



mineral resources

Department:
Mineral Resources
REPUBLIC OF SOUTH AFRICA

NAME OF APPLICANT: COROBRIK (Pty) LTD

SOCIAL AND LABOUR PLAN

**SUBMITTED FOR AN APPLICATION FOR A MINING RIGHT
GP127MR**

February 2024

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SECTION 1: PREAMBLE (Regulation 46(a))

Table 1: Details of Mine Applicant

1.1 Name of company/applicant	Corobrik (Pty) Ltd (2007/021571/07)
1.2 Name of mine/production operation	Fortress Extension Quarry
1.3 Physical Address	20 Toncoro Road, Durban North 4051
1.4 Postal Address	PO Box 201367, Durban North 4016
1.5 Telephone Number	011 363 1560
1.6 Fax Number	011 363 1570
1.7 Location of mine or production operation	Situated on Portion of Portion 253 of the Farm Rietfontein 276 IR, Magisterial District of Lesedi.
1.8 Commodity	Brickmaking Clays
1.9 Life of mine	12 + Years
1.10 Financial Year	1 January -31 December
1.11 Reporting Year	1 January -31 December
1.12 Responsible person	Mr Jaco Snyman (Mine Manager) Email: jaco.snyman@corobrik.co.za
1.13 Geographic origin of employees (mine community and labour sending areas).	
(a) Mine Community	(b) Labour Sending Area
Province	Province
Gauteng	Gauteng
District Municipality	District Municipality
Lesedi	Lesedi
Local Municipality	Local Municipality
Sedibeng Metropolitan Municipality	Sedibeng Metropolitan Municipality

Locality

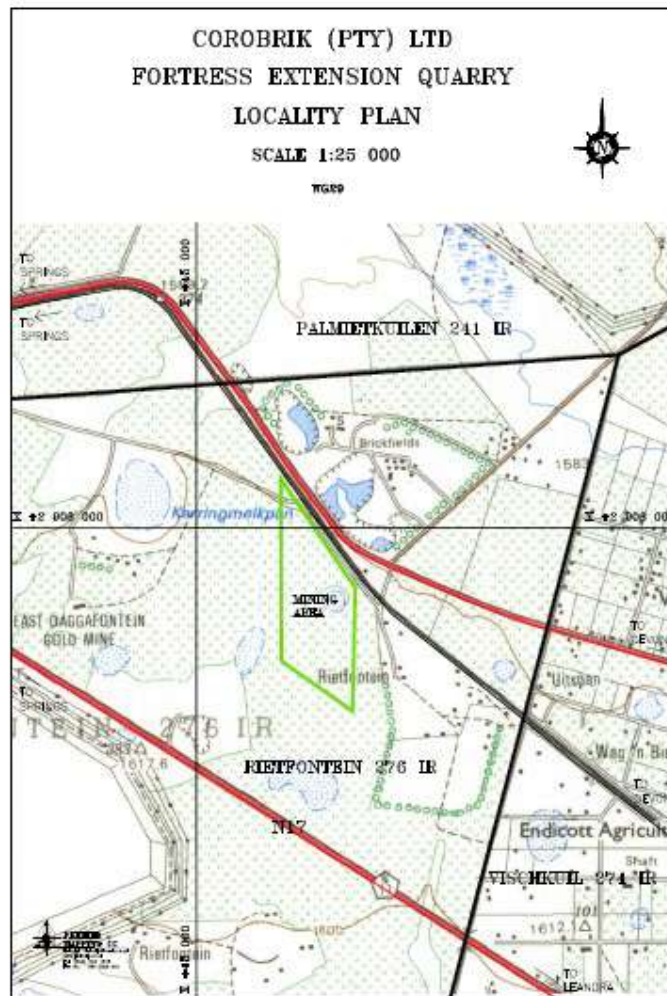


Figure 1: Locality Plan

Labour sending area

Table 2: Breakdown of the workforce per labour sending area

Name of Sending Area	Number of Employees (Local Recruits)	Number of Employees (Other Areas)
Kwa-Thema	79	
Tsakane	27	
Duduza	3	
Daveyton	8	
Fortress	9	
Germiston, Krugersdorp, Midrand, Boksburg	5	
Total	131	

Please note that the same employees for GP10051MR and GP127MR are included for both the SLP's of the mentioned mining rights. Both Mining rights are on the same premises/area. Corobrik has submitted an application to merge these two mining rights into one.

SECTION 2: HUMAN RESOURCES DEVELOPMENT PROGRAMME (Regulation 46(b))

The Human Resources Development Programme is applicable to the Corobrik Springs Factory as this is the employee base for the operation.

Introduction

It is the policy of Corobrik (Pty) Limited to develop and advance all its employees regardless of race, creed, colour, religion, disability or gender. The Company is committed to human resources development, which entails the training and development of all employees to enable them to acquire appropriate knowledge and skills to maximize their competence, commitment, and performance to meet the business needs of Corobrik. It also facilitates the fulfilment of employee's potential and career aspirations.

The purpose of the Corobrik Human Resources Development Programme is to ensure that specific skills and competencies will always be available within the organisation so as to guarantee the business achieves its short- and long-term goals and objectives. It also caters for the needs of the employees in terms of their protection with reference to health and safety etc., and their development both within and outside the organisation.

The required amendments to the Social and Labour Plan, addressing the increase of staff will be submitted to the Regional Manager, Department of Minerals and Energy, as the need arises.

2.1 Compliance with Skills Development Legislation

Table 3: Compliance with Skills Development Legislation

Name of SETA	CETA
Registration number	05
Has your company appointed a Skills Development Facilitator? If yes provide name	B A Petty
To which institution have you submitted your workplace skills plan? (i) Department of Labour (ii) Mining Qualifications Authority (iii) Mine Health and Safety	Department of Labour

2.2 Skills Development Plan (Regulation 46(b)(i) in conjunction with Regulation 11(1)(g))

Skill Development Programmes (Training and Development Annexure A)

The following skills development programs have been identified as skills priorities:

- Managerial
- Management (Production, Despatch, Stores).
- Factory plant operation (kiln, extruder, setting machine, de-hacker machine, strapping machine, crushing plant)
- Supervision (Despatch, Production, Quality, Kiln maintenance)
- Artisans (Millwright, Fitter, Electrician, Mechanic).

Number and Education Level of Employees

The current number and education level of employees at the Corobrik Springs Factory and the corresponding NQF levels are shown in Form Q.

Table 4: Number and Education Level of Employees

BAND	NQF level	Planned as per envisaged organogram	Male				Female				Total	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
General Education and Training (GET)	1	No schooling	0	0	0	0	0	0	0	0	0	0
		Grade 0 / Pre	0	0	0	0	0	0	0	0	0	0
		Grade 1 / Sub A	1	0	0	0	0	0	0	0	1	0
		Grade 2 / Sub B	5	0	0	0	0	0	0	0	5	0
		Grade 3 / Std 1 / ABET 1	4	0	0	0	0	0	0	0	4	0
		Grade 4 / Std 2	8	0	0	0	2	0	0	0	8	2
		Grade 5 / Std 3 / ABET 2	5	0	0	0	0	0	0	0	5	0
		Grade 6 / Std 4	10	0	0	0	0	0	0	0	10	0
		Grade 7 / Std 5 / ABET 3	7	0	0	0	1	0	0	0	7	1
		Grade 8 / Std 6	3	0	0	0	2	0	0	0	3	2
		Grade 9 / Std 7 / ABET 4	9	0	0	0	0	0	0	9	0	
Further Education and Training (FET)	2	Grade 10 / Std 8 / N1	15	0	0	1	4	0	0	0	16	4
	3	Grade 11 / Std 9 / N2	17	0	0	0	6	0	0	0	17	6
	4	Grade 12 / Std 10 / N3	10	0	0	0	11	0	0	0	10	11
Higher Education and Training (HET)	5	Diplomas / Certificates	1	0	1	0	4	0	1	0	2	5
	6	First Degrees / Higher Diplomas	1	0	0	0	0	0	1	0	1	1
	7	Honours / Masters Degrees	2	0	0	0	0	0	0	0	2	0
	8	Doctorates	0	0	0	0	0	0	0	0	0	0
		Total	97	0	1	1	30	0	2	0	99	32

Overview of Skills Development

The purpose of the Skills Development Plan is to assess and formally record the current levels of skills and educational levels of all employees and to use this as a base for future skills development plans. These plans address the current skills and competency gaps at the operation and also have a special focus on the training needs of HDSAs, the fast-tracking of individuals within the talent pool and the various career path development and mentoring programmes.

Corobrik (Pty) Limited are members of the Construction Education and Training Authority (CETA) and as such a Workplace Skills Plan is submitted to the CETA annually which incorporates the Skills Development Plan for the Company. Skills Development Forums have been established in the three major Centres, namely Gauteng, KwaZulu-Natal and the Cape. The Gauteng Forum comprises representatives from each of the factories in that region which includes Corobrik Springs, as this factory is incorporated into the Gauteng Region. The Workplace Skills Plan is discussed with, and endorsed by the Skills Development Forums.

Since the introduction of the Skills Development Act, Corobrik have received the maximum payment from the CETA with reference to skills grants for having met all the requirements for the payment of these grants.

Corobrik's Training Education and Development Objective is to increase education and skills levels of all employees in order that they are:

- Able to make a contribution towards increasing the profitability of the business.
- Adequately protected with reference to Occupational Health, Safety and HIV/AIDS.
- Aware of the importance of their self-development.

In order to achieve its education, training and development objectives, the following six strategic skills development priorities were identified for Corobrik under which the various education, training and development initiatives are listed:

Strategic Skills Development Priorities for the Skills Levy

1.	<p>Increased Production Yields, Lower Costs and Increased Profitability of the Business by Upgrading Specific Skills Through Tertiary and Occupational Training and Development.</p> <ul style="list-style-type: none"> • Production Management Trainee Programme • Appreciation Course in Heavy Clay Technology • Production Management Diploma • Technical Training (including N Course) • Quality Assurance • Problem Solving • Forklift Driver Training
2.	<p>Creating an Environment which promotes Sales and Service Excellence</p> <ul style="list-style-type: none"> • Professional Selling Skills • Successful Sales Through Service • Product Knowledge • Technical Bricklaying
3.	<p>Enhancing Management and Leadership Skills</p> <ul style="list-style-type: none"> • Occupational Management Programmes • Management Development Programme • Leadership Development Programme • Leadership Orientation Programme • Industrial Relations • Finance for Non-Financial Managers
4.	<p>Provide Portable Skills Development</p> <ul style="list-style-type: none"> • Learner license – all codes.

	<ul style="list-style-type: none"> • Tractor driver. • Basic workshop skills. • Arc welding and gas cutting. • Care of environment / alien plant control. • Plant and machinery maintenance. • Vehicle and mobile machinery operation. • Electrical techniques. • Mechanical techniques. • Building techniques (brick laying and paving). • Front-end loader driver. • Computer Skills • Forklift driver
5.	<p>Promoting a Safe and Healthy Working Environment through Understanding Company Policies and Procedures and SHE Legislation</p> <ul style="list-style-type: none"> • Induction • HIV/AIDS Awareness • Health and Safety • First Aid
6.	<p>Updating Information Technology and End-User Computing Skills</p> <ul style="list-style-type: none"> • IT courses relevant to Mining/Geology and Manufacturing processes • Various End – User Computer Programmes, relevant to Microsoft and Corel

Each of these skills priorities are pertinent to the Corobrik Springs Factory where its employees have already been exposed to various education, training and development initiatives in accordance with their specific development needs and/or the requirements of their jobs.

The following training initiatives have been introduced to the entire workforce at Corobrik Springs and an invitation to attend these initiatives was extended to employees of independent contractors who are currently working at the factory:

- HIV/AIDS Awareness
- Health and Safety
- Quality Assurance

See attached Skills and Career Development Plan Working Document for Corobrik Springs (**Annexure C**). Annexure C lists all employees at the factory and shows their current education, position and grade, their proposed career advancement (job move), skills development, education training (including ABET) and portable skills training. This is a working document and will continually change as employees improve their education, develop skills and advance in their careers.

Corobrik Springs will focus primarily on providing the lower educated employees with ABET Training, Skills Development and Portable Skills Training.

2.3 Adult Basic Education and Training (ABET)

Definition: Adult Basic Education and Training

ABET is broken down into the following levels:

- Basic Oral;
- ABET level 1 (literacy and numeracy at Standard 1/Grade 3);
- ABET level 2 (literacy and numeracy at Standard 3/Grade 5);
- ABET level 3 (literacy and numeracy at Standard 5/Grade 7); and
- NQF level 1 (ABET Level 4) (equivalent of Standard 7/Grade 9)

The current number and education level of employees at Corobrik Springs and corresponding NQF levels are shown in Form Q (refer to Annexure B).

The objectives of the ABET program is to enable previously disadvantaged adults the opportunity of embarking upon a learning process that will fulfil the following objectives:

- Develop communication skills relevant to their workplace situation and social life
- Enable employees to reach a level of literacy that will enable them to qualify for further studies and training programs
- Increase the opportunities for promotion and self-employment
- Improve the productivity of the workforce
- Help facilitate the process of career development paths for employees
- To ensure gender equality

Strategic Plan for Implementing ABET (Annexure D)

Adult Basic Education & Training will be conducted by suitably qualified providers who offer training for ABET within different levels. Training will be conducted on-site or via an external training provider who is accredited with the relevant SETA.

It will be necessary for employees who require ABET training to be assessed by an ABET assessor to determine the level of NQF and to determine which level of ABET the staff member should be placed on; thereafter the training can take place.

Corobrik Springs will encourage all relevant employees to attend the ABET training program and make them aware of the opportunities available and subsequent benefits of becoming functionally literate and numerate. Some level of acknowledgement of the offer made to them will be obtained for record purposes.

Progress towards achieving commitments will be included in the annual SLP Report of Corobrik Springs which information can be viewed on Form Q.

The following Table gives an indication of the planned strategy to ensure further training of the staff at Corobrik Springs.

The ABET training plan will focus on the lower educated people and progress them through the relevant ABET levels over a five year period.

The ABET plan thus shows the number of people progressing through the relevant levels each year plus the number of new people entering that specific level for that year.

ABET Plan

Table 5: Illiteracy Level and ABET Needs

Level	Number of Illiteracy	Need	Cumulative Need
No Schooling			
ABET 1	20	ABET 1	20
ABET 2	15	ABET 2	35
ABET 3	13	ABET 3	48
ABET 4	9	ABET 4	57

Table 6: Training Planned

ABET Levels	Targets and Time Frames					
	2023	2024	2025	2026	2027	Total Budget (R)
ABET 1						0
ABET 2	1					6000
ABET 3		1				6000
ABET 4			1	1	1	18000
Total Number	1	1	1	1	1	
Budget (R)	6000	6000	6000	6000	6000	30000

NOTE

All employees who have not obtained a minimum level of education were approached on the need to improve their basic level of schooling. All those who were approached indicated by signing an indemnity letter that they would or would not like to attend ABET classes. Training for ABET will be done at the registered Adult Training Centre which falls within the area.

It can be confirmed that Corobrik Springs is committed to ensure gender equality regarding ABET Training.

2.4 Core Business Training

Core business training is defined in respect of legislation as that which relates to mining, engineering and process (excluding learnership). It is imperative that the operation focuses on ensuring that all employees are adequately trained and competent in the core training for the respective roles that they perform.

	Skills Categories
Manufacturing	Top Management
	Senior Management
	Professional Qualified and Experienced Specialists and Mid Management
	Skilled Technical and Academically Qualified Workers, Junior Management, Supervisors, Foremen and Superintendents
	Semi-Skilled and Discretionary Decision Making
	Unskilled and Defined Decision Making
Technical (central)	Professional Qualified and Experienced Specialists and Mid Management
	Skilled Technical and Academically Qualified Workers, Junior Management, Supervisors, Foremen and Superintendents
	Semi-Skilled and Discretionary Decision Making
	Unskilled and Defined Decision Making

Quarrying	Skilled Technical and Academically Qualified Workers, Junior Management, Supervisors, Foremen and Superintendents
	Semi-Skilled and Discretionary Decision Making
	Unskilled and Defined Decision Making

Table 7: Core Business Training/Skills Development Plan

Field / area of training	Targets and Timeline					Total budget (R)
	2023	2024	2025	2026	2027	
Production Supervisor	1	1	1	1	1	5000
Kiln Operator	1	1	1	1	1	5000
Quality Controller	1	1	1	1	1	5000
Extruder Operator	1	1	1	1	1	5000
Setting Operator	1	1	1	1	1	5000
Despatch						
Engineering Foreman						
Total number	6	6	6	6	6	
Budget (R)	6000	6000	6000	6000	6000	30000

2.5 Learnerships (Annexure E)

The objectives of the learnership program is to address the shortage of scarce critical skills and to ensure that employees and members of the community are afforded the opportunity of obtaining a formal qualification and in the case of members of the community, the opportunity of employment within Corobrik.

The learnership is a structured learning programme that combines learning at the training institution (theoretical learning) with practical, work-based learning, as part of an integrated programme. The institutional learning component delivered by the training provider will focus on the theoretical aspects of the programme whereas the work-based learning will enable the learner to gain practical experience.

The learners would attend theoretical training at a recognized institution and then be allocated to appropriate Corobrik Factories for on-the-job practice. A mentor will be assigned to the learner to guide and help the trainer with any problems. The number and type of learnerships offered each year will be based upon current business needs at the operation and the skills required.

Strategic Plan for the Implementing of a Learnership Programme

- Learnerships will be granted to HDSA learners.
- A system will be developed and implemented in order to monitor Corobrik Springs and its relevant contractor's compliance in terms of its commitment to offer learnerships to its employees.
- The Learnership plan is set out below.

The following learnership plan gives an indication of the planned strategy to ensure further training of the employees of Corobrik Springs. One learnership will be awarded each year.

Learnership Plan

Table 8: Internal Learnerships

Job Categories Required	Targets and Timelines										No. of People	Total Budget (R)
	2023		2024		2025		2026		2027			
	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.		
Millwright												
Fitter												
Electrician							1			1	1	
Mechanic												
Production Trainee	1			1		1					1	
Heavy Clay Technologist												
Administration												
Total Number												
Budget (R)	30000			30000		30000	30000			30000		150000

Table 9: External Learnerships

Job Categories Required	Targets and Timelines										No. of People	Total Budget (R)
	2023		2024		2025		2026		2027			
	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.		
Millwright					1			1		1	1	90000
Fitter												
Electrician												
Mechanic												
Production Trainee												
Heavy Clay Technologist												
Administration												
SHE Supervisor	1			1							1	60000
Total Number	1			1	1			1		1		
Budget (R)	30000			30000	30000			30000		30000		150000

It can be confirmed that Corobrik Springs is committed to ensure gender equality regarding the Learnership Plan.

2.6 Portable Skills (Annexure F)

The objectives of the Portable Skills Program are:

- To assist employees to find alternative work or start their own businesses in the event that their employment should be terminated as a result of operational restructuring or rationalisation.
- To offer employees an opportunity of exposure to training that will give them a portable skill.
- To empower employees and make them self-sufficient so that they do not fear the prospect of rationalisation.
- To improve the prospect of advancement of employees within Corobrik.

Strategic Plan for Potable Skills Training

Corobrik Springs will focus on portable skills training for employees and the local community. The skills and training will be portable across sectors and will be both hard and soft skills. The envisaged focus areas include:

- Tractor driver.
- Basic workshop skills.
- Arc welding and gas cutting
- Plant and machinery maintenance.
- Vehicle and mobile machinery operation.
- Electrical techniques.
- Mechanical techniques.
- Building techniques (bricklaying and paving).
- Front-end loader driver.
- Computer skills.
- Forklift driver.

Table 10: Portable Skills Plan

		Time Period					Number of People	Cost per Person (Rand)	Budget (Rand)
Personnel Categories	Typical Skills	2023	2024	2025	2026	2027			
Portable Skills	Learner license – all codes.								
	Tractor driver.								
	Basic workshop skills.								
	Arc welding and gas cutting.								
	Care of environment / alien plant control.								
	Plant and machinery maintenance.								
	Vehicle and mobile machinery operation.								
	Electrical techniques.								
	Mechanical techniques.								
	Building techniques (brick laying and paving).								
	Firefighting								
	First Aid								
	Forklift driver		2	2	2	2	2	10	5000
Number of people		2	2	2	2	2	10	5000	
Cost per year		1000	1000	1000	1000	1000		5000	

It can be confirmed that Corobrik Springs is committed to ensure gender equality regarding the Portable Skills Plan.

2.7 Hard to Fill Vacancies

Table 11: Hard to Fill Vacancies

Occupational Level	Job Title of Vacancy	Main reason for being unable to fill vacancy
Top Management.	See below.	
Senior Management.		
Professionally qualified and experienced specialists and mid-management.		
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents.		
Semi-skilled and discretionary decision making.		
Unskilled and defined decision making.		

Note: No hard to fill vacancies currently exist at the Corobrik Springs Factory.

2.8 Career Progression Plan (Annexure G)

Career Progression Planning reflects a pool of employees that have been identified (from the talent pool) and developed, not only for their current roles, but for future potential roles that they can occupy. The purpose is to create readiness so that identified individuals can be able to occupy future potential roles. Opportunities are sought for employees at Springs Factory who demonstrate a desire for expanding their careers.

We strive to have generic career paths for all disciplines and work with individuals to develop a customised career path most suited to them. This is an on-going initiative, which we continue to refine.

Employees are encouraged to study/attend courses, which will enhance their current performance and create opportunities for career progression. Employees who demonstrate both interest and potential future development are placed on an intensive career progression path.

When a vacancy occurs, that job will be filled, preferably, by an internal applicant so as to satisfy the career development needs. Where there are no internal applicants, persons will be interviewed and selected for the job.

Employees will be placed in a job relevant to their education and practical abilities with reference to the levels or grade of job, i.e. task complexity etc.

Career Development Planning Process

The career planning process within Corobrik should be a two pronged approach.

1. Career path planning for the entire workforce

Each and every employee will have a career plan linked to the job they currently perform. Based on the motivation shown by the employee to develop themselves, they will be given the opportunity of obtaining the minimum requirements for the next stage of the career path e.g. inclusion on the ABET programme/assisted study bursary scheme/training programme.

2. Career planning for employees identified as having the potential to progress into the c band and above

Managers are to identify a group of employees assessed as having the potential to progress to C Band and above positions. The career path for each employee should be clearly mapped and these employees will be placed on relevant training programmes to fast track their advancement within the company. Each of these employees are to be assigned a mentor who will assist with the mentees development and will monitor their progress on an ongoing basis. Refer to attached Skills and Career Development Plan Working Document (Annexure C).

2.9 Mentorship Plan

A mentorship plan (Annexure H) exists in the Corobrik Springs Factory whereby employees identified for various positions within the factory are placed under the mentorship of a more senior person whose role is to ensure that the employee gets maximum exposure to the job for whom she/he is being groomed. The mentor will gradually expose the employee to more responsibility and authority, ensuring that there is enough support to guide him/her through the process. Corobrik focus largely on mentoring HDSA's in various positions in order to equip them with the skills necessary to fulfil their tasks effectively.

The mentorship plan links closely with the Career Development Plan and Skills Development Plan and the positions for which the employees are mentored are based on the organizational structure of the operation

2.10 Internship and Bursary Plan

See:

- Corobrik Policy: Bursary Scheme (Annexure I)
- Corobrik Policy: Study Assistance Bursary Scheme Annexure J)
- Bursary / Internship Policy Guidelines (Annexure K)

Internships

Corobrik recruits internship candidates for specific skills required at the operation.

Table 12: Internship – Specific Skills Programme

Job Categories Required	Time Period										Number of People	Budget (Rand)
	2023		2024		2025		2026		2027			
	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.		
Millwright	1			1		1					1	90000
Fitter							1			1	1	60000
Electrician												
Mechanic												
Electrical Eng. Technician												
Mechanical Eng. Technician												
Heavy Clay Technologist												
Administration												
Production Management Trainee												
Total number of people	1			1		1	1			1		
Cost per Year	30000			30000		30000	30000			30000		150000

Bursary Schemes

Corobrik (Pty) limited has three bursary schemes, one of which is designed to assist with the development of its employees whereby they may apply for a bursary to embark upon a course/diploma/degree to enhance their qualifications within the field in which they are currently employed. The second scheme is designed to assist the children of employees whereby they may apply for a bursary to gain a tertiary qualification such as a degree/diploma. The third scheme is intended for the provision of bursaries/internship for disadvantaged members of communities surrounding the Corobrik Factories / quarries.

Corobrik Assisted Bursary Scheme

- Corobrik employees may apply to join the Corobrik Assisted Study Bursary Scheme whereby suitable candidates may embark on a tertiary qualification in a field closely aligned to their current job. The number and value of bursaries awarded to employees each year will vary according to the number of applicants and the institutions to be attended.
- Children of employees may apply for a bursary to gain a tertiary qualification such as a degree/diploma. This scheme provides for allocation of bursaries based purely on merit and a further allocation of bursaries reserved purely for previously disadvantaged candidates each year. Existing bursars will continue receiving bursaries each year for the duration of their courses while new bursaries are awarded. This scheme applies to the whole of Corobrik and not specifically to any one factory. The number of bursaries awarded to employees' children from a specific factory would, therefore, vary each year depending on the merit of the applications
- Corobrik offers Post-Matriculation Bursaries (Bursary Scheme) to members of the community to enable them to study towards a qualification at an accredited tertiary institution. The successful candidate will receive a bursary each year for the duration of their chosen course e.g. BSc, BComm, BEng.

Corobrik will focus on providing bursaries for the manufacturing fields relevant to the needs of Corobrik, namely the production and engineering disciplines, in order to provide learners an opportunity for permanent employment within the Company after completion of their studies.

Table 13: Bursary Plan - Internal

	Year										Number of People	Cost per Person (Rand)	Budget (Rand)
	2023		2024		2025		2026		2027				
	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.			
Number of Bursars	1			1		1	1			1	2	15000	
Cost per year	15000			15000		15000	15000			15000			75000

Table 14: Bursary Plan – External

	Year										Number of People	Cost per Person (Rand)	Budget (Rand)
	2023		2024		2025		2026		2027				
	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.			
Number of Bursars	1		1		1		1		1		2	15000	
Cost per year	15000		15000		15000		15000		15000				75000

2.11 Employment Equity Plan

Overview

The objective of the Employment Equity Policy (Annexure M) is to achieve equity in the workplace through the elimination of unfair discrimination and the implementation of Affirmative Action strategies.

It is Company policy to offer equal employment opportunity and development to all persons without regard to race, creed, colour, disability or gender. It is also accepted that, until a more equitable situation is reached, focused attention be given to designated groups so that they may be able to take advantage of opportunities offered to all employees. Although the Company will actively pursue the development and advancement of all designated groups, the greatest emphasis will be on African people because they have been disadvantaged to a greater extent than any of the other groups and they form the vast majority of the population in this country.

Employment Equity Strategies

The following Employment Equity strategies will be employed:

- Corobrik's aim is that the mix of employees at all levels should reflect a substantial percentage of people from designated groups.
- Employment Equity will be a regular agenda item for the Management Board and Executive Board meetings and the Managing Director or his appointee will be accountable for Employment Equity within the Company
- In pursuing targets for designated groups the greatest emphasis will be on HDSA people. Consequently HDSA's will be considered as a first option for recruitment and promotion until such time as these targets have been achieved.
- The Company will consult with representative trade unions and / or nominated employee representatives regarding Employment Equity matters relevant to the respective employee constituencies.
- The Company will have an Employment Equity Plan with set targets. The nature of the targets and plan may vary depending upon the geographic location of operations and the demographic profile of the general population in the different regions concerned, as well as the availability of the specific competencies required.

Table 15: Annual HDSA Progressive Targets

Occupation Level	2023	Target	2024	Target	2025	Target	2026	Target	2027	Target
Executive Management (Corobrik Board)	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%
Senior Management (Corobrik Exco)	30%	40%	33%	40%	37%	40%	44%	40%	50%	40%
Middle Management	60%	40%	60%	40%	60%	40%	60%	40%	60%	40%
Junior Management	80%	40%	80%	40%	80%	40%	80%	40%	80%	40%
Core Skills	70%	35%	70%	35%	70%	35%	70%	35%	70%	35%

A strategic analysis of employment equity at the Corobrik Springs Factory is presented in Form S

Table 16: Current Employment Equity

Occupational Level	African		Coloured		Indian		White	Total HDSA at Different Levels	White	Total Employees at Different Levels	Percentage HDSA at Different Levels
	M	F	M	F	M	F	F		M		
Executive Management (Corobrik Board)	3	2			1			6	6	12	54%
Senior Management (Corobrik Exco)	3				1	1		5	8	13	39%
Middle Management	1	1			1	1		4	1	5	75%
Junior Management	6	1				1		8		8	100%
Core Skills	24	1						25	2	27	93%
Totals	38	4	0	0	3	3	0	48	17	65	76%

Table 17: FORM S

Occupational Levels	Male				Female				Total	Disabled	
	African	Coloured	Indian	White	African	Coloured	Indian	White		Male	Female
Top Management (Board)	3		1	6	2				12		
Senior Management (Exco)	3		1	8			1		13		
Middle Management	1		1	1	1		1		5		
Junior Management	6				1		1		8		
Core Skills	24			2	1				27		
Total Permanent	38		3	17	4		3		65		
Non Permanent Employees											

Table 18: Employment Equity Plan: 10% Women in Mining at the Operation

	2023 - 2027
Description	Number of People
Women in core business	32
Total Employees	131
% Women in core business	24%

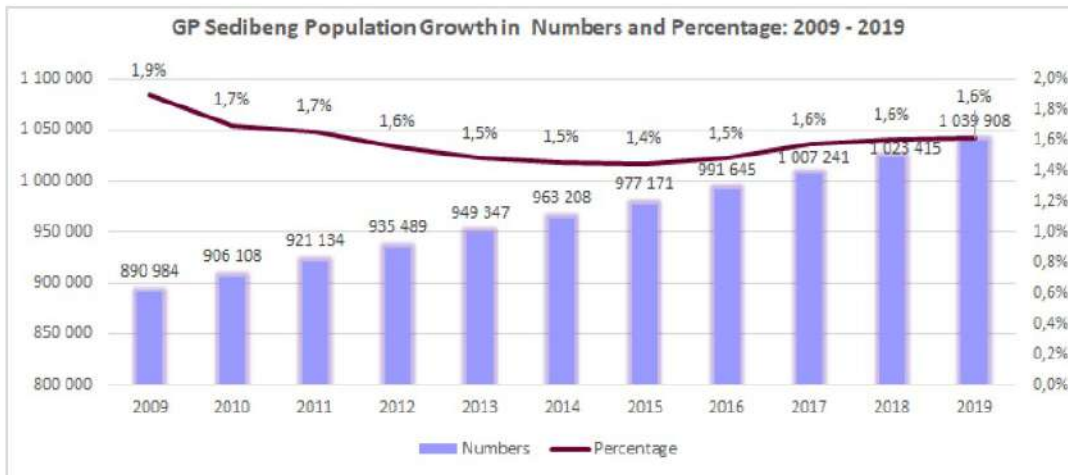
SECTION 3: LOCAL ECONOMIC DEVELOPMENT PROGRAMME

3.1 Social and Economic Background of the Area

The following information, applicable to the operation, has been taken from the Sedibeng District Municipality Integrated Development Plan.

Demographic Analysis

Sedibeng District is home to 1 039 908 is 1.8% of South Africa's total population. Between 2011 and 2016, the population of Sedibeng increased by 4.5% from 916 484 to 957 528. The average growth was 1.4 % between 2012 and 2016, and 1.6% between 2016 to 2019 indicating an increasing population size and inward migration flows.



Population structure, Total, 2019 DC42 Sedibeng vs. National

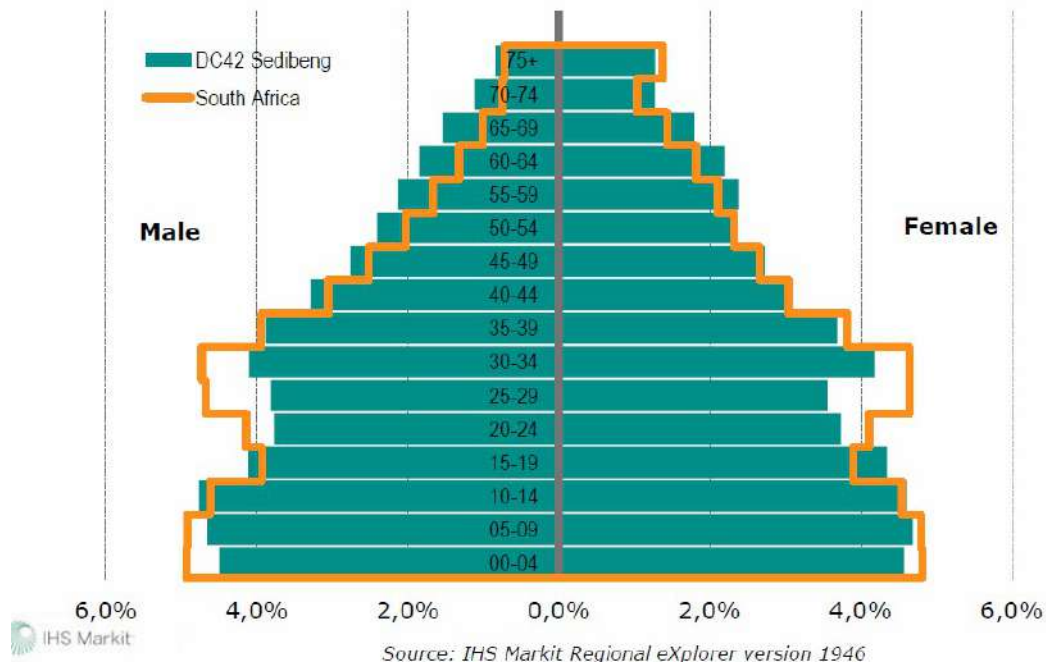
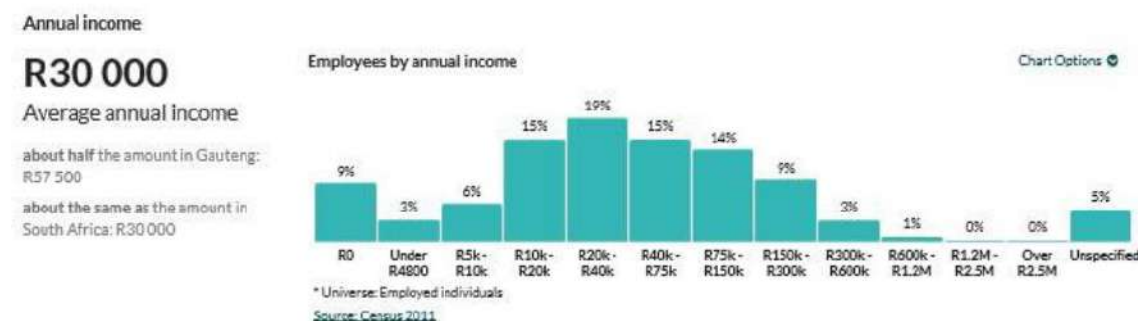


Figure 2: Population Structure

Employment Analysis

According to the graph below, the total annual average income in the Sedibeng district is R30 000. There is 9% of people in the district who do not earn any income. 24% of the economically active population earns between R4800 and R20 000 per annum, while a further 34% earns between R20 000 and R75 000 per annum.



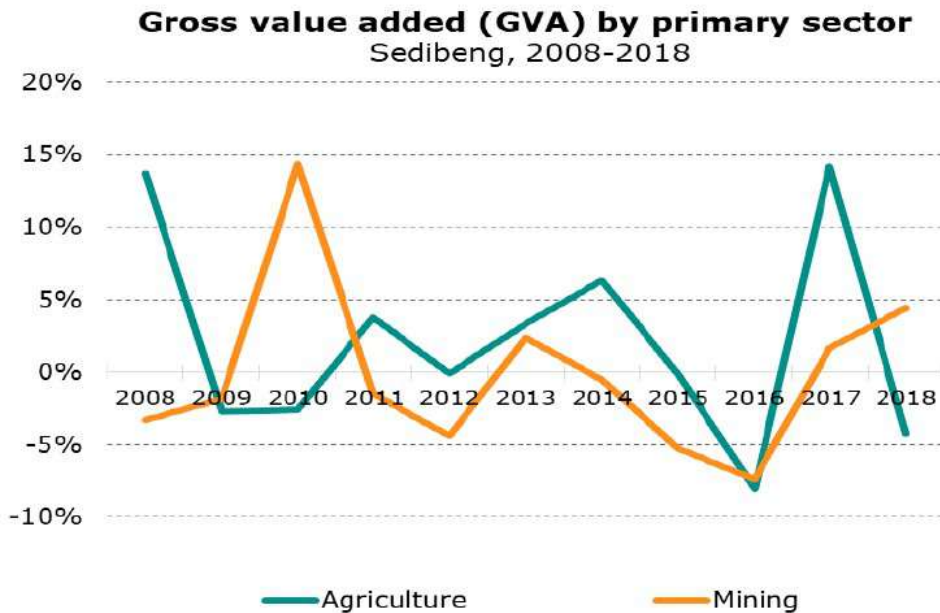
Sector	2008	2013	2018	Average Annual growth
Agriculture	0.38	0.39	0.41	0.82%
Mining	0.62	0.67	0.62	0.04%
Manufacturing	11.38	10.58	10.33	-0.97%
Electricity	1.51	1.75	1.71	1.23%
Construction	1.16	1.48	1.57	3.06%
Trade	3.75	4.46	4.79	2.50%
Transport	2.53	2.83	3.07	1.95%
Finance	7.81	8.56	9.35	1.81%
Community services	7.07	8.41	8.90	2.33%
Total Industries	36.21	39.12	40.75	1.19%

Source: HIS, 2018

Figure 3: Employment Structure

Primary Sector

Within Sedibeng District, the primary sector consists of agriculture and mining that are considered two broad economic sectors in the region. The average growth rate in the GVA for both agricultural and mining sectors from 2008 to 2018 in Sedibeng District is depicted in the graph above. Between 2008 and 2018, the agriculture sector experienced the highest positive growth in 2017 with an average growth rate of 14.2%. The mining sector reached its highest point of growth of 14.3% in 2010. The agricultural sector experienced the lowest growth for the period during 2016 at -8.1%, while the mining sector also had the lowest growth rate in 2016 and experienced a negative growth rate of -7.4%. While both the agriculture and mining sectors contribute immensely to the GVA, these are generally characterised by volatility in growth over the period.



Source: IHS Markit Regional eXplorer version 1803

Secondary Sector

The Sedibeng DM has a significant manufacturing presence, with a share of 32% of total GVA-R. Due to its focus on manufacturing, the district is vulnerable to issues common to the country as a whole, such as electricity supply constraints and labour unrest. At 16% and 15% respectively, finance and community services also account for a large portion of the Sedibeng district economy. According to IHS Global 2018, the manufacturing sector experienced the highest positive growth in 2010 with a growth rate of 5.5% between 2008 and 2018. The construction sector reached its highest growth in 2009 at 13.8%. The manufacturing sector experienced its lowest growth in 2018 of -17.8%, while construction sector reached its lowest point of growth in 2018 with -1.9% growth rate. The transport sector reached its highest point of growth in 2014 at 5.0%.

The manufacturing sector has a potential to be the largest sector within the Sedibeng District in 2023, with a total share growth of 24.9% of the total GVA (as measured in current prices), growing at an average annual rate of 1.0%. The construction sector is expected to grow by 1.64% in 2023 at an annual growth rate of 0.91% per annum. The transport sector is anticipated to have a slightly higher growth of 1.64% in 2023 with annual rate of 2.15% compared to construction sector.

During the period 2008 to 2018, the number of bed nights spent by domestic tourists decreased at an average annual rate of -2.97%, while in the same period the international tourists had an average annual increase of 8.71%. The total number of bed nights spent by tourists increased at an average annual growth rate of 3.44% from 1.91 million in 2008 to 2.68 million in 2018.

Education and Skills Profile

Sedibeng Local Municipality has a total of 9 combined, 3 intermediate, 149 primary schools and 82 secondary schools. At tertiary level the region hosts 8 tertiary institutions and 18 (other) colleges. 75.5% (480 664) Completed Grade 9 or higher and 47.3% (300 895) Completed Matric or higher.

While 4% of people in the district do not have any education, only 44% has primary school while 39% has matric. Only 4% of people in the district have an undergraduate qualification. All in all, the district has low skill levels which the majority of the population having only some primary qualification.

Highest Level of Education

Educational level

75.5%

Completed Grade 9 or higher

a little less than the rate in Gauteng: 78.66%

a little higher than the rate in South Africa: 71.77%

47.3%

Completed Matric or higher

about 90 percent of the rate in Gauteng: 52.43%

about 10 percent higher than the rate in South Africa: 43.37%

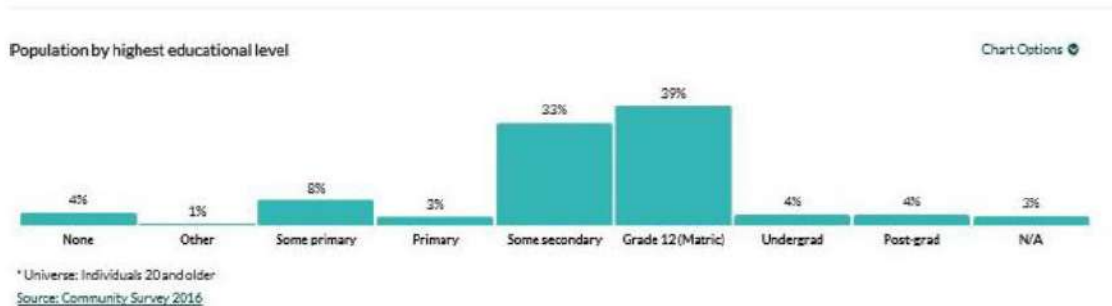


Figure 4: Education Structure

Municipal Services

The table below indicates the while service delivery challenges still remain in the district, over time, i.e. since 1996, the Sedibeng District have seen some improvements.

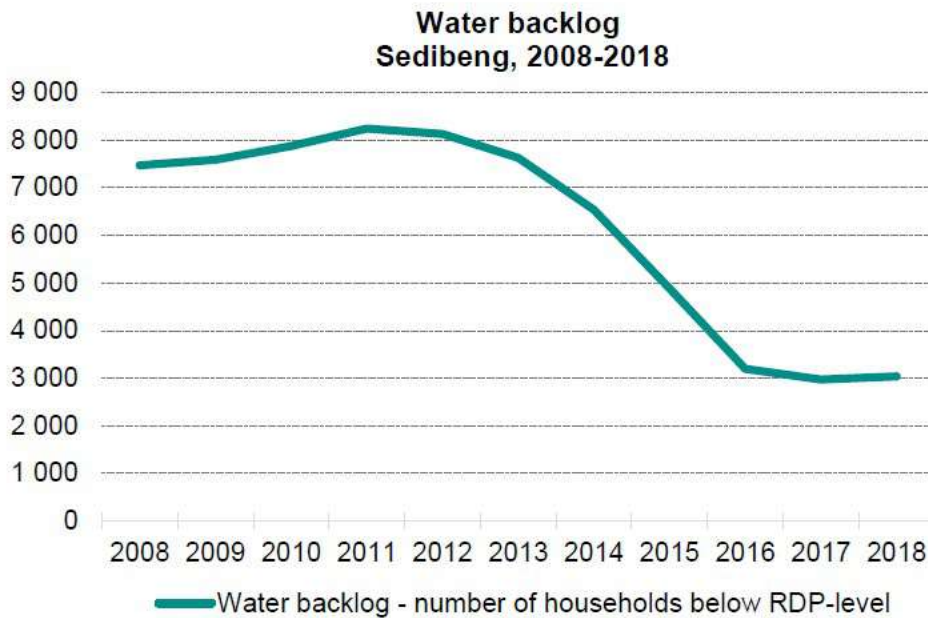
Sanitation in the district has improved from 84.6% in 1996 to 90.6% in 2015. Water infrastructure has improved from 94.9% to 96.4%. Electricity connections has improved from 85% to 86.5% and waste removal has improved from 59.7% to 89.2%.

Household

Household access to Infrastructure	Year	Emfuleni	Midvaal	Lesedi	Sedibeng
Sanitation: share of households with Hygienic toilets (%)	1996	86.0%	82.1%	74.0%	84.6%
	2011	90.6%	83.3%	88.2%	89.5%
	2015	90.9%	88.2%	91.0%	90.6%
Water infrastructure: share of households with piped water at or above RDP-level (%)	1996	96.4%	87.2%	89.0%	94.9%
	2011	96.9%	90.1%	94.1%	95.9%
	2015	97.6%	88.6%	95.6%	96.4%
Electricity connections: share of households with electrical connections (%)	1996	88.0%	78.4%	62.7%	85.0%
	2011	91.5%	78.1%	84.2%	89.3%
	2015	88.8%	74.9%	82.6%	86.5%
Refuse removal: share of households with formal refuse removal (%)	1996	58.8%	53.4%	75.6%	59.7%
	2011	89.4%	82.7%	86.2%	88.3%
	2015	90.2%	83.2%	88.1%	89.2%

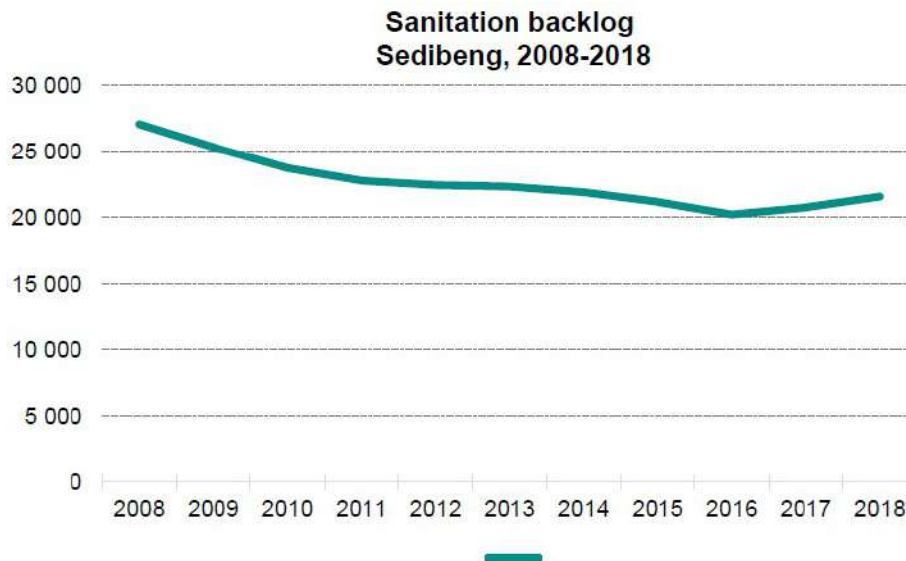
Water and Sanitation

According to IHS Global 2018, there were 235 000 (or 73.44%) households with piped water inside the dwelling, a total of 72 000 (22.46%) households had piped water inside the yard and a total number of 582 (0.18%) households had no formal piped water.



Source: IHS, 2018

An overview of water backlog considering the number of households below RDP-level over time, shows that in 2008 the number of households below the RDP-level were 7 470 within Sedibeng District, this has since decreased annually at -8.61% per annum to 3 040 in 2018. As in 2018, Sedibeng District had a total number of 297 000 flush toilets (i.e. 92.81% of total households), 1 480 (i.e. 0.46%) Ventilation Improved Pit (VIP) and 16 000 (i.e. 4.98%) of total households pit toilets.

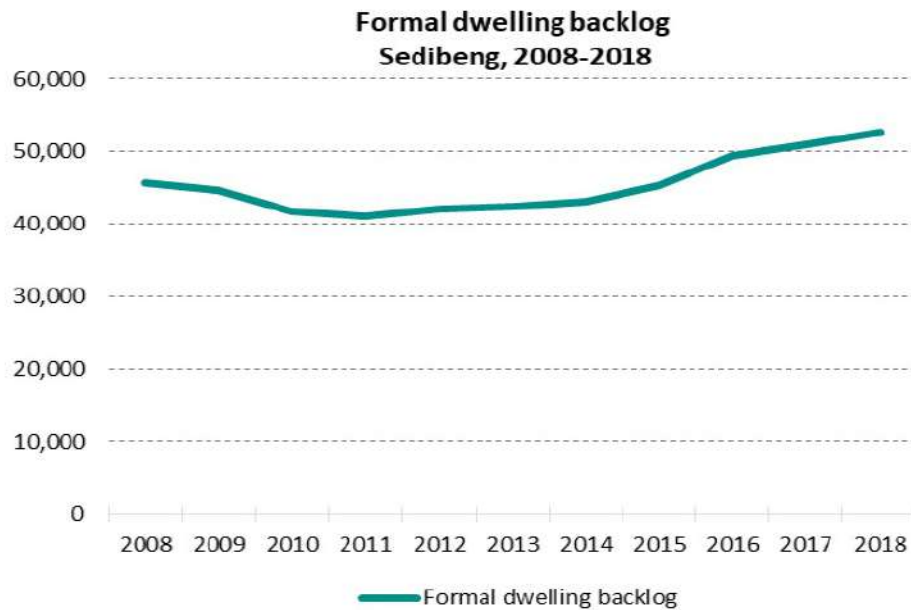


Source: IHS, 2018

The sanitation backlog (number of households without hygienic toilets) over time from 2008, the number of households without any hygienic toilets in Sedibeng District was 27 100. This decreased annually at a rate of -2.25% to 21 600 in 2018.

Human Settlements

According to IHS Global 2018, Sedibeng District had a total number of 208 000 (64.76% of total households) very formal dwelling units, a total of 60 300 (18.81% of total households) formal dwelling units and a total number of 35 600 (11.10% of total households) informal dwelling units.

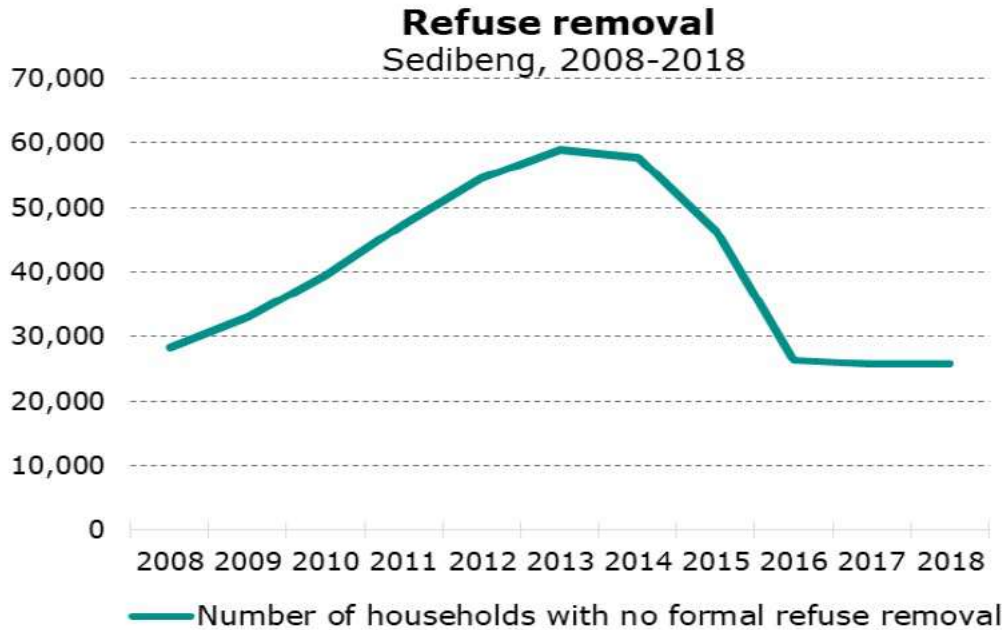


Source: IHS, 2018

When looking at the formal dwelling unit backlog (number of households not living in a formal dwelling) over time, it can be seen that in 2008 the number of households not living in a formal dwelling were 45 700 within Sedibeng District. From 2008 this number increased annually at 1.42% to 52 600 in 2018. The total number of households within Sedibeng District increased at an average annual rate of 1.95% from 2008 to 2018, which is higher than the annual increase of 2.13% in the number of households in South Africa

Waste Management

As indicated by IHS Global 2018, Sedibeng District had a total number of 292 000 (91.00%) households which had their refuse removed weekly by the authority. A total of 3 090 (0.97%) households had their refuse removed less often than weekly by the authority, while a total number of 15 200 (4.74%) households had to remove their refuse personally (own dump). Recent service delivery challenges within Sedibeng District have affected the rate of waste collection in the area. However, as in 2018 the municipality within Sedibeng with the highest number of households where the refuse was removed weekly by the authority was Emfuleni Local Municipality with 226 000 or a share of 77.65%. This rate has dropped significantly as observed in waste disposed in various open spaces within Emfuleni municipal area.



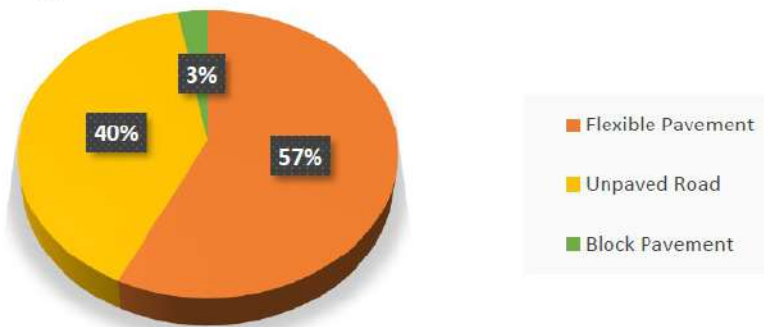
Source: IHS 2018

From 2008 the number of households with no formal refuse removal in Sedibeng District was 28 400. However, this decreased annually at -0.96% per annum to 25 800 in 2018. This figure is expected to rise in view of service delivery challenges especially in Emfuleni Municipality.

Roads and Transport

Sedibeng District road network is essential to economic development, township development, mobility, public transport and many other living standards in the area. There is a growing concern that the condition of the road network in the district is continuously declining due to poor workmanship on new construction and lack of maintenance.

Sedibeng District Total Road Network



Source: RRAMS Business Plan 2019-20

According to RRAMS Business Plan 2019-20, Sedibeng District has a total road network extent of 4 375km with flexible pavement of 2 500km (57,1%), unpaved road amounting to 1 754km (40,1%) and block pavement of 121km (2,8%).

The estimated budget for routine road maintenance in Lesedi LM is R59m for a total length of 107,019km, In Midvaal LM, the probable budget for routine maintenance on 734,683km of road length is R93m while that of Emfuleni LM is estimated at R289m for a total road length of 1 794,037km.

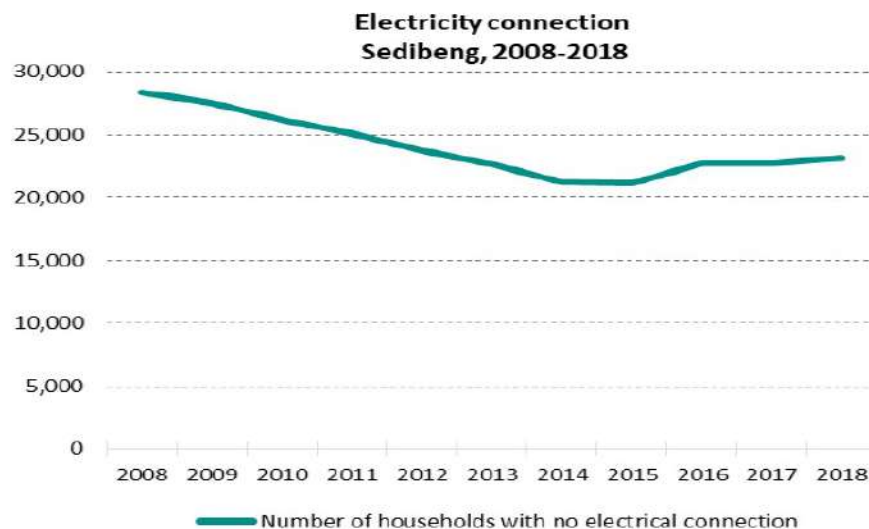
According to Sedibeng Travel Household Survey 2014, the non-motorized transport (NMT) was found predominant (45%) in SDM. A significantly high NMT was noted in Midvaal Rural West (60%), Lesedi Rural (53%) and Emfuleni Urban (48%) and so was public transport usage. Private transport mostly used in the high income areas of Midvaal Rural East (73%), Emfuleni Rural (63%) and Lesedi Urban (41%). Conversely, public transport usage in Midvaal Rural East and Emfuleni Rural was lowest at 13%.

Electricity

In 2018, according HIS Global, Sedibeng District had a total number of 5 970 (1.86%) households with electricity for lighting only, a total of 291 000 (90.91%) households had electricity for lighting and other purposes. A total number of 23 200 (7.23%) households did not use electricity.

4.5 Electricity

In 2018, according HIS Global, Sedibeng District had a total number of 5 970 (1.86%) households with electricity for lighting only, a total of 291 000 (90.91%) households had electricity for lighting and other purposes. A total number of 23 200 (7.23%) households did not use electricity.



Source: IHS, 2018

The number of households with no electrical connection over time from 2008, in Sedibeng District was 28 400. This decreased annually at -2.00% per annum to 23 200 in 2018. However, the mushrooming informal settlements especially in the north western side of Emfuleni area will increase this backlog.

Health Profile

The leading causes of death for children under the age of 5 years are lower respiratory infections, diarrhoeal diseases and preterm birth complications. For males between the ages of 5 and 14 the leading cause of death is drowning (15%), whereas for females it is lower respiratory infection (18,5%). HIV/AIDS and

PROFILE: SEDIBENG DISTRICT

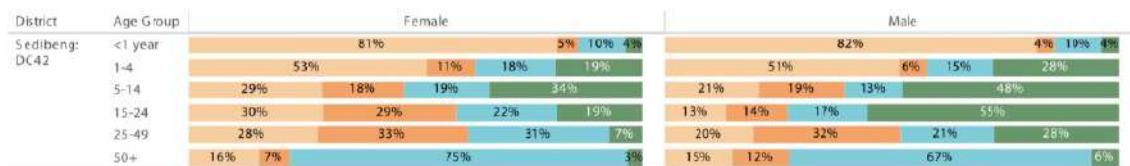
12

accidental threats to breathing are the second and third leading causes for females in that age category. Whereas for males it is lower respiratory infections and accidental threats to breathing.

For males between the ages of 15 and 24 the leading cause of death is interpersonal violence (22,3%), for females it is lower respiratory infections. The second and third causes of death for females in this category are HIV/AIDS (15,9%) and TB (15,8%). Whereas for males it is accidental threats to breathing and mechanical forces.

The top three leading causes of death for females between the ages of 25 and 64 are lower respiratory infections (18,2%), TB (12,7%) and HIV/AIDS (11,9%). Whereas for males it is TB (16,5%), lower respiratory infections (13,4%) and HIV/AIDS (10,4%).

For females above 65 the leading causes of death are cerebrovascular diseases (relating to the brain and its blood vessels), Ischaemic heart diseases, and hypertension. It is the same for males but for that lower respiratory infections are above hypertension.



Source: Stats SA.

Broadcause:
 Injury
 NCD
 HIV and TB
 Comm_mut_peri_nut

There are 33 clinics, 4 Community Health centres, 2 district hospitals and one regional hospital in Sedibeng.

Socio-Economic Development

Gini Coefficient

The Gini coefficient for Sedibeng indicates very little progress in reducing the level of income inequality that only improved from 0.630 to 0.635 between 2000 and 2017. In 2019 it 0.64. The improvement in health, especially life expectancy, has partly resulted into an improved reading of the HDI, over the years in Sedibeng, with any improvements in the educational achievement posing the potential to boost the regions HDI further.

Employment/Unemployment

Sedibeng District has experienced significant deindustrialization because of the decline in the steel industry which is one of the main employers in the district. This and other economic factors have had major negative effects on the region's economic growth rate resulting in high unemployment rate of 50.7% and a backlog of 120,218 job opportunities. Sedibeng region display some of the highest unemployment rates of between 34.2% and 56.2% in 2017 resulting in the highest poverty levels in the province of Gauteng. 42.6% (271 398) of the Sedibeng population is employed.

Economic Analysis

3.2 Key economic activities (Regulation 46 (c) (ii))

The long term revitalization of the Southern corridor is to build a new economy in the Vaal, in both the Gauteng and Free State-side of the Vaal River. The Sedibeng's catalytic investment projects to this effect include:

- The Savannah City
- Vaal River City and the Vaal University Village precinct to include:
 - cargo airport and logistics hub
 - the Vaal Special Economic Zone
 - AB InBev investment project
 - Vaal Marina development and logistics and mining investments in Lesedi
 - the Gauteng Highlands projects

3.3 Names of Other Mining Companies in Area

Table 19: Other Mining Companies in Area

Name of Mining Company	Commodity
Verref	Refractories
Farming	Agriculture
Farmland	Agriculture

3.4 Negative Impact of the Mining Operation

There are no perceived negative impacts associated with Springs and Fortress mining operations as quarrying will only be carried out at the site for about 3-4 months a year. The quarried material will be taken to the Corobrik Springs Factory for processing.

Table 20: Negative Impacts of Mining Operation

Negative Impact of Operation	Yes	No	Mitigation Plan
Relocation of people		√	No relocation anticipated
Exhumation of graves		√	No exhumation of graves anticipated.
Influx of people		√	Existing Mining area, no population influx anticipated.

3.5 Infrastructure and Poverty Eradication Projects in Line with IDP (Regulation 46 (c) iv)

See Corobrik Policy: Donations **Annexure N**

Table 21: Priority needs of the area

General	Specific
Roads and Stormwater	The construction of new roads and storm water drainage, construction of pedestrian pathways, upgrading of roads and storm water drainage, paving of pathways as well as the construction of speed humps
Sports Recreation Arts and Culture	Building libraries, sport fields, swimming pools etc.
Human Settlements	Construction of houses, relocating communities
Health and Social	Rehab centres, clinics and mobile clinics and early childhood development
Energy	Lighting, solar energy

3.6 Development Projects

Corobrik will endeavour, in conjunction with the Municipality and communities, to identify suitable and sustainable project/s that provide economic activities for job creation and that add economic value to the community beyond the life of the mine.

The Local Economic Development Project is applicable to the Corobrik Springs Factory as this is the income generating base for the operation.

Table 22: Infrastructure Development

PROJECT NAME	COMMUNITY MULTIPURPOSE HALL				FOCUS AREA	
BACKGROUND	As the Community of Kwazenzele we will like Coro Brick to assist us with building of a Mini Multi-Purpose Hall. We will like to have a venue to host our Public meetings or any other events that are taking place within our Community. This will be managed by the Department of Social Development, indigent registrations, sewing programme for old citizens to name a few.					
Gauteng	RESPONSIBILITY	DISTRICT MUNICIPALITY	LOCAL MUNICIPALITY	VILLAGE NAME	TIME FRAME	
	Corobrik	Sedibeng	Lesedi	Kwazenzele	2022-2023	2024
OUTPUT	KEY PERFORMANCE AREA		KEY PERFORMANCE INDICATOR		R300 000	R1 000 000
Community Hall	Local community		Community development			
CLASSIFICATION OF JOBS	MALE ADULTS	FEMALE ADULTS	MALE YOUTH	FEMALE YOUTH	TOTAL	
SHORT TERM	23	12	0	0	35	
MEDIUM TERM	0	0	0	0	0	
LONG TERM	0	0	0	0	0	
COMPLETION AND EXIT STRATEGY OUTLINE OF BENEFICIARIES	Handover of 4 community multi-purpose hall					



Lesedi Local Municipality
1 HF Verwoerd Street
Civic Centre Building, Heidelberg
PO Box 201, Heidelberg, Gauteng, 1438
Tel: +27 16 340 3214
Fax: +27 86 601 9837
Email: mayor@lesedi.co.za
www.lesedilm.co.za

Office of the Speaker

Ref. / Verw: 122/336

ENQ. / NAVR : S MNYAKENI

From: Cllr S MNYAKENI

RE: REQUESTING COMMUNITY MULTIPURPOSE HALL

Dear Sir

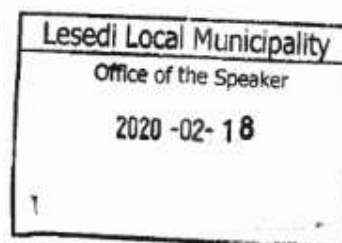
I hope you are well. Please value our plea as the community of Kwazenzele.

I write this letter with the purpose of getting a Community Hall in our area. As the Community of Kwazenzele we will like Coro Brick to assist us with building of a Mini Multi-Purpose Community Centre. It is because we don't have a venue to host our Public meetings or any other events that are taking place within our Community, such as handing out of food parcels by the Department of Social Development, indigent registrations, sewing programme for old citizens to name a few.

We will really appreciate if our wish could be realised this year

Yours Faithfully

Cllr S.J MNYAKENI
Tell: 072 199 0961
Email: smith.mnyakeni@gmail.com



All correspondence should be addressed to the Municipal Manager
Alle korrespondensie moet aan die Munisipale Bestuurder gerig word.

Form LEM02

3.7 Section 46 (c) (iv): Housing and Living Conditions Housing (Annexure O)

3.7.1 Current Housing Arrangements

The Majority of the workforce is housed in Gauteng in their own private dwellings. The company accepts its responsibility to promote home ownership among employees in accordance with the stipulation of the Mineral and Petroleum Resources Development Act and Mining Charter.

Corobrik believes that is important for its Employees to be Home Owners in the place where they reside. This is done by the Company facilitating assistance to employees to build and/or alter their homes in the following manner.

The main strategy is to encourage home ownership among our employees. In pursuit of this goal, the company provides the following:

- **Housing Microloans**

In agreement with ABSA, employees are able to obtain loans from R3, 000.00 to a maximum of R30, 000.00 by using the Pension or Provident Fund credits as a collateral. The Company contributes at least an equal or greater portion of the employees' contribution to both Funds on a monthly basis. The Company has negotiated a preferential interest rate on the loans so as to make the repayments affordable.

- **Staff Purchases of Company Products (Annexure P)**

The Company provides employees with a staff discount on all the products manufactured by the Company. In addition to this, the employees are allowed to pay for the products they have purchased over a period of up to 12 months. This is intended to make it easy for employees to repay without unnecessary strain on their financial resources.

- **Loans and Advances**

The Company further provides employees with loans, which are advanced against their wages/salaries if they are not able to access finance via the aforementioned banks. The Company takes into account the employees' ability to survive from the balance of their earnings and also whether there are sufficient funds in their Retirement Funds.

3.7.1 Current status of households within the community

There are 330 826 Households in the Sedibeng District of which 12.3% are informal households.

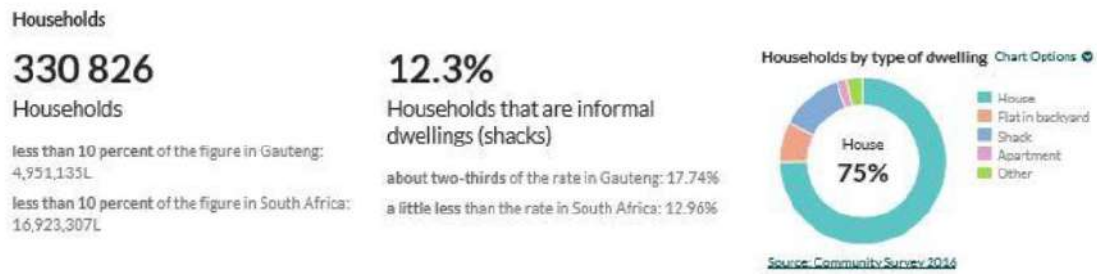


Figure 5: Housing

3.7.2 Municipalities Strategy to address housing

Table 23: Key Focus Area

KEY FOCUS AREA	STATUS QUO	OUTCOME
Human Settlements	The Informal Settlement Upgrading Programme is one of the most important programmes of government which seeks to upgrade the living conditions of millions of poor people by providing secure tenure and access to basic services and housing.	This Programme is aimed at the in situ upgrading of informal settlements

3.8 Section 46 (c) (v): Measures to address nutrition

See:

- Corobrik Policy: HIV and AIDS (**Annexure Q**)
- Corobrik Policy: Medical Aid (**Annexure R**)
- Corobrik Policy: Work Related Accidents and Diseases (**Annexure S**)
- Corobrik Policy: Disability Management (**Annexure T**)

Corobrik does not operate a nutrition programme as there is no hostel arrangement. Employees provide their own food and nutrition; to date nutrition levels are adequate. Corobrik has invested in an in-house employee wellness programmes which include HIV/AIDS awareness education and TB & Nutrition sessions which is facilitated for all employees.

The following procedures are carried out at the factory by an Occupational Health Nurse Practitioner (full time basis) and an Occupational Health Medical Practitioner (contract basis):

- Pre-placement Medical Examination. This is required by the Mine Health and Safety Act 29 of 1996 and Corobrik’s Code of Practice for Fitness to Perform Work.
- Routine Annual Medical Examinations. These incorporate evaluating employee health in terms of occupational exposures e.g. lung function tests for dust exposure, hearing tests for noise exposure.
- Exit Medical Examination.
- Risk Health Assessments. These are carried out to identify exposures and to assess the extent of the exposures to employees. These assessments are performed in conjunction with Hygiene Survey Reports, which are provided by a hygienist contracted to Corobrik.
- Primary Health Care. Service offered to all employees.
- Voluntary Counselling and Testing (VCT) for HIV.
- Treatment of work related accidents and diseases.

3.9 Procurement Progression Plan

- Table below provides Form T, the progression procurement plan. Corobrik targets to procure the prescribed targets in the Broad-Based Socio-Economic Empowerment Charter.

Corobrik Policy: Black Economic Empowerment (**Annexure U**).
Black Economic Empowerment – Preferential Procurement Guidelines (**Annexure V**).

Table 24: Form T

	Targets				
	Years				
	2023	2024	2025	2026	2027
Procurement of Capital Goods	40%	45%	50%	55%	60%
Procurement of Services	60%	65%	70%	75%	80%
Procurement of Consumables	50%	55%	60%	65%	70%

SECTION 4. PROCESS PERTAINING TO MANAGEMENT AND DOWNSCALING AND RETRENCHMENT SECTION 46 (d):

The Processes Pertaining to Management of Downscaling and Retrenchment (Annexure W) is applicable to the Corobrik Springs Factory as this is the employee base for the operation.

4.1 The Establishment of the Future Forum: Regulation 46 (d) (i)

Table 25: Future Forum

Date of Establishment	Future Forum Meetings
29 November 2009	Quarterly

The Future Forum will comprise of management and members of the workforce and / or their representative body.

Objectives of the Future Forum (Annexure X)

- To promote discussion between the Company and Employees or their representatives and other relevant parties in respect of any problems and challenges experienced by either of the parties in respect of or relating to possible retrenchments or job losses by employees.
- To jointly debate potential solutions to job losses and retrenchments taking account of the viability and operational requirements of the Company.
- To jointly engage in strategic planning to avoid or minimize retrenchment and job losses and to promote business sustainability and growth, thereby preventing and averting future retrenchments and job losses.
- To initiate turnaround and/or redeployment or other appropriate strategies to prevent job losses whilst promoting business competitiveness and viability.
- To jointly structure and implement solutions to prevent job losses and retrenchments.
- To do all such other things that are incidental and conducive to the attainment of the foregoing objectives.

Powers of the Future Forum

- The Future Forum shall receive regular reports in respect of the overall financial status and other early warning signals of the Company.
- The Future Forum shall explore turnaround and/or redeployment strategies to prevent and/or minimize retrenchment and it's impact.
- He Future Forum shall seek services under the national Social Plan to provide and procure technical or advisory services to the respective parties, where required, until an acceptable redeployment strategy and implementation approach has been agreed upon.
- The strategies adopted and/or recommended by the Future Forum must not negatively impact on the long-term viability or operational requirements of the Company, nor on the independent decisions of any of the Future Forum's participating parties.
- The Future Forum shall consult with the Employer and the Employees in respect of fair retrenchment procedures, counselling processes and developing strategies to reduce job losses.
- The Future Forum shall seek assistance from the national Social Plan to promote and upgrade the affected employees' skills.

4.2 Mechanisms to Save Jobs and Avoid Job Losses

The abovementioned forum will address mechanisms to save jobs and avoid job losses.

The forum will:

- Jointly debate potential solutions to job losses and retrenchments taking account of the viability and operational requirements of the Company.

- Jointly engage in strategic planning to avoid or minimize retrenchment and job losses and to promote business sustainability and growth, thereby preventing and averting future retrenchments and job losses.
- Initiate turnaround and / or redeployment or other strategies to prevent job losses whilst promoting business competitiveness and viability.
- Jointly structure and implement solutions to prevent job losses and retrenchments.

Consultations

The required consultation process is part of the forums functions. The forum will consult with the Employer and Employees in respect of fair retrenchment procedures, counselling processes and developing strategies to prevent and reduce job losses.

Implementing Section 189 of the Labour Relations Act, 1995

The provisions of Section 189 of the abovementioned Act will be adhered to should the circumstances arise.

Notification to the Minerals and Mining Development Board (the Board)

Due notification will be given to the Minerals and Mining Development Board in terms of Section 52(1)(a) of the Mineral and Petroleum Resources Development Act, 2002.

Complying with Ministerial Directive

The company will comply with a Ministerial directive in terms of Section 52(3) of the Mineral and Petroleum Resources Development Act, 2002.

4.3 Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided

The forum will:

- Jointly explore turnaround and / or redeployment strategies to prevent and / or minimize retrenchment and its impact.
- Consult with the Employer and Employees in respect of fair retrenchment procedures, counselling processes and developing strategies to reduce job losses.
- Seek assistance from the National Social Plan to promote and upgrade the affected employees skill.

Consultations

The consultation process in terms of Section 52(1) of the MPRDA, 2002 will be carried out within the forum, as the forum comprises both unions and management representatives.

Implementing Section 189 of the Labour Relations Act, 1995

The provisions of Section 189 of the Labour Relations Act, 1995 regarding dismissals based on operational requirements will be adhered to should the circumstances arise.

Notification to the Minerals and Mining Development Board

Due notification will be given to the Minerals and Mining Development Board in terms of Section 52(1)(b) of the Mineral and Petroleum Resources Development Act, 2002.

Communicating Possible Retrenchments

The communication strategy will be to:

- Inform employees of possible retrenchments. This will be done directly or via their representatives.
- Inform other affected parties (sending areas, municipalities, etc) of the possible retrenchments at the operation.
- Inform outside parties (media, etc.) of the possible retrenchments at the operation. This will be done via the Managing Director, if required.

4.4 Management of retrenchment

Implementing Section 189 of the Labour Relations Act, 1995. The provisions of Section 189 of the abovementioned Act will be adhered to should the circumstances arise.

Notification to the Minerals and Mining Development Board (the Board)

Due notification will be given to the Minerals and Mining Development Board in terms of Section 52(1)(a) of the Mineral and Petroleum Resources Development Act, 2002.

Complying with Ministerial Directive

The company will comply with a Ministerial directive in terms of Section 52(3) of the Mineral and Petroleum Resources Development Act, 2002.

4.5 Mechanisms to ameliorate the social and economic impact on individuals, regions and economies where retrenchment or closure of the operation is certain

4.5.1 Planned Type of Counselling

Table 26: Counselling Types

Programmes	Timeframes
Emotional	As and when required.
Financial	As and when required.
Employment	As and when required.
Other	

Programmes	Timeframes
Self-employment training programmes	See below. As and when required.
Placement opportunities	See below. As and when required.
Portable skills development plan	See below. As and when required.

Assessment and Counselling Services

Counselling will be conducted by members of the Human Resources Department, or external agencies, if required.

Comprehensive Self-Employment Training Programmes

- Self-employment training programmes (portable skills) for employees include:
- Learner license – all codes.
- Tractor driver.
- Basic workshop skills.
- Arc welding and gas cutting.
- Care of environment / alien plant control.
- Plant and machinery maintenance.
- Vehicle and mobile machinery operation.
- Electrical techniques.
- Mechanical techniques.
- Building techniques (brick laying and paving).
- Front-end loader driver.
- Computer Skills
- Forklift driver

Comprehensive Training and Re-Employment Programmes

The re-employment and training is discussed and agreed with within the Forum.

Strategic comprehensive training and development priorities for employees, which will allow for re-employment opportunities if needed, include:

- Factory management.
- Production management.
- Course in heavy clay technology.
- Technical training (including N course).
- Kiln operation.
- Extruder operation.
- Setting machine operation.
- Strapping machine operation.
- Office administration skills.

SECTION 5. FINANCIAL PROVISION SECTION 46 (e)

(i) The Human Resource Development Programme

Corobrik has a Human Resource Development Programme which is designed to benefit all employees but emphasis is placed on developing designated groups across the whole country so as to assist with meeting employment equity targets / goals. In an effort to aid the abovementioned programme relevant budgets are allocated.

(ii) The Local Economic Development Programme

The Local Economic Development (LED) Programme for the Corobrik Springs and Fortress operations will be initiated and funded from the revenue generated from the Springs Factory and will address the needs of the local community.

(iii) Processes Pertaining to Management of Downscaling and Retrenchments

Any expenditure necessary is catered for by the normal Human Resources budget.

Financial Provision

Table 27: Financial Provision

Description		Period					Total
		2023	2024	2025	2026	2027	
Human Resources Development	ABET	6000	6000	6000	6000	6000	30000
	Learnerships - Internal	30000	30000	30000	30000	30000	150000
	Learnerships - External	30000	30000	30000	30000	30000	150000
	Skills Development	6000	6000	6000	6000	6000	30000
	Portable Skills	1000	1000	1000	1000	1000	5000
	Bursaries - Internal	15000	15000	15000	15000	15000	75000
	Bursaries - External	15000	15000	15000	15000	15000	75000
	Internships	30000	30000	30000	30000	30000	150000
Local Economic Development		300000	1000000	800000	400000	400000	2 900 000
Management of Downscaling		100000	100000	100000	100000	100000	500000
TOTAL		533000	1233000	1033000	633000	633000	4 065 000

SECTION 6: UNDERTAKING

I Jaco Snyman, the undersigned and duly authorized thereto by **Corobrik (Pty) Limited** undertake to adhere to the information, requirements, commitments, and conditions as set out in the **Social and Labour Plan**.

Signed at Rietvlei Corobrik on this 19 day of February 2024.

A handwritten signature in black ink, appearing to read 'Jaco Snyman', with a long horizontal stroke extending to the right.

Signature:

Designation: **Factory Manager**