

# **SOCIAL AND LABOUR PLAN**

**2018 - 2022**

**APPLICATION FOR HILLENDALE AND FAIRBREEZE MINES**

**TRONOX KZN SANDS owned by Tronox Limited**

*Submitted as contemplated in Regulation 46 of the Mineral and Petroleum Resources Development Act 2002 (Act No. 28 of 2002)*

**TRONOX**

# INDEX

---

DESCRIPTION	PAGE No.
<b>Information</b>	
Tables .....	6
Figures .....	7
Acronyms, Abbreviations and Organisations .....	8
Glossary .....	10
<b>SECTION 1: Regulation 46(a): Introduction</b>	
1.1 Introduction .....	12
1.2 Preamble	
1.2.1 Name of the Company .....	12
1.2.2 Name of Mine .....	12
1.2.3 Physical Address .....	13
1.2.4 Postal Address .....	13
1.2.5 Telephone Number .....	13
1.2.6 Facsimile Number and Email .....	13
1.2.7 Location of Mine .....	13
1.2.8 Commodity .....	14
1.2.9 Life of Mine .....	14
1.2.10 Financial year .....	14
1.3 Breakdown of employees per sending area .....	15

**SECTION 2: Regulation 46(b): Human Resource Development Programme**

- 2.1 Regulation 46 (b) (i): Skills Development Plan
  - 2.1.1 Introduction ..... 18
  - 2.1.2 Points to note within HRD Skills Development commitment ..... 19
  - 2.1.3 Tronox legislative compliance ..... 20
  - 2.1.4 Tronox KZN Sands employees’ skills and qualifications profile ..... 20
  - 2.1.5 Adult basic education and training (ABET) ..... 21
  - 2.1.6 Tronox skills development programmes ..... 22
    - 2.1.6.1 Engineering External Learnership ..... 23
    - 2.1.6.2 Internal Learnership ..... 24
    - 2.1.6.3 Leadership and Supervisor development ..... 25
    - 2.1.6.4 Supervisory Development programme ..... 25
    - 2.1.6.5 Leaders above supervisory level ..... 25
    - 2.1.6.6 Technicians in Training (External)..... 26
    - 2.1.6.7 Managerial development training ..... 2
  - 2.1.7 Portable skills training ..... 27
- 2.2 Regulation 46 (b) (iv): The Plan for the Internship and Bursary program ..... 27
  - 2.2.1 Bursary Plan - Internal ..... 28
  - 2.2.2 Bursary Plan - External ..... 29
  - 2.2.3 PIT Internship: Five year plan ..... 30
  - 2.2.4 Hard to fill vacancies during the past 12 months ..... 31
- 2.3 Regulation 46 (b) (ii): The Internship and Bursary Plan and its implementations in line with the Skills Development Plan (**Internal**)
  - 2.3.1 Career progression and fast-tracking ..... 31
  - 2.3.2 Succession Planning ..... 33
  - 2.3.3 Career progression through Individual Development Plans and Workplace Skills Plans ..... 35

2.4 Regulation 46 (b) (iii): Mentorship Plan and its implementation in line with the Skills Development Plan and the needs of empowerment groups	
2.4.1 Introduction .....	37
2.4.2 Formal mentorship programmes.....	37
2.5 Regulation 46 (b) (v): Employment Equity Plan and Statistics	
2.5.1 Introduction .....	38
2.5.2 Employment equity policy .....	38
2.5.3 Gender equity .....	38
2.5.3.1 Targets for women according to Mining charter .....	38
2.5.4 HDSA Participation in Management .....	40
2.5.4.1 Strategy to rectify HDSA participation in Management .....	40
2.5.4.1 Employment equity statistics for Tronox KZN Sands .....	41

## **SECTION 3 Regulation 46 (c): Local Economic Development Programme**

3.1 Regulation 46 (c) (i): The social and economic background of the area in which the Mine operates	
3.1.1 KwaZulu Natal .....	43
3.1.2 King Cetshwayo District Municipality, including uMhlathuze Local Municipality (Hillendale Mine) and uMlalazi Local Municipality (Fairbreeze Mine)	
3.1.2.1 Demographics.....	44
3.1.2.2 Development Indicators .....	45
3.1.2.3 Employment .....	46
3.2 Regulation 46 (c) (ii): Key economic activities of the area in which the mine operates	
3.2.1 Key economic activities .....	47
3.3 Regulation 46 (c) (iii): Impact of the mine on local communities	
3.3.1 Fairbreeze Mine and CPC .....	48
3.3.2 Hillendale Mine .....	48
3.3.3 Number of jobs created and persons benefiting .....	48
3.3.4 Other socio-economic impacts .....	49

3.4 Regulation 46 (c) (iv): Infrastructure and poverty eradication projects in the local areas	
3.4.1 Co-operation with the local municipalities .....	49
3.4.2 Mine Community Economic Development .....	49
3.4.3 Job creation through enterprise development .....	51
3.4.4 Poverty alleviation .....	51
3.4.5 Infrastructure Development .....	52
3.4.6 Other assistance to the local community and municipality .....	53
3.4.7 HIV/AIDS Programme .....	54
3.4.8 List of LED Projects 2018 -2022 .....	55
3.4.10 Framework (Detailed) of all LED projects .....	59
3.5 Regulation 46 (c) (v): Housing and Living conditions .....	133
3.6 Regulation 46 (c) (vi): Measures to address nutrition .....	133
3.7 Regulation 46 (c) (vii): Procurement Progression Planning .....	133
3.7.1 Basis for targets .....	134
3.7.2 Definitions .....	135
3.7.2.1 BEE Entities .....	135
3.7.2.2 None discretionary procurement expenditure .....	135
3.7.2.3 Local procurement: Geographical area in order of execution preference .....	136
3.7.2.4 Multinational companies .....	136
3.7.3 Influence of preferential procurement	
3.7.3.1 Multinational Companies – Contribution to Socio-Economic Development .....	136
3.7.3.2 Contracting companies – Workforce .....	136
3.7.3.3 Procurement support to local economic development and socio- Economic initiatives .....	136
3.7.3.4 Enterprise Development - Preferential Procurement .....	137
3.7.3.5 Procurement system .....	137

## **SECTION 4 Regulation 46 (d): Downscaling and Retrenchment**

4.1 Regulation 46 (d) (i): The establishment of the Future Forum .....	139
--	-----

4.2 Regulation 46 (d) (ii): Mechanisms to save jobs, and avoid job losses and a decline in employment	
4.2.1 Consultations .....	140
4.2.2 Legislative compliance .....	141
4.2.3 Forum meetings schedule .....	141
4.3 Regulation 46 (d) (iii): Mechanism to provide alternative solutions and procedures for creating job security where job losses cannot be avoided	
4.3.1 Consultations .....	142
4.3.2 Mechanisms to provide alternative solutions .....	143
4.4 Regulation 46 (d) (iv): Mechanisms to ameliorate the social and economic impact on individuals, regions and economies where retrenchment or closure of mine is certain	
4.4.1 Consultations .....	144
4.4.2 Severance package .....	144
4.4.3 Alternative work .....	144
4.4.4 Re-employment .....	144
4.4.5 Mechanisms and procedures for skills training on retrenchment .....	145
4.4.6 Mine closure objectives and alternative use of infrastructure and land for Sustainable Community Development .....	145

**SECTION 5 Regulation 46 (e): Financial Provision** – Implementation of Social and Labour Plan in terms of Human Resource Development Programme, Local Economic Development Programme and the processes to manage Downscaling and Retrenchment

5.1 Human Resource Development Programme .....	147
5.2 Local Economic Development Programme .....	148
5.3 Management of Downscaling and Closure Programme .....	148

**SECTION 6 Regulation 46 (f): An undertaking** - by the holder of the mining right to ensure compliance with the Social and Labour Plan and to make it known to employees.

6.1 Undertaking .....	150
6.2 Approval .....	150

## **TABLES NUMBERS, DESCRIPTION AND PAGE NUMBERS**

Table 1	Hillendale and Fairbreeze Mines Life span .....	14
Table 2	Geographic origin of employees .....	15
Table 3	Compliance with skills development legislation .....	20
Table 4	Tronox KZN Mine Employees skills and qualifications profile .....	20
Table 5	Adult Basic Education and Training (ABET) plan .....	22
Table 6	External Learnership .....	23
Table 7	Internal Learnership .....	24
Table 8	Managerial Development Training .....	25
Table 9	Technician in Training (TIT) .....	26
Table 10	Bursary Plan - Internal .....	28
Table 11	Bursary Plan - External .....	29
Table 12	Professionals in Training Internship: Five year plan.....	30
Table 13	Management of Talent Pool and Fast Tracking .....	32
Table 14	Five Year Succession Plan .....	33
Table 15	Succession Plan Projections .....	34
Table 16	Staffing of Permanent Employees as of to date .....	36
Table 17	Five Year Mentorship Plan .....	37
Table 18	Mining Charter Targets for Women: 2018-2022 .....	39
Table 19	Targets for HDSA in Management .....	40
Table 20	Tronox KZN Sands Employment Equity Statistics .....	41
Table 21	Regional Demographics .....	45
Table 22	District Employment Levels .....	46
Table 23	Percent persons unemployed in Municipalities Tronox operate ....	46
Table 24	Umlalazi housing breakdown .....	53
Table 25	HIV/AIDS Wellness Programme Targets .....	54
Table 26	Local Economic Development Projects .....	55
Table 27	Qhamuka High School Classrooms .....	59
Table 28	Borehole – Armsdon Plant and Trees .....	61
Table 29	Somopho Business Park Phase 2 .....	63
Table 30	Mafika Crèche Upgrade .....	65
Table 31	House for Disabled/Elderly/Needy and Child-headed Families .....	67
Table 32	Qhamuka High School Admin Block .....	69
Table 33	Izenzo Primary School Classroom, Ablutions and Admin .....	71
Table 34	Nqutshini Garden Fence, Generator, Tanks and Piping .....	74
Table 35	Mevamhlophe School Fencing .....	76
Table 36	Ziphozonke High School Science Laboratory .....	78

Table 37	Matshana Reserve Multipurpose Centre .....	80
Table 38	TC Building Conversion to Community Centre .....	82
Table 39	Gubhethuka Primary School Admin Block and Pavement .....	84
Table 40	Madlankala Reserve Vet .....	86
Table 41	Batshazwayo Crèche Upgrade .....	88
Table 42	Mjabuliseni High School Classrooms .....	90
Table 43	Mvuzemvuze Primary School Extension .....	92
Table 44	Computer Centre .....	94
Table 45	Bakery Youth Project .....	96
Table 46	House for Disabled/Elderly/Needy and Child-headed Families .....	98
Table 47	Multi-Purpose Centre .....	100
Table 48	Ogagwini Trading Facilities .....	102
Table 49	Obanjeni Sports Complex .....	104
Table 50	House for Disabled/Elderly/Needy and Child-headed Families .....	106
Table 51	Veleshowe Crèche Project .....	108
Table 52	Cemetery Fencing and Ablutions .....	110
Table 53	Ensingweni Primary School Admin, Classroom & Ablutions.....	112
Table 54	Borehole - Ploughing Project .....	115
Table 55	Uphindo High School Science Laboratory .....	117
Table 56	Ngwenya Secondary School Open Shelter (Nutrition) .....	119
Table 57	Nogabisela High School 3 Classrooms .....	121
Table 58	Access Road to Dokodweni Beach .....	123
Table 59	Thekelimfundo Primary School Project .....	125
Table 60	Borehole with Tanks .....	127
Table 61	Isithembiso Crèche .....	129
Table 62	Ingobamakhosi High School Classrooms .....	131
Table 63	BEE Spend .....	134
Table 64	HDSA/BEE spend and future targets to 2022 .....	135
Table 65	Community Suppliers .....	137
Table 66	Financial Provision HRD .....	147
Table 67	Financial Provision LED .....	148

## **FIGURES**

Figure 1	Locality Map .....	16
Figure 2	Overview of Tronox Ltd learning and development approach .....	19
Figure 3	Procurement BEE Spend .....	134



## **ACRONYMS, ABBREVIATIONS AND ORGANISATIONS**

ABET	Adult Basic Education and Training
BCEA	Basic Conditions of Employment Act 1997
CETA	Construction Education and Training Authority
DM	District Municipality
EAP	Employee Assistance Programme
EE	Employment Equity
EMPR	Environmental Management Programme Report
ETDP	Education and Training Development Practitioner
FRL	Full Range Leadership
GGP	Gross Geographic Product
GDP	Gross Domestic Product
HDSA	Historically Disadvantaged South African
IDP	Integrated Development Plan
ISO	International Standards Organisation
LM	Local Municipality
LOM	Life-of-mine
LRA	Labour Relations Act 1995
MOA	Memorandum of Agreement
MPRDA	Mineral Petroleum Resources Development Act
MQA	Mining Qualifications Authority
NSDS	National Skills Development Strategy
OCA	Organisational Culture Analysis
PD	Personnel Development
POE	Portfolio of Evidence
PRAXIS	A database system

QMS	Quality Management System
RPL	Recognition of prior learning
RSC	Regional Services Council
SAMPPF	South African Mining Preferential Procurement Forum
SAP	Tronox's electronic data system
SAQA	South African Qualifications Authority
SD	Skills Development
SDF	Skills Development Facilitator
SETA	Sectorial Education and Training Authority
SHRD	Strategic Human Resource Development
SIA	Social Impact Assessment
SME	Subject Matter Expert
SMME	Small, Medium or Micro Enterprise
WSP	Workplace Skills Plan
LED	Local Economic Development
CSI	Corporate Social Investment
TBA	To be approved

## **GLOSSARY**

<b>Contractors</b>	Companies that supply the mine with workers and services that will be engaged in core mining activities. This report excludes contractors who will supply the mine with non-core mining labour, such as cleaning services.
<b>Local communities</b>	The communities that live within the same local municipality as where the mine is located and in this instance are neighbours to the mine site. These are communities that are impacted upon directly by our mining activities. In this regard we are referring to 8 communities.
<b>Mine management</b>	For the purpose of this report, all employee levels are defined as per guidelines from the mining charter.
<b>Local Economic Development</b>	Socio-Economic development projects done in the community by the company. The company takes responsibility for the sustainability of the project, which have distinct measurable and will leave a legacy behind.
<b>Corporate Social Investment</b>	The company invests or make monetary contributions to socio-economic development projects, but do not necessarily take responsibility for the sustainability of the project.

# SECTION ONE

---

## INTRODUCTION

In compliance with Regulation 46 (a)  
of the Mineral and Petroleum Resources Development Act

# **SECTION 1: Regulation 46 (a): Introduction**

---

## **1.1 INTRODUCTION**

Tronox KZN Sands (PTY Ltd) is a business unit of Tronox Ltd, a leading international pigment company based in the United States. Exxaro owns 26% direct shares in the company. Tronox KZN Sands (PTY) Ltd is the company holding the mining authorisations for Hillendale, Fairbreeze A, B and C and C Extension and Block P, Braeburn, and Braeburn Extension. All these mines are located in the King Cetshwayo District Municipality in KwaZulu-Natal. Current mining is taking place at Fairbreeze Mine.

All of the heavy minerals are processed through the same secondary beneficiation plant, which is situated just North-West of Empangeni. The mineral separation plant is also part of Tronox KZN Sands and falls within the same complex as the CPC. Tronox KZN Sands ore deposits are small and regarded as comprising a single production unit. Mining activities, including the labour force, move from one ore-body to the next. For this reason, a single social and labour plan (SLP) has been compiled for Hillendale, Fairbreeze A, B and C, Fairbreeze C Extension and Block P, Braeburn and Braeburn Extension. Please refer to page 16 for an illustration of how activities will move through the ore-bodies during the life of mine.

Ilmenite is beneficiated further at the smelter plant just North-West of Empangeni. The ilmenite is smelt to produce pig iron and 85% titanium slag, which are both exported for further processing into castings and pigment respectively.

The numbers in this document refer to Tronox KZN Sands (Fairbreeze, Hillendale and Mineral Separation plant). It should be noted that Hillendale Mine is currently being rehabilitated.

## **1.2 PREAMBLE**

**1.2.1 Name of the Company** - Tronox KZN Sands (PTY) Ltd.

**1.2.2 Name of Mine:** Tronox KZN Sands (Pty) Ltd, holder of the following licenses:

- Hillendale (KZN30/5/1/2/2/125MR)
- Reserve 10 (KZN30/5/1/2/2/124MR)
- Braeburn ( KZN30/5/1/2/2/150MR)
- Braeburn Extension (KZN30/5/1/2/2/178MR)
- Fairbreeze C Extension (KZN30/5/1/2/2/164MR)
- Fairbreeze A, B and C (KZN30/5/1/2/2/123MR)

Contact person: Nick Bulunga; Stakeholder Relations and Public Affairs Specialist

**1.2.3 Physical Address:** Central Processing Complex

R34 Melmoth Road, Empangeni 3880

**1.2.4 Postal Address:** Private Bag X20010

Empangeni

3880

**1.2.5 Telephone No:** 035 902 7389 or 7844

**1.2.6 Facsimile No.:** 086 635 2769

**E-mail Address:** [nick.bulunga@tronox.com](mailto:nick.bulunga@tronox.com) and [nelaine.joseph@tronox.com](mailto:nelaine.joseph@tronox.com)

**1.2.7 Location of Mine:**

Hillendale mine is situated in northern KwaZulu-Natal, approximately 20km southwest of Richards Bay. Empangeni is approximately 20km northwest of Hillendale. The N2 highway skirts the deposit on the western side. Hillendale Mine is in the uMhlathuze Municipality within the King Cetshwayo District Municipality.

**Names of ore bodies:** Hillendale; Braeburn; Braeburn Extension.

**Co-ordinates:** 31° 56'.5" longitude

28° 50' latitude

**Mine Manager:** Hennie Kruger

**Telephone:** 035 340 8101

**Facsimile:** 086 635 2769

The Fairbreeze mining area starts about 2km south of the coastal town of Mthunzini and continues southwards for about 20km in a strip approximately 2km wide (refer to the locality plan).

The Fairbreeze Mine is situated in the uMlalazi Municipality within King Cetshwayo District Municipality. A portion towards the tip-end on the South falls under Mandeni local municipality which is under ILembe District Municipality.

**Name of ore bodies:** Fairbreeze A, B and C  
 Fairbreeze C Extension  
 Block P

**Co-ordinates:** 31° 42" longitude  
 29° 00" latitude

**Mine Manager:** Hennie Kruger

**Telephone:** 035 340 8101

**Facsimile:** 086 635 2769

**1.2.8 The Commodity:** Heavy mineral concentrate (HMC).

**1.2.9 Life of Tronox KZN Sands Mines** - Hillendale ceased mining operations in December 2013 and the life of mine at Fairbreeze is 20 years at planned production rate.

**Table 1 Tronox KZN Sands Mines Life Span**

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
Hillendale Mine																		
Fairbreeze mine																		
CPC Furnace 1																		
CPC Furnace 2																		

**1.2.10 The financial year of the mine** - runs from January to December each year.

### 1.3 BREAKDOWN OF EMPLOYEES PER SENDING AREA

The dominant first language in communities around Fairbreeze Mine is IsiZulu (80%), with smaller numbers having Afrikaans (8%) or English (12%) as first languages.

Then included workforce (Fairbreeze and Hillendale Mines plus support staff) is 438, 403 permanent and 35 temporal employees (2 with Tronox Fairbreeze Mine, 1 with Hillendale Mine and 32 with labour brokers). Hillendale Mine has only 11 employees (10 permanent and 1 contractor).

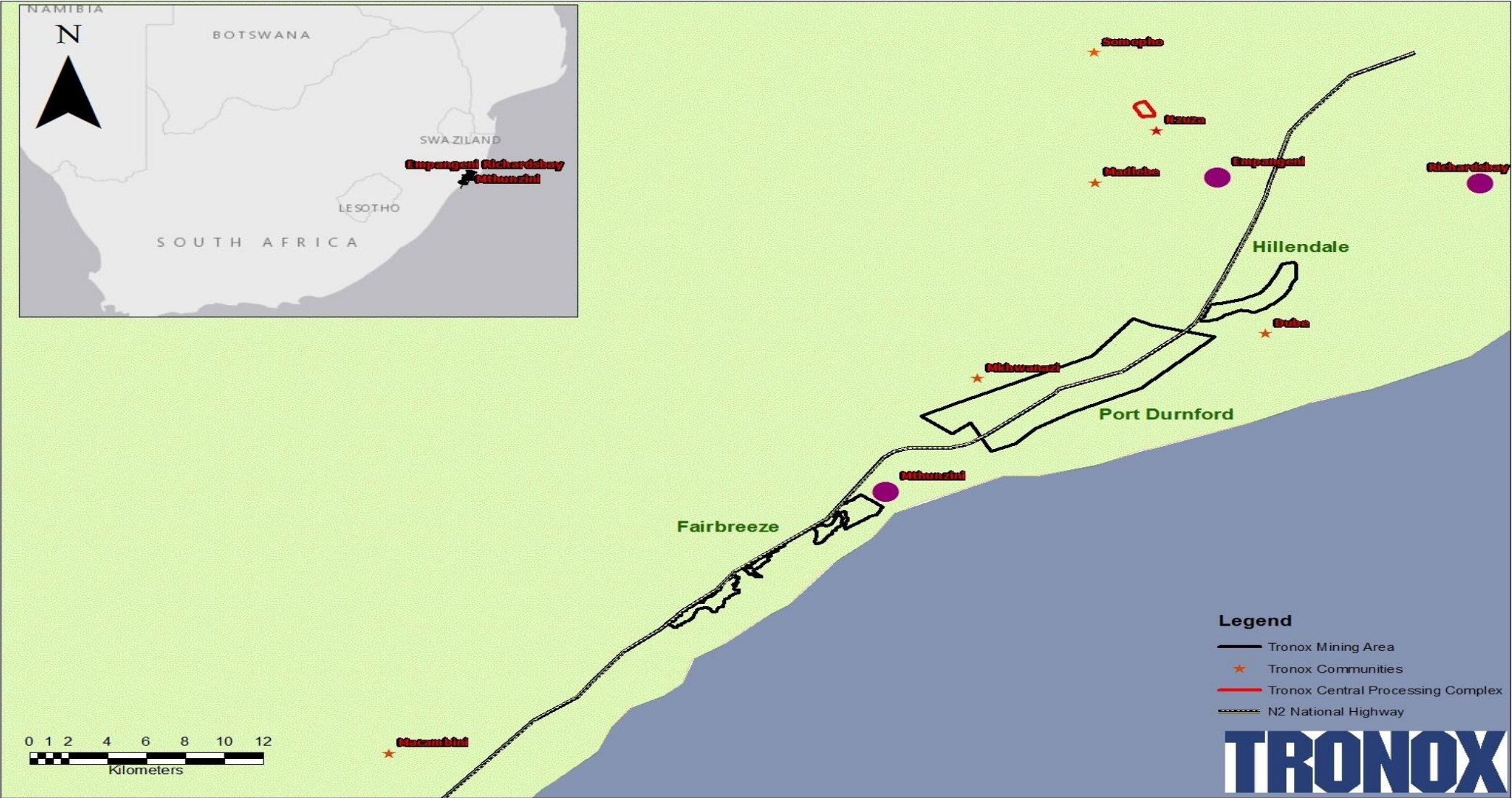
It is estimated that each employee has an average of five dependants, which gives a total of 2,190 non-employees directly dependent on wages from the business. This figure definitely excludes contracting companies.

**Table 2 Geographic origin of employees (The table figures below does not include temporal employees)**

Province	Municipality		Town/village	Numbers
	District	Local		
KwaZulu-Natal	King Cetshwayo	UMhlathuze	Richards Bay	85
KwaZulu-Natal	King Cetshwayo	UMhlathuze	Empangeni (133) , Ngwelezane (6), Somopho (7.5) and Madlebe (3.5)	150
KwaZulu-Natal	King Cetshwayo	UMhlathuze	Esikhawini	75
KwaZulu-Natal	King Cetshwayo	UMhlathuze	Dube (Gobandlovu – Madlankala)	29
KwaZulu-Natal	King Cetshwayo	Umlalazi	Mthunzini	31
KwaZulu Natal	King Cetshwayo	UMfolozi	KwaMbonambi	4
KwaZulu-Natal	ILembe	KwaDukuza	Mandeni	5
KwaZulu-Natal	King Cetshwayo	Variety	Other	23
			<b>TOTAL</b>	<b>403</b>



Figure 1 Locality Map



## **SECTION TWO**

---

### **HUMAN RESOURCES DEVELOPMENT PROGRAMME**

In compliance with Regulation 46 (b)  
of the Mineral and Petroleum Resources Development Act

# **SECTION 2: Regulation 46 (b) – Human Resources Development Programme**

---

## **2.1 REGULATION 46 (b) (i): SKILLS DEVELOPMENT PLAN**

### **2.1.1 Introduction**

In line with the Social and Labour Plan (SLP) guidelines, the primary objective of this compilation is to plan for the development of requisite skills, knowledge and attributes, with the aim of enabling employees to perform their jobs, to equip them with knowledge in preparation for prepare or future career development. In addition, Tronox training and leadership development is aligned with and aimed at enhancing Tronox Values-driven behaviour

For the purpose of the SLP 2018-2022,Tronox KZN Sands' skills development programme will mainly focus on the following areas:

1. Adult Basic Education and Training (ABET)
2. Apprenticeship Programme
3. Learnership Programmes (Internal and External)
4. Experiential Development Programmes (Technicians and Professionals in Training)
5. Bursars (Internal and External)
6. Internships (Internal and External)
7. Career Pathing and Mentorship Plan
8. Portable Skills Development (Where applicable)

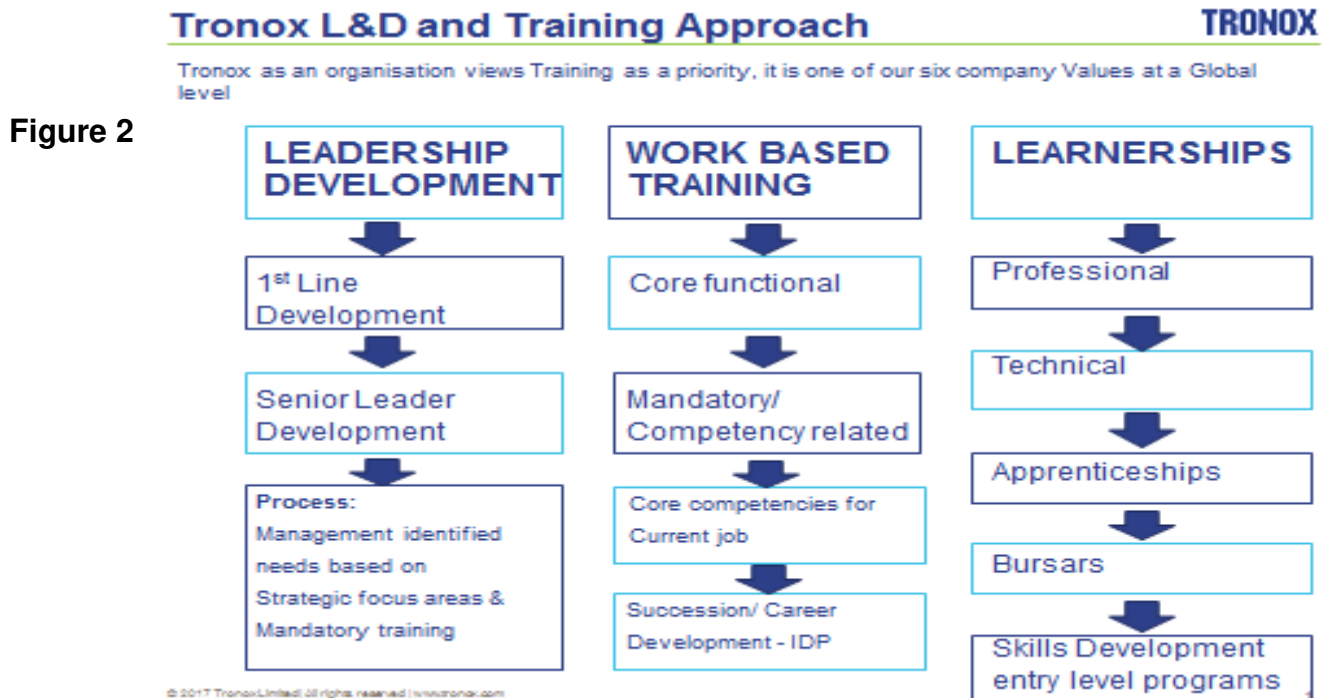
Internal human resource development focuses primarily on skills development, with particular emphasis on improving employees' competencies in current positions, as well as accelerated development programmes in line with internal succession programmes and employment equity strategies.

Where applicable, especially at lower levels, opportunities are offered to employees to become functionally literate and numerate as per the Mining Charter guidelines

All training and development initiatives are developed in consultation with the relevant stakeholders (Skills Development Committee) in a spirit of joint participation.

Progress is measured on quarterly basis at the Skills Development Committee meetings comprised of Senior Management, Union representatives and individuals representing different skill categories and Diversity groups.

## A DIAGRAMMATIC OVERVIEW OF TRONOX LTD LEARNING AND DEVELOPMENT APPROACH



### 2.1.2 Important points to note within HRD Skills Development commitments made below:

1. All training programmes will have a start and an end date as prescribed on legally required contracts with the students.
2. Numerical commitments per year may reflect the same students each committed year until the student obtains his/her qualification. Should a qualification be a 3 year plan, the students committed to will be shown for all 3 years and should not be read and understood as a new intake.

**Example:** 10 students from year 2018 shall be indicated in year 2019, 2020 and 2021 until they obtain their qualification. This means the company will provide the skills training for 10 students over a year period. It does not indicate a separate new intake of 10 students every year.

3. This is applicable to all programs offered by the Business unless specifically stated as a note field at the table.
4. Learnerships and skills development programs intake numbers may be adjusted, based on scarcity of skills within South Africa. Tronox KZN Sands aims is to deliver on the total numbers as committed below, but training will be based on skills availability and relevance in the South African Economically active population and skills statistics.

### 2.1.3 Tronox KZN Sands Legislative Compliance

**Table 3 Compliance with Skills Development Legislation**

<b>Name of SETA.</b>	Mining Qualifications Authority
<b>Registration number with the SETA.</b>	L 420747976
<b>Confirmation of having appointed a Skills Development Facilitator.</b>	Faith Boysie
<b>Proof of submission of work place skills plan.</b>	Yes

### 2.1.4 Tronox KZN Sands Employees Skill and Qualifications Profile

**Table 4**

Number and Education Levels (Permanent employees and temporary positions for the annual period of 2017)			Male				Female				Total		
Band	NQF		A	C	I	W	A	C	I	W	Male	Female	
General Education and Training (GET)	1	No Schooling	1	0	0	0	0	0	0	0	0	1	0
		Grade 0/ Pre school	0	0	0	0	0	0	0	0	0	0	0
		ABET 1: Grade 1 - 3	2	0	0	0	0	0	0	0	0	2	0
		ABET 2: Grade 4 - 6	8	0	0	0	0	0	0	0	0	6	0
		ABET 3: Grade 7 - 8	16	0	0	0	0	0	0	0	0	24	0
		ABET 4: Grade 9	0	0	0	0	0	0	0	0	0	0	0

<b>Further Education &amp; Training (FET)</b>	<b>2</b>	<b>Grade 10/N1</b>	10	0	0	1	0	0	0	0	11	0
	<b>3</b>	<b>Grade 11/ N2</b>	13	0	1	1	0	0	0	0	15	0
	<b>4</b>	<b>Grade 12/ N3</b>	281	5	35	44	53	4	14	11	365	82
<b>Higher Education &amp; Training (HET)</b>	<b>5</b>	<b>Higher Certificate</b>	36	0	7	10	8	0	2	3	53	13
	<b>6</b>	<b>Advanced Certificate/ National Diploma</b>	34	1	4	14	13	1	7	9	53	30
	<b>7</b>	<b>Bachelor's Degree/ Advanced Diploma</b>	11	2	7	11	9	1	5	5	31	20
	<b>8</b>	<b>Honour's Degree</b>	1	0	2	3	3	0	0	1	6	4
	<b>9</b>	<b>Master's Degree</b>	2	0	3	2	0	0	1	0	7	1
	<b>10</b>	<b>Doctorate Degree</b>	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>			<b>421</b>	<b>8</b>	<b>59</b>	<b>86</b>	<b>86</b>	<b>6</b>	<b>29</b>	<b>29</b>	<b>574</b>	<b>150</b>

### 2.1.5 Adult Basic Education and Training: ABET

Adult Basic Education and Training (ABET) provides opportunities for employees to become functionally literate and numerate, which is a first step towards further education and training. We have a total of 27 employees with educational levels lower than ABET 4 and in need of training. The following graph illustrates the current ABET level status of the workforce

ABET classes are expected to run for the first 4 years of the SLP, the number of employees is dependent on willingness of employees to participate in the program. We plan to have completed the training programme and covered all identified employees by the end of 2022.

**Table 5 - ABET Plan**

<b>ABET Level</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>ABET 1</b>	0	0	0	0	0
<b>ABET 2</b>	3	4	0	0	0
<b>ABET 3</b>	3	3	4	0	0
<b>ABET 4</b>	4	3	3	4	0
<b>Total number</b>	<b>10</b>	<b>10</b>	<b>7</b>	<b>4</b>	<b>0</b>
<b>Budget</b>	<b>R 345 030</b>	<b>R362 281</b>	<b>R380 395</b>	<b>R399 415</b>	<b>R0</b>

### **2.1.6 Tronox KZN Sands Skills Development Programmes**

Participants for Learnership Programmes are sourced from local communities as well as entry level internal employees who display interest and potential to participate in such programmes. These include Learnerships in Mineral Processing and Metal Production, and recently Weighbridge operators. During the course of next five years, there is a plan to introduce more skills development programmes for entry level employees, including Learnerships in Mining Processes.

**Table 6 – 2.1.6.1 Engineering External Learnerships**

Engineering Learner ships	2018		2019		2020		2021		2022	
	New Intake	Role Over	New Intake	Role Over	New Intake	Role Over	New Intake	Role Over	New Intake	Role Over
<b>PC Learners</b>	6	0	6	0	6	0	6	0	6	0
<b>Electrician</b>	2	0	2	2	2	4	2	4	2	4
<b>Instrument Mechanician</b>	4	0	4	4	4	8	4	8	4	8
<b>Fitter</b>	4	0	4	4	4	8	4	8	4	8
<b>Boilermaker</b>	2	1	2	3	2	4	2	4	2	4
<b>Millwright</b>	2	4	2	4	2	4	2	4	2	4
<b>Total number</b>	<b>20</b>	<b>5</b>	<b>20</b>	<b>17</b>	<b>20</b>	<b>28</b>	<b>20</b>	<b>28</b>	<b>20</b>	<b>28</b>
<b>Annual Cost</b>	<b>R 2,463,900</b>		<b>R 3,812,316</b>		<b>R 5,226,300</b>		<b>R 5,226,300</b>		<b>R 5,226,300</b>	



**Table 7 – 2.1.6.2 Internal Learnerships**

Maintenance Operators (Section 28)	2018		2019		2020		2021		2022	
	New Intake	Role Over	New Intake	Role Over	New Intake	Role Over	New Intake	Role Over	New Intake	Role Over
Mineral Processing	4	0	4	0	4	0	4	0	4	0
Artisan Development	2	0	0	2	0	2	0	0	0	0
<b>Total number</b>	<b>6</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>0</b>
<b>Annual Cost</b>	<b>R 289,200</b>		<b>R 289,200</b>		<b>R 207,600</b>		<b>R 207,600</b>		<b>R 207,600</b>	

**NOTE:** *The learners will be taken from start until they receive their trade certificates. The duration of learnership is 3 years. 2017 Learnerships intake are rolled over into this SLP.*

### 2.1.6.3 Leadership and Supervisor Development

Managerial Development Training aims at developing employees in managerial skills, to keep the organisation abreast with latest relevant managerial practices and trends, as well as improving organisational efficiency and sustainability.

### 2.1.6.4 Supervisory Development Programme

Supervisory Development is the most critical level of leadership development as it equips employees with skills to transition from managing themselves to managing others. All employees who get promoted to first line supervisors are the recipients of this training. The Training Programme is tailor made for Tronox and delivered by the Nelson Mandela Metropolitan University.

### 2.1.6.5 Leaders Above Supervisory Level

At this level, leadership development is aligned with Tronox internal Strategy, Succession Planning, Values and Behavioural Expectations as well as business Trends, Change Management and Initiatives.

Internal leadership programmes are provided by internal trainers who are specifically trained in Leadership Development Programmes delivery, as well as external accredited service providers.

### 2.1.6.6 Managerial Development Training

Table 8

Managerial Development	2018	2019	2020	2021	2022
Supervisory Training	8	8	8	8	8
Management Development Programme	4	4	4	4	4
Arbinger Training	132	134	134	0	0
Total number	144	146	146	12	12
Budget	R 682,200.00	R 689,200.00	R 689,200.00	R 220,200.00	R 220,200.00

### 2.1.6.7 Technicians in Training (External)

The **Technicians in Training (TIT)** program is aimed at developing qualified technicians that have at least completed S4 of their technical diploma. The organization then provides TITs with the opportunity to learn and gain exposure and experience at an operational environment. The TITs have to complete their Practice levels 1 and 2 component of their training, which is an integral part in completing their Qualifications/National Diploma.

**Table 9 Technicians in Training**

Technicians in Training	2018		2019		2020		2021		2022	
	New Intake	Role Over	New Intake	Role Over	New Intake	Role Over	New Intake	Role Over	New Intake	Role Over
P1/P2 Electrical	1	0	1	1	1	1	1	1	1	1
P1/P2 Mechanical	2	2	2	2	2	2	2	2	2	2
P1/P2 Instrumentation	2	1	2	2	2	2	2	2	2	2
<b>Total number</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>
<b>Annual Cost</b>	<b>R870,000.00</b>		<b>R1,230,000.00</b>		<b>R1,230,000.00</b>		<b>R1,230,000.00</b>		<b>R1,230,000.00</b>	

The 2016 intake will roll over to 2018.

### **2.1.7 Portable Skills/ Compliance Training.**

The minimum entry level educational qualifications requirement is Grade 12 in all Tronox KZN Sands operations. On appointment, employees receive mandatory Job-Specific, Health & Safety and Environment related training. Permanent employees also have access to individual development opportunities for personal career advancement, in line with Tronox career paths.

If and when the need arises, a skills audit will be conducted to determine the need for portable skills development, as well as an external market skills demand analysis, we will then develop and implement a Portable Skills Development Programme in line with the outcome of the skills audit.

## **2.2 REGULATION 46 (b) (iv): THE PLAN FOR INTERNSHIP AND BURSARY PROGRAMME**

### **Bursary Programme and Implementation Plan**

Tronox has a University Bursary Programme which is targeted for students who attend Universities and Equivalent Institutions. This programme is aimed at firstly providing financial means for matriculants who may not afford to pay university fees, as well as to ensuring a supply of qualified talent to meet Tronox's future talent needs, as well as to address the skills shortage within the South African context.

The bursary programme provides for the support of South African students to study at an accredited South African tertiary institution up to an undergraduate level qualification, in spite of the duration of a degree.

**Table 9 – 2.2.1 Bursary Plan – Internal**

Bursary Field	2018		2019		2020		2021		2022	
	New Intake	Role Over	New Intake	Role Over	New Intake	Role Over	New Intake	Role Over	New Intake	Role Over
<b>N3 – Maths</b>	3	0	3	0	3	0	3	0	3	0
<b>N3 – Science</b>	3	0	3	0	3	0	3	0	3	0
<b>N4 – National Certificate</b>	3	0	3	0	3	0	3	0	3	0
<b>LLB</b>	1	0	1	1	0	2	0	2	0	1
<b>BCom Supply Chain Management</b>	0	0	1	0	0	1	0	1	0	0
<b>BCom Information Management</b>	0	0	1	0	0	1	0	1	0	0
<b>National Diploma Safety Management (UNISA)</b>	1	0	0	1	2	0	0	2	0	0
<b>Total number</b>	<b>11</b>	<b>0</b>	<b>12</b>	<b>2</b>	<b>11</b>	<b>4</b>	<b>9</b>	<b>6</b>	<b>9</b>	<b>1</b>
<b>Annual Cost</b>	<b>R60,900.00</b>		<b>R450,900.00</b>		<b>R162,900.00</b>		<b>R162,900.00</b>		<b>R48,900.00</b>	

**Table 11 – 2.2.2 Bursary Plan – External**

Bursary Field	2018		2019		2020		2021		2022	
	New Intake	Role Over	New Intake	Role Over	New Intake	Role Over	New Intake	Role Over	New Intake	Role Over
<b>Environmental</b>	0	0	1	0	1	1	1	2	1	2
<b>Metallurgist</b>	0	0	0	0	2	0	2	2	2	4
<b>Mechanical</b>	0	0	0	0	2	0	2	2	2	4
<b>BSc Geology</b>	2	0	1	2	0	3	0	1	0	0
<b>BSc Electrical Engineering and IT</b>	1	0	1	1	0	2	0	2	0	2
<b>BCom Supply Chain</b>	2	0	1	2	0	3	0	1	0	0
<b>BCom Accounting</b>	1	0	1	1	1	2	0	2	0	1
<b>BSc Mining Engineering</b>	1	0	1	1	1	2	0	3	0	2
<b>ND Electrical Engineering</b>	1	0	1	1	0	2	0	1	0	0
<b>BA Community Affairs</b>	1	0	1	1	1	2	0	2	0	1
<b>Total number</b>	<b>9</b>	<b>0</b>	<b>8</b>	<b>9</b>	<b>8</b>	<b>17</b>	<b>5</b>	<b>18</b>	<b>5</b>	<b>16</b>
<b>Annual cost</b>	<b>R 929,142</b>		<b>R 2,684,188</b>		<b>R 5,265,138</b>		<b>R 5,471,614</b>		<b>R 4,852,186</b>	

Bursars are recruited and then screened through an assessment and interview process. Targets as set in the Mining Charter are used in the selection process.

**Table 12 – 2.2.3 PIT Internships: Five-Year Plan**

Disciplines	2018		2019		2020		2021		2022	
	New Intake	Role Over	New Intake	Role Over	New Intake	Role Over	New Intake	Role Over	New Intake	Role Over
<b>Mechanical</b>	1	0	1	1	1	1	1	1	1	1
<b>Metallurgical</b>	2	0	2	2	2	2	2	2	2	2
<b>Geological Science</b>	1	2	1	1	1	1	1	1	1	1
<b>Chemistry and Hydrology</b>	1	1	1	1	1	1	1	1	1	1
<b>IT Field</b>	1	0	1	1	1	1	1	1	1	1
<b>BTec Safety Management</b>	1	0	1	1	1	1	1	1	1	1
<b>Human resources</b>	1	0	1	1	1	1	1	1	1	1
<b>Total</b>	<b>8</b>	<b>3</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>
<b>Annual Cost</b>	<b>R 2,160,000</b>		<b>R 3,360,000</b>		<b>R 3,360,000</b>		<b>R 3,360,000</b>		<b>R 3,360,000</b>	

## **Professionals-in-Training Internship Programme (PIT)**

The PIT Programme caters for young professionals who have completed a Degree and are in need of on-the-job experience. We normally choose employees whose skills are aligned with Tronox skills needs. They are then taken through a structured development programme, which operates as an internship, for at least 24 months, ensuring proper training and development in their respective fields of study. During this period, the PIT's are properly mentored and coached. The number of students taken into the bursary and professionals in training scheme is dependent on the skills needed in a specific area and on the skills development plans for Tronox KZN Sands.

### **2.2.4 Hard-to-fill vacancies during the past 12 months**

Tronox KZN Sands did struggle to fill some vacancies in the past years. We however consider training & skilling internal employees for promotional opportunities as far as possible. This process is successful. Some positions were vacant because of a shortage in the industry while others were just hard-to-fill. However, we currently do not have any hard to fill vacancies due to our extremely low staff turnover, averaged at less than 1% over last five year, we have more than adequate skills to fill positions.

## **2.3 REGULATION 46 (b) (ii): THE INTERNSHIP AND BURSARY PLAN AND ITS IMPLEMENTATION IN LINE WITH THE SKILLS DEVELOPMENT PLAN (INTERNAL)**

### **2.3.1 Career Progression and Fast-tracking**

The Tronox KZN Sands Human Resources Strategy focuses on an aggressive drive for talent acquisition, management and retention thereof, as part of this we have a succession plan that is reviewed every two years and our skills development focuses on training skills for the purposes of performing in their current roles as well as providing study aids for career succession i.e. to enable them to progress to the next level in line with the succession plan.



**Table 13 – Management of Talent Pool and Fast Tracking**

Year	Discipline	Male				Female				Total		Process to identify talent pool
		A	C	I	W	A	C	I	W	M	F	
2018	Mining	5	1	1		1				7	1	Employees identified having potential to develop to the next level through Performance Management and Development Systems  Hard-to-fill and critical positions identified  Employees with potential are developed and monitored via Individual Development Plans, mentoring and coaching  Identification of succession candidates is aligned with EE plan
	Management			1	1	1			1	2	2	
	Other	2	1			1	1	1	2	3	5	
2019	Mining	5	1	1		1				7	1	
	Management			1	1	1			1	2	2	
	Other	2	1			1	1	1	2	3	5	
2020	Mining	5	1	1		1				7	1	
	Management			1	1	1			1	2	2	
	Other	2	1			1	1	1	2	3	5	
2021	Mining	5	1	1		1				7	1	
	Management			1	1	1			1	2	2	
	Other	2	1			1	1	1	2	3	5	
2022	Mining	5	1	1		1				7	1	
	Management			1	1	1			1	2	2	
	Other	2	1			1	1	1	2	3	5	
<b>Total</b>		<b>35</b>	<b>10</b>	<b>10</b>	<b>5</b>	<b>15</b>	<b>5</b>	<b>5</b>	<b>15</b>	<b>60</b>	<b>40</b>	

Others refer to services departments

### 2.3.2 Succession Planning

Tronox Succession planning entails developing internal employees with the potential to fill key technical and leadership positions within the company. Succession planning increases the availability of experienced and capable employees that are prepared to assume these roles as they become available. Additional to this, Tronox KZN Succession plan is aligned with and aimed at meeting internal Diversity targets.

The five-year plan presented below does not change much for the next five years due to very low turnover rate (Averaging 0.5% in the past 5 years)

**Table 14 - Five Year Succession Plan**

	2018		2019		2020		2021		2022	
	M	F	M	F	M	F	M	F	M	F
<b>African</b>	7	1	7	3	7	3	7	3	7	3
<b>Coloured</b>	1	0	0	1	0	1	0	1	0	1
<b>Indian</b>	3	0	2	1	2	1	2	1	2	1
<b>White</b>	5	0	3	1	3	1	3	1	3	1
<b>Total</b>	<b>16</b>	<b>1</b>	<b>12</b>	<b>6</b>	<b>12</b>	<b>6</b>	<b>12</b>	<b>6</b>	<b>12</b>	<b>6</b>

The career progression of individual employees is managed via Individual Development Plans. HDSA's in the talent pool are mentored and encouraged to upgrade and extend their formal qualifications, so that they are eligible for promotion to higher levels.

<b><u>SUMMARY</u></b>								
<b>DISCIPLINE</b>	<b>Male</b>				<b>Female</b>			
	<b>A</b>	<b>C</b>	<b>I</b>	<b>W</b>	<b>A</b>	<b>C</b>	<b>I</b>	<b>W</b>
<b>Mining</b>	5	1	1	0	1	0	0	0
<b>Management</b>	0	0	1	1	1	0	0	1
<b>Other</b>	2	1	0	0	1	1	1	2
<b>TOTAL</b>	<b>7</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>3</b>

*Summary for Table 15 below*

**Table 15 Succession Plan Projections**

<b>Employee No.</b>	<b>Gender</b>	<b>Race</b>	<b>Current Pos.</b>	<b>Grade</b>	<b>Future Position</b>	<b>Grade</b>
20068318	Female	African	Geologist	DL	Exploration Geologist	DM
21000639	Male	African	Exploration Geologist	DM	Geologist	DU
21005184	Male	African	Geotechnical Specialist	DL	Leader, RSF Production	DM
9256554	Male	Indian/Asian	Manager	DU	Manager, Mining Operations	EL
21005184	Male	African	Geotechnical Specialist	DL	Leader, Mining Production	DM
21000628	Male	African	Senior Surveyor	DL	Mine Surveyor	DL
20000784	Male	African	Mine Surveyor	DL	Senior Surveyor	DL
20010896	Male	Indian/Asian	Supervisor Maintenance URIC and Reductant	DL	Leader, Mining Maintenance	DM
20001449	Male	Coloured	Coordinator, PWP Production	DL	Leader, PWP Production	DM
20001774	Female	Indian/Asian	Leader, SHE	DL	Manager, SHEQ	DU
20011184	Male	African	Asset Security Supervisor	CU	Asset Security Manager	DL
20013733	Male	Coloured	Leader, Maintenance FMP	DM	Manager, Projects KZN Sands	DM
6000907	Female	White	OTD Manager NS	DM	Manager, OTD KZN	DM

300022	Female	Coloured	Senior Management Accountant	DL	Senior Financial Accountant	DM
21006672	Female	African	Senior HR Business Partner	DU	Regional HR Manager	EL
3079	Female	White	Practitioner, HR	CU	Specialist, HRIS and Org design	DL
20025547	Female	White	Contracts Leader	DM	Manager, Supply Chain Management	EL
20029941	Male	African	Maintenance Scheduler	CL	Codifier	CU
20013884	Male	White	Manager, Mining Planner	EL	Manager Operations	EL

### 2.3.3. Career progression through Individual Development Plans and Workplace Skills Plans

All employees in management and specialist category have Individual Development Plans in place which are reviewed half yearly. This is part of the performance management process as well as individual skills development; it also defines skills requirements for succession plan purposes.

The overall skills database is captured, acted upon by the Human Resources Development and Training section of the HR Department, and reflected in the Tronox KZN Sands Workplace Skills Plan.

**Table 16 Staffing of permanent employees as of to date - August 2017**

	MALE				FEMALE			
	African	Coloured	Indian	White	African	Coloured	Indian	White
<b>EXCO</b> (Senior management)	25%		12.5%	37.5%	12.5%		12.5%	
<b>Sups and Heads</b> (Middle Management)	22.2%		11.11%	55.56%			8.33%	2.78%
<b>Foreman and Supervisors</b> (Junior management)	33.58%	1.46%	15.33%	27.07%	10.95%		3.65%	8.03%
<b>Skilled</b>	42.41%	3.66%	14.14%	10.99%	14.14%	2.09%	6.28%	6.28%
<b>Semi-skilled</b>	79.95%		1.61%	2.30%	15.21%	0.46%		0.46%
<b>Unskilled</b>								
<b>TOTAL</b>	60.05%	1.12%	7.44%	11.29%	13.52%	0.74%	2.61%	3.23%

As described above in section 2.1, Tronox KZN Sands has a talent pool that particularly focuses on HDSA employees with potential for development to higher levels. Employees are identified by their managers, are assessed for potential and, if appropriate, entered in the Tronox talent pool to be part of the focuses development program for readiness to be promoted to identified higher level positions. This process is aligned with the employment equity and the succession plans.

## **2.4 REGULATION 46 (b) (iii): MENTORSHIP PLAN AND IMPLEMENTATION IN LINE WITH THE SKILLS DEVELOPMENT AND THE NEEDS OF EMPOWERMENT GROUPS**

### **2.4.1 Introduction**

Tronox KZN Sands has formal and informal mentorship systems. Informal mentorship programme is mostly between the manager and an employee as well as peer – to – peer coaching. Employees assist one another in areas where they are ‘subject matter experts’.

We also have a formal mentorship and coaching programme wherein parties, i.e. protégés and mentors, are trained in how they should operate within the mentorship and coaching programme relationship. The duration of the programme normally lasts for a minimum of six months to a year depending on the protégé’s competency level

**2.4.2 The Formal mentorship programmes** is meant to accelerate the succession plan as well as job-related practical learning and development.

**Table 17 Tronox KZN Sands Five year mentorship plan**

	2018		2019		2020		2021		2022	
	M	F	M	F	M	F	M	F	M	F
African	8	2	8	2	8	2	8	2	8	2
Coloured	3	1	3	1	3	1	3	1	3	1
Indian	2	1	2	1	2	1	2	1	2	1
White	1	1	1	1	1	1	1	1	1	1
<b>Total</b>	<b>14</b>	<b>5</b>	<b>14</b>	<b>5</b>	<b>14</b>	<b>5</b>	<b>14</b>	<b>5</b>	<b>14</b>	<b>5</b>

*This Table is aligned to the Succession Planning Table 15*

## **2.5 REGULATION 46 (b) (v): EMPLOYMENT EQUITY PLAN AND STATISTICS**

### **2.5.1 Introduction**

Tronox KZN Sands is committed to employment equity throughout the business. Accordingly, its employment equity policy and plans are developed in order to ensure discriminatory practices do not exist and through affirmative action, to ensure the numbers of employees at senior levels truly reflect the demographics of the South African population.

### **2.5.2 Employment equity policy**

Tronox's employment equity policy has been aligned with the aim of achieving the following goals:

- No unfair discriminatory practices, implicit or explicit, to exist anywhere in the mine
- Sexual and racial harassment will not be tolerated
- No barriers to exist in the workplace that unfairly restrict employment and promotion opportunities of any person
- An enhanced representation of currently underrepresented categories of people, with the emphasis on persons from designated groups, at all levels in the mine, focused on the long-term objective of reflecting the demographics of the South African population
- To create an organisational culture in which diversity is encouraged and valued while focusing on shared values in order to develop team spirit, promote mutual understanding, optimise potential and achieve organisational goals in serving the community.

Each year Tronox's employment policies and procedures are analysed & reviewed to identify employment barriers, and to ensure that affirmative action measures are implemented to address those barriers.

### **2.5.3 Gender equity**

Tronox KZN Sands has met the target of twelve percent women in mining by 2017. Table 17 below shows the plan for the future.

### 2.5.3.1 Mining Charter targets for women (2018 - 2022)

Tronox KZN Sands is committed to diversity in the workplace; we are continuously working towards improving women representation in the workplace, specifically woman in mining. We actively recruit women to be a meaningful part of our workforce. We are currently exceeding the 10% target for woman in core mining and aim to continue and better female representation in core mining and within the organisation in general.

We currently have various programs and work groups in place, focusing on improving women representation in the workplace, as well as creating a favourable environment for female workers. To mention a few:

- Four month fully paid maternity leave, with no loss of allowances.
- Safety related training to ensure females are protected and safe in our mining operations.
- Functional Tronox Diversity Network.
- Placing pregnant women in alternative positions as opposed to physically demanding operational roles, for the duration of their pregnancy.

**Table 18 Mining Charter targets for women for 2018 – 2022**

	2018	2019	2020	2021	2022
	%	%	%	%	%
Senior Management (EXCO)	25%	30%	30%	30%	30%
Middle management (Sup, Head)	11%	12%	13%	14%	15%
Junior Management (First Line)	22%	23%	24%	25%	26%
Skilled (CU – APJ4)	28%	29%	30%	31%	32%
Semi-skilled (APJ 5 - 7)	16%	17%	18%	19%	20%
Unskilled (APJ 8)	N/A	N/A	N/A	N/A	N/A
Woman's participation in support services	61%	61%	61%	61%	61%
Woman's participation in core mining	15%	16%	16%	17%	18%

Our previous focus was on gender diversity and transformation at senior and middle management levels, we have had some improvement at these level, the next five years focus will be hiring and retaining women at junior/supervisory as well as operator levels.

Our employee turnover is extremely low and there is a range of reasons for this, including Tronox's competitive remuneration and reward packages.



## 2.5.4 HDSA Participation in Management

As described in the career progression section above, the business intends to increase its HDSA representation in management to at least 55% by 2019. This will be achieved through the implementation of a focused succession plan which includes: individual development, skills audits, talent identification, fast tracking, training and mentoring, as well as through affirmative action hiring where necessary.

Staff turnover is very low at Tronox KZN Sands. In terms of senior management, a very specific approach was followed to improve HDSA participation in senior management. As positions were vacated, Tronox KZN Sands worked on the diversity, specifically female representation. Since the previous SLP was drawn up and targets included, we managed to appoint two females as senior managers. This can be seen in the progress reporting done for the previous SLP. As soon as new targets are communicated, Tronox KZN Sands will align and draw up a plan with regards to talent identification, career progression plans, fast tracking, training and mentoring.

**Table 19 Targets for Historically Disadvantaged South Africans (HDSA's) in management: 2018 - 2022**

HDSA in Management		Total Employees	2018	2019	2020	2021	2022
			%	%	%	%	%
EXCO	Senior Management	4	60%	60%	60%	60%	60%
Sup, Head	Middle Management	8	41%	42%	42%	42%	42%
First Line	Junior Management	44	64%	65%	65%	65%	65%
Total management		56					
Total HDSA's in Management		90					
Total number of permanent employees		403					

The rationale for the targets for HDSA is for the purposes of this plan focused on the Senior Management. The aim is for Middle Management to progress to Senior Management and therefore the targets are set for the period, in order to retain what we currently have. In terms of Core & Critical skills, we exceeded the target. We would work on an approach to have a better representation of the economically active population in this category and that might slightly reduce the set targets. By doing this we would be able to focus on the transformation required by legislation.

### 2.5.4.1 HDSA strategy to rectify HDSA participation in management positions

- Diversity Focus - Preference for management positions to be filled with HDSA candidates
- External recruitment
- Succession planning

**2.5.4.2 Table 20 - Employment Equity Statistics for Tronox KZN Sands as at 31 August 2017**

	Male				Female				TOTAL	Disabled	
	African	Coloured	Indian	White	African	Coloured	Indian	White	HDSA	Male	Female
<b>OCCUPATIONAL LEVELS</b>											
Senior Management	25%		12.5%	37.5%	12.5%		12.5%		<b>62.5%</b>		
Middle Management	22.22%		11.11%	55.56%			8.33%	2.78%	<b>41.67%</b>		
Junior Management	33.58%	1.46%	15.33%	27.01%	10.95%		3.65%	8.03%	<b>64.96%</b>		
Skilled	42.41%	3.66%	14.14%	10.99%	14.14%	2.09%	6.28%	6.28%	<b>82.72%</b>	1.04%	
Semi-skilled	79.55%		1.61%	2.30%	15.21%	0.46%		.46%	<b>97.24%</b>	0.46%	0.46%
<b>TOTAL PERMANENT</b>	60.04%	1.11%	7.44%	11.29%	13.52%	0.74%	2.60%	3.22%	<b>85.48%</b>	0.49%	0.24%
Non-permanent employees	0.82%								<b>0.82%</b>		
<b>GRAND TOTAL</b>	<b>60.86%</b>	<b>1.11%</b>	<b>7.44%</b>	<b>11.29%</b>	<b>13.52%</b>	<b>0.74%</b>	<b>2.60%</b>	<b>3.22%</b>	<b>86.3%</b>	0.49%	0.24%

The above table reflects the figures as they are end August 2017.

## SECTION THREE

---

### LOCAL ECONOMIC DEVELOPMENT PROGRAMME

In compliance with Regulation 46 (b)  
of the Mineral and Petroleum Resources Development Act

## **SECTION 3: Regulation 46 (c) – Local Economic Development Programme**

---

### **3.1. REGULATION 46 (c) (i): THE SOCIAL AND ECONOMIC BACKGROUND OF THE AREA IN WHICH THE MINE OPERATES.**

#### **3.1.1. KwaZulu-Natal**

KwaZulu-Natal is South Africa's 'Garden Province', with a subtropical coastline, extending from Port Edward in the south to Mozambique in the north, flanked in the east by the warm Indian Ocean. It covers an area of 92,100 square kilometres, or 7.6% of the total area of South Africa. It has a population of 11,100,000, 19.9% of the country's total, living in 2,440,911 households, and 42% of them in urban areas. It is estimated that 57% of the population is living in poverty. Over 26% of those, above the age of 20 years have not received any education; 68% of that group have completed Grade 7 or higher. The GDP of R152 million equates to a per capita income of R11, 000 per person per annum. One and a half million, or 23% of the population, are economically active; the unemployment rate is 50%. 36% are grant beneficiaries.

The most important primary industries are agriculture, forestry and fishing, followed by mining and quarrying. The most important secondary industries are manufacturing, electricity and water, and construction. However, severe drought conditions have resulted in water sources running completely dry causing further challenges to farmers.

#### **Agriculture**

KwaZulu Natal has highly favourable agricultural conditions as it has extremely fertile soils. Sugar cane is a foundation of the economy and of agriculture. The coastal belt is a large producer of sub-tropical fruit. Midlands farming concentrates mainly on vegetables, dairy and stock farming. Forestry and tea growing are also contributing largely. Partnership with the department of Agriculture and Poultry growers is assisting to develop commercial farmers. There has been a further partnership with Ithala Development Finance Corporation for training of SMME's.

#### **Industry**

KwaZulu-Natal is the second busiest province economically, contributing 15.5% of GDP. Durban, the ninth largest harbour in the world, is the continent's busiest port – 75million tons of cargo annually. It provides good shelter for shipping and holds the record as Africa's safest port. The province, as a result of its abundant water and good labour resources, has undergone rapid industrialisation. KwaZulu-Natal is well supplied with an abundance of labour. However, highly skilled labour is insufficient to meet current requirements. Further skills training and post-schooling education is urgently required to ensure that the economy is adequately supplied with the skills it requires.

### **3.1.2. King Cetshwayo District Municipality, including uMhlathuze Local Municipality (Hillendale Mine) and uMlalazi Local Municipality (Fairbreeze Mine)**

The regional socio-economic status quo covers the following municipal structures.

- uMlalazi Local Municipality – Fairbreeze mine
- uMhlathuze Local Municipality – Hillendale mine; Braeburn and Harbour Lights Extension
- Mandeni Municipality
- King Cetshwayo District Municipality.

The King Cetshwayo District Municipality is located in the north of the province. In addition to uMlalazi and uMhlathuze, where the mining operations are located, it includes three other local municipalities – Umfolozi (KwaMbonambi); Mthonjaneni and Nkandla.

Significant economic centres at the district and provincial levels are Richards Bay and Empangeni. Richards Bay as a harbour and industrial town attracts people from surrounding towns, rural settlements and from beyond the district. Empangeni's role as an industrial and service centre to the settlements of Esikhaleni, Ngwelezane, Nseleni, Eshowe, Ntambanana and other rural settlements attracts many people to the range of higher order services available in the town. The vast majority of economic activity (88, 6%) in the district is vested in Richards Bay, Empangeni and this area is the third most important in the province of KZN in terms of economic production and contributes 8,7% of the total GDP and 5,8% of the total formal employment.

The district is characterized by low levels of urbanization; approximately 80% of the people live in rural areas. More than 53% of the population is younger than 19 years. Female population is 53%, significantly higher than the male population. The need to address poverty is one of the most critical issues.

The district is also characterized by large infrastructure backlogs, particularly in respect of water and sanitation mainly in the rural areas. The district's transportation is under pressure. The road network connects the major nodes like Richards Bay and Empangeni to the national network.

#### **3.1.2.1. Demographics**

The district municipality has a population of 1 011 004, and is broken down as follows for the district and the three relevant local municipalities.

**Table 21 Regional Demographics (2016 IDP statistics)**

Local Municipality	Population	% of total DM	Male	Female	Age Group [%]		
					Under 19	20 - 64	65 +
uMhlathuze Including Ntambanana	512 280	50.67%	51%	49%	45.8%	51.6%	2.6%
uMlalazi	213 601	21.13%	49%	51%	52,8%	43%	4.2%
Umfolozi	122 889	12.16%	48%	52%	50.9%	45.7%	3.4%
Nkandla	114 416	11.32%	46%	54%	49.8%	47.5%	2.7%
Mthonjaneni	47 818	4.73%	47%	53%	44%	54.2%	1.8%

The table indicates the high percentages of women in the district. This could be ascribed to migratory labour patterns in the area, with men moving to areas where work can be found, whilst women remain in the traditional home. This trend is reinforced by the Nkandla gender distribution that has the lowest percentage of men and is the area where there are least job opportunities as opposed to uMhlathuze. The migration pattern is confirmed in this trend.

Other demographic feature noted in the IDP to take note of is that the level of urbanisation of the population of the District was low, at 20%. This factor was described in the uMlalazi local municipality IDP that only 17.8% of the population was urbanised. Further to the overall picture, it is also noted that the white, coloured and Indian populations are over 80% urbanised, whilst the African population is 15.2% urbanised.

### 3.1.2.2. Development indicators

From the development indicators, we can compare the uMlalazi resident to her or his counterpart in the uMhlathuze local municipality. The uMlalazi resident lives in an area with lower population and higher average household sizes, this resident would be relatively uneducated and tend to travel using public transport or take long walks to go to places.

In contrast, the uMhlathuze resident would live in a more populous area, with smaller household sizes and more economically active people in the community. Transport would be by means of motor vehicles, especially for long trips. The residents would be relatively more educated and live in formal housing.

The characterisation of the uMlalazi resident suggests a rural lifestyle, whilst that of the uMhlathuze resident would be mostly urbanized.

Education levels in rural areas are very low and this is a contributing factor to the low employment figures and poverty fringe.

### 3.1.2.3. Employment

Overall unemployment levels in the district are estimated at 50%. Within the district, employment figures vary. In uMlalazi, unemployment is relatively higher at 53% whilst in uMhlathuze it is relatively lower at 41%.

In uMlalazi, the number of people who are not economically active is 60% of those aged between fifteen and sixty-five. The comparable figure for uMhlathuze is 39% and for King Cetshwayo it is 52%. These figures demonstrate that the age grouping that is traditionally economically active is relatively inactive in uMlalazi when compared to its more industrialised neighbour, uMhlathuze. This single statistic explains to a large degree the relatively undeveloped state of the uMlalazi local municipality and illustrates the paramount importance of economic activity in improving quality of lives.

**Table 22 District Employment levels:**

Local Municipality	Households surveyed with no members employed	Dependants per person employed
uMhlathuze LM (including Ntambanana)	196	5
uMlalazi LM	254	8
uMfolozi LM	78	7
Nkandla LM	83	10
Mthonjaneni LM	34	10

The unemployment rate is of concern.

**Table 23 Percentage persons unemployed in each local municipality in which Tronox KZN Sands operate:**

Municipality	Employed (%)	Unemployed (%)	None economically active (%)
uMhlathuze LM	36.17	24.72	39.11
uMlalazi LM	18.92	21.52	59.55
uMfolozi LM	28.34	22.70	48.96
Nkandla LM	16.34	21.98	61.68
Mthonjaneni LM	19.78	26.34	53.88

A non-economically active person is defined as being someone who has not actively sought work in the past four weeks.

## **3.2. REGULATION 46 (c) (ii) (a): KEY ECONOMIC ACTIVITIES OF THE AREA IN WHICH THE MINE OPERATES**

### **3.2.1 Key economic activities**

The largest contributor to the growth in the King Cetshwayo district is the Empangeni-Richards Bay urban node, which generates 80.5% of the GDP of the district.

The major economic activities in the district are manufacturing, transport, and agriculture, at 51.4%, 15.1% and 9.5% of GDP respectively. Tourism was included in the remaining generators of GDP and it is noted that this sector was relatively underdeveloped and represented a large potential economic sector.

Manufacturing is concentrated in the Empangeni-Richards Bay area and is export orientated. There are very few forward and backward linkages between industries established in the area and the major export orientated businesses.

Agriculture in the district is based upon the two monocultures of eucalyptus plantation and sugar cane cultivation. Both commercial agriculture and traditional agriculture is present, although commercial agriculture is the economically dominant mode of cultivation. Challenges facing the commercial agricultural sector are rising agricultural wages and other input costs and a focus in Richards Bay Port development, away from the handling of agricultural produce, which impacts negatively upon the sector's export ability.

The sectors that generate the most employment are agriculture, accounting for 12% of total employment, social services (9%) and manufacturing (5%).

In King Cetshwayo District, the primary employment sector is Community/Social/Personal, followed by Agriculture. Wholesale/ Retail and manufacturing follow in third and fourth place. In uMhlathuze local municipality the largest industry sector contributing to employment is Community/Social/Personal followed by Manufacturing, Wholesale/Retail and Financial. This indicates an industrial economy where reliance upon

Primary activities have been supplanted by secondary and tertiary economic activities. The uMlalazi local municipality indicators demonstrate patterns that show an agrarian economy, with the highest ranked employer being Agriculture followed by Community/Social/Personal, Private Households and Wholesale/Retail.

A trend analysis for employment per industry category provides further insight into employment patterns in the three municipal structures. Employment growth in uMlalazi is dropping in all sectors but Agriculture, which has experienced modest growth. The fastest drops have occurred in Mining, Construction and Transport. Rising employment, on the other hand, has been experienced in uMhlathuze, in all industry categories bar one, that of utility supply. This further demonstrates the power of industrialisation in creating employment.



### **3.3. REGULATION 46 (c) (ii) (b): IMPACT OF THE MINE ON LOCAL COMMUNITIES**

#### **3.3.1 Fairbreeze mine**

The Fairbreeze Mine and support services currently employ 393 permanent and 34 temporal employees. The local economic development projects are implemented and will be reviewed every five years in order to ensure the sustainability of the projects and new projects in line with the IDP will be implemented. New projects as per this Social and Labour Plan have been identified through community needs analysis via Traditional Councils and IDP alignment from 2018 to 2022.

- The mining areas are remote from the rural settlements. The community most likely to be directly affected by mining is Mthunzini.
- The main environmental concerns are dust, noise and visual impacts.
- The present land use is mainly forestry (Mondi) and sugar cane farming. This is also the preferred land use after mining.
- Tronox KZN Sands is involved in local economic development programmes that address uplifting of previous disadvantaged communities in the Mthunzini/Fairbreeze areas, in education, health, business development and skills development.

#### **3.3.2 Hillendale mine**

Hillendale Mine reached end of production in December 2013. We have not received mine closure as yet because we are currently rehabilitating the Mine. All employees in this Mine (except 10 permanent and 1 contractor) have been moved to Fairbreeze Mine.

The communities most affected by the Hillendale mine are Gobandlovu and Madlankala in the Dube Traditional Authority area.

#### **3.3.3 Number of jobs created and persons benefiting**

There are 438 direct job opportunities at Tronox KZN Sands including Hillendale Mine, Fairbreeze Mine and support services. Using a multiplier of five dependents per job, there are approximately 2 190 dependents of employees which are direct beneficiaries of the establishment of the business.

### **3.3.4 Other socio-economic impacts**

The annual salary bill for Tronox KZN Sands with the pension fund contribution is R396,695,608.64.

The total spend on procurement per annum is R1,307,709,925

Rates and taxes amount to R 3 546 377

Local Economic Development initiatives undertaken by the company in the rural areas surrounding the operations have proven to be very successful and quite a few sustainable projects have been established in the communities. More detail is available in section 3.4 below.

## **3.4. REGULATION 46 (c) (iii): INFRASTRUCTURE AND POVERTY ERADICATION PROJECTS IN THE LOCAL AREAS.**

### **3.4.1 Co-operation with the local municipalities**

#### **Relevant IDP projects**

The integrated development plans of King Cetshwayo District and other surrounding Municipalities all provide detailed projects that are to be implemented in the five years from the adoption of the IDP. These projects are, in some cases, situated close (not limited) to the existing and future mining operations or have aims and interests that coincide with the long-term interests of the mine for instance Mkhwanazi community.

All Tronox KZN Sands' projects are aligned with the local IDP's of the local municipalities, and some are run in partnership with the local municipalities.

### **3.4.2. Mine Community Economic Development**

The Mine's main objective is to contribute in a meaningful way towards the development of communities in the mining area. The mine reviews the Integrated Development Plans of the five local municipalities of the district in which they operate. The mine also consults with other economic development frameworks e.g. The Provincial Growth and Development Strategy (PGDS). National Priorities are also taken into account when development projects are identified.

Regular consultation takes place with the mine communities to identify essential needs for development. The plan that is developed is in line with the needs also identified by the different IDP's of the relevant municipalities.

Tronox KZN Sand's vision is to be the benchmark in the heavy minerals industry, which also implies being the benchmark in local economic development and stakeholder relations. It is thus imperative for Tronox KZN Sands to support national ideals, such as improving the quality of life of South African citizens through economic empowerment and education and

human resource development, which in turn contributes to the establishment of a stable environment in which the company operates.

Tronox KZN Sands is faced with a range of challenges, often exacerbated by the fact that operations take place in environmentally, culturally or politically sensitive areas. The other challenge is operating in an area where HIV/AIDS is prevalent.

Responsible corporate governance and the management of the company's impact on society and its relations with stakeholders, plays an important role in the successful achievement of its vision and business goals. Tronox KZN Sands acknowledges the role it has to play in supporting sustainable development and to assist in building prosperous societies. Socio-economic development is managed as an integral part of the business. It is driven through needs analysis achieved through community involvement and aligned with the developmental objectives of the IDPs of the different municipalities, as well as their development initiatives.

The three areas for Tronox KZN Sands' sustainable development programme are Economic, Social and Environment all remarkably enhancing the welfare of communities.

- Business development focuses on establishing new sustainable SMMEs and supporting existing SMMEs, and skills development in HDSA communities.
- Skills development focuses on training internally in the company (Learnerships, internships, bursaries etc.) as well as skills development in the communities.
- Infrastructures i.e. schools developments, industrial zones, sports complex, multi-purpose centre etc.
- Welfare, making a difference in the community basic living needs i.e. water, houses, sanitation etc.
- Health, focusing on AIDS education at the grass roots level in the surrounding communities.
- Education focuses on the development of maths and science in high schools, and career guidance in schools.
- Environmental stewardship programmes.

The focus areas provide the cornerstones for the local economic development strategy, corporate social investment and interaction with the company's communities. Tronox KZN Sands serve on the LED committee of King Cetshwayo District Municipality and of the IDP's of (but not limited) uMhlathuze, uMlalazi, Mthunzini Municipalities. The need for infrastructure development in the municipalities is discussed and reported on at the District Forum for LED. Tronox KZN Sands contributes in the form of Social Investment to the development needs like water and housing through the district municipality, which is also responsible for providing basic needs to the communities.

### **3.4.3. Job creation through enterprise development.**

#### **Preamble**

The millennium goals of national government are to alleviate poverty by creating enough jobs for the people of South Africa to improve their quality of life. The objective is to eradicate poverty by 2020. The appeal from government is that private companies need to get involved in the process. This is one of the main reasons why Tronox KZN Sands focuses largely on SMME development and job creation in the LED programmes.

Tronox KZN Sands is currently involved in a number of projects to develop HDSA companies, including, but not limited to, commercial assistance programmes. These programmes are implemented locally. In the uMlalazi Municipality, unemployment is between 55 and 59%, with a large percentage of the population not urbanized. Agriculture is one of the focus areas of the IDP for local economic development.

Besides the high unemployment level in the ordinary population, there are also physically challenged people in the area who battle to provide an income for their families as well as many AIDS orphans.

Tronox KZN Sands is not a labour intensive company, and does not have many direct jobs to offer. By creating indirect jobs in the mine communities through sustainable SMME development and skills development, the company contributes to address the government's goals to eradicate poverty.

The intent is to have a broader effect, not only in the local region, but also to influence HDSA companies and projects on a provincial level.

### **3.4.4. Poverty Alleviation**

One of the main aims of the IDP of King Cetshwayo District Municipality is to alleviate poverty in the rural communities and to improve the quality of life. Tronox KZN Sands does not have formal feeding schemes, but contribute in this regard through farming projects including Poultry, Agriculture and other income generating projects.

With the poultry and agriculture projects, the cooperative owners are taught and mentored to grow healthy vegetables and chicken, which the communities and open market buys from and they utilize that income to take care of their households.

To improve standards of living and to empower adults of the future with better knowledge in the communities, Computer Centre's and science laboratory will be built in high school system as a career guidance programme.

This project will be discussed and measured on an annual basis with the DMR and input from them will be used to improve or adjust the project.

The project will also be evaluated on an annual basis with partners involved to identify possible improvement areas which can add value. This will be recorded and implemented if the necessary funds are available.

### **3.4.5. Infrastructure Development**

In the King Cetshwayo District Municipality backlogs exist regarding the provision of basic services such as the provision of water and the building of houses. Tronox KZN Sands has previously assisted with the provision of water to 8 sub-wards of the traditional area Somopho in partnership with the District Municipality. This project has been completed.

Currently the backlog of housing in uMhlathuze and uMlalazi Municipalities is a priority. Community housing plans have been developed for the traditional areas and the municipalities have already submitted the plans to the provincial government where it has been approved. Tronox KZN Sands focuses in the following project plan to assist and partner with the local municipalities to improve housing conditions.

#### **Dube Housing Project**

Tronox KZN Sands is currently in the process of building houses in the Dube community (Gobandlovu and Madlankala wards) adjacent to Hillendale Mine. The project is to the total of 214 houses of 40 square meters each. 91 houses have been built from 2013 till 2016, 30 are in progress this year 2017, 93 will overlap to 2018 – 2020 and are part of this SLP.

#### **UMlalazi Housing Project**

Tronox will embark on a major social investment project as from 2018 till 2022 at uMlalazi Municipality area adjacent to the Fairbreeze Mine allocating a total value of approximately R 3 160 000 million to build new houses for the needy people within uMlalazi Municipality. This project will stretch over a 5 year period and 20 new 40 square meters will be built: minimum of 4 houses per year. This project does not include Ogagwini housing project listed in this SLP.

**Table 24 Umlalazi housing breakdown**

<b>Year</b>	<b>Total houses built</b>	<b>Budget</b>
2018	4	R 632 000
2019	4	R 632 000
2020	4	R 632 000
2021	4	R 632 000
2022	4	R 632 000
	<b>20</b>	<b>R 3 160 000</b>

### **This SLP Housing project**

Over and above municipalities' requests for community housing, there are direct requests from Traditional Authorities of Somopho, Ogagwini and Mkhwanazi. Tronox settled to build these houses for disabled/elderly and/or households including child-headed families in extreme poverty conditions. The identification of these families will be done by Municipality and DMR together with Traditional Authorities of these areas. Budget to build 15 houses in 2020 (5 houses on each area – Somopho, Ogagwini and Mkhwanazi) has been provided for in this SLP.

### **3.4.6. Other assistance to the local community and municipality**

In addition to the above projects, Tronox KZN Sands also assist various community projects through their Social Investment Fund with sponsorships.

The involvement of Tronox KZN Sands' employees in community development is through a Volunteerism.

### 3.4.7. HIV / AIDS

Tronox's KZN Sands HIV/AIDS programme aims to deal with the effects HIV/AIDS has on its employees, the affected primary and extended family members, and the local community with which Tronox operates.

Prevalence testing is done annually, on voluntary basis, and currently 98 of our employees are receiving Antiviral treatment. This makes 14.6% of Tronox KZN Sands workforce.

The company is managing the HIV/AIDS prevalence and employees awareness through our wellness programme, which is delivered via Careways Group and in partnership with local Department of Health and related community HIV/AIDS awareness organisations.

The wellness programme as a build up to each year's National Aids Day celebrations, will set targets as follows:

**Table 25 Wellness Programme Targets**

<b>Programme</b>	<b>Total In five years</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
VOLUNTARY COUNCELLING	133	15	19	23	35	41
HIV AND AIDS VOLUNTARY TESTING	102	10	14	19	27	32

The process will be delivered through vigorous awareness, our medical service provider, related systems and processes, sharing information and engagement of employees preparing them for the National Aids Day each year. This process will be coupled with wellness awards to encourage participation of employees and assure all employees through confidentiality agreements to assure employees that their participation will be anonymous from the beginning to the end.

We have also appointed and trained a team of dedicated Peer Educators from our employee workforce. They add a great value regarding confidential one-on-one discussions with their colleagues, especially for semi-skilled level employees.

All Tronox KZN Sands employees have access to Medical Aids with special provisions for HIV/AIDS related illness.

### 3.4.8 Summary of LED Projects 2018 to 2022

Table 26

COMMUNITY	PROJECT	BUDGET	YEAR	REMARKS
Somopho	1. Qhamuka High School Classrooms	<b>R900 000</b>	2018	Approved by DMR.
	2. Borehole – Armsdon Plant and Trees Nursery	<b>R350 000</b>	2018	Approved by DMR – Zenzele Crèche and community to also benefit water from Nursery project.
	3. Business Park	<b>R1 200 000</b>	2019	Approved by DMR.
	4. Mafika Crèche Upgrade	<b>R850 000</b>	2020	Approved – DMR to engage other Government Departments such as DSD for the crèche to be fully functional.
	5. Housing for Disabled, Child-Headed Families or Needy People (5 Houses)	<b>R900 000</b>	2021	Renamed to include Child-Headed Families. Identification will be done by Municipality and DMR.
	6. Qhamuka High School Admin Block	<b>R1 000 000</b>	2022	Approved by DMR.
Madlebe	1. Izenzo Primary School Classrooms, Ablutions and Admin Block	<b>R2 700 000</b> (R1,2mil first year - R1,5mil second year)	2018 - 2019	Approved by DMR – Budget increased from R2,1 mil to R2,7mil to accommodate Admin Block. R400k from Nqutshini Soup Kitchen.
	2. Nqutshini Garden Fence, generator, tanks and piping	<b>R800,000</b>	2020	Approved by DMR – To do PTO to address Land ownership.
	3. Mevamhlophe School Fencing	<b>R400,000</b>	2020	Approved by DMR.
	4. Ziphozonke High School Science Laboratory Building	<b>R800 000</b>	2021	Approved by DMR – Lab must be equipped.
	5. Matshana Reserve Multipurpose Centre (Hall)	<b>R1 700 000</b>	2022	Approved by DMR – In partnership with the Municipality.



Dube	1. Traditional Council Building Conversion to Community Centre	<b>R650 000</b>	2018	Approved by DMR – Renovation and roofing.  <b>(If there is excess funds, money can be used to renovate a place used for Tourists at kwa-Dube).</b>
	2. Gubhethuka Primary School Admin Block and Pavement for disable people	<b>R1 000 000</b>	2019	Approved by DMR.
	3. Madlankala Reserve Vet	<b>R500 000</b>	2020	Approved by DMR – On condition that Municipality owns it and give Mr Dube 20yrs usage agreement.
	4. Batshazwayo Crèche Building	<b>R850 000</b>	2021	Approved by DMR.
	5. Mjabuliseni High School - 4 Classrooms	<b>R1 000 000</b>	2022	Approved by DMR.
Mkhwanazi	1. Mvuzemvuze Primary School 4 Classrooms	<b>R900 000</b>	2018	Approved by DMR.
	2. Computer Centre	<b>R1 000 000</b>	2019	Approved by DMR – MOA with Municipality for the facility to be used as job seekers centre with Wifi.
	3. Bakery Project (Youth)	<b>R1 000 000</b>	2020	Approved – Municipality to coordinate activities after Tronox has provided facilities for this project.
	4. Mkhwanazi Housing for disabled, Needy people and Child-headed families	<b>R1 100 000</b>	2021	Approved by DMR - Identification will be done by Municipality and DMR.
	5. Multi-Purpose Centre	<b>R1 800 000</b>	2022	Approved by DMR – Identify a site to accommodate different wards.

Ogagwini	1. Ogagwini Trading Facilities	<b>R1 000 000</b>	2018	Approved by DMR.
	2. Obanjeni Sports Complex – (Soccer, Netball etc.)	<b>R1 200 000</b>	2019	Approved by DMR.
	3. Ogagwini Housing Project – 5 houses	<b>R1 100 000</b>	2020	Approved by DMR - Identification of families will be done by Municipality and DMR.
	4. Veleshowe Crèche	<b>R950 000</b>	2021	Project identified from Municipality IDP and approved by DMR.
	5. Cemetery Fencing and Ablution	<b>R1 200 000</b>	2022	Approved by DMR.
Nzuza	1. Ensingweni Primary School Classrooms, Ablutions & Admin block	<b>R3 200 000</b> (R1,2mil first year - R1mil in second and third year)	2018 - 2020	Approved by DMR – Budget increased from R1,2mil to R3 200 000 by cancelling other projects. <b>The school to be rebuilt.</b>
	2. Borehole - Ploughing Project (Water Scarcity)	<b>R350 000</b>	2020	Approved by DMR.
	3. Uphindo High School Science Laboratory for practical work and computers	<b>R800 000</b>	2021	Approved by DMR.
	4. Ngwenya Secondary School - Open shelter Nutrition Programme	<b>R600 000</b>	2022	Approved by DMR.
	5. Nogabisela High School – 3 classrooms	<b>R700 000</b>	2022	Approved by DMR.

Macambini	1. Access Road to Dokodweni Beach	<b>R1 450 000</b>	2018	Project identified from Municipality IDP as the high priority for the community and approved by DMR – Current beach is dangerous to use.
	2.Thekelimfundo Primary School Classrooms, Ablutions, Kitchen, Levelling of the sports field	<b>R2 300 000</b> (R1,1mil first year - R1,2mil second year)	2019 - 2020	Approved by DMR – DMR recommended pooling more resources.
	3. Borehole with tanks	<b>R350 000</b>	2021	Approved by DMR – Water Scarcity and the Municipality does not have the budget to attend to this need immediately.
	4. Isithembiso Crèche	<b>R850 000</b>	2021	Approved by DMR – Renovation and attend to water and lights problem. <b>Municipality to assist by contact other Government Departments.</b>
	5. Ingobamakhosi High School Classrooms	<b>R800 000</b>	2022	Approved by DMR.

**Notes:**

- ❖ Tronox to have MOA's with DOE in place for all schools' projects.
- ❖ Tronox together with DMR have engaged will all relevant Municipalities regarding projects committed in this SLP and have signed MOA's with Municipalities.

3.4.10 Framework of all LED Projects as per summary list sequence – Table 26 above

Table 27 Community: Somopho

<b>Project Name</b>	Qhamuka High School Classrooms			<b>Classification of project:</b>	Infrastructure		
<b>Background</b>	Upon approach by the school principal via Traditional Council to build Qhamuka school classrooms, we were amenable to this request as this project will make a difference in the lives and the future of learners even of the coming generations. The current condition of the classrooms is bad and unsafe to learners. The Department of Education does not seem to have enough funds to meet the immediate needs of all the schools. The government schools at the rural areas suffer the most. Tronox is enormously enthused in community sustainable development which includes meaningful and significant impact to communities' education and skills development.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Ningizimu	01-03-2018		01-10-2018	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Complete plan and execution Implement building of classrooms Project Timelines and Budget	Input from role players Contract with vendor Safety file Building of classrooms	Tronox Department of Education uMhlathuze Municipality Somopho Traditional Authority Community	Planning and approvals from EXCO Tender process Awarding of tender	Building and construction of classrooms Inspection by technical team Progress In building	Handover of project By Tronox and DMR	<b>R900 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	15	2	1	10	2	15	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							
<p><b>Financial Contribution: R900 000</b> Budget includes construction and standard furnishing of the classrooms.</p> <p><b>Completion and exit strategy: 2018</b> The project will be implemented, executed and handover. The school will thereafter take full responsibility of usage and maintenance of the structure.</p>							

**Table 28 Community: Somopho**

<b>Project Name</b>	Borehole - Armsdon Plant and Trees Nursery		<b>Classification of project:</b>	Infrastructure / Sustainable Development			
<b>Background</b>	Water remains an essential element for basic living and plays an imperative role in Agriculture projects. Meanwhile, KZN has faced severe drought challenge and most natural water sources dried up leaving rural areas as prime victims in the ordeal. At Somopho, there is a well-established plant and trees nursery which currently requests for a borehole and irrigating system for their business. The same project will also address water scarcity issue in the community as one tank (supplied by the same borehole) would service the community and Zenzele Crèche directly.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Somopho	01-03-2018		01-07-2018	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Complete plan and execution  Complete project timelines	Input from role players  Contract with vendor  Safety file	Tronox  uMhlathuze Municipality  Somopho Traditional Authority  Community	Planning and approvals from EXCO  Tender process  Awarding of tender	Installing a Borehole and pipework  Place tank orders  Inspection by technical team	Deliver tanks  Handover of project	<b>R350 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	7			5	2	7	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							

**Financial Contribution: R350 000** Budget includes construction of the borehole and pipework.

**Completion and exit strategy: 2018** The project will be implemented, executed and handover to Nursery owners and Somopho Traditional Authority which will then work with the local municipality to manage and maintain the project.

**Table 29 Community: Somopho**

<b>Project Name</b>	Somopho Business Park Phase 2		<b>Classification of project:</b>	Infrastructure			
<b>Background</b>	Somopho Business Park budget in 2017 was sufficient only for erecting the structure (foundation and walls); thus phase 2 budget will be used for partitioning, inserting doors, windows, ablution, interior plaster and painting. The completion of the project is essential for Somopho entrepreneurs and will be a stop-shop for the community. Tronox will collaborate with UMhlatuze Municipality in this project.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlatuze	Macekane	01-03-2019		01-08-2019	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Project Timelines	Input from role players Contract with	Tronox uMhlatuze Municipality	Planning and approvals from EXCO Tender	Building and construction Business Park Phase 2	Handover of complete project	<b>R1 200 000</b>



	and Budget	vendor Safety file Quality	Somopho Traditional Authority Community	process Awarding of tender	Inspection by technical team Progress In building		
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	15	2	1	10	2	15	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							
<p><b>Financial Contribution: R1 200 000</b> Budget is for finishing the building – Finalizing the partitioning, inserting windows, painting etc.</p> <p><b>Completion and exit strategy: 2019</b> The project will be implemented, executed and handed over to the community. UMhlathuze Municipality and the Traditional Council will thereafter take full responsibility of usage and maintenance of the structure.</p>							

**Table 30 Community: Somopho**

<b>Project Name</b>	Mafika Crèche Upgrade			<b>Classification of project:</b>	Infrastructure / Sustainable Development		
<b>Background</b>	Children’s safety and young minds development can never be over accentuated. Crèches serves 3 important functions in the community. First and foremost, crèche is a safe and reliable space for children to remain at while parents are engaged with other activities during the day. The stats reveal that a high percentage of child sexual abused cases are committed by relatives or family friends, therefore a crèche minimizes the risks of child abuse while the parents are at work. Secondly crèches are mandated to follow a syllabus to develop and prepare the young minds for school therefore children gets an opportunity to be exposed to education at an early age. Lastly crèches creates a sociable environment for children to build strong characters early for instance playing together, sharing with others, follow basic instructions etc. Tronox agreed to sponsor the building of crèches in faith that investing in children lives is actually preserving and shaping the nation’s future.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Ningizimu	01-03-2020		01-10-2020	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Complete plan and execution Implement and complete building of crèche	Input from role players Contract with vendor Safety file Quality	Tronox Department of Education uMhlathuze Municipality Somopho Traditional Authority Community	Planning and approvals from EXCO Tender process Awarding of tender Place orders for crèche equipment	Building and construction of crèche Inspection by technical team Progress In building	Deliver equipment Handover of project	<b>R850 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	12	1	1	8	2	12	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							
<b>Financial Contribution: R850 000</b> Budget caters for building the crèche and providing basic necessities for the crèche to be established. <b>Completion and exit strategy: 2020</b> The project will be implemented, executed and handover.							

**Table 31 Community: Somopho**

<b>Project Name</b>	Somopho Housing – Elderly, Disabled, Needy and Child Headed Families		<b>Classification of project:</b>	Infrastructure			
<b>Background</b>	Somopho Traditional Council requested 5 houses to be built for community members who are desperately in need of the shelter. The households to benefit will be identified by Traditional Council, Municipality representative and Department of Mineral Resources. The beneficiaries would be the elderly/disabled people with no family support and those living in extreme poverty conditions including child headed families. The request was considerably attended to by Tronox as it identifies with one of our company values “our greatest resource is people”.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District municipality	uMhlathuze	Somopho	01-03-2021		31-11-2021	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Identifying the people needing help Complete plan	Contract with vendor Safety file	Tronox uMhlathuze Municipality	Planning and approvals from EXCO	Building and construction of houses Inspection by	Handover of project	<b>R900 000</b>

	and execution	Building of houses	Somopho Traditional Authority Community	Tender process Awarding of tenders	technical team Progress In building		
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	16	2	2	8	4	16	Construction phase
<b>Medium Term</b>							Household
<b>Long Term</b>							Household
<p><b>Financial Contribution: R900 000 in 2021</b> Budget include construction of 5 houses and basic furnishing. The houses will be handed over to the 5 households identified by DMR, TC and Municipality and the beneficiaries will attain 100% ownership of their new homes.</p>							

**Table 32 Community: Somopho**

<b>Project Name</b>	Qhamuka High School Admin Block		<b>Classification of project:</b>	Infrastructure			
<b>Background</b>	Currently the school does not have an Admin block and are facing challenges attending to Admin issues i.e. storage, addressing learners (one on one) etc. During annual exams periods, there are incidents of matric paper theft as the students have easy access at any time to admin facilities. Tronox will assist in building a reasonable space for heads of departments and the principal offices as well as a conference room for teachers to hold meetings. This will also address the issue of exam papers theft as the school will now have lockable and secured offices.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Ningizimu	01-03-2022		01-09-2022	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Implement building	Input from role players Contract with	Tronox Department of Education	Planning and approvals from EXCO	Building and construction of admin block	Handover of project	<b>R1 000 000</b>

	of the admin block Project Timelines and Budget	vendor Safety file Building of admin block	uMhlathuze Municipality Somopho Traditional Authority Community	Tender process Awarding of tender	Inspection by technical team Progress In building		
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	15	2	1	10	2	15	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							

**Financial Contribution: R1 000 000** Budget includes construction and standard furniture for admin block.

**Completion and exit strategy: 2022** The project will be implemented, executed and handover. The school will thereafter take full responsibility of usage and maintenance of the structure.

**Table 33 Community: Madlebe**

<b>Project Name</b>	Izenzo Primary School Classrooms and Ablutions and Admin Block (New School)		<b>Classification of project:</b>	Infrastructure			
<b>Background</b>	Madlebe community is less than 10 kilometres away from Tronox CPC. The population in this community is rapidly increasing yet the area is still under development. The community growth has imposed an enormous need for new schools to be built. Izenzo Primary School has recently been approved by government for construction though there are no funds allocated currently. The existing schools in the area are highly congested; as a result learners travel stretched distances to where they can get admission.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Madlebe	01-03-2018		01-10-2019	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Implement building	Input from role players Contract with	Tronox Department of Education	Planning and approvals from EXCO	Building and of classrooms - 2018 Inspection by	Handover of first phase completed – 2018	<b>R2 700 000</b>



	of classrooms Project Timelines and Budget	vendor Safety file Building of classrooms, Ablutions and Admin Block	uMhlathuze Municipality Madlebe Traditional Authority Community	- 2018 Tender process - 2018 Awarding of tender – 2018 Planning and approvals from EXCO - 2019 Tender process - 2019 Awarding of tender - 2019	team - 2018 Progress In building - 2018 Construction of ablutions and Admin Block -2019 Inspection by team - 2019 Progress In building - 2019	Handover of second phase completed – 2019	
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	20	3	2	12	3	20	First Phase Construction

<b>Medium Term</b>	20	3	2	12	3	20	Second Phase Construction
<b>Long Term</b>							

**Financial Contribution: R2 700 000** Budget includes construction and standard furnishing of the classrooms – Complete project. Will spend R1,2mil in 2018 and R900k in 2019.

**Completion and exit strategy: 2018** First phase of the project will be implemented and executed. In **2019** the second phase will be implemented, executed and also handover the whole project.

**Table 34 Community: Madlebe**

<b>Project Name</b>	Nqutshini Garden Fence, Generator, Tanks and Piping		<b>Classification of project:</b>	Infrastructure/ Income generating project			
<b>Background</b>	Agriculture projects remain one of the main sources to combat poverty in KwaZulu Natal, significantly in rural areas. Madlebe community members are already active in agricultural activities and have identified a fertile place to utilize. Currently, they need to fence the place and basic equipment enabling their initiative to yield better results. Upon approach by Traditional Authority, Tronox will provide fence for Nqutshini garden to prevent theft and animals from devouring the crops. The generator, tanks and proper piping for irrigation would be an added advantage for the beneficiaries.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Nqutshini	01-03-2020		01-10-2020	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Garden fencing	Input from role players Contract with	Tronox uMhlathuze	Planning and approvals	Garden Fencing Inspection by	Finalize plumbing Deliver	<b>R800 000</b>

	and equipment	vendor Safety file Quality	Municipality Madlebe Traditional Authority Community	from EXCO Tender process Awarding of tender	technical team Commence with plumbing Placing orders for generator and tanks	generator and tanks Handover of project	
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	10	2	1	4	3	10	Fencing Phase
<b>Medium Term</b>	5	0	0	3	2	5	Plumbing – Piping phase
<b>Long Term</b>	2	0	0	0	2	2	Management
<p><b>Financial Contribution: R800 000</b> Budget includes fencing, piping, purchasing of generator and tanks.</p> <p><b>Completion and exit strategy: 2020</b> The project will be handed over to be maintained and managed by Madlebe community.</p>							

**Table 35 Community: Madlebe**

<b>Project Name</b>	Mevamhlophe School Fence		<b>Classification of project:</b>	Infrastructure			
<b>Background</b>	South Africa is facing high rates in crime including human trafficking and children sexual abuse. It therefore imposes extreme danger for learners to be at the school that is not properly secured. The school assets are also currently at risk of theft and vandalism. People remain the staid concern for Tronox and purposely embarks on any need request addressing the safety and wellbeing of children and assets of the schools in the surrounding communities.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Mevamhlophe	01-03-2020		01-07-2020	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution School fencing	Input from role players Contract with	Tronox Department of Education	Planning and approvals from EXCO	School Fencing Inspection by technical		<b>R400 000</b>

		vendor Safety file Quality	uMhlathuze Municipality  Madlebe Traditional Authority  Community	Tender process  Awarding of tender	team  Handover of project		
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	10	2	1	4	3	10	Fencing Phase
<b>Medium Term</b>							
<b>Long Term</b>							
<p><b>Financial Contribution: R400 000</b> Budget is provided solidly for the fencing of the school.</p> <p><b>Completion and exit strategy: 2020</b> The project will be handed over to be maintained and managed by Mevamhlophe School.</p>							

**Table 36 Community: Madlebe**

<b>Project Name</b>	Ziphozonke School Science Laboratory			<b>Classification of project:</b>	Infrastructure		
<b>Background</b>	In an Industry like Tronox, science is a very important subject for a person to become employed and/or to study further. The standard of Science studies in the rural schools surrounding the company is very poor and majority of these schools does not have laboratories that are properly equipped. One of the reasons for the poor performance (low marks), is that the learners are not exposed to science experiments. The other reason being that there is a lack of trained and experienced teachers in the rural schools. This project will contribute significantly to the school's science subject pass rate and will be implemented with the buy in of the Education Department.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Dondolo	01-03-2021		01-10-2021	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Building of the	Input from role players Contract with	Tronox Department	Planning and approvals	Building and construction of Laboratory	Furnishing Laboratory Handover	<b>R800 000</b>

	Laboratory	vendor Safety file Quality	of Education uMhlathuze Municipality Madlebe Traditional Authority Community	from EXCO Tender process Awarding of tender	Inspection by technical team Placing of orders for equipment	of project	
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	15	2	1	9	3	15	Construction Phase
<b>Medium Term</b>							
<b>Long Term</b>							
<p><b>Financial Contribution: R800 000</b> Budget is for building of the school laboratory and basic equipment i.e. Science kit.</p> <p><b>Completion and exit strategy: 2021</b> The project will be handed over to be maintained and managed by Ziphozonke School.</p>							



**Table 37 Community: Madlebe**

<b>Project Name</b>	Matshana Reserve Multi-Purpose Centre		<b>Classification of project:</b>	Infrastructure			
<b>Background</b>	The lack of Multi-Purpose centres in the traditional areas is evident. Multi-purpose centre is where the community can have access to different services (located and accessible in one place), trainings, and a hall for community meetings. Tronox considered this request in the essence of sustainable development social role.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Matshana	01-03-2022		01-10-2022	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Identify main purposes for the centre  Complete plan	Input from role players  Contract with vendor	Tronox uMhlathuze Municipality Madlebe	Planning and approvals from EXCO  Tender	Building and construction of Multi-purpose  Inspection by	Handover of project	<b>R1 700 000</b>

	and execution Building of the centre	Safety file Quality	Traditional Authority Community	process Awarding of tender	technical team Progress In building		
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	15	2	1	9	3	15	Construction Phase
<b>Medium Term</b>							
<b>Long Term</b>							
<p><b>Financial Contribution: R1 700 000</b> Budget is for construction of the centre.</p> <p><b>Completion and exit strategy: 2022</b> The project will be handed over to be maintained and managed by Madlebe Traditional Authority.</p>							

**Table 38 Community: Dube**

<b>Project Name</b>	Traditional Council Building Conversion to Community Centre		<b>Classification of project:</b>	Infrastructure			
<b>Background</b>	The Dube Traditional Council approached Tronox KZN Sands for assistance in converting/renovating an old Traditional Council's building to a centre for elderly people to use when receiving their government pension grant and also to display their handwork for sale. They are currently utilizing this building as a place where they receive their pension grant though it is in a very bad condition; there is no roof, no windows etc.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Madlankala Gobandlovu	01-03-2018		01-11-2018	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Renovations of the building	Input from role players Contract with vendor	Tronox uMhlathuze Municipality Dube Traditional	Planning and approvals from EXCO Tender process	Renovation of the building Inspection by Technical Team	Handover of project	<b>R650 000</b>

		Safety file Quality	Authority Community	Awarding of tender			
Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	10			6	4	10	Construction phase
Medium Term							
Long Term							

**Financial Contribution: R650 000** Budget caters for renovations of the building.

**Completion and exit strategy: 2018** Tronox will renovate the building and put the roof. Traditional council and community will be responsible for maintaining and managing the building thereafter.

**Table 39 Community: Dube**

<b>Project Name</b>	Gubhethuka Primary School – Admin Block and Pavement for disabled			<b>Classification of project:</b>	Infrastructure		
<b>Background</b>	Currently the school does not have an Admin block and are facing challenges attending to Admin issues i.e. storage, addressing learners (one on one) etc. The Educators are using some class rooms for admin facilities. During annual exams periods, there are incidents of matric paper theft as the students have easy access at any time to admin facilities. Tronox will assist in building a reasonable space for heads of departments and the principal offices as well as a conference room for teachers to hold meetings. This will also address the issue of exam papers theft as the school will now have lockable and secured offices. The pavement for disabled people leads to accessing the Admin Block.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Mpembeni	01-03-2019		01-11-2019	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Implement building	Input from role players Contract with	Tronox Department	Planning and approvals from EXCO	Building and construction of Admin	Handover of project By Tronox	<b>R1 000 000</b>

	of classrooms Project Timelines and Budget	vendor Safety file Building of Admin Block	of Education uMhlathuze Municipality Dube Traditional Authority Community	Tender process Awarding of tender	Block Inspection by technical team Progress In building	and DMR	
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	15	2	1	10	2	15	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							
<p><b>Financial Contribution: R1 000 000</b> Budget includes construction of Admin Block and pavement for disabled people.</p> <p><b>Completion and exit strategy: 2019</b> The project will be implemented, executed and handover. The school will thereafter take full responsibility of usage and maintenance of the structure.</p>							

**Table 40 Community: Dube**

<b>Project Name</b>	Madlankala Community Vet			<b>Classification of project:</b>	Infrastructure		
<b>Background</b>	Animals in communities may impose pollution to the environment as they carry diseases which are also a danger to people for instance dogs' rabies. It is therefore important to have a vet to take care of animals so they may remain healthy and not affect human beings with diseases. Tronox welcomed the request to assist in building a community vet centre although the building will be owned by the Municipality and the business would be operated by an individual. This request was brought to Tronox by Traditional Council and the person to own the business was approved by them. Municipality will also assist by talking to the relevant Government Departments to supply necessities for the vet to be fully functional.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Madlankala	01-03-2020		01-08-2020	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution	Input from role players Contract with	Tronox uMhlathuze	Planning and approvals from EXCO	Building and construction Vet	Handover of project	<b>R500 000</b>

	Building of the vet	vendor Safety file Quality	Municipality Dube Traditional Authority Community	Tender process Awarding of tender	Inspection by technical team Progress In building		
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	20	2	2	10	6	20	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							

**Financial Contribution: R500 000** Budget caters for community Vet construction.

**Completion and exit strategy: 2020** Tronox will build the vet after having had all role players view and have agreed to all the key issues in terms of health and environment. The Vet owner, Municipality and Traditional council will thereafter take full responsibility of the project.



**Table 41 Community: Dube**

<b>Project Name</b>	Batshazwayo Crèche Building		<b>Classification of project:</b>	Infrastructure / Sustainable Development			
<b>Background</b>	Children’s safety and young minds development can never be over accentuated. Crèches serves 3 important functions in the community. First and foremost, crèche is a safe and reliable space for children to remain at while parents are engaged with other activities during the day. The stats reveal that a high percentage of child sexual abused cases are committed by relatives or family friends, therefore a crèche minimizes the risks of child abuse while the parents are at work. Secondly crèches are mandated to follow a syllabus to develop and prepare the young minds for school therefore children gets an opportunity to be exposed to education at an early age. Lastly crèches creates a sociable environment for children to build strong characters early for instance playing together, sharing with others, follow basic instructions etc. Tronox agreed to sponsor the building of crèches in faith that investing in children lives is actually preserving and shaping the nation’s future.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Gobandlovu	01-03-2021		01-10-2021	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Complete plan and execution  Implement and complete building of crèche	Input from role players  Contract with vendor  Safety file  Quality	Tronox  Department of Education  uMhlathuze Municipality  Dube Traditional Authority  Community	Planning and approvals from EXCO  Tender process  Awarding of tender  Place orders for crèche equipment	Building and construction of crèche  Inspection by technical team  Progress In building	Deliver equipment  Handover of project	<b>R850 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	12	1	1	8	2	12	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							
<p><b>Financial Contribution: R850 000</b> Budget caters for building the crèche and providing basic necessities for the crèche to be established.</p> <p><b>Completion and exit strategy: 2021</b> The project will be implemented, executed and handover.</p>							

**Table 42 Community: Dube**

<b>Project Name</b>	Mjabuliseni High School - 4 Extra Classrooms		<b>Classification of project:</b>	Infrastructure			
<b>Background</b>	The Department of Education does not seem to have enough funds to meet the immediate needs of all the schools. The government schools at the rural areas suffer the most. Tronox is enormously enthused in community sustainable development which includes meaningful and significant impact to communities' education and skills development. Upon approach by the school principal via Traditional Council, Tronox was amenable to this request as this project will make a difference in the lives and the future of learners even of the coming generations.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Mkhoboza	01-03-2022		01-07-2022	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Implement building	Input from role players Contract with	Tronox Department	Planning and approvals from EXCO	Building and construction of classrooms	Handover of project By Tronox	<b>R1 000 000</b>

	of classrooms Project Timelines and Budget	vendor Safety file Building of classrooms	of Education uMhlathuze Municipality Dube Traditional Authority Community	Tender process Awarding of tender	Inspection by technical team Progress In building	and DMR	
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	15	2	1	10	2	15	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							
<p><b>Financial Contribution: R1 000 000</b> Budget includes construction and standard furnishing of the classrooms.</p> <p><b>Completion and exit strategy: 2022</b> The project will be implemented, executed and handover. The school will thereafter take full responsibility of usage and maintenance of the structure.</p>							

**Table 43 Community: Mkhwanazi**

<b>Project Name</b>	Mvuzemvuze Primary School - 4 Extra Classrooms	<b>Classification of project:</b>		Infrastructure			
<b>Background</b>	Mvuzemvuze Primary School has a shortage of classrooms and some grades share the class where 2 class teachers have to conduct lessons in 1 classroom in the same period. The school is in the rural area and a no fees government institution however the Department of Education does not have enough funds to meet this immediate need. Upon approach by the school principal via Traditional Council, Tronox was willing to attend to this request as this project will make a difference in the lives and the future of learners even of the coming generations.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Mkhwanazi	01-03-2018		01-10-2018	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Implement building	Input from role players Contract with	Tronox Department	Planning and approvals from EXCO	Building and construction of classrooms	Handover of project By Tronox	<b>R900 000</b>

	of classrooms Project Timelines and Budget	vendor Safety file Building of classrooms	of Education uMhlathuze Municipality Mkhwanazi Traditional Authority Community	Tender process Awarding of tender	Inspection by technical team Progress In building	and DMR	
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	15	2	1	10	2	15	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							

**Financial Contribution: R900 000** Budget includes construction and standard furnishing of the classrooms.

**Completion and exit strategy: 2018** The project will be implemented, executed and handover. The school will thereafter take full responsibility of usage and maintenance of the structure.

**Table 44 Community: Mkhwanazi**

<b>Project Name</b>	Computer and Job Seekers Centre		<b>Classification of project:</b>	Infrastructure and Income Generating Project			
<b>Background</b>	There is an enormous number of Mkhwanazi youth members who have matriculated but can neither carry on with studies nor get employment. Tronox believe that assisting the youth with basic computer skills would be an advantage as it is an essential skill to obtain in addition to their matric qualification. The centre will be managed by an individual which was approved by Traditional Council. UMhlathuze Municipality would also use the centre as a common place for Job Seekers to leave their CV's and/or be informed about the upcoming job opportunities. The project is not only about skills development but is also contributing to enterprise development with respect to Incoming Generating project. This centre will also serve as an Internet Café.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Mkhwanazi	01-03-2019		01-11-2019	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Complete plan and execution Implement building of computer centre Project Timelines and Budget	Input from role players Contract with vendor Safety file Building of skills centre	Tronox Department of Education uMhlathuze Municipality Mkhwanazi Traditional Authority Community	Planning and approvals from EXCO Tender process Awarding of tender	Building and construction of computer centre Inspection by technical team Progress In building	Handover of project By Tronox and DMR	<b>R1 000 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	15	2	1	10	2	15	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							
<p><b>Financial Contribution: R1 000 000</b> Budget includes construction of Computer and Job Seekers Centre.</p> <p><b>Completion and exit strategy: 2019</b> The project will be implemented, executed and handover. The centre owner with UMhlathuze Municipality will thereafter take full responsibility of usage and maintenance of the structure.</p>							



**Table 45 Community: Mkhwanazi**

<b>Project Name</b>	Bakery Youth Project			<b>Classification of project:</b>	Infrastructure/Income generating project		
<b>Background</b>	Tronox KZN Sands is committed to sustainable development which includes socio-economic contribution. The youth of Mkhwanazi community is also hugely affected by unemployment, it is of this effect that the Traditional Council have requested Tronox to assist with establishing a project that will employ and be managed by the youth to combat unemployment and skills development. UMhlathuze Municipality have had discussions with the Traditional Council thus this project was identified for execution.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Mkhwanazi	01-03-2020		01-10-2020	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Project Timelines	Input from role players	Tronox uMhlathuze Municipality	Planning and approvals from EXCO Tender	Establishing the business	Handover of project	<b>R1 000 000</b>

	and Budget		Mkhwanazi Traditional Authority  Community	process  Awarding of tender			
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	15	2	1	10	2	15	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							
<p><b>Financial Contribution: R1 000 000</b> Budget includes the establishment of the business.</p> <p><b>Completion and exit strategy: 2020</b> The facility will be handed over to youth cooperate to run with the project under the supervision of UMhlathuze Municipality and Mkhwanazi Traditional Council.</p>							

**Table 46 Community: Mkhwanazi**

<b>Project Name</b>	Mkhwanazi Housing for Elderly, Disabled and Needy people	<b>Classification of project:</b>		Infrastructure			
<b>Background</b>	Mkhwanazi Traditional Council requested 5 houses to be built for community members who are desperately in need of the shelter. The households to benefit will be identified by Tribal Authority, Municipality representative and Department of Mineral Resources. The beneficiaries would be the elderly/disabled people with no family support and those living in extreme poverty conditions including child headed families. The request was considerably attended to by Tronox as it identifies with one of our company values “our greatest resource is people”.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Mkhwanazi	01-03-2021		01-11-2021	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Implement building of	Input from role players Contract with vendor	Tronox Department of Education uMhlathuze	Planning and approvals from EXCO Tender	Building and construction of classrooms Inspection by technical	Handover of project By Tronox and DMR	<b>R1 100 000</b>

	classrooms Project Timelines and Budget	Safety file Building of classrooms	Municipality Mkhwanazi Traditional Authority Community	process Awarding of tender	team Progress In building		
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	16	2	2	8	4	16	Construction phase
<b>Medium Term</b>							Household
<b>Long Term</b>							Household

**Financial Contribution: R1 100 000** Budget is reserved for building the houses.

**Completion and exit strategy: 2021** The houses will be handed over to the identified households to benefit from this project and would solidly belong to the beneficiaries.

**Table 47 Community: Mkhwanazi**

<b>Project Name</b>	Multi-Purpose Centre			<b>Classification of project:</b>	Infrastructure		
<b>Background</b>	The lack of Multi-Purpose centres in the traditional areas is evident. Multi-purpose centre is where the community can have access to different services (located and accessible in one place), trainings, and a hall for community meetings. Tronox considered this request in the essence of sustainable development social role. A common site to benefit all community Wards will be identified.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Mkhwanazi	01-03-2022		01-11-2022	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Implement building of classrooms	Input from role players Contract with vendor	Tronox Department of Education uMhlathuze	Planning and approvals from EXCO Tender	Building and construction of classrooms Inspection by technical	Handover of project By Tronox and DMR	<b>R1 800 000</b>

	Project Timelines and Budget	Safety file Building of classrooms	Municipality Mkhwanazi Traditional Authority Community	process Awarding of tender	team Progress In building		
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	15	2	1	10	2	15	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							

**Financial Contribution: R1 800 000** Budget includes construction of Multi-Purpose Centre.

**Completion and exit strategy: 2022** The project will be implemented, executed and handover. The Traditional Council will thereafter take full responsibility of usage and maintenance of the structure.

**Table 48 Community: Ogagwini**

<b>Project Name</b>	Ogagwini Trading Facilities			<b>Classification of project:</b>	Infrastructure/Income generating facility		
<b>Background</b>	There was a need to address the issue of unemployment which is hugely prevalent within this community. In line with the skills development centre built by Tronox in the area, it then follows that we consider the application by the community to provide a facility for small businesses. They can manufacture different types of services or goods without having to travel far to access facilities. The facility will also be largely subsidized. Community members will pay a bare minimum to ensure the facility is able to sustain itself.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District municipality	Umlalazi	Ezingeni	01-03-2018		01-07-2018	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution	Contract with vendor Safety file	Tronox Umlalazi Municipality	Planning and approvals from EXCO Tender	Building and construction of centre Inspection by	Handover of project By Tronox	<b>R1 000 000</b>

		Building of centre	Traditional Authority Community	process Awarding of tender	technical team Progress In building	and DMR	
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	12	2	1	7	2	12	Construction phase
<b>Medium Term</b>	10	2	2	3	3	10	Operative phase
<b>Long Term</b>	10	2	2	3	3	10	Operative phase
<p><b>Financial Contribution: R1 000 000 in 2018</b> should provide for the first phase of the project. The second phase should occur 5 years after the first phase.</p>							



**Table 49 Community: Ogagwini**

<b>Project Name</b>	Ogagwini Sports Complex			<b>Classification of project:</b>	Infrastructure		
<b>Background</b>	Ogagwini residents have difficulties in accessing the amenities for recreation purposes. They are without facilities for training and for entertainment purposes. Tronox considered the proposal in the spirit of sustainable development social role of supporting and promoting vibrant and healthy communities. The complex can be used to train and perfect young stars talents and skills in various sports. The facility will employ an opportunity to train for those who may consider pursuing careers in sports courses.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District municipality	Umlalazi	Ezingeni	01-03-2019		31-10-2019	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Identifying the land and building of the complex  Complete plan	Contract with vendor  Safety file	Tronox  Umlalazi Municipality	Planning and approvals from EXCO  Tender	Building complex  Inspection by technical	Handover of project  By Tronox	<b>R1 200 000</b>

	and execution Project completion	Building of sports complex	Traditional Authority Community	process Awarding of tender	team Progress In building	and DMR	
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	20	2	2	10	6	20	Construction phase
<b>Medium Term</b>	5	1	1	2	1	5	Functional phase
<b>Long Term</b>	5	1	1	2	1	5	This excludes occasional employment

**Financial Contribution: R1 200 000 in 2019** Budget may include the construction of the complex and some basic equipment necessary to fully establish the functionality of the facility. The facility will be managed and maintained by Ogagwini Traditional Council. The complex will remain the asset for the community and will occasionally employ community members during big events.

**Table 50 Community: Ogagwini**

<b>Project Name</b>	Ogagwini Houses			<b>Classification of project:</b>	Infrastructure		
<b>Background</b>	Traditional Council have identified 5 households who are desperately in need of the shelter. The identified households are of the elderly people and some people living in extreme poverty conditions. The request was considerably attended to by Tronox as it identifies with one of our company values “our greatest resource is our people”.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District municipality	Umlalazi	Ogagwini	01-03-2020		31-11-2020	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Identifying the people needing help  Complete plan and execution	Contract with vendor  Safety file  Building of	Tronox  Umlalazi Municipality  Ogagwini Traditional	Planning and approvals from EXCO  Tender process	Building and construction of houses  Inspection by technical	Handover of project	<b>R1 100 000</b>

		houses	Authority Community	Awarding of tenders	team Progress In building		
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	16	2	2	8	4	16	Construction phase
<b>Medium Term</b>							Household
<b>Long Term</b>							Household
<p><b>Financial Contribution: R1 100 000 in 2020</b> Budget include construction of 5 houses and basic furnishing. The houses will be handed over to the 5 households identified and they will attain 100% ownership of their new homes.</p>							

**Table 51 Community: Ogagwini**

<b>Project Name</b>	Veleshowe Crèche			<b>Classification of project:</b>	Infrastructure/Income generating facility		
<b>Background</b>	This project was identified from the Umlalazi Municipality's IDP priority list to replace poultry business which was requested by the Traditional Council. The decision was taken on the basis of 2 factors. First factor being that on the previous SLP Tronox had done a similar project for 2 cooperatives however there were numerous challenges encountered on that project and secondly Veleshowe Crèche requires urgent attention due to the condition of current learning facility. Tronox received Veleshowe Crèche project in the spirit of Sustainable Development.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District municipality	Umlalazi	Ogagwini	01-03-2021		31-11-2021	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Identifying the land and building of the	Contract with vendor Safety file	Tronox Umlalazi Municipality	Planning and approvals from EXCO Tender	Building and construction of Crèche Inspection by	Handover of project By Tronox	<b>R950 000</b>

	structure	Building of Veleshowe Crèche Training	Traditional Authority Community	process Awarding of tender	technical team Progress In building	and DMR	
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	6	1	0	4	1	6	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							

**Financial Contribution: R950 000** Budget includes construction of Veleshowe Crèche.

**Completion and exit strategy: 2022** The project will be implemented, executed and handover. The Crèche owner with Traditional Council will thereafter take full responsibility of usage and maintenance of the structure.

**Table 52 Community: Ogagwini**

<b>Project Name</b>	Ogagwini Cemetery Fencing and Ablutions		<b>Classification of project:</b>	Infrastructure			
<b>Background</b>	Ogagwini has a stable community and therefore cemetery is of necessity. INkosi has identified a place for community burial which basically needs to be fenced and furnished with ablutions. This exercise will minimise, if not completely eliminate tombstones theft and vandalism. Securing the place will also improve access control to the premises while affording necessary administration to be carried out. The graves would be properly identified and if necessary be numbered, should the families wish to visit the graves of their loved ones.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District municipality	Umlalazi	Kwasibhamu	01-03-2022		31-11-2022	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Cemetery Renovations	Contract with vendor Safety file Cemetery	Tronox Umlalazi Municipality Ogagwini	Planning and approvals from EXCO Tender	Commence with Cemetery Renovations Inspection by	Handover of project	<b>R1 200 000</b>

		Renovations	Traditional Authority Community	process Awarding of tenders	technical team Progress In building		
Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	20	4	2	8	6	20	Cemetery Renovation
Medium Term	6	1	1	2	2	6	Management and Maintenance
Long Term	6	1	1	2	2	6	Management and Maintenance

**Financial Contribution: R1 200 000 in 2022** Budget include fencing, ablutions and other basic necessities required in the facility. The Traditional Authority will be solidly responsible for maintenance and management of the cemetery i.e. grass cutting, security etc.



**Table 53 Community: Nzuza**

<b>Project Name</b>	Ensingweni Primary School Classrooms, Ablutions and Admin Block		<b>Classification of project:</b>	Infrastructure			
<b>Background</b>	Ensingweni Primary School had proposed for sponsorship to build an Admin block to free up space in the existing building giving allowance for extra classrooms. Upon school visitation, Tronox representatives observed that the classrooms were in bad state, the roof is leaking (has holes); walls were severely cracked and may collapse thus imposing a danger to learners. Tronox consulted Department of Education to hear their plans for the school and discovered there is a plan to demolish the school but they do not have budget to attend to the school immediately. During projects review at DMR it was decided to pool more resources on this project, not only to build the Admin Block but also include classrooms and ablutions.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District municipality	uMlalazi	Nguqu	01-03-2018		31-11-2020	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Implement	Input from role players Contract with	Tronox Department of Education	Planning and approvals from EXCO -	Building and of classrooms - 2018	Handover of first phase	<b>R3 200 000</b>

	building of classrooms	vendor	Umlalazi Municipality	2018	Inspection by team - 2018	completed - 2018	
	Project Timelines and Budget	Safety file	Nzuza Traditional Authority	Tender process - 2018	Progress In building - 2018	Handover of second phase completed - 2019	
		Building of classrooms, Ablutions and Admin Block	Community	Awarding of tender - 2018	Construction of ablutions - 2019		
				Planning and approvals from EXCO - 2019	Inspection by team - 2019	Handover of second phase completed - 2020	
				Tender process - 2019	Progress In building - 2019		
				Awarding of tender - 2019	Construction of Admin Block -2020		
				Planning and approvals from EXCO - 2020	Inspection by team - 2020		
			Tender process - 2020	Progress In building - 2020			
			Awarding of tender - 2020				

Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	45	8	5	22	10	45	Construction phase
Medium Term							
Long Term							

**Financial Contribution: R3 200 000** Budget includes building Classrooms, Admin Block and Ablutions.

**Completion and exit strategy: 2018** The building will be an added asset to Ensingweni Primary School to be managed and maintained by the school and DOE.

**Table 54 Community: Nzuz**

<b>Project Name</b>	Borehole for Ploughing Project			<b>Classification of project:</b>	Infrastructure / Sustainable Development		
<b>Background</b>	Water remains an essential element for basic living and plays an imperative role in Agriculture projects. Meanwhile, KZN has faced severe drought challenge and most natural water sources dried up leaving rural areas as prime victims in the ordeal. Nzuz community has established a functional ploughing project and currently request for a borehole and irrigating system for their garden. The same project will also address water scarcity issue in the community as one tank (supplied by the same borehole) would service the community directly.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMlalazi	KwaNguqu	01-03-2020		01-07-2020	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Complete project	Input from role players Contract with	Tronox uMlalazi	Planning and approvals from EXCO	Installing a Borehole and pipework	Deliver tanks Handover	<b>R350 000</b>

	timelines	vendor Safety file	Municipality Nzuza Traditional Authority  Community	Tender process  Awarding of tender  Place tanks order	Inspection by technical team	of project	
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	15	2	1	9	3	15	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							
<p><b>Financial Contribution: R350 000</b> Budget includes installing a borehole and plumbing – pipework to tanks.</p> <p><b>Completion and exit strategy: 2020</b> The project will be implemented, executed and handover to Nzuza Traditional Authority which will then work with the local municipality to manage and maintain the project.</p>							

**Table 55 Community: Nzuz**

<b>Project Name</b>	Uphindo High School Science Laboratory		<b>Classification of project:</b>	Infrastructure			
<b>Background</b>	In an Industry like Tronox, science is a very important subject for a person to become employed and/or to study further. The standard of Science studies in the rural schools surrounding the company is very poor and majority of these schools does not have laboratories that are properly equipped. One of the reasons for the poor performance (low marks), is that the learners are not exposed to science experiments. The other reason being that there is a lack of trained and experienced teachers in the rural schools. This project will contribute significantly to the school's science subject pass rate and will be implemented with the buy in of the Education Department.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMlalazi	Nguqu	01-03-2021		01-10-2021	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Building of the	Input from role players Contract with	Tronox Department	Planning and approvals from EXCO	Building and construction of Laboratory	Furnishing Laboratory Handover	<b>R800 000</b>

	Laboratory	vendor Safety file Quality	of Education uMlalazi Municipality Nzuza Traditional Authority Community	Tender process Awarding of tender	Inspection by technical team Placing of orders for equipment	of project	
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	15	2	1	9	3	15	Construction Phase
<b>Medium Term</b>							
<b>Long Term</b>							

**Financial Contribution: R800 000** Budget is for building of the school laboratory and basic equipment.

**Completion and exit strategy: 2021** The project will be handed over to be maintained and managed by Uphindo High School.

**Table 56 Community: Nzuza**

<b>Project Name</b>	Ngwenya Secondary School Nutrition Shelter		<b>Classification of project:</b>	Infrastructure			
<b>Background</b>	The Department of Education have allocated funds sponsoring feeding schemes at schools to combat hunger while learners are at school. It therefore remains the school's responsibility to provide shelter where the food will be cooked (kitchen). The school governing body committee is currently running with the project and their request is for Tronox to build a nutrition shelter which can be used as kitchen and dishing facility for learners.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMlalazi	Emvutshini	01-03-2022		01-09-2022	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Building of nutrition kitchen	Input from role players Contract with vendor	Tronox Department of Education uMlalazi	Planning and approvals from EXCO Tender	Building and construction of nutrition kitchen Inspection by	Furnishing of kitchen Handover of project	<b>R600 000</b>



		Safety file Quality	Municipality Nzuza Traditional Authority Community	process Awarding of tenders	technical team Progress In building Placing orders for furniture		
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	15	2	1	9	3	15	Construction Phase
<b>Medium Term</b>							
<b>Long Term</b>							

**Financial Contribution: R600 000** Budget includes building nutrition kitchen and providing basic furniture/equipment.

**Completion and exit strategy: 2022** The project will be handed over to Ngwenya Secondary School as part of school asset. The project will therefore be maintained and managed by the school thereafter.

**Table 57 Community: Nzuz**

<b>Project Name</b>	Nogabisela High School - 3 Extra Classrooms		<b>Classification of project:</b>	Infrastructure			
<b>Background</b>	The Department of Education does not seem to have enough funds to meet the immediate needs of all the schools. The government schools at the rural areas suffer the most. Tronox is enormously enthused in community sustainable development which includes meaningful and significant impact to communities' education and skills development. Upon approach by the school principal via Traditional Council, we were amenable to this request as this project will make a difference in the lives and the future of learners even of the coming generations.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMlalazi	Nzuz	01-03-2022		01-10-2022	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Implement building	Input from role players Contract with	Tronox Department	Planning and approvals from EXCO	Building and construction of classrooms	Handover of project By Tronox	<b>R700 000</b>

	of classrooms Project Timelines and Budget	vendor Safety file Building of classrooms	of Education uMlalazi Municipality Nzuza Traditional Authority Community	Tender process Awarding of tender	Inspection by technical team Progress In building	and DMR	
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	15	2	1	10	2	15	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							
<p><b>Financial Contribution: R700 000</b> Budget includes construction and standard furnishing of the classrooms.</p> <p><b>Completion and exit strategy: 2022</b> The project will be implemented, executed and handover. The school will thereafter take full responsibility of usage and maintenance of the structure.</p>							

**Table 58 Community: Macambini**

<b>Project Name</b>	Access Road to Dokodweni Beach		<b>Classification of project:</b>	Infrastructure			
<b>Background</b>	The community of Macambini and other surrounding areas using Dokodweni Beach have suffered intense pain at the death of their loved ones at the current beach. There is a safer place that the Municipality has put work to develop as an alternative beach however the access road remains a problem. During projects review at DMR offices, it was decided that this project should be priorities to eliminate any more possible deaths at the current beach. Municipality will provide equipment and Tronox will sponsor the project.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	ILembe District Municipality	Mandeni	Mbizimbelwe	01-03-2018		01-10-2018	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution  Complete project timelines	Input from role players  Contract with vendor	Tronox  Mandeni Municipality  Macambini Traditional	Planning and approvals from EXCO  Tender process	Construction of the road  Inspection by technical team	Handover of project  By Tronox and DMR	<b>R1 450 000</b>

		Safety file	Authority Community	Awarding of tender			
Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term							
Medium Term							
Long Term							
<p><b>Financial Contribution: R 1450 000</b> Budget is for providing access road to a safer Dokodweni Beach.</p> <p><b>Completion and exit strategy: 2018</b> Tronox will sponsor the project while Municipality provide necessary resources to complete the projects. The project will be implemented, executed and handover to the community. The Municipality will thereafter take full responsibility of maintenance of the road.</p>							

**Table 59 Community: Macambini**

<b>Project Name</b>	Thekelimfundo Primary School Project		<b>Classification of project:</b>	Infrastructure			
<b>Background</b>	The Traditional Council sent a request on behalf of the school for Tronox to build 3 classrooms replacing park-home facilities the school is currently using as classrooms. These facilities are badly damage with holes underneath. During school visitation, DMR, Tronox and Municipality discovered other great needs including Admin Block, Ablutions, Nutrition Kitchen and levelling Sports Grounds. A decision was made to pool more resources to attend to the needs of the school Upon Department of Education does not seem to have enough funds to meet the immediate needs of all this schools. The school is a no fee government institution and is based at the rural area. Tronox is enormously enthused in community sustainable development which includes meaningful and significant impact to communities' education and skills development.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	ILembe District Municipality	Mandeni	Mbizimbelwe	01-03-2019		01-010-2020	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution	Input from role players	Tronox Department	Planning and approvals	Building and construction of admin	Handover of project	<b>R3 200 000</b>

	Implement building of admin block, classrooms, ablutions and levelling sports grounds.  Project Timelines and Budget	Contract with vendor  Safety file  Building of admin block, classrooms, ablutions and levelling sports grounds.	of Education  Mandeni Municipality  Macambini Traditional Authority  Community	from EXCO  Tender process  Awarding of tender	block, classrooms, ablutions and levelling the sports grounds  Inspection by technical team  Progress In building	By Tronox Municipality and DMR	
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	15	2	1	10	2	15	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							
<p><b>Financial Contribution: R3 200 000</b> Budget includes construction and standard furnishing of admin block, classrooms, ablutions and levelling of sports grounds.</p> <p><b>Completion and exit strategy: 2020</b> The project will be implemented, executed and handover. The school will thereafter take full responsibility of usage and maintenance of the structure.</p>							

**Table 60 Community: Macambini**

<b>Project Name</b>	Borehole with Tanks			<b>Classification of project:</b>	Infrastructure		
<b>Background</b>	Water remains an essential element for basic living. And one of the main aims of ILembe District Municipality IDP is to improve the quality of life in the communities. Meanwhile, KZN has faced severe drought challenge and most natural water sources dried up leaving rural areas as prime victims in the ordeal. Upon Traditional Authority approach with this desperate need, Tronox took an initiative to assist by installing a borehole (with tanks) to service the community with water.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	ILembe District Municipality	Mandeni	Nyathini	01-03-2021		01-07-2021	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution	Input from role players	Tronox	Planning and approvals from EXCO	Installing a Borehole and pipework	Deliver tanks	<b>R350 000</b>
Complete project timelines	Contract with vendor	Mandeni Municipality Macambini	Tender	Place tank	Handover of project		



		Safety file	Traditional Authority Community	process Awarding of tender	orders Inspection by technical team		
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	7	0	0	5	2	7	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							

**Financial Contribution: R350 000** Budget includes installing a borehole and purchasing of tanks.

**Completion and exit strategy: 2021** The project will be implemented, executed and handover to Macambini Traditional Authority who will then work with the local municipality to manage and maintain the project.

**Table 61 Community: Macambini**

<b>Project Name</b>	Isithembiso Crèche			<b>Classification of project:</b>	Infrastructure / Sustainable Development		
<b>Background</b>	Children’s safety and young minds development can never be over accentuated. The crèche is a safe and reliable space for children to remain at, while parents are engaged with other activities during the day. The stats reveal that a high percentage of child sexual abused cases are committed by relatives or family friends, therefore a crèche minimizes the risks of child abuse while the parents are at work. The Traditional Council requested for the renovation of the crèche as it is leaking badly. Tronox, DMR and Municipality visited the crèche and realized the crèche is great need of other necessities such as water and electricity either than just the building renovations. It was agreed that Tronox and Municipality would work together to assist in meeting these needs.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	ILembe District Municipality	Mandeni	Wangu	01-03-2021		01-10-2021	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Implement and complete building	Input from role players Contract with vendor	Tronox Department of Education Mandeni	Planning and approvals from EXCO Tender	Building and construction of crèche Inspection by	Deliver equipment Handover of project	<b>R850 000</b>

	of crèche	Safety file Quality	Municipality Macambini Traditional Authority Community	process Awarding of tender Place orders for crèche equipment	technical team Progress In building		
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	12	1	1	8	2	12	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							

**Financial Contribution: R850 000** Budget caters for the renovation of the crèche and assist in facilitating the basic needs.

**Completion and exit strategy: 2021** The project will be implemented, executed and handover. The crèche owners will maintain.

**Table 62 Community: Macambini**

<b>Project Name</b>	Ingobamakhosi High School Classrooms		<b>Classification of project:</b>	Infrastructure			
<b>Background</b>	Upon approach by the school principal via Traditional Council to build Ingobamakhosi school classrooms, we were amenable to this request as this project will make a difference in the lives and the future of learners even of the coming generations. The Department of Education does not seem to have enough funds to meet the immediate needs of all the schools. The government schools at the rural areas suffer the most. Tronox is enormously enthused in community sustainable development which includes meaningful and significant impact to communities' education and skills development.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	ILembe District Municipality	Mandeni	Mangqakaza	01-03-2022		01-10-2022	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution Implement building	Input from role players Contract with	Tronox Department of Education	Planning and approvals from EXCO Tender	Building and construction of classrooms Inspection by	Handover of project By Tronox	<b>R800 000</b>

	of classrooms Project Timelines and Budget	vendor Safety file Building of classrooms	Mandeni Municipality Macambini Traditional Authority Community	process Awarding of tender	technical team Progress In building	and DMR	
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	15	2	1	10	2	15	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							
<p><b>Financial Contribution: R800 000</b> Budget includes construction and standard furnishing of the classrooms.</p> <p><b>Completion and exit strategy: 2022</b> The project will be implemented, executed and handover. The school will thereafter take full responsibility of usage and maintenance of the structure.</p>							

### **3.5. REGULATION 46 (c) (v): HOUSING AND LIVING CONDITIONS**

Tronox KZN Sands' company housing policy focuses on home ownership and no hostels exist. A housing allowance is paid to all employees, which is incorporated in their remuneration packages. Employees may use the housing subsidy to rent or purchase their own homes. Because of the close proximity of the Tronox KZN Sands mines to existing towns, there is no need to establish settlements for its operations. Tronox KZN Sands employees make use of the existing recreational facilities, which are considered adequate.

### **3.6. REGULATION 46 (c) (vi): MEASURES TO ADDRESS NUTRITION**

As Tronox KZN Sands does not own any hostels or single quarters, no meals are provided to employees. Nutritional advice will be offered to employees through Tronox's Wellness Programme.

When an employee is expected to work overtime for an hour or more, meals are ordered from a local business in Empangeni.

At this stage we have embarked on engagements with the representative union as one of our stakeholders, in bringing nutrition solutions in our operations through canteen provision of fresh meals for our employees.

### **3.7. REGULATION 46 (c) (vi): PROCUREMENT PROGRESSION PLAN**

Tronox is committed to the preferential purchasing and procurement objectives of the Mining Charter. The purpose of the Tronox KZN Sands Procurement Progression Plan is to ensure the identification, procurement and subsequent management of suppliers categorised as BEE Entity – HDSA suppliers (i.e. Ownership >25%). Tronox KZN Sands is also committed to the establishment and growth of local SMMEs.

Tronox KZN Sands aims to ensure that when making procurement decisions we source, contract, lease, hire and procure goods and services from suppliers that demonstrate commitment to sustainable business practices and support Tronox KZN Sands compliance efforts in terms of the Mining Charter.

#### **The broad objectives of the Procurement Plan are to:**

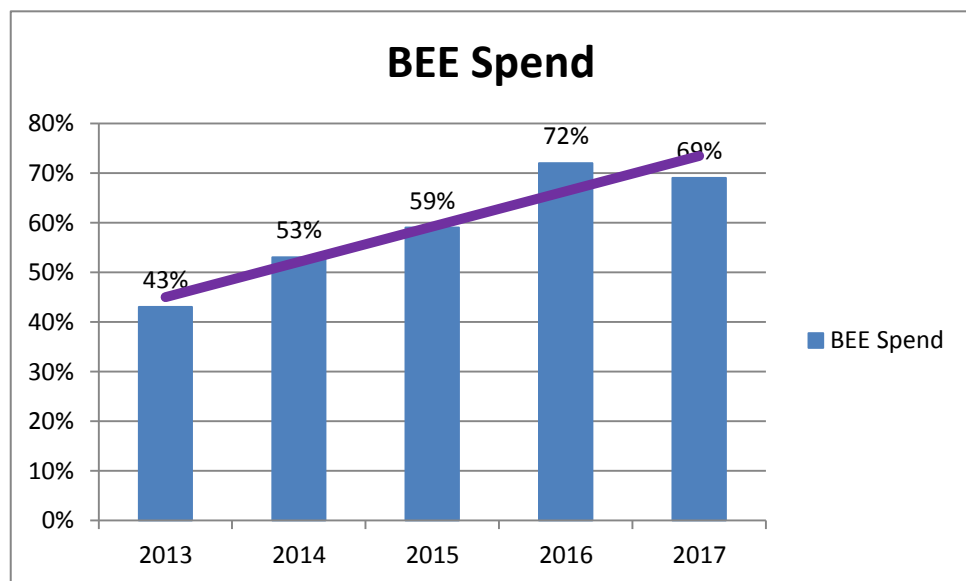
- ✚ Actively identify new BEE Entity – HDSA suppliers in the procurement environment of the KwaZulu Natal region and more specifically in the Zululand region where the mine is situated.
- ✚ Establish a comprehensive and accurate supplier and or vendor database in order to ensure that future HDSA expenditure is reflected and reported correctly.

- ✦ Progressively align the levels of spend with BEE Entity – HDSA and other category suppliers by setting realistic targets over the next five years.
- ✦ Encourage existing Tronox KZN Sands suppliers, who are anticipated to have capacity in the KwaZulu Natal region, to embark on a transformation process whereby they create BEE Entity – HDSA shareholding in their ownership structures or enter into joint ventures in order to transfer skills, particularly in the case of Multinational suppliers.
- ✦ Encourage suppliers who are not economically active in the KwaZulu Natal region to form partnerships or to expand into sustainable entities within the KwaZulu Natal region.

### 3.7.1 Basis for Targets

We align ourselves with the requirements of the Department of Trade and Industry’s BBBEE scorecard by ensuring small suppliers share in the benefits of our procurement policies and that we assist in developing a vibrant SMME sector. Our sustained commitment to procuring from HDSA suppliers is reflected in the steady progression from 43% in 2013 to 72% (exceeding the target of 52%) in 2016. See below graph depicting 2013 – 2016 BEE spend:

**Figure 3**



**Table 63** Below spend expressed in R’000 000.00

	2013	2014	2015	2016	2017
Total Discretionary Spend	R 1,245	R 883	R 3,139	R 1,504	R 345
Total BEE Spend (BO/BE/BWO/BWE)	R 538	R 467	R 1,855	R 1,088	R 240
Total Non BEE Spend	R 707	R 415	R 1,285	R 417	R 105
BEE Spend %	43%	53%	59%	72%	69%

The Tronox KZN Sands HDSA / BEE actual spend percentages as at 31 August 2017 (ytd) were as follows:

**Table 64 HDSA / BEE Spend and Future Targets to 2022**

Type of Spend	2017 Target	2017 Actual	2018 Target	2019 Target	2020 Target	2021 Target	2022 Target
Capital	40%	63%	55%	55%	60%	60%	60%
Services	70%	73%	70%	70%	75%	75%	80%
Consumables	50%	62%	60%	60%	65%	65%	65%
<b>Overall</b>		<b>52%</b>	<b>55%</b>	<b>58%</b>	<b>61%</b>	<b>64%</b>	<b>65%</b>

Tronox KZN Sands has identified the need to improve the involvement of the neighbouring mine communities in the Procurement of goods and services and therefore established a Procurement Forum in 2009. The objective of this forum is that the mine communities will be economically empowered through their increased involvement in Procurement of goods and services. Through the Procurement Forum, new procurement opportunities are continuously identified for the communities to get involved in. Existing procurement contracts and the communities are monitored and managed through a mentorship process to ensure optimum working relationship between Tronox KZN Sands and the Communities.

**3.7.2 Definitions**

For the purpose of this submission the following definitions will prevail:

**3.7.2.1 BEE entities:**

Means – an entity of which a minimum of 25% + 1 vote of share capital is directly owned by HDSA as measured in accordance with the flow through principle.

- HDSA Owned > 50% + 1 vote
- HDSA Empowered > 25% + 1 vote = 50%
- HDSA Influenced > 5% + 1 vote = 25%
- White owned > 1 Vote = 5%

**3.7.2.2 Non-Discretionary Procurement Expenditure:**

Means – expenditure that cannot be influenced by a mining company, such as procurement from the public sector and public enterprises.



### **3.7.2.3 Local Procurement: Geographical Area - Execution Preference:**

Municipal Area  
District  
Province  
National – South Africa

### **3.7.2.4 Multinational Companies**

Means – “Only companies whose ownership is held outside South Africa and it has facilities or other assets in South Africa”

## **3.7.3 INFLUENCE OF PREFERENTIAL PROCUREMENT**

### **3.7.3.1 Multinational Companies – Contribution to Socio-Economic Development**

Tronox KZN Sands will use its best endeavours, through its contractual requirements, to ensure compliance by its Multinational contractors with the requirements for suppliers of capital goods, to contribute a minimum of 0.5% of annual income generated from Tronox KZN Sands towards socio-economic development of local communities.

### **3.7.3.2 Contracting Companies – Workforce**

Tronox KZN Sands will use its best endeavours through its contractual requirements to ensure compliance by its contractors with the requirements of the Human Resources Development and Employment Equity Programmes as stipulated in the Regulation 46 of the Act, and will also make it known not only to its own employees but to the employees of its contractors.

### **3.7.3.3 Procurement Support to Local Economic Development and Socio Economic Initiatives**

Tronox KZN Sands will utilise the Governance, Best Business Principles, Ethical Contracting and Supply Chain Procurement Policies and Procedures to support and guide the activities of Local Economic Development and Socio Economic projects and initiatives, thereby creating an environment which is fair and equitable in execution to achieve the objectives of this document.

### 3.7.3.4 Enterprise-Supplier Development through Preferential Procurement

Tronox KZN Sands will use its best endeavors to develop Black Woman Owned enterprises in the coming years.

In 2016, over R17 million flowed into the six traditional leadership areas surrounding the KZN Sands operations for services above. A further R50 million flowed from Amabutu Logistics Pty (Ltd), a 50% HDSA owned transport enterprise and R29 million from SLI Construction an earth moving enterprise, of which 33.3% shares is owned by Izinkobe Construction (Pty) Ltd, 100% Black Owned that contribute to the trusts of the six traditional leadership areas for development of their communities.

Tronox KZN Sands mentored 10 HDSA companies from the local communities supplying following services from 2014 to date (below table):

**Table 65 Community Suppliers**

Company name	Type of service provided	Traditional Authority
Gabadela Trading Enterprise CC	Laundry	Somopho
Mandlomkhonto Security (Fairbreeze)	Security	Macambini
Zenzele Security (Hillendale)	Security	Ogagwini
Tri-Pillar Security (CPC)	Security	Mkhwanazi
Umhlanganisi Trading CC	Lancing Servicing	Ogagwini
Dumi-Lindiwe Systems	Industrial Cleaning	Mkhwanazi
Ziyasha Cleaning Services	Office Cleaning	Somopho
Mahlawula Trading CC	Garden Services	Dube
Somopho Holding	Road Cleaning/ Slag Plant Cleaning	Somopho
Siyazuza Trading CC	Fire Extinguisher Inspections	Nzuza

### 3.7.3.5 PROCUREMENT SYSTEM

Tronox KZN Sands has developed a system of capturing and classifying spend when purchase orders are raised in SAP. The spend is grouped into the capital, services, consumables and the sundry unknown or unclassified group. Spend data is analysed every quarter in order to measure the effectiveness of the company's programs in achieving the set targets.

## SECTION FOUR

---

### MANAGEMENT OF DOWNSCALING AND RETRENCHMENT

In compliance with Regulation 46 (d)  
of the Mineral and Petroleum Resources Development Act

## **SECTION 4: Regulation 46 (d) – Managing Downscaling and Retrenchment**

---

In the event of downscaling and retrenchments occurring, consultation with employees through their representative union will be effected in accordance with s189A of the Labour Relations Act (66) of 1995, as amended, (LRA) and any collective agreement that exists.

The Minerals and Mining Development Board will be notified as required by s52 of the Act, where retrenchment of 500 employees or ten percent of the labour force, whichever is the lesser, is to take place in any 12-month period; and to the Minister of Labour if retrenchment of 500 employees or ten percent of the workforce, whichever is the greater in this case, is contemplated. Ministerial directives will be complied with.

This section will outline the process that Tronox KZN Sands will follow, when retrenchment due to operational requirements become unavoidable. It should be noted that this is the generic approach for Tronox KZN Sands, and can be modified as a result of consultation with the Future Forum.

### **4.1 REGULATION 46 (d) (i): THE ESTABLISHMENT OF THE FUTURE FORUM**

The Mine's Future Forum is well established and has been in existence and actively involved for the purpose of Hillendale Mine Closure and the opening of Fairbreeze Mine. It is made up of appointed representatives of Tronox KZN Sands permanent employees, Union (NUM) representatives and management. The main duties will be guided by a well-established constitution of the Future Forum

Going forward, the Future Forum will focus on maintaining a dialogue between employees and management regarding the mining operation, factors affecting the mine's viability and impact, focusing on the following four pillars:

1. Promoting on-going discussions between employee representatives and management about the future of the mine.
2. Looking ahead to identify problems, challenges and possible solutions with regard to productivity and employment;
3. Developing turnaround and redeployment strategies to help reduce job losses and to improve business sustainability;
4. Implement strategies agreed upon by both employee representatives and management

The forum shall meet twice a year and on an adhoc basis where a need arises the parties have agreed.

## **4.2 REGULATION 46 (d)(ii): MECHANISMS TO SAVE JOBS, AND AVOID JOB LOSSES AND A DECLINE IN EMPLOYMENT**

This section refers to the process that Tronox KZN Sands will follow to minimise job losses due to prevailing economic conditions, scaling down or closing of the business. The process will comply with section 189 of the Labour Relations Act in line with section 52 of the MPRDA.

### **4.2.1. Consultations**

When the mine contemplates dismissing any employee(s) for reasons based on the employer's operational requirements, the employer will consult with representative union /employees as required by s189 (1) of the LRA.

Consultation will commence when the company anticipates that it will have a negative affect through retrenchment, to reduce employee numbers due to prevailing conditions. The consultations will take place within the Future Forum, which will attempt to reach a consensus on possible solutions to reduce the impact of retrenchment on employees and the local community. The following will be discussed as part of the process.

- Reason(s) for the possible reduction in employee numbers
- Possible alternative solutions
- Number of employees likely to be affected
- Proposed selection criterion of selecting the affected employees
- The period during which such downsizing is likely to take place
- Proposed severance pay
- The possibility of future re-employment
- Support process that will be in place for the affected employees
- Support process that will be in place for the affected communities.

When consultation has been completed, the Minerals and Mining Board (the Board) will be informed of the outcome. At this point, the Board can commence with its investigation and make recommendations to the Minister.

Should the Minister impose a directive based on the Board's investigation, Tronox KZN Sands will comply with the said directive and confirm in writing that the corrective measures have been taken.

## 4.2.2 Legislative compliance

In the event of retrenchments occurring, consultation with the employees will be effected in accordance with s189A of the Labour Relations Act (66) of 1995, as amended, (LRA) and any collective agreement that exists.

The Minerals and Mining development Board will be notified as required by s52 of the Act, where retrenchment of 500 employees or ten percent of the labour force, whichever is the lesser, is to take place in any 12 month period; and to the Minister of Labour if retrenchment of 500 employees or ten percent of the workforce, whichever is the greater, is contemplated. Ministerial directives will be complied with.

Tronox KZN Sands believes in open and honest communication with stakeholders at all times. Throughout the process, Tronox KZN Sands will communicate through the existing communication channels, both internal and external.

The existing external communication forums of Tronox KZN Sands will be utilized to communicate with and update external stakeholders.

## 4.2.3 Forum meetings schedule

### Monthly meeting:

- **Procurement Forum** – representatives from the traditional authorities of Somopho, Madlebe, Dube; Mkhwanazi; Ogagwini; Nzuza and Macambini attend. The purpose of this meeting is to ensure that the immediate bordering communities to the Tronox sites benefit through the procurement process that tenders are awarded to the specific communities and this contributes to the compliance of the BEE compliance. In this forum, capacity is built to understand the process of tendering and business processes.

### Bi-monthly meeting:

- **The HR meeting** – This meeting takes place to discuss HR and employment policies and procedures with the community and when people are needed for employment it is communicated through this forum. Representatives of the different Tribal Authorities and applicable councillors from municipalities attend this meeting.
- **Dube Committee Forum-** Representatives from the Dube Traditional Authority, Councillors from uMhlathuze and community representatives attend this meeting to discuss specific mine related issues, bring issues from the community to the table, receive business feedback and assist to plan for local economic development projects.

**Quarterly meetings** are held with the following forums:

- **KZN Authority meeting** –All the main authorities who Tronox work with for legislative purposes meets to discuss compliance and areas for improvement that the company can look at.

**Bi annual meetings are held as follow:**

- **Amakhosi meeting** – Meet with the Amakhosi of Somopho- Dube- Mkhwanazi- Ogagwini- Nzuza and Macambini Traditional authorities to give them business feedback and to inform them regarding important developments in the company.
- **Fairbreeze Direct neighbouring communities** – communication regarding issues that the direct neighbouring communities have and to inform regarding local economic development.
- **Direct neighbouring farmers of Fairbreeze** – Discuss issues directly related to the farmers neighbouring the area of the residue dam at Fairbreeze.
- **Socio- Economic meeting** – This meeting is held with the IDP Managers of the uMhlathuze' uMlalazi and Ntambanana Municipalities and uThungulu District Municipality and the representatives of the following traditional authorities: Somopho- Dube- Mkhwanazi- Ogagwini- Nzuza and Macambini.

**Annual meetings are held as follow:**

- **Umbrella SHEC Stakeholder meeting** – this meeting is held once a year to give all interested and affected stakeholder's feedback on annual performance of the company in the areas of Safety, health, environment and Community development. General feedback of business is given at this meeting.
- **Rehabilitation meeting** – All interested and affected parties can attend this meeting. A presentation is given regarding the rehabilitation at Hillendale Mine and visitors are taken on site visits of different rehabilitation stages.

#### **4.3 REGULATION 46 (d) (iii): MECHANISMS TO PROVIDE ALTERNATIVE SOLUTIONS AND PROCEDURES FOR CREATING JOB SECURITY WHERE JOB LOSSES CANNOT BE AVOIDED.**

##### **4.3.1. Consultations**

When the mine contemplates dismissing any employee(s) for reasons based on the employer's operational requirements, the employer will consult with representatives/employees as required by s189 (1) of the LRA.

### 4.3.2. Mechanisms to provide alternative solutions

In the case of significant downscaling Tronox KZN Sands will take measures indicated below (but not limited to):

- Moratorium on external appointments
- Moratorium on all new and/or renewal contracts with external contractors
- Terminate services of temporary staff and employees who have reached pensionable age in terms of the rules of the fund to which they belong
- Offer voluntary separation packages
- Offer employees to go on early retirement
- Redeployment in other Tronox operations where possible
- Limit excessive overtime

Where job losses are unavoidable, or when closure is certain, Tronox KZN Sands will seek, through the Future Forum and in consultation with and/or with assistance from other relevant forums, the local department of labour and other applicable provincial and/or national government department(s) to ameliorate the impact and co-operate to develop infrastructure, as well as to provide assistance with the establishment of an appropriate environment that will enable employees to create post-mine employment. The portable skills that employees will gain during the life of mine are aimed at ensuring that employees will be able to gain alternative employment.

### 4.4 **REGULATION 46 (d) (iv): MECHANISMS TO AMELIORATE THE SOCIAL AND ECONOMIC IMPACT ON INDIVIDUALS, REGIONS AND ECONOMIES WHERE RETRENCHMENT OR CLOSURE OF THE MINE IS CERTAIN.**

Tronox KZN Sands employs 100% of its permanent employees from the King Cetshwayo district municipality area. The unemployment rate in the municipality is fairly high (50.35%) compared to the average for South Africa (41.6%) (Census 2001 Statistics South Africa), with mining being only the tenth highest employment contributor. Presently, Tronox KZN Sands employs 680 permanent employees and 75 temporary employees and up to 45 other contractors on occasion and for very short periods. This makes up 0.3% of the labour force in the King Cetshwayo DM. Any retrenchment, down scaling or closure, although it would seriously affect the individual employees, would nevertheless not have a dramatic impact on the district.



#### **4.4.1. Consultations**

When the mine contemplates dismissing any employee(s) for reasons based on the employer's operational requirements, the employer will consult with representatives/employees as required by s189 (1) of the LRA.

#### **4.4.2. Severance package**

The severance package given to affected employees is currently in excess of the requirements of the BCEA. The employer pays the employee two weeks pay for each completed year of service with a minimum payment of four weeks.

#### **4.4.3. Alternative work**

Tronox KZN Sands value all its employees and will always seek ways to keep their talent within the group. Employees affected by downscaling will be re-skilled for re-deployment to other Tronox operations as a first priority.

In the event that re-deployment is not possible, Tronox KZN Sands will assist affected employees through:

- The provision of portable skills as per section 2.1.6. Above.
- Ensuring that throughout the life of mine, its LED projects can absorb ex-employees, as per section 3.3.6. Above.
- Liaison with other companies regarding employment opportunities with them.
- Ongoing liaison during the life of mine with the municipality , other relevant government departments, and local business and LED forums regarding opportunities for developing a post mining economy.

#### **4.4.4. Re-employment**

Employees with comparable qualifications, who have been retrenched by the employer will, as far as it is practicable and in compliance with inherent job requirements of the particular job, be considered for re-employment when vacancies occur. This arrangement will be applicable for a period of 12 months after date of retrenchment.

#### **4.4.5. Mechanisms and procedures for skills training on retrenchment**

Employees likely to be retrenched by Tronox KZN Sands will, where possible, practicable and reasonable, be offered basic life skills, financial skills and SMME training. Training shall be limited to the relevant disciplines available for a limited period and a limited amount to be determined by the employer in consultation with the consulting parties, affected employees after the date of retrenchment. An accredited service provider will provide training. Costs of training shall be paid directly to the applicable service provider. The value that the employer will pay towards training terms is R4 500 per employee, exclusive of any Department of Labour grants that may be available for re-skilling.

#### **4.4.6. Mine closure objectives and alternative use of infrastructure and land for sustainable community development**

At closure the land on which the mine is located will be rehabilitated and made suitable for agricultural or another economic activity. In partnership with the local municipality, projects will be set up prior to closure that will ensure optimal, sustainable land use. Discussions will be held with the local municipality and other relevant government departments, and communities to establish the best use for the infrastructure following closure, to ensure that buildings that could be used, for example to house SMME projects, are not simply demolished.

Tronox KZN Sands owns part and lease part of the land on which mining takes place. The part that is leased, will, as agreed with the landowner, be restored to its original agricultural use, which is sugar cane at Hillendale and trees (plantations) at Fairbreeze. Regarding the land that the mine owns, discussions will be held with the local authorities and local communities on the best use for it's post closure.

## SECTION FIVE

---

### FINANCIAL PROVISION

In compliance with Regulation 46 (e)  
of the Mineral and Petroleum Resources Development Act

## SECTION 5: Regulation 46 (e) – Financial Provision

---

To provide financially for the implementation of the Social and Labour Plan in terms of the implementation of the Human Resources Development programme, the Local Economic Development programmes, and the processes to manage downscaling and retrenchment Human Resource Development programme.

### 5.1. HUMAN RESOURCE DEVELOPMENT PROGRAMME

The allocated annual budget for the HRD programme is calculated as being the equivalent of five percent of pay roll. The forecast expenditures for the years 2018-2022 are given in the table below.

**Table 66 Financial Provision for the Implementation of the Human Resource Development programme**

	2018	2019	2020	2021	2022
<b>Skills Development Plan</b>	R10,126,585.33	R11,341,796.95	R10,914,417.17	R10,914,417.17	R10,914,417.17
<b>Internship and Bursary Plan</b>	R3,489,410.80	R3,489,410.80	R3,489,410.80	R3,489,410.80	R3,489,410.80
<b>TOTAL BUDGET</b>	R13,615,996.13	R14,831,207.75	R14,403,827.97	R14,403,827.97	R14,403,827.97
<b>Five percent of payroll Budget</b>	R13,615,996.13	R14,831,207.75	R14,403,827.97	R14,403,827.97	R14,403,827.97

**Total spend over 5 years: R71,658,687.79**

Budget includes provision for Braeburn, Braeburn extension and Fairbreeze C Extension.

## **5.2. LOCAL ECONOMIC DEVELOPMENT PROGRAMME**

The LED forecast expenditures for the years 2018 -2022 are given in the table below.

**Table 67 Financial Provision for the Implementation of the LED programme**

	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>Projects within the 7 communities</b>	R7 650 000	R8 000 000	R 7 200 000	R6 600 000	R8 800 000
<b>Dube Housing</b>	R2 480 000	R2 742 240	R2 600 482	R3 009 807	R1 820 225
<b>Umlalazi Housing</b>	R 632 000	R 632 000	R 632 000	R 632 000	R 632 000
<b>TOTAL BUDGET</b>	<b>R10 762 000</b>	<b>R11 374 240</b>	<b>R10 432 482</b>	<b>R10 241 807</b>	<b>R11 252 225</b>

**Total spend over 5 years: R 54 062 754**

## **5.3. MANAGEMENT OF DOWNSCALING AND CLOSURE PROGRAMME**

One fifth of the projected necessary financial provisions for this programme will be set aside in each of the five years prior to closure. This amounts to R3 000 per employee, including any relevant Department of Labour grants for re-skilling that may be available.

## SECTION SIX

---

### UNDERTAKING AND APPROVAL

In compliance with Regulation 46 (f)  
of the Mineral and Petroleum Resources Development Act

## **SECTION 6: Regulation 46 (f): Undertaking**

---

6.1 An undertaking by the responsible person for Social and Labour Plan, to ensure compliance, to make it known to employees and to be contacted for follow-ups, requests, reports, queries, enquiries and discussions.

I, NICHOLAS S. BULUNGA..... the undersigned and duly authorised thereto by **Tronox KZN Sands (Pty) Ltd** undertake to adhere to the information, requirements, commitments and conditions as set out in this social and labour plan.

Signed at EMPANGEN On the 12<sup>TH</sup> Day of MARCH..... 2018

Signature of the Responsible Person ..... 

**DESIGNATION: Stakeholder Relations and Public Affairs Specialist**

6.2 Approved

Approved By: MPHO MOTHOA (DIRECTOR).....

Signed at IRONOX..... On the 14 Day of MARCH..... 2018

Signature of the Responsible Person ..... 

**DESIGNATION: Regional General Manager, Tronox South Africa**



## mineral resources

Department:  
Mineral Resources  
REPUBLIC OF SOUTH AFRICA

Private Bag X 54307, DURBAN 4000  
Tel (031) 305 9800, Fax (031) 305 5801

333 Anton Lembede Street, 3<sup>rd</sup> Floor Durban Ray House, DURBAN, 4000

Ref: KZN 30/5/1/2/2/123MR  
KZN 30/5/1/2/2/124MR  
KZN 30/5/1/2/2/125MR  
KZN 30/5/1/2/2/164MR

Enquiries: Ms. K. Yini

Email: Khonzeka.yini@dmr.gov.za

**05 JUNE 2018**

**THE HOLDER OF THE MINING RIGHT  
TRONOX KZN SANDS  
PRIVATE BAG X20010  
EMPANGENI  
3880**

**Fax: 035 902 7389**

Dear Sir/Madam

**ACCEPTANCE OF THE SOCIAL AND LABOUR PLAN REVIEW DOCUMENT  
SUBMITTED FOR THE CYCLE 2018-2022 IN RESPECT OF THE MINING RIGHTS  
FOR HEAVY MINERALS AT HILLENDALE AND FAIRBREEZE OPERATIONS IN  
THE MAGISTERIAL DISTRICT OF KING CETSHWAYO.**

We refer to your new mining rights 09<sup>th</sup> April 2009 and subsequent conversions issued on the 23<sup>rd</sup> March 2010; the final version of the Social and Labour Plan review document submitted on the 19 March 2018 for the cycle 2018-2022 with alignment to Section 100 of the Act and the Broad Based Socio-economic Empowerment Charter.

You are notified that the said Social and Labour Plan review document has met the requirements in terms of Regulation 41 and 46 of the Act and thus it has been provisionally accepted.

Further be advised that any proposition for amendment of this SLP document must be done through a Section 102 process accordingly.

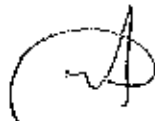


It is hereby brought to your attention that this amendment has an effect of varying your mining rights issued on the 09<sup>th</sup> April 2009 and 23<sup>rd</sup> March 2010. In this respect, a formal notarial deed of variation will be entered into between the company representative and the Regional Manager once the Minister or his delegate has consented to the variation in terms of section 102 of the Mineral and Petroleum Resources Development Act, 28 of 2002 with or without amendments.

You will be advised when such variation has been consented to and the processes that will follow to give effect to the variation. In the meantime, you can commence with implementation of the said projects".

The Social and Labour Plan document is applicable for the cycle ending 23<sup>rd</sup> March 2022; of which on the same date a third review of the Social and Labour Plan for the cycle (2023-2027) will take effect.

Yours faithfully



**REGIONAL MANAGER: MINERAL REGULATION**

**KWAZULU-NATAL**

DATE: 05/06/2018