

CONTINENTAL RESOURCES (PTY) LTD

on behalf of

**Continental Cement (Pty) Ltd, and
Continental Limestone (Pty) Ltd**

SOCIAL AND LABOUR PLAN

**Submitted as an update in terms of Section 22 of Mineral and
Petroleum Resources Development Act (MPRDA) 2002 (Act 28 of
2002), as Amended**

Submission Date - 21st November 2022

Resubmission – 13th July 2023

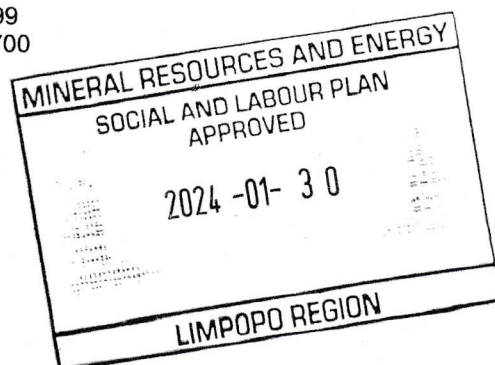
Resubmission – 6th October 2023

Effective Date from 1st January 2023 to 31st December 2027

Continental Cement (Pty) Ltd REF: LP30/5/1/2/2/0076SLP
Continental Limestone (Pty) Ltd REF: LP30/5/1/2/5/2/10040SLP

Prepared for

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EXECUTIVE SUMMARY

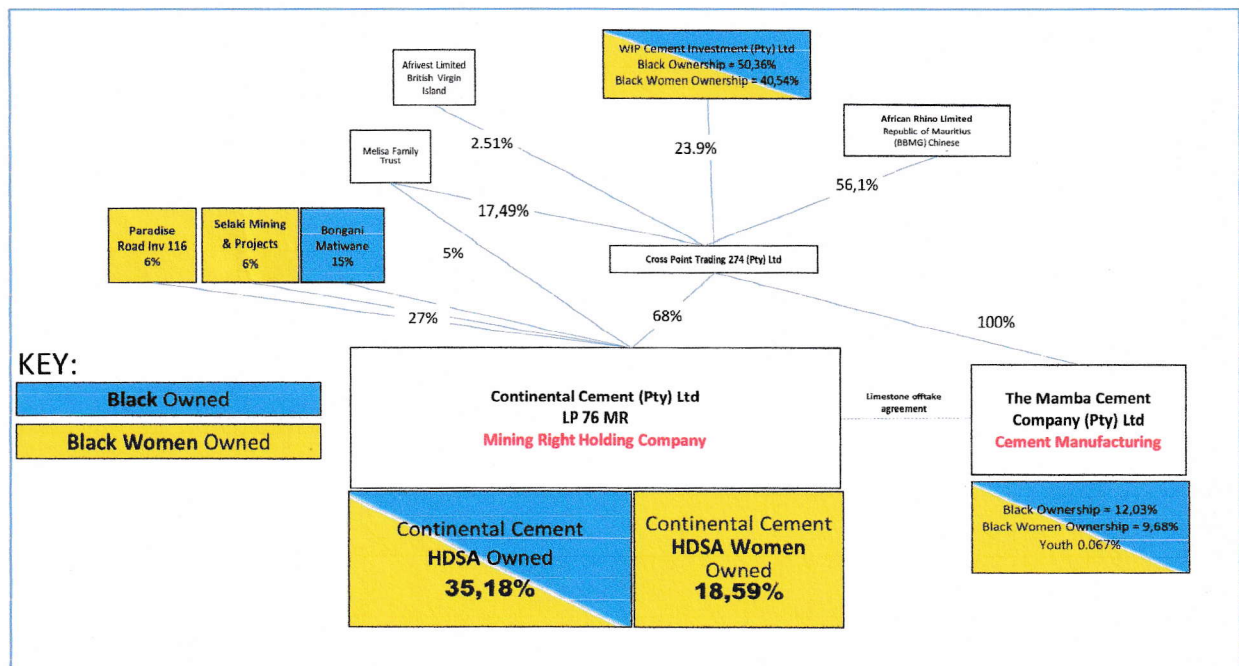
I INTRODUCTION

Prospecting activities undertaken by Continental during 2006 indicated that there is a feasible reserve of limestone located on Portion 11 of the farm Nooitgedacht 136 JQ and Portion 2 of the farm Krokodilkraal 545 KQ **Continental Cement Mining Right (LP76MR)** and a feasible reserve of limestone located on Portion 10 of the farm Nooitgedacht 136 JQ; Portion 1 of the farm Buffelskraal 544 KQ; and Portion 3, Portion 4, Portion 5, Portion 6 and Remainder of the farm Krokodilkraal 545 KQ **Continental Limestone Mining Right (LP10040MR)** all located approximately halfway between the town of Brits in the North West Province and the town of Thabazimbi in Limpopo Province.

The purpose of this SLP updated SLP application is to combine the Continental Cement SLP and the Continental Limestone SLP commitments in one cohesive SLP in support of both mining rights.

Continental Resources (Pty) is the appointed operating company that employs all the quarry staff and conducts the day-to-day quarrying. Continental Resources is also the appointed subcontracted to supply limestone the Mamba Cement the neighbouring cement manufacturing business and the main customer. As part of the subcontract limestone supply agreement Mamba Cement has committed to support the SLP.

Ownership Structure



This SLP has its primary focus on aspects that seeks to address today's societal challenges. These include focus on addressing illiteracy, poverty, basic community services, economic development and empowerment. The SLP includes the following: Employment Equity, HDSA's Management positions, apprenticeships, foundational learning, learnerships skills development, bursaries.

In contribution towards building better community infrastructures to improve the community services the mine has committed to participate in the Thabazimbi Municipality LED projects. The abovementioned commitments are means by which the mine intends to comply with the SLP, the Mining Charter, and related legislations.

Continental's focus in the next five years of quarrying will be to implement the following initiatives:

- ❖ Foundational learning;
- ❖ Mine statutory training;
- ❖ Bursaries;

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- ❖ Learnerships and skills development;
- ❖ Local economic development (LED) projects; and
- ❖ Future forum

The commitments and plans documented in this SLP shall be rolled out over the next 5 with the aim of contributing towards the socio-economic development in the immediate area.

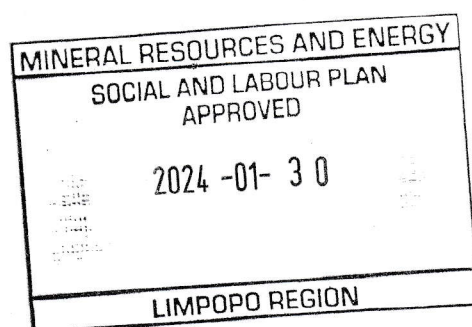
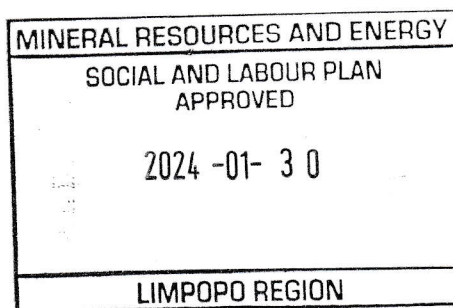


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1 Regulation 46 (a) Preamble and background information of the mine

Name of applicant

The name of the applicant is jointly Continental Cement (Pty) Ltd & Continental Limestone (Pty) Ltd.

Name of quarry / production operator

The name of the quarry operator is Continental Resources (Pty) Ltd.

Physical address

The quarries are located off the Nooitgedacht Gravel Road D2704 near Koedoeskop in the Thabazimbi Local Municipality Figure 2 in the Limpopo Province.

Postal address

PO Box 1545
Houghton
2041

Telephone Number

Telephone: Lobisa Mamabolo 0762310189

Location of quarries

The **Continental Cement Mining Right (LP76MR)** is located on Portion 11 of the farm Nooitgedacht 136 JQ and Portion 2 of the farm Krokodilkraal 545 KQ and the **Continental Limestone Mining Right (LP10040MR)** is located on Portion 10 of the farm Nooitgedacht 136 JQ; Portion 1 of the farm Buffelskraal 544 KQ; and Portion 3, Portion 4, Portion 5, Portion 6 and Remainder of the farm Krokodilkraal 545 KQ see Figure 1

The quarries are in the Thabazimbi Local Municipality in the Waterberg District Municipality approximately 38 km from Northam, 60 km south of Thabazimbi and approximately 90 km north of Brits in Limpopo Province.

Commodity

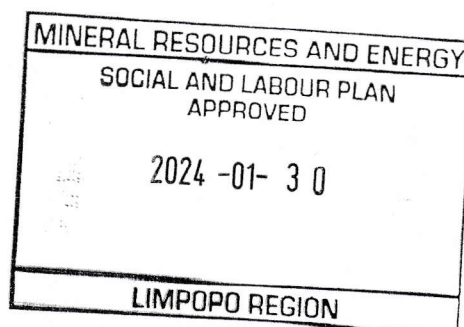
The commodity that will be mined, crushed and screened is limestone.

Life of quarries

The life of either quarry is estimated to be > 30 years.

Responsible person

The responsible person is Director/Shareholder/General Manager Mr. Bogani Matiwane.



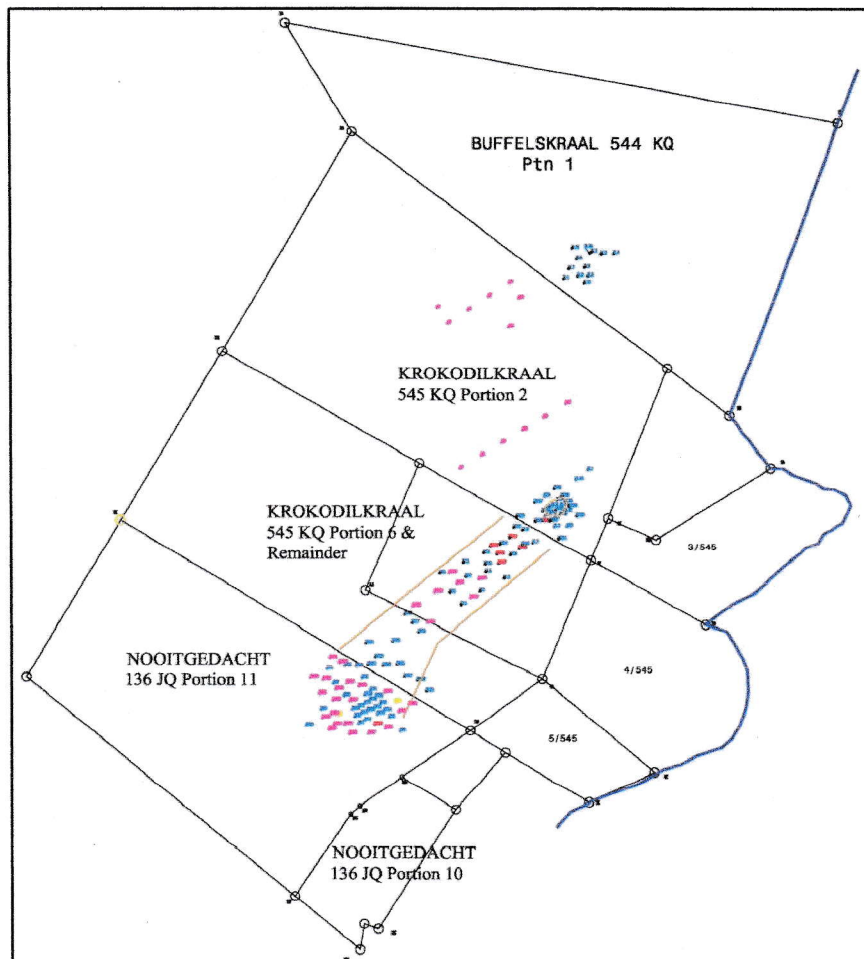


Figure 1: Farm names and portions on which quarrying activities are located

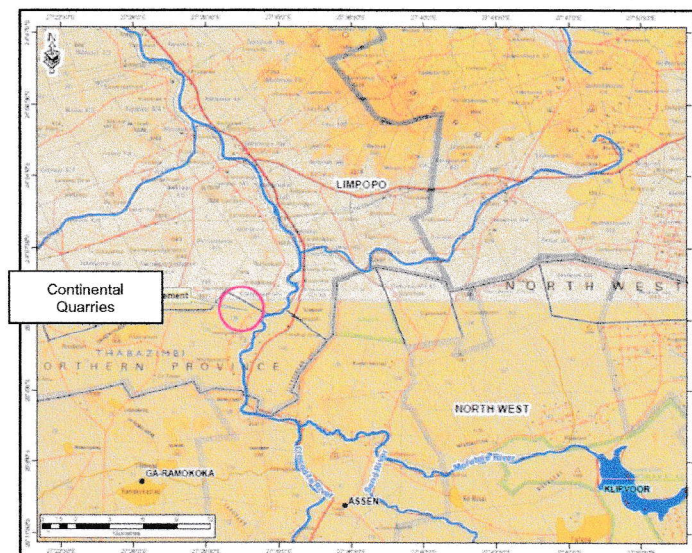


Figure 2: Location of both Continental quarries in Limpopo Province.

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Geographic origin of staff (Mine community and labour sending area)

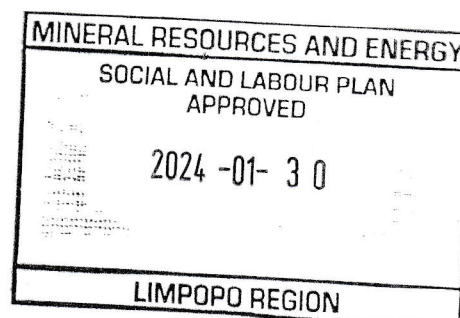
The Mine Community is in the Thabazimbi Local Municipality of the Waterberg District Municipality in Limpopo Province. Similarly, the Labour Sending Area is mainly located within the Thabazimbi Local Municipality. It is anticipated that labour will also be sourced from the Baphalane and Northam Community located in the North-West Province.

All staff to be employed at the quarry will be South African nationals and shall be sourced mainly from the nearest local community, namely the Raphuti community located north of the R516 road (also referred to as Road P20-1) opposite Leeupoort, (Thabazimbi IDP, 2013/14). The Leeupoort settlement and Raphuti are located south-east of Thabazimbi on the main R516 road to Bela-Bela. See Google picture below



Raphuti & Leeupoort communities located on either side of the R516

There are 21 people employed at the quarry. The number of employees and a description of the positions are indicated in the organogram below.



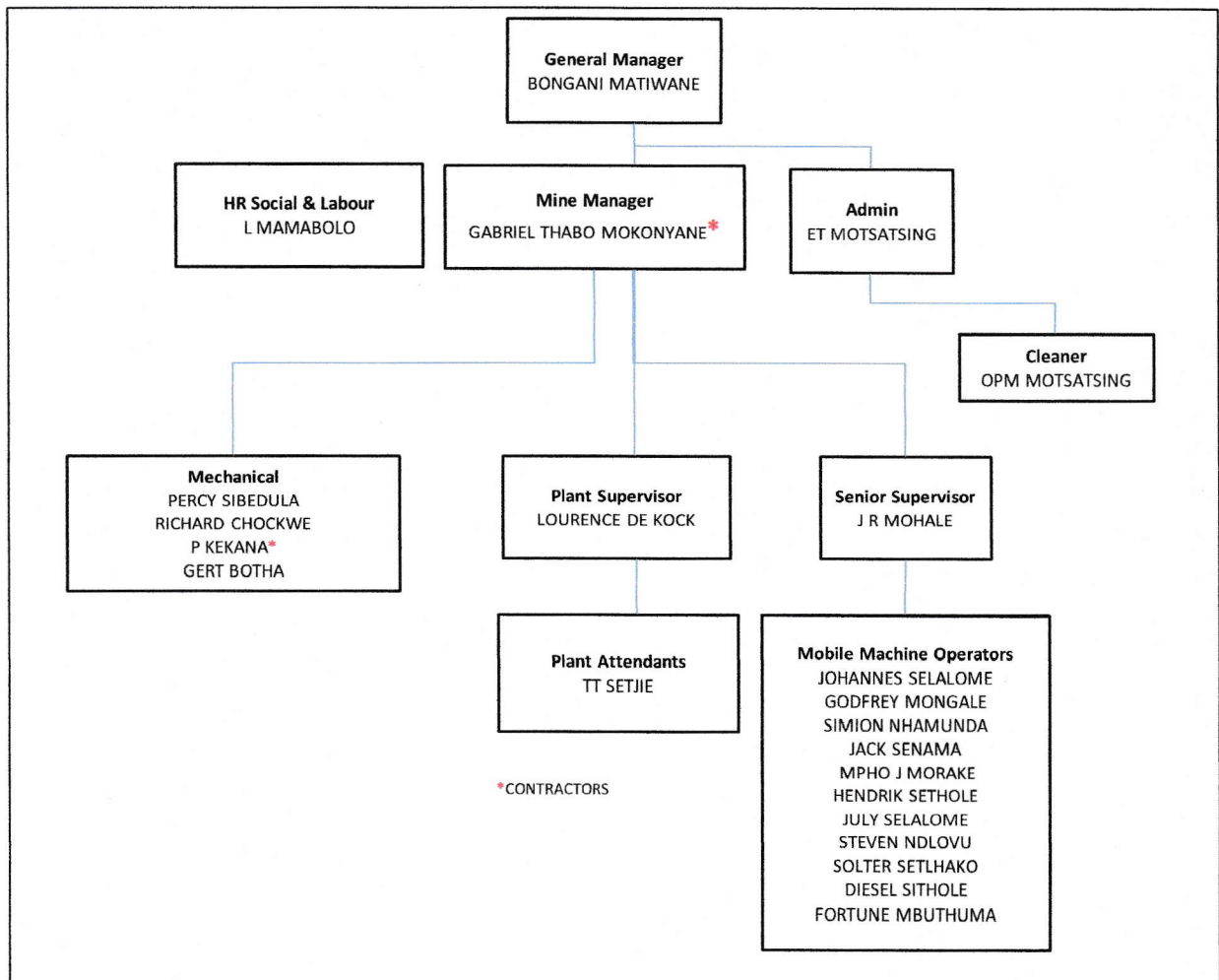


Figure 3: Organogram indicating total workforce 21 employees (November 2022)

Of the 21 employees, 20 employees will be working on-site while one employee, who is at management level Ms. Lobisa Mamabolo, will be based off-site. In terms of demographics 3 of the employees are female and 18 are male.

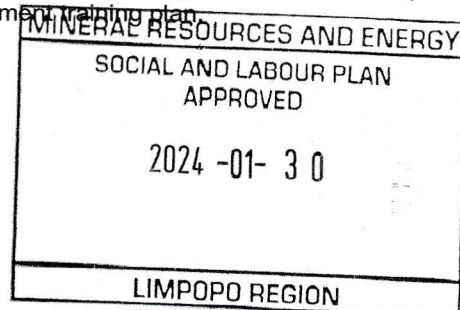
2. Regulation 46(b) HRD Programme

2.1 HRD Strategy and Objectives

The mine HRD strategy takes cognisance of the shortage of skills generally in the area and the specific type of skills required by the local community surrounding the mine. Since Continental only employs 21 staff members, this SLP Skills Development Plan will comprises of growing the skills base of employees and/or local community members who Continental will "contractually offer" technical and vocational education and training so that the skills development plan candidates can eventually be absorbed into meaningful employment and entrepreneurial opportunities and in the local area.

Continental is committed to ensuring that its employees and non-employees be given the opportunity of acquiring skills and competencies to achieve both individual and organizational goals in the context of the Mine's operational and local development objectives.

Lobisa Mambolo has been appointed as Continental designated Skills Development Facilitator and shall be responsible for the proposed skills development training plan.



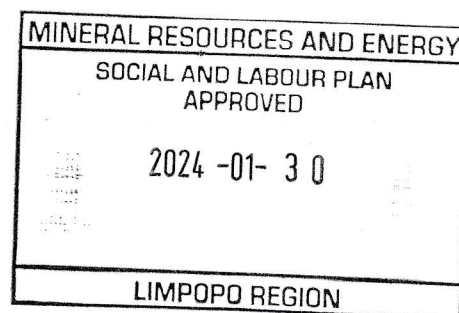
2.2 Skills Development Plan

The following section deals with the information required under Regulation 46 (b) with regard to Human Resources Development. This, in turn, is informed by the Broad-based Socio-Economic Empowerment Charter for the South African Mining Industry (hereafter referred to as the Mining Charter), which is reviewed below to place this section of the Social and Labour Plan in context. In terms of the Mining Charter, provisions must be made by mining companies for this group to be empowered to participate fully at higher levels within the industry.

Form Q below provides the educational levels of all employees as required in Regulation 46 (b) (i) (aa).

Highest Qualification Type / NQF			HDSA		White		Age Group		
			Male	Female	Male	Female	<35	35 - 55	>55
General Education & Training (GET)	1	No Schooling							
		Pre-AET							
		AET L1							
		Grade 4/Std 2							
		Gr 5/Std 3/ AET L2	7		1		2	2	4
		Gr 6/ Std 4							
		Gr 7/Std 5/AET L3							
		Gr 8/Std 6/Form 1							
		Gr 9/Std 7/Form 2/ AET L4							
Further Education & Training (FET)	2	Grade 10	3				2	1	
	3	Grade 11							
	4	Grade 12 (Matric)	4	1			2	3	
Higher Education & Training (HET)	5	Higher Certificate	1	1	1		1	2	
	6	National Diploma and Advanced Certificate	1	1			1	1	
	7	Bachelor's Degree and Advanced Diploma							
	8	Honours Degree and Postgraduate Diploma							
	9	Master's Degree							
	10	Doctorates Degree							
GROUP TOTALS			16	3	2		8	9	4
GRAND TOTAL			21		2		21		

Table 1: Form Q - Education levels of the workforce



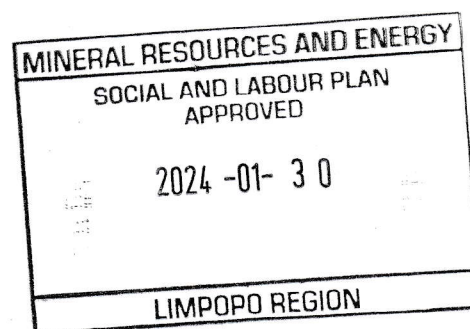
2.2.1 Training Facilities

Most of the mine's training is undertaken off-site as the mine is too small to have a training facility with facilitators, assessors and moderators etc. In most cases Continental attempts to send accredited trainers too the skills development plan candidates' local community areas.

The nature of the proposed mining operation does not typically include positions which are hard to fill.

Occupational Level	Job Title of Vacancy	Main Reason for Being Unable to Fill the Vacancy
Top Management	N/a	N/a
Senior Management	N/a	N/a
Professionally Qualified and Experienced Specialists and Mid-Management	N/a	N/a
Skilled Technical and Academically Qualified Workers, Junior Management, Supervisors, Foreman and Superintendents.	N/a	N/a
Semi-Skilled and Discretionary Decision Making	N/a	N/a
Unskilled and Defined Decision Making	N/a	N/a

Table 2: Form R – Hard to fill vacancies



2.1.2 Foundational Learning (ABET)

Continental has offered literacy training to their employees but at this stage there is no interest from the Continental staff members, therefore the mine will focus on adult literacy and numeracy for members in the local community. We have arranged an accredited facilitator to conduct evening classes at Tshepong Clinic Koedoeskop for 5 adults from the local community.

- ✓ ABET Computer Aided Programme Software
- ✓ Learner Training Manual and Workbook fees
- ✓ Learner Placement fees (new learners)
- ✓ Facilitation Fees.
- ✓ Examination Registration Fees.

Per learner 2023	ABET LEVEL	Timeline	Candidate Target No.	Budget
ABET English	3	6 Months	5	63,558
ABET Maths	2	6 Months	5	63,558
Total for the year				127,116

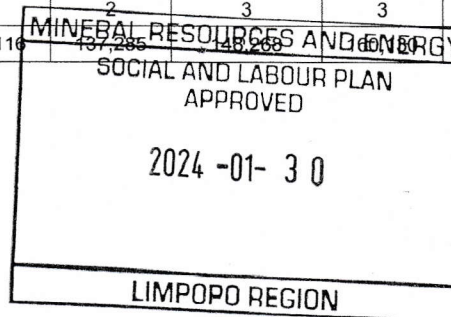
Per learner 2024	ABET LEVEL	Timeline	Candidate Target No.	Budget
ABET English	3	6 Months	5	68,643
ABET Maths	2	6 Months	5	68,643
Total for the year				137,285

Per learner 2025	ABET LEVEL	Timeline	Candidate Target No.	Budget
ABET English	4	6 Months	5	74,134
ABET Maths	3	6 Months	5	74,134
Total for the year				148,268

Per learner 2026	ABET LEVEL	Timeline	Candidate Target No.	Budget
ABET English	4	6 Months	5	80,065
ABET Maths	3	6 Months	5	80,065
Total for the year				160,130

Per learner 2027	ABET LEVEL	Timeline	Candidate Target No.	Budget
ABET English	4	6 Months	5	86,470
ABET Maths	3	6 Months	5	86,470
Total for the year				172,940

ABET Training Summary	Targets and Timelines				
	2023	2024	2025	2026	2027
Number of ABET Candidate	5	5	5	5	5
Level English	3	3	4	4	4
Level Math	2	2	3	3	3
Budget	127,116	137,285	148,268	160,130	172,940



2.1.3 Mine Statutory Training (Core Skills Training)

Most of Continental statutory training requirements will be undertaken on the Mine. This involves accredited statutory training in fields related to the quarrying, crushing and screening plant, and operation of TMM's. Training courses include health and safety, training, first aid, excavator, front end loader, articulated dump truck, safety inspection, scaffolding erector and inspector and firefighting etc.

Annual mine statutory training staff numbers and budget is summarised in Table 3 below.

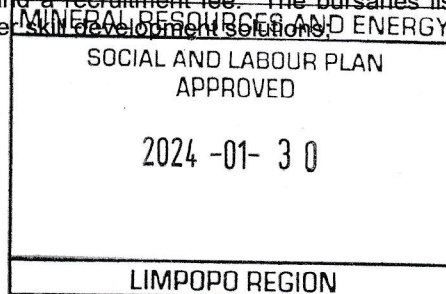
Unit Standard	NQF	Credits	Course		2023	2024	2025	2026	2027
259622	2	3	HEALTH & SAFETY REP	Number of staff	2	2	2	2	2
				Budget	2,450	2,646	2,858	3,086	3,333
119567	1	5	FIRST AID L1	Number of staff	2	2	2	2	2
				Budget	4,900	5,292	5,715	6,173	6,666
262744	2	15	EXCAVATOR - TRAINING	Number of staff	1	1	1	1	1
				Budget	12,250	13,230	14,288	15,431	16,666
262747	2	12	FRONT END LOADER TRAINING	Number of staff	1	1	1	1	1
				Budget	12,250	13,230	14,288	15,431	16,666
262745	2	10	ARTICULATED DUMP TRUCK TRAINING	Number of staff	1	1	1	1	1
				Budget	12,250	13,230	14,288	15,431	16,666
263245	3	5	SCAFFOLD ERECTOR	Number of staff	8	8	8	8	8
				Budget	6,400	6,912	7,465	8,062	8,707
263205	4	6	SCAFFOLD INSPECTOR	Number of staff	8	8	8	8	8
				Budget	6,800	7,344	7,932	8,566	9,251
12484	2	4	FIRE FIGHTING	Number of staff	7	7	7	7	7
				Budget	4,550	4,914	5,307	5,732	6,190
259622	2	3	SHE REP	Number of staff	1	1	1	1	1
				Budget	2,450	2,646	2,858	3,086	3,333
			OHS SITE INSPECTION	Number of staff	6	6	6	6	6
				Budget	5,400	5,832	6,299	6,802	7,347
246467	3	15	GAS TRAINING	Number of staff	3	3	3	3	3
				Budget	2,450	2,646	2,858	3,086	3,333
229998	1	2	WORKING AT HEIGHTS	Number of staff	3	3	3	3	3
				Budget	2,450	2,646	2,858	3,086	3,333
14706	2	4	BASIC RIGGING	Number of staff	3	3	3	3	3
				Budget	2,450	2,646	2,858	3,086	3,333
120330	3	4	HIRA	Number of staff	7	7	7	7	7
				Budget	5,950	6,426	6,940	7,495	8,095
			TRAIN THE TRAINER	Number of staff	2	2	2	2	2
				Budget	19,205	20,741	22,401	24,193	26,128
				Number of staff trained	55	55	55	55	55
				Core Skill Training Budget for the year	102,205	110,381	119,212	128,749	139,049

Table 3: Mine statutory training (core skills) candidate numbers and budget

2.1.4 Bursaries

Continental has approached a training provider PMI. PMI's primary accreditation is with the Services SETA but they work extensively across all SETAs as a Skills Development Provider. Their qualifications meet the academic requirements for a learnership as per the BBBEE Act, under category D. Their depth and breadth of qualifications and credit bearing short learning programmes, enable a dual outcome approach – driving compliance but also the highest levels of business impact. In addition, all qualifications can be delivered in a blended approach, offering interactive, personalised training. PMI offer learnerships in many fields with some examples area as follows;

Continental will offer a bursary each year that which will cover all training cost, hosting cost, a stipend including retention bonus / bursary allowance and a recruitment fee. The bursaries list below provides two selected examples however there are many other skill development solutions.



- NQF 5 bursary for Higher Certificate in Business Management
- NQF 5 bursary for Higher Certificate in Operations Management

Bursaries	Targets and Timelines				
	2023	2024	2025	2026	2027
NQF 5 bursary for Higher Certificate in Business Management	1	1 ongoing	1 final	1	1 ongoing
Budget	115 000	124 200	134 136	144 867	156 456

Table 4: Bursaries candidate numbers and budget

2.1.5 Learnerships and skills programme

Continental will also offer learnerships in many fields with some examples as follows;

- Rock Breaking Surface Excavations: Surface Mining (NQF 3) SAQA 62869
- NQF 2 Business Administration learnership for unemployed learners.
- NQF 3 Contact Centre learnership for unemployed.
- Further Education and Training Certificate: Mining Operations (NQF 4) SAQA 74490
- Blasting Assistant in Surface Mines and Quarries SP/CLA-G017
- Competent Person – The Examination; making safe and declaring safe of quarries etc SP/CLA-G015
- Operating Mobile Equipment for Surface Excavation Operations MQA/SP/0119/09
- Occupational Health and Safety Activities for:
- The Handling of Explosives in Mines MQA/SP/0124/10

Learnerships	Targets and Timelines				
	2023	2024	2025	2026	2027
Field of Study	Blasting Assistant in Surface Mines and Quarries SP/CLA-G017	On going	Operating Mobile Equipment for Surface Excavation Operations MQA/SP/0119/09	The Handling of Explosives in Mines MQA/SP/0124/10	Competent Person – The Examination; making safe and declaring safe of quarries etc SP/CLA-G015
Duration	1 Year	1 Year	1 Year	1 Year	1 Year
Candidate	2	2	2	2	2
Budget	275 715	289 501	303 976	319 175	335 133

Table 3: Learnerships candidate numbers and budget

2.1.6 Apprenticeships (Internships)

Continental through PMI will also offer apprenticeship in the following fields;

- Boiler-making
- Electrical
- Diesel mechanic
- Fitter & Turning

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Apprenticeships	Targets and Timelines				
	2023	2024	2025	2026	2027
Field of Study	Diesel Mechanic	Diesel Mechanic ongoing	Diesel Mechanic ongoing	Boiler-making	Boiler-making ongoing
Duration	1 Year	1 Year	1 Year	1 Year	1 Year
Candidate	1	1	1	1	1
Budget	197 600	209 500	222 000	235 350	249 460

Table 6: Apprenticeships candidate numbers and budget

2.1.7 Portable Skills

Transferable skills are skills that can be used across different jobs and roles, meaning that they are skills that are very portable and that are valuable in most job roles. These are skills that the staff can take with them, whatever role or job you move to. Employees and surrounding community members will be entitled to a once off course with no cost to the participant. The individual will complete a specific modules and will be issued with a certificate of attendance on completion of the said course

Course Name		2023	2024	2025	2026	2027
BASIC BRICK LAYING	Number of participants	2	2	2	2	2
BASIC COMPUTERS	Number of participants	2	2	2	2	2
BASIC WIRING	Number of participants	2	2	2	2	2
BASIC PLUMBING	Number of participants	2	2	2	2	2
BASIC WELDING	Number of participants	3	3	3	3	3
Number of training interventions		11	11	11	11	11
Portable Skill Training Budget for the year		31,850	34,398	37,150	40,122	43,332

Table 6: Potable skills candidate numbers and budget per year

2.1.8 School Support and Post-Matric Programme

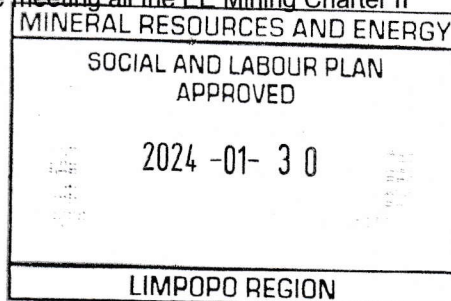
Continental will continue to support the Naletsane School near Koedoeskop as part of our CSI program

2.3 Employment Equity

The intention of EE is to achieve equity in the workplace, hence the promotion of equal opportunity and fair treatment in employment to eliminate unfair discrimination; the implementation of affirmative action measures to redress disadvantages experienced by designated groups; and ensuring equitable representation in as many occupational levels of the workforce.

Continental is committed to the socio-economic empowerment of people who were previously disadvantaged and believes that gender equity is important to economic growth and wealth creation in South Africa. Further, the company recognizes that sustainable business performance relies largely on the effective and equitable utilization of human resources. Continental shall make every effort to ensure that a minimum of 10% women are employed.

Given the small number of staff at the mine meeting all the EE Mining Charter II



Representation of HDSA	Continental Staff Total	Black Male	Black Female	White Male	Mining Charter II Target	Score	Progress %
Top Management	2	1 BONGANI MATIWANE	1 L MAMABOLO		50%	100%	Meets Target
Middle Management	2	1 JAN R MOHALE		1 LOURENCE DE KOCK	60%	50%	83%
Jnr Management	2	1 RICHARD CHOCKWE	1 ET MOTSATSING		70%	100%	Meets Target
Core Skills / Semi-skilled / Unskilled	15	13 PERCY SIBEDULA JOHANNES SELALOME GODFREY MONGALE SIMION NHAMUNDA JACK SENAMA MPHO J MORAKE HENDRIK SETHOLE JULY SELALOME STEVEN NDLOVU SOLTER SETLHAKO DIESEL SITHOLE FORTUNE MBUTHUMA TT SETJIE	1 OPM MOTSATSING	1 GERT BOTHA	60%	93%	Meets Target
Overall Total	21	16	3	2		90%	
Representation of HDSA		76%	14%				

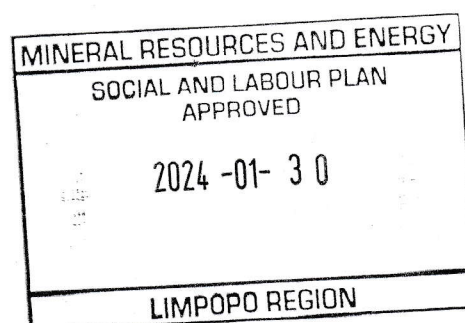
Table 4: EE Targets vs Mining Charter II

Representation of Women	Continental Staff Total	Black Male	Black Female	White Male	Mining Charter II Target	Score	Progress %
Top Management	2	1	1		20%	50%	Meets Target
Middle Management	2	1		1	25%	0%	0%
Jnr Management	2	1	1		30%	50%	Meets Target
Core Skills / Semi-skilled / Unskilled	15	13	1	1	No Target	7%	No Target
Employees with disabilities	0	0	0	0	1,5%	0%	0%
Overall Total	21	16	3	2			

Table 5: EE Representation of Women Targets vs Mining Charter II

Continental Limestone shall continue to:

- Develop existing employees with potential;
- Seek externally for qualified staff, trainees and bursars when necessary; and
- Look for possible female employees and potential employees with disabilities.



3. Regulation 46 (c) Local (Mine Community) economic Development

Regulation 46 (c) The primary objective of mine community development is to meaningfully contribute towards community development, both in terms of size and impact, in keeping with the principles of the social license to operate.

Local Economic Development Projects

The contribution that Continental will make towards the provision of infrastructure and towards poverty eradication within the local community is a function of the quarry LED programme. Continental discussed the possible IDP projects with the Thabazimbi Mayor, Acting Municipality Manager and IDP Manager at a meeting held on the 19th of October 2022 at Continental's quarry. See **Annexure A** The IDP programme will incorporate community capacity-building where possible and governance.

The Thabazimbi Municipality has assigned Continental quarries an IDP/SLP project as per the letter received from the Municipality dated the 11th of November 2022 and again on the 23rd July 2023. See **Annexure A**. The project name is the Leeupoort and Raphuti and water augmentation project with Ward 4 the beneficiaries. Table 9 below indicates Continental's IDP Project commitment Rand value over the next five (5) years equalling **R5 636 477 million** and describes in brief the aim of the water augmentation project.

Year	Expenditure	Description of Projects
2023	1 000 000	1.5ML/d water purification plant for both Leeupoort and Raphuti - Rehabilitation and equipping of two boreholes - Rehabilitation, equipping and electrification of one borehole 3km Reticulation of water pipeline - Installation of 250 yard connections - Rehabilitation of communal ablution facility at Raphuti
2024	1 060 000	
2025	1 123 600	
2026	1 191 016	
2027	1 262 477	
TOTAL (5 Years)	R5 636 477	

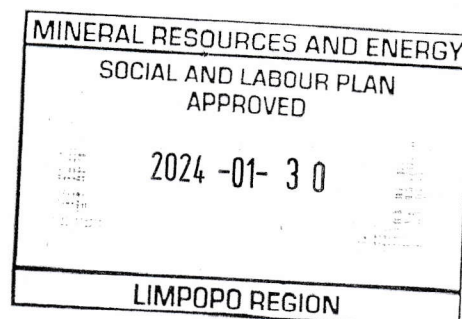
Table 9: Summary of Continental IDP spend for the next 5 years

4. Regulation 46 (d) Management of downscaling and retrenchment Future Forum

A Future Forum has been established by Continental and it will have the following purpose:

- Discuss industry trends and challenges on an on-going basis.
- Provide assistance and mentoring in feasibility studies and the development of business plans.
- Provide time off so that workers can undergo training should they be preparing to leave or retire.
- Engage with banks and other lending institutions to explore and facilitate arrangements for workers who want to use all or part of their retrenchment packages as collateral security for business loans.
- Skills assessments and written recognition of prior learning, experience and qualifications.
- Referrals to accredited training providers and consideration for business initiatives.
- Step-by-step guidelines on starting their own businesses.
- Job hunting tips.
- Assistance in identifying market opportunities.
- Collection of pensions.
- Access to state benefits for pensioners.
- Financial planning for retirement.
- Possibilities for supplementing pension income.
- Assessment and counselling services for affected individuals.

Continental shall hold half yearly forum meetings with the intention is to provide a vehicle where staff can consult and discuss challenges and possible solutions to the future.



5. Regulation 46 (e) Financial Provision

This section outlines the proposed budget for the implementation of the following elements of the Social and Labour Plan:

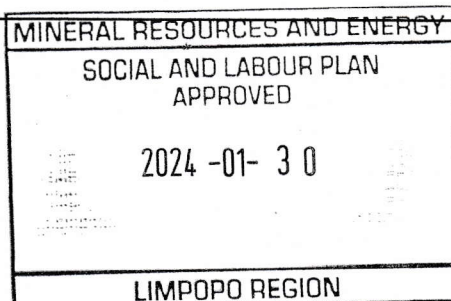
- Human Resources Development Plan;
- LED programmes; and
- Future Forum.

Item		2023	2024	2025	2026	2027	Total over 5 years
Human Resource Development	Foundational Learning ABET	R127,116	R137,285	R148,268	R160,130	R172,940	R745,739
	Mine statutory training	R102,205	R110,381	R119,212	R128,749	R139,049	R599,596
	Bursaries	R115,000	R124,200	R134,136	R144,867	R156,456	R674,659
	Learnerships & skills programme	R275,715	R289,501	R303,976	R319,175	R335,133	R1,523,499
	Apprenticeships	R197,600	R209,500	R222,000	R235,350	R249,460	R1,113,910
	Portable Skills	R31,850	R34,398	R37,150	R40,122	R43,122	R186,642
Local Economic Development		R1,000,000	R1,060,000	R1,123,000	R1,191,000	R1,262,477	R5,636,477
Future Forum Budget		R20,000	R21,000	R22,050	R23,153	R24,310	R110,513
Estimated Totals / Year		R1,869,486	R1,986,265	R2,109,792	R2,242,545	R2,382,947	R10,591,035

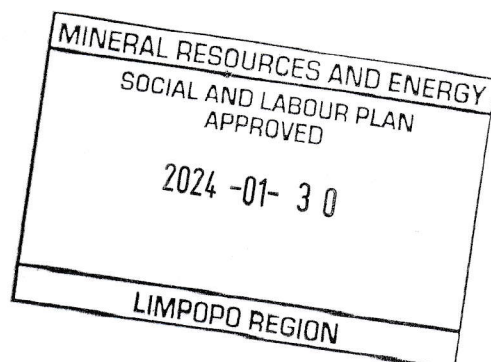
Table 10: Estimated expenditure in Rand on Social and Labour Plan over a 5-Year Period

6. Regulation 46 (f) Undertaking

Herewith I, the person whose name and Identity Number is stated below, confirm that I am the Applicant or the person authorised to act as representative of the Applicant in terms of the resolution submitted with the application, and undertake to implement this Social and Labour Plan and adhere to the proposals set therein.	
Full Name(s) and Signature	Mr Bongani Matiwane Director / Shareholder / GM 
Identity Number	790502 5385 08 2



Annexure A





OFFICE OF THE MAYOR
THABAZIMBI
MUNICIPALITY • MUNISIPALITEIT • MASEPALA

ATTENDANCE REGISTER

MEETING DESCRIPTION:	Continental Resources				
VENUE:	Mamba/Continental				
DATE:	19/10/2022				
TIME:	14h00				
SURNAME AND INITIALS	INSTITUTION	POSITION	TEL/CELL	EMAIL	SIGN
Swanepoel T	TLM	Mayor	0836762301	st.tettkie@gmail.com	Swanepoel
Nkomo L	TLM	2nd Deputy	0826911101	lenx.mandla@nkcba.co.za	Nkomo
MATWANE B.R.	CR	RM	071 945 3002	matwane@gmail.com	Matwane
ASAPA NCEPE	CR	S&P	0825534445	asapa@pfe-management.co.za	Asapa
MAKAYA L.P	TLM	AMM	0664714587	lindivemakaya@gmail.com	Makaya
KOOTLHANG R.H	TLM	CIR	0780477777	herman56@gmail.com	Kootlhang
Peter Post	CR	Consultant	052 6003542	peter@stetex.co.za	Peter Post

Attendance Register of meeting to discuss possible IDP projects.

MINERAL RESOURCES AND ENERGY
SOCIAL AND LABOUR PLAN
APPROVED
2024 -01- 3 0
LIMPOPO REGION



THABAZIMBI

LOCAL MUNICIPALITY • PLAASLIKE MUNISIPALITEIT • MASEPALA WA SELEGAE

All correspondence must go through the Municipal Manager
Alles korrespondensie moet gegaan word aan die Munisipale Bestuurder
Mokwalo othe a lebiswe go Mankamedi wa Masepala

Private Bag X 530
Thabazimbi
0380

Tel: 014 - 772 2295
Fax: 014 - 777 1531

Email:
info@thabazimbi.gov.za

Web:
www.thabazimbi.gov.za

REF/VERW:

ENQUIRIES/NAVRAE: NTOKOZO JELE 072 564 9141

11 November 2022

To: Continental Resources
Att: Lobisa Mamabolo

By email: lobisa4479@gmail.com

Dear Madam

IDP/SLP ALIGNED PROJECTS

KPA	PROJECT NAME	BENEFICIARY	PROJECTED COST	BUDGET
Basic services and Infrastructure development	Leeupoort and Raphuti water augmentation project	Ward 4	R 7 mil	R 5 mil


MS LP MAKAYA
ACTING MUNICIPAL MANAGER

1st letter from the Municipality allocating Continental the Leeupoort and Raphuti water augmentation project

MINERAL RESOURCES AND ENERGY
SOCIAL AND LABOUR PLAN APPROVED
2024 -01- 3 0
LIMPOPO REGION



THABAZIMBI

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All correspondence must be directed to the Municipal Manager
Mokwale othe a letlisisa go thabazimbi wa Masepala

Private Bag X 530
Thabazimbi
0380

Tel: 014 - 772 2295
Fax: 014 - 777 1531

Email:
info@thabazimbi.gov.za

Web:
www.thabazimbi.gov.za

REF/VERW: IDP/SLP Projects

ENQUJIRIES/NAVRAE: L.Maduenyane

12 July 2023

Continental Mine
Portion 53 of the Farm Krokodilkraal 545KQ
Koedoeskop
Limpopo
0361

Attention: Lobisa Mamabolo
lobisam4479@gmail.com

IDP/SLP ALLIGNED PROJECTS

KPA	PROJECT NAME	BENEFICIARY	PROJECTED COST	ACTIVITIES
Basic Services and Infrastructure Development	Leeupoort and Raphuti water augmentation project	Ward 4	R7 000 000	1.5ML/d water purification plant for both Leeupoort and Raphuti - Rehabilitation and equipping of two boreholes - Rehabilitation, equipping and electrification of one borehole 3km Reticulation of water pipeline - Installation of 250 yard connections - Rehabilitation of communal ablution facility at Raphuti

Yours faithfully

LG TLOUBATLA
MUNICIPAL MANAGER

Second letter from the Municipality confirming the allocation of the Leeupoort and Raphuti water augmentation IDP project to Continental.

