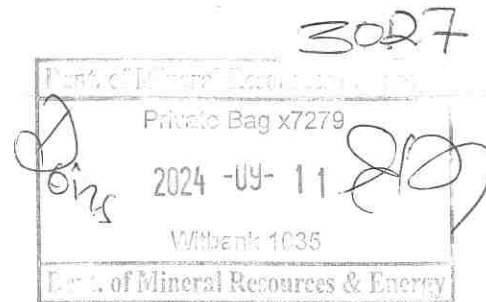


Palesa Coal Social and Labour Plan (SLP) 2024 – 2028

MP30/5/1/2/2/237MR



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Directors:

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Social and Labour Plan Application Template

CONTENTS OF SOCIAL AND LABOUR PLAN

Section 1: Preamble (Regulation 46 a)

1.1 Name of the company/applicant	Palesa Coal (Pty) Ltd
1.2 Name of mine/ production Operation	Palesa Coal
1.3 Physical Address	Level 3 – West Wing Gallagher House 19 Richards Drive Midrand 1685
1.4 Postal Address	P.O. Box 1839 Halfway House 1685
1.5 Telephone Number	011 448 4900
1.6 Fax Number	011 448 4901
1.2 Location of mine or production Operation	The mine is located within two municipal boundaries, namely portion 22 of the farm Loopspruit 435 JR, portion 1 of the farm Rooipoort 440 JR which properties are within City of Tshwane Region 7 situated in Gauteng, and the Remaining Extent of the farm Droogeveld 438 JR, Portions 3 and 5 of the farm Roodepoort 439 JR and portion 22 of the farm Nooitgedacht 436 JR within Thembisile Hani Local Municipality in Mpumalanga Province.
1.8 Commodity	Coal
1.9 Life of mine	Approximately 18 years
1.10 Financial Year	01 April to 31 March
1.11 Reporting Year	01 April 2021 – 31 March 2022
1.12. Responsible person	Pieter Terblanche
1.13 Geographic origin of employees (mine community and labour sending areas):	

(a) Mine community	(b) Labour Sending Area
Province	Province
Mpumalanga	Gauteng
District Municipality	District Municipality
Nkangala District	City of Tshwane
Local Municipality	Local Municipality
Thembisile Hani	Region 7

OFFICIAL COMMENTS

Has the applicant provided all the required information in the correct format? YES ☐ NO ☐
if not, state areas that needs intervention.

SCORE 1

Score box must have weight and score. See notes

1.13.1 Geographic origin of employees (mine community and labour sending areas)

Provincial	District	Local Municipality	Permanent	Non-Permanent	Total
Mpumalanga	Nkangala	Thembisile Hani Local Municipality	71	4	75
	Nkangala	Goven Mbeki Municipality	1	0	1
	Nkangala	Victor Khanye Local Municipality	1	0	1
	Nkangala	Emalahleni Local Municipality	8	0	8
	Nkangala	Steve Tshwete Municipality	1	0	1
	Gert Sibande	Lekwa local Municipality	0	0	1
	Ehlanzeni	Mbombela local Municipality	1	0	1
Gauteng	City of Tshwane	Region 7	50	7	57
	City of Tshwane	Region 5	8	0	8
	Greater Johannesburg region	Ekurhuleni Municipality	1	0	1
	City Of Johannesburg	City of Johannesburg Municipality	2	2	3
KwaZulu Natal	Zululand	Abaqulusi Municipality	1	0	1
North West	Bojanala District	Rusternburg local Municipality	1	0	1
Limpopo	Sekhukhune	Greater Tubatse Local Municipality	1	0	1
			127	18	160

OFFICIAL COMMENTS

Has the applicant provided all the required information in the correct format? YES ☐ NO ☐
if not, state areas that needs intervention.

SCORE 1

Score box must have weight and score. See notes

SECTION 2: HUMAN RESOURCE DEVELOPMENT PROGRAMME (REGULATION 46 (B))

2.1 Compliance with Skills development Legislation

Applicants who by law have to register with SETAs must provide the following:

Is your company required by law to register with any SETA? If yes then complete the table below.

Name of SETA.	MQA
Registration number with the relevant SETA.	L900765126
Has your company appointed a Skills Development Facilitator? If yes provide name	Mr. Simon Mathe
To which institution have you submitted your workplace skills plan? (i) Department of Labour ☐ (ii) Mining Qualifications Authority ☒ (iii) Mine Health and Safety ☐	

Official Comments:

Has the applicant provided all the required information in the correct format? YES ☐

NO ☐ If no, state areas of intervention.

SCORE 1

Form Q 2.2 Skills development plan - Regulation 46 (b) (i) in conjunction with Regulation 11 (1) g

BAND	NQF level	Planned as per envisaged organogram	Male				Female				Total	
			African	Colored	Indian	White	African	Colored	Indian	White	M	F
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	0	0	0	0	0	0	0	0	0	0
		Grade 2/ Sub B	0	0	0	0	0	0	0	0	0	0
		Grade 3/ Std 1/ ABET 1	0	0	0	0	0	0	0	0	0	0
		Grade 4/ Std 2	0	0	0	0	0	0	0	0	0	0
		Grade 5/ Std 3/ ABET 2	4	0	0	0	0	0	0	0	4	0
		Grade 6/ Std 4	0	0	0	0	0	0	0	0	0	0
		Grade 7/ Std 5/ ABET 3	0	0	0	0	0	0	0	0	0	0
		Grade 8 / Std 6	0	0	0	0	0	0	0	0	0	0
		Grade 9 / Std 7/ ABET 4	0	0	0	0	0	0	0	0	0	0
Further Education and Training (FET)	2	Grade 10/ Std 8/ N1	16	0	0	0	1	0	0	0	16	1
	3	Grade 11/ Std 9/ N2	17	0	0	1	3	0	0	1	18	4
	4	Grade 12/ Std 10/ N3	47	0	0	0	20	0	0	0	47	20
Higher Education and Training (HET)	5	Diplomas / Certificates	15	1	0	1	3	0	0	0	17	3
	6	First degrees / Higher diplomas	7	1	0	0	4	0	0	0	8	4
	7	Honors / Masters degrees	1	0	0	0	2	0	0	0	1	2
	8	Doctorates	0	0	0	0	0	0	0	0	0	0
Total			107	2	0	2	33	0	0	1	111	34

OFFICIAL COMMENTS

Has the applicant provided all the required information in the correct format? YES ☐ NO ☐ If not, state areas that needs intervention.

SCORE 1

2.2.2 Illiteracy Level and ABET needs

Level	Number of illiteracy	Need	Cumulative need
No Schooling	0	0	0
ABET 1	0	0	0
ABET 2	0	0	0
ABET 3	0	0	0
ABET 4	4	0	0

Note: where there are contractor workers, the applicant has the responsibility to provide ABET needs as in case of permanent workers. The mine is committed to developing the educational levels of its employees and the local host community. A survey was conducted in 2017, to establish the interest in Adult Education and Training (AET) by the local community. The results indicated that host communities prefer to be equipped with skills training programmes that will result in immediate job creation. The mine offers portables skills training as a key focus area. Even though AET provides the foundation for any further development, most members of impoverished communities do not want to be classroom bound learning to read and write. The portables skills training has had great attendance in over the last five years. Proof of AET consultation is attached as **Annexure D**.

OFFICIAL COMMENTS

Has the applicant provided all the required information in the correct format? YES ☐ NO ☐
if not, state areas that needs intervention.

SCORE 1

2.2.3 Training Planned

ABET Level	Targets and timelines					
	Note: Below, in year 1,2,3,4,5 put the actual calendar timelines					
	2024	2025	2026	2027	2028	Total budget
ABET 1						

ABET 2						
ABET 3						
ABET 4						
Total number						
Budget						

Provide further information on how this will be attained

Official Comments

Has the applicant provided the necessary information for the provision of ABET in the mining operation? YES ☐ NO ☐ If no state areas that still need intervention.

SCORE 3

2.2.4 Core Business Training

Field/ area of training	Targets and timeline <i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>					
	2024	2025	2026	2027	2028	Total budget
Core skills training	20	20	20	20	20	100
Total number	20	20	20	20	20	100
Budget	R113 632	R120 450	R120 450	R120 450	R120 450	R750 861

Official Comments

Has the applicant provided the necessary information as required? YES ☐ NO ☐ If no state areas that still need intervention

SCORE 3

2.2.5 Learnerships (Internal) –

Field / area of training	Targets and timeline <i>Note: Below, in year 1,2,3,4,5 put the actual calendar</i>
--------------------------	--

	timelines					
	2024	2025	2026	2027	2028	Total budget
Blasting						
Coal Prep						
Engineering						
Total number	1	0	1	0	1	3
Budget	R87 894	R0	R93 168	R0	R93 168	R274 230

Official Comments

Has the applicant provided the necessary information as required? YES ☐ NO ☐ If no state areas that still need intervention

SCORE 3

2.2.6 Learnerships (External)

Type / area of training	Targets and timeline <i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>					
	2024	2025	2026	2027	2028	Total budget
Engineering						
Blasting						
Admin						
Total number	5	2	5	2	5	19
Budget	R756 807	R320 886	R802 215	R320 886	R802 215	R3 003 009

Official comments

Has the applicant provided all the information as required? YES ☐ NO ☐ If not which areas still needs intervention?

SCORE 3

2.2.7 Portable Skills Training

Portable Skills Training Internal 18.1

Type / area of training	Targets and timeline <i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>					
	2024	2025	2026	2027	2028	Total budget
Portable Skills						
Total number	0	0	0	0	0	0
Budget	R0	R0	R0	R0	R0	R0

Portable Skills Training External 18.2

Type / area of training	Targets and timeline <i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>					
	2024	2025	2026	2027	2028	Total budget
Portable Skills	10	10	10	10	10	50
Total number	10	10	10	10	10	50
Budget	R344 998	R365 698	R365 698	R365 698	R365 698	R1 807 791

Official Comments

Has the applicant provided the necessary information as required? YES ☐ NO ☐ If no state areas that still need intervention

SCORE 3

2.2.8 Artisans Training

Type / area of training	Targets and timeline <i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>					
	2024	2025	2026	2027	2028	Total

						budget
Total number						
Budget						

Official Comments

Has the applicant provided the necessary information as required? YES ☐ NO ☐ If no state areas that still need intervention

SCORE 3

2.2.8 School support and post matric programmes

Type / area of training	Targets and timeline <i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>					
	2024	2025	2026	2027	2028	Total budget
Total number						
Budget						

Provide information on how the above intervention will be achieved

Official comments:

Has the applicant provided the information as required? YES ☐ NO ☐ If not which

SCORE 3

2.3 Form R Hard-to-fill vacancies

Occupational level	Job Title of Vacancy	Main Reason for being unable to fill the vacancy
Top management	N/A	
Senior Management	N/A	
Professionally qualified and experienced specialists and mid-management	Technical Services Manager	Skills shortage
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	N/A	
Semi-skilled and discretionary decision making	N/A	
Unskilled and defined decision making		

Official Comments

Has the applicant provided the necessary information as required? YES ☐ NO ☐ If no state areas that still need intervention

SCORE 1

2.4 Career Progression (path) Plan (Regulation 46 (b) (ii))

2.4.1 Provide career development matrices of each discipline (as annexure)

2.4.2 Provide a comprehensive plan with targets, timeframes and how the plan would be implemented. (Table H)

Current Position	Training intervention	Qualification to be achieved	2024		2025		2026		2027		2028		
			No of identified employees		No of identified employees		No of identified employees		No of identified employees		No of identified employees		
			new	cont	New	cont	new	cont	new	cont	new	cont.	cont.
Responsible person	Rock Breaking	Blasting Certificate			1			1					
Process Plant Assistant	Coal Prep	Mineral Processing Certificate					3			3		3	
Artisan Assistant	Recognition of Prior Learning	Trade Test Certificate					1				1		

Official comments:

Has the applicant provided the information as required? YES ☐ NO ☐ If no specify areas that need intervention

SCORE 3

2.5 Mentorship Plan (Regulation 46 (b) (iii))

2.5.1 Provide a detailed plan with timeframes

2024		2025	2026		2027		2028
			TARGET		GENDER		
MENTORING PROGRAMME	CAREER DELIVERABLES	DURATION	HDSA	NON-HDSA	FEMALE	MALE	
Supervisory	Bursars	01 year	06	0	05	01	
Supervisory	Learnership	01 year					

Official comments:

Has the applicant provided the information as required? YES ☐ NO ☐ If no provide the areas that need intervention

SCORE 3

2.6 Bursary and Internship Plan

2.6.1 Bursaries to be awarded (External)

Bursary Field	Targets and timelines. <i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>									
	2024	2025		2026		2027		2028		Total budget
	New intake	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	
HR										
Admin										
Engineering										
Total number	4		4		4		4	4		20
Budget	R233 907	R247 941		R247 941		R247 941		R247 941		R1 225 671

Official Comments

Has the applicant provided the necessary information as required? YES ☐ NO ☐ If no state areas that still need intervention.

SCORE 3

2.6.2 Bursary to be awarded (Internal)

Bursary Field	Targets and timelines. <i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>									
	2024	2025		2026		2027		2028		Total
	New intake	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Continuous	
Bursary-Internal										
Total number	0	0		0		0		0		0
Total	R0	R0		R0		R0		R0		R0

Budget						
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Official comment

Has the applicant provided the information as required YES ☐ NO ☐ IF no provide areas that needs intervention

SCORE 3

2.6.3 Internships

Internship Fields	Targets and timelines. <i>Note: Below, in year 1,2,3,4,5 put the actual calendar timelines</i>									
	2024	2025		2026		2027		2028		Total budget
	New intake	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	
HR										
Mining										
Environmental										
Geology										
Finance										
Procurement										
Training										
Metallurgy										
Industrial Engineering										
Health and Safety										
Total number	7	7			7	7		7		35
Total Budget	R966 084	R1 024 049			R1 024 049	R1 024 049		R1 024 049		R5 062 280

Official comment

Has the applicant provided the information as required? YES ☐ NO ☐ IF no provide areas that needs intervention

Score 3

2.7 Employment Equity Plan

2.7.1 Form S

Occupational levels	Male				Female				Total	Foreign Nations	
	African	Coloured	Indian	White	African	Coloured	Indian	White		Male	Female
Top management (Board)	0	0	1	1	0	0	0	0	2	0	0
Senior management (Exco)	1	0	0	0	0	0	0	0	1	0	0
Middle Management	2	0	0	2	1	0	1	0	6	0	0
Junior Management	27	2	0	3	8	0	0	0	41	1	0
Unskilled and defined decision making	39	0	0		12	0	0	0	51	0	0
Semi-skilled and discretionary decision making	32	0	0	0	7	0	0	1	40	0	0
TOTAL PERMANENT	101	2	1	6	28	0	1	1	141	1	0
Non- permanent employees	2	0	1	0	5	0	0	0	8	0	0
Grand Total	103	2	2	6	33	0	1	1	149	1	0

Employees with disabilities only

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0		
Senior management	0	0	0	0	0	0	0	0	0	0	0
Middle management	0	0	0	0	0	0	0	0	0	0	0
Junior management	0	0	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	1	0	0	0	1	0	0	0	0	0	2
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	1	0	0	0	1	0	0	0	0	0	2
Non- permanent Employees	0	0	0	0	1	0	0	0	0	0	1
Grand total	1	0	0	0	2	0	0	0	0	0	3

Official comment

Has the applicant provided the information as required YES ☐ NO ☐ IF no provide areas that needs intervention

Score 1

2.7.2.1 Employment Equity Plan

Occupational levels	Male				Female				Total	Disabled	
	African	Coloured	Indian	White	African	Coloured	Indian	White		Male	Female
Top management (Board)	1	0	1	2	1	0	0	0	5	0	0
Senior management (Exco)	1	0	0	0	0	0	0	0	1	0	0
Middle Management	1	0	0	0	0	0	0	0	1	0	0
Junior Management	26	2	0	2	7	0	0	0	37	0	0
Core Skills	70	0	0	0	17	0	0	1	88	1	1

Official comment

Has the applicant provided the information as required YES ☐ NO ☐ IF no provide areas that needs intervention

SCORE 4

2.7.3 Annual HDSEA Progressive Targets

Occupational Levels	2024	Minimum Progress to be achieved	2025	Minimum Progress to be achieved	2026	Minimum Progress to be achieved	2027	Minimum Progress to be achieved	2028	Compliance Target
Executive Management (Board)		20%		25%		30%		35%		40%
Senior Management (Exco)	100%	20%	100%	25%	100%	30%		35%		40%
Middle Management	100%	30%	100%	35%	100%	40%		40%		40%
Junior Management level	70.24%	40%	70.24%	40%	70.24%	40%		40%		40%
Core Skills	100%	15%	100%	20%	100%	30%		35%		35%

Official comment

Has the applicant provided the information as required YES ☐ NO ☐ IF no provide areas that needs intervention

SCORE 1

SECTION 3: MINE COMMUNITY ECONOMIC DEVELOPMENT

3.1 Social and economic background information (Regulation 46 (c) (i))

The mine is located within two municipal boundaries, namely portion 22 of the farm Loopspruit 435 JR, portion 1 of the farm Rooipoort 440 JR which properties are within City of Tshwane Region 7 situated in Gauteng, and the Remaining Extent of the farm Droogeveeld 438 JR, Portions 3 and 5 of the farm Roodepoort 439 JR and portion 22 of the farm Nootgedacht 436 JR within Thembisile Hani Local Municipality in Mpumalanga Province.

Gender Profile	According to Statistics South Africa, Thembisile Hani Local Municipality had a total population of 378 481 people, of which 99,2% are black African in 2021. Therefore, it is evident that the municipal population is predominately composed of black Africans. Region 7 City of Tshwane had a population of approximately 140 000 of which 91% are African, 8% white and 1% Asian in 2021.
Population Profile	Thembisile Hani Local Municipality – had total population of 378 481 people with 82 740 households in 2021. Region 7 City of Tshwane – had a total population of 140 000 people in 2021
Economic Profile	Leading industries in terms of percentage contribution to Thembisile Hani's economy include community services (27.3%), trade (20.9%) and finance (20.6%). Finance increased its contribution to the local economy between 2014 and 2017.

	Region 7 - Opportunity exists to introduce agro-processing opportunities within Ekangala – linked to Ekandustria. In general, it is anticipated that manufacturing opportunities will take advantage of the locational spin offs along the N4 as part of the Maputo Development Corridor and the Bronkhorspruit / Bapsfontein freight hub. Ekandustria is regarded as a well-established industrial area servicing provincial, national and international exports. It is also regarded as the main industrial focal point in the region, where most of the local manufacturing plants are located.
Education levels	The populations of Thembisile Hani Local Municipality and Region 7 have low levels of education levels. Thembisile Hani Local Municipality – No schooling 2.6%. Some primary 44,8%. Completed primary 6.5%, Some secondary 33%. Completed secondary 11,7%. Higher education 1,3%. Not applicable 0,1%. The category used for education level in Region 7 is 15 years and older age. The population of Region 7 appears to have a high functional literacy at 91,6% which is described as the ability of an individual to read and write in order to cope with everyday life. A total of 33% persons have schooled up to grade 12.
Employment Profile	The unemployed population within the Thembisile Hani Local Municipality count to 37% with unemployed youth of 15-34 years counting to 49.4% according to statistics SA (2011) Region 7 - Approximately 47,5% was a recorded unemployment rate in 2021.
Income Profile	Region 7 has approximately 30% population that were not earning income in 2021 and 58.9% of Thembisile Hani Local Municipality population are a dependency ration because they are either too young or too old to generate income.
Infrastructure	There's a mobile clinic which services the area from Nkangala District. The closet clinic to Palesa Coal is Sokhulumi clinic located at Sokhulumi settlement. In addition, there is a community health clinic in Ekangala as well as a clinic in Gembokspruit to the northeast of Palesa Coal and a municipal clinic at Kwaggafontein. There are 12 schools in the Region 7 comprising of four

	primary schools, 4 combined schools, 1 comprehensive school and three secondary schools. The closest schools
Housing	Household ownership is high in Thembisile Hani at 92% compared to 52.5% of Region 7 population that stay in very formal settlements, 29.6% in formal settlements and 15% in informal settlements. Brick structures are common in both Region 7 and Thembisile Hani with the latter having almost 80% of main dwelling structures constructed from brick. Informal structures or shacks are the second common main dwelling structures in both local municipalities.
Water and Sanitation	In 2021, approximately 43% of Region 7's population had access to piped water inside their households, 53% had access to piped water in their yards with 2,72% having access to communal water points. Similarly, according to stats SA (2015), 80.81% of Thembisile Hani's households had access to piped water (both in yards and communal) There is a difference between available sanitation facilities within the two local municipalities. Thembisile Hani household's majority have pit toilets in which 20% are serviced by septic tanks and 4% are serviced by water borne system. In comparison, 73% of Region 7 households had access to a flush toilet followed by 17.22% using pit latrines (without ventilation).
Electricity	The dominant sources of energy for cooking and lighting were electricity in both local municipalities in 2021. Region 7 City of Tshwane having 94% of households that use electricity for lighting and other purposes and Thembisile Hani Local Municipality having 98% households that have access to electricity.
Unemployment	Thembisile Hani Local Municipality has a population of 97 744 persons that is economically active and 61611 are employed. In comparison, Region 7 that had a labour participation rate of 52.2% of the population between 16 – 65 employed in 2021.

Source: Statistics South Africa (2016), Community Survey

SCORE 1

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

3.2.1Provide the key economic activities of the mining community

Community Services	53%
Trade	19%
Transport	7%
Mining	6%
Finance	5%
Manufacturing	4%
Electricity	3%

Construction	2%
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Official Comments

Has the applicant provided the necessary information for the provision of ABET in the mining operation? YES ☐ NO ☐ If no state areas that still need intervention

SCORE 1

3.2.2Provide names of other mining companies that operate around your area of operation.

Name of Mining Company	Commodity
Canyon Coal	Coal
Ecca Holdings	Clay
Ndebele Mining	Sand
Black Royal Mine	Coal

Official comment

Has the applicant provided the information as required YES ☐ NO ☐ IF no provide areas that needs intervention

SCORE 1

3.3 Negative Impact of the mining operation

	Yes	No	If Yes, how will you address it?
Relocation of people		No	
Exhumation of graves		No	
Influx of people		No	
Other			

Official comment

Has the applicant provided the information as required YES ☐ NO ☐ IF no provide areas that needs intervention

SCORE 1

3.4 Provide needs of the area in order of priority

General	Specific	Type of need	Municipality
Services Delivery	Tarring of roads	Infrastructure	Region 7 CoT
Human Settlement	Provision of land and housing formalisation	Infrastructure	Region 7 CoT
Water	Provision of boreholes	Infrastructure	THLM
Human Settlement	Formalisation of rural communities	Infrastructure	THLM

Official comment

Has the applicant provided the information as required YES ☐ NO ☐ IF no provide areas that needs intervention

SCORE 1

3.5 Mine Community

The primary objective of mine community development is to meaningfully contribute towards community development, both in terms of size and impact, in keeping with the principles of the social license to operate. The mine or Production Operation must consult and co-operate in the formulation and review of the Integrated Development Plan (IDP)s of the mine communities. The mine or production

operation must furthermore consult with other economic development frameworks like Provincial Growth and Development Strategy (PGDS), National Spatial Development Strategy (NSDS), National Priorities and any other relevant stakeholders. The Mine or Production Operation must, through consultation with communities and relevant authorities provide a plan. The plan should be in line with the IDP's of the mine community. Palesa Cal has consulted with the two local municipalities namely, Region 7 City of Tshwane, and Thembisile Hani Local Municipality.

- Consultation with Region 7 City of Tshwane was on 06 October 2023 at the Regional Council held at the Council Chamber Bronkhorstspuit. A follow-up consultation was made on 24 February 2024 (per email). The municipality made the submission of priority SLP/LED projects on 06 March 2024 (*projects endorsement letter attached*).
- Consultation with Thembisile Hani Local Municipality was on 21 September 2023 at the Municipal Special Projects meeting held at the municipal offices. A follow-up consultation was made on 07 February 202 (per email). The municipality requested a formal engagement with the mine on 27 March 2024. The municipality made the submission of priority projects on 09 April 2024 (*projects endorsement letter attached*).

3.5.1 Region 7 City of Tshwane LED Project: Bronkhorstspuit Water Treatment Plant Intervention.

Project Name	Bronkhorstspuit Water Treatment Plant Intervention				Classification of project: Infrastructure			
Background	Region 7 City of Tshwane has been experiencing challenges of reliable water supply to Bronkhorstspuit and surrounding communities due to mechanical problems and capacity of the raw water pumps from the Bronkhorstspuit water treatment works. Other areas which have been hit hard by water supply are rural communities i.e. Sokhulumu.							
Geographical location of project	District Municipality City of Tshwane Metropolitan	Local Municipalities Region 7	Village names Bronkhorstspuit, Zithobeni, Rethabiseng	Project Start Date 01 April 2024.		Project End date 31 March 2025		
Output Repair 550 KW motor B004773/02	Key Performance Area High lift motor repair	Key Indicator High lift switchgear, detailed assessment and fault finding of switch gear safety	Responsible entity (inclusive of all role players) Palesa Coal (Pty)	Quarterly timelines and year FY25 Q1: Detailed assessment and fault finding	Quarterly timelines and year FY25 Q2: Repairs of the high lift motor	Quarterly timelines and year FY25 Q3: Repairs of the high lift motor	Five Year Budget 2024 = R1 400 000 2025 = R0 2026 = R0	

		circuits	Ltd and City of Tshwane			lift motor	2027 = R0 2028 = R0 Total = R1 400 000
Classification of jobs	No of jobs to be create	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	03	03				03	
Medium Term							
Long Term							
Completion date and exit strategy: Once the repairs works is complete, the motor will be delivered back to the customer (Region 7 City of Tshwane)							

3.5.2 Region 7 City of Tshwane LED Project: Sokhulumi Solar Powered Borehole

Project Name	Sokhulumi Water Related Project							Classification of project: Infrastructure
Background	The Sokhulumi settlement currently relies on boreholes to supply the necessary water. The boreholes feed into the water reservoir and tower located in the eastern extent of Sokhulumi. Both the reservoir and tower have a 1000 kl and 100 kl capacity respectively. The eastern area falls within the water supply zone and the western (Vlakfontein A) is supplied by the reservoir. The northern (Vlakfontein C) and central (Vlakfontein B) areas are not reticulated and contain its own informal water network. The bulk storage infrastructure is technically sufficient to hold sufficient water to supply the area, however, the bulk supply is insufficient and needs to be augmented.							
Geographical location of project	District Municipality City of Tshwane Metropolitan	Local Municipalities Region 7	Village names Sokhulumi	Project Start Date 01 April 2025.		Project End date 31 March 2026		
Output Water related intervention	Key Performance Area Assessment of water in Sokhulumi.	Key Indicator Comprehensive scoping exercise with costing.	Responsible entity (inclusive of all role players)	Quarterly timelines and year FY26 Q1: Detailed assessment	Quarterly timelines and year FY26 Q2: Extend existing water	Quarterly timelines and year FY26 Install new	Five Year Budget 2024 = R0 2025 = R0	

		Palesa Coal (Pty) Ltd and City of Tshwane	analysis	system	water pumping system.	2026 = R600 00.00 2027 = R0 2028 = R0 Total = R600 00.00
Classification of jobs	No of jobs to be create	Male Adults	Female Adults	Male Youth	Female Youth	Total
Short Term						
Medium Term	10	10	02	04	04	10
Long Term						
Completion date and exit strategy: Once the solar powered borehole has been installed, it will officially be handed over to the community od Sokhulum						

3.5.3 Thembisile Hani Local Municipality LED projects: Ward 32 farm/rural communities borehole

Project Name	Ward 32 (THLM) Farm/Rural Communities Boreholes			Classification of project: Infrastructure	
Background	Ward 32 Thembisile Hani Local Municipalities’ rural/farm communities rely on municipality watercart as a source of water provision. Provision of portable water through boreholes will aid the municipality and benefit these rural/farm communities.				
Geographical location of project	District Municipality Nkangala District Municipality	Local Municipalities Thembisile Hani Local Municipality	Village names Loopspruit, Hokai, Papkuil, Valschpruit, Vandykspruit, Motorsfontein	Project Start Date 01 April 2024.	Project End date 31 March 2028

Output Farm/ rural boreholes	Key Area	Performance	Key Indicator	Performance	Responsible entity (inclusive of all players)	Quarterly timelines and year FY25	Quarterly timelines and year FY25	Quarterly timelines and year FY25	Five Year Budget
	Drilling and equipping Ward 32 rural/farm communities boreholes	THLM	Conduct geological assessments for water availability, drilling and equipping boreholes		Palesa Coal (Pty) Ltd and Thembisile Hani Municipality	Q1: geological assessments, drill and equip boreholes	Q1: Conduct geotechnical assessments, drill and equip boreholes	Q1: Conduct geotechnical assessments s, drill and equip boreholes	2024 = R187 820.00 2025 = R489 396.75 2026 = R489 396.75 2027 = R489 396.75 2028 = R489 396.75 Total = R2 145 407.00
Classification of jobs	No of jobs to be create		Male Adults		Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	05		05		0	0	0	05	
Medium Term									
Long Term									
Completion date and exit strategy: Once drilling and equipping of the boreholes is complete, the project will be handed over to Thembisile Hani Local Municipality.									

Official comment

Has the applicant provided the information as required YES ☐ NO ☐ IF no provide areas that needs intervention

SCORE 4

3.8 Five-year procurement progression plan

Consistent with the new 2018 Mining Charter III and accompanying guidelines, Palesa Coal will implement supplier and enterprise development to strengthen local procurement, enhance the ease and cost competitiveness of sourcing mining goods and services on tribute in building South Africa's industrial base in critical core mining value chain. The five-year procurement progression plan is provided below.

Procurement Progression Plan					
Procure locally manufactured goods / consumables / services from BEE Compliant manufacturing companies					
Description	2024	2025	2026	2027	2028
Procurement of Capital Goods	66%	12%	53%	50%	50%
Procurement of Services	97%	92%	84%	80%	80%
Procurement of Consumables	91%	90%	92%	80%	80%
Multi National Suppliers	1%	1%	1%	1%	1%

3.9 Measures to address housing and living conditions (Regulation) 46 (c) (iv))

3.9.1 Provide the current status of available dwelling for employees.

All employees at Palesa Coal receive a minimum living out/or housing allowance of R1400 per month (**Annexure E**) as part of their conditions of employment.

	Tick the appropriate	Percentage
Hostels		
Own Home (home ownership)	X	100%
Rentals		
Other (specify)		

Official comment

Has the applicant provided the information as required YES ☐ NO ☐ IF no provide areas that needs intervention.

SCORE 1

Palesa Coal provide supplement nutrition to its employees on a daily basis. The mine intends to implement regular awareness programmes to inform workers of the benefits of good nutrition, balanced diets, correct method of food preparation to maximize nutritional benefits of food, as well as the use of nutritional diets in the management of HIV/Aids.

3.9.2 Provide the municipality’s strategy to address housing (Attach a plan)

3.9.3 Establish the preferred requirements for housing and living conditions of the workforce and the plan should include but is not limited to:

- Promotion of home ownership;
- Converting hostels into single quarters and family units; and
- Reduction of occupancy rate reflecting the following targets:

3.9.4 Housing and living conditions plan over a five-year period

	2024	2025	2026	2027	2028
Home ownership					
Family units					
Other					

Official comment

Has the applicant provided the information as required YES ☐ NO ☐ IF no provide areas that needs intervention.

SCORE 2

3.9.5 Occupancy Rate

	2024	2025	2026	2027	2028
	Baseline	25%	50%	75%	100%
Single Quarters					

Official comment

Has the applicant provided the information as required YES ☐ NO ☐ IF no provide areas that needs intervention.

SCORE 2

SECTION 4: PROCESSES PERTAINING TO MANAGEMENT OF DOWNSCALING AND RETRENCHMENT

4.1 Establishment of future forum

Date of Establishment	10 December 2015
No. of planned meetings per annum	Four (04)

SCORE 1

4.2 Mechanisms to save jobs, provide alternative solutions and procedures for creating job security where job losses cannot be avoided (Attach a Plan)

In order to save employment, Palesa Coal will develop and implement turnaround strategies and mechanisms to save jobs, prevent unemployment and downscaling by focusing on the following: seeking to prevent retrenchments from taking place, where possible. Utilising the future forum to identify strategies to prolong the life of the mine and operations or avoid retrenchments and downscaling, consult with the DoL, DMRE, and surrounding mining companies to assess any potential opportunities.

4.3 Management of retrenchments (Attach a copy in line with the terms of Section 52(i) of the MPRDA and Section 189 Of the LRA.)

In compliance with Section 52(1) of the MPRDA, on identifying the need to reduce mining operations, should the profit revenue ratio of Palesa Coal be less than 6% on average for a continuous period of twelve (12) months or should 10% or more of the workforce (or more than five hundred (500) employees) have to be retrenched, a comprehensive consultation process with the relevant trade union structures or affected employees will commence in compliance with Section 189 and 189(A) of the Labour Relations Act, 1995 (as amended) through the established Future Forum structure.

As planning for the Social and Labour Plan and its associated job loss and retrenchment management programmes commences, the Department of Labour, and the Department of Mineral Resources & Energy

(specifically the Minerals and Mining Development Board in accordance with Section 52(1)(a) of the Act) will be notified. The government authorities will be given notice of the timeframe for the closure process as well as the on-going consultation and social plan through the Future Forum structure. Regular progress reports will subsequently be distributed to the necessary departments, including the Social Plan and productivity advisory council and the Department of Provincial and Local Government. Compliance to the Board's directive will be adhered to in order to meet the corrective measures as stipulated by the Board.

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

To ameliorate the social and economic impact on individuals, regions, and economies where retrenchment or closure of the operation is certain, Mine Management, together with the Future Forum, will assess in advance the impact that will be caused by the retrenchment and/or closure of its operations. This will be communicated to the affected individuals and communities involved so as to make all affected parties aware of what the outcome of the retrenchment and/or closure will be. Proposals to lessen the impact on the socio-economic situation of the area concerned will be considered. In order to assess this impact a socio-economic impact analysis (SEIA) will be carried out prior to the development of detailed closure management plans. Such an impact assessment will incorporate interaction with both the Future Forum and relevant community structures.

Official comment

Has the applicant provided the information as required? YES ☐ NO ☐ IF no provide areas that needs intervention.

SCORE 1

4.4.1 (Provide the planned type of counselling)

Emotional	
Financial	
Employment	
Other	

Programmes		Timeframes
Self –employment Training programmes		
Placement opportunities		
Portable Skills development plan		

Official comment

Has the applicant provided the information as required? YES ☐ NO ☐ IF no provide areas that needs intervention

SCORE 2

SECTION 5: FINANCIAL PROVISION (Regulation 46 (e) (i), (ii), (iii))

	Financial provision for a 5year period				
ITEM	2024	2025	2026	2027	2028
HUMAN RESOURCE DEVELOPMENT	R2 412,756	R2 141,262	R2 669,9 51	R2 389,058	R2 956,341
LOCAL ECONOMIC DEVELOPMENT	R2 000 000	R2 000 000	R2 000 000	R2 000 000	R2 000 000
MANAGEMENT OF DOWNSCALING	R0	R0	R0	R0	R0

Official comment

Has the applicant provided the information as required? YES ☐ NO ☐ IF no provide areas that needs intervention.

SCORE 2

SECTION 6: UNDERTAKING

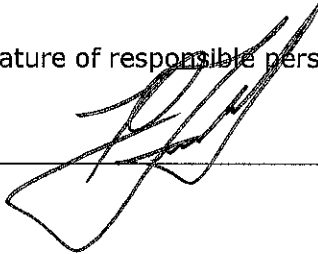
I, PIETER TERBANCHE the undersigned and duly authorized thereto

by HCI RESOURCES (Company)

undertake to adhere to the information, requirements, commitments and conditions as set out in the social and labour plan.

Signed at Midrand on this 6 day SEPTEMBER 2024

Signature of responsible person



Designation Co CEO

Approved

Signed at _____ on this _____ day of _____ 20____

Signature: _____

Designation: _____

FOR OFFICIAL USE ONLY

Has the applicant addressed all the items as required in the document?

ITEMS	YES	NO	WEIGHT
TOTAL SCORE	100		

Has the applicant has met all the requirements of Regulation 46? YES NO

Recommend for Approval of the Social and Labour Plan YES ☐ NO ☐

Name and Rank (Official) _____

Signature _____

Date _____

Notes for the system developer

- ❖ Where there is **NO**, the reason for refusal is failure to meet the requirements, the system should be able to indicate that,
- ❖ If **NO**, the system should be able to copy the corresponding requirement to this space
- ❖ Please ensure that this appears next to the comments box by official see the first box in page 2.

Weight	Score
100	?

- ❖ The system should be able to calculate all the score given by official and round it up to 100.
- ❖ All the weights provided should come to 100 in total
- ❖ The weight indicated for each element must appear as it is and must be under each element allocated to
- ❖ All these elements have been allocated scores in the document and should reflect thus IN THE ITEM BOX FOR SCORING PURPOSES.



REGIONAL OPERATIONS AND COORDINATION REGION 7

Room L32347 | 1st Floor | Muniforum Building | Corner Market & Botha Street | Bronkhorstspuit | 1020
PO Box 40 | Bronkhorstspuit | 1020
Tel: 012 358 6030
Email: jabulanem@tshwane.gov.za | www.tshwane.gov.za | www.facebook.com/CityOfTshwane

My ref:
Your ref:
Contact person:
Section/Unit:

Tel: 012 358 6030
Fax: 086 678 6732
Email: dorcass@tshwane.gov.za

06th March 2024

Mr. Phindani Makamu

The Manager

Community Engagement and Stakeholder Management

HCI Palesa Mine

Dear Mr. Phindani Makamu

SUBMISSION OF THE CITY TSHWANE REGION 7 ON THE SOCIAL LABOUR PLAN SOCIO-ECONOMIC PROJECTS FOR 2024-2028.

The Office of the Regional Head, City Region 7 would like to make the following submission regarding the consultation and review of the HCI Palesa Mine Social Labour Projects Local Economic Development Projects for 2024-2028 from Region 7 for consideration and approval by DMR as per dated 07th February 2024.

Region 7 has been experiencing challenges of reliable water supply to Bronkhorstspuit and surrounding communities due to mechanical problems and capacity of the raw water pumps from the Bronkhorstspuit Water Treatment Works. Other areas which have been hard hit by water supply is Sokhulumu.

The Regional Councilor's Forum has noted the review process, discussed, and prioritized the need to address the supply of clean water to our communities. The projects that have been identified for consideration by the HCI Palesa Mine is the upgrading of the Bronkhorstspuit Water Treatment Works and the solar powered boreholes for the rural communities within jurisdiction of the Mine.

We hope our submission will be considered and be integrated into your next Social Labour Plan for 2024-2028.

Your considerate attention to this request will be highly appreciated.

Kind regards

A handwritten signature in black ink, appearing to read 'Jabulane Mabona', written in a cursive style.

Mr. Jabulane Mabona

Regional Head



THEMBISILE HANI LOCAL MUNICIPALITY

PRIVATE BAG X4041
EMPUMALANGA
0458

TEL: (013) 986 9100
FAX: (013) 986 0995
E-MAIL: info@thembisilehanilm.gov.za
WEBSITE: www.thembisilehanilm.gov.za

Our Ref: 11/3/2/1
Enquiries: W.S. Msiza
18 June 2024

The Managing Director
HCI Coal – Palesa Mine
19 Richards Drive
Halfway-House
Midrand
1685

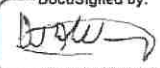
For Attention: Mr. P. Makamu

Dear Sir,

RE: IDENTIFICATION AND SUBMISSION OF THE NEW FIVE YEAR (2024-2028) SOCIAL AND LABOUR PLAN LOCAL ECONOMIC DEVELOPMENT PROJECTS

1. The above-mentioned matter bears reference.
2. Thembisile Hani Local Municipality (THLM) hereby confirms that for the 2024-2026 Social and Labour Plan will be in the form of Boreholes where there is a need.
3. The Municipality will, through the Technical Services Department, confirm the exact places (areas) where these Boreholes must be installed.
4. Should you have further enquiries, please do not hesitate to contact our Acting Planning and Economic Development Manager, Mr. William Msiza, through msizaws@thembisilehanilm.gov.za.
5. We trust the above will be found to be in order.

Yours Sincerely,

DocuSigned by:

8E47CE96789F4F7

D.J.D. Mahlangu
Municipal Manager

Vision

*"To build a truly African City that is citizen
centred and driven."*

WARD 32 PROPOSED SCOPE						
WARD NO:	WARD 32	WARD 32	WARD 32	WARD 32	WARD 32	WARD 32
VILLAGE/FARM NAME	HOKAE	PUPKUIL	VALSPRUIT	VALSPRUIT	MOTORFONTEIN	VANDYKSPRUIT
THLM BOREHOLE NO:	NEW BOREHOLE	BH-G-0023	BH-W-0011	BH-G-0030	BH-G-0034	BH-W-0008
GEOHYDROLOGY REPORT BH NO:		PUP06BH02 - MGIBA REPORT		VAL15BH01 - MGIBA REPORT		Vandykspruit BH-0008
COORDINATES -S	25°36'16.62"S	25°35'45.30"S	25°35'32.60"S	25°39'26.96"S	25°41'53.21"S	25°39'57.35"S
COORDINATES -E	28°43'3.07"E	28°40'55.79"E	28°46'26.39"E	28°49'38.35"E	28°47'43.11"E	28°41'16.13"E
BOREHOLE YIELD (l/s)		2	0.3	0.96		1.8
PUMP CYCLE (hr)	0	86400	12	12	20	24
BOREHOLE YIELD (l/d)			12960	69120		155520
SCOPE SUMMARY	50mm PN12 HDPE - PIPE RISER 50mm PN12 - 750m rising main to 4 households New 2 x Steel stands & 2 x 5000 Jojo tanks Concrete chamber Electrification Borehole sighting, Yield & water quality test 100m borehole drilling New pump 4 x standpipes	50mm PN12 HDPE - PIPE RISER 50mm PN12 - 400m rising main New 4 x Steel stands & 4 x 5000 Jojo tanks Concrete chamber Electrification 1 tap Digital timer New pump	50mm PN12 50mm PN12 - 450m rising main to 2 households New 2 x Steel stands & 2 x 5000 Jojo tanks Concrete chamber Generator Borehole sighting, Yield & water quality test 100m borehole drilling 1 tap New pump	75mm PN12 HDPE - Riser/ Column 50mm PN12 - 450m rising main New 2 x Steel stands & 2 x 5000 Jojo tanks Provide 2 x 5000 litres jojo tanks Concrete chamber 1 x standpipe Generator New pump	75mm PN12 HDPE - Riser/ Column 75mm PN12 - 650m reticulation to 8 households Concrete chamber New pump New 4 x Steel stands & 4 x 5000 Jojo tanks Yield and water quality test 8x standpipes Generator	75mm HDPE PN 12 Column Riser New pump Solar to be placed inside the household Refurbish Concrete chamber New concrete chamber Connect to existing pipeline



Coma Rec 2010/330399/07
Address: 510 Edenburg, Mp, 0472
Vat No. 4640278042
Email: info@qedukoma.co.za
Cell: 079 022 0718 or 083 408 3032

Date: 17 Jul 24
Submitted: 17 Jul 24
Issued on: 17 Jul 24
Valid till: 17 Aug 24

Quote

To: Pelesa Coal
Victor.L@pelesa.co.za
082 882 8507

Subproject	Customer's Vat No	Payment Terms	Due Date
Qty	Borehole Drilling	Cash	11 Aug 24
		Unit Price	Low Trust
Hokae New borehole			
1.00	Borehole Sighting	20,000.00	R20,000.00
1.00	Yield Test 12 hours	15,000.00	R15,000.00
1.00	Water Quality Test	5,000.00	R5,000.00
100.00	Drilling of 177 mm Ø - 100 m Hokae	500.00	R50,000.00
18.00	177mm x 3 mm - Solid - Steel Casing (Estimated 18m)	800.00	R14,400.00
Equipping			
1.00	Motto, Pump and c/box .55 kw 380 v	15,000.00	R15,000.00
120.00	Submersible cable 4 mm x 3 core	120.00	R14,400.00
100.00	Stainless steel Rope 4mm	50.00	R5,000.00
100.00	HDPE 50mm PN 12	70.00	R7,000.00
750.00	HDPE 50mm PN 12	70.00	R52,500.00
2.00	Concrete Tank stand 1m	15,000.00	R30,000.00
2.00	Jojo Tank Sk	8,000.00	R16,000.00
4.00	Standpipes	1,500.00	R6,000.00
1.00	Concrete chamber	25,000.00	R25,000.00
1.00	Electrification ?		
		Total	R275,300.00
Pupkull BH-G-0023			
1.00	Motto, Pump and c/box 2.2 kw 380 v	18,000.00	R18,000.00
120.00	Submersible cable 4 mm x 3 core	120.00	R14,400.00
100.00	HDPE 50mm PN 12	70.00	R7,000.00
400.00	HDPE 50mm PN 12	70.00	R28,000.00
4.00	Concrete Tank stand 1m	15,000.00	R60,000.00
4.00	Jojo Tank Sk	8,000.00	R32,000.00
1.00	Concrete chamber	25,000.00	R25,000.00
1.00	Tap	1,500.00	R1,500.00
1.00	Electrification ?		
			R0.00
Valspruit BH-W-0011			
1.00	Borehole Sighting	20,000.00	R20,000.00
1.00	Yield Test 12 hours	15,000.00	R15,000.00
1.00	Water Quality Test	5,000.00	R5,000.00
100.00	Drilling of 177 mm Ø - 100	500.00	R50,000.00
18.00	177mm x 3 mm - Solid - Steel Casing (Estimated 18m)	800.00	R14,400.00
1.00	Motto, Pump and c/box 1.1 kw 360 v	18,000.00	R18,000.00
120.00	Submersible cable 4 mm x 3 core	120.00	R14,400.00
100.00	HDPE 50mm PN 12	70.00	R7,000.00
450.00	HDPE 50mm PN 12	70.00	R31,500.00
1.00	Concrete chamber	25,000.00	R25,000.00
2.00	Concrete Tank stand 1m	15,000.00	R30,000.00
2.00	Jojo Tank Sk	8,000.00	R16,000.00
1.00	tap	1,500.00	R1,500.00
1.00	Diesel Generator	65,000.00	R65,000.00
Valspruit BH-G-			
1.00	Motto, Pump and c/box 1.5 kw 380 v	18,000.00	R18,000.00
120.00	Submersible cable 4 mm x 3 core	120.00	R14,400.00
100.00	75mm Pn12 HDPE	120.00	R12,000.00
450.00	50 mm Pn12 HDPE	70.00	R31,500.00
4.00	Concrete Tank stand 1m	15,000.00	R60,000.00
4.00	Jojo Tank Sk	8,000.00	R32,000.00
1.00	Concrete chamber	25,000.00	R25,000.00
1.00	Standpipes	1,500.00	R1,500.00
1.00	Diesel Generator	65,000.00	R65,000.00
Motorfontein BH-G-0034			
1.00	Motto, Pump and c/box 2.2 kw 380 v	18,000.00	R18,000.00
120.00	Submersible cable 4 mm x 3 core	120.00	R14,400.00
100.00	75mm Pn12 HDPE	115.00	R11,500.00
650.00	75 mm Pn12 HDPE	115.00	R74,750.00
1.00	Concrete chamber	25,000.00	R25,000.00
4.00	Concrete Tank stand 1m	15,000.00	R60,000.00
4.00	Jojo Tank Sk	8,000.00	R32,000.00
1.00	Yield Test 12 hours & Quality test	20,000.00	R20,000.00
8.00	Standpipes	1,500.00	R12,000.00
1.00	Diesel Generator	65,000.00	R65,000.00
Vandykspruit BH-W-0008			
1.00	Motto, Pump and c/box 4 kw 380 v	35,000.00	R35,000.00
120.00	Submersible cable 4 mm x 3 core	120.00	R14,400.00
100.00	75mm Pn12 HDPE	115.00	R11,500.00
1.00	Concrete chamber	25,000.00	R25,000.00
1.00	Pipe line connections	15,000.00	R15,000.00

Total R1,702,250.00
Vat R255,337.50
Total R1,957,587.50

Banking Details: Qedukoma FNB Account 626 558 3429 2
Branch code 210830
Branch name: Crossroad Plaza
swift code: FIRNZJ

Fighting tomorrow's drought today!
Final Amount to be paid