

	SLP Mining Charter Guidelines (I,II and III)	Target
	⊖ =Indicate new element from Mining Charter III	
1	Human Resource Development Programme	
1.1	Skills Development Plan	
	Provide a detailed skills ¹ development plan.	
	Training employees on; ² <ul style="list-style-type: none"> • Learnerships • Skills programmes • Portable skills (skills utilizable beyond mining industry) • Any other core business training 	
	Outline participation in the processes of skills development legislation including: <ul style="list-style-type: none"> • Developing and submitting Workplace Skills Plan, Annual Training Reports, • Paying levies and claiming grants 	
	Supporting forms to be included: <ul style="list-style-type: none"> • Numbers and levels of literacy – Form Q • Hard-to-fill vacancies – Form R 	Further submission on 30 April 2019.
1.2	Career Progression Plan	
	Outline a career plan ³ and its implementation to progress the employees through the employment levels in line with the Skills Development Plan	
1.3	Mentorship Plan	
	Outline a mentorship plan and its implementation for employees and empowerment groups in line with the Skills Development Plan	
1.4	Internship and Bursary Plan	
	Outline an internship and bursary plan and its implementation in line with the Skills Development Plan	
1.5	Employment Equity Plan	
	⊖ A Mining Right Holder must within a period of six (6) months from the date of publication of the Mining Charter 2018, submit a five -year plan indicating progressive implementation of the provisions of Employment Equity Targets. Outline the process to publish its Employment Equity Plan ⁴ and report on the progress annually. Outline the process to identify and fast track the talent pool.	
	Supporting form – Form S	To be submitted on 15 Jan 2019
	⊖ Board level (Demographically proportional) – HDP's	Yr 5: 50%
	⊖ Board level (Women) – HDP's	Yr 5: 20% of 50%
	⊖ Executive Management – HDP's	Yr 5: 50%
	⊖ Executive Management (Women) HDP's	Yr 5: 20% of 50%

¹ Has the company offered every employee the opportunity to be functionally literate and numerate and are employees receiving training?

² Has the company implemented Skills Development Plans for HDSA employees?

³ Has the company developed systems through which empowerment groups can be mentored?

⁴ Has the company published its annual employment equity plan?

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	Θ Senior Management – HDP's	Yr 5: 60%
	Θ Senior Management – (Women) HDP's	Yr 5: 25% of 60%
	Θ Middle Management – HDP's	Yr 5: 60%
	Θ Middle Management – (Women) HDP's	Yr 5: 25% of 60%
	Θ Junior Management – HDP's	Yr 5: 70%
	Θ Junior Management – (Women) HDP's	Yr 5: 30% of 70%
	Θ Employees with disabilities	Year 5: 100%
	Θ A mining right holder must ensure that a minimum of 60% Historically Disadvantaged Persons are represented in the mining right holder's core and critical skills by diversifying its existing skills pool. Core and critical skills must include science, technology, engineering and mathematical skills representation across all organisational levels.	Year 5: 60%
	Migrant Labour	
	Has the company subscribed to government and industry agreements to ensure non-discrimination against foreign migrant labour?	
2	Local Economic Development Programme	
2.1	Social and Economic Background Information	
	Provide the baseline social and economic background information of the area of operation and sending in terms of Province, District and Local Municipality	
2.2	Key Economic Activities	
	Provide the key economic activities and needs of the area of operation	
2.3	Impact of the right on Communities in and around Mine and Communities that are source/s of Major Labour	
	Provide ⁵ the impact the operation would have on community and area in line with the duration of the right including: <ul style="list-style-type: none"> • Job creation • SMME Development • Infrastructure development • Community development • Poverty eradication. Provide project plans for the implementation of community development projects.	
2.4	Housing and Living Conditions	
	<ul style="list-style-type: none"> Θ A mining right holder must ensure that it maintains single units, family units and any other arrangements agreed to with employees, pending the finalisation of the Reviewed Housing and Living Conditions Standard. Θ Principles of housing conditions: Decent and affordable housing; Provision for home ownership; Provision for social, physical and 	

⁵ Has the company co-operated in the implementation of the integrated development plans for communities where mining takes place and for major labour-sending areas?
Has the company made effort to engage the local mine community and major labour sending area communities? (Required to show record of consultation, indicate expenditure and show a plan).

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	<p>economic integration of human settlements; and Secure tenure for mine employees in housing institutions.</p> <p>Provide⁶ a plan to establish the preferred requirements for housing and living conditions for the employees</p> <p>New mines to look at unsustainable settlements</p> <p>Existing mine to look at measures to improve standard of housing and living conditions</p>	
2.5	Nutrition	
	<p>Θ Principles of living conditions: Proper healthcare services; Affordable, equitable and sustainable health system, and Balanced nutrition. A mining right holder shall be required to submit a Housing and Living Conditions Plan.</p> <p>Θ Provide⁷ a plan and its implementation to establish measures for improving nutrition of employees</p>	
2.6	Procurement Progression⁸	
	Indicate the current level of procurement from HDSA companies - Form T	
	Θ A mining right holder must within six (6) months from the date of publication of the Mining Charter, 2018 submit a five - year plan indicating progressive implementation of inclusive procurement targets. transitional period shall be as follows:	
	Θ Mining Goods	
	Θ Mining Goods	2019: 10%
	Θ Mining Goods	2020: 20%
	Θ Mining Goods	2021: 35%
	Θ Mining Goods	2022: 50%
	Θ Mining Goods	2023: 70%
	Θ Services	
	Θ Services	2019: 70%
	Θ Services	Thereafter: 80%
3	<i>Processes Pertaining to Management of Downscaling and Retrenchment</i>	
3.1	Establishment of a Future Forum	
	Provide an undertaking to establish the Future Forum	Impact only in 50 years' time.

⁶ Has the mine in consultation with stakeholders established measures for improving the standard of housing, including upgrading of hostels, conversion of hostels into family units and promotion of home ownership options for employees?

Companies are required to indicate what they have done to improve housing, show a plan, and show progress.

⁷ Has the mine established measures for improving the nutrition of mine employees?

Companies are required to indicate what they have done to improve nutrition, show a plan, and show progress.

⁸ Has the company given HDSAs preferred supplier status? Has the mining company identified current level of procurement from HDSA companies in terms of capital goods, consumables and services? Has the mining company indicated a commitment to a progression of procurement from HDSA companies over a 3-5 year time frame in terms of capital goods, consumables and services and to what extent has the commitment been implemented?

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	<ul style="list-style-type: none"> • 6 months (conversion of old order right) • 24 months (new right) <p>Functions (not limited to)</p> <ul style="list-style-type: none"> • Promote discussions • Look ahead for problems, challenges, solutions – productivity and employment • Identify turnaround strategies • Implement strategies agreed upon 	
3.2	Saving Jobs and avoiding job losses and Decline in Employment	
	<p>Process to include but not limited to</p> <ul style="list-style-type: none"> • Consultations • Implementation of section 189 of Labour Relations Act • Notification to the Board • Complying with Ministerial directives 	Impact only in 50 years' time.
3.3	Alternative Solutions where job losses cannot be avoided	
	<p>Process to include but not limited to</p> <ul style="list-style-type: none"> • Consultations • Implementation of section 189 of Labour Relations Act • Notification to the Board • Complying with Ministerial directives 	Impact only in 50 years' time.
3.4	Ameliorating Impact of Retrenchment	
	<p>Outline a process to be followed to ameliorate the social and economic impact on individuals, regions and economies</p> <p>Process must include but not limited to:</p> <p>Assessment and counselling services</p> <p>Comprehensive self-employment training programmes</p> <p>Comprehensive training and re-employment programmes</p>	Impact only in 50 years' time.
4	Financial Provision (Section 23 (1) (e))	
	Human Resource Development Programme	
	Local Economic Development Programme	
	Processes pertaining to management of downscaling and retrenchments	To be submitted towards the end of life of mine which is estimated in the next 50 years.
	An undertaking by the holder of the mining right to ensure compliance with the social and labour plan and to make it known to the employees	
	Ownership and Joint ventures	
	Existing Mining Rights	
	After expiration of existing mining right	Employees: 5% Community: 5% BEE: 20%
	Beneficiation	
	<p>Has the company identified its current level of beneficiation?</p> <p>Has the company indicated to what extent it can grow its base line of beneficiation?</p>	
	Reporting	

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	Has the company annually reported its progress towards achieving its commitments in its annual report?	
	Θ A mining right holder's performance shall be reported, audited and verified annually against each element in respect of implementation for the applicable transitional period.	Before End of May 2019