



# SOCIAL AND LABOUR PLAN

## 2019 – 2023



### PPC Limited Dwaalboom Mine



#### **Please take note:**

The general publication of this document follows directly from approvals granted by Department: Minerals Resources and Energy on the 13 May of 2021, in accordance with Regulation 46 (a) to (f) – “Contents of the Social and Labour Plan” – of the Mineral and Petroleum Resources Development Act (MPRD Act 28 of 2002).

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## EXECUTIVE SUMMARY

### 1. HUMAN RESOURCES DEVELOPMENT PROGRAMME

The HRD Plan outlining five year plans with targets and timeframes are contained in this document and include the following:

- Youth Employment Services (YES programme has replaced the Youth Development Program)
- Learnerships
- Bursary Scheme
- Mentorship
- Portable Skills
- Increasing Women Participation
- Achieving HDSAs representation at management levels

In order for Dwaalboom to achieve objectives of the Mining Charter with respect to HRD, a comprehensive Skills Development Plan, comprising by the following interventions has been put in place:

- a) Adult Basic Education and Training (ABET) - Replaced with Youth Development Program
- b) Learnership Programme
- c) Recognition of Prior Learning
- d) PPC Bursary Scheme
- e) Graduate Development Programme
- f) Technical Development Programme
- g) Internship Programme
- h) Employee Study assistance
- i) Leadership and Management Development
- j) Coaching & Mentorship
- k) Portable Skills Training

### 2. LOCAL ECONOMIC DEVELOPMENT PROGRAMME

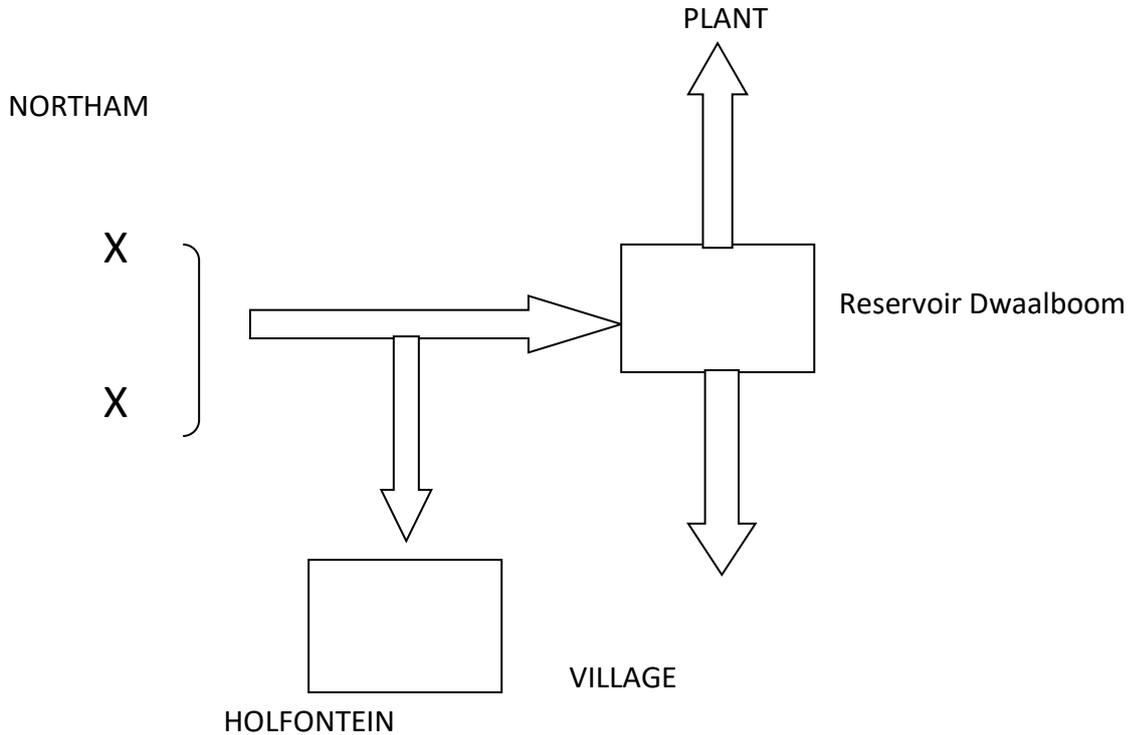
LED focus on projects that are:

- Listed in the Integrated Development Plans of Thabazimbi Municipality;
- Suggested by employees;
- Related to infrastructure;
- Related to education and development;
- Wherever possible related to job creation and skills transfer.

The Municipal IDP Steering Committees and the Strategic Planning Session engaged in the process of prioritization, recognising the availability of funding that will be influenced by this process. The priorities were revisited and agreed in order of need as:

1. Water and Sanitation
2. Land and Housing
3. Electricity
4. Local Economic Development
5. Transport, Roads and Storm water
6. Institutional Development and Financial Viability
7. Waste Management, Health and Environment
8. Community Participation and Communication
9. Disaster Management
10. Social Development
11. Safety and Security
12. Sport, Art & Culture

**Projects: PROJECTS WERE IDENTIFIED ACCORDING TO APPROVED IDP OF THABAZIMBI LOCAL MUNICIPALITY & MOSES KOTANE LOCAL MUNICIPALITIES**



**Project 1 : HOLFONTEIN WATER PROJECT - WATER RESERVOIR AND PUMPSTATION UPGRADE MOSES KOTANE LOCAL MUNICIPALITY**

Project Name	<b>HOLFONTEIN WATER PROJECT</b>	Classification of project	<b>Infrastructure WATER development project</b>
Background	Water reservoir & Pump station need an automated control systems to ensure consistent water availability. To 4 local communities		

**Project 2 : UPGRADING/PAVING OF DOORNHOEK/MEDIVET ROAD THABAZIMBI LOCAL MUNICIPALITY**

Project Name	<b>Doornhoek / Medivet Road Upgrading/paving</b>	Classification of project	<b>Development Project</b>
Background	The Doornhoek/Medivet Road is daily used by residents residing in that area but the poor internal road network results in limited accessibility.		

**Project 3 : INFORMAL DWAALBOOM SETTLEMENT VIP TOILETS – THABAZIMBI LOCAL MUNICIPALITY**

Project Name	<b>Informal Dwaalboom Settlement VIP (Ventilated Improved Pit latrine) Toilets</b>	Classification of project	<b>Development Project</b>
Background	Targeting infrastructural development or reconstruction in area with limited access to services, underdeveloped areas; or geographical areas		