



COPORATE SOCIAL INVESTEMENT INITIATIVES 2024

Mamba Cement actively invests in our surrounding communities, to create long-term benefits for all.

By improving the economic well-being of individuals, over time, those people could end up being future clients, employees or business allies.

Mamba Cement understands that when we uplift the community, we also create a more favourable environment for our business. Corporate Social Investment is therefore beneficial for our business and the community.



»»» 2024 PROJECTS

- INTERNSHIPS, LEARNERSHIPS AND LEARNER PROGRAM
- BURSARIES AND TRAINING
- NALETSANA COMBINED SCHOOL UPGRADES AND SUPPORT
- MOWCS FEEDING SCHEME
- MANDELA DAY EVENT
- AGRICULTURAL TUNNELS
- TSHEPONG ECD
- HOME AFFARIS PROJECT
- **CONTINENTAL CEMENT'S SOCIAL INVESTMENT INITIATIVES**

INTERNSHIPS, LEARNERSHIPS AND LEARNER PROGRAM

By appointing Interns, and participants for the Learnership and Learner Programs, Mamba Cement stands to gain a valuable pool of talent, fresh perspectives, and a positive reputation within the job market, all of which contributes to the overall success and growth of our organization.

INTERNSHIP

Mamba Cement appointed 11 Interns from the local community. These Candidates hold a qualification, and intern to gain work experience.

LEARNERSHIP

Mamba Cement appointed 7 Candidates (Internal & External) to take part in our Learnership Program. These Candidates passed Grade 12 (Matric) with Mathematics and Physical Science and are studying to become Artisans.

LEARNER PROGRAM

Mamba Cement appointed 20 first year Learners from the local community to gain “on the job” work experience by rotating between departments at the plant and partaking in promotions with sales representatives. This one year Learner Program is a structured training program within the Company that offers Learners the opportunity to learn relevant and new skills, gain practical work experience directly within the workplace, often through mentorship, assigned tasks, and hands-on learning, while simultaneously being employed and possibly even earn academic credit over the course of one year.

This program is designed to help students bridge the gap between academic learning and real-world application, preparing them for future careers in their chosen field.



LEARNER PROGRAM HIGHLIGHTS >>>

Benefits for Mamba Cement:

- Skill Development: by developing a skilled workforce tailored to our specific company needs;
- Increased Productivity;
- Knowledge Transfer reduces training costs compared to external training programs; and
- Long-Term Recruitment Strategy, which improves employee retention by providing career development opportunities.

Direct Application:

Learners apply newly acquired knowledge and skills immediately to real work situations, enhancing practical competency.

Mentorship and coaching:

Experienced employees act as mentors, guiding learners through tasks and providing feedback.



The Sales Learner

Assisted the sales team with pallet recons, mainly by capturing data.

Positive telephonic engagement with customers was learned and MS Excel skills improved over the period.

The Learner demonstrated a strong willingness to learn and became more comfortable in their role, easily adjusting to ad-hoc admin tasks.

The IT Learner

Settled well in the IT Department, expressing willingness to learn, hands on, assisting where necessary and excelling in the following areas:

- Taking notes, investigating, and recording the answers;
- Printer installation;
- Software installation;
- Backing up and restoring of data; and
- Active Directory setup.



The Human Resources (HR) Learner

The HR department handles a wide range of responsibilities, from recruitment to compliance management.

HR learners gained valuable insights through daily interactions with customers who visit the office. These real-world experiences contribute significantly to their practical knowledge and skill development.

WHR Learner (based in the water treatment department)

The Learner displayed a strong work ethic, consistently going above and beyond their assigned duties, demonstrating a keen willingness to learn and contribute to the team. Always eager to take on new challenges and was proactive in seeking out new ways to improve processes and procedures within the department.

The Learner's positive attitude and enthusiasm were an asset to the team.



Engineering Learners

Engineering Learners contributed in the following:

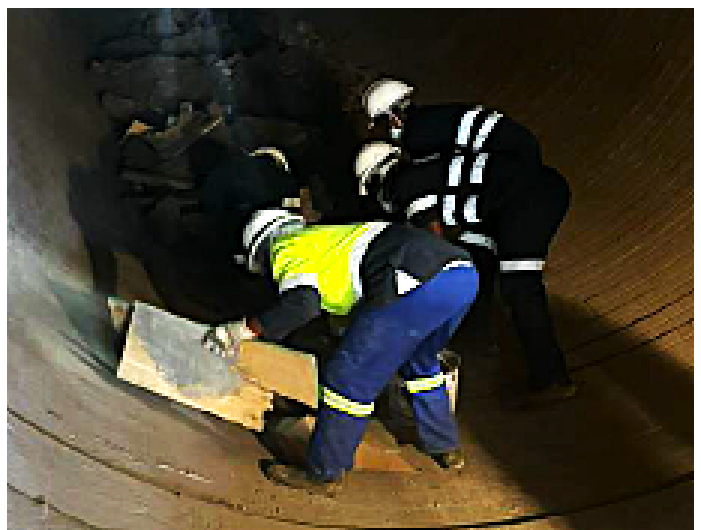
- **Plant Inspections:** Learners were thorough and insightful, helping keep everything running smoothly. Learners were tasked to research Engineering words and phrases with regards to plant operation.
- **Fault Finding with Artisans:** The Learners enthusiasm and willingness to learn made them valuable partners in solving problems.
- **Project Planning:** Learners soaked up knowledge and actively participated in planning sessions, offering fresh perspectives, and learning alongside team members.
- **Workshop Assistance:** From small tasks to big challenges, Learners showed initiative and reliability of workshop operations. Their growth improved daily, and the team are grateful for the opportunity to help shape these Learner's futures in the Engineering field.



Production Department Learners

Learners contributed during the annual KSD. These students played a role in casting, confined spaces and cleaning of working areas, organizing material and learning to use jackhammers to break old refractory material together with the Mamba Cement team and contractors.

Initially, Learner participation was limited due to safety concerns but ultimately, they proved to be extremely capable and really became an asset. The attitude displayed by the Learners were positive and they have all displayed great potential.



The overall attitude displayed by the Learners was positive, displaying great potential within their respective departments. It fills us with immense pride to witness their progress in the working industry.

TRAINING AND BURSARIES

»»» RAPHUTI PROJECT STAFF TRAINING

Basic Fire Fighting Training - 05 July 2024

2 Tshepong ECD Employees and 2 Raphuti MOWCS Employees attended Basic Fire Fighting Training which was hosted at the Mamba Cement Plant.

First Aid Training - 10 and 11 September 2024

2 Tshepong ECD Employees, 1 Tshepong DIC Employee and 3 Raphuti MOWCS Employees attended First Aid Training which was hosted at the Mamba Cement Plant.



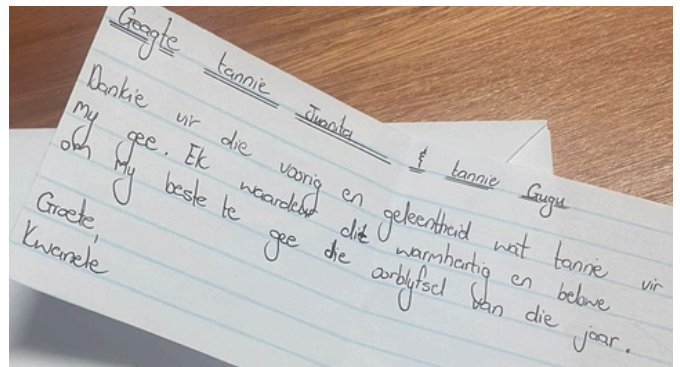
HOËRSKOOl FRIKKIE MEYER BURSARIES & »»» SHADOW PROJECT

As part of Hoërskool Frikkie Meyer's Culture Day, 26 students from the Grade 11 and Grade 12 classes attended the Mamba Cement Plant to shadow employees in various career disciplines that the students have interest in pursuing after school.



In July 2024, Mamba Cement provided Bursaries to 10 scholars that attend Hoërskool Frikkie Meyer.

Mamba Cement covered the full School Fee Amount of each child, as the parents can not afford the fees and costs are not subsidized by the Department of Education.



MAMBA INTERNAL BURSARIES >>>



Martin Kgwathla, a dedicated member of the Mamba Cement team, has demonstrated exceptional skills and commitment throughout his tenure.

Martin's academic achievements are commendable, with a Bachelor's degree in Chemical Engineering and a Postgraduate Diploma in Management Practice.

He is currently pursuing a Master of Business Administration (MBA) degree with Henley Business School (UK), sponsored by Mamba Cement's study assistance program.

Martin's journey exemplifies the opportunities available at Mamba Cement for individuals passionate about their work and dedicated to continuous learning.

Tebogo Nchabeleng, is a proud alumna of Naletsana Combined School, matriculating in 2015.

In 2018, Tebogo was awarded a bursary from Mamba Cement, which marked the beginning of her journey with us.

Since joining Mamba Cement as a bursary student in 2018, Tebogo has excelled in her studies, obtaining a Diploma in Human Resource Management. Following this, she participated in our internship program, during which she continued her education and successfully completed her BCom Degree in HR Management after which she was appointed as the HR Administrator in December 2023.



Khomotso Choma, a dedicated electrical operator has been working at Mamba Cement since 2018.

With a strong background in electrical power generation and distribution, Khomotso has a National Diploma in Electrical Engineering, a National N6 Certificate in Mechanical Engineering, and an Artisan Trade Certificate in Electrical Engineering.

Mamba Cement supported Khomotso in pursuing his GCC engineering qualification through a practical training program, enhancing his understanding of mining operations and legal compliance.

>>> EXTERNAL ENGINEERING BURSARIES

As part of Mamba Cement's External Bursary initiative, the organization provides bursaries for students considered to be part of the "missing middle". A missing middle bursary is a financial award for students from low-income families who are not considered for the National Student Financial Aid Scheme (NSFAS) supplied by the Government. The goal of these bursaries is to help students access higher education without the financial burden of tertiary education costs. Mamba Cement provided bursaries for 4 Mechanical Engineering Students and 1 Electrical Engineering Student in the 2024 Financial Year.

NALETSANA COMBINED SCHOOL

UPGRADES AND SUPPORT

As part of our funding towards Socio-Economic Development, where possible, Mamba Cement provides support and resources to Naletsana Combined School (a non-fee paying school in the Koedoeskop area) in a bid to achieve greater equity in the provision of quality education.

READING CENTRE UPGRADE

Mamba Cement's Civil Handyman and his team assisted with fixing and replacing broken tiles in the schools Reading Centre.



MATRICULANTS STUDY SUPPORT

The annual Grade 12 Camp is hosted at Amandelbuilt Mine in Mlanje and provides the opportunity for matriculants to catch up on their curriculum and focus on studies for their final exams without the usual distractions, such as load shedding and/or noise at home.

The camp setting is rich with prospects for personal growth, and the collective goal of doing well in their final year. Mamba Cement assisted by providing the students with breakfast every morning. Mamba Cement also provided the Matriculats with stationary items.

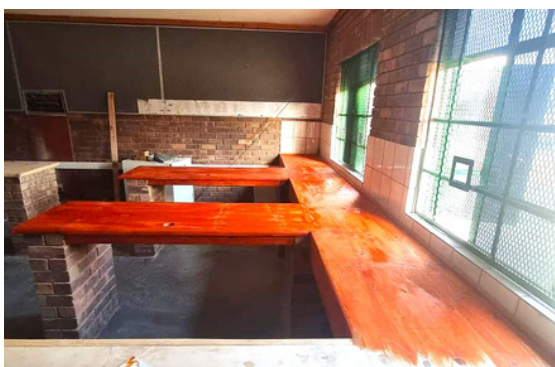
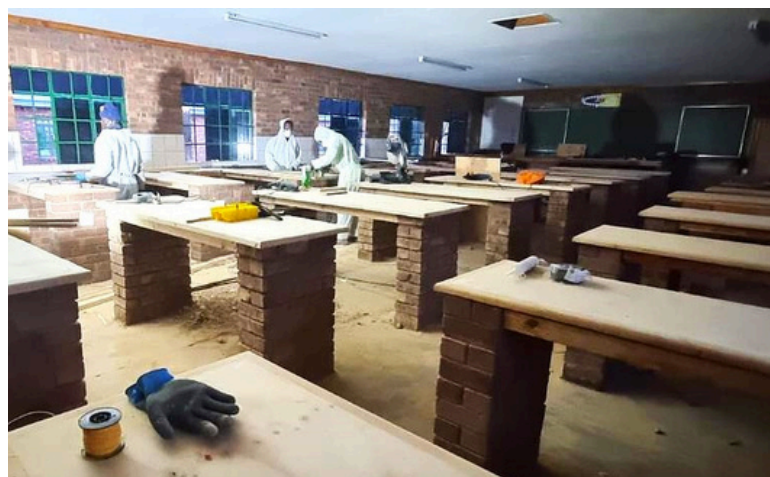
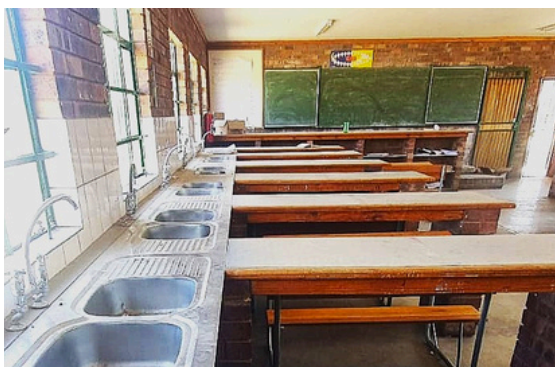


CAT CENTRE UPGRADE

The Principal of Naletsana Combined School expressed the need for an upgrade to their CAT (Computer Applications Technology) Centre. It was agreed that the old science lab would be renovated and upgraded to meet the current CAT subject specifications and standards.

The Mamba Cement IT Department provided a report on the status of the existing computers and along with the Civil Handyman and his team, the project commenced to build and install everything needed for the Centre.

New computers were also installed in the Reading Centre, whilst old computers were checked and set up in the CAT Centre. Mamba Cement additionally agreed to assist with the appointment of a qualified CAT teacher effective 01 November 2024.



CAT CENTRE OFFICIAL OPENING

The official opening of the CAT Centre was held on 13 February 2025 and was a huge success. Gratitude was expressed by the School, the Department of Education and the school children.



MOWCS FEEDING SCHEME

»»» RAPHUTI MOWCS

Ever-increasing food prices and lack of access to finance make it difficult to strengthen food security among households in communities like Raphuti.

The Meals on Wheels program has made a significant impact to **420 beneficiaries**, as categorized in the pie chart, by distributing instant porridge, which is aimed at assisting the homes of the beneficiaries with a daily breakfast, and by preparing and distributing a cooked lunch for each beneficiary from Monday's to Friday.

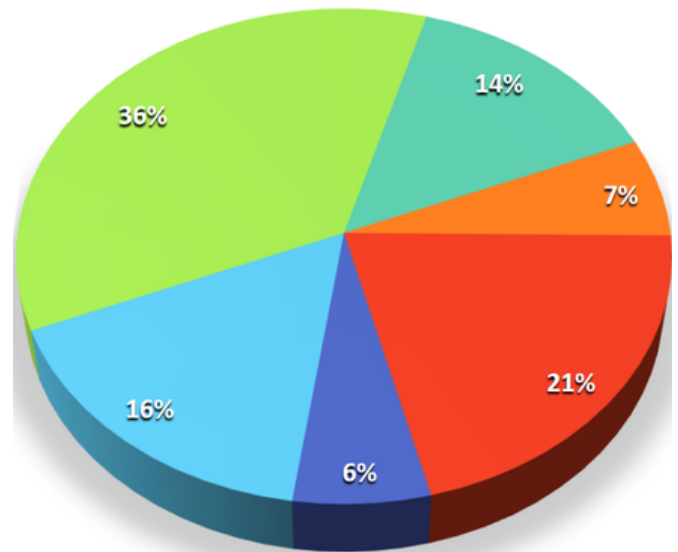
Promotion of plant-based diets and introducing beneficiaries to tunnel farming in order to harvest their own agricultural crops can aid in the solution to **Food Security**.



Nkele Matome, Johanna Matome, Johanna Moseki, and Tsitsi Dinko, are all beneficiaries of Raphuti MOWCS.

"The food we receive from the project ensures that there is food in our stomachs before we take medication, and it gives us strength to work our gardens and participate in agriculture activities around the village.

We are also very grateful for the food parcels we receive over December holidays, as government grants are not sufficient to cover all our household expenses."



MOWCS BENEFICIARIES

- People living with disabilities
- Tshepong ECD Children
- Senior citizens
- Unemployed Youth
- Children
- Unemployed Adults

WHAT THE BENEFICIARIES HAVE TO SAY



Stephina Ndlovu is a beneficiary of Raphuti MOWCS.

"My son and I are blessed to both get a cooked lunch from the project every day. We are also provided with an instant breakfast, and a food parcel in December.

I struggle to provide for my family and we would go hungry, if not for MOWCS and Mamba Cement.

Myself and others would appreciate if the project could assist us with skills development."

MANDELA DAY

»»» 67 MINUTES OF SERVICE

The Mamba Cement and Meals on Wheels staff didn't just contribute "67 Minutes of Service" but spent much of the day preparing, cooking, dishing up and serving a nutritious meal for the underprivileged community of Raphuti.

The day was a success, with over 600 meals (and oranges) being distributed to community members.

Branded t-shirts, as well as those clothing items, blankets and winter gowns that were donated by Mamba Cement Employees were handed out to the most needy within the community, as well as to our disabled and senior beneficiaries.

Thank you to all those Mamba Cement Employees who contributed material items for donation as well as for their time on the day.



IT'S IN YOUR HANDS

Nelson Mandela showed us the extraordinary difference one person can make in building a better world. And as the theme of this year's Nelson Mandela Day reminds us that –

COMBATting POVERTY & INEQUALITY IS IN OUR HANDS!



AGRICULTURAL TUNNELS

The Agricultural Tunnel rejuvenation project was completed in July, with both tunnels now located at Naletsana Combined School.

The standard micron UV plastic was replaced by shade netting which aids in temperature control by reducing direct sunlight, which prevents overheating within the growing environment. Shade nets are generally more durable, withstanding various weather conditions and are designed to resist tearing (which we were experiencing) and degradation over time.

Various vegetables have already been planted, including, onion, beetroot, spinach, kale, and cabbage.

RELOCATION SOIL PREPARATION >>> PLANTING

The objectives of this project which were conceived at its inception still remain, that is, to enhance the nutrition of the Naletsana School lunches with freshly produced vegetables; to enhance the Raphuti MOWCS kitchen with freshly produced vegetables; and to sell any excesses vegetables for income generation purposes.



TSHEPONG ECD

Tshepong - meaning “**place of hope**” has come a long way since it was first founded in 2006.

The registered NPO (Non-Profit-Organisation) provides a Sprouts Program (care for children between the ages of 0-3 years), a Early Childhood Development (ECD) Program (children between the ages of 3-5 years), and a Drop-in-Centre (DIC) or Afterschool Program (for children between 6-21 years).

Mamba Cement financially supports and contributes to the ECD Program, which now has a total number 60 registered children.

The ECD Centre prepares children for Gr. R by developing their full cognitive, emotional, social and physical potential.



➤➤➤ PROGRESS FROM 2021



◀◀ ANNUAL ECD EXCURSION

The ECD children are taken on an annual excursion, and this year on 29 August 2024, they were taken to Mystic Monkeys & Feathers for a day of fun, education, adventure and exposure.

Most of these young children have not previously experienced such an excursion, nor have they seen some of the exotic animals kept at the facility. This was a day they will not easily forget!

➤➤➤ GRADUATION CEREMONY

On 03 December 2024, thirty one (31) children graduated and are moving on to Gr.R at one of the local schools in the area.

These children will then be enrolled into the afterschool Drop-in-Centre (DIC) Program to further provide them with mentorship and support.

The 29 younger children not graduating, also received certificates for Good Behaviour, Attendance, while also emphasizing character traits such as their ability to Share, take Responsibility, Activeeey Listen.



Each child that graduated received a branded backpack with a stationary starter-pack and a certificate indicating their completion of the ECD program.



TSHEPONG EXTENTION / DIC PROJECT

Essentially an afterschool program, the Tshepong Drop-in-Centre (DIC) currently has 78 children that attend on a daily basis.

The focus of the DIC Program is to provide children with homework assistance and educational support. Mentorship also makes up a big part of this program, and the Centre will be a place where they can belong which can positively contribute to their overall growth and development.

Mamba Cement donated 720 bags of cement toward this extension project in Raphuti. Tremendous progress has already been made in the construction of the DIC Centre, allowing the year-end events (Graduation and Christmas Party), to be hosted in the new structure



**A FACILITY FOR OPTIMAL EDUCATIONAL,
RECREATIONAL AND MENTORSHIP PROGRAMS,
WITH A LIBRARY AND OFFICE SPACE.**



With additional funding procured, a decision was made to build a new septic tank and French drain system that will be large enough to meet the need of both the growing ECD and Drop-In-Centre. The ablutions for the new Centre will be finalized by 13 December 2024.

In early 2025, all plumbing installations will commence, together with the tiling of the floors, plaster work and painting.



HOME AFFAIRS PROJECT

»»» 2024 PROGRESS

ID APPLICATIONS

- 24 ID's have been successfully applied for, and received by the applicants;
- 02 ID applications are pending (due to lack of documents).
- Of the 26 ID applicants, 02 were adults, while 24 were school going children between the ages of 16 and 20 years.

LATE REGISTRATION OF BIRTH CERTIFICATES

- 1 Late Registration of birth was successfully approved and received and 4 applications are pending (awaiting interview dates).
- 4 of the 5 Late Registration of Birth applicants, were adults.

BENEFICIARY STORY

Adam Mlambo's ID application was under investigation due to a lack of documentation and his mother's whereabouts being unknown since the year 2015.

The Tshepong Social Worker who facilitates this project for Mamba Cement had to assist by conducting numerous interviews and home visits with his family and biological father. She was able to obtain the information required, and his application was successful.

CONTINENTAL CEMENT'S CORPORATE SOCIAL INVESTMENT AND RESPONSIBILITY



Continental Cement, the limestone mining right holder, which contracts **Continental Resources** to operate the quarry mine and process limestone for its customers (of which Mamba Cement is its largest customer), is mindful of its impact on the environment and acknowledges that social, environmental, and governance performance is important for long-term success and sustainability.

The company is dedicated to managing environmental responsibly, supporting employees and local surrounding communities, and maintaining high standards of governance and ethical conduct.

»»» JOB CREATION

Continental contributes to job creation by employing 32 individuals and 29 contractors at the quarry, and supports indirect jobs and businesses in the Northam, Koedoeskop, Thabazimbi, Brits and Rustenburg areas through procurement of goods and services.

LTIFR

The Continental Lost Time Injury Frequency Rate ('LTIFR') is currently zero, having not had lost time due to injury in over a year.

»»» SKILLS DEVELOPMENT

ABET Training

Foundational learning - Adult Basic Education and Training (ABET) hosted by Sampatla Pty Ltd at the Tshepong Clinic in Koedoeskop for adults from the local Raphuti community. The training offered community members studies in English and Mathematics. 8 community members successfully wrote the final exams at the end of the 2024 financial year.

Core Skills Training

Core skills training for the 32 staff members which included:

- First Aid Training and Fire Fighting,
- Health and Safety Training and SHE Rep,
- Front End Loader Training.
- L1 Excavator Training,
- Articulated Dump Truck Training,
- Scaffold Erector and Inspector Training,
- Working at Heights, and
- Basic Rigging.

Bursary Student

Support of a Limpopo based bursary student (Ramokgopa Motana) at TUT studying, BEngTech (Metallurgical Engineering)

SAQA Approved Courses

Training of 2 staff members on mining related SAQA approved courses, namely National Certificates in Rock breaking and Surface Excavation.



Apprenticeships

Apprentice support for 2 deserving Electrical Apprentices, carried out by the Artisan Training Institute who train and arrange the required practical training for the apprentices at appropriate companies.

Computer Skills Training

Portable computer skills training for 20 learners at the local Naletsana Combined School.

NALETSANA COMBINED SCHOOL SUPPORT »»»

Continental continues to annually support the local Naletsana Combined School, having refurbished the school Resource Centre to a state of the art facility. which incorporates classroom style computers with access to the internet, individual computer workstations for self-study, printers, desks, chairs, air-conditioning, lighting and a security system.



Continental assists with ongoing payments of some staff salaries, security, cleaning, gardening and transport services.

Fire safety training was provided and new fire extinguishers installed.

Computer teaching aids, water supply payments, stationery and equipment plus all necessary ongoing repairs, licenses and Wi-Fi fees required to operate the ongoing school facilities, are also covered by Continental.



Continental has also installed water pipelines is upgrading the school and administration ablution facilities.

- The water tank that is fed from the reservoir and its pipes were cleaned and cleared of sludge.
- The part of the floor we need for the installation was done.
- The rest of the floorwork will be completed and the brickwork will commence.

