



Jelani Resources

Jelani Resources (Pty) Ltd

Jelani Joint Venture Project,
Allanridge, Free State

Social and Labour Plan

Date: 23 June 2026

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Report Preparation By

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Abbreviations and Units

Abbreviation	Description
AET	Adult Education and Training
ATR	Annual Training Report
B-BBEE	Broad-Based Black Economic Empowerment
CPP	Career Progression Plan
DARD	Department of Agriculture and Rural Development
DoL	Department of Labour
DMR	Department of Mineral Resources
DMPR	Department of Mineral and Petroleum Resources
DRI	Dietary Reference Intake
DTI	Department of Trade and Industry
EIA	Environmental Impact Assessment
FET	Further Education and Training
FPSU	Farmer Production Support Unit
GDP	Gross Domestic Product
GVA	Gross Value Added
IDP	Integrated Development Plan
JV	Joint Venture
kg	kilogram
km	kilometre
km/h	kilometres per hour
koz	1 000 troy ounces
H&S	Health and Safety
ha	hectares
HDPs	Historically Disadvantaged People
HR	Human Resource
HRD	Human Resource Development
IAMPs	Infrastructure Asset Maintenance Projects
LED	Local Economic Development
LoM	Life of Mine
LRA	Labour Relations Act (Act No. 66 of 1995)
MLM	Matjhabeng Local Municipality
MPRDA	Mineral and Petroleum Resources Development Act (Act No. 28 of 2002)
MPTRO	Mineral and Petroleum Titles Registration Office

Abbreviation	Description
MQA	Mining Qualifications Authority
MR	Mining Right
NEF	National Empowerment Fund
NQF	National Qualifications Framework
NYDA	National Youth Development Agency
OF	Own-Funded
PPP	Procurement Progression Plan
PR	Prospecting Right
QA	Quality Assurance
SA SME	South African Small, Medium Enterprise Fund
SDA	Skills Development Act (Act No. 97 of 1998)
SDF	Skills Development Facilitator
SDP	Skills Development Plan
SEFA	Small Enterprise Finance Agency
SETA	Sector Education and Training Authority
SLP	Social and Labour Plan
SMME	Small, Medium and Micro-enterprise
TSF	Tailings Storage Facility
UPs	Unfunded Projects
WRE	White Rivers Exploration
WSP	Workplace Skills Plan

1. Introduction

Kongwiwe Environmental (Kongwiwe) has been appointed by Jelani Resources (Pty) Ltd (Jelani) to compile this Social and Labour Plan (SLP) for their proposed mining Project ('the Project'), which is located adjacent to Harmony Gold Limited's Target Operation (Target). The Project's centre point is approximately 3 kilometres (km) south-west of the small mining town of Allanridge, and 32 km north of Welkom in the Matjhabeng Local Municipality (MLM), Free State Province.

1.1 Legal Requirements

This SLP, which sets out the social and labour programmes for Project's Life of Mine (LoM), has been prepared in accordance with requirements of Mineral and Petroleum Resources Development (MPRDA) Act (Act No. 28 of 2002). Jelani will be required to submit this SLP to the Department of Mineral and Petroleum Resources (DMPR) for approval as a prerequisite for a Mining Right (MR) to be granted.

Section 25(2)(f) of the MPRDA, prescribes that the holder of a Mining Right must comply with the requirements of the prescribed social and labour plan.

Regulation 45 of the MPRDA Regulations prescribes that the holder of a mining right must submit an annual report on the compliance with the approved social and labour plan to the relevant Regional Manager. The holder of a mining right must convene a minimum of three meetings per annum with mine communities and interested and affected persons to update these stakeholders about the progress made with the implementation of the approved social and labour plan. The outcomes of these meeting must form part of the annual report.

Regulation 45 must be read together with clauses 18.1 and 18.2 of the standard Mining Right agreement entered between the holder of the right and the Minister of the Department of Mineral and Petroleum Resources and which mining right is registered in the Mineral and Petroleum Titles Registration Office. Clause 18.1 states that the holder must annually, not later than three months before the end of Its financial year, submit detailed Implementation plan to give effect to Regulation 46(e)(i), (ii) and (iii) in line with the Social and Labour Plan. Clause 18.2 states that the holder must annually, not later than three months after finalisation of Its audited annual report, submit a detailed report on the Implementation of the previous year's social and labour plan.

Upon receiving approval for the SLP, Jelani will be required to communicate the contents of the SLP:

- To the public within 30 days (through various means, such as local newspapers, company website and hard copies placed at municipal offices);
- To the local community within 180 days (through a process of public communication); and
- To employees immediately upon their appointment.

1.2 Purpose of this SLP

The MPRDA requires that mining proponents promote broad-based economic empowerment, sustainable local development and environmental protection. Thus, the objectives of the SLP are to promote economic growth, employment, skills development (among employees and the community), socio-economic development and social welfare – particularly regarding empowerment of historically disadvantaged people (HDPs) in the vicinity.

This SLP demonstrates Jelani's commitment to advancing the social and economic welfare of its employees as well as the local community¹ by promoting employment, contributing to local socio-economic development, and playing a role in the transformation of the mining industry to ensure a fairer distribution of benefits.

¹ Local communities refer to communities located in areas where a mine is operating – as well as areas from which most of the workforce is sourced.

This SLP outlines the strategic goals, scope and direction for the Jelani Mining Project and implementation thereof is subject to the results in the annual audited financial statements as prescribed in Regulation 45 of the MPRDA Regulations, read together with clauses 18.1 and 18.2 of the standard Mining Right agreement. Any variances between the approved SLP and the annual implementation plan shall be motivated and reported in the annual SLP report.

1.3 Limitations of this SLP

No employees will be appointed for the Project for the first four years of this SLP cycle. As no revenue will be generated for the first SLP cycle (SLP-1), financial provisions to fund SLP programmes will be limited for this cycle.

A further limitation to this SLP is a lack of current information regarding the future skills profile of the Project's anticipated employees in Year 5 of the SLP cycle. This imposes limitations to the training requirements to address skills gaps.

As the Mine Work Programme for this entire SLP cycle (Years 1 to 5) will be dedicated to feasibility/ engineering studies and implementation/ construction activities, it is likely that all (or mostly all) employees in this cycle will have professional qualifications. Thus, some support programmes (such as core business training and portable skills training) might not be applicable to this SLP cycle.

Within six months of appointing employees in Year 5, Jelani will provide the DMPR with a more accurate summary of commitments, targets, plans and employee career paths that match employee training needs. The SLP will then be updated for the next SLP cycle (Years 6 to 10) and reporting to the DMPR will be undertaken on an annual basis.

1.4 Company and Project Background

Jelani is an incorporated gold exploration Joint Venture (JV) company comprised of 65% held by White Rivers Exploration (WRE) (a subsidiary of Lexington Gold) and 35% by subsidiaries of Harmony Gold (Lorraine Gold Mines Limited and Avgold Limited). A detailed breakdown of the Jelani ownership structure is shown in Figure 1-1. The JV agreement states that, when the Project is executed and becomes an operational mine, the ownership in the JV will change to 49% White River Exploration and 51% Harmony Gold. In addition, Harmony will take over operational management of the asset.

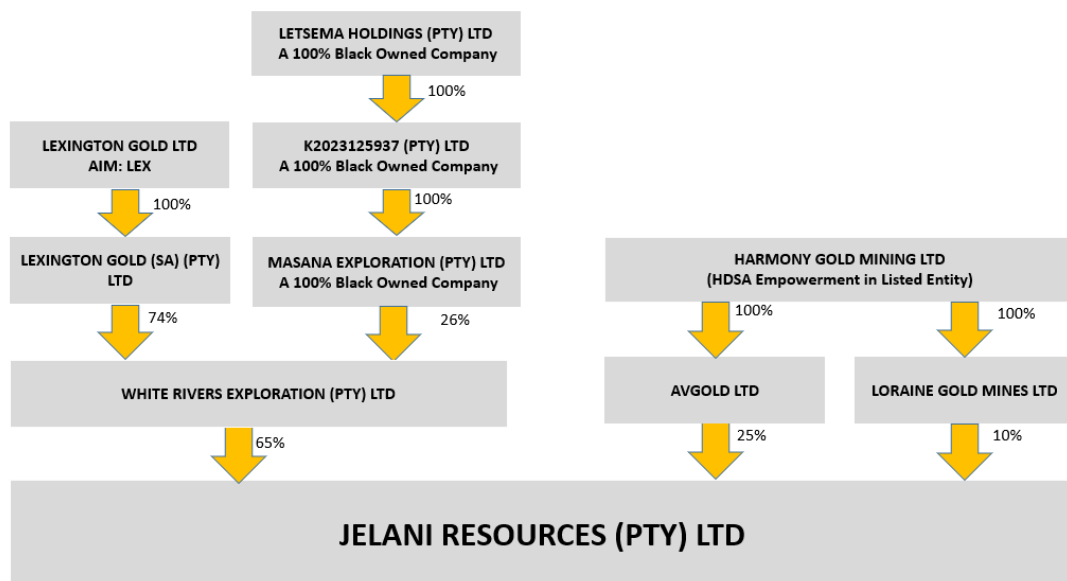


Figure 1-1: Jelani Ownership Structure

The Project area (comprised of 957 hectares (ha)) has an estimated gold resource of approximately six million ounces of gold, with potential for further resource upgrades through ongoing exploration. The current Prospecting Right (PR) entitles Jelani to prospect for gold up to 29 May 2026 (executed on 5 March 2024 and registered by the Mineral and Petroleum Titles Registration Office (MPTRO) on 30 April 2024 under registration number 17/2024). A MR application has now being made for the areas to which this PR applies.

General information regarding Jelani and the Project is listed in Table 1-1.

Table 1-1: General Information Regarding Jelani and the Project

Item	Explanation
Name of the company/ applicant.	Jelani Resources (Pty) Ltd.
Name of mine/ production Operation.	Jelani Resources Project.
Physical Address.	HHK House North Corner Ruth Crescent, Northcliff, Johannesburg, Gauteng, 2115.
Postal Address.	HHK House North Corner Ruth Crescent, Northcliff, Johannesburg, Gauteng, 2115.
Contact Person.	Neels Hoek
Telephone Number.	082 071 7571
Fax Number.	Not applicable.
Email Address.	nhoek@mera.co.za
Location of mine or production operation.	Coordinates of Project area centre point: 27° 46' 47.271" S, 26° 36' 19.431" E. Adjoining Target Operation, Allanridge (32km north of Welkom (along the R30 Road), Matjhabeng Local Municipality, Lejweleputswa District Municipality, Free State. Refer to location map (Figure 1-2). The farm portions within the PR are shown in Figure 1-3.
Commodity.	Gold
Life of mine.	23 years
Financial year.	The financial year of the Company runs from July to June of the following year.
Reporting year.	Annual reporting will be done on the calendar year and will be submitted by 31 March of each year.
Geographic origin of employees (mine community).	<ul style="list-style-type: none"> Province: Free State. District Municipality: Lejweleputswa District Municipality. Local Municipality: MLM.
Geographic origin of employees (labour sending areas).	<ul style="list-style-type: none"> Province: Free State. District Municipality: Lejweleputswa District Municipality. Local Municipality: MLM

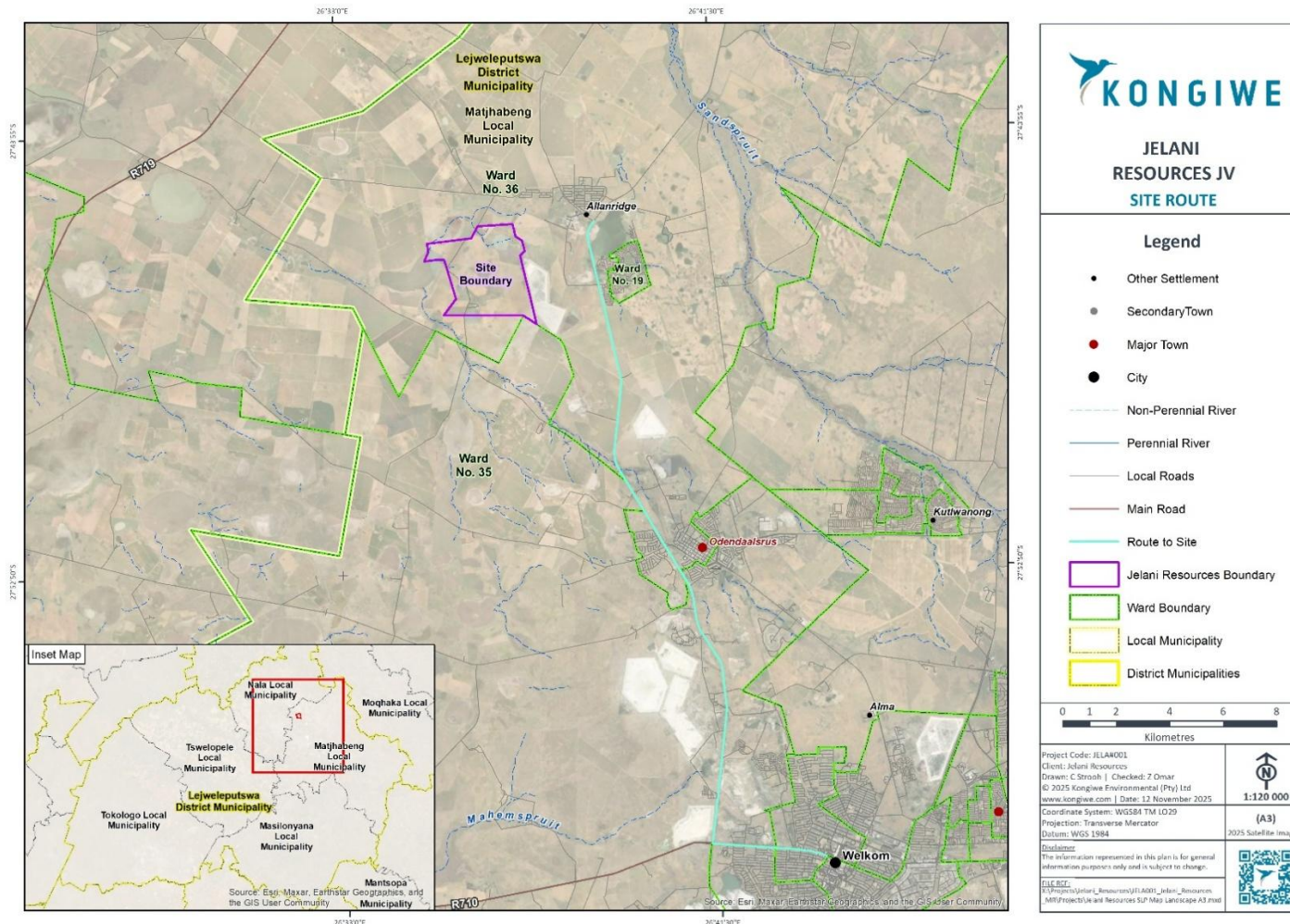


Figure 1-2: Location Map of the Project.

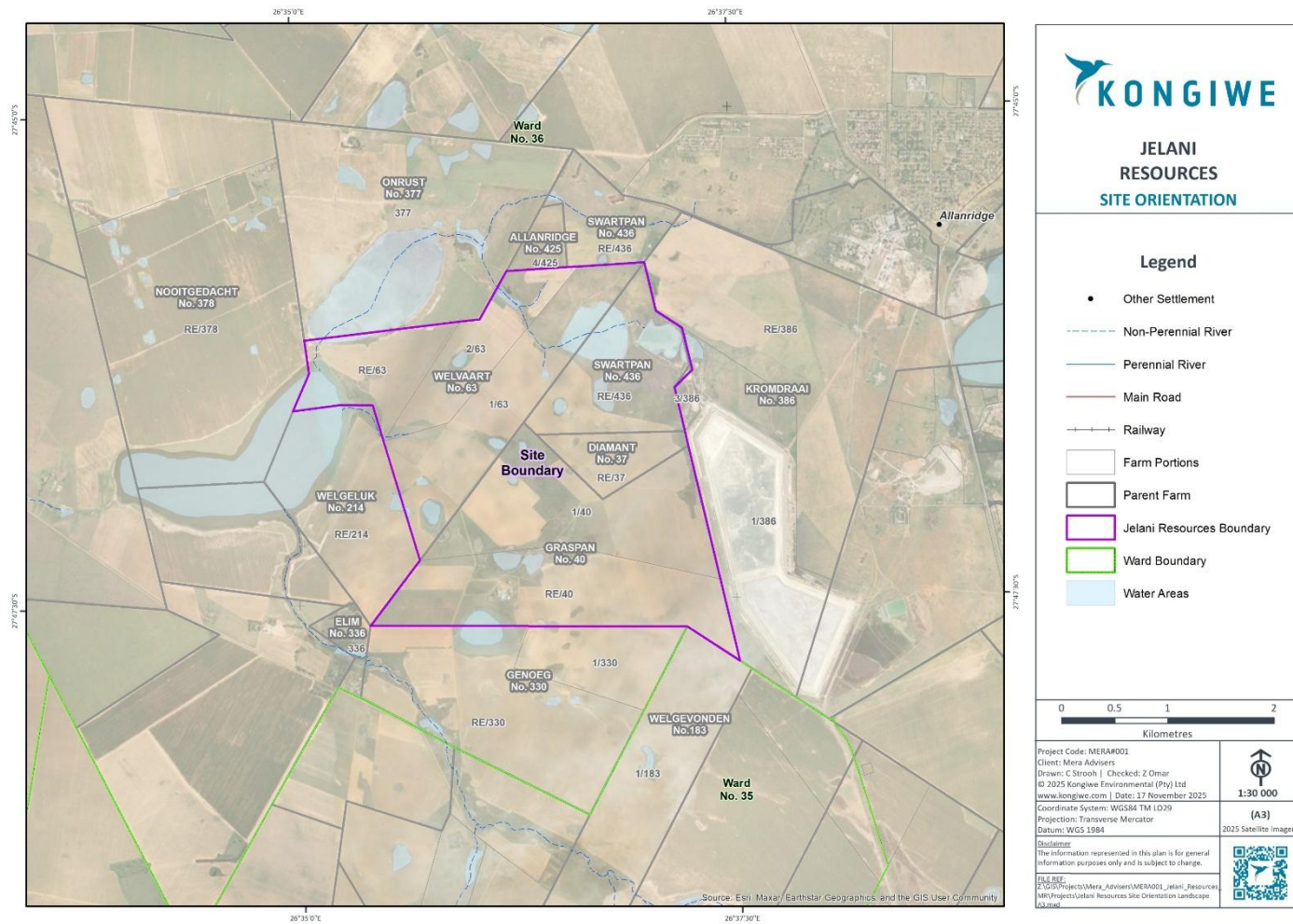


Figure 1-3: Mining Right Application Area

1.5 Nature of the Operation

Project operations will focus on the main horizons within the Central Rand Group of the Witwatersrand Supergroup, which sub-crops against the Ventersdorp Supergroup. It is anticipated that the extensions of these two reefs, together with other reefs, will be economically viable at a depth of between 1,500 and 2,000 metres (m) below surface.

Gold produced over the Project's Life of Mine (LoM) is summarised as follows:

- Processed ore (10,340 metric tonnes);
- Processed ore gold content (62,151 kg);
- Process recovery (95%);
- Recovered gold content (59,043 kg); and
- Recovered gold content (1 898 koz).

All infrastructure required for the Project will be sited on the existing Target MR. No new infrastructure will be constructed on the Jelani MR area. Infrastructure will either be refurbished at the Target's No. 3, 4 and 5 Shafts or constructed at the Target No 2 Shaft site.

A new tailings storage facility (TSF) will be constructed to the west of the existing Target Metallurgical Plant and north of the existing Target TSF. The total area required for this new facility is approximately 69 ha.

Processing of all ore will be undertaken at the existing Target Metallurgical Plant. Processing will take place through a typical crush, mill, floatation, elution, electrowinning and filtration process. The Project workplan is as follows:

- Years 1 to 3: Site data gathering and feasibility studies;
- Year 4: Detailed engineering design;
- Years 5 to 8: Implementation and construction activities; and
- Years 7: Hiring of employees and initiation of underground mining activities.

The full production rate of 60,000 tonnes of ore per month will only occur in Year 10 and onwards.

For this Project, there will be no employees / staff from Year 1 to Year 4 of the SLP cycle. Employment for the Project will only commence in Year 5, during the Construction Phase.

1.6 Projected Number of Employees by Job Grade

The following summarises the number of employees and contractors that will be employed on the Jelani payroll. The SLP contributions apply to these workers. The Target SLP will apply to employees contracted from Harmony. Therefore, employees on the Harmony payroll are ineligible in terms of contributions from this (Jelani) SLP.

The Paterson employee job grading structure classifies employment levels into broad bands, based on the complexity of decision-making, work pressure, and accountability required for a job. The six job grading bands include:

- Executive management;
- Senior management;
- Professionally qualified and experienced specialists and mid-management;
- Skilled technical and academically qualified workers, junior management, supervisors, foreman and super-intendents;
- Semi-skilled workers; and
- Unskilled workers.

There will be no employees on the Jelani payroll in the first four years of the SLP cycle. In Year 5, there will be 39 employees on the Jelani pay roll. The breakdown of these employees, based on job grading bands, are shown in Table 1-2. For the entire SLP cycle, there will be no personnel on contractor's payrolls or service provider payrolls.

Where possible, Harmony workers will be sourced from Target. If Target cannot provide all Harmony workers, the balance will be obtained from other Harmony mines in the Free State Goldfields area. The number of employees on the Jelani payroll that are to be involved in the Project is presented in Table 1-3.

Table 1-2: Number of Jelani Employees, by Job Grading

Job Grade	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Executive Management.	0	0	0	0	1	1
Senior Management.	0	0	0	0	7	7
Professionally qualified and experienced specialists and mid-management.	0	0	0	0	31	31
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents.	0	0	0	0	0	0
Semi-skilled and discretionary decision making.	0	0	0	0	0	0
Non-permanent employees.	0	0	0	0	0	0
Total	0	0	0	0	39	39

Table 1-3: Number of Employees on the Harmony Payroll, by Job Grading

Job Grade	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Executive Management.	0	0	0	0	3	3
Senior Management.	0	0	0	0	23	23
Professionally qualified and experienced specialists and mid-management.	0	0	0	0	99	99
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents.	0	0	0	0	159	159
Semi-skilled and discretionary decision making.	0	0	0	0	222	222
Non-permanent employees.	0	0	0	0	0	0
Total	0	0	0	0	506	506

1.7 Demographic Baseline of Employees

As there will be no employees for the Project until Year 5 of the SLP cycle, it is currently not possible to undertake a demographic baseline of workers. Within six months of appointing employees in Year 5, Jelani will provide the DMPR a detailed baseline of the personnel that will be on the Jelani payroll – as well as details (to the extent possible) of workers to be utilised from the Harmony payroll.

The demographic baseline will disaggregate the number of employees by gender, Human Resource Development (HRD) status, age category, disability, ethnicity, nationality and labour sending areas.

2. Human Resource Development Programme

Regulation 46(b) of the Regulations to the MPRDA requires a Human Resource Development (HRD) Programme to foster the development of requisite skills (that are reflective of demographics as defined in the Mining Charter) through training initiatives relating to basic adult education, core business, learnerships, bursaries, mentorships, internships and portable skills.

In accordance with the Mining Charter (2018), the HRD programme budget is based on the 5% of the annual wage bill principle, excluding skills development levies.

The Sector Education and Training Authority (SETA) legislation is primarily based on the Skills Development Act (Act No. 97 of 1998) (SDA), which established SETAs for the purpose of providing any person wishing to participate in a learnership or other learning programmes within the framework of their sector. The applicable SETA for this SLP is the Mining Qualifications Authority (MQA), which operates under the Department of Higher Education and Training and supports the DMPR in skills development for the mining sector. Upon approval of the MR application, the Jelani Human Resource (HR) Department must register with the MQA. The Jelani Accounting Department must register with the South African Revenue Service for skills development levies.

In accordance with the SDA, Jelani Resources will pay the skills levies to contribute to the funding of education, training, and skills development initiatives, as part of a national effort to address skills shortages and improve productivity and employability, particularly in relation to HDPs.

2.1 Skills Development Plan

A Skills Development Plan (SDP) includes a baseline profile of employee education and skill levels to identify suitable training programmes to assist employees to achieve their full potential within their current positions and promote career progression. The SDP will specify training initiatives relating to adult basic education, core business, portable skills, learnerships, bursaries and internships. The SDP will also define criteria for assessing the effectiveness to training programmes to address skills gaps.

The Project's SDP cannot be completed until Jelani appoints staff. Only then can a baseline profile of employee skills undertaken to inform the development of training programmes. The completed SDP will be provided to the DMPR six months after staff appointment and updated on an annual basis.

As required by SETA, a registered Skills Development Facilitator (SDF) will be appointed by Jelani to prepare the SDP and manage the submission of the SDP to the DMPR on an annual basis. The SDF, to be registered with the MQA and Quality Council for Trades and Occupations, will work in consultation with the HR Development to ensure consistency of development initiatives as well as employment and gender equity targets.

Upon completion of the SDP, annual submissions of a Workplace Skills Plan (WSP) are mandatory for employers paying skills levies. A WSP is a strategic document that outlines the approach for Jelani Resources to address employee skills gaps through the implementation of training and development programmes. Each WSP provides the basis for Jelani Resources to access mandatory grants and improve their Broad-Based Black Economic Empowerment (B-BBEE) scorecard. The annual deadline to submit each WSP is 30 April of each year.

Each WSP is submitted with an Annual Training Report (ATR) which documents the training progress made in the previous year. The ATR provides the MQA with the data to evaluate the effectiveness of the implementation of the WSP, allowing MQA to identify industry-wide skills gaps and allocate Discretionary Grants to address them.

In conjunction with the updating and submission of SDPs to the DMPR, the SDF (in conjunction with the Jelani Human Resources (HR) Department will manage the submission of WSPs and ATRs to the DMPR on an annual basis. WSP and ATR reports will be submitted on an annual basis to the MQA, as per the SDA.

2.2 Baseline Skills Profile and Education Levels of Employees

2.2.1 Baseline Skills Profile of Employees

As there will be no employees for the Project until Year 5 of the SLP cycle, it is not possible to commence a baseline skills profile of workers. Within six months of appointing employees in Year-5, Jelani will provide the DMPR with a detailed skills baseline of the personnel that will be on the Jelani payroll – as well as the workers utilised on the Harmony payroll.

The demographic baseline will disaggregate employees by gender, HRD status and ethnicity – in relation to job grading bands and occupation categories.

2.2.2 Baseline Education Levels of Employees

A baseline assessment of employee education levels will be assessed.

Education levels in South Africa are assessed according to criteria defined by the Adult Education and Training (AET) programme and the National Qualifications Framework (NQF). Details of AET and NQF are discussed below.

SETAs are primarily responsible for establishing and regulating the AET programme for providing foundational literacy and numeracy skills for persons that lack basic education. Acquiring such skills allows enrolled persons to improve their employability, complete their secondary education, or prepare for further training and development. Employers have a responsibility to collaborate with SETA in providing access to AET programmes for their employees to develop relevant skills to their work – and other occupations.

The four AET levels, with each level building on the previous one, is summarised in Table 2-2. The AET levels that refer to illiterate people are AET Level 3 and below. An adult is considered illiterate if they cannot read or write a short, simple statement.

Table 2-1: AET Levels

AET Level	Grade Equivalent	Focus of Training
1	1 to 3	Learning to read, write, and calculate.
2	4 to 6	Improve reading, writing, and basic calculating skills.
3	8	Advanced reading, writing, and calculation skills.
4	9	Interpretation of percentages, unit conversions and basic budgeting.

The NQF has the following three sub-frameworks for different levels of education and training:

- General Education and Training (below NQF1);
- Further Education and Training (NQF 1 to 4); and
- Higher Education and Training (NQF 5 to 10).

Umalusi is responsible for Quality Assurance (QA) regarding NQF Levels 1 to 4. The Council on Higher Education is responsible for managing the standards and credibility associated with NQF levels 5 to 10. The Quality Council for Trades and Occupations is responsible the QA occupational qualifications to meet labour market needs, covering skills and trades from NQF levels 1 to 8.

Table 2-2, which is adapted from Form Q in the Department of Mineral Resources (DMR) SLP Guidelines (Department of Mineral Resources, 2010)), shows the education levels of employees on the Harmony payroll, according to the Target SLP (2023-2027). Jelani intends to contract 506 workers from Target Operation in Year 1, increasing to 1,951 in Year 5. As the composition of Jelani employees is not yet known, it was not possible to present a similar table (Table 2-2) for these employees.

Table 2-2: Employees on the Harmony Payroll, by Education Level

NFQ Category	NFQ Level	Highest Attained Qualification	AET level	Black African			Coloured			Indian			White			All		
				M	F	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
General Education and Training.	No education.	No schooling.	No schooling.	278	33	311	4	0	4	1	0	1	60	4	64	343	37	380
	Below NFQ1.	Grade 1 to 3.	Pre-AET.	41	2	43	0	0	0	0	0	0	0	0	0	41	2	43
	Below NFQ1.	Grade 4.	Level 1.	17	1	18	0	0	0	0	0	0	0	0	0	17	1	18
	Below NFQ1.	Grade 5 and 6.	Level 2.	44	15	59	0	0	0	0	0	0	0	0	0	44	15	59
Further Education and Training.	Below NFQ1.	Grade 7 and 8.	Level 3.	84	25	109	0	0	0	0	0	0	0	0	0	84	25	109
	NFQ1.	Grade 9.	Level 4.	86	20	106	0	0	0	0	0	0	3	0	3	89	20	109
	NFQ2.	Grade 10.		143	36	179	2	0	2	0	0	0	11	0	11	156	36	192
	NFQ3.	Grade 11.		141	52	193	2	0	2	0	0	0	5	1	6	148	53	201
	NFQ4.	Grade 12.		305	129	434	8	0	8	0	0	0	42	7	49	355	136	491
Higher Education and Training.	NFQ5.	Higher Education Certificate.		143	39	182	3	0	3	0	0	0	68	1	69	214	40	254
	NFQ6.	Advanced Certificate.		60	30	90	0	0	0	0	0	0	9	1	10	69	31	100
	NFQ7.	Advanced diploma / Bachelor's Degree.		14	5	19	0	0	0	0	0	0	3	1	4	17	6	23
	NFQ8..	Bachelors Honours Degree.		1	1	2	0	0	0	0	0	0	0	0	0	1	1	2
	NFQ9.	Masters Degree.		2	2	4	0	0	0	0	0	0	0	1	1	2	3	5
	NFQ10.	Doctoral Degree.		0	0	0	0	0	0	0	0	0	1	0	1	1	0	1

2.3 Training Programmes

To address identified skills gaps among employees, Jelani will implement various training programmes relating to AET, core business, learnerships and portable skills. These training programmes are discussed below.

Within six months of the appointment of Project employees (in Year 5 of the SLP cycle), the HR Department is to recruit a skills development facilitator to prepare detailed training programmes and associated budgets. These plans are to be updated on an annual basis, with key outcomes outlined in the WSPs/ ATRs submitted to the DMPR. For each training programme, protocols need to be defined for training inductions, assessment criteria, record keeping and dispute resolution.

2.3.1 Adult Education Training

AET programmes are required for both mine employees and members of the local community. Regarding employees, AET needs are to be determined by the HR Department within six months of the appointment of employees. Employees/ community members identified as having poor functional literacy and numeracy levels (i.e., below AET level 4) qualify as candidates for this programme. Employees completing learnership courses will attain a qualification registered on the National Qualifications Framework (NQF).

Assessment and training of AET candidates will be undertaken by an accredited assessor/ facilitator. The HR Department will be responsible for formalising the AET Action Plan, including annual cost budgeting.

The AET Implementation Plan, to be prepared by the HR Department, will comprise the following (on an annual basis):

- Needs Assessment and Target Setting:
 - Identify gaps in the workforce and the surrounding community;
 - Assess current literacy and numeracy levels of all employees;
 - Gather baseline education data from local, mine-affected communities;
 - Establish clear, quantifiable targets for the number of learners to reach annually.
- Program Structure and Curriculum:
 - Offer training from foundational literacy (NQF Level 1) upwards;
 - Include both academic subjects (e.g., communications, mathematics) and life skills;
 - Ensure all programs are aligned with the Sector Education and Training Authorities (SETAs).
- Logistical and Resource Implementation:
 - Dedicate a specific portion of the SLP Human Resources Development (HRD) budget to AET;
 - Establish or upgrade dedicated AET classrooms equipped with learning materials;
 - Hire accredited AET practitioners or partner with established training providers.
- Communication and Social Mobilisation:
 - Work with trade unions to encourage employee participation;
 - Partner with local ward counsellors to identify community learners;
 - Host regular registration and orientation drives.
- Monitoring, Evaluation, and Reporting:
 - Maintain strict registers to monitor learner retention and progress;
 - Conduct regular evaluations to measure competency and award certificates;
 - Document all AET implementation progress for submission to the DMPR.

As discussed in Section 1.6, employees on the Harmony payroll are ineligible in terms of contributions from this (Jelani) SLP. The Target SLP, which applies to employees contracted from Harmony, specifies the following:

- Harmony offers AET classes from Pre-AET to AET level 4, where programmes are conducted on Own-Time basis at the AET centre, facilitated by an accredited Service Provider. The Part-time and E-AET approach is

designed to be flexible and dynamic, allowing continued education and training at own time that is capable of responding quickly to the needs for knowledge and skills.

- During the past years, participation in AET programmes decreased because of downscaling of the workforce profile and as well as improvements in literacy levels of younger employees. AET targets for the next five years have been determined by examining the company's literacy levels, considering the ages of individuals eligible for AET and following intensive initiatives including employee parades to determine the interest for AET enrolments. The AET targets for the next five years will not have any roll-over targets from the previous SLP generation as the new targets are based on the recent needs analysis.
- To achieve the targets of the next five years, the Operation will intensify marketing strategies for AET programmes. Posters will be placed at strategic points across the operation and the HRD Committee will collaborate with management to promote AET enrolments.
- To further increase the enrolments of AET programmes, awareness campaigns have been undertaken for promotion and awareness purposes over the past few years. Communication channels used included posters, HRD committee, flyers, and AET Days. An internal audit found that employees are fully aware of the AET facilities at the Operation.
- The Operation's AET facilities are situated at the Operation with a network of transport and support services to deliver South African Qualification Authority (SAQA) aligned education to students. All Harmony AET centres write external examinations offered by Independent Examinations Board (IEB) and benchmark.

The provisions for AET training during the Jelani SLP cycle are outlined in Table 2-3. It is proposed that R 45,000 be allocated for funding over the final three years of the SLP cycle, with R 15,000 being allocated for each of the three years. As the Mine Work Programme for this entire SLP cycle (Years 1 to 5) will be dedicated to feasibility/ engineering studies and implementation/ construction activities, it is unlikely that any employees in this cycle will have a need for an AET programme. If no candidates from the workforce are identified, funds for the programme will be diverted to other SLP training programmes.

Table 2-3: Provision for AET Training

	SLP Cycle					
	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Number of AET Training Interventions	-	-	1	1	1	3
Budget Allocation	-	-	R 15,000	R 15,000	R 15,000	R 45,000

2.3.2 Core Business Training

Core business training aims to provide employees with in-depth knowledge and skills pertaining to mine-related business operations. Training is likely to pertain to at least some of the following marketing/ sales, supervisory development, operations management, health and safety (H&S) and leadership development.

The Core Business Skills Training Implementation Plan, to be prepared by the HR Department, will comprise the following (on an annual basis):

- Needs Analysis:
 - Identify core occupational shortages;
 - Align training to Mining Charter demographics;
 - Allocate annual SLP budgets per department.
- Program Development:
 - Accredite programmes with the Mining Qualifications Authority (MQA) or SETAs;
 - Select candidates for internal and external training slots;

- Finalise service level agreements with training providers.
- Rollout and Execution:
 - Conduct formal classroom and practical training;
 - Implement on-the-job mentorship;
 - Track trainee progress and monitor milestone completions.
- Monitoring and Reporting:
 - Record attendance, assessments, and certifications;
 - Submit annual SLP compliance reports to the DMRE;
 - Adjust training targets based on operational changes.

The provisions for Core Business Training during the Jelani SLP cycle are outlined in Table 2-4. It is proposed that R 24,000 be allocated for funding over the final three years of the SLP cycle, with R 8,000 being allocated for each of the three years. If no candidates from the workforce are identified, funds for the programme will be diverted to other SLP training programmes.

Core Business Training is to comprise a short skills course per learner. Training will cover safety protocols, operational machinery operations, basic supervision, and standard health and safety compliance.

As discussed in Section 1.6, employees on the Harmony payroll are ineligible in terms of contributions from this (Jelani) SLP.

Table 2-4: Provision for Core Business Training

	SLP Cycle					
	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Number of Core Business Training Interventions	-	-	1	1	1	3
Budget Allocation	-	-	R8,000	R8,000	R8,000	R24,000

2.3.3 Learnership Training

A learnership is a registered and accredited learning programme that includes practical work experience and theoretical studies that integrates both workplace and institutional learning. A learnership provides an opportunity to attain a qualification registered on the NQF.

Work experience must relate to structured learning and prepare learners for competence assessment.

The Learnership Training Implementation Plan, to be prepared by the HR Department, will comprise the following (on an annual basis):

- Planning and Approval:
 - Select target trades (e.g., engineering, mining operations, administration).
- Recruitment and Selection:
 - Prioritise Historically Disadvantaged South Africans (HDSAs);
 - Implement employment equity and gender targets
 - Screen local community candidates for basic literacy and numeracy.
- Contracting and Registration:
 - Procure accredited training providers.
 - Register the program with the relevant Sector Education and Training Authority (e.g., Insurance Sector Education Training Authority (INSETA) or Transport Education Training Authority (TETA);
 - Sign tripartite learnership agreements based on guidance documents available at the Department of Employment and Labour.

- Training and Mentorship:
 - Combine institutional theory with practical workplace mentoring;
 - Track learner progress and provide structured support;
 - Assess learners against registered National Qualifications Framework outcomes.
- Reporting and Compliance:
 - Submit annual SLP compliance reports to the Department of Mineral and Petroleum Resources;
 - Document all training costs, learner numbers, and demographic breakdowns.

Learnership applicants must meet the following criteria:

- Minimum of Grade 12, with minimum mark of 60 % in Maths and Science; and
- Performance review indicating high potential for career progress.

Table 2-5 outlines the provisions for learnership training during the SLP-1 cycle. It is proposed that R 180,000 be allocated for funding over the final three years of the SLP cycle, with R 60,000 being allocated for each of the three years. If no candidates from the workforce are identified, funds for the programme will be diverted to other SLP training programmes.

As discussed in Section 1.6, employees on the Harmony payroll are ineligible in terms of contributions from this (Jelani) SLP.

Table 2-5: Provision for Learnership Training

	SLP Cycle					
	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Number of Learnership Training Interventions	-	-	1	1	1	3
Budget Allocation	-	-	R 60,000	R 60,000	R 60,000	R 180,000

2.3.4 Portable Skills Training

A Portable Skills Plan provides the opportunity for employees to develop non-mining related portable skills to enable them to find other forms of livelihood in different sectors of the economy. The voluntary programme is to be made available to employees or their proxies.

The Portable Skills Training Implementation Plan, to be prepared by the HR Department in consultation with the Future Forum, will include the following (on an annual basis):

- Skills Needs Analysis:
 - Identify workforce demographics, existing education levels, and community demands;
 - Integrate portable training targets into the mine's annual WSP submitted to the relevant SETA.
- Course Accreditation:
 - Select training programs recognized under the National Qualifications Framework (NQF);
 - Core Portable Skills Disciplines for consideration include:
 - Basic technical and mechanical trades, including basic auto electrical, cylinder head repairs, or basic hand tool usage;
 - Civil, building and construction trades, such as carpentry, plumbing, welding, tiling, and bricklaying;
 - Commercial services and hospitality, including professional cooking, baking, sewing, beauty therapy, basic accounting services; and
 - Specialised licences and logistics, including forklift operation, heavy vehicle licenses.
- Budget Allocation:

- Reserve specific funds for external service providers, materials, and learner stipends.
- Learner Recruitment:
 - Target aging workforce members, vulnerable groups, and local community members;
 - Target HDSAs in alignment with the Mining Charter.
- Execution:
 - Deliver modular training via accredited SETA-aligned facilitators.
- Evaluation:
 - Track completion rates, certifications attained, and post-training employment metrics.
- Reporting:
 - Update regional DMRE offices annually.

The provisions for Portable Skills Training during the Jelani SLP cycle are outlined in Table 2-6. It is proposed that R 24,000 be allocated for funding over the final three years of the SLP cycle, with R 8,000 being allocated for each of the three years. If no candidates from the workforce are identified, funds for the programme will be diverted to other SLP training programmes.

The Target SLP, which applies to employees contracted from Harmony, specifies a financial commitment of R4000 per person for portable skills training.

As discussed in Section 1.6, employees on the Harmony payroll are ineligible in terms of contributions from this (Jelani) SLP.

Table 2-6: Provision for Portable Skills Training

	SLP Cycle					
	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Number of Portable Skills Training Interventions	-	-	1	1	1	3
Budget Allocation	-	-	R8,000	R8,000	R8,000	R24,000

2.4 Hard-to-fill Vacancies

Jelani will report annually on its hard-to-fill vacancies through the submission of Table 2-7, which is adapted from the DMPR SLP Guidelines (Department of Mineral Resources, 2010).

Table 2-7: Hard-to-fill Vacancies

Occupational Level	Job Title of Vacancy (Examples)	Main Reason for Being Unable to Fill Vacancy
Top management	<ul style="list-style-type: none"> Not applicable 	Vacancies will not be difficult to fill.
Senior Management	<ul style="list-style-type: none"> Mine manager Engineer Geologist 	
Professionally qualified and experienced specialists and mid management.	<ul style="list-style-type: none"> Mine technician Training officer 	
Skilled technical and academically qualified workers, junior management supervisors, foremen.	<ul style="list-style-type: none"> Electricians Mechanics 	
Semi-skilled	<ul style="list-style-type: none"> Not applicable 	
Unskilled	<ul style="list-style-type: none"> Not applicable 	

2.5 Career Progression Plan

Jelani is committed to progressing the employee careers (particularly HDPs) through a Career Progression Plan (CPP) for each employee, particularly HDP employees. Implementation of the CPP is critical in achieving Employment Equity (EE) targets, which is discussed in Section 2.9. The CPP is closely linked to the SDP and its associated training programmes.

CPPs outline opportunities and strategies for each employee to progress their careers - based on their performance, career interests, availability of positions and employment equity. Opportunities are provided for advancement to higher employment levels by encouraging employees to have personal development plans. Each individual takes ownership of his/her career goals.

A typical mining career path by qualifications/ certifications is summarised in Table 2-8. Examples of mining career paths for entry and intermediate levels is shown in Table 2-9.

Career paths diagrams will be further developed at the commencement of the next SLP cycle when specific occupation titles have been clearly defined. For each occupation title associated with the Project, minimum job-entry requirements and desirable qualifications are to be determined to generate a matrix of job progression pathways.

Jelani's CPP, to be facilitated by the HR Department, will include the following, for each employee:

- Develop a CPP assessment template that applies to all employees. The CPP is to include an Individual Development Plan (IDP) to inform career path development and progression requirements.
- At an individual level, discuss career aspirations and opportunities to progress their careers;
- Identify training, mentoring, coaching or other development opportunities to address skills gaps and to attain identified qualifications for career progression;
- On a bi-annual basis, evaluate employee progress in career development and adapt the CPP accordingly;
- Identify critical success criteria as a basis for monitoring the success of the CPP and talent pool, and report findings in the WSP and ATR; and
- Modify the training programme, as necessary, to improve its effectiveness for the following year.

Top-performing employees, especially regarding core disciplines, will be eligible to be included in a 'Talent Pool'. Employees included in the Talent Pool will be eligible to additional and targeted assistance, such as dedicated mentorships and career promotion opportunities. The following occupational levels will be represented in the Talent Pool:

- Technically skilled operators: Skilled technical and academically qualified workers, junior management, supervisors, foremen (Patterson Band C);
- Professionals: Professionally qualified, experienced specialists and mid-management (Patterson Band D); and
- Senior management (Patterson Band E).

With respect to meeting EE targets, specific attention will be given to management level positions.

Table 2-8: Mining Career Path by Qualifications/ Certifications Attained

	Unskilled Miner →	General Worker →	Mining Assistant →	Team Leader →	Mechanised Miner →	Mechanised Shift Supervisor →	Mine Overseer →	Section Manager →	Manager Mining →	General Manager
AET Level 3 (Grade 8) or higher	X									
Grade 12 Certificate		X	X	X	X	X	X			
Competent Person Certificate		X	X	X	X	X	X			
NQF Level 2 or 3 in mining				X	X	X	X			
NQF Level 4 in mining						X				
Engineering Diploma/ Degree								X		
Engineering Degree									X	X
Blasting Certificate					X	X	X	X	X	X
Shift Supervisor Certificate						X				
Mine Overseer Certificate							X	X	X	X
Mine Manager Certificate								X	X	X
Diploma/ Degree								X	X	X
Years of Mining Experience		3	3	5	5	5	5	5 to 10	10 to 15	15-20

Table 2-9: Mining Career Path Examples for Entry and Intermediate Levels

Entry-Level Roles (Unskilled)		Intermediate Level (Skilled/ Specialized Roles)		Senior/ Management
<ul style="list-style-type: none"> - Dump Truck/ Heavy Equipment Operator Assistant. - General Labourer/ Miner Assistant. - Service Crew Member. • Preferably Grade 9 (ABET Level 4). 				
		Heavy Equipment Operator: <ul style="list-style-type: none"> • NQF Level 4. • Occupational Certificate: Mining Operator. • Accredited training for operating specific machines. 		Senior Heavy Equipment Operator: <ul style="list-style-type: none"> • Accredited training. • Certificates of Competence for specific machines. • National Certificate in Quarrying. • 8 - 10 years of relevant experience.
		Driller's Assistant: <ul style="list-style-type: none"> • NQF Level 2 - 3. • Basic drilling operations (NQF Level 2). • Drilling Operations Certificate. 		Driller: <ul style="list-style-type: none"> • Occupational Certificates: Mining Operator (NQF 3). • Final Integrated Supervised Assessment (FISA). • Drill Rig Competency Certificate/License. • 5 - 7 years of relevant experience.
		Electrician: <ul style="list-style-type: none"> • NQF Level 3 - 4 • Trade Test Certificate (Red Seal) in Electrical Engineering. • Apprenticeship. 		Senior Electrician: <ul style="list-style-type: none"> • Master Installation Electrician (MIE). • NQF Level 4 – 5 - 6. • 10 - 15 years of relevant experience. • Red Seal Trade Certificate.
		Fitter: <ul style="list-style-type: none"> • NQF Level 3 - 4. • National Technical (N-Level) Qualification. • Fitter Trade Test Certificate. 		Senior Fitter: <ul style="list-style-type: none"> • N4 - N6 engineering studies. • Advanced certificates. • 8 - 15 years of relevant experience.
		Mineral Processing Technician: <ul style="list-style-type: none"> • NQF Level 4 - 5. • Certificate in Mineral Processing (NQF Level 2 - 3). • Skills Programme Certificates. • Diplomas (NQF Level 6) in Metallurgy/ Engineering. 		Senior Mineral Processing Technician: <ul style="list-style-type: none"> • NQF Level 5. • Certificate in Mineral Processing at NQF 5 - 6. • 8 - 15 years of relevant experience.
		Blasting Assistant: <ul style="list-style-type: none"> • NQF Level 2 - 4. • National Certificate in Mining Operations. • Blasting Certificate of Competency. 		Blasting Foreman: <ul style="list-style-type: none"> • NQF Level 4 - 5. • diplomas (Engineering). • 5 - 7 years of relevant experience.

2.6 Mentorship Plan

A Mentorship Plan aims to consolidate employee talent by providing meaningful training and experience. The Mentorship Plan is closely linked to the SDP and its associated training programmes.

The Mentorship Plan, to be prepared by the HR Department, will comprise the following (on an annual basis):

- Establish detailed mentorship criteria, guidelines and processes;
- Determine mentorship needs and employees with potential;
- Identify and train mentors through an accreditation process;
- Identify mentees, particularly those included in the Talent Pool;
- Document agreements between relevant parties that specify Jelani's expectations and commitments for each employee's mentorship programme;
- Mentors to provide ongoing feedback to mentees and their direct supervisors to support the learning process; and
- Identify critical success criteria as a basis for monitoring the effectiveness of the mentorship programme, and report findings in the WSP and ATR.

As the Mine Work Programme for this entire SLP cycle (Years 1 to 5) will be dedicated to feasibility/ engineering studies and implementation/ construction activities, no employees in this cycle will have a need for mentorship.

2.7 Bursary Plan

In consultation with the MLM, Jelani will award a limited number of bursaries per year (no more than three) to HDPs from the local community, to study for a diploma or degree at an accredited tertiary institutions in South Africa. The bursaries will be focused on engineering (particularly mine engineering and metallurgy), geology or environmental management.

The Bursary Plan will comprise the following:

- Align bursary requirements with skills gaps and institution course options;
- Advertise the availability of bursaries at local high schools, local newspapers, and community hall notice boards;
- Shortlist candidates through a formal assessment and interview process;
- Enrol successful bursar candidates at the relevant degree programme;
- Confirm agreement of the conditions of the bursary through a contract signed by both parties. Bursaries are to be inclusive of the costs of enrolment, tuition, and accommodation;
- Identify critical success criteria as a basis for monitoring the effectiveness of the bursary programme, and report findings in the WSP and ATR.

Table 2-10 outlines the provisions for bursary training during the SLP cycle.

Table 2-10: Provision for Bursaries

	SLP Cycle					
	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Number of Bursaries	0	0	1	1	1	3
Budget Allocation	R 0	R 0	R 125,000	R 125,000	R 125,000	R 375,000

2.8 Internship Plan

Jelani will award a limited number of internships per year (no more than three) to graduates from South African universities to be recruited through the MQA grant system and placed on the internship programme over a period not longer than two years. The aim of these internships is to gain necessary practical work experience in various core mining related disciplines such as mining, engineering, geology, metallurgy and surveying.

Where possible, graduates should be HDPs drawn from the immediate local communities. Once these learners have completed the internship programme, Jelani will consider whether to offer the candidates permanent employment though defined assessment/ qualification criteria.

Each intern will be provided the opportunity to develop a practical and technical understanding of the following:

- Mining process;
- Operating heavy machinery;
- Administration related to the operation;
- Legal requirements;
- Running a small business; and
- Community development.

The Internship Plan, to be prepared by the HR Department, will comprise the following:

- Align internship requirements with skills gaps at the company level;
- Advertise the availability of internships in local newspapers and university notices;
- Shortlist candidates through a formal assessment and interview process;
- Confirm agreement of the conditions of the internship through a contract signed by both parties; and
- Identify critical success criteria as a basis for monitoring the success of the internship programme, and report findings in the WSP and ATR.

Table 2-11 outlines the provisions for internship training during the SLP cycle. It is proposed that R 144,000 be allocated for funding over the final three years of the SLP cycle, with R 48,000 being allocated to employee(s) for each of the three years. If suitable graduates cannot be sourced in Year 5 of this SLP cycle, funds for an internship programme will be diverted to programmes focused on learnership and bursary programmes for developing prospective employees in the next SLP cycle.

Table 2-11: Provision for Internships

	SLP Cycle					
	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Number of Internships	0	0	1	1	1	3
Budget Allocation	R 0	R 0	R 48,000	R 48,000	R 48,000	R 144,000

2.9 Employment Equity Plan

Employment equity (EE) pertains to HDPs, women and persons with disabilities, as per the EE Act (amended 2025) (EEA). Jelani will prioritise selecting, training and empowering HDP (including women) – particularly at lower job band levels within the organisation - to progress their careers through the training programmes outlined in this SLP.

The previous EEA (1998) placed voluntary guidelines in relation to EE targets. The new regulations introduce mandatory compliance targets, to be achieved over a five-year period.

A significant amendment in the regulations is the increase in the employment target for persons with disabilities from 2% to 3%. The definition of ‘people with disabilities’ has been expanded to include people who have a long-

term or recurring physical, mental, intellectual or sensory impairment which substantially limits their prospects of entry into, or advancement in, employment.

The EE Plan comprises the following:

- Establish an EE Committee that will comprise of members of the Company's management and employee representative bodies;
- Implement employment policies, practices and procedures to ensure fairness and non-discrimination (particularly among HDPs, women, and people with disabilities);
- Identify positions to be filled by HDPs and women;
- Identify training needs and programmes that promote EE and achieve EE targets (particularly among HDPs and women);
- Identify HDP and female candidates for the talent pool;
- Undertake an annual assessment and report findings in the WSP and ATR; and
- Review the EE Plan on an annual basis and adjust as necessary.

The EE Plan will be prepared by the HR Department in consultation with the Trade Unions that will operate within the Project's operations.

Positions will be advertised in local newspapers in accordance with the EEA. Wherever possible, suitable candidates for employment will be sourced from the local community.

Jelani will aim to adhere to the employment equity targets as outlined in the 2018 B-BBEE Charter of the South African Mining and Minerals Industry.

A template for presenting EE Status (based on Form S in the LP Guidelines (Department of Mineral Resources, 2010)) is shown in Table 2-12. It will only be possible to populate this table in Year-5 of the SLP cycle, when employment for the Project commences.

Table 2-12: Employment Equity Status

Job Band	Male				Female				Both Genders		Mining Charter Compliance Target (%)			SLP Compliance Target (%)	EE 5-Year Target (%)		
	African	Coloured	Indian	White	African	Coloured	Indian	White	Total	Disabled	HDP	Women	Disabled	Total	HDP	Women	Disabled
Board											50	20	N/A	40	33.1	24.4	N/A
Executive Management											50	20	N/A	40	33.1	24.4	N/A
Senior Management											60	25	N/A	40	36.3	28.2	N/A
Professional and Middle Management											60	25	N/A	40	43.2	34.4	N/A
Skilled Technical/ Junior Management											70	30	N/A	40	49.8	36.9	N/A
Core Skills											60	25	N/A	40	N/A	N/A	N/A
Semi-skilled											60	N/A	N/A	40	N/A	N/A	N/A
Unskilled											N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total											N/A	N/A	1.5	N/A	N/A	N/A	3.0

3. Local Economic Development

Local Economic Development (LED) is a process where businesses local people, government, and local communities collaborate to stimulate sustainable economic growth and improve the quality of life in the local area. As per Regulation 46(c), the following is covered in this Chapter:

- Social and economic background of the area in which the mine intends to operate;
- Key economic activities of the area in which the mine intends to operate;
- Impact of the mine in local and labour-sending communities;
- Infrastructure and poverty eradication projects in the local and labour-sending areas;
- Housing and living conditions;
- Measures to address nutrition; and
- Procurement progression plan and its implementation for HDSA companies in terms of capital goods and services.

3.1 Local Socio-economic Profile

The following socio-economic baseline outlines various aspects of the socio-economic profile of various administrative levels relevant to the Project, including the Ward level (Wards 19, 35 and 36, which are closest to the Project), the Provincial level (Free State), the MLM level, and the Ward Level.

There are three wards that are relevant to the Project. The Project is in Ward 36, which comprises 413 km². The main town in the ward is Allanridge, which adjoins the Harmony Target Operation to the west. The smaller town of Odendaalsrus is located in the southern-most section of Ward 36.

Representing the urban settlement of Nyakallong located to the south of Allanridge, Ward 19 is only 2.4 km². Ward 35 adjoins the southern boundary of the Project site and covers an area of 229 km².

As the population of the MLM make up approximately 65% of the Lejweleputswa District Municipality (LDM) population, the large overlap justified the exclusion of the LDM from the analysis.

The baseline assessment investigates trends of the socio-economic profile at the three administrative levels, specifically concerning population, number of households, number of informal households, gender, ethnicity, youth population, language, education, unemployment, household income, key industries and access to services (including piped water, electricity, sanitation facilities and refuse disposal).

Unless otherwise specified, data were derived from Statistics South Africa (StatsSA) in relation to their 2011 Census and 2022 Census. A major constraint to the baseline assessment was the absence of Ward level data following the 2011 Census. Note that the availability of Ward data in 2022 was limited to population, gender ratio, age distribution and ethnicity. For other aspects of the socio-economic profile, only 2011 data was available. This limited information is outdated and should be considered with caution.

3.1.1 Population

Table 3-1 presents available data regarding population, from 2011 to 2022. Ward 19 was the most populous of the three local wards, with 14,138 people (compared to 10,888 and 10,366 people in Wards 35 and 36 respectively). With an area of only 2.4 km², population density in Ward 19 was extremely high (5,890 people per km²). The much larger wards of Ward 35 (229 km²) and Ward 36 (413 km²) had much lower population densities of 48 and 25 persons/km² respectively, which were reflective of the predominantly rural profiles of these wards.

Between 2011 and 2022, the MLM and the Free State had the same annual population growth rate (0.72%). The negative annual population growth rates evident at the ward level is an indication of a degree of out-migration

due to an ongoing economic decline in the local area. Ward 36 had the most notable population decline, with an annual population growth rate of -1.0%, between 2011 and 2022.

Table 3-1: Population

Administrative Level	Population (2011)	Population (2022)	Average Population Growth Rate (%) between 2011 and 2022
Free State	2,745,590	2,964,412	0.72
MLM	407,020	439,034	0.72
Ward 19	14,259	14,138	-0.08
Ward 35	11,693	10,888	-0.63
Ward 36	11,668	10,366	-1.01

3.1.2 Number of Households

Table 3-2 summarises the number of households, from 2011 to 2022. At the MLM level, the number of households decreased marginally from 2011 to 2022, despite an increase in the total population. Household size is an indicator of the level of wealth among households. A higher numbers of members per household indicate increased levels of poverty, due to a strain on housing resources within a community. In In 2011, Wards 19 and 35 recorded that the number of household members per household was 3.6 and 4.0 persons, compared to 2.8 members per household in Ward 36.

Table 3-2: Number of Households

Administrative Level	Number of Households (2011)	Number of Households (2022)
Free State	838,877	845,250
MLM	127,547	126,068
Ward 19	3,961	Not available
Ward 35	2,980	Not available
Ward 36	3,371	Not available

3.1.3 Informal Households

Table 3-3 shows that the proportion of households that lived in informal dwellings (shacks) was 7% in Ward 19 and 5% in Ward 36. Only 1% of households in Ward 35 were informal. The extent of informal dwellings among households at the MLM level was much higher, increasing marginally from 19% in 2011 to 20% in 2022.

Table 3-3: Proportion of Households Residing in Informal Dwellings

Administrative Level	Proportion (%) of Households (2011)	Proportion (%) of Households (2022)
Free State	15.4	9.7
MLM	19.1	19.9
Ward 19	6.6	Not available
Ward 35	0.8	Not available
Ward 36	4.8	Not available

3.1.4 Gender Ratio

Gender ratio is the proportional relationship between the number of males and females in a population. A ratio greater than 1.0 indicates that the population has more males than females. A gender ratio of well over 1.0 can be indicative of population in-migration (influx), as unskilled job seekers moving into an area tend to be male. As Table 3-4 indicates, there is little indication of population influx at all administrative levels, in 2022. Gender ratios have decreased since 2011, indicating a trend of males migrating to other parts of South Africa, most likely in search of job opportunities for their families remaining in the local area.

Ward 35 had a gender ratio of 1.6 in 2011, which is indicative of population influx. However, significant population out-migration has occurred within this Ward since 2011.

Table 3-4: Gender Ratio

Administrative Level	Gender Ratio (2011)	Gender Ratio (2022)
Free State	0.94	0.90
MLM	0.98	0.92
Ward 19	0.95	0.91
Ward 35	1.62	0.97
Ward 36	1.03	0.94

3.1.5 Age Distribution

Table 3-5 shows the age distribution (by 10-year categories) for each of the three wards nearest the Project, in 2022. Figure 3-1 illustrates the much high number of persons aged below 40 years in Ward 19, compared to Wards 35 and 36.

Table 3-5: Age Distribution per Ward

Ward	Age (Years)									Total
	0 to 9	10 to 19	20 to 29	30 to 39	40 to 49	50 to 59	60 to 69	70 to 79	80 & Over	
19	2,468	2,636	2,480	2,443	1,568	1,165	914	346	117	14,137
35	1,733	1,833	1,566	1,933	1,487	1,222	735	315	64	10,888
36	1,509	1,680	1,502	1,698	1,299	1,072	954	495	156	10,365

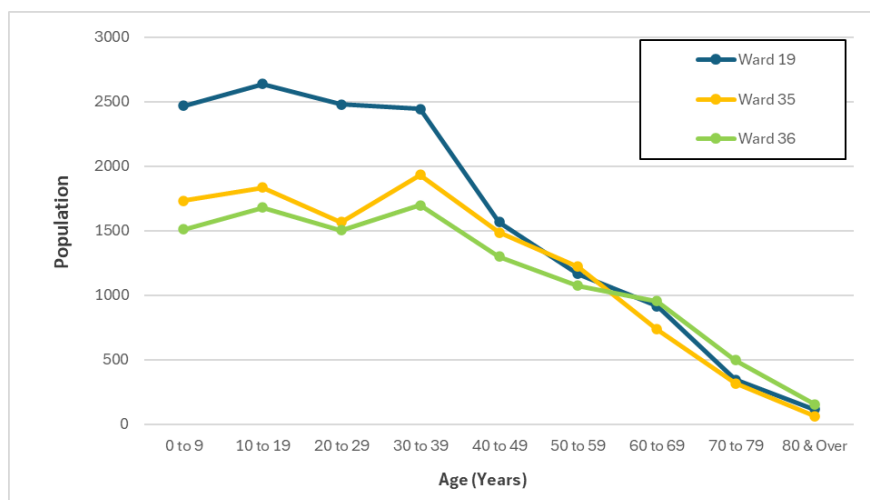


Figure 3-1: Age Distribution at Ward Level

Table 3-6 summaries the proportion of youth (aged 19 years or less) within each administrative level. The proportion of youth in the population was highest in Ward 19, although decreasing from 44% in 2011 to 36% in 2022. At Ward 35, the proportion of youth in the population has increased significantly in recent years, from 22% in 2011 to 33% in 2022. In comparison, the proportion of youth in the population of Ward 36 decreased marginally, from 32% in 2011 to 31% in 2022. At the MLM level, the proportion of youth increased from 33% in 2011 to 35% in 2022.

Table 3-6: Proportion of Youth (Aged 19 Years or Less)

Administrative Level	Proportion (%) of Population (2011)	Proportion (%) of Population (2022)
Free State	34.7	35.4
MLM	32.7	35.2
Ward 19	43.9	36.1
Ward 35	22.3	32.8
Ward 36	31.7	30.7

3.1.6 Ethnicity

Table 3-7 summaries the proportion of the population of Black African ethnicity, for each administrative level. In 2022, almost the entire population in Ward 19 was Black African. The proportion of Black Africans in Wards 35 and 36 was 76 and 72% respectively. At the MLM and Provincial levels, Black Africans constituted about 88% of their respective populations in 2022. Among the Black African populations in each Ward, most were Sesotho (74-86%) or IsiXhosa (8-12%).

As Table 3-8 shows, the proportion of the White population at the MLM level had declined marginally, from 9.6% in 2011 to 9.0% in 2022. The proportion of the White population at the Provincial level declined from 8.7% in 2011 to 8.0% in 2022. In 2022, the proportion of the White population in Wards 35 and 36 was 22 and 27% respectively, whereas there were only 10 White persons in Ward 19. Most (86-88%) of the White population at Wards 35 and 36 were Afrikaans. The proportion of the Coloured and Indian population in each ward was negligible, comprising approximately 1% at Wards 35 and 36 respectively – and almost none in Ward 19.

Table 3-7: Proportion of the Population of Black African Ethnicity

Administrative Level	Proportion (%) of Population (2011)	Proportion (%) of Population (2022)
Free State	87.6	88.1
MLM	87.7	88.7
Ward 19	99.9	99.5
Ward 35	81.3	76.4
Ward 36	64.1	71.8

Table 3-8: Proportion of the Population of White Ethnicity

Administrative Level	Proportion (%) of Population (2011)	Proportion (%) of Population (2022)
Free State	8.7	8.0
MLM	9.6	9.0
Ward 19	0.0	0.1
Ward 35	17.4	22.1
Ward 36	35.2	26.7

3.1.7 Language

The most predominant languages spoken at each administrative level was Sesotho. Table 3-9 summarises the proportion of the population that speaks Sesotho, at each administrative level. In 2011, Sesotho was spoken by 76 and 61% of the populations in Wards 19 and 35 respectively. For Ward 36, 45% of the population spoke Sesotho. The proportion of the MLM and Provincial populations speaking Sesotho has increased from 62-63% in 2011 to 70-72% in 2022.

Another major language in the local area is Afrikaans. Table 3-10 summarises the proportion of the population that speak Afrikaans, at each administrative level. Approximately 25-34% of the population in Wards 35 and 36 spoke Afrikaans in 2011, compared to just 1% in Ward 19. The proportion of the MLM and Provincial populations speaking Afrikaans have been declining, from approximately 12% in 2011 to 10% in 2022.

Another popular language at the Ward level was IsiXhosa. This language was spoken by 11% in Ward 19, and 6-7% at Wards 35 and 36.

Table 3-9: Proportion of Population Speaking Sesotho

Administrative Level	Proportion (%) of Population (2011)	Proportion (%) of Population (2022)
Free State	62.6	72.1
MLM	62.2	69.7
Ward 19	76.4	Not available
Ward 35	60.7	Not available
Ward 36	45.1	Not available

Table 3-10: Proportion of Population Speaking Afrikaans

Administrative Level	Proportion (%) of Population (2011)	Proportion (%) of Population (2022)
Free State	12.4	10.0
MLM	11.9	9.7
Ward 19	1.2	Not available
Ward 35	25.3	Not available
Ward 36	34.4	Not available

3.1.8 Education

As Table 3-11 shows, only 11% of the population (aged 20 years and above) in Ward 19 had a Matric qualification or higher, compared to 25% in Ward 36. There was a steady improvement in the proportion of the population having a matric qualification or higher at the MLM and Provincial levels.

Table 3-11: Proportion of Population (Aged 20 years and above) Attaining a Matric Qualification or Higher

Administrative Level	Proportion (%) of Population (2011)	Proportion (%) of Population (2022)
Free State	21.3	24.4
MLM	20.0	28.8
Ward 19	10.5	Not available
Ward 35	Not available	Not available
Ward 36	24.7	Not available

3.1.9 Household Income

In 2011, the average monthly household income in the Ward 19 was R2500, almost half of that of Ward 36 (R4775). In 2022, the average monthly household income in the MLM was R 6725, which was marginally higher compared to that at the Provincial level of R6441 (Quantec, 2022).

3.1.10 Employment

StatsSA only has reliable employment data dating back to 2011. According to StatsSA, there were 2166 and 2850 people employed in Wards 19 and 36, in 2011. This translates to 25 and 42% of the population aged 20 years or more in Wards 19 and 36 respectively.

Unemployment rates were not available at the Ward level. The unemployment rate is the proportion of the labour force that is unemployed, and includes only the unemployed who are actively searching for work, thus excluding the discouraged. In 2020, the unemployment rate in the MLM was 27.2%, which was slightly higher than that at the Provincial level of 26.7% (Quantec, 2022). Note that data from StatsSA, in their Quarterly Labour Force Survey reports, indicated a much higher unemployment rate of 33.4% in Free State, in 2020. The StatsSA reports also calculated that the expanded unemployment rate (which includes the unemployed who are actively searching for work and those who are not actively searching) was 39.9% in Free State, which has since increased to 43.8% in 2025. This implies that the unemployment rates calculated by Quantec are likely to be underestimating the extent of unemployment at the MLM level.

Based on 2019 Quantec data presented in the MLM LED Report (2019), youth unemployment in the municipality was 53%. This has major poverty implications, particularly in communities where there is a high proportion of youth within their total populations (such as Ward 19, as discussed in Section 3.1.5). Table 3-12 shows the contribution of employment by industry sector in the MLM, based on Quantec (2022) data.

Table 3-12: Contribution to Employment by Industry Sector in the MLM, between 2010 and 2020

Sector	Proportion (%) of Contribution to Employment (2010)	Proportion (%) of Contribution to Employment (2020)
Mining	32.2	22.8
Government and Community Services	25.7	27.4
Trade	17.3	19.6
Finance and business	9.7	11.8
Manufacturing	5.4	6.4
Agriculture	3.4	4.3
Construction	3.0	4.0
Transport and communication	3.0	3.4
Electricity and Water	0.3	0.4
Total	100.0	100.0

Source: Standardised regional data, Quantec (2022).

3.1.11 Access to Water

Table 3-13 shows that the proportion of households with access to tap water was highest in Ward 19 (99%), compared to 92% at both Ward 35 and Ward 36. The general downward trend in the level of access to tap water at the MLM and Provincial level, since 2011, is indicative of the decline of this service across Free State. The decline of water services and associated aging infrastructure are of particular concern in the MLM, as reported by the Select Committee on Cooperative Governance and Public Administration (Traditional Affairs, Human

Settlements and Water and Sanitation) in March 2025². In January 2025, *E. coli* contamination was confirmed in Allanridge's main water reservoir, constituting a severe health risk to local residents. As of August 2025, residents continue to rely on unsafe water sources³.

Table 3-13: Proportion of Population with Access to Tap Water

Administrative Level	Proportion (%) of Households (2011)	Proportion (%) of Households (2022)
Free State	89.4	86.1
MLM	94.6	85.8
Ward 19	98.7	Not available
Ward 35	91.7	Not available
Ward 36	91.7	Not available

3.1.12 Access to Sanitation Facilities

Table 3-14 shows that, in 2011, the proportion of households with access to flush or chemical toilets was highest in Ward 19 (98%), compared to Wards 35 and 36 (92-93%). At the MLM level, the proportion of the population with access to flush/ chemical toilets is only 82%. Since 2011, access to flush or chemical toilets has remained static at the MLM and Provincial levels. However, recent media reports indicate severely deteriorated sanitation infrastructure in Allanridge and Nyakallong³.

Table 3-14: Proportion of Population with Access to Flush or Chemical Toilets

Administrative Level	Proportion (%) of Households (2011)	Proportion (%) of Households (2022)
Free State	67.2	69.5
MLM	81.7	79.7
Ward 19	97.8	Not available
Ward 35	92.4	Not available
Ward 36	93.4	Not available

3.1.13 Access to Refuse Disposal Services

Table 3-15 shows that, in 2011, the proportion of households with access to refuse disposal services was highest at Wards 19 and 35 (93-95%)., compared to 87% at Ward 36. The downward trends in the level of access to refuse disposal services in the MLM, since 2011, are indicative of the decline of this service across Free State.

Table 3-15: Proportion of Population with Access to Refuse Disposal Services

Administrative Level	Proportion (%) of Households (2011)	Proportion (%) of Households (2022)
Free State	70.7	57.4
MLM	87,1	56.3
Ward 19	95.3	Not available
Ward 35	93.1	Not available
Ward 36	87.1	Not available

² <https://www.parliament.gov.za/press-releases/media-statement-non-revenue-water-losses-completely-undermine-matjhabengs-financial-recovery-plan-and-demands-urgent-attention>.

³ <https://www.ofm.co.za/article/centralsa/338129/actionsa-calls-for-forensic-audit-into-r2-2-billion-infrastructure-budget-in-matjhabeng->

3.1.14 Needs Analysis of the area in order of priority

A needs analysis of the local area is derived from the MLM Integrated Development Plan (2024/2025) (IDP) (Matjhabeng Local Municipality, 2024/2025) and Matjhabeng Spatial Development Plan (2023) (Matjhabeng Local Municipality, 2022/23).

3.1.14.1 Integrated Development Plan

Key priority areas identified in the IDP include the following:

- Provision and maintenance of basic services relating to roads, street lights, electricity, water, sanitation and refuse collection;
- Provision of LED relating to small, medium and micro-enterprises (SMMEs) and trade/ investment opportunities, such as improved market access for emerging farmers; and
- Establishment of private-public partnerships for cooperative growth and development.

The MLM's IDP identifies various priority projects in relation to the area nearest the Project area. These include 'Own-Funded' (OF) projects (Table 3-16), Unfunded Projects (UPs) (Table 3-17) and Infrastructure Asset Maintenance Projects (IAMPs) (Table 3-18).

Table 3-16: Own Funded Projects

OF No.	Programme	Location/s
12	Provision of infrastructure to mitigate flooding.	Nyakallong
19	Development of landfill sites.	Allanridge, Odendaalsrus and Henneman
26	Repair and maintenance of Mimosa Park.	Odendaalrus

Table 3-17: Unfunded Projects

UP No.	Programme	Location/s
7	7 ^{de} -laan incorporation of old mine infrastructure.	Odendaalsrus
9	Refurbishment of Nyakallong Stadium.	Nyakallong
20	Construction of a Multipurpose Sport/Community Centre.	Allanridge and Nyakallong
28	Extension 2 and Eldorie road upgrading.	Allanridge
77, 78, 79	Upgrade electrical supply.	Odendaalrus
80, 81, 82	Replace stolen 11kV medium voltage supply cables.	Odendaalrus
102	Provision of street lighting for main entrance road.	Nyakalong
118	Provision of street lighting of 10 high mast lights.	Odendaalrus
120	Provision of six high mast lights.	Nayakalong;
128	Provision of streetlights at Mimosa Way.	Odendaalrus
134, 135	Reinstate stolen/ vandalized electrical substation unit.	Odendaalrus and Allanridge

Table 3-18: Infrastructure Asset Maintenance Programmes

IAMP No.	Programme	Location/s
12	Upgrade electrical distribution boxes.	Odendaalrus
16	Upgrading of protection relays.	
19	Provision of remote electrical metering systems.	
25, 26	Upgrading of Smart-paid electrical metering system.	Allanridge and Odendaalrus
34, 36	Provision of security systems at electrical substations.	
40, 41	Upgrading main substation.	
42	Emergency repairs for all substations.	Allanridge

The MLM IDP also identifies priority issues for Wards 19, 35 and 36, which are summarised in Table 3-19. The priority order is the same for each Ward.

Table 3-19: Priority Issues in Wards Nearest the Project.

Issue Category	Priority Level	Specific Issues
Access to water.	1	<ul style="list-style-type: none"> Maintenance of water Infrastructure. Improved access to potable water.
Sanitation.	2	<ul style="list-style-type: none"> Maintenance of sewage Infrastructure.
Electricity.	3	<ul style="list-style-type: none"> Maintenance of infrastructure (especially street lights). Connection of informal settlements to electricity. Improved provision of electricity. Reduction of electricity tariffs.
Road and stormwater.	4	<ul style="list-style-type: none"> Maintenance of storm water drainage Infrastructure. Maintenance of roads.
Waste management.	5	<ul style="list-style-type: none"> Improved service. Address illegal dumping. Improved waste station infrastructure.
Human settlement.	6	<ul style="list-style-type: none"> Formalising informal settlements. Security of tenure. Removal of derelict buildings.
LED.	7	<ul style="list-style-type: none"> SMME support. Release Municipal agricultural land to local farming corporative. Maintenance of community buildings, such as community hall.
Education.	8	<ul style="list-style-type: none"> Bursaries, learnerships and internships. Improved school facilities.
Health.	9	<ul style="list-style-type: none"> Improved clinic facilities.
Community facilities.	10	<ul style="list-style-type: none"> Refurbishment of sports facilities, particularly stadium.
Safety and security.	11	<ul style="list-style-type: none"> Visible policing and By-law enforcement. Improved law enforcement along roads and refuse site. Establishment of ward-based security enforcement (community police forum).

3.1.14.2 Spatial Development Plan

The Matjhabeng Spatial Development Plan (2023) provides some insights into the development needs relating to agricultural industries in the local area. According to this document, the areas of Allanridge and Odendaalsrus (and surrounding rural areas), rural development strategies need to focus on the production of grain, sunflowers, beef, poultry, and vegetables (mostly potatoes). For all of these industries, value adding of production (through establishment of processing facilities in the local area) will increase profit margins.

Niche 'high oleic' sunflower seed production has the potential to be profitable, even for small landholdings.

'Informal' small scale beef enterprises have the potential to benefit from cooperative arrangements that increase economics of scale.

Chicken production is a growing industry, as it continues to represent a cheaper substitute to red meat products. Chicken production is more suited to urbanised areas where access to required infrastructure (electricity and water supply) is readily available, compared to rural areas. Rural areas would be more suited to chicken products associated with free range certification.

The Spatial Development Plan cautions that demand for the above products is heavily dependent on local market demand volumes, which is likely to be low within the Free State.

Existing urban agricultural practices in the MLM consist mainly of staple foods at a subsistence level. Small scale operations compete poorly in relation to large scale commercial production monopolies that dominate the agricultural industry. To be commercially viable, small-scale farmers require support services - such as agricultural extension services, financial management training, access to mechanisation opportunities (such as tractors, harvesting machinery and irrigation infrastructure) and improved access to credit services. Thus, vegetable production has been rated as a low to medium priority in the MLM - whereas enterprises relating to grain, sunflower, beef and poultry is rated as having a higher potential for success.

3.1.14.3 MLM LED Report

The MLM LED Strategy Report states that a key LED priority is the development of agricultural co-operatives that improve economics of scale that reduce input costs while improving profit margins and bargaining power for participant farmers. Farming cooperative arrangements reduce financial strain through shared expenses, resources and services. Additionally, cooperatives offer members opportunities to build capital, share risks, and participate in strategic decision-making processes. Training relating to skills development and mentorship programmes are crucial in the development of SMMEs in the agricultural sector.

A Farmer Production Support Unit (FPSU) was established in Odendaalsrus in 2019, for the purpose of providing mechanisation equipment, training facilities, logistical capabilities and extension offices to engage local farmers. However, the FPSU is no longer in operation.

The manufacturing sector in the MLM only generates 6% of the GVA in the MLM. According to the LED Report, there were only 1 098 skilled persons in the manufacturing sector in the MLM, in 2019. This almost complete absence of skilled persons in the local manufacturing sector within the MLM indicates a potential need for developing this sector through skills training programmes.

The LED Report identifies some potential partners for developing agricultural and manufacturing projects, including the following:

- Department of Agriculture and Rural Development (DARD), which can provide expertise in cropping, livestock production and agro-processing;
- Department of Trade and Industry (DTI), which offers incentive schemes, loans and grants for businesses;
- Land Bank, which provides financial services to the farmers, particularly those that are HDPs;
- National Empowerment Fund (NEF), which supports HDPs to establish SMMEs;

- National Youth Development Agency (NYDA), which provides funds for young entrepreneurs to establish and maintain SMMEs;
- Isivande Women's Fund, which provides financial support for women of HDP backgrounds to establish SMMEs;
- Small Enterprise Finance Agency (SEFA), which provides loans to SMMEs and co-operatives; and
- South African Small, Medium Enterprise Fund (SA SME), which provides capital and business support for SMMEs.

3.2 Key Economic Activities in the MLM

Table 3-20 summarises the contribution to Gross Value Added (GVA) of various industry sectors to the MLM's Gross Domestic Product (GDP), between 2010 and 2020. Although being the largest contributor to the MLM's GVA, the mining sector's contribution to total GVA decreased from 36% in 2010 to 30% in 2020. The mining sector was the only sector that decreased its level of contribution to the MLM's GVA over the 10-year period. The manufacturing sector contributed 17% of the MLM's GVA in 2020. The finance and trade sectors were also major contributors to the MLM's GVA (13 and 11% respectively). The agricultural sector only contributed 2.3% of the MLM's GVA in 2020.

Apart from Target Operation, the nearest mines are located around Welkom.

Table 3-20: Contribution to GVA by Industry Sector in the MLM, Between 2010 and 2020

Sector	Proportion (%) of Contribution to GVA (2010)	Proportion (%) of Contribution to GVA (2020)
Mining	35.6	30.1
Manufacturing	16.2	17.2
Government and Community Services	12.6	14.3
Finance and business	10.8	12.8
Trade	10.7	11.1
Transport and communication	6.2	6.6
Construction	3.1	3.0
Electricity and Water	2.6	2.6
Agriculture	2.2	2.3
Total	100.0	100.0

Source: Standardised regional data, Quantec (2022).

3.3 Impact of the Mine in Local and Labour-sending Communities

The plans/ programmes outlined in this SLP demonstrates the positive impacts that the Project will provide to local and labour-sending communities. The provision of improved job security for Target personnel that are to be utilised for the Project is another major social and labour benefit.

Project-induced risks relating to dust emissions, noise emissions, increased traffic and damage to heritage resources can be mitigated to negligible levels through the implementation of appropriate management measures. The impact of most concern is the eventual downscaling of jobs at the end of the Life of Mine (LoM). This impact will be managed through the initiatives outlined in Section 4 of this SLP. It is to be noted that this negative impact will be offset through the extension of employment for many Target personnel as the LoM of Target enters the decommissioning phase.

There will be no risk of population influx into the local area as only Target/ Harmony labour will be used for the Project. The Project will not require any relocation of people from the MR area.

Management of the impacts described above will be discussed in detail in the Project's Environmental Impact Assessment (EIA) to be prepared subsequent to this SLP. Some key mitigation measures for each identified impact are outlined in Table 3-21.

Table 3-21: Key Mitigation Measures to Address Potential Negative Impacts from the Mine

Potential Impact	Mitigation Measures
Dust emissions	Implement dust suppression systems, such as water sprays or chemical dust suppressants on exposed surfaces where applicable. Regulate vehicle speeds on the access roads to no more than 40 km/h (heavy vehicles) and 60 km/h (light vehicles). Undertake regular air quality monitoring to enable identification of impacts, and implementation of corrective actions if impacts are identified.
Noise emissions.	Schedule noisy activities during times when they will have the least impact (i.e., daytime). Provide training for vehicle drivers to reducing noise levels during the operation of their vehicles (e.g. vehicles to be switched off when not in use).
Increase traffic.	Install visible speed limit signs along site access roads. Ensure that employees and contractors adhere to speed limits. Monitor for breaches in speed limits and ensure that offenders do not repeat such breaches.
Downscaling of jobs.	Implement initiatives outlined in Section 4 of this SLP.
Population influx.	Although not considered a risk, Jelani should publicise that only Target labour will be used for the Project, so as to manage expectations of employment opportunities in the local area.
Exhumation of graves.	Not applicable.
Relocation of people.	Not applicable.

3.4 Proposed LED Project

Consultations in regard to a proposed LED project associated with the SLP are discussed below.

3.4.1 Consultation with DMPR

In the meeting held with the DMPR on 25 November 2025, Kongiwe was advised that a stand-alone LED project should be identified by the MLM's LED Department. It was clarified that discussions with the MLM were necessary to identify suitable projects that were aligned to the MLM's Integrated Development Plan (IDP).

3.4.2 Consultation with MLM

Kongiwe contacted MLM's Executive Director of LED (Dr. Sefako Ramphoma) in January 2026 regarding Jelani's proposed funding for a LED project. Following consultation with the Ward Councillor of Ward 19, Dr. Ramphoma advised Kongiwe (on 4 February 2026) that a priority LED project was the refurbishment of Nyakallong Community Hall. Nyakallong is a major sending area for the Target mine.

On 11 February, Dr Ramphoma presented the LED proposal to the Matjhabeng Local Municipality Executive Committee. On 19 March 2026, the MLM issued a letter of approval (signed by Dr Vuyo Adonis, Acting Municipal Manager) for Jelani to allocate R1,000,000 to the refurbishment of Nyakallong Community Hall. This letter of approval is presented in **Appendix A**. The provision for LED project funding is outlined in Table 3-22.

In regard to the MLM's letter of approval, an email was sent to Dr. Ramphoma on 7 April 2026 stating the following:

Jelani Resources thanks Matjhabeng Municipality for the letter of approval dated 27 February 2026.

Jelani notes that the LED project that has been allocated by the Municipality pertains to the financial years 2026-2028. Please note that the application for a mining right will be submitted during April 2026 only. Depending on complexity, it normally takes about two years for a mining right to be approved by the DMPR. In terms of the MPRDA, the SLP only becomes effective once the Mining Right has been notarial executed.

Based on above, it is expected that the Mining Right will be granted and executed at about April 2028. It is thus expected that SLP 1 will run from 2028-2033. The LED project will thus only commence in terms of approved timelines after execution of the Right.

Jelani Resources shall inform the Municipality immediately once the Mining Right has been notarial executed.

Table 3-22: Provision for LED Project Funding

	SLP Cycle					
	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Budget Allocation	R 0	R 0	R 400,000	R 300,000	R 300,000	R 1,000,000

3.4.3 Consultation with the Communities from Wards 19 and 36

An Open Day notification letter, presented in **Appendix B**, was emailed to Cllr Clement Hanisi on Friday, 29 May 2026. The notification letter presented details of the Project and disclosed the availability of the Draft Scoping Report (DSR) for public review and comment.

Cllr Hanisi shared the notification letter via a Whatsapp group that encompassed the communities of Ward 36 and Ward 19. Cllr Hanisi also notified Cllr Ramatisa of Ward 19. The Open Day notification letter invited the communities of the two wards to an open day facilitated by Kongiwe on Saturday, 30 May 2026 - at S.A Mokhothu Primary School, Nyakallong (Ward 19), on 30 May 2026.

The meeting comprised 274 community members. The attendance register and meeting minutes are shown in **Appendix C and Appendix D** respectively.

Information was presented by means of a poster-based presentation in English and translated into Sotho where needed. Details of the SLP (as well as Project description and proposed infrastructure) were presented and discussed.

At the public meeting, a community member indicated a preference to a medical clinic rather than a community hall. However, the MLM is in no position to contribute funds to the establishment and maintenance of a new health care clinic at this stage. Health clinics are heavily dependent on ongoing government funds to ensure a guaranteed long-term budget for retaining medical professionals, maintaining sufficient medical supplies, and providing for continuous maintenance. According to Maphumulo and Bengu (2019)⁴, the establishment and management of clinics are hindered by a shortage of human resources, a lack of capacity to treat seriously ill patients, poor hygiene, poor infection control measures, increased litigation because of avoidable errors, shortage of resources in medicine and equipment and poor record-keeping.

Investment by Jelani in the establishment of a medical centre in Ward 19 or Ward 36 would not be sufficiently supported by the MLM, which has been placed under provincial administration due to a total breakdown of

⁴ Maphumulo WT, Bhengu BR. Challenges of quality improvement in the healthcare of South Africa post-apartheid: A critical review. Curationis. 2019 May 29;42(1):e1-e9. doi: 10.4102/curationis.v42i1.1901. PMID: 31170800; PMCID: PMC6556866.

service delivery that has crippled local healthcare delivery (Mphanya, 2024)⁵. The seriousness of this situation was recently demonstrated in February 2026, when the MLM cut off utilities to Bongani Regional Hospital and R.H. Matjhabeng Hospital - which directly compromised emergency theatres, intensive care units, and basic sanitation⁶.

In light of the chronic lack of capacity by MLM to provide funds to support Jelani in LED projects, investment in the Nyakallong Community Hall for this initial SLP cycle – which requires minimal maintenance while providing long term functions for the community - is the preferred option for both the MLM and Jelani.

3.4.4 LED Project Plan

The LED project plan is shown in Table 3-23 (next page).

Table 3-23: LED Project Plan

Project	Refurbishment of the Nyakallong Community Hall.				Community Services		
Background	This project is being implemented with the support of the MLM. Wherever possible, suitably qualified and skilled local contractors will be sourced. Contractor teams comprising women and youth will also be considered favourably. The entire Nyakallong community will benefit from the renovations to be undertaken.						
Geographical location	District Municipality	Local Municipality	Villages	Project Start Date:		Project End date:	
	Lejweleputswa DM	MLM	Nyakallong	3 rd year of SLP cycle.		5 th year of SLP cycle	
Output	Key Performance Area		Responsible entity	Quarterly timelines and year	Quarterly timelines and year	Quarterly timelines and year	Budget
Community Amenities	Renovated community hall		Jelani and MLM Council.	3rd year of SLP cycle. R400 000	4th year of SLP cycle. R300 000	5th year of SLP cycle. R300 000	R1,000 000
Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short term	<p>In Year 3, the planning stage will comprise the following:</p> <ul style="list-style-type: none">• Site inspection with MLM to assess the Community Hall.• Preparation of Project Renovation Plan to be signed off by MLM.• Obtain quotations from local contractors.• Finalise Appointments.• Commence renovation work, to extend into Years 4 and 5. <p>Number of jobs - and composition of males, females and youth in contractor teams - will be dependent on composition of contractor teams. Local contractor teams comprising women and youth will be considered favourably, on the condition that they have the pre-requisite certifications for their trade. For example:</p> <ul style="list-style-type: none">• Building contractors must be registered with the National Home Builders Registration Council (NHBRC);• Plumbers must be certified by the Plumbing Industry Registration Board (PIRB) to sign off on compliance certificates; and• Electricians must hold an Installation Electrician (IE) or Master Installation Electrician (MIE) registration to sign off on compliance certificates.						

⁵ Mphanya, Ramapulane & Gumbo, T. & Onatu, G.O.. (2024). Drivers of local government service delivery failure in South Africa: Experiences of Matjhabeng local municipality, Freestate province. 10.1201/9781003483519-6.

⁶ <https://novanews.co.za/vistanews/major-cut-offs-as-more-than-r1-billion-owed-to-matjhabeng-local-municipality/>

	<p>Trades not specified above, that are to be required for the refurbishment of the project, must be appropriately certified. Also note that major renovations and structural alterations require approved, registered professional plans (SACAP) and municipal approval to comply with National Building Regulations.</p> <p>Ward councillor for Ward 19 is to provide a written agreement allowing the ward councillor and community of Ward 36 to also use the hall.</p>
Medium term	Communities from Ward 19 and Ward 36 will benefit. Ward councillor for Ward 19 is to adhere to the written agreement allowing the ward councillor and community of Ward 36 to also use the hall.
Long term	Communities from Ward 19 and Ward 36 will benefit. Ward councillor for Ward 19 is to adhere to the written agreement allowing the ward councillor and community of Ward 36 to also use the hall.
Number of dependents?	Communities from Ward 19 and Ward 36 will benefit.
<p>Completion date and exit strategy: Year 5 of the SLP cycle. Prior to commencement of construction, the MLM and the ward councillors from Ward 19 and Ward 36 are to agree, in writing, to maintain the condition of the hall following completion of the hall in Year 5.</p> <p>Sustainability: Funds to enable the maintenance of the facility may be considered as one of the LED initiatives in the next SLP cycle – pending agreement by the MLM and the ward councillors from Ward 19 and Ward 36 at the commencement of the second SLP cycle.</p>	

3.5 Housing and Living Conditions

According to the 2021 Census (StatsSA, 2022), approximately 11.1% of dwellings in the MLM are informal, compared to 9.7% for the Free State Province. This indicates the large extent of housing poverty in the MLM.

The Mining Charter 2018 denotes the principles underpinning both housing and living conditions and requires that mining right holders must comply with the Housing and Living Conditions Standard, by ensuring maintenance of single units, family units and other arrangements following agreements with labour.

As all miners for the Project will be on the Harmony payroll, the responsibility of miner housing and living conditions pertains to the Target SLP – and not the Jelani SLP. The Harmony Group Housing and Accommodation Policy and Strategy is compliant with the Housing and Living Conditions Standard.

3.6 Miner Nutrition

Mining companies are expected to address employee nutrition within their SLPs to ensure health, safety, and productivity. Harmony implements a Nutrition Plan that adequately caters for the energy and nutritional requirements of its mine workers, as defined by the Dietary Reference Intake (DRI) guidelines. As all miners for the Project will be on the Harmony payroll, the responsibility of miner nutrition pertains to the Target SLP – and not the Jelani SLP.

3.7 Procurement Progression Plan

A Procurement Progression Plan (PPP) for the mine aims to meet targets (where feasible) for minimum procurement spend on BEE-compliant suppliers (in accordance with the 2018 Mining Charter procurement targets), including Black-Owned and Black Women-Owned businesses. A PPP provides guidance on the following:

- Provision of support to local suppliers, including skills training, business management, tender completion and maintenance of BEE status;
- Structuring of procurement processes relating to:
 - Open tenders (advertised on the company website and procurement portal) that ensure accessibility for local communities; and

- Set-aside tenders for the exclusive participation of B-BBEE entities, where appropriate.

Table 3-24 outlines the preferential procurement spend targets for mining goods and services, as adapted from Form T in the 2010 SLP Guidelines (Department of Mineral Resources, 2010).

Table 3-24: Preferential Procurement Spend Targets

	Preferential Procurement Spend Targets			
	HDP	Women	Youth (18 to 35 years)	BEE compliant* HDPs
Mining Charter Target	51	51	51	25 (+1)
Jelani Target for mining goods	21	5	5	44
Jelani target for services	50	15	5	10

* 'BEE compliant' refers to HDPs collectively owning more than a quarter of the company's shares or equity.

3.8 Enterprise Development and HDP SMME Development

The following conditions will apply for enterprise and supplier development:

- Up to 30% of the total discretionary procurement budget on mining goods may be offset against supplier development; and
- Up to 10% of the total discretionary procurement budget on services may be offset against supplier development.

The following qualification criteria will be applicable:

- Supplier and enterprise development to be invested only in a company that is HDP-owned and controlled - with a turnover of less than R50 million per annum;
- Investment on supplier development cannot be claimed as expenditure on enterprise development;
- Written agreement between Jelani and the recipient supplier being developed; and
- The contract between Jelani and the recipient supplier must be for a minimum of 5 years.

4. Management of Downscaling and Retrenchment

4.1 Background

As per Regulation 46(d), the processes pertaining to the management of downscaling and retrenchment must include:

- The establishment of a Future Forum;
- Mechanisms to save jobs and retrenchments and downscaling;
- Mechanisms to provide solutions for creating job security where job losses cannot be avoided; and
- Mechanisms to ameliorate the social and economic impact to communities where closure of the mine is certain.

In terms of Section 189(2) of the Labour Relations Act (1995) (LRA), a company is required to consult with employees concerning contemplated retrenchment. The parties must attempt to reach a consensus on appropriate measures to avoid the dismissals, minimise the number of dismissals, change the timing of the dismissals, and mitigate the adverse effects.

When this downscaling stage commences, a comprehensive consultation process with the relevant trade union structures or affected employees must take place, in compliance with Sections 189 and 189(A) of the LRA. Section 52 (1) of the MPRD Act stipulates that the consultation process must commence when:

- The profit revenue ratio of a mine is less than 6% on average for a continuous period of 12 months; or

- At least 10% of the workforce (or more than 500 employees) are to be retrenched.

The HRD Programme outlined in the SLP aims to diversify skill sets that will support employment of the workers beyond the LoM. Training programmes pertaining to portable skills, procurement progression, enterprise/ SMME development will be particularly important in mitigating the impacts of downscaling and retrenchments. Other mitigation strategies for consideration include:

- Redeployments (internal and external to Jelani);
- Job sharing;
- Reduction of overtime;
- Provision of financial management advisory services;
- Assistance with accessing support from the Unemployment Insurance Fund (UIF) and training from the Department of Labour (DoL); and
- Termination of non-core/ temporary employees and contractors (in line their contractual agreements).

Table 4-1 outlines the financial provision for closure and retrenchment management. Funding will commence in Year-5 of the SLP cycle.

Table 4-1: Provision for Closure and Retrenchment Management

Programme	Financial provision for a 5year period					
	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Closure & Retrenchment Management	-	-	-	-	R 2,789,696	R 2,789,696

4.2 Future Forum

Comprising representatives from Jelani management, employees and contractors, a Future Forum acts as a committee that addresses labour issues, worker rights, and strategies for job preservation or retrenchment. The Future Forum will be established at the commencement of Year 5 of the SLP cycle.

Upon establishment, the Future Forum will communicate its role to employees. The future forum will communicate progress updates to employees on an ongoing basis throughout the LoM.

The role of the Jelani Future Forum will be particularly important when downscaling of mining operations commence. When this criteria for downscaling are triggered, the DoL and DMPR will be given notice of the timeframe for the closure process and will be informed of the consultation process being undertaken by the Future Forum.

The Future Forum will be responsible for undertaking, through specialist consultants, a comprehensive socio-economic impact analysis of the local community. Based on this analysis, a strategy is to be developed that mitigates socio-economic impacts in the local area at pre- and post-closure phases. The details of this strategy are to be communicated to the community by the Future Forum. Community consultations will be ongoing to communicate progress of strategy initiatives being implemented. The MLM will be integral to both the development and communication of the strategy to the local community.

Note that the Harmony Future Forum applies to the workers from Target that will be used for the Project. Therefore, the Jelani Future Forum is not applicable to those workers on the Harmony payroll.

5. Financial Provision

As per Regulation 46(e), this Chapter outlines the financial provision of implementing the SLP. Actual expenditures will be reported in the WSPs and ATRs provided annually to the DMPR.

The level of funding for the SLP will be dependent on the level of positive cash flows after capital expenditure. Where changes to financial SLP commitments are required, these will also be reported in the annual reports. As there will be no revenue generated during this SLP cycle, funding is to be limited to R800,000. The next SLP cycle will comprise a more diverse and extensive funding model, when operational capacity of the Project reaches full capacity.

5.1 Financial Provision for HRD

HRD spend is to equate to 5% of payroll. Therefore, the expenditure on HRD will be R 751 139 over the SLP-1 period. Table 5-1 summarises the number of training interventions proposed for the HRD Programme. Based on these interventions, the financial provision for the HRD Programme is shown in Table 5-2.

As it is not expected that employees will be appointed during this SLP cycle, the only programmes applicable to this cycle pertain to learnership and bursary programmes of prospective employees. Thus, training interventions and funds for other programmes (that focus on the development of employees) will need to be diverted to the learnership training programme and/ or the bursary programme.

Table 5-1: Number of Training Interventions for HRD

Training Programme	Number of Training Interventions in the SLP Cycle					
	Year 1	Year 2	Year 3	Year 4	Year 5	Total
ABET Training	-	-	1	1	1	3
Core Business Training	-	-	1	1	1	3
Learnerships	-	-	1	1	1	3
Portable Skills	-	-	1	1	1	3
Bursaries	-	-	1	1	1	3
Internships	-	-	1	1	1	3
Total	-	-	6	6	6	18

Table 5-2: Financial Provision for HRD

Training Programme	Financial Provision for SLP Cycle					
	Year 1	Year 2	Year 3	Year 4	Year 5	Total
ABET Training	-	-	R 15,000	R 15,000	R 15,000	R 45,000
Core Business Training	-	-	R 8,000	R 8,000	R 8,000	R 24,000
Learnerships	-	-	R 60,000	R 60,000	R 60,000	R 180,000
Portable Skills	-	-	R 8,000	R 8,000	R 8,000	R 24,000
Bursaries	-	-	R 125,000	R 125,000	R 125,000	R 375,000
Internships	-	-	R 48,000	R 48,000	R 48,000	R 144,000
Total	-	-	R 264,000	R 264,000	R 264,000	R 792,000

5.2 Financial Provision for LED

Clause 4.5.2.1. of the Broad-Based Socio-Economic Empowerment Charter for the Mining and Minerals Industry, 2018 (Mining Charter) provide that the Licence holder must contribute 1% NPAT (Net Profit after Tax) towards socio-economic projects.

LED spend is to equate to 1% of nett profit after tax. As there will be no profit in this SLP cycle, a total of R1,000,000 is proposed over a 3-year period (commencing in Year-3 of the SLP cycle). The financial provision for LED is shown in Table 5-3.

Table 5-3: Financial Provision for LED

	Financial Provision for SLP Cycle					
	Year 1	Year 2	Year 3	Year 4	Year 5	Total
LED Project	-	-	R 400,000	R 300,000	R 300,000	R 1,000,000

5.3 Financial Provision for Mitigating Downscaling and Retrenchments

The provisional budget for mitigating the impacts of downscaling and retrenchment is presented in Table 5-4. Negotiations regarding retrenchment packages will still be conducted in line with prevailing legislation and best practice.

Table 5-4: Financial Provision for Mitigating Downscaling and Retrenchments

	Financial Provision for SLP Cycle					
	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Closure and Retrenchment Management	-	-	-	-	R 2,789,696	R 2,789,696

5.4 Total Financial Provision for SLP

Table 5-5 summarises the total financial provision of this SLP.

Table 5-5: Total Financial Provision for SLP

Programme	Financial provision for SLP Cycle					
	Year 1	Year 2	Year 3	Year 4	Year 5	Total
HRD	-	-	R 264,000	R 264,000	R 264,000	R 792,000
LED	-	-	R 400,000	R 300,000	R 300,000	R 1,000,000
Closure & Retrenchment Management	-	-	-	-	R 2,789,696	R 2,789,696
Total	-	-	R 664,000	R 564,000	R 3,353,696	R 4,581,696

6. Undertaking

The person responsible for the SLP, who is responsible to make known the SLP to the employees and who must be contacted for follow-ups, requests, reports, queries, enquiries, discussions, etc. at time of such needs must make the following undertaking on behalf of the Mine or Production Operation. The Chief Executive Officer, Managing Director or any other person so appointed must approve the SLP.

I, Bernard Olivier, the undersigned and duly authorized thereto by **Jelani Resource (Pty) Ltd** undertake to adhere to the information, requirements, commitments and conditions as set out in this SLP.

Signed at _____ on this ____ day _____ 2026

Signature of responsible person

Designation: Director

Approved by Department of Mineral and Petroleum Resources

Signed at _____ on this ____ day of _____ 20____

Signature: _____

Designation: _____

7. References

Department of Mineral Resources. (2010). *Revised Social and Labour Plan Guidelines*. Pretoria.

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Retrieved from

https://matjhabengmunicipality.co.za/assets/resources/idp/2022_23/may_23/Matjhabeng%20SDF_Final%20Draft%20SDF%20Working%20Document%2024_05_2023.pdf

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Quantec. (2022). Retrieved from <http://easydata.co.za>

*Appendix A: Matjhabeng
Local Municipality Letter of
Authorisation for LED
Project*

MATJHABENG

Municipality
Umasipala
P O Box 708
Welkom, 9460
South Africa



Mmasepala
Munisipaliteit
Tel: (057) 391 3711
Fax: (057) 357 4393
E-mail: mm@matjhabeng.co.za

OFFICE OF THE MUNICIPAL MANAGER

Enquiries/Navrae/Dipatlisi
Room no/ Kamer nr/ Kamore ya
Date/ Datum/Letsatsi

: Dr S.S Ramphoma
: Room 408, 4th Floor, Procor Building, One Reinet Street
: 27 February 2026

Programme Manager (SLP)
JELANI GROUP
150 Bryanston Drive, Bryanston, Sandton, 2191, South Africa.
Bryanston
Sandton
2191
Email: ahamlet@kongiwe.com

Attention: Mr. A.Hamlet

SOCIAL LABOR PLAN PROJECTS FOR THE IDP & LED 2026 - 2028 FINANCIAL YEARS

Your attention is drawn in terms of the Social Labor Plan (SLP) review in compliance with the **Minerals and Petroleum Resource Development Act (Act 28 of 2002) and its Regulations**. The municipality has reviewed its Integrated Development Plan (IDP) 2024/25. The revised IDP has identified a number of priority projects which are listed in the table below falling within the jurisdiction of your mining operation.

Section 4.4. of SLP guidelines and Section 46 (c)(iii) of the Minerals and Petroleum Resource Development Regulations requires your development contributions in terms of infrastructure and poverty eradication projects that the mine would undertake in line with the IDP of the areas and other relevant frameworks in which the mine operates and the major sending areas. The identified IDP priority infrastructure projects should be implemented in terms of section 4.5.1 of 4.5 of the SLP guideline. Below are three (04) identified IDP priority projects:

No.	Project Name	Est Cost	Financial Year
1.	Refurbishment of Nyakallong Community Hall	R 1 000 000	2026 - 2028

The Municipality urges your company to fund the full scope of the projects including consultants' fees for technical reports and designs for all projects as well as full contract fees for actual works. An implementation plan of the identified projects must be provided to the municipality in line with the section 4.4.3 and 4.4.4 of 4.4 of the SLP guidelines. It is important to note that your development contribution in line with the mining license must conform to the IDP cycles. **Note that council may review these projects based on the IDP reviews.**

Yours in development partnership

Dr V Adonis
Acting Municipal Manager

*Appendix B: Open Day
Notification Letter*

Environmental Authorisation, Integrated Water Use Licence Application, and Social Labour Plan for the Jelani Joint Venture (JV)

Underground Mining Project, Free State Province

DMPR reference number: FS30/5/1/2/3/2/1(10098) EM

DWS reference number: WU50090

Jelani Resources (Pty) Ltd (“Jelani”) is a joint venture between White Rivers Exploration (WRE) and Harmony Gold, formed to conduct underground mining operations in the Free State Province of South Africa. The joint venture area includes portions of Harmony Gold’s existing Target Mine mining right area (Harmony contribution) and prospecting right areas located west of the Target Mine (WRE contribution).

Jelani is proposing to develop and to commence underground mining within the same area (the Project). The primary mineral resource targeted is gold, with additional potential resources including silver, uranium, sulphur, platinum group metals, rare earth elements, diamonds (alluvial), and a range of base and ferrous metals such as copper, cobalt, manganese, molybdenum, nickel, lead, tungsten, zinc, and iron.

Mining will initially focus on shallower ore bodies at approximately 1,200 metres below surface. As mine development progresses, further mining areas will be opened, allowing production to gradually increase to a planned steady-state rate of 60,000 tonnes of ore per month.

Two underground mining methods have been identified as most suitable: conventional breast mining and shrinkage stoping. The selection of method is primarily determined by the dip of the mineralised reef, with shrinkage stoping applied to steeper reef sections, representing approximately 3% of the total stope tonnage. Where the orebody dips below 55°, conventional breast mining will be used.

All operational mining infrastructure required for the Proposed Project will be located within Harmony’s existing Target Mine mining right area. No new operational mining infrastructure planned within the JV project area. Underground access infrastructure will comprise either refurbished facilities at Target Shafts No. 3, 4, and 5 or newly constructed infrastructure at the Target No. 2 Shaft site, all within the existing mining right.

To monitor potential mining-induced seismicity and boundary interactions with the adjacent Harmony Gold operations, four seismographic monitoring stations will be installed, spread equally along the shared boundary, with short gravel access tracks provided for each station. These installations represent the only surface infrastructures on the JV project area.

Additionally, a new Tailings Storage Facility (TSF) will be constructed to the west of the existing Target metallurgical plant and north of the existing Target TSF. The total area required for this new facility is approximately 69 Hectares (Ha). This TSF is a separate project being undertaken by Harmony Gold.

The Social Labour Plan (SLP), which sets out the social and labour programmes for Project’s Life of Mine (LoM), has been prepared in accordance with requirements of Mineral and Petroleum Resources Development (MPRDA) Act (Act No. 28 of 2002). Jelani

will be required to submit this SLP to the Department of Mineral and Petroleum Resources (DMPR) for approval as a prerequisite for a Mining Right (MR) to be granted.

The project area is situated immediately adjacent to and west of the Harmony Gold Target Mine, approximately 11km northwest of Odendaalsrus, 2,5km west of Allanridge, and 22km east of Wesselsbron, in the Free State Province of South Africa. It lies within Ward 36 of the Matjhabeng Local Municipality, under the jurisdiction of the Lejweleputswa District Municipality.

Availability of the Draft Scoping Report (DSR) for Public Review and Comment:
The DSR for the Project is available for public review and comment for 30 days, from **Thursday, 21 May 2026 to Monday, 22 June 2026**.

The DSR is available on Kongiwe’s website <https://kongiwe.com/projects/>, and an electronic copy can be made available upon request. In addition, non-technical summaries of the DSR are also available electronically.

A hard copy of the DSR is available at the following public place: **Allanridge Public Library** (53 Caledon St, Allanridge, Contact: Ms Anna Matjelo, Librarian - (078) 713 2063).

Stakeholder Meeting:
Open Day: The purpose of this meeting is to discuss the Project, the contents of the DSR and SLP, and to provide Interested and Affected Parties (I&APs) with the opportunity to raise their comments and to interact with the Project team. Please see below the proposed stakeholder meeting details:

Proposed Date	Available Time Slot	Method of Engagement / Venue
In-Person Meeting: Open Day		
Saturday, 30 May 2026	11H00 – 13H00	S.A. Mokhothu Primary School, 3073 Nyakallong, Allanridge, 9490

To register as an I&AP, contact:
Kongiwe Environmental Stakeholder Engagement Team
Ms Jean-Mari Williams - Phone: (010) 140 1726
Ms Vanessa Viljoen - Phone: (010) 140 1725
E-mail: stakeholders@kongiwe.com

Our team welcomes your participation and looks forward to your involvement throughout this process.

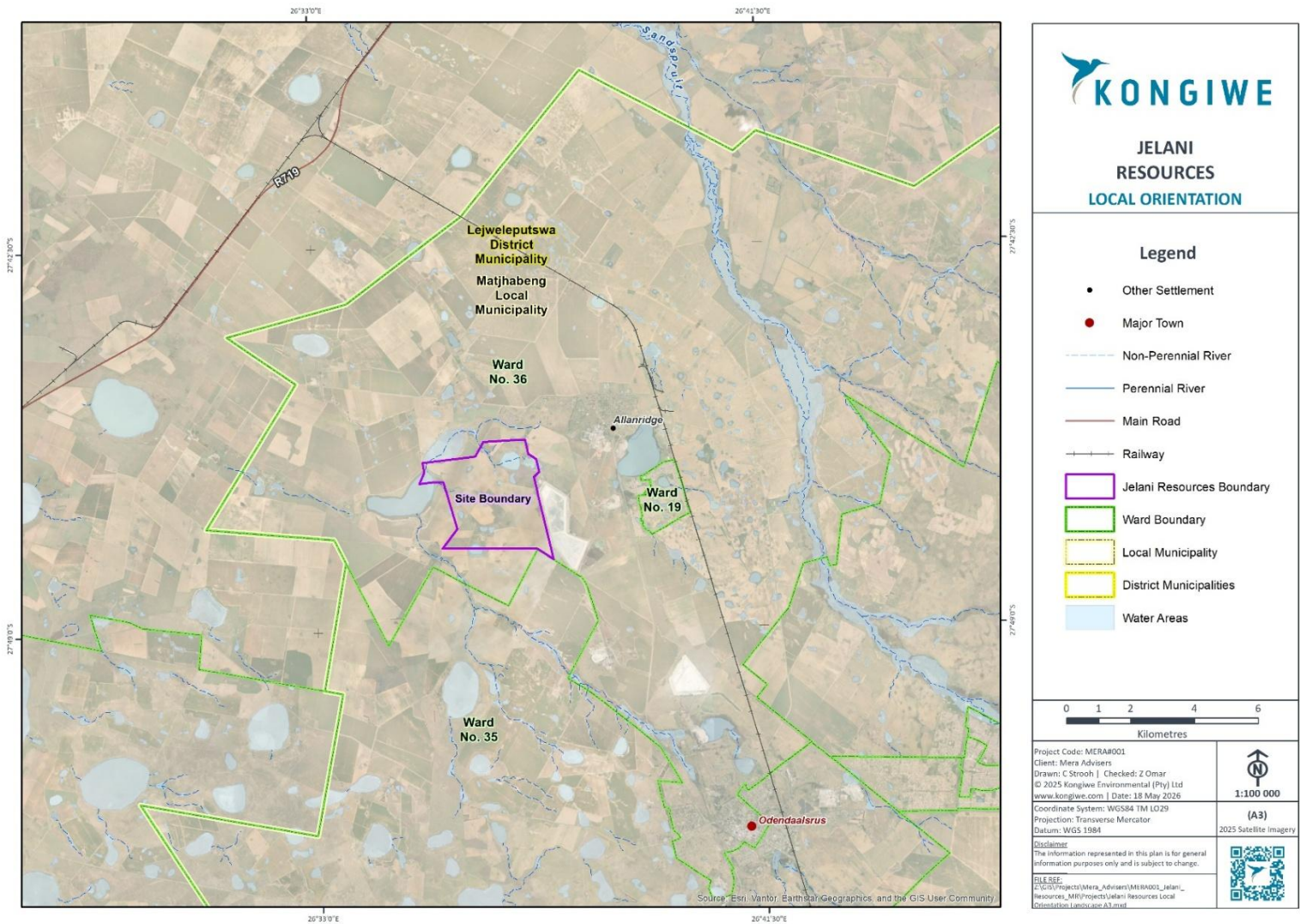


Figure 1: Locality Map





Appendix C: Attendance Register

This appendix is not included in the publicly distributed version of this report. These registers contain personal contact details. This personal information may not be disclosed in a publicly distributed document without the consent of the data subjects, in terms of the Protection of Personal Information Act 4 of 2013.

Appendix C3 is submitted in full and unredacted to the Competent Authority.

*Appendix D: Open Day
Meeting Minutes*

MINUTES OF THE MEETING

Date	Saturday, 30 May 2026	Time	11:00 – 13:30
Venue	S.A. Mokhothu Primary School		
Subject	Open Day Meeting Minutes		
List of Attendees			
Organisation	Name of Attendee		Designation
Jelani Resources (Pty) Ltd	Mr Neels Hoek		Project Manager
Kongiwe Environmental (Pty) Ltd	Ms Umeshree Naicker		Principal Environmental Consultant
	Mr Ripfumelo Macevele		Environmental Consultant
	Mr Lubabalo Zongolo		Junior Environmental Consultant
	Ms Jean-Mari Williams		Project Coordinator
Apologies			
Organisation	Name of Attendee		Designation
Harmony Gold Mining Company Limited	Mr Tshepo Moloto		Specialist: Mining and Prospecting Rights

Note: These minutes are not intended as a verbatim transcript of the meeting, but rather as a summary of the salient discussions which took place.

No	Item
1	Welcome and Introductions
1.1	Mr Ripfumelo Macevele (Mr Macevele) welcomed all attendees.
2	Meeting Purpose
2.1	Discuss the proposed Underground Mining Project.
2.2	Provide an overview of the Scoping and Environmental Impact Assessment (S&EIA) process in support of the Environmental Authorisation Application.
2.3	Content of the Social and Labour Plan (SLP)
2.4	Provide Stakeholders, as well as Interested and Affected Parties (I&AP), with an opportunity to raise comments, seek clarity, and provide input
2.5	Record comments raised and include in the Comments and Responses Report.
3	Meeting Agenda
3.1	Scoping and Environmental Impact Assessment (S&EIA) process
3.1.1	Purpose of the Meeting.
3.1.2	Kongiwe's Role as an independent EAP.
3.1.3	Project Background.
3.1.4	Project Description.
3.1.5	Infrastructure Requirements.
3.1.6	Baseline Environment
3.1.7	Specialist Studies.
3.1.8	Legislative Framework.
3.1.9	Listed and Specified Activity.
3.1.10	Public Participation Process.
3.1.11	The Way Forward.
3.2	Social and Labour Plan (SLP)
3.2.1	Content of the Social and Labour Plan (SLP).
3.2.2	Public Participation Process.
3.2.3	The Way Forward.

No	Item		
4	Comments and Discussion		
Stakeholder/I&AP	Comment	Response	
4.1 Community Member (Ms Khanyisile)	Ms Khanyisile enquired whether the community will experience additional Tailings Storage Facilities (TSFs), noting that dust emissions are currently affecting the community. She further indicated that crops (agricultural activities) near Shaft 2 are also impacted and raised concerns regarding water usage and water quality.	<p>Mr Macevele explained that the Proposed Project's development plan includes the utilisation of available spare capacity within Harmony's existing infrastructure at the Target Mine. This includes Target No. 2 and No. 3 shafts, the Target No. 1 Processing Plant, and associated surface infrastructure. All operational mining infrastructure, including Tailings Storage Facilities (TSFs) required for the Proposed Project, will be located within the existing Harmony Target Mine mining right area. No new operational mining infrastructure is planned within the project area (refer to Chapter 1.7 of the Final Scoping Report (DSR) for a detailed project description).</p> <p>He further noted that a new Tailings Storage Facility (TSF) is proposed to be constructed to the west of the existing Target metallurgical plant and north of the existing Target TSF. However, this TSF forms part of a separate project and application being undertaken by Harmony Gold and is not included in the current Proposed Project.</p> <p>The project is currently in the Scoping Phase of the Environmental Impact Assessment (EIA) process. At this stage, the Final Scoping Report (FSR) has identified high-level potential impacts and associated mitigation measures for the Proposed Project (refer to Table 9-3 of the DSR). Should the application proceed to the EIA phase, Chapter 9 of the DSR outlines the proposed Plan of Study for the EIA.</p> <p>The Plan of Study includes detailed specialist assessments covering key environmental aspects such as biodiversity, surface water, groundwater, air quality, soil, agriculture, climate etc. These studies will assess potential impacts,</p>	

Stakeholder/I&AP		Comment	Response
			<p>including those related to water quality and air quality, in greater detail and propose mitigation measures. The findings of the specialist assessments will be included in the EIA Report and presented to stakeholders and interested and affected parties (I&APs) during the public participation process for the EIA phase.</p> <p>In accordance with the National Environmental Management Act (NEMA) and the Environmental Impact Assessment (EIA) Regulations, the environmental assessment will include an evaluation of cumulative impacts.</p>
4.2		Ms Khanyisile requested that the EIA documents be translated into other languages used in the area, such as Sesotho and Afrikaans, during the next Public Participation Process window.	The Public Participation Process will continue to accommodate the predominant languages spoken within the Project area. Accordingly, key project information and engagement activities will be made available in English and Sesotho, where appropriate, to promote meaningful participation and understanding by Interested and Affected Parties. The full Environmental Impact Assessment report will remain available in English, as the official language of submission to the Competent Authority.
4.3	Mr Molefi Abel Thebeeahae (Director of KB Salman Civil Engineering and General Projects)	<p>Mr Molefi raised a concern regarding the Social and Labour Plan (SLP). He stated that the presentation did not adequately explain what the SLP entails and how it benefits the mine community.</p> <p>He further expressed concern that the presentation indicated the SLP would be treated as an expansion of the existing Harmony Target Mine SLP. He emphasised that the existing Harmony Target Mine SLP does not benefit the mine-affected community.</p> <p>He recommended that the Jelani Resources SLP be reviewed to ensure that it includes tangible benefits for the communities directly affected by the mining operations.</p>	<p><u>Public Engagement Discussion</u></p> <p>Kongiwe has been appointed by Jelani Resources (Pty) Ltd to undertake the required applications for Environmental Authorisation (EA) and the Integrated Water Use Licence (IWUL), as well as the development of the Social and Labour Plan (SLP) for the Jelani Project. A key component of our scope includes facilitating the Public Participation Process (PPP) associated with the Proposed Project. As part of the PPP, stakeholders and interested and affected parties must be consulted.</p> <p>As mentioned above, Kongiwe is assisting Jelani Resources with developing its own SLP, which is currently under public review.</p>

Stakeholder/I&AP	Comment	Response
		<p>Ms Naicker explained that an SLP is a legally required document that mining companies in South Africa must submit as part of their application for a Mining Right (MR). It is developed in terms of the Mineral and Petroleum Resources Development Act (MPRDA) and outlines how the company will contribute to the social and economic development of affected communities and employees. The SLP sets out the company's commitments in areas such as skills development, local economic development, employment equity, and improved living conditions for workers.</p> <p>With specific reference to the Jelani Project SLP, the Matjhabeng Local Municipality and the ward councillor were engaged to identify community needs and the SLP initiatives. Through this process, the refurbishment of the Community Hall was identified. Should the SLP be approved, it must therefore be reviewed every five years.</p> <p>As part of the initial phase (Jelani Project SLP 1), the Nyakallong Community Hall will be refurbished to support and promote socio-economic development within the local community. Given that the Jelani Project is not yet operational, limited funding is expected during this phase.</p> <p>In the second phase (Jelani Project SLP 2: Years 5–10), increased funding is anticipated, which may enable the implementation of larger community development projects.</p> <p><u>Post Meeting Note</u></p> <p>Kindly note the clarification as follows:</p>

Stakeholder/I&AP		Comment	Response
			<p>The stakeholder engagement being undertaken relates to both the EA and the SLP. The public meeting included an overview of the SLP and specified the proposed LED Project. Selection of LED programmes are subject to alignment with the Matjhabeng Local Municipality's Integrated Development Plan (IDP) (2024/2025) in conjunction with recommendations made by the Matjhabeng Local Municipality's Executive Director of LED.</p> <p>In light of the chronic lack of capacity by Matjhabeng Local Municipality to provide funds to support Jelani in LED projects, investment in the Nyakallong Community Hall for this initial SLP cycle – which requires minimal maintenance while providing long term functions for the community - is the preferred option for both the Matjhabeng Local Municipality and Jelani.</p> <p>Although the Jelani Project is a joint venture (JV) between Harmony Gold and White Rivers Exploration (Pty) Ltd (WRE), Jelani Resources, as the applicant and prospective holder of the Mining Right (should it be granted), will be responsible for the implementation of the SLP. Accordingly, comments relating to Harmony Gold's existing SLP for the Target Mine fall outside the scope of this SLP process and should be directed to Harmony Gold through the appropriate engagement channels.</p>
4.4	Community Member	Community member commented that, in future, the Kongiwe project team should focus their presentations on the specific project they have been appointed to undertake, namely the development of the SLP for Jelani Resources. The inclusion of the existing Harmony Target Mine SLP was viewed as unnecessary, as it is perceived not to benefit the community and may lead to additional questions directed at the Kongiwe team.	<p><u>Post Meeting Note</u></p> <p>Kindly note the clarification as follows:</p> <p>The stakeholder engagement being undertaken relates specifically to the mining project proposed by Jelani, and not Harmony Gold Mining Company Limited. Although the Jelani Project is a joint venture (JV) between Harmony Gold and White Rivers Exploration (Pty) Ltd (WRE), Jelani Resources, as the applicant and prospective holder of the Mining Right (should it be granted), will be responsible</p>

Stakeholder/I&AP	Comment	Response
		for the implementation of the SLP. Accordingly, comments relating to Harmony Gold's existing SLP for the Target Mine fall outside the scope of this SLP process and should be directed to Harmony Gold through the appropriate engagement channels.
4.5	<p>Community Member</p> <p>He further stated that the Jelani Project SLP should include provisions for bursaries for the community, rather than focusing solely on the refurbishment of the Nyakallong Community Hall. He emphasised that a more pressing community need is the development of a clinic, which would provide greater benefit, as the Community Hall is reportedly used more by the Municipality than by the community.</p> <p>He concluded by recommending that, when recruitment process begin, the mine community must be considered.</p>	<p><u>Public Engagement Discussion</u></p> <p>The LED project is only one of numerous social development initiatives. Jelani will implement various training programmes relating to AET, core business, learnerships and portable skills.</p> <p><u>Post Meeting Note</u></p> <p>In consultation with the MLM, Jelani will award a limited number of bursaries per year (no more than three) to HDPs from the local community, to study for a diploma or degree at an accredited tertiary institutions in South Africa. The bursaries will be focused on engineering (particularly mine engineering and metallurgy), geology or environmental management. Jelani's SLP 2: will make provision for further bursary opportunities.</p>
4.7	<p>Community Member</p> <p>Community member stated that any company proposing to undertake mining activities within the Allanridge area should have a formal written agreement with the affected community.</p> <p>He expressed the view that the current consultation process appears to be a 'tick-box' exercise, indicating concern that signatures on attendance registers may be used to support authorisation applications.</p>	<p><u>Post Meeting Notes</u></p> <p>The purpose of the Public Participation Process is to provide Interested and Affected Parties with an opportunity to obtain information about the Proposed Project, raise concerns, and submit comments for consideration as part of the environmental assessment process.</p> <p>Attendance registers are used solely as a record of participation and do not constitute support for, or consent to, the Proposed Project or the environmental authorisation application. All comments received will be objectively considered and addressed in the Comments and Responses Report.</p>

Stakeholder/I&AP	Comment	Response
4.8	Regarding the EIA process, he questioned where the Draft Scoping Report hard copy is made available for public review, noting that some community members may find it difficult to access the Allanridge Library. He emphasised that, during the next consultation period, more hard copies should be placed in easily accessible public areas throughout Allanridge to improve access.	<p>Mr Macevele responded by stating that Kongiwe is an independent environmental consulting firm conducting EIA process, including an independent Public Participation Process (PPP), in accordance with the EIA Regulations. He referred to his presentation on the role of Kongiwe and the phases of the S&EIA process, emphasising that once a decision on the application for Environmental Authorisation (EA) has been made by DMPR (the Competent Authority), any I&APs who feel aggrieved by the decision have the right to appeal. He noted that the outcome of the application, along with information regarding the appeal process, will be communicated to all I&APs).</p> <p>Regarding copies of the Draft Scoping Report, he indicated that for those with internet access, the report is available on Kongiwe's website under the public documents section. He also highlighted that the Kongiwe team is available to assist attendees with downloading the report. Additionally, the Kongiwe stakeholder consultation team remains available to assist with any PPP matters, and community members are encouraged to reach out for support where needed.</p>
4.9	He recommended that Jelani Resources should present its economic development plan to the community and engage them before finalising the SLP. This would allow the community to provide input on key development initiatives to be included in the SLP, such as SMME participation, targets for the inclusion of women in mining, and the involvement of persons living with disabilities. He emphasised the need for a signed agreement outlining community benefits prior to submission of the SLP to the Department of Mineral and Petroleum Resources (DMPR).	<p><u>Public Engagement Discussion</u></p> <p>With specific reference to the Jelani Project SLP. Ms Naicker explained that the Matjhabeng Local Municipality and the ward councillor were engaged to identify community needs and the SLP initiatives. Through this process, the refurbishment of the Nyakallong Community Hall was identified.</p> <p>She further indicated that the current consultation process is intended to present the contents of the SLP. All submissions are being recorded and will be included in the Comments and Responses Report to be submitted to the DMPR for</p>

Stakeholder/I&AP		Comment	Response
			<p>evaluation and decision-making. She noted that the SLP timeframes differ from those of the EIA process.</p> <p>She also indicated that, upon receiving the outcome of the SLP, Jelani Resources will be required to communicate the contents of the approved SLP as follows:</p> <ul style="list-style-type: none"> • to the public within 30 days; • to the local community within 180 days (through a public communication process); and • to employees immediately upon their appointment. <p><u>Post Meeting Notes</u></p> <p>Local contractor teams/ SMMEs will be considered favourably during the procurement process for the LED programme, on the condition that they have the pre-requisite certifications for their trade. Selection of LED programmes are subject to alignment with the Matjhabeng Local Municipality's Integrated Development Plan (IDP) (2024/2025) in conjunction with recommendations made by the Matjhabeng Local Municipality's Executive Director of LED.</p>
4.10		Future consultation meetings should be conducted through presentations delivered by a speaker using a projector, rather than posters.	Mr Macevele acknowledged the comments regarding the format of future consultation meetings. He noted the request that meetings be conducted through presentations delivered by a speaker using a projector rather than posters.
4.11	Community Member	Community member asked about all the potential mineral resources in the Proposed Project area, that Jelani plans to extract, as well as the current activities at Harmony Target 3.	<p>Jelani intends to initiate underground mining operations. The Proposed Project involves obtaining licenses for the underground mining of the following potential mineral resources:</p> <ul style="list-style-type: none"> • Gold ore (primary target),

Stakeholder/I&AP		Comment	Response
			<ul style="list-style-type: none"> • Silver ore, • Uranium ore, • Sulphur, • Platinum Group Metals, • Rare earths, • Diamonds (alluvial), • Copper ore, • Cobalt ore, • Manganese ore, • Molybdenum ore, • Nickel ore, • Lead ore, • Tungsten ore, • Zinc ore, and • Iron ore. <p>At present, the Harmony Target 3 Shaft is used for dewatering, while the Target 2 Shaft serves as an emergency exit for Target 1.</p>
4.12	Community Member	Community member raised concerns regarding how information was circulated, suggesting that it should be communicated to all interested and affected parties, taking into account the geographical layout of Nyakallong and Allanridge. He recommended that public consultation documents be placed in accessible public areas such as schools, municipal offices and other community facilities to improve access. Concern was noted that currently the documents are only available at the Allanridge Library.	The recommendation to make project documentation available at additional public facilities within Nyakallong and Allanridge, where feasible, will be considered for the EIA phase of the Public Participation Process to improve accessibility. Furthermore, future public engagements will continue to accommodate the predominant languages spoken within the Project area, with presentations and key project information being provided in English and Sesotho, where appropriate, to facilitate meaningful participation and understanding.

Stakeholder/I&AP	Comment	Response
	He further suggested that future presentations be conducted in Sesotho to ensure broader understanding.	
5	Comment Register - Key Issues Recorded: Please refer to Appendix B for the submissions recorded in the comment register collected during the Open Day.	
5.1	Unemployment	<p>A Social Impact Assessment will be conducted in the EIA phase and will consider the Proposed Project's impact on unemployment. The findings of the assessment will be included in the Draft EIA Report and presented to the I&APs.</p> <p>At present, as part of the Social and Labour Plan, the Nyakallong Community Hall will be refurbished. This forms part of the Local Economic Development (LED) project approved by the Matjhabeng Local Municipality. This initiative is expected to contribute to short-term employment.</p> <p>There will be no employees on the Jelani payroll in the first four years of the SLP cycle. In Year 5, there will be 39 employees on the Jelani pay roll. The breakdown of these employees, based on job grading bands, there will be no personnel on contractor's payrolls or service provider payrolls.</p> <p>Where possible, Harmony workers will be sourced from Target. If Target cannot provide all Harmony workers, the balance will be obtained from other Harmony mines in the Free State Goldfields area.</p>

Stakeholder/I&AP	Comment	Response																																																																																																																
		<p>Table 1: Number of Jelani Employees, by Job Grading</p> <table><tr><th>Job Grade</th><th>Year 1</th><th>Year 2</th><th>Year 3</th><th>Year 4</th><th>Year 5</th><th>Total</th></tr><tr><td>Executive Management.</td><td>0</td><td>0</td><td>0</td><td>0</td><td>1</td><td>1</td></tr><tr><td>Senior Management.</td><td>0</td><td>0</td><td>0</td><td>0</td><td>7</td><td>7</td></tr><tr><td>Professionally qualified and experienced specialists and mid-management.</td><td>0</td><td>0</td><td>0</td><td>0</td><td>31</td><td>31</td></tr><tr><td>Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents.</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Semi-skilled and discretionary decision making.</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Non-permanent employees.</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Total</td><td>0</td><td>0</td><td>0</td><td>0</td><td>39</td><td>39</td></tr></table> <p>Table 2: Number of Employees on the Harmony Payroll, by Job Grading</p> <table><tr><th>Job Grade</th><th>Year 1</th><th>Year 2</th><th>Year 3</th><th>Year 4</th><th>Year 5</th><th>Total</th></tr><tr><td>Executive Management.</td><td>0</td><td>0</td><td>0</td><td>0</td><td>3</td><td>3</td></tr><tr><td>Senior Management.</td><td>0</td><td>0</td><td>0</td><td>0</td><td>23</td><td>23</td></tr><tr><td>Professionally qualified and experienced specialists and mid-management.</td><td>0</td><td>0</td><td>0</td><td>0</td><td>99</td><td>99</td></tr><tr><td>Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents.</td><td>0</td><td>0</td><td>0</td><td>0</td><td>159</td><td>159</td></tr><tr><td>Semi-skilled and discretionary decision making.</td><td>0</td><td>0</td><td>0</td><td>0</td><td>222</td><td>222</td></tr><tr><td>Non-permanent employees.</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td></tr><tr><td>Total</td><td>0</td><td>0</td><td>0</td><td>0</td><td>506</td><td>506</td></tr></table>	Job Grade	Year 1	Year 2	Year 3	Year 4	Year 5	Total	Executive Management.	0	0	0	0	1	1	Senior Management.	0	0	0	0	7	7	Professionally qualified and experienced specialists and mid-management.	0	0	0	0	31	31	Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents.	0	0	0	0	0	0	Semi-skilled and discretionary decision making.	0	0	0	0	0	0	Non-permanent employees.	0	0	0	0	0	0	Total	0	0	0	0	39	39	Job Grade	Year 1	Year 2	Year 3	Year 4	Year 5	Total	Executive Management.	0	0	0	0	3	3	Senior Management.	0	0	0	0	23	23	Professionally qualified and experienced specialists and mid-management.	0	0	0	0	99	99	Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents.	0	0	0	0	159	159	Semi-skilled and discretionary decision making.	0	0	0	0	222	222	Non-permanent employees.	0	0	0	0	0	0	Total	0	0	0	0	506	506
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5.2	Bursaries for the community	As part of the initial phase (Jelani Project SLP 1), the Nyakallong Community Hall will be refurbished to support and promote socio-economic development within																																																																																																																

Stakeholder/I&AP	Comment	Response
		<p>the local community. Given that the Jelani Project is not yet operational, limited funding is expected during this phase.</p> <p>In the second phase (Jelani Project SLP 2: Years 5–10), increased funding is anticipated, which may enable the implementation of larger community development projects.</p> <p>The submissions regarding bursaries for the community and the consideration of a local surveying company have been noted.</p>
5.3	Regular engagement and inclusivity during the process	Engagement with Interested and Affected Parties (I&APs) will continue throughout the environmental assessment process, providing opportunities for stakeholders to review project information, submit comments, and participate meaningfully in the decision-making process. All comments received will be recorded, considered, and addressed in the Comments and Responses Report.
5.4	Consideration of a local surveying company	The appointment of service providers will be based on the required scope of work, demonstrated capability, compliance, and commercial considerations.
5.5	<p>Commitment from Jelani Resources to supply tankered water should a decline in groundwater levels be recorded.</p> <p>Protection of water resources (borehole water) and monitoring programme</p>	<p>At this stage, Jelani Resources cannot commit to the request.</p> <p>A Groundwater Impact Assessment will be undertaken as part of the EIA phase to assess the potential impacts of the Proposed Project on groundwater resources. Where required, appropriate mitigation measures, monitoring requirements, and contingency actions will be incorporated into the Environmental Management Programme (EMPr).</p> <p>Should monitoring indicate that the Proposed Project has resulted in a demonstrable impact on groundwater resources affecting existing lawful users, appropriate mitigation and remedial measures will be implemented in consultation with the relevant authorities and affected parties. The nature of</p>

Stakeholder/I&AP	Comment	Response
		such measures, including the provision of an alternative water supply where warranted, will be determined based on the findings of the investigation and the confirmed cause of the impact
6	Closing	
6.1	The project team thanked everyone for their time and the meeting adjourned at around 13:30PM.	ALL -