate is ideal: Mild winters with hot summers.
- South Africa's only stainless steel manufacturer, Columbus Stainless is based in Middelburg. It has a production capacity in excess of 500 tons, providing more than 2 000 job opportunities.
- Industrial base. The municipality focuses primarily on its strong industrial base which serves both the local mining sector and Eskom.
- STLM is situated within SA's maize triangle, and therefore also has a strong agricultural component.
- Financial stability and accountability. Financially, the municipality has the exemplary record of a 100% payment rate since 2005. As a result of this achievement, STLM has become a model of effective and high quality municipal service delivery for the rest of South Africa. For the past three years STLM has been awarded a clean audit.
- Clean. STLM is the third cleanest municipality in the country.
- Accessible. STLM has landing space that can accommodate small and large aircrafts.
- During the 2012/13 fiscal year, STLM was recognised with the following accolades:
 - o Second runner-up: National LIASA Award.
 - o Accredited Municipality of the Year: Govan Mbeki Human Settlement Award.
 - o BLUE DROP AWARD: Water management and quality control has earned STLM six Blue Drop awards from National Government, the most Blue Drop awards in the province. ♦



Shanduka donates

100 houses to STLM



Happy residents, contractor, municipal and Shanduka officials gather around Executive Mayor Mike Masina, Ward 25 Councillor, Mpoetse Selala and Zirk van der Bank from Shanduka as they dug the first sods in the historic sod turning ceremony to mark the official start of construction at Ext 4 in Mhluzi Township, Mpumalanga Province.

As part of their labour social responsibility, Shanduka Coal will be building 100 houses in Mhluzi in its efforts to help the Steve Tshwete Local Municipality (STLM) with its housing backlog.

Mid Tier Operations director, Zirk van de Bank of Shanduka, managed by the Glencore group of companies and Executive Mayor, Mike Masina officially turned the sod at Ext. 4 to indicate the start of construction on 13 October 2013.

Present at the sod turning ceremony were the residents, councillors, municipal and Shanduka officials, and the project contractor.

“To our beneficiaries, we understand that a home

does not simply warm the soul but it also shelters you from the storm – all sorts of storms. But most of all it serves to give you dignity and therefore a home signifies something that is more than mere shelter”, said Shanduka representative.

On behalf of the project contractor, Muzi Kunene assured residents during the ceremony that quality will not be compromised and promised completion of all houses by early 2014.

Residents thanked Mayor Masina and Shanduka for their contributions. They said that this gesture had instilled confidence within the community that STLM is working hard to ensure service delivery. ♦



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