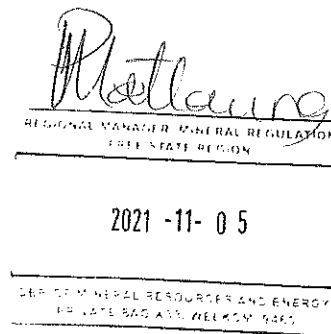




05 November 2021

Your Ref: **DMRE reference: FS 30/5/1/2/2/221 MR**

The Regional Manager
Department of Mineral Resources
Mineral Regulation
The Strip 314
C/O Stateway Road
Bok Street
Welkom
9459



For Attention: Ms. S. Mokwene

Dear Madam

Submission of Annual Report in Respect of Sasol Mooikraal Colliery Mining Right Social and Labour Plan (SLP)

Sasol Mining is the holder of Mining Right No FS 30/5/1/2/2/221 MR which is referred to as the Mooikraal Colliery.

In terms of the provision of the mining right, as well as Section 25(2) of the Mineral and Petroleum Resources Development Act, 2002 (MPRDA), and Regulation 45 promulgated under the MPRDA, attached to please find the Annual Report in respect of Sasol Mining Mooikraal Colliery Social and Labour Plan for the period 01 July 2020 to 30 June 2021.

Your Sincerely

Mr. King Solomon Nkambule
Manager: SLP and Mining Charter Compliance
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Alternate Directors: ND Baloyi ML Mokuete NS Ndhrazi



Sasol Mining (Pty) Ltd

Social and Labour Plan Annual Report for the period 1 July 2020 to 30 June 2021

Mooikraal Colliery

Mining Right No 176/2012 (MR)

DMRE reference: FS 30/5/1/2/2/221 MR

November 2021

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Annexures

No	Description
1	CHIETA approval letter

Acronyms

AET	Adult Education and Training
BEEP	Black Economic Empowerment Procurement
CHIETA	Chemical Industries Education Training Authority
DMRE	Department of Mineral Resources and Energy
EE	Employment Equity
FDDM	Fezile Dabi District Municipality
FET	Further Education and Training
FF	Future Forum
FLISP	Finance Linked Individual Subsidy Programme
FNB	First National Bank
FY	Financial Year
GET	General Education and Training
HDSA	Historically Disadvantaged South Africans
HET	Higher Education and Training
HRD	Human Resource Development
IDP	Integrated Development Programme
LED	Local Economic Development
MLM	Metsimaholo Local Municipality
MMDB	Minerals and Mining Development Board
MPC	Multi-purpose Centre
MPRDA	Mineral and Petroleum Resources Development Act 28 of 2002
MQA	Mining Qualifications Authority
MSP	Monthly Salaried Personnel
NLM	Ngwathe Local Municipality
NQF	National Qualifications Framework
PDP	Personal development plans
PP	Preferential Procurement
SED	Small Enterprise Development
SETA	Sector Education Training Authority
SLP	Social and Labour Plan
SP	Salaried Personnel
T2	Technical Training Department

Abbreviations

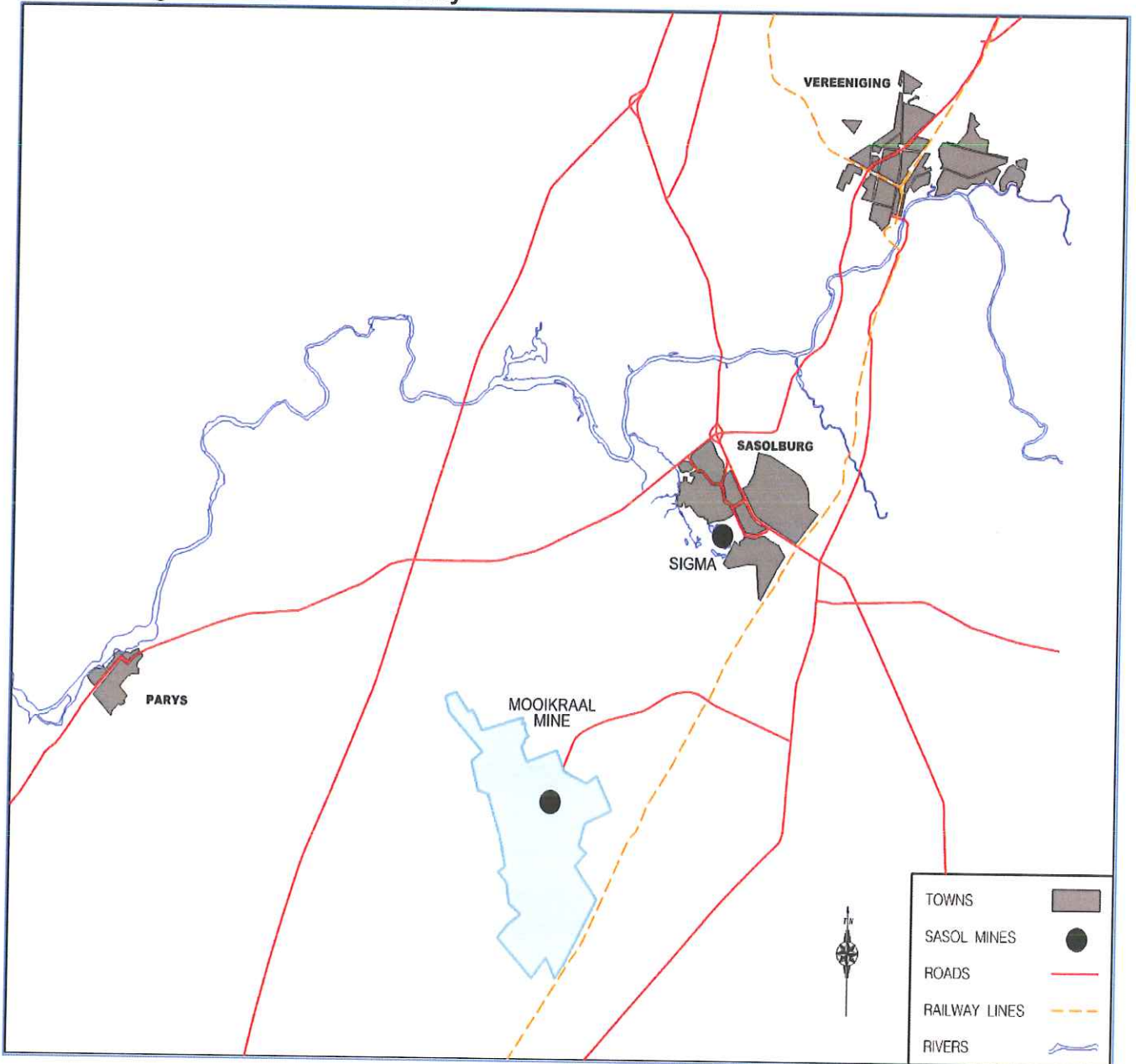
Mooikraal	Mooikraal Colliery
Sasol Mining	Sasol Mining (Pty) Ltd, a subsidiary of the Sasol Group of companies
Sasol	Sasol Group
Secunda Complex	Sasol Mining operations in and around the town of Secunda in Mpumalanga Province

1. Introduction

Sasol Mining (Pty) Ltd (Sasol Mining) is the holder of Mining Right No 176/2012 MR, with Department of Mineral Resources and Energy (DMRE) reference number FS 30/5/1/2/2/221 MR. In terms of the provisions of Clause 18.2 of the mining right it is a requirement that an annual report be submitted to the DMRE on progress made with the implementation of the commitments made in the approved Social and Labour Plan (SLP). This annual report covers the financial year from 1 July 2020 to 30 June 2021 (FY21), for the Mooikraal Colliery (hereinafter referred to as Mooikraal).

To ensure Mooikraal remains economically viable, support services such as mine management, human resource management, mine planning, procurement, mine community development and financial services are provided centrally by Sasol Mining, from the Secunda Complex. See **Diagram 1** for the locality of Mooikraal.

Diagram 1: Mooikraal Locality



2. Human Resources Development (HRD)

2.1 Background

This report covers the progress achieved in Human Resources Development (HRD) related matters for FY21.

2.2 Skills development plan (Regulation 46(b)(i))

The Workplace Skills Plan (WSP) provides information on the various aspects of skills development and is provided in respect of the development of skilled and unskilled employees. Through the submission of the WSP and the Annual Training Report (ATR), Sasol Mining can comply with the provisions within the relevant legislation, ensuring that employees develop appropriate skills to become competent, productive and empowered in the workplace. This entitles Sasol Mining to access grants for skills development, from the Department of Labour, in terms of the Skills Development Levies Act, 1999. The CHIETA approved Sasol Mining 2019 WSP and ATR on 29 April 2021. See **Annexure 1** for a copy of the approval letter.

2.2.1. Compliance with skills development legislation

Table 1 provides information regarding Sasol Mining's compliance with skills development legislation.

Table 1: Skills development compliance

Chemical Industries Education Training Authority (CHIETA)	L940714134
Mining Qualifications Authority (MQA)	L940714134
Confirmation of having appointed a Skills Development Facilitator	Michael Nxumalo Id No.6805165433083
Proof of submission of workplace skills plan and date of submission	Submitted on 29 April 2021

Sasol Mining's Technical Training Department (T2) is the primary training provider. T2 also makes use of external training institutions and service providers for skills training, as and when required. Due to the provisions of the combined Sasol Group payroll and South African Revenue Service legislation, the Sasol Group is affiliated with CHIETA as the primary SETA. All Sasol Mining's learnerships and skills development programmes are approved by the MQA and administered through the CHIETA.

Sasol Mining is represented in the various Community Expert Practitioners for the mining industry and contributes expert knowledge, best practices and inputs in the areas of:

- Quality Counsel for Trades and Occupations qualifications;
- Revision of unit standards;
- Learning material;
- Assessment guides; and
- Redesign of AET training material.

Sasol Mining is represented on the technical reference groups by the:

- Manager: Engineering Services for engineering;
- Manager: Training for generic standards;
- Assistant Manager: Learning for electrical engineering;
- Assistant Manager: Learning for mechanical engineering; and
- Assistant Manager: Learning for underground coal mining.

Educational levels of the workforce

The educational levels of the current workforce (permanent employees as well as hired labour), as on 30 June 2021, are depicted in **Table 2** and **Table 3** (Form Q). Sasol Mining is committed to improve the educational levels of employees.



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Table 2: Educational levels of workforce - permanent employees

Form Q – permanent employees		Form Q – permanent employees										Total
Band	NQF Level	Educational Classification	African		Coloured		Indian		White		Total	
			AM	AF	CM	CF	IM	IF	WM	WF		
GET	NQF 1	No Schooling	0	0	0	0	0	0	0	0	0	
	NQF 1	Pre AET and AET 1	8	0	0	0	0	0	0	0	8	
	NQF 1	AET 2	0	0	0	0	0	0	0	0	0	
	NQF 1	AET 3	0	0	0	0	0	0	0	0	0	
	NQF 1	AET 4	4	0	0	0	0	0	1	0	5	
FET	NQF 2	Std 8 / Gr 10 / Nated 1 / NCV 1	1	19	2	0	0	0	4	3	529	
	NQF 3	Std 9 / Gr 11 / Nated 2 / NCV 2	0	0	0	0	0	0	0	0	0	
	NQF 4	Std 10 / Gr 12 / Nated 3 / NCV 3	105	33	2	0	0	0	30	5	175	
	NQF 5	National/Higher Certificate	24	3	1	0	1	0	27	2	58	
HET	NQF 6	Higher Certificate/ Diploma/ Advanced Certificate/ NATED 4 - 6	24	5	0	0	0	0	4	0	33	
	NQF 7	Advanced Diploma/ B-Tech Degree/ Bachelor's Degree (360 credits)	6	0	0	0	0	0	2	1	9	
	NQF 8	Bachelors Honours / Post Grad Dip / Bachelor's Degree	0	0	0	0	0	0	0	0	0	
	NQF 9	Master's Degree / Masters Diploma	0	0	0	0	0	0	0	0	0	
	NQF 10	Doctoral Degree / Post-Doctoral Degree	0	0	0	0	0	0	1	0	1	
UNDEFINED (no highest qualification listed)			181	6	0	0	0	0	0	1	188	
TOTAL			353	66	5	0	0	1	69	12	506	



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Table 3: Educational levels of the workforce - hired labour

Form Q – hired labour		Educational Classification												Total	
Band	NQF Level	Educational Classification												Total	
		Africans		Coloured		Indian		White		Total					
		M	F	M	F	M	F	M	F	M	F	M	F		
GET	NQF 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	NQF 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	NQF 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	NQF 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FET	NQF 2	30	4	0	0	0	0	0	0	0	0	1	0	35	
	NQF 3	5	0	0	0	0	0	0	0	0	0	0	0	5	
	NQF 4	6	0	0	0	0	0	0	0	0	0	1	0	7	
	NQF 5	0	0	0	0	0	0	0	0	0	0	0	1	1	
HET	NQF 6	0	0	0	0	0	0	0	0	0	0	2	0	2	
	NQF 8	0	0	0	0	0	0	0	0	0	0	0	0	0	
	NQF 9	0	0	0	0	0	0	0	0	0	0	0	0	0	
	NQF 10	0	0	0	0	0	0	0	0	0	0	0	0	0	
UNDEFINED (no highest qualification listed)		0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL		41	4	0	0	0	0	0	0	0	0	4	1	50	

2.2.2. Adult Education and Training (AET)

2.2.2.1 Internal AET

The establishment of the skills pool is a re-occurring cycle where twice yearly, illiterate Sasol Mining employees are nominated, up skilled to AET 4 / NQF 1 and upon exit from the AET program, are eligible for further studies through the Sasol Study Aid program. Learners may eventually be placed in learnerships or other positions in line with their qualifications.

The skills pool has a dual purpose, to consistently train employees as well as to ensure sufficiently skilled employees to ensure continuity in production in case of unforeseen circumstances which may arise. As mentioned above, the skills pool is multi-skilled in various disciplines. Therefore, should an individual attend AET or any other training, an employee from the skills pool will be placed in that position for the duration of the training, to ensure safe and uninterrupted production. This alleviates the pressure on personnel as no personnel shortages will occur during the time an employee is attending AET.

The aim is to train employees to a level where they can progress in their careers, linked to their specific job profile. In some cases employees may also qualify to participate in learnership programmes. The FY21 target was 7, however a total of 8 employees received training, please refer to **Table 4** for more details.

Table 4: Demographics of internal AET

Category	Male				Female				Total
	A	C	I	W	A	C	I	W	
AET 1									
Target	4	0	0	0	3	0	0	0	7
Actual	4	0	0	0	4	0	0	0	8
ET 2									
Target	1	0	0	0	1	0	0	0	2
Actual	11	0	0	0	0	0	0	0	11
AET 3									
Target	1	0	0	0	1	0	0	0	2
Actual	1	0	0	0	0	0	0	0	1
AET 4									
Target	1	0	0	0	1	0	0	0	2
Actual	1	0	0	0	0	0	0	0	1

2.2.2.2 External AET

A commitment was made to offer AET to individuals drawn from the host communities. Sasol Mining embarked on an extensive external advertising campaign in order to attract qualifying community members. In general, community AET learners are keen to participate in the AET programme. The target for FY21 was 5 and 7 individuals attended training, please refer to **Table 5** for the demographics of external AET.

Table 5: Demographics of external AET

Category	Male				Female				Total
	A	C	I	W	A	C	I	W	
AET 1									
Target	3	0	0	0	2	0	0	0	5
Actual	7	0	0	0	0	0	0	0	7
AET 2									
Target	6	0	0	0	1	0	0	0	2
Actual	6	0	0	0	5	0	0	0	6
AET 3									
Target	8	0	0	0	1	0	0	0	2
Actual	7	0	0	0	14	0	0	0	14
AET 4									
Target	3	0	0	0	1	0	0	0	1
Actual	1	0	0	0	4	0	0	0	5

2.3 Learnerships

2.3.1 Internal learnerships

To ensure that Sasol Mining has enough and qualified artisans and learner miners, an extensive learnership training programme is in place which also addresses the challenge of hard-to-fill vacancies. In FY 21 the target was 4, while 4 were trained, please refer to **Table 6** and **Table 7** for the details of the learner miner and engineering learnerships.

Table 6: Demographics of internal learnerships: Learner Miners

	Male				Female				Total
	A	C	I	W	A	C	I	W	
Target	2	1	0	0	2	0	0	0	4
Actual	2	0	0	0	2	0	0	0	4

Table 7: Demographics of internal learnerships: Engineering learners

	Male				Female				Total
	A	C	I	W	A	C	I	W	
Target	1	1	0	0	0	0	0	0	2
Actual	1	0	0	0	0	0	0	0	1

2.3.2 External learnerships

Sasol Mining advertises countrywide at the beginning of each calendar year for students who passed Grade 12, with mathematics and science as key subjects. The external learnerships are further extended to students who passed some technical courses at technical colleges or higher educational institutions and demonstrated the potential to benefit from participating in learnership programmes.

The duration of the courses such as single trades and combined trades varies between 18 months up to 30 months, respectively. Successful learners may be employed by Sasol Mining, or alternatively elsewhere in the mining industry. The FY21, the target of 01 external learnership was met, please refer to **Table 8** for demographics of external learnerships.

Table 8: Learnerships demographics (External) – Engineering learners

	Male				Female				Total
	A	C	I	W	A	C	I	W	
Target	1	1	0	0	0	0	0	0	1
Actual	1	0	0	0	0	0	0	0	1

2.4 Internships programme

2.4.1 Internal internships (Engineers in training)

The internship programme aims to provide practical work experience (experiential learning) at Sasol Mining for students or recent graduates. The internal internships are mainly for graduates who, after graduation, are employed by Sasol Mining as candidate engineers. The FY21 target of 01 was not achieved due to lockdown and cost containment, The students and recent graduates admitted into the internship programme are mainly Sasol Mining bursary recipients and external students who applied to do practical work at Sasol Mining please refer to **Table 9** for the details.

Table 9: Demographics of internal internships

Category	Male				Female				Total
	A	C	I	W	A	C	I	W	
Target	1	0	0	0	0	0	0	0	1
Actual	0	0	0	0	0	0	0	0	0

2.5 Bursaries

2.5.1 Internal bursaries (Study Aid)

Sasol Mining provides bursaries to its employees through a programme referred to as Study Aid, enabling them to further their tertiary education.

Sasol Mining's objective is to develop and grow employee's knowledge in their current positions. It also aims to increase the scope of their knowledge and qualifications to achieve career aspirations in line with personal development plans (PDPs). By providing

Study Aid, the employees' knowledge is enhanced and adds value to Sasol Mining's business and growth.

Policy guidelines

- Study Aid is available to permanent employees, irrespective of job levels;
- The employee's choice of courses is aligned but not limited to his/her current position and career aspirations, as outlined in their approved PDPs; and
- Employees who fail their studies must pay back the amount owed, plus interest from the date that the Study Aid was granted, unless they have proof of re-registration and they pass the rewritten courses or modules.

Sasol Mining context

- All employees study part-time;
- Special preference is given to individuals who occupy, or have a potential to be appointed to hard-to-fill vacancies;
- Employees who have passed AET Level 4 (NQF 1) are eligible for Study Aid should they wish to study part time towards a skill or a National Senior Certificate;
- Study Aid is based on individual PDPs and it is reviewed annually; and
- The duration of individual employee study periods ranges between three months and five years.

The FY21 target was 5, please refer to **Table 10** for details on the 5 bursaries awarded.

Table 10: Demographics of internal bursaries

Category	Male				Female				Total
	A	C	I	W	A	C	I	W	
Target	3	0	0	0	2	0	0	0	5
Actual	4	0	0	0	1	0	0	0	5

2.5.2 External bursaries

This programme is aimed at providing financial aid to students who have passed Grade12 and/or current university students who meet minimum university entry requirements for Mathematics, Science and English and other applicable requirements. Priority is given to students studying at a university or a university of technology. Suitable candidates are identified at high schools, universities or from applications received from



prospective students. Bursary holders study full time and the allocations are governed by the Sasol bursary agreement signed between the parties. The FY21 target was 1 female, but no external bursaries were awarded during this reporting period due to covid 19 regulations and cost constraints. External bursaries are planned to be offered in the future.

2.6 Hard-To-fill vacancies.

Sasol Mining's hard-to-fill vacancies are addressed through Sasol Mining's learnership programs as well as bursary and study aid allocations. The development of personnel to fill these vacancies is achieved through individual personal development programs, and mentorship and coaching which is supported by integrated career development and career progression plans.

Due to covid regulations and cost constraints and restructuring, the hard-to-fill vacancies for FY21 may be addressed during the restructuring process.

2.7 Career progression plan (Regulation 46(b)(i))

Sasol Mining provides a career path in which jobs are aligned with employee recruitment, promotion and development into senior positions. It also aims to identify employees with high potential for promotion into management and core positions, as well as to develop employees to be employed in hard-to-fill vacancies.

Personal Development Plans (PDP's) PDP's provide a mechanism that the current and future skills and competency needs of Mooikraal are met by managing the training and development of people and thereby managing people and their careers.

All Sasol Mining salaried employees, from junior management to the highest level have PDP's. These PDP's are reviewed at least once a year, to ensure that it addresses each individual employee's development needs and ensuring alignment with the business needs of the company. PDP's will also be rolled out to all monthly salaried personnel, where possible. Please refer to **Table 9** below for detail on the FY21 career progression plan.

Table 9: FY21 Career Progression Plan

Action	Objective	Target Timeframe
Communicate the career paths and career management plan to all employees	Ensure that all stakeholders understand the process and its objectives Communicate role of PDPs in the development of staff and the roll-out of the SLP at mine Communication to take place simultaneously with communication for Skills Audit Managers and supervisors to be responsible for communicating with their teams	On-going
Identify career streams, career paths and minimum requirements for jobs	Identify proposed progression through the company to more senior levels (generic career paths) Employees' career progression through the Mine will be dependent on the number of vacancies that become available during the life of the mine	On-going
PDPs for career progression candidates, HDSAs targeted for promotion and women in mining	Identify specific individuals based on Manpower Plan particularly career progression candidates, HDSAs earmarked for management positions and women in mining positions Set up individual meetings to develop interim PDPs based on information currently available in HR and other records	On-going
Establish PDPs for new recruits during ramp-up phase	Identify interim assessment tool which will provide PDP reports for new recruits	On-going
Develop PDP format and train managers and supervisors in handling PDP discussions	Develop PDP format that is user-friendly and provides the information required Develop and set up training for managers and supervisors in: <ul style="list-style-type: none"> • the PDP process • handling the PDP discussion • completing the PDP form • planning training and development based on the PDP 	On-going
Develop PDPs and record keeping system	PDPs to be developed in parallel with the Skills Audit Facilitate reporting requirements within the company as well as externally Assist the employee when leaving the company in demonstrating previous advances in skills and training received	On-going
Monitor and report	Monthly, quarterly and annual tracking of Sasol Mining's manpower planning process	Ongoing

2.8. Mentorship plan

Mentoring is a mutually agreed relationship between the mentor and the mentee. It must be sustainable over time and be intended to further the education and professional development of the mentee. The aim of mentorship is to improve the competencies (knowledge, skill and attitude) of employees to meet the current and future demands of the position. The FY21 target was five, and the target was met through informal mentorships due to Covid 19 regulations and cost constraints. We intend to start with formalising the engineers in training mentorships moving forward

2.10 Employment Equity (EE)

2.10.1 Progress with Historically Disadvantaged South Africans (HDSA) in management

Significant progress has been made regarding HDSA in management and Sasol Mining as a whole. At Mooikraal the permanent staff complement was 506 (permanent and contract employees) as at 30 June 2021. Due to the Sasol 2.0 restructuring which started by August 2019, all the Sasol employees were affected and as such there were few changes due to this restructuring activities and employee movements. See **Diagram 2** for the Mooikraal management team. **Table 11** depict details and demographics of EE.

2.10.2 Preferential Procurement (PP)

Sasol Mining's BEEP is divided into two categories, namely Preferential Procurement (PP) and Small Enterprise Development (SED).

Sasol Mining designed a BEEP programme by providing a strategy comprising of six integrated, but separate elements to ensure delivery on long term results. The focus of the programme is to enable Sasol Mining to achieve effective PP as well as SED through the supply chain. See **Table 14.1 to 14.3** for BEEP spend. Total measured procurement spend at Mooikraal during FY21 on BEEP suppliers

Table 11.1: Summary of BEEP expenditure

Total procurement spend FY 21	R568,763,460.20
Total Compliant procurement spent % Goods =79%	R210,736,271.32
Total Compliant procurement spent % Services=88%	R358,027,188.88

Table 11.2: BEEP Mining Goods expenditure

Total procurement spend	R210,736,271.32
51% Black owned and controlled companies	R89,465,282.91
Min of 51% Women and/or 51% youth (18-35 years) ownership	R16,653,042.05
L4 BEE+25+1% BO	R60,886,253.98

Table 11.3: BEEP Mining Services expenditure

Total procurement spend	R358,027,188.88
51% Black owned and controlled companies	R66,763,121.10
51% Woman Owned	R156,970,286.69
> 51% youth owned and controlled companies	R49,181,468.77
L4 BEE+25+1% BO.	R43,742,896.75

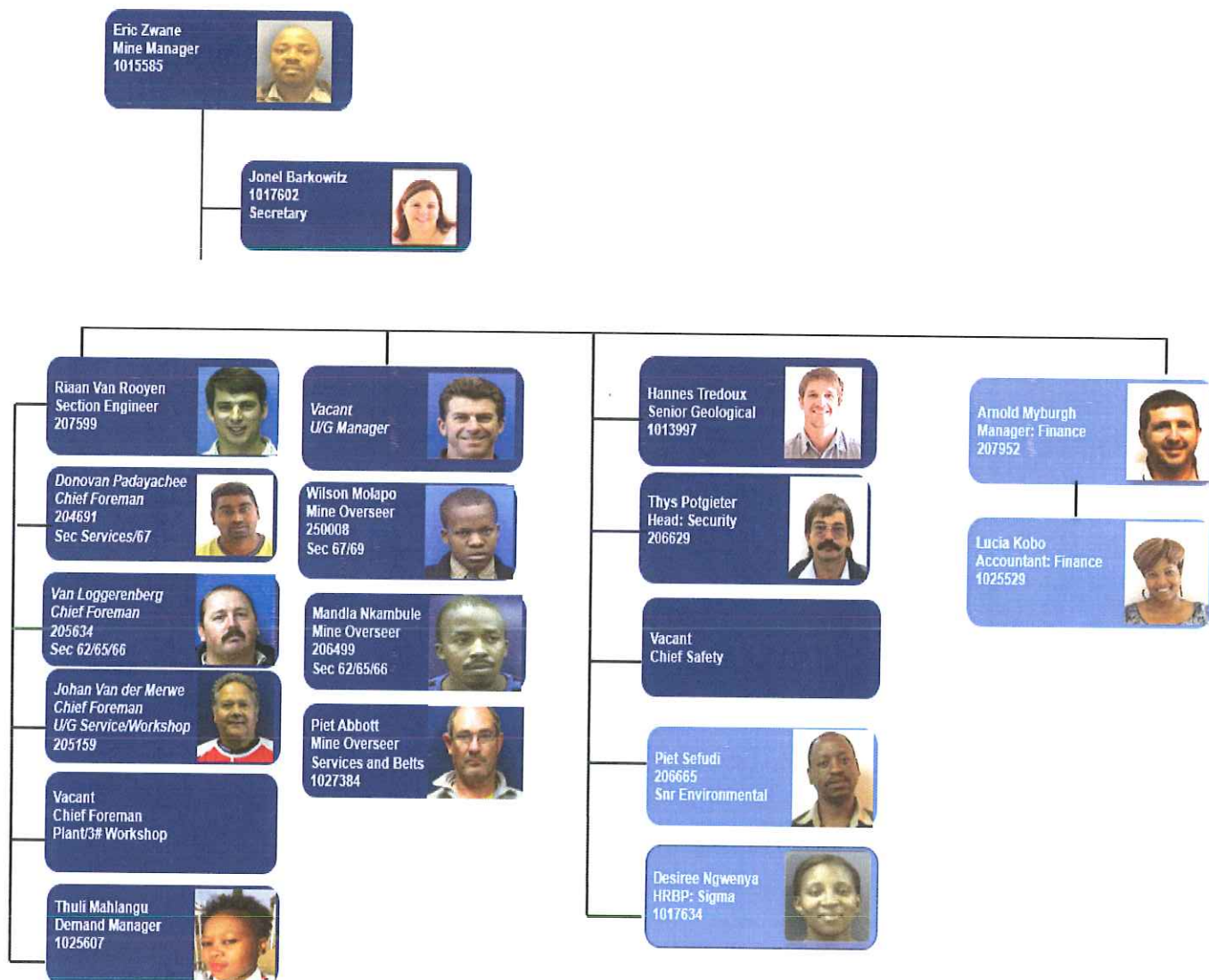
Small Enterprise Development (SED)

In the execution of the Sasol Mining BEEP programme and strategy, the specific action taken to increase procurement expenditure with black owned businesses the aim was to develop and introduce new HDSA suppliers. All LED and housing projects have been set-aside to be awarded to local HDSA companies. Sasol Mining did not have a budget due to economic difficulties which the company experienced and the covid 19 challenges

Table 11: BEEP spend Set-aside companies

Budget (R)	FY21 target	FY21 actual
	R0.00	R0.00

Diagram 2: Mooikraal management team as at 30 June 2020





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Table 12: EE and demographics

Category	African		Coloured		Indian		White		Sub totals (A)	White		Grand totals (B)
	Male	Female	Male	Female	Male	Female	Female	Male		Male	Female	
Top management (Board)	1	0	0	0	0	0	0	0	1	0	0	0
Senior Management	1	0	0	0	0	0	0	0	1	1	0	2
Middle Management	5	0	0	0	1	0	1	1	7	5	0	12
Junior Management	63	12	0	0	1	0	3	0	79	38	0	117
Semi-skilled and discretionary decision making	356	50	2	0	4	0	6	0	418	67	0	485
Total of the above	358	48	2	0	6	0	10	0	506	111	0	617

(1) These are skills necessary and inextricably linked to day-to-day operations OR skills that enhance the performance of an operation and are in scarce supply. This could include artisans, engineers' incl rock engineers, professionals (i.e. recognised by a professional body), specialists (e.g. surveyor, safety, geologist, metallurgist, winding engine driver, environmental, etc.), technologists, technicians, and persons with mining specific qualifications or licenses.

Table 13: Percentage HDSAs at different levels

	Sub totals as in table above (A)	Grand totals as in table above (B)	A as percentage of B
Top Management	1	0	0%
Senior Management	1	2	50%
Middle Management	7	12	58%
Junior Management	79	117	68%
Core and Critical Skills	418	485	86%
TOTAL	506	617	82%

2.10.2 Top management

All Sasol Mining's board members are considered to form part of the top management category. Seven out of the nine (or 78%) of the board members are from the HDSA category. The Sasol mining board members as at 30 June 2020 are:

HDSA on the Sasol Mining board:

1. NL Kgatle
2. VD Kahla (Chairman)
3. LM Mojela
4. CK Mokoena
5. GP Dingaana
6. MAS Masemola
7. M Moodley

Non-HDSA on the Sasol Mining board:

8. JR Harris
9. JA van der Westhuizen

3 Local Economic Development (LED)

Sasol Mining's LED projects are aligned with the Integrated Development Programme (IDP) of Metsimaholo Local Municipality (MLM) and Ngwathe Local Municipality (NLM) to improve the basic living conditions of the community and to create jobs.

It is important to note that Sasol Mining's major labour sending areas for Mooikraal is MLM and the host community is NLM, both situated in the Fezile Dabi District Municipality (FDDM). Therefore, the company's LED initiatives are focused on these areas.

Sasol Mining has embarked on an extensive consultative process with MLM and NLM, to identify and agree upon suitable LED projects. Projects were identified and discussed by a working committee specifically created for this purpose. The working committee comprises of representatives from the municipalities. Sasol Mining meets with the municipalities on a regular basis to discuss progress and attend to matters to ensure the effective implementation of LED projects.

3.1 Community LED projects

The budget and expenditure for FY21 is listed in **Table 13** below.

Table 14: Community LED project budgets and expenditure

Project	LED budget	Municipality	Jul - Dec 2019	Jan - Jun 2020	July 2020-July2021	Total LED expenditure
Vredefort multi-purpose centre	R5.5m	Ngwathe	R1,174,249.23	R3,798,577.32	R1,035,979.76	R6,008,806.31
Ngwathe clinic	R7.4m	Ngwathe	R441,975.97	R0.00	R3,368,430.90	R4 568 88.62
Total	R12.9m		R 1,616,225.20	R 3,798,577.32	R4,404,410.66	R 9,819,213.18

3.3.1 Vredefort multi-purpose centre (MPC)

This project was identified during deliberations with the Ngwathe Local Municipality and a suitable site was identified in Mokwallo, situated adjacent to Vredefort and formally allocated for the construction of the MPC at an initial implementation cost of R5,5million. However, the project cost was estimated to R10 million and thus Sasol Mining provided an additional R4,5million budget towards the project. Construction started during FY19. The construction activities had to be suspended on 26 March 2020 due to the impact of the outbreak of Covid-19 pandemic. Construction activities recommenced under Lockdown 3 regulations and final completion was in November 2020 at the total cost of R6,008,806.31. The hand over for this project was on the 07 December 2021. Please refer to **Images 1 to 5** below.

Image 1: Multi-purpose centre front view



Image 2: Multi-purpose Centre side entrance



Image 3: Multi-purpose Centre main entrance and parking area



Image 4: Multi-purpose Centre hall



Image 5: Multi-purpose Centre toilet facilities



3.3.2 Construction of a clinic in Parys, Ngwathe Local Municipality

This project is in Parys and agreed implementation cost was R5,5million. However, actual project cost is estimated to be R12,9 million. An amount of R7,4million was allocated to the project which was carried over to the reviewed SLP for the FY21 to 25 SLP cycle. Sasol Mining engaged with the DMRE regarding the change in LED project and formal approval has been granted. The focus during FY20 was on architectural and all relevant work up until request for quote (RFQ) readiness with a total spend of R441 976 for the period. Unfortunately, the Covid-19 Lockdown regulations brought all activities to a halt, which delayed project implementation. Construction commence in January 2021 and completion of the project is expected to be at end of January 2022 with the panned hand over of the end of March 2022. The total expenditure of this project to date is R4 568 88.62

Parys clinic



Parys clinic



4. Housing and living conditions

Sasol Mining has an integrated housing policy and programme which deals with housing allowances, leasing, occupation of hostels and employees participating in the company's home ownership programme

4.1 Promotion of home ownership

Sasol Mining has a policy to promote affordable home ownership for low income employees. These are employees at levels 9 to 7 (upper) and levels 12 to 8 (lower). During a survey conducted by Sasol Mining it was found that a severe housing shortage exists at the lower income levels, often referred to as the Gap market. Sasol Mining is working in close cooperation with the Labour Unions and the Provincial Department of Human Settlements finance Linked Individual Subsidy Programme (FLISP) to promote home ownership.

First National Bank (FNB) has partnered with Sasol Mining to provide financial services to employees. If employees qualify for FLISP, FNB will also assist employees to obtain such support. The access to the provincial FLISP subsidy is facilitated by the National Housing Finance Corporation. All employees will receive a subsidy regardless of whether they qualify for FLISP or not.

As the uptake of this opportunity to own a home is very low, Sasol Mining embarked on an extensive communication process to ensure that the target group is aware of the Housing Project. It should be noted that the housing units, discussed in paragraph 4.2.1, constructed for Sasol Mining employees, have been made available for purchase and now also form part of Sasol Mining's promotion of home ownership programme.

4.2 Inclusive Procurement, Supplier and Enterprise Development Implementation Plan

In terms of the provisions of Mining Charter 2018 the holder of a mining right had to submit a five year Inclusive Procurement Implementation Plan (Procurement Implementation Plan) to the DMRE. The required Procurement Implementation Plan was submitted and the FY21 targets will be aligned with the progressive targets reflected in the Mooikraal five Procurement Implementation Plan. According to the Charter regulations, compliance in terms of EE had to be implemented by 1 March 2019. Progress will therefore be measured and reported for the period 1 March until 28 February of each year. See **Tables 12 & 13** for the Procurement Implementation Plan FY21 targets.

Table 12: FY21 targets for Mining Goods

Mining Goods Category	FY21
50% +1 HDP owned and controlled	7,35%
50% +1 Women and Youth owned and controlled	1,75%
25% +1 HDP ownership and minimum DTI B-BBEE Level 4 status	15,40%

Table 13: FY21 targets for Services

Services Category	FY21
50% +1 HDP owned and controlled	50%
50% +1 Women owned and controlled	15%
50% +1 Youth owned and controlled	5%
25% +1 HDP ownership and minimum DTI B-BBEE Level 4 status	10%

5.. Downscaling and Retrenchment

There will be downscaling or retrenchments envisaged for FY 21 period. This process will be subjected to the decision taken by the management and it will be minimised. The company has established a forum which meets frequently discuss the downscaling and retrenchment process.

5.1 Portable skills Portable skills

The objective of offering training in portable skills is to equip employees with skills that can be used outside the mining industry, in the event of mine closures and/or retrenchments. It includes those employees who exit Sasol Mining due to retirement or physical unfitness to perform underground work. The selection criteria for the employees who participate in portable skills training is:

- Unskilled employees who are within 10 years of retirement from the company; and
- Personnel no longer fit to work at the mine and who cannot be re-absorbed in the business.

It should be noted that various portable skills training programmes are available and it is the prerogative of the employee which training is selected and this may vary from the types of training listed below. See **Table 14** for more detail.

Table 14: FY21 targets for Portable training

	HDP's	
	M	F
Target	13	7
Actual	12	21
Total	20	
Budget	R 1 080 000	

6. **Conclusion**

Sasol Mining is committed to the SLP and will continuously explore ways to improve initiatives, review processes and plans. The company also employs innovative strategies towards successfully achieving its objectives and obtain alignment with the Mining Charter as well as the SLP.

The measures announced by President Ramaphosa to restrict the spread of the Corona Virus prohibited Sasol Mining from meaningfully and effectively consulting with communities. Sasol Mining will recommence with the community consultative workshops once the moratorium is lifted. This may result in changes to the targets and commitments of the SLP for the period 1 July 2020 to 30 June 2025 and as such to this implementation plan.

7. **Undertaking**

Sasol Mining (Pty) Ltd represented herein by **King Solomon Nkambule**, in his capacity as **Manager SLP and Mining Charter Compliance**, duly authorised thereto, undertakes to take all reasonable steps to adhere to the information, requirements, commitments and conditions as set out in this report.

Signed at Secunda on this.....^{4TH}.....day of November 2021.

Signature of responsible person 