



NAME OF APPLICANT: COROBRIK (Pty) LTD

SOCIAL AND LABOUR PLAN

**SUBMITTED IN COMPLIANCE OF MINING RIGHT
COROBRIK SPRINGS (GP 65 MR)
2021-2025**

March 2020

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SECTION 1: PREAMBLE (Regulation 46(a))

Table 1: Details of Mine Applicant

1.1 Name of company/applicant	Corobrik (Pty) Ltd (2007/021571/07)
1.2 Name of mine/production operation	Springs Quarry
1.3 Physical Address	20 Toncoro Road, Durban North 4051
1.4 Postal Address	PO Box 201367, Durban North 4016
1.5 Telephone Number	011 363 1560
1.6 Fax Number	011 363 1570
1.7 Location of mine or production operation	Situated on Portion of Portion 253 of the Farm Rietfontein 276 IR, Magisterial District of Springs.
1.8 Commodity	Brickmaking Clays
1.9 Life of mine	12 + Years
1.10 Financial Year	1 January -31 December
1.11 Reporting Year	1 January -31 December
1.12 Responsible person	Mr Andreas Ntseki (Mine Manager) Email: andreas.ntseki@corobrik.co.za
1.13 Geographic origin of employees (mine community and labour sending areas).	
(a) Mine Community	(b) Labour Sending Area
Province	Province
Gauteng	Gauteng
District Municipality	District Municipality
Springs	Springs
Local Municipality	Local Municipality
Ekurhuleni Metropolitan Municipality	Ekurhuleni Metropolitan Municipality

Locality

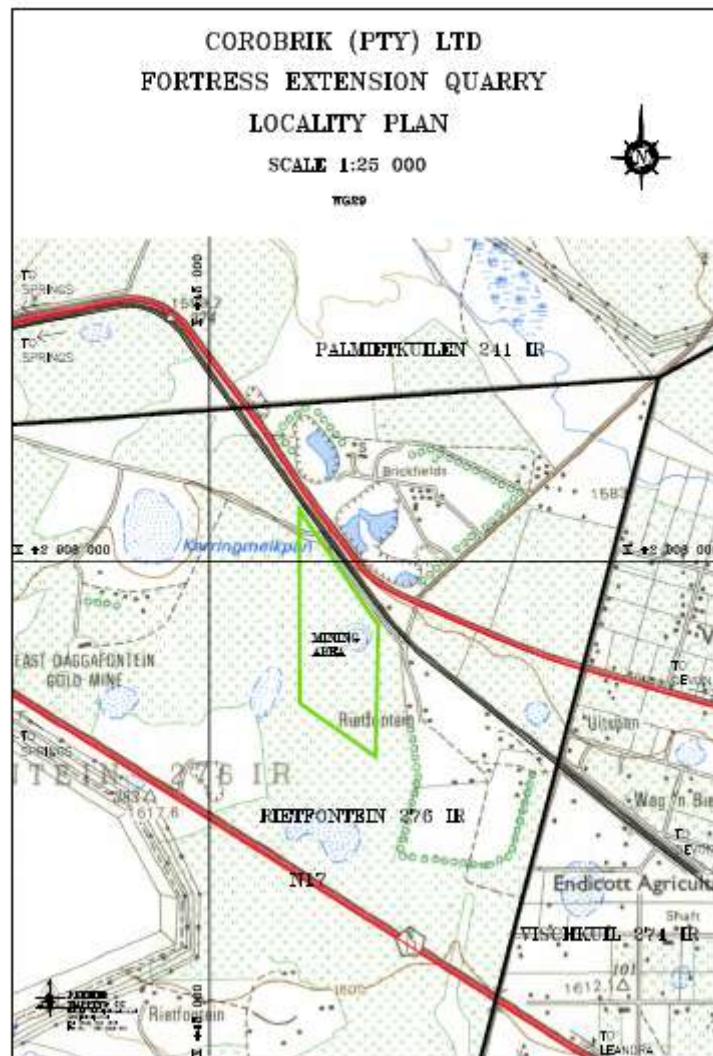


Figure 1: Locality Plan

Labour sending area

Table 2: Breakdown of the workforce per labour sending area

Name of Sending Area	Number of Employees (Local Recruits)	Number of Employees (Other Areas)
Kwa-Thema	79	
Tsakane	27	
Duduza	3	
Daveyton	8	
Springs	9	
Germiston, Krugersdorp, Midrand, Boksburg	5	
Total	131	

SECTION 2: HUMAN RESOURCES DEVELOPMENT PROGRAMME (Regulation 46(b))

The Human Resources Development Programme is applicable to the Corobrik Springs Factory as this is the employee base for the operation.

Introduction

It is the policy of Corobrik (Pty) Limited to develop and advance all its employees regardless of race, creed, colour, religion, disability or gender. The Company is committed to human resources development, which entails the training and development of all employees to enable them to acquire appropriate knowledge and skills to maximize their competence, commitment and performance to meet the business needs of Corobrik. It also facilitates the fulfilment of employees potential and career aspirations.

The purpose of the Corobrik Human Resources Development Programme is to ensure that specific skills and competencies will always be available within the organisation so as to guarantee the business achieves its short and long term goals and objectives. It also caters for the needs of the employees in terms of their protection with reference to health and safety etc., and their development both within and outside the organisation.

The required amendments to the Social and Labour Plan, addressing the increase of staff will be submitted to the Regional Manager, Department of Minerals and Energy, as the need arises.

2.1 Compliance with Skills Development Legislation

Table 3: Compliance with Skills Development Legislation

Name of SETA	CETA
Registration number	05
Has your company appointed a Skills Development Facilitator? If yes provide name	B A Petty
To which institution have you submitted your workplace skills plan? (i) Department of Labour (ii) Mining Qualifications Authority (iii) Mine Health and Safety	Department of Labour

2.2 Skills Development Plan (Regulation 46(b)(i) in conjunction with Regulation 11(1)(g))

Skill Development Programmes (Training and Development Annexure A)

The following skills development programs have been identified as skills priorities:

- Managerial
- Management (Production, Despatch, Stores).
- Factory plant operation (kiln, extruder, setting machine, de-hacker machine, strapping machine, crushing plant)
- Supervision (Despatch, Production, Quality, Kiln maintenance)
- Artisans (Millwright, Fitter, Electrician, Mechanic).

Number and Education Level of Employees

The current number and education level of employees at the Corobrik Springs Factory and the corresponding NQF levels are shown in Form Q (**Annexure B**).

Table 4: Number and Education Level of Employees

BAND	NQF level	Planned as per envisaged organogram	Male				Female				Total	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
General Education and Training (GET)	1	No schooling	0	0	0	0	0	0	0	0	0	0
		Grade 0 / Pre	0	0	0	0	0	0	0	0	0	0
		Grade 1 / Sub A	1	0	0	0	0	0	0	0	1	0
		Grade 2 / Sub B	5	0	0	0	0	0	0	0	5	0
		Grade 3 / Std 1 / ABET 1	4	0	0	0	0	0	0	0	4	0
		Grade 4 / Std 2	8	0	0	0	2	0	0	0	8	2
		Grade 5 / Std 3 / ABET 2	5	0	0	0	0	0	0	0	5	0
		Grade 6 / Std 4	10	0	0	0	0	0	0	0	10	0
		Grade 7 / Std 5 / ABET 3	7	0	0	0	1	0	0	0	7	1
		Grade 8 / Std 6	3	0	0	0	2	0	0	0	3	2
Further Education and Training (FET)	2	Grade 9 / Std 7 / ABET 4	9	0	0	0	0	0	0	0	9	0
		Grade 10 / Std 8 / N1	15	0	0	1	4	0	0	0	16	4
		Grade 11 / Std 9 / N2	17	0	0	0	6	0	0	0	17	6
Higher Education and Training (HET)	3	Grade 12 / Std 10 / N3	10	0	0	0	11	0	0	0	10	11
		Diplomas / Certificates	1	0	1	0	4	0	1	0	2	5
Higher Education and Training (HET)	4	First Degrees / Higher Diplomas	1	0	0	0	0	0	1	0	1	1
		Honours / Masters Degrees	2	0	0	0	0	0	0	0	2	0
		Doctorates	0	0	0	0	0	0	0	0	0	0
		Total	97	0	1	1	30	0	2	0	99	32

Overview of Skills Development

The purpose of the Skills Development Plan is to assess and formally record the current levels of skills and educational levels of all employees and to use this as a base for future skills development plans. These plans address the current skills and competency gaps at the operation and also have a special focus on the training needs of HDSAs, the fast-tracking of individuals within the talent pool and the various career path development and mentoring programmes.

Corobrik (Pty) Limited are members of the Construction Education and Training Authority (CETA) and as such a Workplace Skills Plan is submitted to the CETA annually which incorporates the Skills Development Plan for the Company. Skills Development Forums have been established in the three major Centres, namely Gauteng, KwaZulu-Natal and the Cape. The Gauteng Forum comprises representatives from each of the factories in that region which includes Corobrik Springs, as this factory is incorporated into the Gauteng Region. The Workplace Skills Plan is discussed with, and endorsed by the Skills Development Forums.

Since the introduction of the Skills Development Act, Corobrik have received the maximum payment from the CETA with reference to skills grants for having met all the requirements for the payment of these grants.

Corobrik's Training Education and Development Objective is to increase education and skills levels of all employees in order that they are:

- Able to make a contribution towards increasing the profitability of the business.
- Adequately protected with reference to Occupational Health, Safety and HIV/AIDS.
- Aware of the importance of their self-development.

In order to achieve its education, training and development objectives, the following six strategic skills development priorities were identified for Corobrik under which the various education, training and development initiatives are listed:

Strategic Skills Development Priorities for the Skills Levy

1.	Increased Production Yields, Lower Costs and Increased Profitability of the Business by Upgrading Specific Skills Through Tertiary and Occupational Training and Development. <ul style="list-style-type: none">• Production Management Trainee Programme• Appreciation Course in Heavy Clay Technology• Production Management Diploma• Technical Training (including N Course)• Quality Assurance• Problem Solving• Forklift Driver Training
2.	Creating an Environment which promotes Sales and Service Excellence <ul style="list-style-type: none">• Professional Selling Skills• Successful Sales Through Service• Product Knowledge• Technical Bricklaying
3.	Enhancing Management and Leadership Skills <ul style="list-style-type: none">• Occupational Management Programmes• Management Development Programme• Leadership Development Programme• Leadership Orientation Programme• Industrial Relations• Finance for Non-Financial Managers

4.	<p>Provide Portable Skills Development</p> <ul style="list-style-type: none"> • Learner license – all codes. • Tractor driver. • Basic workshop skills. • Arc welding and gas cutting. • Care of environment / alien plant control. • Plant and machinery maintenance. • Vehicle and mobile machinery operation. • Electrical techniques. • Mechanical techniques. • Building techniques (brick laying and paving). • Front-end loader driver. • Computer Skills • Forklift driver
5.	<p>Promoting a Safe and Healthy Working Environment through Understanding Company Policies and Procedures and SHE Legislation</p> <ul style="list-style-type: none"> • Induction • HIV/AIDS Awareness • Health and Safety • First Aid
6.	<p>Updating Information Technology and End-User Computing Skills</p> <ul style="list-style-type: none"> • IT courses relevant to Mining/Geology and Manufacturing processes • Various End – User Computer Programmes, relevant to Microsoft and Corel

Each of these skills priorities are pertinent to the Corobrik Springs Factory where its employees have already been exposed to various education, training and development initiatives in accordance with their specific development needs and/or the requirements of their jobs.

The following training initiatives have been introduced to the entire workforce at Corobrik Springs and an invitation to attend these initiatives was extended to employees of independent contractors who are currently working at the factory:

- HIV/AIDS Awareness
- Health and Safety
- Quality Assurance

See attached Skills and Career Development Plan Working Document for Corobrik Springs (**Annexure C**). Annexure C lists all employees at the factory and shows their current education, position and grade, their proposed career advancement (job move), skills development, education training (including ABET) and portable skills training. This is a working document and will continually change as employees improve their education, develop skills and advance in their careers.

Corobrik Springs will focus primarily on providing the lower educated employees with ABET Training, Skills Development and Portable Skills Training.

2.3 Adult Basic Education and Training (ABET)

Definition: Adult Basic Education and Training

ABET is broken down into the following levels:

- Basic Oral;
- ABET level 1 (literacy and numeracy at Standard 1/Grade 3);
- ABET level 2 (literacy and numeracy at Standard 3/Grade 5);
- ABET level 3 (literacy and numeracy at Standard 5/Grade 7); and
- NQF level 1 (ABET Level 4) (equivalent of Standard 7/Grade 9)

The current number and education level of employees at Corobrik Springs and corresponding NQF levels are shown in Form Q (refer to Annexure B).

The objectives of the ABET program is to enable previously disadvantaged adults the opportunity of embarking upon a learning process that will fulfil the following objectives:

- Develop communication skills relevant to their workplace situation and social life
- Enable employees to reach a level of literacy that will enable them to qualify for further studies and training programs.
- Increase the opportunities for promotion and self-employment
- Improve the productivity of the workforce
- Help facilitate the process of career development paths for employees
- To ensure gender equality

Strategic Plan for Implementing ABET (Annexure D)

Adult Basic Education & Training will be conducted by suitably qualified providers who offer training for ABET within different levels. Training will be conducted on-site or via an external training provider who is accredited with the relevant SETA.

It will be necessary for employees who require ABET training to be assessed by an ABET assessor to determine the level of NQF and to determine which level of ABET the staff member should be placed on; thereafter the training can take place.

Corobrik Springs will encourage all relevant employees to attend the ABET training program and make them aware of the opportunities available and subsequent benefits of becoming functionally literate and numerate. Some level of acknowledgement of the offer made to them will be obtained for record purposes.

Progress towards achieving commitments will be included in the annual SLP Report of Corobrik Springs which information can be viewed on Form Q.

The following Table gives an indication of the planned strategy to ensure further training of the staff at Corobrik Springs.

The ABET training plan will focus on the lower educated people and progress them through the relevant ABET levels over a five year period.

The ABET plan thus shows the number of people progressing through the relevant levels each year plus the number of new people entering that specific level for that year.

ABET Plan

Table 5: Illiteracy Level and ABET Needs

Level	Number of Illiteracy	Need	Cumulative Need
No Schooling		ABET 1	
ABET 1	20	ABET 2	20
ABET 2	15	ABET 3	35
ABET 3	13	ABET 4	48
ABET 4	9		57

Table 6: Training Planned

ABET Levels	Targets and Time Frames					
	2021	2022	2023	2024	2025	Total Budget (R)
ABET 1						0
ABET 2	1					6000
ABET 3		1				6000
ABET 4			1	1	1	18000
Total Number	1	1	1	1	1	
Budget (R)	6000	6000	6000	6000	6000	30000

NOTE

All employees who have not obtained a minimum level of education were approached on the need to improve their basic level of schooling. All those who were approached indicated by signing an indemnity letter that they would or would not like to attend ABET classes. Training for ABET will be done at the registered Adult Training Centre which falls within the area.

It can be confirmed that Corobrik Springs is committed to ensure gender equality regarding ABET Training.

2.4 Core Business Training

Core business training is defined in respect of legislation as that which relates to mining, engineering and process (excluding learnership). It is imperative that the operation focuses on ensuring that all employees are adequately trained and competent in the core training for the respective roles that they perform.

	Skills Categories
Manufacturing	Top Management
	Senior Management
	Professional Qualified and Experienced Specialists and Mid Management
	Skilled Technical and Academically Qualified Workers, Junior Management, Supervisors, Foremen and Superintendents
	Semi-Skilled and Discretionary Decision Making
	Unskilled and Defined Decision Making
Technical (central)	Professional Qualified and Experienced Specialists and Mid Management
	Skilled Technical and Academically Qualified Workers, Junior Management, Supervisors, Foremen and Superintendents
	Semi-Skilled and Discretionary Decision Making
	Unskilled and Defined Decision Making

Quarrying	Skilled Technical and Academically Qualified Workers, Junior Management, Supervisors, Foremen and Superintendents
	Semi-Skilled and Discretionary Decision Making
	Unskilled and Defined Decision Making

Table 7: Core Business Training/Skills Development Plan

Field / area of training	Targets and Timeline					Total budget (R)
	2021	2022	2023	2024	2025	
Production Supervisor	1	1	1	1		4000
Kiln Operator	1	1	1	1		4000
Quality Controller	1	1	1	1		4000
Extruder Operator	1	1	1	1		4000
Setting Operator	1	1	1	1		4000
Despatch						
Engineering Foreman						
Total number	5	5	5	5		
Budget (R)	5000	5000	5000	5000		20000

2.5 Learnerships (Annexure E)

The objectives of the learnership program is to address the shortage of scarce critical skills and to ensure that employees and members of the community are afforded the opportunity of obtaining a formal qualification and in the case of members of the community, the opportunity of employment within Corobrik.

The learnership is a structured learning programme that combines learning at the training institution (theoretical learning) with practical, work-based learning, as part of an integrated programme. The institutional learning component delivered by the training provider will focus on the theoretical aspects of the programme whereas the work-based learning will enable the learner to gain practical experience.

The learners would attend theoretical training at a recognized institution and then be allocated to appropriate Corobrik Factories for on-the-job practice. A mentor will be assigned to the learner to guide and help the trainer with any problems. The number and type of learnerships offered each year will be based upon current business needs at the operation and the skills required.

Strategic Plan for the Implementing of a Learnership Programme

- Learnerships will be granted to HDSA learners.
- A system will be developed and implemented in order to monitor Corobrik Springs and its relevant contractor's compliance in terms of its commitment to offer learnerships to its employees.
- The Learnership plan is set out below.

The following learnership plan gives an indication of the planned strategy to ensure further training of the employees of Corobrik Springs. One learnership will be awarded each year.

Learnership Plan

Table 8: Internal Learnerships

Job Categories Required	Targets and Timelines										No. of People	Total Budget (R)
	2021		2022		2023		2024		2025			
	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.		
Millwright												
Fitter												
Electrician												
Mechanic												
Production Trainee	1			1		1		1		1	1	
Heavy Clay Technologist												
Administration												
Total Number	1			1		1		1		1	1	
Budget (R)	18000			18000		18000	18000			18000		90000

Table 9: External Learnerships

Job Categories Required	Targets and Timelines										No. of People	Total Budget (R)
	2021		2022		2023		2024		2025			
	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.		
Millwright												
Fitter												
Electrician												
Mechanic												
Production Trainee												
Heavy Clay Technologist												
Administration												
SHE Supervisor	1			1		1		1		1	1	60000
Total Number	1			1		1		1		1	1	
Budget (R)	12000			12000		12000		12000		12000		60000

It can be confirmed that Corobrik Springs is committed to ensure gender equality regarding the Learnership Plan.

2.6 Portable Skills (Annexure F)

The objectives of the Portable Skills Program are:

- To assist employees to find alternative work or start their own businesses in the event that their employment should be terminated as a result of operational restructuring or rationalisation.
- To offer employees an opportunity of exposure to training that will give them a portable skill.
- To empower employees and make them self-sufficient so that they do not fear the prospect of rationalisation.
- To improve the prospect of advancement of employees within Corobrik.

Strategic Plan for Potable Skills Training

Corobrik Springs will focus on portable skills training for employees and the local community. The skills and training will be portable across sectors and will be both hard and soft skills. The envisaged focus areas include:

- Tractor driver.
- Basic workshop skills.
- Arc welding and gas cutting
- Plant and machinery maintenance.
- Vehicle and mobile machinery operation.
- Electrical techniques.
- Mechanical techniques.
- Building techniques (bricklaying and paving).
- Front-end loader driver.
- Computer skills.
- Forklift driver.

Table 10: Portable Skills Plan

		Time Period					Number of People	Cost per Person (Rand)	Budget (Rand)
Personnel Categories	Typical Skills	2021	2022	2023	2024	2025			
Portable Skills	Learner license – all codes.								
	Tractor driver.								
	Basic workshop skills.								
	Arc welding and gas cutting.								
	Care of environment / alien plant control.								
	Plant and machinery maintenance.								
	Vehicle and mobile machinery operation.								
	Electrical techniques.								
	Mechanical techniques.								
	Building techniques (brick laying and paving).								
	Firefighting								
	First Aid								
Forklift driver		2	2	2	2	2	10	5000	
Number of people		2	2	2	2	2	10	5000	
Cost per year		1000	1000	1000	1000	1000			5000

It can be confirmed that Corobrik Springs is committed to ensure gender equality regarding the Portable Skills Plan.

2.7 Hard to Fill Vacancies

Table 11: Hard to Fill Vacancies

Occupational Level	Job Title of Vacancy	Main reason for being unable to fill vacancy
Top Management.	See below.	
Senior Management.		
Professionally qualified and experienced specialists and mid-management.		
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents.		
Semi-skilled and discretionary decision making.		
Unskilled and defined decision making.		

Note: No hard to fill vacancies currently exist at the Corobrik Springs Factory.

2.8 Career Progression Plan (Annexure G)

Career Progression Planning reflects a pool of employees that have been identified (from the talent pool) and developed, not only for their current roles, but for future potential roles that they can occupy. The purpose is to create readiness so that identified individuals can be able to occupy future potential roles. Opportunities are sought for employees at Springs Factory who demonstrate a desire for expanding their careers.

We strive to have generic career paths for all disciplines and work with individuals to develop a customized career path most suited to them. This is an on-going initiative, which we continue to refine.

Employees are encouraged to study/attend courses, which will enhance their current performance and create opportunities for career progression. Employees who demonstrate both interest and potential future development are placed on an intensive career progression path.

When a vacancy occurs, that job will be filled, preferably, by an internal applicant so as to satisfy the career development needs. Where there are no internal applicants, persons will be interviewed and selected for the job.

Employees will be placed in a job relevant to their education and practical abilities with reference to the levels or grade of job, i.e. task complexity etc.

Career Development Planning Process

The career planning process within Corobrik should be a two-pronged approach.

1. Career path planning for the entire workforce

Each and every employee will have a career plan linked to the job they currently perform. Based on the motivation shown by the employee to develop themselves, they will be given the opportunity of obtaining the minimum requirements for the next stage of the career path e.g. inclusion on the ABET programme/assisted study bursary scheme/training programme.

2. Career planning for employees identified as having the potential to progress into the c band and above

Managers are to identify a group of employees assessed as having the potential to progress to C Band and above positions. The career path for each employee should be clearly mapped and these employees will be placed on relevant training programmes to fast track their advancement within the company. Each of these employees are to be assigned a mentor who will assist with the mentees development and will monitor their progress on an ongoing basis. Refer to attached Skills and Career Development Plan Working Document (Annexure C).

2.9 Mentorship Plan

A mentorship plan (Annexure H) exists in the Corobrik Springs Factory whereby employees identified for various positions within the factory are placed under the mentorship of a more senior person whose role is to ensure that the employee gets maximum exposure to the job for whom she/he is being groomed. The mentor will gradually expose the employee to more responsibility and authority, ensuring that there is enough support to guide him/her through the process. Corobrik focus largely on mentoring HDSA's in various positions in order to equip them with the skills necessary to fulfil their tasks effectively.

The mentorship plan links closely with the Career Development Plan and Skills Development Plan and the positions for which the employees are mentored are based on the organizational structure of the operation

2.10 Internship and Bursary Plan

See:

- Corobrik Policy: Bursary Scheme (Annexure I)
- Corobrik Policy: Study Assistance Bursary Scheme Annexure J)
- Bursary / Internship Policy Guidelines (Annexure K)

Internships

Corobrik recruits internship candidates for specific skills required at the operation.

Table 12: Internship – Specific Skills Programme

Job Categories Required	Time Period										Number of People	Budget (Rand)
	2021		2022		2023		2024		2025			
	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.		
Millwright	1		1		1		1		1	1	2	120000
Total number of people	1		1		1		1		1	1	2	
Cost per Year	24000		24000		24000		24000		24000			120000

Bursary Schemes

Corobrik (Pty) limited has three bursary schemes, one of which is designed to assist with the development of its employees whereby they may apply for a bursary to embark upon a course/diploma/degree to enhance their qualifications within the field in which they are currently employed. The second scheme is designed to assist the children of employees whereby they may apply for a bursary to gain a tertiary qualification such as a degree/diploma. The third scheme is intended for the provision of bursaries/internship for disadvantaged members of communities surrounding the Corobrik Factories / quarries.

Corobrik Assisted Bursary Scheme

- Corobrik employees may apply to join the Corobrik Assisted Study Bursary Scheme whereby suitable candidates may embark on a tertiary qualification in a field closely aligned to their current job. The number and value of bursaries awarded to employees each year will vary according to the number of applicants and the institutions to be attended.
- Children of employees may apply for a bursary to gain a tertiary qualification such as a degree/diploma. This scheme provides for allocation of bursaries based purely on merit and a further allocation of bursaries reserved purely for previously disadvantaged candidates each year. Existing bursars will continue receiving bursaries each year for the duration of their courses while new bursaries are awarded. This scheme applies to the whole of Corobrik and not specifically to any one factory. The number of bursaries awarded to employees' children from a specific factory would, therefore, vary each year depending on the merit of the applications.
- Corobrik offers Post-Matriculation Bursaries (Bursary Scheme) to members of the community to enable them to study towards a qualification at an accredited tertiary institution. The successful candidate will receive a bursary each year for the duration of their chosen course e.g. BSc, BComm, BEng.

Corobrik will focus on providing bursaries for the manufacturing fields relevant to the needs of Corobrik, namely the production and engineering disciplines, in order to provide learners an opportunity for permanent employment within the Company after completion of their studies.

Table 13: Bursary Plan - Internal

	Year										Number of People	Cost per Person (Rand)	Budget (Rand)
	2021		2022		2023		2024		2025				
	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.			
Number of Bursars	2			2		2				2	2	60000	600000
Cost per year	120000			120000		120000		120000		120000			600000

Table 14: Bursary Plan – External

	Year										Number of People	Cost per Person (Rand)	Budget (Rand)
	2021		2022		2023		2024		2025				
	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.			
Number of Bursars	2			2		2				2	2	60000	120000
Cost per year	120000			120000		120000		120000		120000			600000

2.11 Employment Equity Plan

Overview

The objective of the Employment Equity Policy (Annexure M) is to achieve equity in the workplace through the elimination of unfair discrimination and the implementation of Affirmative Action strategies.

It is Company policy to offer equal employment opportunity and development to all persons without regard to race, creed, colour, disability or gender. It is also accepted that, until a more equitable situation is reached, focused attention be given to designated groups so that they may be able to take advantage of opportunities offered to all employees. Although the Company will actively pursue the development and advancement of all designated groups, the greatest emphasis will be on African people because they have been disadvantaged to a greater extent than any of the other groups and they form the vast majority of the population in this country.

Employment Equity Strategies

The following Employment Equity strategies will be employed:

- Corobrik's aim is that the mix of employees at all levels should reflect a substantial percentage of people from designated groups.
- Employment Equity will be a regular agenda item for the Management Board and Executive Board meetings and the CEO, or his appointee will be accountable for Employment Equity within the Company
- In pursuing targets for designated groups, the greatest emphasis will be on HDSA people. Consequently, HDSA's will be considered as a first option for recruitment and promotion until such time as these targets have been achieved.
- The Company will consult with representative trade unions and / or nominated employee representatives regarding Employment Equity matters relevant to the respective employee constituencies.
- The Company will have an Employment Equity Plan with set targets. The nature of the targets and plan may vary depending upon the geographic location of operations and the demographic profile of the general population in the different regions concerned, as well as the availability of the specific competencies required.

Table 15: Annual HDSA Progressive Targets

Occupation Level	2021	Target	2022	Target	2023	Target	2024	Target	2025	Target
Executive Management (Corobrik Board)	40%	40%	40%	40%	40%	40%	40%	40%	40%	40%
Senior	30%	40%	33%	40%	37%	40%	44%	40%	50%	40%

Management (Corobrik Exco)										
Middle Management	60%	40%	60%	40%	60%	40%	60%	40%	60%	40%
Junior Management	80%	40%	80%	40%	80%	40%	80%	40%	80%	40%
Core Skills	70%	35%	70%	35%	70%	35%	70%	35%	70%	35%

A strategic analysis of employment equity at the Corobrik Springs Factory is presented in Form S

Table 16: Current Employment Equity

Occupational Level	African		Coloured		Indian		White	Total HDSA at Different Levels	White	Total Employees at Different Levels	Percentage HDSA at Different Levels
	M	F	M	F	M	F	F		M		
Executive Management (Corobrik Board)	3	2			1			6	6	12	54%
Senior Management (Corobrik Exco)	3				1	1		5	8	13	39%
Middle Management	1	1			1	1		4	1	5	75%
Junior Management	6	1				1		8		8	100%
Core Skills	24	1						25	2	27	93%
Totals	38	4	0	0	3	3	0	48	17	65	76%

Table 17: FORM S

Occupational Levels	Male				Female				Total	Disabled	
	African	Coloured	Indian	White	African	Coloured	Indian	White		Male	Female
Top Management (Board)	3		1	6	2				12		
Senior Management (Exco)	3		1	8			1		13		
Middle Management	1		1	1	2				5		
Junior Management	6				2		1		9		
Core Skills	36			2	5				43		
Semi skills	56				30				86		
Total Permanent	105		3	17	41		2		168		
Non Permanent Employees	4				1				5		

Table 18: Employment Equity Plan: 10% Women in Mining at the Operation

	2019 - 2021
Description	Number of People
Women in core business	32
Total Employees	131
% Women in core business	24%

SECTION 3: LOCAL ECONOMIC DEVELOPMENT PROGRAMME

3.1 Social and Economic Background of the Area

The following information, applicable to the operation, has been taken from the Ekurhuleni Metropolitan Municipality Integrated Development Plan.

Demographic Analysis

According to the 2016 Community Survey, the City of Ekurhuleni has an estimated population of 3 379 1042, up 200 634 people from 3 178 470 in the 2011 census.

KEY POPULATION STATISTICS Population Attribute	2011 Census Statistic	2016 Community Survey Statistic
Total population	3,178,470	3379104
Young (0-14)	24,3%	34.7%
Working Age (15-64)	71,7%	56.2%
Elderly (65+)	4%	9.1%
Dependency ratio	39,4	
Sex ratio	105	
Growth rate	2,47% (2001-2011)	
Population density	1609 persons/km2	
Number of households	1,015,465	
Household size	2.9%	
Female headed household	31.3%	

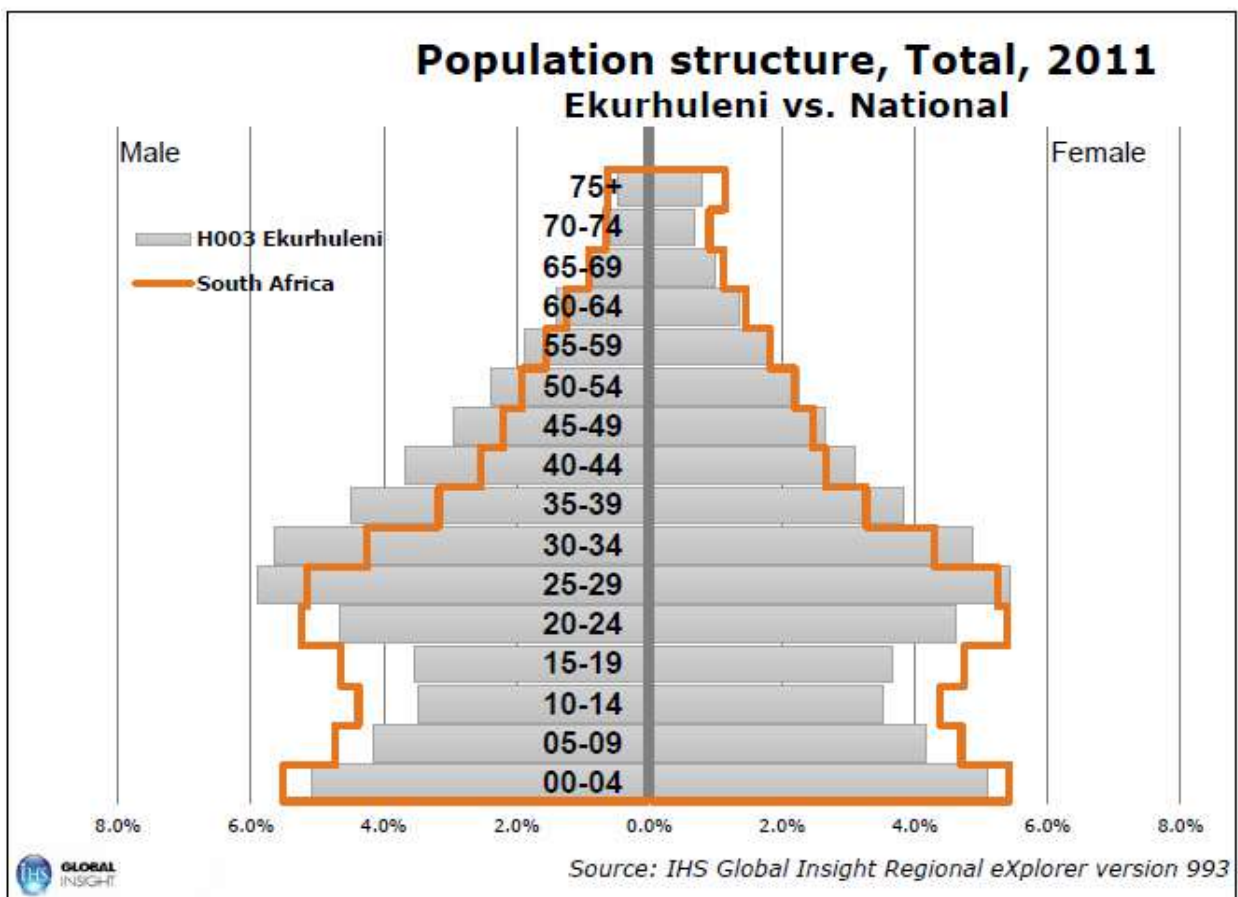


Figure 2: Population Structure

Employment Analysis

In 2015, Ekurhuleni employed 1.19 million people which is 23.92% of the total employment in Gauteng (4.96 million), 7.71% of total employment in South Africa (15.4 million). Employment within Ekurhuleni increased annually at an average rate of 2.54% from 2005 to 2015. The City of Ekurhuleni's average annual employment growth rate of 2.54% exceeds the average annual labour force growth rate of 2.33%.

In Ekurhuleni the economic sectors that recorded the largest number of employment in 2015 were the finance sector with a total of 261 000 employed people or 22.0% of total employment in the City. The trade sector with a total of 259 000 (21.8%) employs the second highest number of people relative to the rest of the sectors. The mining sector with 7 190 (0.6%) is the sector that employs the least number of people in Ekurhuleni, followed by the electricity sector with 8 160 (0.7%) people employed.

Ekurhuleni Total Employment by Broad Economic Sector, 2015

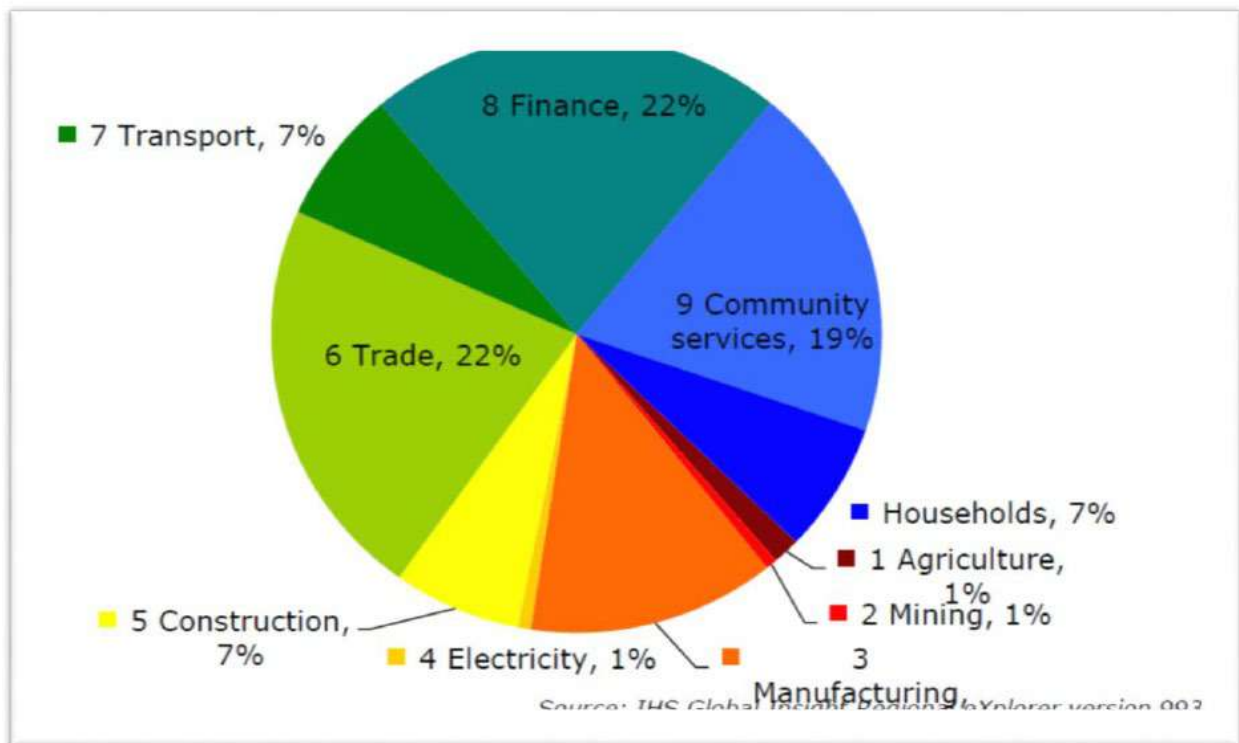


Figure 3: Employment Structure

Formal and Informal Employment

The number of formally employed people in the City of Ekurhuleni counted 1.03 million in 2015, which is about 86.71% of total employment, while the number of people employed in the informal sector counted 158 000 or 13.29% of the total employment. Informal employment in Ekurhuleni increased from 128 000 in 2005 to an estimated 158 000 in 2015.

Unemployment

In 2015, the unemployment rate in Ekurhuleni (based on the official definition of unemployment) was 29.72%, which is an increase of 0.868 percentage points. The unemployment rate in Ekurhuleni is higher than that of Gauteng as can be seen in the figure below. The unemployment rate for South Africa was 25.28% in 2015, which is a decrease of 1.27 percentage points from 26.55% in 2005.

In terms of unemployment, Ekurhuleni as with both Gauteng and South Africa have witnessed a steady increase in the unemployment rate from 2009. From a low of 26.6% in 2006, unemployment rose to 29.7% in 2015 for Ekurhuleni. The number of people employed in the

City of Ekurhuleni declined from 1 190 000 in the second quarter of 2015 to 1 161 000 in the second quarter of 2016.

Unemployment Rate – Ekurhuleni, Gauteng and South Africa

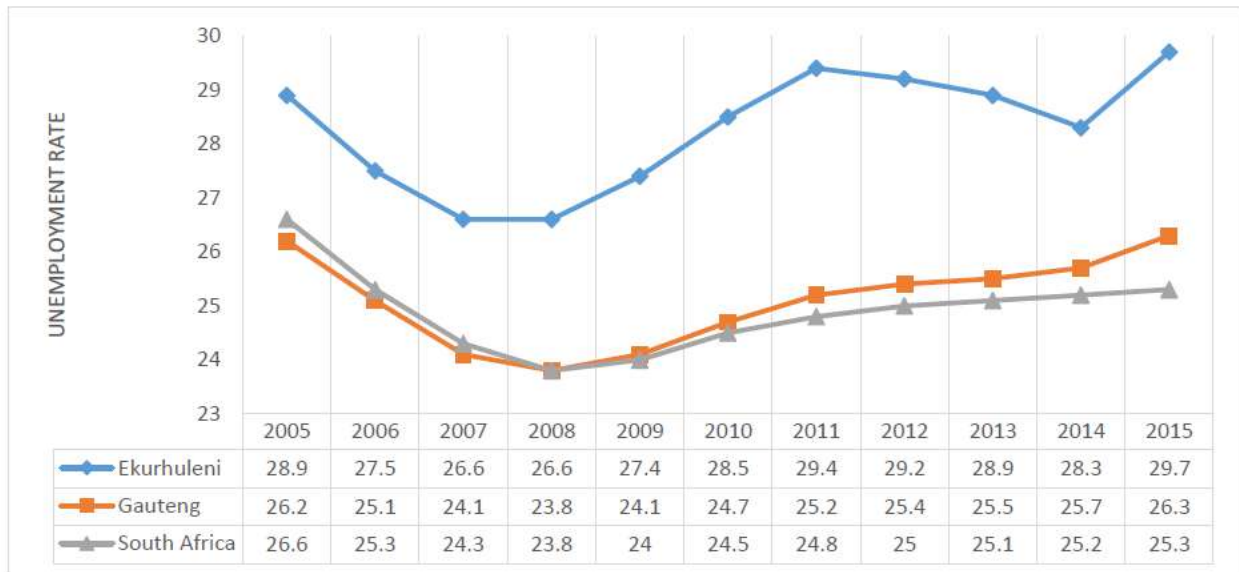


Figure 4: Unemployment Structure

Education Analysis

Within the City of Ekurhuleni, the number of people without any schooling decreased from 2005 to 2015 with an average annual rate of -4.83%, while the number of people within the 'matric only' category, increased from 538,000 to 818,000. The number of people with 'matric and a certificate/diploma' increased with an average annual rate of 4.82%, with the number of people with a 'matric and a Bachelor's' degree increasing with an average annual rate of 6.33%. Overall improvement in the level of education is visible with an increase in the number of people with 'matric' or higher education.

Highest Level of Education

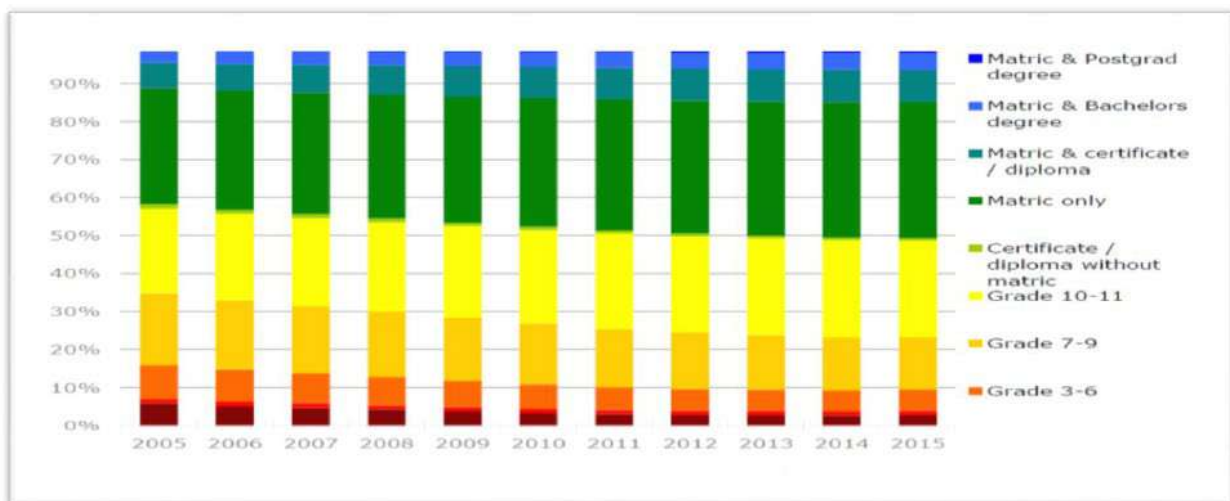


Figure 5: Education Structure

Municipal Services

Human Settlements and Basic Services

The City of Ekurhuleni, like other major cities in the city region, is at the epicentre of migration phenomenon facing South Africa which presents a set of challenges and opportunities for the development of both cities. The in-migration, notwithstanding, the City is confronted with historical backlog of housing and municipal services. The intersection of rapid population growth spurred by in-migration, the historical backlogs and lackluster housing delivery has resulted in a phenomenon low intensity land invasions and the growth of informal settlements. In responding to these challenges, the City must of necessity deliver spatially integrated human settlements that respond to the need to redress apartheid geography, but also attend to immediate basic needs of people (whilst at the same time improving the liveability) in informal settlements.

The housing challenge of Ekurhuleni manifests perhaps most clearly in terms of the proportion of households living in informal settlements, with over 21% of the households in the City living in the 119 informal settlements spread across the City. The figure below shows that the percentage of households living in formal settlements has declined from 29.1 in 1996 to 21.3% in 2015. Informal settlements also pose other service delivery challenges in particularly those linked to infrastructure such as water supply, sanitation, electricity, roads and storm water reticulation.

Households by Dwelling Type: Formal and Informal

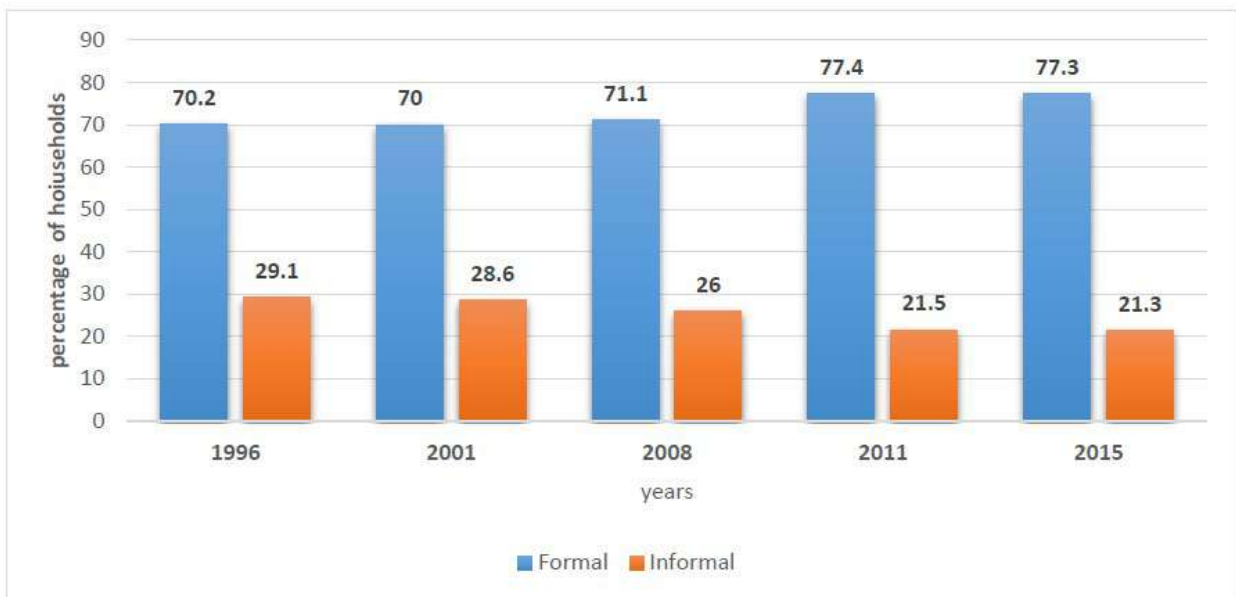


Figure 6: Housing Structure

The figure below profiles the access statistics of some basic municipal services in Ekurhuleni between 1996 and 2015. It is clear from this table that remarkable strides have been made in the provision across all major municipal services (electricity, water and refuse removal).

Access to Municipal Services in Ekurhuleni

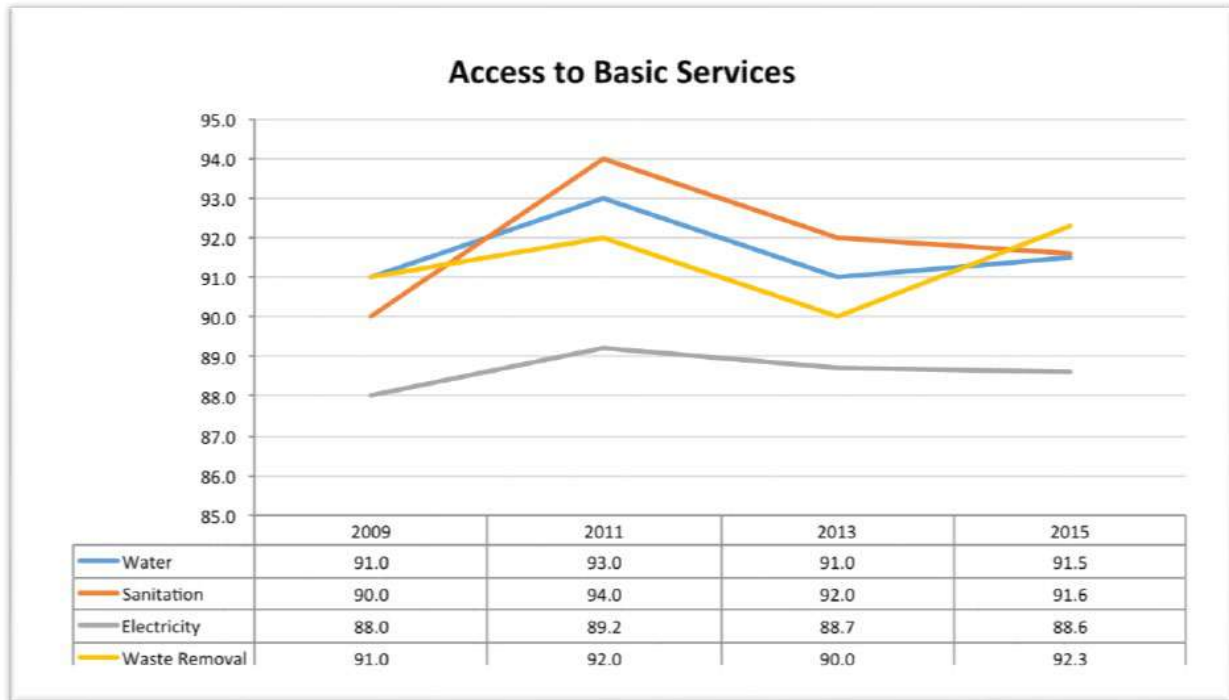


Figure 7: Basic Services Analysis

Health Analysis

Ekurhuleni has continued to make strides in the provision of primary health and social care services in the City. Key health drivers are based on the prevailing health and social needs in Ekurhuleni for reduced child and maternal mortality, reduced HIV and AIDS mortality and morbidity, decreased burden of disease such as Tuberculosis, prevention of non-communicable diseases thus increasing life expectancy of all communities. These priorities are also linked to some of the fourteen (14) National Outcomes designed to collectively address the main strategic priorities of government to achieve improvements in the life of South Africans. Given the concurrent function nature of the health services provided in Ekurhuleni, the key departmental priorities also contribute to the provincial mandates. Mandated by National Health Act 61 of 2003, Ekurhuleni primary health care services are aimed at improving the health status of the population of Ekurhuleni and thereby contributing to government's vision and a national outcome of "A Long and Healthy Life for All South Africans". To achieve this, services are focused at increasing life expectancy, improving maternal and child health, combating HIV and AIDS and TB, and strengthening health system effectiveness. Ekurhuleni was ranked among the 10 best performing districts in the country during 2014/15 with regard to the following district health key performance areas:

- PHC supervisor visit rate (fixed clinic/CHC/CDC) (although below the provincial target of 100%)
- Average length of stay (district hospitals)
- Delivery in facility under 18 years rate
- Mother postnatal visit within 6 days rate
- School Grade 1 screening coverage
- Vitamin A dose 12–59 months coverage
- Immunization coverage under 1 year (third best, although value exceeded 100%)
- Measles 2nd dose coverage (third best, although value exceeded 100%)
- Incidence (diagnosed cases) of TB (all types)
- TB cure rate (new smear positive)
- TB death rate (all TB)

- TB treatment success rate (all TB)¹³

However, the good strides were not without challenges. There were some key performance areas where Ekurhuleni had challenges and was ranked among the 10 worst in the country. These challenging performance areas are:-

- Antenatal 1st visit before 20 weeks rate
- Antenatal client initiated on ART rate
- HIV testing coverage (including ANC) (second lowest in the country)
- Male condom distribution coverage
- Percentage of deaths garbage codes
- Percentage of deaths ill-defined¹⁴

In order to understand the underlying health challenge, it is essential to undertake an analysis of the causes of death statistics so as to channel resources appropriately to both preventive and curative measures. Analysis of the top 10 leading underlying natural causes of death in Ekurhuleni shows that the top two causes, TB as well as influenza and pneumonia has declined between 2011 and 2014¹⁵. The influence of TB dropped from causing 9.1% to 7.4% deaths, while the influence of influenza and pneumonia dropped from 7.7% to 5.7%. The 3rd, 4th, 5th, 6th, 7th are: other forms of heart disease, cerebrovascular disease, other viral disease, diabetes, and hypertension respectively. Notably the role of infectious diseases – TB, influenza and pneumonia, intestinal infectious diseases and HIV declined while cerebrovascular disease, diabetes and hypertension have increased.

Top 10 Leading Underlying Natural Causes of Death In Ekurhuleni

Cause	2011	2014	
Tuberculosis	9.1	7.4	⬇️
Influenza and pneumonia	7.7	5.7	⬇️
Other forms of heart disease	4.5	4.5	➡️
Cerebrovascular disease	3.5	4.1	⬆️
Other viral diseases	4.0	4.0	➡️
Diabetes	2.5	4.0	⬆️
Hypertension	3.4	4.0	⬆️
Intestinal Infectious diseases	2.8	2.5	⬇️
Ischaemic heart disease	2.4	2.4	➡️
Human Immunodeficiency Virus	2.9	2.2	⬇️
Other natural causes	48.5	49.5	⬆️
Non-natural causes	9.1	10.3	⬆️
All causes	100.0	100.0	➡️

Figure 8: Health Analysis

While it is clear that the overall impact of HIV/AIDS has declined over the years in terms of proportion of deaths attributed to HIV/AIDS with the implementation of ARV treatment, the condition remains a significant public health challenge. In 2012, Ekurhuleni had the second highest HIV prevalence at 14.3% behind eThekweni among the eight (8) metros in the country¹⁷. Overall number of newly tested HIV positive persons has declined significantly as shown in the figure below.

Number of Newly Tested HIV Positive Persons

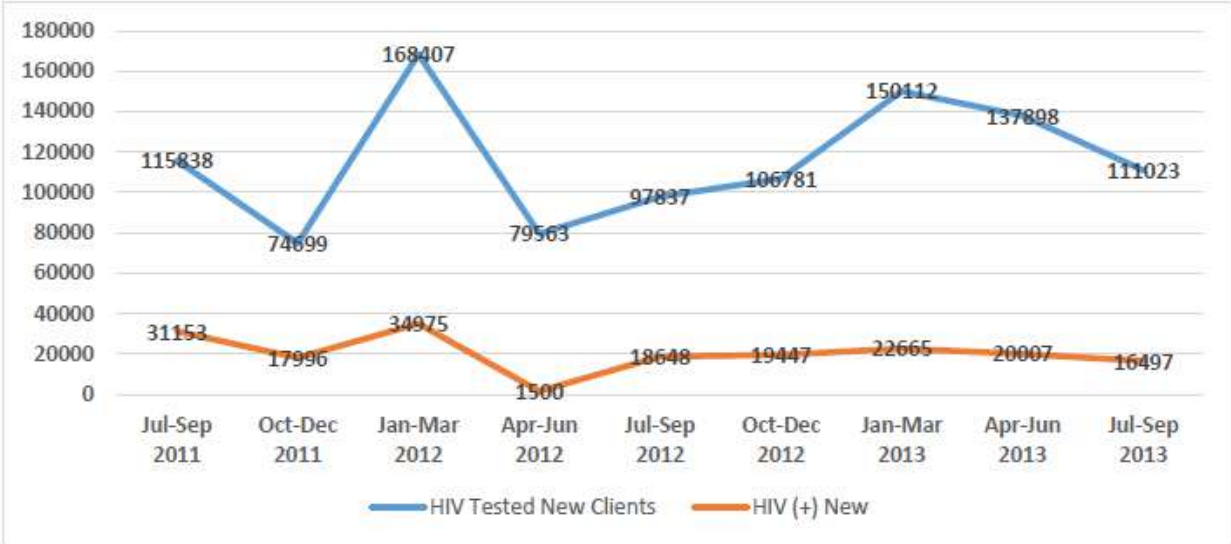


Figure 9: HIV Analysis

Ekurhuleni has made efforts to ensure that it accelerates access to healthcare and continues to improve facilities in order to provide a comprehensive package of primary healthcare services to residents of the metro. Amongst key projects is addressing the dual epidemics of HIV and AIDS and TB. With South Africa’s adoption of the Joint United Nations Programme on HIV/AIDS (UNAIDS) 90-90-90 strategy in 2014, the metro has aligned itself to this strategy in its approach to managing the dual epidemics of HIV and AIDS on the one hand and tuberculosis (TB) on the other. The 90-90-90 strategy envisages that 90% of vulnerable people screened for TB; 90% of people with TB diagnosed and treated and a 90% TB treatment success and that 90% of people living with HIV will know their HIV status; 90% of all people with diagnosed HIV infection will receive sustained antiretroviral therapy and 90% of all people receiving antiretroviral therapy will have viral suppression.

Socio-Economic Development

Human Development Index

The **Human Development Index** examines three **important** criteria of economic development (life expectancy, education and income levels) and uses this to create an overall score between 0 and 1. 1, where 1.1 indicates a high level of economic development and 0 a very low level. Therefore HDI measures a Country or Region’s overall achievement in its socio-economic dimensions. In 2015 the City of Ekurhuleni had an HDI of 0.704 compared to the Gauteng with a HDI of 0.716 and 0.653 of National Total as a whole. Seeing that South Africa recorded a lower HDI in 2015 when compared to Ekurhuleni this translates to a lower human development performance for South Africa as compared to Ekurhuleni in 2015. South Africa's HDI increased at an average annual growth rate of 1.85% and this increase is higher than that of Ekurhuleni (1.13%). This means that Ekurhuleni’s performance on the three dimensions (education, life expectancy, and income levels) is

improving at a slower rate as compared to South Africa. A detailed analysis is necessary to understand in which specific socio-economic dimensions the City is not performing well and put in place interventions (within its competency) to improve the situation. At face value, taking into account an improved overall country's performance on life expectancy, it is likely that it is on the dimension of income levels and education that Ekurhuleni is not performing well.

HDI – Ekurhuleni, Gauteng and National

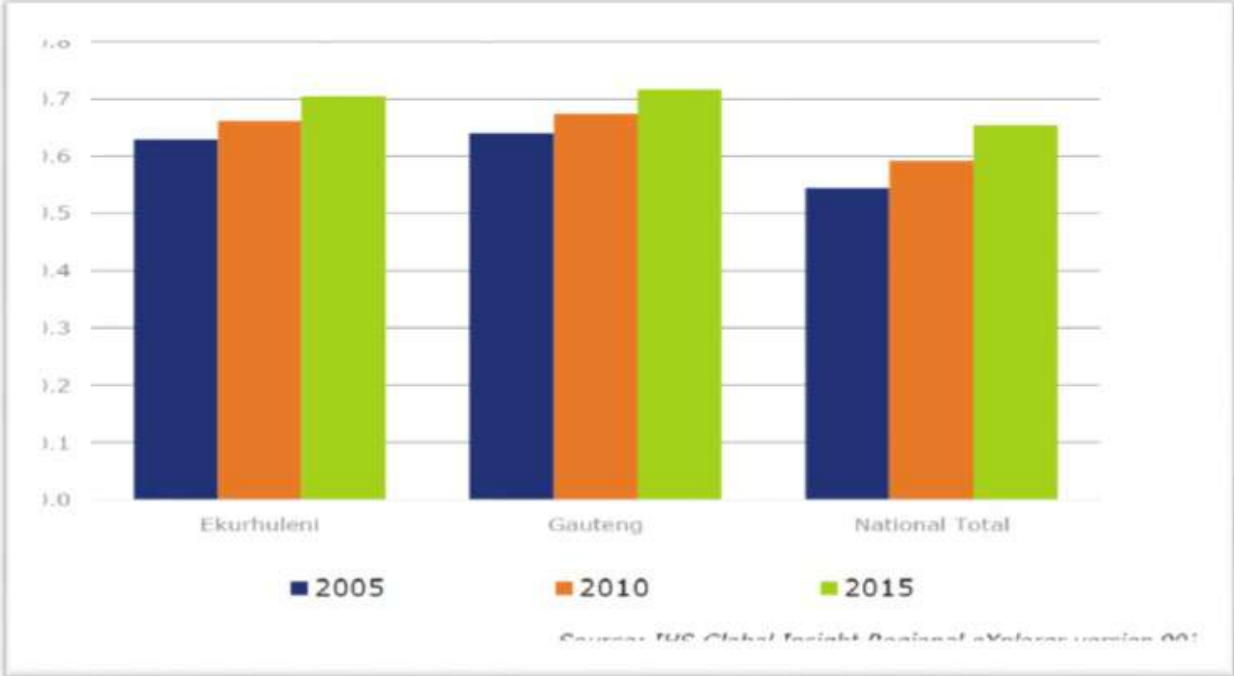


Figure 10: Human Development Index Analysis

Gini Coefficient

The Gini index is a measurement of the income distribution of a country's residents. This number, which ranges between 0 and 1 and is based on residents' net income, helps define the gap between the rich and the poor, with 0 representing perfect equality and 1 representing perfect inequality. It is typically expressed as a percentage, referred to as the Gini coefficient.

In 2015, the Gini coefficient in the City of Ekurhuleni was at 0.633, which reflects a marginal decrease in the number over the ten-year period from 2005 to 2015. The Gauteng Province and South Africa had a Gini coefficient of 0.638 and 0.63 respectively. The percentage difference between Ekurhuleni, the province and the Country is marginal averaging 0.63 across the tiers of government. Inequality in South Africa is generally regarded as high meaning that the country has an unequal society. Municipalities are not responsible for majority of state instruments to turn around inequality, but certainly they have a role to play. Inequality is as a result of a myriad of factors and Ekurhuleni needs to closely examine what contribution (taking into account these many factors) it can make to improve to incrementally move in the direction of an equal society.

There is general scholarly agreement that schooling plays a critical role in reducing inequality in the long run. Critical questions therefore have to be asked as to whether the municipality is doing enough at an early child development level and in providing support for learners at other levels of education.

Gini Coefficient – Ekurhuleni, Gauteng and National

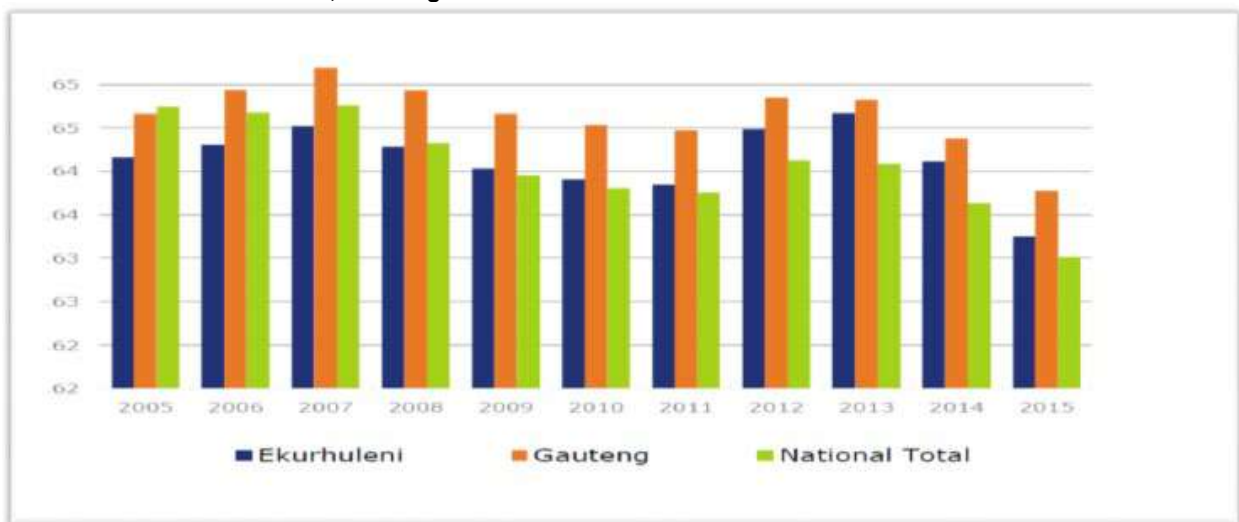


Figure 11: Gini Coefficient

Economic Analysis

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

The structure of the City of Ekurhuleni's economy is dominated by four sectors:

- manufacturing
- finance and business services
- community services and general government
- to a lesser extent the trade and hospitality sector.

Over the past 15 years, major structural shifts have occurred in the structure of the economy principally involving the decline of the dominance of the manufacturing sector which dropped from 30.3% in 2000 to 22.7% in 2015 and a comparable increase of the contribution of the finance and business services sector which increased its share from 14.8% in 2011 to 21.3% in 2015. The continuing decline of the manufacturing sector is a big challenge for the municipality and for that reason the revitalization of the manufacturing sector is a key strategic focus area for the municipality.

Sector contribution to Ekurhuleni GVA 2010 constant prices

Sector	Sector Contribution by Year			
	2000	2006	2011	2015
Agriculture	0.6	0.4	0.4	0.3
Mining	5.3	3.3	2.6	2.3
Manufacturing	30.3	28.7	24.1	22.7
Electricity	3.3	3.1	2.6	2.3
Construction	2.3	2.9	3.8	4.1
Trade and Hospitality	13.0	13.8	14.4	14.8
Transport, Storage and Communication	10.4	10.7	11.1	11.3
Finance and business services	14.8	18.8	20.9	21.3

Sector	Sector Contribution by Year			
	2000	2006	2011	2015
Community services and general government	20.1	18.3	20.2	20.9

Figure 12: Key Economic Activities

With a GDP of R 301 billion in 2015 (up from R 128 billion in 2005), Ekurhuleni contributed 21.43% to the Gauteng Province GDP of R 1.41 trillion in 2015 increasing in the share of the Gauteng from 22.18% in 2005. The City of Ekurhuleni contributes 7.51% to the GDP of South Africa which had a total GDP of R 4.01 trillion in 2015 (as measured in nominal or current prices).

GDP- R Growth Rates

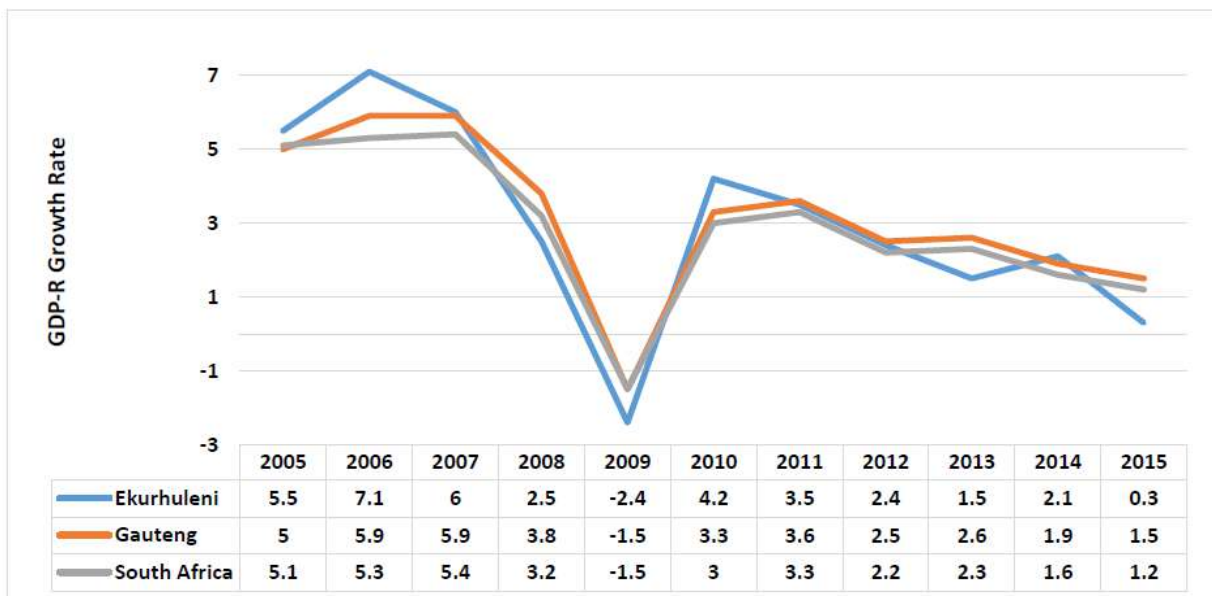


Figure 12: GDP Growth Rates

3.3 Names of Other Mining Companies in Area

Table 19: Other Mining Companies in Area

Name of Mining Company	Commodity
Johnson Tiles	Clay

Apollo Brick	Clay
Concor Technicrete	Aggregate

3.4 Negative Impact of the Mining Operation

There are no perceived negative impacts associated with Springs mining operation as quarrying will only be carried out at the site for about 3-4 months a year. The quarried material will be taken to the Corobrik Springs Factory for processing.

Table 20: Negative Impacts of Mining Operation

Negative Impact of Operation	Yes	No	Mitigation Plan
Relocation of people		√	No relocation anticipated
Exhumation of graves		√	No exhumation of graves anticipated.
Influx of people		√	Existing Mining area, no population influx anticipated.

3.5 Infrastructure and Poverty Eradication Projects in Line with IDP (Regulation 46 (c) iv)

See Corobrik Policy: Donations **Annexure N**

Table 21: Priority needs of the area

General	Specific
Roads and Stormwater	The construction of new roads and storm water drainage, construction of pedestrian pathways, upgrading of roads and storm water drainage, paving of pathways as well as the construction of speed humps
Sports Recreation Arts and Culture	Building libraries, sport fields, swimming pools etc.
Human Settlements	Construction of houses, relocating communities
Health and Social	Rehab centres, clinics and mobile clinics and early childhood development
Energy	Lighting, solar energy

3.6 Development Projects

Corobrik will endeavour, in conjunction with the Municipality and communities, to identify suitable and sustainable project/s that provide economic activities for job creation and that add economic value to the community beyond the life of the mine.

The Local Economic Development Project is applicable to the Corobrik Springs Factory as this is the income generating base for the operation.

Table 22: Infrastructure Development (Collaboration between GP 65 MR, Midrand Factory and associated Quarries and Rietvlei Factory and associated quarries)

PROJECT NAME	Unity Secondary School				FOCUS AREA	Construction				
BACKGROUND	The school was established due to the need to accommodate as series of learners who were not enrolled in the local schools. Most of the learners were activist and teenage mothers who dropped out from school was the exiles and former guerrillas (Freedom Fighters) from all political formations and background the school was the established and forcefully registered by community leaders. All political parties with differing ideologies were united and stood firm together in the project, therefore naming the school UNITY. The mission and vision of the school is to prepare its learners to become independent thinkers, who will contribute positively to society. To ready the learners for global competence and co-operative life-long learning through autoactivating sustainable culture of excellence in all spheres of education.									
Gauteng	RESPONSIBILITY	DISTRICT MUNICIPALITY	LOCAL MUNICIPALITY	VILLAGE NAME	TIMEFRAME					TOTAL BUDGET
	Corobrik, Midrand, Springs, Rietvlei	City of Ekurhuleni Metro	City of Ekurhuleni Metro	Daveyton	2021	2022	2023	2024	2025	
OUTPUT	KEY PERFORMANCE AREA		KEY PERFORMANCE INDICATOR		200 000	200 000	200 000	200 000	200 000	1 000 000
Community Hall										
CLASSIFICATION OF JOBS	MALE ADULTS	FEMALE ADULTS	MALE YOUTH	FEMALE YOUTH	TOTAL	COMMENTS				
SHORT TERM	5	4	0	0						
MEDIUM TERM	0	0	0	0	0					
LONG TERM	0	0	0	0	0					
COMPLETION AND EXIT STRATEGY OUTLINE OF BENEFICIARIES	+/- 120 Learners and teachers at the Unity Secondary School									



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Email: mayor@lesedi.co.za
www.lesedilm.co.za

Office of the Speaker

Ref. / Verw: 12/2020

ENQ. / NAVR : S MNYAKENI

From: Cllr S MNYAKENI

RE: REQUESTING COMMUNITY MULTIPURPOSE HALL

Dear Sir

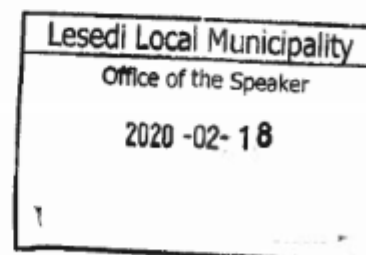
I hope you are well. Please value our plea as the community of Kwazenzele.

I write this letter with the purpose of getting a Community Hall in our area. As the Community of Kwazenzele we will like Coro Brick to assist us with building of a Mini Multi-Purpose Community Centre. It is because we don't have a venue to host our Public meetings or any other events that are taking place within our Community, such as handing out of food parcels by the Department of Social Development, indigent registrations, sewing programme for old citizens to name a few.

We will really appreciate if our wish could be realised this year

Yours Faithfully

Cllr S.J MNYAKENI
Tell: 072 199 0961
Email: smith.mnyakeni@gmail.com



All correspondence should be addressed to the Municipal Manager
Alle korrespondensie moet aan die Munisipale Bestuurder gerig word.

Form 1.1.2012

3.7 Section 46 (c) (iv): Housing and Living Conditions Housing (Annexure O)

3.7.1 Current Housing Arrangements

The Majority of the workforce is housed in Gauteng in their own private dwellings. The company accepts its responsibility to promote home ownership among employees in accordance with the stipulation of the Mineral and Petroleum Resources Development Act and Mining Charter.

Corobrik believes that is important for its Employees to be Home Owners in the place where they reside. This is done by the Company facilitating assistance to employees to build and/or alter their homes in the following manner.

The main strategy is to encourage home ownership among our employees. In pursuit of this goal, the company provides the following:

- **Housing Microloans**

In agreement with ABSA, employees are able to obtain loans from R3, 000.00 to a maximum of R30, 000.00 by using the Pension or Provident Fund credits as a collateral. The Company contributes at least an equal or greater portion of the employees' contribution to both Funds on a monthly basis. The Company has negotiated a preferential interest rate on the loans so as to make the repayments affordable.

- **Staff Purchases of Company Products (Annexure P)**

The Company provides employees with a staff discount on all the products manufactured by the Company. In addition to this, the employees are allowed to pay for the products they have purchased over a period of up to 12 months. This is intended to make it easy for employees to repay without unnecessary strain on their financial resources.

- **Loans and Advances**

The Company further provides employees with loans, which are advanced against their wages/salaries if they are not able to access finance via the aforementioned banks. The Company takes into account the employees' ability to survive from the balance of their earnings and also whether there are sufficient funds in their Retirement Funds.

3.7.1 Current status of households within the community

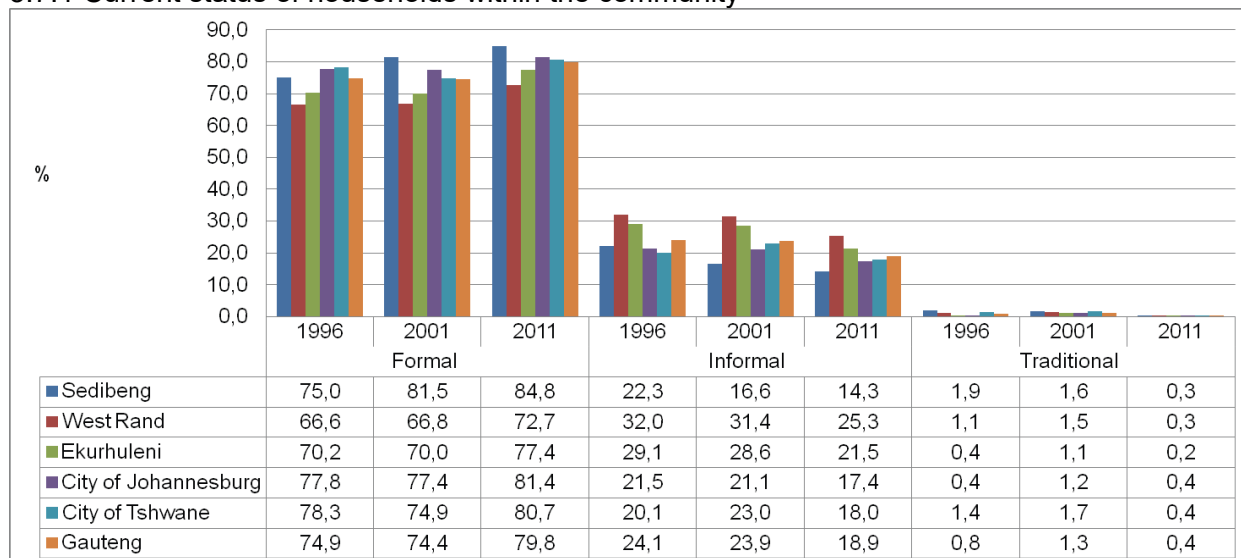


Figure 13: Housing

3.7.1 Municipalities Strategy to address housing.

Table 23: Key Focus Area

KEY FOCUS AREA	STATUS QUO	OUTCOME
Human Settlements	<ul style="list-style-type: none"> • Current housing backlog: 134 000 shacks in informal settlements and 36 000 backyard shacks. • Overcrowding. • Influx to continue; • Many informal settlements situated on land not suitable for housing; • Past subsidy schemes resulted in monofunctional, non-sustainable areas; and • Scarcity of well-located land suitable for housing development. 	All people in Ekurhuleni to be housed in integrated and functional sustainable human settlements

3.8 Section 46 (c) (v): Measures to address nutrition

See:

- Corobrik Policy: HIV and AIDS (**Annexure Q**)
- Corobrik Policy: Medical Aid (**Annexure R**)
- Corobrik Policy: Work Related Accidents and Diseases (**Annexure S**)
- Corobrik Policy: Disability Management (**Annexure T**)

Corobrik does not operate a nutrition programme as there is no hostel arrangement. Employees provide their own food and nutrition; to date nutrition levels are adequate. Corobrik has invested in an in-house employee wellness programmes which include HIV/AIDS awareness education and TB & Nutrition sessions which is facilitated for all employees.

The following procedures are carried out at the factory by an Occupational Health Nurse Practitioner (full time basis) and an Occupational Health Medical Practitioner (contract basis):

- Pre-placement Medical Examination. This is required by the Mine Health and Safety Act 29 of 1996 and Corobrik's Code of Practice for Fitness to Perform Work.
- Routine Annual Medical Examinations. These incorporate evaluating employee health in terms of occupational exposures e.g. lung function tests for dust exposure, hearing tests for noise exposure.
- Exit Medical Examination.
- Risk Health Assessments. These are carried out to identify exposures and to assess the extent of the exposures to employees. These assessments are performed in conjunction with Hygiene Survey Reports, which are provided by a hygienist contracted to Corobrik.
- Primary Health Care. Service offered to all employees.
- Voluntary Counselling and Testing (VCT) for HIV.
- Treatment of work related accidents and diseases.

3.9 Procurement Progression Plan

- Table below provides Form T, the progression procurement plan. Corobrik targets to procure the prescribed targets in the Broad-Based Socio-Economic Empowerment Charter.

Corobrik Policy: Black Economic Empowerment (**Annexure U**).

Black Economic Empowerment – Preferential Procurement Guidelines (**Annexure V**).

Table 24: Form T

	Targets				
	Years				
	2021	2022	2023	2024	2025
Procurement of Capital Goods	40%	45%	50%	55%	60%
Procurement of Services	60%	65%	70%	75%	80%
Procurement of Consumables	50%	55%	60%	65%	70%

SECTION 4. PROCESS PERTAINING TO MANAGEMENT AND DOWNSCALING AND RETRENCHMENT SECTION 46 (d):

The Processes Pertaining to Management of Downscaling and Retrenchment (Annexure W) is applicable to the Corobrik Springs Factory as this is the employee base for the operation.

4.1 The Establishment of the Future Forum: Regulation 46 (d) (i)

Table 25: Future Forum

Date of Establishment	Future Forum Meetings
29 November 2009	Quarterly

The Future Forum will comprise of management and members of the workforce and / or their representative body.

Objectives of the Future Forum (Annexure X)

- To promote discussion between the Company and Employees or their representatives and other relevant parties in respect of any problems and challenges experienced by either of the parties in respect of or relating to possible retrenchments or job losses by employees.
- To jointly debate potential solutions to job losses and retrenchments taking account of the viability and operational requirements of the Company.
- To jointly engage in strategic planning to avoid or minimize retrenchment and job losses and to promote business sustainability and growth, thereby preventing and averting future retrenchments and job losses.
- To initiate turnaround and/or redeployment or other appropriate strategies to prevent job losses whilst promoting business competitiveness and viability.
- To jointly structure and implement solutions to prevent job losses and retrenchments.
- To do all such other things that are incidental and conducive to the attainment of the foregoing objectives.

Powers of the Future Forum

- The Future Forum shall receive regular reports in respect of the overall financial status and other early warning signals of the Company.
- The Future Forum shall explore turnaround and/or redeployment strategies to prevent and/or minimize retrenchment and it's impact.
- He Future Forum shall seek services under the national Social Plan to provide and procure technical or advisory services to the respective parties, where required, until an acceptable redeployment strategy and implementation approach has been agreed upon.
- The strategies adopted and/or recommended by the Future Forum must not negatively impact on the long-term viability or operational requirements of the Company, nor on the independent decisions of any of the Future Forum's participating parties.
- The Future Forum shall consult with the Employer and the Employees in respect of fair retrenchment procedures, counselling processes and developing strategies to reduce job losses.
- The Future Forum shall seek assistance from the national Social Plan to promote and upgrade the affected employees' skills.

4.2 Mechanisms to Save Jobs and Avoid Job Losses

The abovementioned forum will address mechanisms to save jobs and avoid job losses.

The forum will:

- Jointly debate potential solutions to job losses and retrenchments taking account of the viability and operational requirements of the Company.

- Jointly engage in strategic planning to avoid or minimize retrenchment and job losses and to promote business sustainability and growth, thereby preventing and averting future retrenchments and job losses.
- Initiate turnaround and / or redeployment or other strategies to prevent job losses whilst promoting business competitiveness and viability.
- Jointly structure and implement solutions to prevent job losses and retrenchments.

Consultations

The required consultation process is part of the forums functions. The forum will consult with the Employer and Employees in respect of fair retrenchment procedures, counselling processes and developing strategies to prevent and reduce job losses.

Implementing Section 189 of the Labour Relations Act, 1995

The provisions of Section 189 of the abovementioned Act will be adhered to should the circumstances arise.

Notification to the Minerals and Mining Development Board (the Board)

Due notification will be given to the Minerals and Mining Development Board in terms of Section 52(1)(a) of the Mineral and Petroleum Resources Development Act, 2002.

Complying with Ministerial Directive

The company will comply with a Ministerial directive in terms of Section 52(3) of the Mineral and Petroleum Resources Development Act, 2002.

4.3 Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided

The forum will:

- Jointly explore turnaround and / or redeployment strategies to prevent and / or minimize retrenchment and its impact.
- Consult with the Employer and Employees in respect of fair retrenchment procedures, counselling processes and developing strategies to reduce job losses.
- Seek assistance from the National Social Plan to promote and upgrade the affected employees skill.

Consultations

The consultation process in terms of Section 52(1) of the MPRDA, 2002 will be carried out within the forum, as the forum comprises both unions and management representatives.

Implementing Section 189 of the Labour Relations Act, 1995

The provisions of Section 189 of the Labour Relations Act, 1995 regarding dismissals based on operational requirements will be adhered to should the circumstances arise.

Notification to the Minerals and Mining Development Board

Due notification will be given to the Minerals and Mining Development Board in terms of Section 52(1)(b) of the Mineral and Petroleum Resources Development Act, 2002.

Communicating Possible Retrenchments

The communication strategy will be to:

- Inform employees of possible retrenchments. This will be done directly or via their representatives.
- Inform other affected parties (sending areas, municipalities, etc) of the possible retrenchments at the operation.
- Inform outside parties (media, etc.) of the possible retrenchments at the operation. This will be done via the Managing Director, if required.

4.4 Management of retrenchment

Implementing Section 189 of the Labour Relations Act, 1995. The provisions of Section 189 of the abovementioned Act will be adhered to should the circumstances arise.

Notification to the Minerals and Mining Development Board (the Board)

Due notification will be given to the Minerals and Mining Development Board in terms of Section 52(1)(a) of the Mineral and Petroleum Resources Development Act, 2002.

Complying with Ministerial Directive

The company will comply with a Ministerial directive in terms of Section 52(3) of the Mineral and Petroleum Resources Development Act, 2002.

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

4.5.1 Planned Type of Counselling

Table 26: Counselling Types

Programmes	Timeframes
Emotional	As and when required.
Financial	As and when required.
Employment	As and when required.
Other	

Programmes		Timeframes
Self-employment training programmes	See below.	As and when required.
Placement opportunities	See below.	As and when required.
Portable skills development plan	See below.	As and when required.

Assessment and Counselling Services

Counselling will be conducted by members of the Human Resources Department, or external agencies, if required.

Comprehensive Self-Employment Training Programmes

- Self-employment training programmes (portable skills) for employees include:
- Learner license – all codes.
- Tractor driver.
- Basic workshop skills.
- Arc welding and gas cutting.
- Care of environment / alien plant control.
- Plant and machinery maintenance.
- Vehicle and mobile machinery operation.
- Electrical techniques.
- Mechanical techniques.
- Building techniques (brick laying and paving).
- Front-end loader driver.
- Computer Skills
- Forklift driver

Comprehensive Training and Re-Employment Programmes

The re-employment and training is discussed and agreed with within the Forum.

Strategic comprehensive training and development priorities for employees, which will allow for re-employment opportunities if needed, include:

- Factory management.
- Production management.
- Course in heavy clay technology.
- Technical training (including N course).
- Kiln operation.
- Extruder operation.
- Setting machine operation.
- Strapping machine operation.
- Office administration skills.

SECTION 5. FINANCIAL PROVISION SECTION 46 (e)

(i) The Human Resource Development Programme

Corobrik has a Human Resource Development Programme which is designed to benefit all employees, but emphasis is placed on developing designated groups across the whole country so as to assist with meeting employment equity targets / goals. In an effort to aid the abovementioned programme relevant budgets are allocated.

(ii) The Local Economic Development Programme

The Local Economic Development (LED) Programme for the Corobrik Springs operation will be initiated and funded from the revenue generated from the Springs Factory and will address the needs of the local community.

(iii) Processes Pertaining to Management of Downscaling and Retrenchments

Any expenditure necessary is catered for by the normal Human Resources budget.

Financial Provision

Table 27: Financial Provision

Description		Period					Total
		2021	2022	2023	2024	2025	
Human Resources Development	ABET	6000	6000	6000	6000	6000	30000
	Learnerships - Internal	18000	18000	18000	18000	18000	90000
	Learnerships - External	12000	12000	12000	12000	12000	60000
	Skills Development	5000	5000	5000	5000	5000	25000
	Portable Skills	1000	1000	1000	1000	1000	5000
	Bursaries - Internal	120000	120000	120000	120000	120000	600000
	Bursaries - External	120000	120000	120000	120000	120000	600000
	Internships	24000	24000	24000	24000	24000	120000
Local Economic Development		50000	50000	50000	50000	50000	250000
Management of Downscaling		100000	100000	100000	100000	100000	500000
TOTAL		456000	456000	456000	456000	456000	2280000

SECTION 6: UNDERTAKING

I..... , the undersigned and duly authorized thereto by **Corobrik (Pty) Limited** undertake to adhere to the information, requirements, commitments and conditions as set out in the **Social and Labour Plan**.

Signed at.....on this.....day of..... 2021

Signature:

Designation: **Factory Manager**