



PPC

PPC Limited
Beestekraal Mine

**SOCIAL AND
LABOUR PLAN**

2019 – 2023



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Please take note:

The general publication of this document follows directly from approvals granted by Department: Minerals Resources and Energy on the 02/12/2021, in accordance with Regulation 46 (a) to (f) – “Contents of the Social and Labour Plan” – of the Mineral and Petroleum Resources Development Act (MPRD Act 28 of 2002).

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1. EXECUTIVE SUMMARY

PPC Beestekraal is one of PPC’s mining operations and operates as a cost centre supplying limestone to Hercules factory. The operation is situated in the North-West Province, approximately 55 km from Brits. This location is the major labour sending area for the Beestekraal operation. The mining operation, which extracts limestone as input material for its cement manufacturing process, is located 3 km from the Beestekraal villages. Immediate villages are in Ward 1 under Madibeng municipality

This document represents the Social and Labour Plan (SLP) of Beestekraal, including the Hercules Factory, and contains plans to effect its commitments to its employees and its communities aligned to the Mining Charter and the Broad Based Black Economic Empowerment regulations which PPC and all its operations embrace.

2. HUMAN RESOURCES DEVELOPMENT PROGRAMME

PPC Group’s corporate policies, including human resources development (HRD) policies, direct all its mining operations. Beestekraal implements human resources development programs with emphasis on career progression, skills development and mentoring, as per the requirements of the Social and Labour Plan.

The HRD Plan outlines five-year plans, with targets and timeframes and are contained in the SLP document and include the following:

- Adult Basic Education and Training (ABET) now known as AET
- Learnerships
- Bursary Scheme
- Mentorship
- Portable Skills
- Women Participation
- HDSA’s representation at management levels

3. LOCAL ECONOMIC DEVELOPMENT (LED) PROGRAMME

PPC SLP outlined the five-year plans agreed upon with communities and the municipalities, not discounting continuing Corporate Social Investments (CSI) projects. Beestekraal has played and will continue to play an active role in the education and health of its local communities and plans to participate in the Integrated Development Plans of the Madibeng municipality.

PPC’s approach to LED is participative, whereby the company through its local operations, as is the case with Beestekraal, works with government and municipalities of the mine communities in the formulation and implementation of Integrated Development Plans (IDPs).

LED Focus Areas

The focus areas for LED support by Beestekraal include the following:

- Infrastructural Development
- Poverty Alleviation
- Community Development
- Unemployment/Job Creation
- Economic growth triggers or LED Enablers

The LED project plans agreed with the municipalities in the mining community as per SLP, specify the focus area(s) in terms of the above.

Agreed Projects under Beestekraal Mining:

3.1. STR – SMALL TOWN REVITALIZATION PROGRAMME

The project of widening the walkway by elimination of 1 lane of road on either side as well as the insertion of street furniture along the sidewalk of Murray Road (including benches and bins) will assist with the identified objectives and the development of small business in the Brits Municipality.

NO.	NAME	PROJECT DESCRIPTION	STUDY AREA	RESPONSIBILITY	PHASING
2 b	Murray Road	Widening of walkway by eliminating 1 lane of road way on either side	Murray Road	- Madibeng LM	Medium-term
2 d	Murray Road	Insertion of street furniture along the sidewalk (benches, bins, etc)	Murray Road	- Madibeng LM	Short-term

3.2. INFRASTRUCTURE DEVELOPMENT PROJECT

Beestekraal participated in the local IDP list study to ensure that the mine's selection and sponsorship of LED initiatives are linked to the government's development priorities.

Projects were discussed with the relevant municipalities as well as with all other affected stakeholders. Beestekraal Infrastructure Development Project is built on existing relationships and partnerships with stakeholders in close proximity to the mine operation. Stakeholder engaged and agreed on focusing on following ward 1 projects:

The following table represents the Beestekraal contribution towards the above LED Project:

WARD 1		
NEEDS	PROJECTS	AREAS
1. Water & Sanitation	1.5. Rehabilitation and Drilling of Boreholes 1.6. Bulk water storage tanks	Legonyane, Fafung, Rasai, Klipvoor, Vaalbosch, Rooival & Mmasebolana
	Project Details: PPC, together with local communities, will identify professional service providers that will do water drilling and storage tanks. Minimum capacity of the tanks will be 10 000 to 20 000 litres of water storage. Engagement and Interventions, as was initiated, will continue with Local Community Representatives / Committee.	
	Impact: This Project will address Water Shortage in local communities including households and the schools in the surrounding areas stipulated above. This will reduce water shortage in schools and improve livelihood of the communities	