SEAT REPORT
2009 – 2011

Real Mining. Real People. Real Difference.

TUMELA MINE
DISHABA MINE
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FIGURES

- Regional location of Tumela and Dishaba
In 2009, the then Amandelbult Section, now separated into Tumela and Dishaba mines, conducted a socio-economic assessment of stakeholders within a 50km radius of the mine in line with Anglo American’s Socio-Economic Assessment Toolbox (SEAT). This report presents a baseline of the socio-economic conditions in various communities, outlines the positive and negative impacts of the mine on communities and provides appropriate management responses, including plans to support local community development.

The mines are committed to supporting neighbouring communities and will work closely with these communities as partners to tackle the challenges facing them.

**APPROACH AND STRUCTURE**

The approach used and structure of the report is based on the guidelines as provided for in the SEAT, as follows:

- Profiling of the operation
- Profiling of communities
- Assessment of socio-economic impacts
- Identification of issues and priorities in partnership with stakeholders
- Management and monitoring plans

**OBJECTIVES OF THE SEAT PROCESS**

The objectives of the SEAT process are to:

- identify key social and economic impacts and issues that need to be managed
- improve the operation’s understanding of the full range of local stakeholders, their views and interests and dynamics between them
- increasing trust and goodwill between the mine and host communities
- assess existing community development initiatives and identify where improvements can be made
- be a resource in developing and updating annual community engagement plans
- provide an analytical framework through which the operation can assess its contributions to sustainable development by balancing the extraction of natural resources through the enhancement of social and human capital
- facilitate the capture and sharing of best practice
- provide a planning tool for managing the operation’s social and economic impacts including social investment and mine closure
- identify key performance indicators to track commitments as a basis for local accountability
- support implementation of Anglo American’s Mine Closure Toolbox.
OVERVIEW OF THE MINES

ABOUT THE MINES

The mines are 100% owned by Anglo Platinum, a business of Anglo American plc group. They were established to produce Platinum Group Metals.

Each mine has its own management team, operating and reporting independently. The mines are Dishaba in the east and Tumela in the west. However, from an engagement and development perspective, the two mines work collectively.

Regional location of Tumela and Dishaba

The mines are situated within the Thabazimbi Local Municipality’s area of jurisdiction in the Waterberg District Municipality of the Limpopo Province. The mines’ self-defined area of impact is a 50 km radius. As such, they straddle two local municipalities: the aforementioned Thabazimbi, and Moses Kotane which is part of the Bojanala District Municipality of the North West Province.

The mines employ over 11,800 permanent staff and contractors. The majority of the mines’ employees come from the Moses Kotane area, followed by Thabazimbi and the Eastern Cape.
The majority of employees come from the following settlements:

- Moses Kotane Local Municipality
  - Moruleng, Lerome, Sandfontein, Dikweipi, Welgeval, Mogwase
- Manamakgoteng, Monono and Sefikile
  - Mokgalwaneng, Modimong and Matlametlong
  - Kraalhoek, Mopyane and Mantsere, Magong
  - Ramokokastad, Phalane, Bojating
- Thabazimbi Local Municipality
  - Thabazimbi
  - Northam
- Labour sending areas (both in the Eastern Cape)
  - King Sabata Dalindyebo Local Municipality
  - Nyandeni Local Municipality

OWNERSHIP AND EMPOWERMENT SCHEMES

Anglo Platinum has introduced a broad-based employee share participation scheme for employees who are not already participating in any employee share scheme. This scheme is managed by the Kotula Trust on behalf of beneficiaries. The trust is managing the 2.5 million shares which represent approximately 1.0% of the company’s issued ordinary share capital. Dividends will be paid to beneficiaries on an annual basis. Employees are beneficiaries of this scheme which was introduced to demonstrate the company’s commitment to transformation and to the broad-based black economic empowerment.

MANAGEMENT STRUCTURES

The following tables show the management teams in place at the mines.

_Tumela Mine management team_

<table>
<thead>
<tr>
<th>Name</th>
<th>Constituency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Peter van Dorssen</td>
<td>General Manager</td>
</tr>
<tr>
<td>Tebogo Mdhluli</td>
<td>Senior HR Manager</td>
</tr>
<tr>
<td>Adam Tendaupenyu</td>
<td>Production Manager</td>
</tr>
<tr>
<td>Kevin Buyskes</td>
<td>Production Manager</td>
</tr>
<tr>
<td>Derek Baker</td>
<td>Safety Manager</td>
</tr>
<tr>
<td>Dave Campher</td>
<td>Engineering Manager</td>
</tr>
<tr>
<td>Vongani Mashaba</td>
<td>Senior Operations Manager Finance</td>
</tr>
<tr>
<td>Andy Brown</td>
<td>Mineral Resource Management</td>
</tr>
<tr>
<td>Anton van Wyk</td>
<td>Business Improvement Manager</td>
</tr>
</tbody>
</table>
The Community Engagement and Development Department (CED) team works for both mines and reports to the CED Operations Manager, who in turn reports directly to the general managers of both mines.

**COMPLIANCE AND COMMITMENT**

The mines comply with a range of South African laws and internal company policy requirements, the key ones highlighted below.

**MPRDA**

The Mineral and Petroleum Resources Development Act (MPRDA) was primarily developed to bring about transformation in the mining industry. This resulted in the development of the Mining Charter whose purpose is to facilitate and solicit a concerted response by mining companies to the socio-economic challenges facing communities where these companies operate. Management is committed to the Mining Charter and to respond to the challenges facing communities through CED.

**Employment Equity Act**

The Employment Equity Act is another legislative milestone in the transformation of South African society. The act mandates the advancement of Historically Disadvantaged South Africans (HDSAs) in the workplace including, but not limited to, participation in the management structures, training and development as well as mentorship. The mines are committed to the implementation of this Act.
Anglo American’s Good Citizenship Principles

Over and above the legal requirements that the mines have to comply with, they also comply with various corporate policies including Anglo American’s Good Citizenship Principles and Values.

This section deals with the these requirements which provide guidance in the manner in which Tumela and Dishaba mines conduct their business in relation to its stakeholders. These principles also provide guidance in respect of how a mine should respond to the socio-economic conditions of the communities affected and impacted by the operation. Please refer to the following table for a breakdown of relevant components of the principles.

<table>
<thead>
<tr>
<th>Key elements</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communities</td>
<td>Promoting strong relationships with communities</td>
</tr>
<tr>
<td></td>
<td>Enhancing the capacities of the communities of which the operation is part</td>
</tr>
<tr>
<td></td>
<td>Seeking regular engagement about issues that may affect communities</td>
</tr>
<tr>
<td></td>
<td>Supporting community projects that reflect the priorities of local people and which are sustainable and cost effective</td>
</tr>
<tr>
<td></td>
<td>Assessing the contribution the mine makes to social and economic development</td>
</tr>
<tr>
<td>Customers and business partners</td>
<td>Seeking mutually beneficial long-term relationships with business partners, contractors and suppliers, based on fair and ethical practices</td>
</tr>
<tr>
<td>Government bodies</td>
<td>Respecting the laws of host countries, and being seen as socially responsible</td>
</tr>
<tr>
<td>NGOs</td>
<td>Aiming for constructive relations with relevant NGOs</td>
</tr>
<tr>
<td>Corporate citizenship</td>
<td>Seeking to make a contribution to the economic, social and educational well-being of communities associated with the mine, including through local business development and providing opportunities for workers from disadvantaged backgrounds</td>
</tr>
<tr>
<td></td>
<td>Recognising the sensitivities involved in addressing issues relating to the cultural heritage of indigenous communities</td>
</tr>
<tr>
<td></td>
<td>Ensuring that matters relating to indigenous communities are handled in a spirit of respect, trust and openness</td>
</tr>
<tr>
<td>Employment and labour rights</td>
<td>Promoting workplace equity and seeking to eliminate all forms of discrimination</td>
</tr>
<tr>
<td>Safety, health and environmental stewardship</td>
<td>Working towards striking an optimal balance between economic, environmental and social development</td>
</tr>
</tbody>
</table>
Implementing these principles is achieved using the following approaches:

<table>
<thead>
<tr>
<th>Approach</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commitment</td>
<td>Allocation of adequate financial and human resources to ensure that the mines’ social issues are dealt with in a manner that reflects the high corporate priority given to these issues</td>
</tr>
<tr>
<td>Risk assessment</td>
<td>Accurately identifying, assessing and prioritising the hazards and risks associated with all operating activities</td>
</tr>
<tr>
<td>Prevention and control</td>
<td>Preventing, minimising or controlling priority risks through planning, design, investment, management and workplace procedures</td>
</tr>
<tr>
<td>Performance</td>
<td>Setting appropriate goals, objectives, targets and performance indicators, as well as meeting all applicable laws and regulations and, where appropriate, applying international best practice</td>
</tr>
<tr>
<td>Evaluation</td>
<td>Accurately monitoring, reviewing and confirming the effectiveness of management and workplace performance</td>
</tr>
</tbody>
</table>

**Anglo Platinum’s values**

The company’s values, which guide everything we do, are:

- We put SAFETY FIRST
- We act with HONESTY and INTEGRITY
- We DELIVER on our PROMISES
- We are one TEAM
- We VALUE and CARE about each other
- We are PASSIONATE and TAKE pride in everything we do.
SOCIAL AND ENVIRONMENTAL MANAGEMENT AT TUMELA AND DISHABA

OUR MANDATE

The Community Engagement and Development Department’s (CED) mandate is to promote and protect Anglo Platinum’s reputation, enhance socio-economic value in communities interested in or affected by the company’s activities and to build a mutually beneficial and sustainable environment for both communities and Anglo Platinum.

In keeping with the legislative requirements, Anglo Platinum’s Corporate Citizenship Principles and the Anglo Platinum Values, the mines take all the necessary steps to meet their requirements in respect of the safety and health of employees and contractors including complying with the relevant legislative and regulatory requirements. The strategic thrusts include putting in place appropriate management systems, changing employee mindset and behaviour, applying appropriate engineering solutions and promoting employee wellness through various programmes.

SAFETY

In keeping with the company’s value of putting safety first as well as meeting all the legislative requirements in respect of employee safety, the Safety Health and Environment (SHE) Department works to eliminate fatalities and injuries in the work place. These steps include, amongst others, contractor management measures, promoting teamwork, introducing incentives, coaching and training of Safety Officers. The principle of Zero Tolerance is central to the mines’ safety drive. Safety measures are implemented in consultation with employee unions.

ENVIRONMENTAL MANAGEMENT

The mines have the responsibility of ensuring that appropriate measures are put in place to ensure compliance with all the relevant policies, regulations and applicable laws including meeting the requirements of Anglo Platinum’s Good Citizenship Principles.

The responsibility includes, amongst others, management of water utilisation, controlling and managing pollution, dust control, waste management and developing mine closure plans.

Winning the Nedbank Green Mining Award 2007

In 2007 Amandelbult Section won the second Nedbank Green Mining Award. This award was in recognition of the mine’s Environmental Management System which has been in place since 2002. The system not only supports the mine but also extends to nearby communities through environmental education campaigns.

SKILLS DEVELOPMENT

Tumela and Dishaba Mines are committed to the development of their employees by ensuring that they are provided with opportunities to acquire skills and competencies needed for achieving both individual and organisational goals.

In order to achieve this, the mine has developed a Workplace Skills Plan which is consistent with the requirements of the National Qualification Framework and the Mining Qualifications Authority. The plan aims to address the skills and competency gaps and to provide for the needs of HDSAs as well as fast-tracking their development through various training initiatives. The following programmes are offered by the mines:

- Adult Basic Education and Training (ABET)
- Learnerships
- Management and Leadership Development
• Graduate Development Scheme
• Portable Skills Training

**ABET and employee development**

The mines are committed to the eradication of illiteracy in the workforce. As part of their transformation programmes, the mines take the ABET programme seriously and have employed 11 fulltime facilitators and 11 part-time facilitators to deliver on this commitment. The following ABET levels are offered for fulltime learners:

**ABET levels offered**

<table>
<thead>
<tr>
<th>Levels</th>
<th>Learning areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-ABET</td>
<td>Communication and numeracy</td>
</tr>
<tr>
<td>Level 1</td>
<td>Communication and numeracy</td>
</tr>
<tr>
<td>Level 2</td>
<td>Communication and numeracy</td>
</tr>
<tr>
<td>Level 3</td>
<td>Communication and numeracy</td>
</tr>
<tr>
<td>NQF 1</td>
<td>• Fundamentals</td>
</tr>
<tr>
<td></td>
<td>– Mathematics</td>
</tr>
<tr>
<td></td>
<td>– Communication</td>
</tr>
<tr>
<td></td>
<td>– Natural Science</td>
</tr>
<tr>
<td></td>
<td>• Core</td>
</tr>
<tr>
<td></td>
<td>– Occupational Health and Safety</td>
</tr>
<tr>
<td></td>
<td>– Work Business Life Orientation</td>
</tr>
<tr>
<td></td>
<td>– Employee Relations</td>
</tr>
<tr>
<td></td>
<td>– Overview of the Mining and Minerals Sector</td>
</tr>
<tr>
<td></td>
<td>• Electives</td>
</tr>
<tr>
<td></td>
<td>– Engineering Technology</td>
</tr>
<tr>
<td></td>
<td>– Rock Mechanics</td>
</tr>
<tr>
<td></td>
<td>– SMME</td>
</tr>
<tr>
<td></td>
<td>– Metallurgy and Mining</td>
</tr>
</tbody>
</table>

A total of 347 employees were enrolled on ABET programmes in 2008. There are 394 employees registered for ABET in both fulltime and part-time categories.

Fifty-six learners successfully completed NQF1 in 2008 and received certificates for their success.

Between 2008 and 2009, about 185 full-time and own-time learners successfully completed their respective levels and received certificates for completing levels Breakthrough to Literacy (BTL) to level 3.

There is no doubt that this programme is making an impact in terms of empowering employees. This programme has also been extended to the residents of the Schippadnest informal settlement as part of the mines’ commitment to local communities. The intention is to roll this programme out to more communities.
Learnership programme

The mines’ focus areas in terms of learnerships are Mining, Engineering and Plant learnerships. Targeted employees are enrolled with the Engineering Skills Training Centre at Randfontein. Mining programmes are conducted at the mines’ own Training Centre. About 158 employees were targeted for the 2008 financial year for these three programmes (Mining, Engineering and Plant learnerships).

Management and leadership development

As part of the mines’ commitment to employee development and transformation, the mine has also developed a management and leadership development programme. Through this programme, employees with high potential are identified and put through the programme. The programme is divided into two focus areas: supervisory development and management development.

Portable skills training

Tumela and Dishaba recognise the need to develop further training programmes for employees. The portable skills programme is an important intervention aimed at equipping employees with skills that can be applied for self-employment purposes outside of the mines. The following training skills are offered:

- Welding
- Bricklaying
- Painting
- Plumbing

The mines’ target is to train 120 employees annually for the period 2006 – 2011. Refer to the following table for numbers trained.

### Number of employees trained

<table>
<thead>
<tr>
<th>Programme</th>
<th>Target</th>
<th>Actual trained (YTD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Welding</td>
<td>30</td>
<td>10</td>
</tr>
<tr>
<td>Bricklaying</td>
<td>30</td>
<td>In progress</td>
</tr>
<tr>
<td>Painting</td>
<td>30</td>
<td>In progress</td>
</tr>
<tr>
<td>Plumbing</td>
<td>30</td>
<td>3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>120</strong></td>
<td><strong>13</strong></td>
</tr>
</tbody>
</table>
OVERVIEW OF AFFECTED COMMUNITIES

Employment equity

A key requirement of the MPRDA is ensuring that the employee profile represents the demographic face of South Africa. The following table shows the mines’ progress in meeting employment equity targets (the percentages relate to the proportion of HDSAs).

Employment equity data

<table>
<thead>
<tr>
<th>Category</th>
<th>2008</th>
<th>2009 – current</th>
<th>2009 – current</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>%</td>
<td>Number</td>
<td>%</td>
</tr>
<tr>
<td>Senior management</td>
<td>29</td>
<td>11</td>
<td>35</td>
</tr>
<tr>
<td>Middle management</td>
<td>45</td>
<td>140</td>
<td>44</td>
</tr>
<tr>
<td>Junior/non-management</td>
<td>59</td>
<td>712</td>
<td>60</td>
</tr>
<tr>
<td>Women in mining</td>
<td>8</td>
<td>1,108</td>
<td>8</td>
</tr>
<tr>
<td>Total employees</td>
<td>86</td>
<td>14,159</td>
<td>86</td>
</tr>
</tbody>
</table>

Examining the women in mining category in detail reveals the following (E is the most senior position, A the least):

Women in mining data

<table>
<thead>
<tr>
<th>Category</th>
<th>2008</th>
<th>2009 – current</th>
<th>2009 – current</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>%</td>
<td>Number</td>
<td>%</td>
</tr>
<tr>
<td>E</td>
<td>5</td>
<td>2</td>
<td>2.5</td>
</tr>
<tr>
<td>D</td>
<td>12</td>
<td>38</td>
<td>13</td>
</tr>
<tr>
<td>C</td>
<td>13</td>
<td>153</td>
<td>12.6</td>
</tr>
<tr>
<td>B</td>
<td>4</td>
<td>457</td>
<td>4.4</td>
</tr>
<tr>
<td>A</td>
<td>29</td>
<td>458</td>
<td>30</td>
</tr>
<tr>
<td>Total</td>
<td>8</td>
<td>1,108</td>
<td>8</td>
</tr>
</tbody>
</table>
WELLNESS AND HIV/AIDS

Tumela and Dishaba are conscious of the many challenges facing employees and communities in respect of their socio-economic status including their health.

To address these issues, the mines partnered with unions and associations to respond to health issues in the workplace, and with government and community leadership to respond to health challenges in the community. The programme is aligned to the South African National Strategic Plan 2007 – 2011. The main elements of the wellness programme are:

- Information, education, and communication – including community radio education
- Treatment of opportunistic infections – TB and STIs
- Voluntary counselling and testing
- Wellness management including free Anti-Retroviral Treatment
- Peer education
- Educational campaigns on broader wellness topics
- Home- and community-based care.

Peer education

The mines trained a representative sample (age, gender) of employees who contribute in making the wellness programme a success. These employees receive support and follow-up training to ensure that the programme maintains its standard. The mines have to date trained 360 peer educators. The peer educators have successfully provided the following services:

- Workplace education targeted at fellow employees and community members
- Support to colleagues on treatment
- Ambassadors of HIV/AIDS prevention.
Voluntary counselling and testing

Tumela and Dishaba encourage employees through campaigns and education to participate in voluntary counselling and testing. The following statistics show the voluntary participation of employees in counselling and testing:

Voluntary counselling and testing data

<table>
<thead>
<tr>
<th>Action</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counselling</td>
<td>12,216</td>
<td>16,229</td>
<td>18,141</td>
</tr>
<tr>
<td>Tested</td>
<td>8,227</td>
<td>9,772</td>
<td>10,354</td>
</tr>
<tr>
<td>Positive</td>
<td>998</td>
<td>1,477</td>
<td>1,229</td>
</tr>
<tr>
<td>Incidence</td>
<td>12%</td>
<td>15%</td>
<td>11.8%</td>
</tr>
<tr>
<td>Prevalence</td>
<td>17%</td>
<td>20%</td>
<td></td>
</tr>
<tr>
<td>Employees on wellness</td>
<td>1,032</td>
<td>1,288</td>
<td>1,575</td>
</tr>
<tr>
<td>Employees on ART</td>
<td>418</td>
<td>487</td>
<td>695</td>
</tr>
<tr>
<td>TB treatment</td>
<td>1,112</td>
<td>1,734</td>
<td>1,688</td>
</tr>
<tr>
<td>National prevalence rate</td>
<td>29.4</td>
<td>29.3</td>
<td></td>
</tr>
<tr>
<td>North West prevalence rate</td>
<td>33.5</td>
<td>31.0</td>
<td></td>
</tr>
<tr>
<td>Limpopo prevalence rate</td>
<td>20.4</td>
<td>20.7</td>
<td></td>
</tr>
</tbody>
</table>

The increase in the incidence and prevalence rate is suspected to be due to:

- The population increased significantly between 2007 and 2008
- The prevalence rate is measured based on the employees that tested voluntarily (VCT) and not a representative sample of the total population
- We observed an increase in employees who participated in VCT in 2008 as compared to 2007.
INTRODUCTION

Tumela and Dishaba Mines are situated in the Limpopo Province in the Thabazimbi Local Municipality’s area of jurisdiction within the Waterberg District Municipality. According to the Provincial Growth and Development Strategy (PGDS), the province has a population of 5 million people.

AGE AND GENDER

The age distribution and structure resembles a broad based pyramid, with a large population represented by younger age groups and a decreasing proportion in the older age groups. The population of Limpopo is said to be younger than that of the country as whole. The province also has the highest female: male ratio in the country. Females account for 54.6% of the population compared to the national average of 52.2%.

LIFE EXPECTANCY

According to the PGDS, life expectancy in Limpopo declined from 58 years in 2000 to 52 years in 2003 and is expected to decline even further to 42 years by 2010. It is believed that the decline could primarily be attributed to the impact of HIV/AIDS.

Conditions of underdevelopment and malnutrition plus chronic diseases such as tuberculosis and respiratory ailments worsen the situation as they reduce the body’s resilience and weaken its immune system, thereby rendering the body vulnerable to the effects of HIV/AIDS. The following causes of death across all age groups reflect the following pattern:

- Children under five die mainly from diarrhoea related diseases, nutritional deficiencies and respiratory infections
- Those from 5 – 14 years die mainly from trauma-related incidents such as road and domestic accidents
- Young adults die from trauma-related incidents as well but also from tuberculosis and lower respiratory infections. This is due to exposure to indoor air pollution resulting from open wood and coal fires in small and enclosed areas
- Those over the age of 45 die mainly from trauma-related incidents, cardiovascular diseases, tuberculosis and strokes.

PROVINCIAL ECONOMY

The Limpopo Province enjoys a competitive advantage over other provinces in the following areas:

- Mining
- Agriculture
- Tourism
- Manufacturing

According to the PGDS, the province contributed 6.5% of the total economy of the country in 2002. Mining and quarrying contribute 24% to the provincial GDP.
**PROVINCIAL OBJECTIVES**

The PGDS summarises the objectives and indicators for growing the provincial economy and enabling job creation, innovation and competitiveness, as shown below:

*PGDS objectives and indicators*

<table>
<thead>
<tr>
<th>Objective</th>
<th>Performance Indicators</th>
</tr>
</thead>
</table>
| 1 Poverty reduction | Proportion of population living in poverty  
Share of poorest quintile to provincial consumption  
Proportion of population below minimum level of dietary consumption  
Ratio of girls to boys in primary, secondary and tertiary education  
Ratio of literate females to males among 15-24 year olds  
Share of women in wage employment in the non-agricultural sector |
| 2 Job creation | Level of unemployment  
Dependency ratio |
| 3 Increase investment | Provincial portion of the Foreign Direct Investment in the country |
| 4 Develop and improve economic infrastructure | Fixed capital expenditure or investment as percentage of current expenditure |
| 5 Equitable redistribution of opportunities and productive resources | Income distribution as measured through the Gini co-efficient |
| 6 Above average growth rate | Economic growth rate |
| 7 Undertake research and development | Amount of research undertaken |
| 8 Improve capacity in knowledge base manufacturing | Amount of training undertaken |
| 9 Bridge the digital divide and build the information society in Limpopo | The extent to which the plan to bridge the digital divide and build an information society has been implemented |

These objectives guide the mines in terms of their community development initiatives.
ABOUT THE THABAZIMBI LOCAL MUNICIPALITY

The Thabazimbi Local Municipality, where the mines are located, is situated in the south-western part of Limpopo Province and shares a municipal border with the Moses Kotane Local Municipality, which is part of the North West Province and a national border with Botswana. Thabazimbi was proclaimed in 1953. The local municipality is part of the Waterberg District Municipality and covers an area of about 9,883 ha. The name Thabazimbi is a Tswana name which means "mountain of iron", referring to the iron ore reef which was first discovered in 1919. Mining started in the 1930s when iron and steel production started.

Demographics

According to the municipal Integrated Development Plan (IDP), Thabazimbi has a population of about 71,057 (2007) citizens compared to 70,216 in 2006. Black people are in the majority, amounting to 60,135, followed by whites who account for 9,405 of the population. The population of Thabazimbi is a young one with the youth accounting for 28,588 of the total population. There are clear indications that there is a reduction in terms of population growth which is attributed to the impact of HIV/AIDS.

Economy and employment

Employment in the formal and informal economies grew over the 2004 – 2007 period.

The mining sector is the biggest employer, whilst the electricity, transport and finance sectors are the smallest employers. According to the IDP, more black people are engaged as unskilled labour in the mining, agriculture and domestic sectors. Lack of tertiary education facilities contribute towards the inadequate skills prevalent amongst the black population.

According to the IDP, the key growth areas for the local economy are:

- Mining
- Agriculture
- Tourism
- Organised hunting
- Commerce and retail
- Light industry.
EDUCATION

According to the municipal IDP, there is a need to push for the establishment of tertiary learning institutions in Thabazimbi. This will increase access to higher institutions of learning and provide young people with the opportunity to gain skills and knowledge. About 6,661 people within the municipality never attended school. This means that 9.4% of the population never had access to formal education. The following table illustrates the education levels within the municipality:

Education levels in the Thabazimbi local municipality

<table>
<thead>
<tr>
<th>Education level</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>No schooling</td>
<td>7,033</td>
<td>6,843</td>
<td>6,674</td>
<td>6,641</td>
</tr>
<tr>
<td>Grade 0 – 2</td>
<td>1,069</td>
<td>1,046</td>
<td>1,048</td>
<td>1,052</td>
</tr>
<tr>
<td>Grade 3 – 6</td>
<td>9,107</td>
<td>8,971</td>
<td>8,841</td>
<td>8,756</td>
</tr>
<tr>
<td>Grade 7 – 9</td>
<td>13,392</td>
<td>13,690</td>
<td>13,982</td>
<td>14,137</td>
</tr>
<tr>
<td>Grade 10 – 11</td>
<td>7,869</td>
<td>8,280</td>
<td>8,694</td>
<td>9,189</td>
</tr>
<tr>
<td>Less than matric</td>
<td>156</td>
<td>162</td>
<td>162</td>
<td>164</td>
</tr>
<tr>
<td>Matric only</td>
<td>8,536</td>
<td>8,789</td>
<td>8,967</td>
<td>9,027</td>
</tr>
<tr>
<td>Matric and certificate/diploma</td>
<td>1,376</td>
<td>1,447</td>
<td>1,541</td>
<td>1,570</td>
</tr>
<tr>
<td>Matric and bachelors degree</td>
<td>433</td>
<td>427</td>
<td>418</td>
<td>410</td>
</tr>
<tr>
<td>Matric and post-graduate</td>
<td>106</td>
<td>106</td>
<td>99</td>
<td>96</td>
</tr>
</tbody>
</table>

HEALTH AND HEALTH INFRASTRUCTURE

To address any health issues appropriately, it is important for Tumela and Dishaba mines to partner with the Thabazimbi Local Municipality and the Limpopo Department of Health. The mines designed their annual plans to deal with HIV/AIDS, STIs and TB in alignment with the South African National Strategic Plan.

There are 13 permanent health facilities of which eight are clinics and five hospitals. Three of the clinics are under the management of the Thabazimbi Local Municipality and five are managed by the Provincial and District Health Departments. One hospital is managed by the Provincial Health Department and the remaining four are privately owned and managed, including the Amandelbult Hospital. The area is serviced by three mobile clinics, focusing especially on farming areas. The provincial hospital and a clinic are accredited as wellness centres, providing anti-retroviral treatment.

There is a total of 69 nurses in the provincial hospitals and clinics. The Thabazimbi area is served by five fulltime medical practitioners at the provincial hospital, and they visit the clinics once a week. There is only one dentist servicing all the clinics. The doctors see an average of 21.8 clients per visit to the clinics. There are five home-based care NGOs and three orphan and vulnerable children focused NGOs servicing the Thabazimbi municipal area. The area also has two Wellness Centres that are funded by the United States President’s Emergency Plan for AIDS Relief (PEPFAR).
Accessibility and adequacy of facilities and services

The clinics are accessible to people who reside closer to where facilities are located; however it is still quite difficult to reach the farming areas and mushrooming informal settlements. The public transport system is also inefficient and ineffective, posing an even bigger challenge to people residing further away. The infrastructure and services are therefore deemed inadequate. In general, the clinics are understaffed when it comes to professional nurses, which also creates a burden on healthcare delivery. The National Department of Health standard on nurse-patient ratio per day is 1:35; however in some clinics in the Thabazimbi local municipality one professional nurse would sometimes see up to 54 patients in a day.

The major health issues that are of concern in the municipal area are the following:

- HIV and AIDS
- Tuberculosis
- Diabetes

Health data

Only 47.3% of women in the community make use of contraceptives while only 37.7% of men in the community make use of condoms. 10.4% of women deliver babies before arriving at the hospital. 13.5% of babies born at the hospital die due to poor antenatal attendance. 13.5% of babies born at the hospital die due to poor antenatal attendance. 10% of all screened for Pulmonary TB are found to be TB positive. STI incidence is reported to be at 33%. HIV prevalence for antenatal clients is 31.3% whereas the HIV prevalence for the general community is 34.2%.

MUNICIPAL DEVELOPMENTAL PRIORITIES

The Thabazimbi Local Municipality has through consultation with stakeholders identified priority focus areas. The following priorities form the backbone of the Integrated Development Plan, in order of importance:

- Water and sanitation
- Electricity
- Economic development
- Roads and storm water
- Solid waste and the environment
- Land
- Housing and transport
- Community participation and communication
- Disaster management
- Health and social development
- Institutional development
- Sports, arts and culture.
THE NORTH WEST PROVINCE

Although technically not part of the North West Province, the mines just about straddle the border between the two provinces. Thus some of the engagement and development activities take place in the North West. The mines abut the Moses Kotane Local Municipality which is located within the Bojanala District Municipality of the North West Province.

The municipality has a high incidence of poverty attributed to:

• Lack of job opportunities
• Inefficient/absence of public transport
• Lack of proper skills
• Low education and high illiteracy
• Lack of a local economic development strategy for the area.

The municipality has identified key priority areas for service delivery through consultative engagements with local stakeholders as follows and in order of importance and urgency:

• Water and sanitation
• Roads and storm water
• Economic development
• Land and housing development
• Institutional development
• Electricity
• Community participation and communication
• Sports and recreation
• Solid waste and the environment
• Transport and traffic
• Health and social development
• Safety and security
• Disaster management
• Education.

These priorities coupled with those of Thabazimbi inform the mines’ development agenda.
The mines contribute significantly to the local economy. This contribution is not only directed to the local economy but also to the provincial as well as national economy. The mines’ capital expenditure in 2007 stood at about R1.2 billion and doubled to R2.4 billion in 2008. Project capital expenditure increased to R1.5 billion in 2008 compared to R572 million in 2007. This can be principally attributed to the East Upper UG2 expansion project. Business capital expenditure increased to R812 million from R640 million in 2007 and includes the R355 million in capital expenditure associated with the Amandelbult No 4 shaft project. This project could be deferred due to the current global economic downturn.

EMPLOYMENT

The mines are committed to the upliftment of local communities and to contribute to the job creation efforts of both the Thabazimbi and Moses Kotane local municipalities by focusing their employment strategy within a 50km radius. Where skills are not available locally, the mines will recruit beyond the 50km radius.

The mines’ recruitment is driven in partnership with local municipalities, councillors and traditional leaders. Recruitment takes place through clusters established within the local municipalities.

The following clusters have been created locally per municipality for recruitment purposes:

<table>
<thead>
<tr>
<th>Municipality</th>
<th>Province</th>
<th>Number of employees</th>
<th>% of total workforce</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moses Kotane Local Municipality</td>
<td>North West</td>
<td>3,177</td>
<td>30.5%</td>
</tr>
<tr>
<td>Thabazimbi Local Municipality</td>
<td>Limpopo</td>
<td>2,039</td>
<td>19.5%</td>
</tr>
<tr>
<td>King Sabata Dalindyebo Local Municipality</td>
<td>Eastern Cape</td>
<td>1,011</td>
<td>9.7%</td>
</tr>
<tr>
<td>Nyandeni Local Municipality</td>
<td>Eastern Cape</td>
<td>431</td>
<td>4.1%</td>
</tr>
<tr>
<td>Rustenburg Local Municipality</td>
<td>North West</td>
<td>351</td>
<td>3.4%</td>
</tr>
<tr>
<td>Mbhashe Local Municipality</td>
<td>Eastern Cape</td>
<td>342</td>
<td>3.3%</td>
</tr>
<tr>
<td>Ramotshere Morola Local Municipality</td>
<td>North West</td>
<td>301</td>
<td>2.9%</td>
</tr>
<tr>
<td>Mafikeng Local Municipality</td>
<td>North West</td>
<td>269</td>
<td>2.6%</td>
</tr>
<tr>
<td>Greater Giyani Local Municipality</td>
<td>Limpopo</td>
<td>175</td>
<td>1.7%</td>
</tr>
<tr>
<td>Greater Taung Local Municipality</td>
<td>North West</td>
<td>166</td>
<td>1.6%</td>
</tr>
<tr>
<td>Amahlathi Local Municipality</td>
<td>Eastern Cape</td>
<td>160</td>
<td>1.5%</td>
</tr>
<tr>
<td>Kagisano Local Municipality</td>
<td>North West</td>
<td>121</td>
<td>1.2%</td>
</tr>
<tr>
<td>Ntabankulu Local Municipality</td>
<td>Eastern Cape</td>
<td>118</td>
<td>1.1%</td>
</tr>
</tbody>
</table>
PROCUREMENT

The mines’ procurement data for the period 2005 – 2009 is shown below.

Breakdown of procurement data

<table>
<thead>
<tr>
<th>Year</th>
<th>Consumables</th>
<th>Services</th>
<th>Capital</th>
<th>HDSA empowered</th>
<th>HDSA owned</th>
<th>Regional spend</th>
<th>HDSA as regional % of total</th>
<th>HDSA local</th>
<th>HDSA as local % of total</th>
<th>HDSA total</th>
<th>HDSA as % of total</th>
<th>Total all</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>349,543,416</td>
<td>398,003,539</td>
<td>321,384,867</td>
<td>198,410,692</td>
<td>107,021,576</td>
<td>233,679,326</td>
<td>9.55</td>
<td>71,214,950</td>
<td>2.99</td>
<td>967,467,663</td>
<td>42.6</td>
<td>2,447,153,623</td>
</tr>
<tr>
<td>2008</td>
<td>398,003,539</td>
<td>251,297,560</td>
<td>267,806,392</td>
<td>252,999,896</td>
<td>44,472,918</td>
<td>452,024,62</td>
<td>12.7</td>
<td>217,076,199</td>
<td>6.1</td>
<td>1,320,094,613</td>
<td>37.0</td>
<td>3,571,788,093</td>
</tr>
<tr>
<td>2007</td>
<td>321,384,867</td>
<td>251,297,560</td>
<td>267,806,392</td>
<td>252,999,896</td>
<td>44,472,918</td>
<td>160,908,090</td>
<td>6.9</td>
<td>27,319,715</td>
<td>3.2</td>
<td>845,664,348</td>
<td>36.5</td>
<td>1,238,670,246</td>
</tr>
<tr>
<td>2006</td>
<td>198,410,692</td>
<td>252,999,896</td>
<td>72,430,279</td>
<td>327,826,998</td>
<td>151,724,950</td>
<td>–</td>
<td>–</td>
<td>6,228,670</td>
<td>0</td>
<td>525,380,894</td>
<td>20.4</td>
<td>1,524,565,170</td>
</tr>
<tr>
<td>2005</td>
<td>107,021,576</td>
<td>54,497,569</td>
<td>269,508,717</td>
<td>151,724,950</td>
<td>54,497,569</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>206,222,519</td>
<td>20.4</td>
<td>1,011,592,673</td>
</tr>
</tbody>
</table>

ENTERPRISE DEVELOPMENT

The mines have a partnership agreement with the Limpopo Business Support Agency (LIBSA) and provide financial support to the agency in order to ensure that it functions properly and delivers on its mandate. This agreement resulted in the establishment of a local branch in Thabazimbi. The mandate of LIBSA is to provide the following services:

- Cooperative and SMME development
- Business plans and profiles
- Mentoring and counselling
- Capacity building
- Seed capital finance to cooperatives
- Business training and development, and
- General business advisory services.
The agency focuses its efforts on the following sectors:
- Information communication technology
- Agriculture
- Manufacturing
- Mining
- Tourism

Since its inception in 2006, LIBSA has noted the following successes:

**Key features of LIBSA**

<table>
<thead>
<tr>
<th>Item</th>
<th># or value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of registered enterprises</td>
<td>284</td>
</tr>
<tr>
<td>Total number of linked businesses to opportunities in 2007</td>
<td>38</td>
</tr>
<tr>
<td>Total number of linked businesses to opportunities in 2009</td>
<td>16</td>
</tr>
<tr>
<td>Rand value of linkages to opportunities in 2007</td>
<td>R7,719,170</td>
</tr>
<tr>
<td>Total value of linkages to opportunities in 2009</td>
<td>R805,932</td>
</tr>
<tr>
<td>Total number of linked businesses to opportunities in 2006</td>
<td>11</td>
</tr>
<tr>
<td>Total number of linked businesses to opportunities in 2008</td>
<td>30</td>
</tr>
<tr>
<td>Rand value of linkages to opportunities in 2006</td>
<td>R847,887</td>
</tr>
<tr>
<td>Rand value of linkages to opportunities in 2008</td>
<td>R15,635,018</td>
</tr>
<tr>
<td>Cumulative value of linkages since inception in 2006</td>
<td>R25,080,009</td>
</tr>
</tbody>
</table>

**CONTRIBUTION TO LOCAL DEVELOPMENT**

Tumela and Dishaba mines contribute towards community development across both the Thabazimbi and Moses Kotane Municipalities. This is done in compliance with the Mining Charter and also because the mines are committed to improving the facilities and opportunities of local communities. The mines’ interventions are done in partnership with local stakeholders. The following are some examples:

**Education**

The mines implemented or supported the following projects:
- **Computer centres in local schools**: established computer centres in local schools such as Mabogo-Pedi High, Groenvlei Secondary, Naletsana Secondary, Ysterberg Primary, Northam Comprehensive High and Krause Primary schools through the Anglo American Chairman’s Fund in order to contribute to improving computer literacy in the area.
- **English classes**: contributed, via a five-year funding agreement with the Frikkie Meyer High School, to the development of English classes in this formerly Afrikaans-only school. This intervention has allowed for the admission of black students and English speaking learners.
- **Learner development programme**: invested in the development of primary school learners in the fields of maths, science and technology. The schools supported in the Thabazimbi Local Municipality are Krause Primary, Chrome Mine Primary, Ysterberg Primary, Deo Gloria Primary, Northam Primary, Thekganang Primary and Naletsana Secondary. In the Moses Kotane Local Municipality the schools supported were Mochine Primary and Modimong Primary. Over 4,000 learners benefit from this programme.

- **Educator development programme**: through the Experico maths, science and technology programme in the nine schools mentioned above, educators are given the necessary training, support and mentoring and coaching by Experico to teach these subjects. Approximately 103 educators are reached through this programme.

- **Mabogo-Pedi Library**: upgraded the library of Mabogo-Pedi High School by installing new shelves for the library books and providing a new copier machine.

- **New classrooms for Chrome Mine Primary**: partnered with the Limpopo Education Department in constructing eight new classrooms for the school. The work also included a new toilet block for the school, a new kitchen and a new water tank. This project benefitted about 400 learners at this school which is situated in the Schilpadnest informal settlement.

Renovation of Mamodimakwana Primary School
Sanitation facilities for Letswai Metsi Primary: provided toilet facilities for the school and improved access to a better service to learners and educators. Eight learners and two educators benefited from this intervention.

Renovation of schools: the development projects at Mantserre include the renovation of Modise High School and Mmamodimakwana and Mantserre primary schools. The renovations to Modise High School’s three classroom blocks have been completed.

Community infrastructure, health and wellness

The mines extend Anglo Platinum’s “We Care” value to the community through the implementation of home-based care programmes in the surrounding communities. Examples of interventions include:

- Sivukile NGO: partnered with Sivukile to provide education and home care interventions in the community. Offices were purchased in Northam Extension 6 for this NGO in order that it can carry out its responsibilities properly and can be easily reached by those in need of support. The mines also provide financial support to the organisation on an annual basis.
- Support for town planning: the municipality received financial support from the mines over a three-year period for the appointment of a town planner.
- Spatial Development Framework: the municipality received funding for the development of Thabazimbi’s Spatial Development Strategy.
- Water provision for the Rooiberg community: contributed funds for the construction of a water pipe line and reservoir to supply the community of Rooiberg with potable water.
- Community hall, tribal office and high mast lights: supporting various development projects in Mantserre Village in the Moses Kotane Local Municipality. A hall, with seating for a thousand, computer and library centre and tribal office are being constructed. The project also involves the installation of high mast lights for the area. This project has created 93 jobs for local people who receive on-site training.
STAKEHOLDER ENGAGEMENT

OVERVIEW

The mines undertake engagement and community development with stakeholders living within a 50km radius through the Community Engagement and Development (CED) Department. It is the responsibility of the department to identify community priorities and challenges in partnership with relevant stakeholders and plan for implementation of approved projects.

The department is guided by the CED strategy which sets the basis for such engagement and resultant development initiatives. This further requires the development of a community engagement plan and identification of stakeholders for such engagement.

The department’s mission is to create an environment for sustainable socio-economic development by strategising, planning, developing and facilitating the implementation of programmes that harness the synergy between Anglo Platinum, surrounding communities and other stakeholders to create more sustainable communities.

The CED strategy contains nine priorities or focus areas which define the work of the CED Department:
- Economic benefit and community support
- Host community settlements
- Community safety, health and welfare
- Stakeholder engagement
- Capacity building
- Commitment and integration
- Internal alignment with company requirements and policy
- Structure and capacity of the department and levels of capacity within it
- Promoting CED.

ENGAGEMENT PLAN

Stakeholders are engaged through various forms of communication and platforms relevant for particular issues. Through these engagements, the department is able to strengthen and consolidate its relationship with stakeholders and address issues which could be damaging to the mines and the company.

Key stakeholders include:
- Government
- Tribal authorities
- NGOs
- Contractors
- Unions
- The transport industry
- Traditional healers’ associations
- Faith-based organisations
- Peer Educators’ Forum
- SMMEs and local businesses
- Gender-focused organisations, and
- Local AIDS councils.
The following table summarises the mines’ stakeholder engagement plan:

**Abridged stakeholder engagement plan**

<table>
<thead>
<tr>
<th>Stakeholder</th>
<th>Interest</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government departments</td>
<td>Matters of common interest-seeking partnerships</td>
<td>Bi-monthly</td>
</tr>
<tr>
<td>Local municipalities</td>
<td>Engaging municipality on local issues and priorities and building partnerships</td>
<td>Quarterly, monthly and as necessary</td>
</tr>
<tr>
<td>Traditional authorities</td>
<td>Rural development issues and challenges as well as building partnerships</td>
<td>Bi-monthly</td>
</tr>
<tr>
<td>Contractor’s forum</td>
<td>Opportunities for local people and SMMEs</td>
<td>Bi-monthly</td>
</tr>
<tr>
<td>Mine partnership forum</td>
<td>Reporting on CED projects and activities</td>
<td>Quarterly</td>
</tr>
<tr>
<td>Community policing forums</td>
<td>Engaging on relevant issues and challenges</td>
<td>Bi-monthly</td>
</tr>
<tr>
<td>NGOs</td>
<td>Community issues and challenges as well as building partnerships</td>
<td>Monthly/Quarterly</td>
</tr>
<tr>
<td>Transport industry</td>
<td>Engaging on matters of common interest and building partnerships</td>
<td>Bi-monthly</td>
</tr>
<tr>
<td>Traditional healers</td>
<td>Health related matters and others of common interest</td>
<td>Bi-monthly</td>
</tr>
<tr>
<td>Peer educators</td>
<td>Relevant matters of common interest</td>
<td>Monthly</td>
</tr>
<tr>
<td>Schools’ education forum</td>
<td>Engaging on relevant education matters and building partnerships</td>
<td>Bi-monthly</td>
</tr>
<tr>
<td>Faith-based organisations</td>
<td>Engaging on matters of common interest and building partnerships</td>
<td>Bi-monthly</td>
</tr>
<tr>
<td>Local AIDS councils</td>
<td>Engaging on matters of common interest and building partnerships</td>
<td>Bi-monthly</td>
</tr>
<tr>
<td>Gender focused organisations</td>
<td>The gender issues within communities</td>
<td>Bi-monthly</td>
</tr>
</tbody>
</table>

**ISSUES RAISED DURING THE SEAT PROCESS**

The main issues raised by stakeholders during the 2009 SEAT process are as follows:

- Unemployment
- Procurement
- Water and sanitation
- Community development
- Health and HIV/AIDS
- Poor roads infrastructure
- Communication
- Skills development
- Learnerships and bursaries
- Sports and recreation
- Municipal capacity, and
- Support for NGOs.

These are discussed in more detail in the next section.
Tumela and Dishaba mines consulted extensively with communities as part of assessing their socio-economic status within the area in which the mines operate, particularly within a 50km radius. Communities consulted raised a number of issues that concern them and that relate to their socio-economic wellbeing and the role that the mines play to intervene and advance their interests.

The mines are not driven only by legislative requirements such as the Mining Charter. Accordingly SEAT requires the mines to develop a management and monitoring plan to respond to the issues raised during the process.

The management and monitoring plan (refer to tables which follow) clearly indicates the measures that will be put into place to deal with the issues. The SEAT assessment will be carried out every three years and will also evaluate the success of the measures put in place to deal with the issues raised.

**Management and monitoring plan**

<table>
<thead>
<tr>
<th>Issue</th>
<th>Response</th>
<th>Resources</th>
<th>Timeframe</th>
<th>Targets and KPIs</th>
<th>Partnerships</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unemployment of local people whereas the mines employ people from far away places</td>
<td>The mines have established recruitment clusters in various municipal wards within a 50km radius to recruit local people and young people in particular. The mines recruit outside the area of operation for scarce skills. An ABET programme, which is open to members of the community, is in place.</td>
<td>Recruitment coordinators</td>
<td>On-going</td>
<td>Recruitment is determined on an as needs basis.</td>
<td>Municipalities</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Traditional authorities</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Recruitment clusters</td>
</tr>
<tr>
<td>Procurement: the mines do not offer local people and SMMEs business opportunities</td>
<td>The mines collaborate with business development agencies like LIBSA and the Moses Kotane Business Development Agency to support local SMMEs. The mines will introduce measures to increase the opportunities available to local suppliers</td>
<td>CED Coordinator</td>
<td>On-going</td>
<td>20 procurement opportunities awarded to SMMEs annually for the next three years 2009 – 2012</td>
<td>LIBSA</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior buyers</td>
<td></td>
<td></td>
<td>Moses Kotane Business Development Agency</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Anglo Zimele</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
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<td>Local municipalities</td>
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### Management and Monitoring of Issues Raised

<table>
<thead>
<tr>
<th>Issue</th>
<th>Response</th>
<th>Resources</th>
<th>Timeframe</th>
<th>Targets and KPIs</th>
<th>Partnerships</th>
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</thead>
<tbody>
<tr>
<td>Local economic development</td>
<td>The mines will strengthen relationships with municipalities and participate in LED and IDP forums</td>
<td>CED Coordinators</td>
<td>On-going</td>
<td>Participation in all LED and IDP Forums convened by local municipalities</td>
<td>Municipalities</td>
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<tr>
<td>Health and HIV/AIDS: the mines should do more to address health and HIV/AIDS challenges</td>
<td>The mines are contributing towards improving community health through close working relationships with local clinics and NGOs. The mines support home-based care work and education through peer educators</td>
<td>CED Coordinators</td>
<td>On-going</td>
<td>The mines will work with municipalities to identify priority needs through the IDPs. The mines are committed and will ensure that implementation of all health interventions is aligned to the South African National Strategic plan 2007 – 2011. The Thabazimbi municipality will start by reviving the Local AIDS Council to oversee the implementation of HIV related projects.</td>
<td>Department of Health</td>
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<td>Local NGO</td>
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<td>Local municipalities</td>
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<td>Gender based and domestic violence</td>
<td>The mines have introduced community safety interventions to assist communities in dealing with domestic violence</td>
<td>CED Coordinators</td>
<td>2009 – 2011</td>
<td>Work on the following projects: • Transport safety • School safety • Home safety • Alcohol and substance abuse</td>
<td>Department of Community Safety</td>
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<td>SAPS</td>
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<td>Department of Social Services</td>
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<td>Poor roads: local roads are in a poor state. Most of the roads are used by employees and local people and Anglo Platinum seems not to care about the situation</td>
<td>The mines appreciate the fact that poor road conditions are bothersome especially in the Moses Kotane villages. These conditions contribute to many road accidents. The mines are committed to working closely with government to address the issue. Currently the Sefikile/Manderse road is under construction which is supported by the mines.</td>
<td>CED Coordinators, HR Managers, General Managers</td>
<td>On-going</td>
<td>To work with government in identifying roads which require upgrading</td>
<td>Departments of Roads and Transport</td>
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<td>Municipalities</td>
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<td>Anglo Platinum’s Capital Projects Office</td>
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<td>Road accidents: there are many accidents on roads used by employees and local people.</td>
<td>The mines are seriously concerned about the many road accidents in the area and will engage stakeholders through its CED Department to find workable solutions.</td>
<td>CED Coordinators</td>
<td>On-going</td>
<td>To develop road safety programmes with stakeholders targeted at road users, taxi operators and buses and to participate in arrive alive campaigns in the area.</td>
<td>Department of Transport and Safety, Municipalities and their traffic departments, Taxi organisations, Bus companies, Mines’ Safety Departments</td>
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<tr>
<td>Skills development: there is a need for the mines to assist communities, especially the youth, with skills so that they can be employable or self-employed.</td>
<td>The mines are aware of the skills challenges in the area. 48 youths completed construction-related skills training through Prime Serve in 2007 which was funded by the mines. 22 of them were successfully recruited by the mines.</td>
<td>CED Coordinators, HRD Coordinators, Transformation Coordinator</td>
<td>2010 and 2011</td>
<td>Identify and train 50 youth on a construction programme by end 2010.</td>
<td>Municipalities, Accredited skills training institutions</td>
</tr>
<tr>
<td>Education: many local education facilities are in poor conditions and educators and learners need support</td>
<td>The mines are conscious of local education challenges. Nine schools are currently receiving learner and educator support in the form of maths, science and technology programmes offered by Experico. Eight new classrooms were completed for Chrome Primary. The mines will continue to work with the authorities and schools to improve conditions.</td>
<td>CED Coordinators</td>
<td>On-going</td>
<td>To work with authorities in identifying schools that require upgrading and support. To continue the maths and technology programme at the nine schools.</td>
<td>Department of Education, Schools, Anglo Platinum’s Educators</td>
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<td>Bursaries: the mines do not consider awarding local learners with bursaries</td>
<td>The mines do not have their own bursary scheme. The bursary scheme is controlled centrally by Anglo Development Centre – ADC. The mines will endeavour to invite the ADC to local schools to supply information on bursaries to learners.</td>
<td>CED Coordinators</td>
<td>Annually from first quarter of 2010</td>
<td>Two bursary information sessions will be conducted on an annual basis</td>
<td>ADC, Anglo Platinum Education Officials, Department of Education, Local schools</td>
</tr>
<tr>
<td>Support to NGOs: the mines must extend their support to other local NGO</td>
<td>The mines appreciate the work done by NGOs and will cooperate with all NGOs in carrying out their work.</td>
<td>CED Coordinators</td>
<td>On-going</td>
<td>Compilation of a database of all NGOs operating within the 50km radius</td>
<td>Municipalities, Eskom</td>
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<tr>
<td>Electrification: many villages are without street lights</td>
<td>The mines are committed to the development of communities and will partner with relevant stakeholders to find solutions and mobilise resources to assist in electrification programmes.</td>
<td>CED Coordinators</td>
<td>On-going</td>
<td>Municipal IDPs will provide guidance on the need per each area within the 50km radius</td>
<td>Municipalities, Eskom</td>
</tr>
<tr>
<td>Sports and recreation: many areas do not have access to sports and recreation facilities</td>
<td>The mines will be guided by municipalities and IDP priorities in the provision of sports and recreation facilities.</td>
<td>CED Coordinators</td>
<td>On-going</td>
<td>Municipal IDPs will provide guidance on the needs as identified from time to time</td>
<td>Municipalities, Traditional authorities</td>
</tr>
<tr>
<td>Communication: there is a need for the mines to communicate more with communities and stakeholders</td>
<td>The mines communicate with stakeholders through local forums and have developed a stakeholder engagement plan to enhance communication activities.</td>
<td>CED Coordinators</td>
<td>On-going</td>
<td>Full-roll out of the stakeholder engagement plan by June 2010</td>
<td>Municipalities, Traditional Authorities, NGOs, CBOs, Transport Associations etc.</td>
</tr>
</tbody>
</table>
Engaging for a Shared Future

Tumela and Dishaba mines will continue to produce platinum in the best interest of both Anglo Platinum Limited and surrounding communities. The mines recognise that they form an integral part of the communities within which they operate. They further recognise their responsibility in respect of communities, firstly on the basis of the laws of the Republic of South Africa, secondly on the basis of Anglo American’s Good Citizenship Principles and values and finally on the mines’ own understanding and willingness to work in partnership with local stakeholders to address the challenges facing local communities. The mines share the plight of communities and will work to build strong relationships aimed at bringing about better living conditions.

The mines will implement the Community Engagement and Development Strategy as well as the Stakeholder Engagement Plan in efforts towards building a shared future with stakeholders and communities. They will continue to play a role in the various community structures such as municipal IDP and LED forums to identify and prioritise community needs as well as finding solutions to the many challenges facing communities in the area. Tumela and Dishaba mines will work with stakeholders to address the issues identified during the SEAT process. The mines will continue to work hard with local stakeholders to cement and consolidate a shared future.
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