

OUR SOCIAL AND LABOUR PLAN IMPLEMENTATION JOURNEY



wesizwe

2009.....2018



“TOWARDS A FUNCTIONAL AND MEANINGFUL COMMUNITY PARTNERSHIP“

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The future is bright!





Foreword by Wesizwe CEO,  
**MR ZHIMIN LI**

Wesizwe Platinum Limited is a public Company incorporated in the Republic of South Africa (RSA) with its shares listed on the Johannesburg Stock Exchange (JSE).

Our intention is to enter into Platinum Group Metals (PGM) mining in South Africa as the launch pad for growing into a significant multi-commodity mining Company that sets new benchmarks for sustainable mining practices.

**The development of our new Bakubung Platinum Mine (BPM) has the sole purpose to access one of the last remaining sizeable and viable Merensky and Upper Group 2 (UG2) Chromitite layer PGM ore bodies, and the timing and positioning of this development project could not be better placed to maximize value for all its current and future stakeholders.**

Ownership is a requisite instrument to effect meaningful integration of historically disadvantaged South Africans (HDSA) into the mainstream economy. The original shareholding of the Bakubung Ba Ratheo (BBR) community was 33% and after a series of share disposal transactions and share dilution, the BBR Equity shareholding is at 4.52%, indirectly held for the community by African Continental Resources Venture (ACRV). The majority shareholder during this reporting period is China – Africa Jinchuan Limited, at 45%, with Anglo also carrying a substantial shareholding of 13.01%, the remaining shareholding is spread within various shareholders.

The South African mining industry is facing severe financial challenges due to various domestic and international factors.

Wesizwe Platinum Limited is not an exception, as a listed entity that is involved in the development of its single mining operations, it is also severely affected. It is however with pride that we can declare that we have delivered on our socio-economic commitments despite the financial challenges we face.

Despite being a project with no source of income but solely operating on loans, the Mine invested over R280m on Social and Labour Plan (SLP) since 2008 to date.

It was only through partnerships with our stakeholders and social partners that we were able to meet our Mining Charter commitments, particularly the social and labour plan targets. Without the support of our host community, we would not have managed to achieve what was achieved.

We remain committed to continue to deliver on our commitments and comply with conditions of our mining rights as approved by the Department of Mineral Resources and Energy (DMRE), with the assistance of our stakeholders, and the community in which we operate.

We are legally, ethically and morally indebted to our values which are:

- Zero harm to people and the environment;
- Ethical behaviour based on integrity and honesty;
- Ownership, accountability and responsibility;
- Dignity, respect and fairness;
- Trust, openness and transparency;
- Respecting diversity and inclusion;
- Perseverance and tenacity; and
- Caring.

As the development of the mine progresses, we are committed towards investing in sustainable development of our communities.

## SOCIAL LICENCE TO OPERATE

Over and above obtaining a formal licence to operate from government, our company from its inception has continuously implemented projects to maintain the social licence to operate which is necessary to complement the government regulatory licence. A social licence to operate refers to the ongoing acceptance and approval of company's activities by local community members and other various stakeholders. Although the Mine is still in development phase and not creating profit, we have always deemed it appropriate and important to grow with the community in which we operate in.

The success and the future growth of our company depends on our ability to create shared value in partnership with our stakeholders. Mutual co-operation with all stakeholders is a central factor in maintaining the Company's legal, social, and political license to operate.

The team behind the delivery of this social compact remains committed and dedicated to:

1

Build successful and mutually beneficial relations with community stakeholders, government and business entities.

2

Participate in local government forums and convene quarterly Stakeholder Engagement Forum (SEF).

3

Identify local economic development projects in consultation with community stakeholders and local municipality.

4

Implement management standards for community development.

5

Collaborate and nurture relations with the host community and traditional leadership.

The Company has adopted a systematic, planned dissemination of key messages and data to appropriate target audiences, at the optimum time using the most effective communication and engagement channels. This integrated approach includes convening a quarterly SEF in order to reach appropriate audiences, with the relevant messages at the optimum time, using appropriate communication pathways, in that way, nurturing and solidifying relations between our Company and the our host community. The Company unequivocally ascribes to principles of maintaining social license to operate and appreciates the continued support from all our stakeholders.



**BPM Stakeholder Relations Team:**  
Mr Hamlet Morule, Corporate Affairs Executive,  
Mrs Florah Mbuqe, Stakeholder Relations Officer and  
Mr Sediko Rakolote, Stakeholder Relations Manager

# The JOURNEY 2009 to 2013

## COMMUNITY DEVELOPMENT PROJECTS

### WATER SUPPLY IN LEDIG

The total amount spend on water projects was R3 115 023

Section 27 (1) (b) of the Constitution of South Africa, which states that everyone has the right to have access to sufficient food and water. Provision of water is the responsibility of municipality. The Mine contributed towards a delivery of a 2.3km water pipeline to the community along with the refurbishment of the Doornhoek reservoir and pump station in 2009. This phase of the project was completed in August 2009. A short term solution was also implemented which was daily delivery of water to thirty-two 10Kl capacity water tanks located within the community. The Company adopted this project on this Social and Labour Plan cycle with a firm understanding that provision of water is the responsibility of local government and water is a precious gift of nature, a valuable natural resource which is very essential for lives. The objective this project was to support local government structures with the delivery of its key mandate, being water provision in the community through short term measures of daily trucking of water whilst measures are put in place by government to find a permanent solution.

### BULK WATER INFRASTRUCTURE SUPPLY

The total contribution to this project was R6 927 856

In attempt to provide a long-term solution to water shortages in Ledig, the Moses Kotane Local Municipality, Maseve Mine and Bakubung Platinum Mine entered into partnership to lay 3.5km pipeline to link to existing reticulation and build a 5ml reservoir. The three parties (Moses Kotane Local Municipality, Maseve Mine and Bakubung Platinum Mine) committed to invest R7 million each towards to the project. Due to the withdrawal of Maseve as a funding partner, the scope had to be amended to befit the available budget, this led to the exclusion of the reservoir and focus became the laying of the 3.5km pipeline and the building and equipping of the pump-station.

Year on year expenditure for this noble project was as follows:

YEARS	2014	2015	2016	2017	2018
COST	R753 604	R6 370	R616 777	R2 209 860	R3 341 245





Residents of Ledig community fetching water from some of the water tankers placed in strategic locations in the community



Construction of the bulk water infrastructure that will attempt to provide long term water solutions to water shortages in Ledig

# The JOURNEY

(continues) 2009 to 2013

## EDUCATION SUPPORT AND INFRASTRUCTURE UPLIFTMENT PROJECT

The overall expenditure on infrastructure  
upliftment project was R12 149 221

Various reports indicates that education is a foundation for prosperity and opportunity. Education contributes to reduction of poverty, boosts economic growth and eradication of inequalities. Through collaboration with stakeholders, the Mine aimed to increase the number of school leaving learners with the required standard of school leaving certificate to enable them to progress to tertiary education and / or find meaningful employment. The school needs were agreed and signed-off by the schools Bojanala District Department of Education. The Mine embarked on infrastructure upliftment and education support.

The infrastructure upliftment project involved refurbishing and building of ablution facilities and pavements at various schools in Ledig and Phatsima. The project utilized local contractors, employing 168 workers (73% local labour was employed; 24% women employed; 3% young people employed; 2 % disabled people employed). The education support project focused on curriculum support programme. Read Trust was outsourced to focus on literacy and numeracy to improve and support the learning process within community school. The Read Trust involved 37 teachers and 1408 learners in Grade R to 3 in all Ledig schools, with a actual spent being R346 589.00.

The school refurbishment project was completed and handed over to the Department of Education on 24 June 2013.

## ZWARTKOPPIES FARM PROJECT

The total costs of the farm was R954 349

When the Mine entered into surface lease agreement with Bakubung Ba Ratheo Traditional Authority, a consideration was made by the Mine to acquire a farm with the purpose to nurture community based farmers. The Mine identified the potential of the Farm in contributing to broader poverty eradication and job creation initiatives through agriculture. A feasibility study was conducted and pointed to a potential for crop and livestock farming at Zwartkoppies Farm.



The refurbishing and building of ablution facilities and pavements at various schools in Ledig and Phatsima



Zwaartkoppies farm acquired by Bakubung Platinum Mine with a purpose to nurture community based farmers

# The JOURNEY

(continues) 2009 to 2013

## HEALTH CARE SERVICES

The total costs was R 593 460

The right to health is fundamental to the physical and mental well-being of all individuals and is a necessary condition for the exercise of other human rights including the pursuit of an adequate standard of living. Health care in South Africa is a key priority for government as it touches the nerve centre of human survival, it varies from the most basic primary health care, offered free by the state, to highly specialised, hi-tech health services available in both the public and private sector. Realising that the public sector is stretched and under-resourced within our host community, the company undertook to contribute towards the betterment of health services.

The Department of Health (DOH) forwarded a proposal to Bakubung Platinum Mine to renovate the youth centre. The DOH intended to use the centre for youth skills development focusing on health awareness, Life skills etc. The total budget for the project was R389 000. The scope of the project was changed to respond to a greater need within the community for the building of a maternity wing and refurbishment youth centre at the clinic. The project was deferred to the 2014 – 2018 Social and Labour Plan cycle to accommodate the request for extension of scope from DoH.



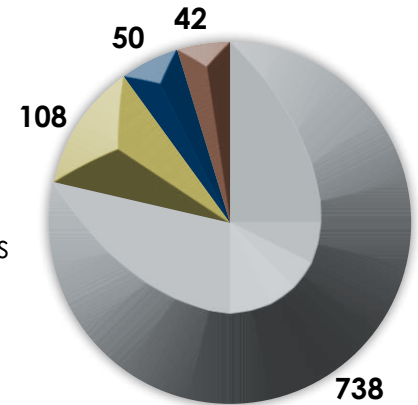
The official plaque which was unveiled during the opening ceremony of the Bakubung Clinic in Lediq



HUMAN  
RESOURCE  
DEVELOPMENT  
PROJECTS

Human Resources Development is an important investment in organisations. When an organisation develops its employees and non-employees, it is strengthening its human capital asset base and creating a pool of skills for succession plan. Bakubung Platinum Mine human resource development initiatives covers mining and non-mining trainings for employees and non-employees.

- Busaries
- Internship
- Portable Skills
- Learnerships



Year on year expenditure for this noble project was as follows:

YEARS	2014	2015	2016	2017	2018
COST	R11 013 610	R17 189 949	R7 718 669	R5 050 423	R 2 061 485

COMMUNITY DEVELOPMENT PROJECTS

DAILY WATER SUPPLY IN LEDIG

The water was delivered at a total cost of R16 725 114

During the 2014-2018 Social and Labour Plan cycle, there was still no long term solution of water provision at Ledig and the Mine resolved to continue with daily delivery of water whilst measures are put in place by government to find a permanent solution. Through this project our host community accessed water for day to day use from the water tanks deployed strategically within the village. Approximately 320 000 liters of water is delivered daily to the community, this being an interim solution to the current solution to water challenges within the community.

Year on year expenditure for this noble project was as follows:

YEARS	2014	2015	2016	2017	2018
COST	R3 306 266	R2 933 360	R3741 830	R3 490 329	R3 253 329



Participants of the Human resource development projects from our host community Ledig



Community members of Ledig, collecting water on a daily basis from the water tankers set up at strategic places within the community

# The JOURNEY

(continues) 2014 to 2018

## ZWARTKOPPIES FARM PROJECT

The total cost of this project was R 26 161 749

Emanating from the feasibility study conducted during the 2009 -2013 Social and Labour Plan cycle, the Mine embarked on crop and livestock projects at the Farm. Four (4) Co-operatives (three (3) Crop and one (1) Livestock) owned by community members from Ledig, Phatsima and Mahobieskraal were established, trained and infrastructure established for them to conduct their operation. The company spend R26 161 748.72 in this Social and Labour Plan Cycle. This costs also included monthly stipends for all members of the co-operatives at the Farm and purchasing of about 58 cattle for livestock co-operative and establishing of structures for crop and livestock co-operatives.

Year on year expenditure for this noble project was as follows:

YEARS	2014	2015	2016	2017	2018
COST	R3 232 879	R6 179 642	R6 460 669	R5 206 375	R5 082 184

## BAKUBUNG YOUTH DEVELOPMENT CENTRE AND BAKUBUNG CLINIC

The total cost of this project was R4 765 494

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Developed structures and livestock of the Zwaartkoppies farm, as well as crops cultivated by three different co-operatives working at the farm



Renovations of the youth centre. The centre is primarily utilised for youth skill development focusing on health awareness and life skills

# The JOURNEY

(continues) 2014 to 2018

## LEDIG SUN

The total cost of this project was R686 951

The local media is an important part of journalism as it connects people in the community. Having a local newspaper brings interests in the community together to create a personal impact on the readers. Local newspaper can generate quick and on the spot information about the facts which are going on and make the people aware of it. Ledig Sun was established in order to provide information sharing platform for local communities regarding community events, stories and also information regarding the Bakubung Mine development. The initiative was also intended to assist in empowering the community by increasing literacy skills amongst locals. Local youth were recruited as freelancing journalists as part of skills development and job creation. Ledig Sun was a quarterly publication and distributed freely to locals.

## EDUCATION SUPPORT AND INFRASTRUCTURE UPLIFTMENT PROJECT

The total cost of this project was R4 737 718

Education support and infrastructure upliftment initiatives are continuous. The Mine undertook a school paving projects in Ledig schools and ablution facilities refurbishment/construction in schools at Phatsima. Furthermore the Mine invested financial resources towards improvement of literacy and numeracy development in schools by appointing a service provider namely READ Trust to focus on intermediate phase (GR 4-7) in the Ledig Schools and also extend the Foundation phase programme to one primary school in Phatsima.

# LEDIG SUN

Bringing news and views to the Ledig Community

Bakubung Platinum Mine today P2 Early Childhood Development P3 Our freedom – Our opportunity! P4 Cultured from root level P7



## Entrepreneurial Centre to create change



**Bakubung Platinum Mine (BPM) today**

...of the land after the contract for the mine was awarded to the state-owned company.

**Community engagement**

...with the local community to ensure that the mine's operations are in line with the needs of the area.

**Skills**

...to provide training and skills development for the local community.

**Infrastructure**

...to improve the infrastructure in the area, including roads and water supply.



**Hard-Work pays off**

...of the mine's operations and the impact on the local community.

**Early Childhood Development**

...to support the early development of children in the community.

LEDIG SUN newspaper which was used as a information sharing platform for community members regarding community events, stories, and information regarding Bakubung Mine development

## GABONEWE HOUSING ESTATE DEVELOPMENT

The requirements for the facilitation of housing for employees flows from the Mineral and Petroleum Resources Development Act and the Mining Charter. As new mine under development, the strategy was developed to address the housing and living conditions when the Mine goes into full operation. The total cost of this project during the 2014 – 2018 Social and Labour Plan cycle was **R139 205 603.86**. The costs includes fees for professional services, civil and electrical work (services). The Mine completed the civil and electrical work phase in 2017 which resulted in creation of job opportunities for 121 locals and 50% of them being women. The contractor surpassed the required targets of 30% local spent as 36% of the contract value was spent on local contractors. The Mine will be building 801 units in the 2019 – 2023 Social and Labour Plan cycle.

**Year on year expenditure for this noble project was as follows:**

YEARS	2014	2015	2016	2017	2018
COST	R4 807 018	R17 835 271	R28 177 938	R70 739 808	R17 645 569

## SMALL, MEDIUM AND MICRO ENTERPRISES (SMME's) AND SUPPLIERS DEVELOPMENT

The total cost of this project was R2 085 600

SMME's play a significant role in developing local economies and creating job opportunities. The Mine established an SMME programme by supporting local businesses by providing capacity building and minimal financial support to qualifying businesses to enable them to buy equipment to grow and sustain their businesses.

**Year on year expenditure for this noble project was as follows:**

YEARS	2016	2017
COST	R1 029 600	R1 056 000



Gabonewe Housing Estate Developments

Mr Lekgwale of A and V Lekgwale garden services and projects, who is one of the beneficiaries of the SMME development projects together with Mrs Florah Mbuque, Stakeholder Relations Officer

# Summary for the spend

2009 to 2018

	2012	2013	2014
<b>Sustainability</b>	<b>11 476 363</b>	<b>5 998 992</b>	<b>15 113 811</b>
Bulk water project		81 036	753 604
Community infrastructure projects	9 121 069	2 511 825	6 623 383
Environmental awareness			45 323
Foundation phase	361 155	748 632	319 206
Ledig Sun		33 000	389 706
Mine closure plan			247 905
Monthly water	1 457 215	1 657 808	3 306 266
SLP project management & support	536 099	13 167	195 540
SMME / Supplier development			
Zwartkoppies - Agricultural project	825	953 524	3 232 879
<b>HR</b>	<b>845 086</b>	<b>4 586 928</b>	<b>16 061 010</b>
ABET	306 549	905 546	104 649
Bursaries - internal & external	513 452	54 693	1 298 510
Community skills program			
Internship		50 149	448 021
Learnership		2 117 024	6 745 224
Portable skills	8 100	1 193 596	2 521 854
Staff training & development	16 986	265 920	4 942 751
<b>Housing</b>	<b>2 783 279</b>	<b>1 717 039</b>	<b>4 807 018</b>
<b>Total</b>	<b>15 104 728</b>	<b>12 302 960</b>	<b>35 981 839</b>

	2015	2016	2017	2018	Total
	<b>12 174 403</b>	<b>12 088 902</b>	<b>11 977 264</b>	<b>11 676 759</b>	<b>80 506 494</b>
	6 370	616 777	2 209 860	3 341 245	7 008 893
	1 636 860	105 358			19 998 494
					45 323
	818 405				2 247 399
	147 876	134 669	14 700		719 951
	333 349				581 254
	2 933 360	3 741 830	3 490 329	3 253 329	19 840 137
	118 541	-			863 346
		1 029 600	1 056 000		2 085 600
	6 179 642	6 460 669	5 206 375	5 082 184	27 116 098
	<b>18 996 488</b>	<b>8 105 704</b>	<b>5 164 647</b>	<b>2 104 852</b>	<b>55 864 715</b>
	110 009		42 289	4 753	1 473 795
	2 032 596	1 326 686	442 855		5 668 791
	3 174 921	281 046			3 455 967
	772 450	616 833	361 000	7 000	2 255 453
	9 068 578	5 494 104	892 463	(6 437)	24 310 956
	2 141 404		3 354 106	2 060 922	11 279 983
	1 696 529	387 035	71 934	38 615	7 419 769
	<b>17 835 271</b>	<b>28 177 938</b>	<b>70 739 808</b>	<b>17 645 569</b>	<b>143 705 922</b>
	<b>49 006 162</b>	<b>48 372 543</b>	<b>87 881 719</b>	<b>31 427 180</b>	<b>280 077 130</b>



## TESTIMONIES

Tshepo **Masilo**  
Bursary Beneficiary



“I am a resident of Ledig who is a Bsc (Hon) Mining and Environmental Geology graduate through assistance of Bakubung Platinum Mine. It was not an easy task to complete my tertiary studies as the oldest student in all the classes I attended, with determination and passion for mining I managed to qualify in record time of 4yrs and graduated in 2011.

Upon completion of my studies, I was appointed as exploration geologist by a European company called ENRC in Mozambique. I was promoted to senior exploration geologist and later became a project geologist, heading operations in Tanzania.

In 2015 I opened my construction company and had an opportunity to be awarded some business opportunities by Bakubung Platinum Mine since then. My plan is to grow my company, create jobs and make it the leading black owned company which contributes to the economic growth of my community and the country as a whole.”





## TESTIMONIES

**Akhona Segakweng**

Learnership Beneficiary

“I started my Learnership program with Bakubung Platinum Mine in 2014 and completed in 2015 where I was trained as an assistant miner.

I am grateful for this opportunity that has been given to me because now I have a job at Bakubung Platinum and I am able to take care of my family.

My plans for the future include studying further so that I can become a safety officer or a mine overseer.”





**TESTIMONIES**

Samuel **Maine**  
Learnership Beneficiary

“I started my Learnership in 2014 and completed in 2016. I obtained a national certificate in Rock Breaking Underground, Hard Rock, Level 3. My long term goal involves growing within a company where I can continue to learn and take on additional responsibilities and contribute as much of value as I can. I see myself as a top performing employee in a well-established organisation like Bakubung Platinum Mine. I plan on enhancing my skills and continuing my involvement in professional associations.”





**Wesizwe Platinum Limited recognizes sustainable development as a strategic business imperative.**

**Its approach focuses on ensuring the long-term success of its business and projects such as the Bakubung Platinum Mine, whilst at the same time contributing to the economic growth of local communities.**

**Wesizwe's holistic approach to the development of the Bakubung Mine project demonstrates the fine balance between social and environmental factors and sound economic considerations.**

# 1

## TEN YEARS OF

- CREATION OF JOBS
- INVESTMENT IN LOCAL SKILLS DEVELOPMENT AND TRAINING
- SUPPORT FOR LOCAL BUSINESS THROUGH GOODS AND SERVICES PROCUREMENT
- CREATION OF EFFECTIVE SOCIAL AND LABOUR PLAN INVESTMENT PROGRAMMES.

