

GALAXY GOLD REEFS (PTY) LTD

Social and Labour Plan

January 2024 until December 2027

**Mining Rights Reference Number:
T2036/2007**

Mining Right Date

8 November 2013

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Corporate Structure

Glossary of Terms

ABET	Adult Basic Education and Training
APM	African Pioneer Mining
BEE	Black Economic Empowerment
CV	Curriculum Vitae
NMPPF	National Mining Preferential Procurement Forum
NPI	National Productivity Institute
DMR	Department of Mineral Resources
DOE	Department of Education
DoL	Department of Labour
EE	Employment Equity
FY	Financial Year
GGR	Galaxy Gold Reefs (Pty) Ltd
GBV	Gender based Violence
HDSAs	Historically Disadvantaged South Africans
HRD	Human Resources Development
HRDP	Human Resources Development Programme
IDPs	Integrated Development Plans
KPA	Key Performance Area
KPI	Key Performance Indicator
LED	Local Economic Development
MPRDA	Minerals and Petroleum Resources Development Act (no. 28, 2002)
MQA	Mining Qualifications Authority
NQF	National Qualifications Framework
RSA	Republic of South Africa
S&B	S&B Mining Consultants
SETA	Sector Education and Training Authority
SLP	Social and Labour Plan
SMMEs	Small, Medium and Micro Enterprises
SDF	Skills Development Facilitator
TSF	TSF Projects
VCT	Voluntary Counseling and Testing
WIM	Women in Mining
WSP	Workplace Skills Plan

Section 1:

Preamble

1.1 Introduction

Galaxy Gold Reefs (Pty)Ltd is situated in the Mpumalanga Province of South Africa, on Portions 9 and 12 of the farm Oorschot 692 JT and the remaining extent of the farm Ameide outside the town of Barberton. The mine is located in the Ehlanzeni district within the Local Municipality of Umjindi.

Galaxy Gold Reefs (Pty) Limited (“GGR”) purchased the Mine and all the associated rights from African Pioneer Mining (APM) in December 2008; subject to the consent of the Minister of Mineral Resources, it is proposed that the mining right, after conversion to a new order mining right, be ceded to GGR. Aforesaid mining rights was ceded on 8 November 2013.

The objectives of the SLP (section 41 of the Regulations) are to:

- Promote employment and advance the social and economic welfare of all South Africans;
- Contribute to the transformation of the mining industry; and
- Ensure that holders of mining rights contribute towards the socio-economic development of the areas in which they operate.

Company Name	Galaxy Gold Reefs(Pty) Ltd
Mine	Galaxy Mine
Physical Address	Portions 9 and 12 of the farm Oorschot 692 JT and the remaining extent of the farm Ameide
Postal Address	Private Bag x 1605, Barberton, 1300
Contact Person	Dwaine Koch
Telephone Number	087 351 8304
Facsimile Number	086 510 4827
Country	South Africa
Province	Mpumalanga
Town	Barberton
Location	Portions 9 and 12 of the farm Oorschot 692 JT and the remaining extent of the farm Ameide
Longitude	-25.791700000000
Latitude	31.053028000000
Commodity	Gold
LOM Start Date	1 April 2009
LOM End Date	31 December 2031
Financial Year End Month	February

1.2 Current Operations at Galaxy

The main area of the Galaxy Gold Mine is encompassed within mining right 413 MR, which is valid for gold mining until 4 September 2032. The 413 MR, issued to GGR, encompasses portions of the farm Oorschot 692 JT and the remaining extent of the farm Ameide 717 JT over an area of 5,862.8 ha.

GGR has recommenced mining operations as a combination of underground primary hard rock mining and TSF reclamation. Access to the underground workings is through adits including Ben Lomond, 22 Level, Golden Hill and Tiger Trap. In addition to mining infrastructure, the project site includes a BIOX[®] plant which has been mothballed, and a carbon-in-leach (“CIL”) plant that has been replaced by a crusher, milling and flotation (“CMF”) circuit.

Current site activities include low volume development and TSF retreatment. The operation is processing 16 ktpm, and is being used to support the development and opening of the underground operations at Princeton and GGR. A second phase is planned whereby production will be expanded to 30 ktpm with Princeton and GGR material, and expansion of the plant CMF circuit as well as the commissioning of the new ball mill.

The mining equipment that will be used shall primarily be trackless mobile machines, which includes load haul dumpers (LHDs) and drill rigs amongst others. The use of conventional rock drills will mainly be done in the Woodbine development and stoping section. The development on 22 level will be done by means of a drill rig, load haul dumpers and a dump truck. Additional hauling equipment will be added on 22 level when the distances become excessive.

Due to the nature of the Ore Body it is anticipated that the company will always be a low profit operation, however through good focus and proper controls it can be effectively managed.

Corporate and Ownership structure

17% (seventeen percent) of the issued share capital of Galaxy Gold Mining (Pty) Limited (registration number 1968/005871/07) (Galaxy Gold) is beneficially held by the Trustees of the Phakamani Foundation.

5% (five percent) of the issued share capital of Galaxy Gold Reefs (Pty) Limited (registration number 2004/027668/07) (**Galaxy Reefs**), is beneficially held as by the Trustees of the Galaxy Gold Community Development Trust

5% (five percent) of the issued share capital of Galaxy Reefs is beneficially held by the Galaxy Gold Empowerment Participation Scheme Trust,

See Appendix A

1.3 Current and Expected Workforce

Galaxy Mine/Contractors	Services Provided to the Mine	Number of Employees at Mine
Galaxy Mine	Mine	47
S&B Mining Consultants	Mining Contractor	132
TSF Projects	Plant Contractor	65
	Total	244

The current workforce is stable, however a ramp-up will occur in order to achieve the production targets.

Galaxy Mine is well aware of the socio-economic pressure that an influx of people in a semi urban area has on the hosting communities as well as the additional need for Municipal service delivery and infrastructure. In order to curb the negative impact of the mining operation on the area, the mine has a

strong focus on local recruitment. Further the mine’s skills development programmes has been aligned in such a manner that unskilled employees (especially from the local areas) have the preferential opportunity for career development.

Table 1.2 Local Recruitment Undertakings

Local Recruitment (Due for completion by 29 February 2024)	
Undertaking	The mine will emphasise a local employment policy in its recruitment efforts.
Guideline	This will assist in the alleviation of the unemployment in the Umjindi local municipality, and particularly the Barberton local settlements.

Table 1.3 Labour Sending Areas of Current Workforce

Labour Sending Areas	GGR	TSF Projects	S&B Consulting	Total	Percentage
Local Mbombela Municipality	40	65	120	225	92.21%
In Province Migration	4			4	1.64%
Inter Provincial Migration	2			2	0.82%
Foreign Migration	1		12	13	5.33%
Total	47	65	132	244	100%

Occupational Levels of Employees from Local Communities			
Occupational Level	Male	Female	Total
Top management (F)			
Senior management (E)	1		1
Professionally qualified and experienced specialists and mid-management (D)	7	1	8
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents (C)	53	6	59
Semi-skilled and discretionary decision making (B)	68	4	72
Unskilled and defined decision making (A)	91	13	104
Total Permanent	220	24	244

From tables 1.3 above the mine’s commitment to local recruitment is evident. 92 % of the employees come from the local area with a further 1.4% being from within Mpumalanga province. 6.1 % of the employees are from outside the province and these are mostly skilled and professional employees with skills that are not readily available in the local community.

Workforce Ramp Up Undertakings	
Workforce Ramp Up (within 2 years by End 2025)	
Undertaking	The mine will focus on the production build up and we intend to try and advance current employees through skills development and recruit mainly for the more junior positions. This will allow the company to focus on local recruitment.
Guideline	Positions will be filled as and when necessary

Occupational Categories of Current Workforce							
	Designated					Non Designated	
	Male			Female		White Male	Foreign Nationals
Occupational Category	African	Coloured	Indian	African	White	Male	Male
Managers	0	0	0	0	0	1	0
Professionals	4	0	0	1	0	3	0
Skilled technical and academically qualified (C)	20	0	0	5	1	22	11
Semi-skilled and discretionary decision making (B)	64	0	0	4	0	3	1
Unskilled and defined decision making (A)	91	0	0	13	0	0	0
Total Permanent	179	0	0	23	1	29	12

Galaxy Gold Reefs (Pty)Ltd is operational and is investigating taking over all the core contractors and integrating them into our payroll and reducing the reliance on contractors. The workforce is 244 employees with table 1.6 showing 9.83% of these being women. The Table above shows the occupational categories of employees at the mine.

The total percentage of previous disadvantaged permanent members of the workforce at Galaxy is 82.78% consisting of 9.83% of woman in mining and 0% Management, which is representative of the general population and will provide opportunities to historically disadvantaged South Africans (HDSAs).

Section 2:

Human Resource Development Programme

2.1 Introduction

The following section deals with the information required under regulation 46(b) with regard to Human Resource Development (HRD). This, in turn, is informed by the Broad-Based Socio Economic Empowerment charter for the South African Mining Industry (The Mining Charter). The mining charter emphasises the need to develop skills and transform the South African mining industry, with the specific requirement being to fast-track the development of the historically disadvantaged South Africans(HDSA).

In terms of the mining charter, provisions must be made by mining companies for this group to be empowered and to participate more fully at higher levels within the industry.

The mine’s focus on skills development remains to deliver an appropriately skilled workforce aligned to its operational needs as well as creating future career development opportunity in the industry beyond the needs of Galaxy Gold Reef (Pty)Ltd. As such, the mine has focused on ensuring the portability of skills through the achievement of accredited qualifications by accredited training providers and programmes. All training delivered at the mine (where possible) will be out-comes based with accredited training programmes within the relevant SETA’s. The company is currently registering a SDF with the MQA. We have also commenced with sourcing the appropriate skills to accredit our training centre full with the MQA.

The vision is to take some of the old hostel rooms and convert them into learning facilities and accredit the training centre with the MQA within 18 months.

2.2 Skills Development Programme

Galaxy Gold Reef (Pty) Ltd together with its Contractors takes cognisance of the growing shortage of critical skills in the mining industry in the country. GGR has a strong focus on the development of its employees and succession planning is part of the mine’s business strategy in terms of retention and skills development. The mine is committed to use the workplace as an active learning environment and to provide its employees with the opportunities to acquire skills for both the operational needs of the mine as well as their own development. The mine’s strategic policy is guided by the following principles:

- > to promote and develop lifelong learning
- > to provide a basis for sustained employment
- > facilitate the acquisition of skills and portable skills aligned to the NQF

Skills Development Undertakings				
Skills Development (Due for completion by June 2024)				
Undertaking	The integrated Human Resources Development Plan will seek to maximise the productive potential of people employed at Agnes Mine through the implementation of the action plans detailed in the strategies:			
Guideline	The Skills Development Plan will focus on:			
	1. Recognition of prior learning.			
	2. Mining health and safety and mine induction.			
	3. Equipping employees with skills to safely and efficiently carry out their jobs.			
	4. Providing employees with skills that enable career progression in a mining environment.			
	5. Giving employees skills at the appropriate times which are portable to other industries external to mining and;			
	6. Broad Based Black Economic Enterprise Development.			
	The focus of skills development will be on providing employees with opportunities for acquiring skills to promote their advancement within the Mine and mining industry, in compliance with the requirements of the Mining Charter, where this is feasible and sustainable for the Mine. To this regard the Mine entered into a Skill and Training development contract in order to successfully execute this undertaking the contract value is R 49 500.00 pm.			
Responsible Person	Strategic Plan	Budget	Start Date	End Date
MySHEQ and CLS Labour Consultants	The Skills Development Plan for Galaxy Mine will detail the strategic approach that is to be followed at the Mine with regard to skills development and will adopt a long-term view to skills planning. The Galaxy Mine Skills Development Plan will be integrated with skills development legislation, and	R49 500.00 pm	Ongoing	Annually

	will include developing and submitting a Workplace Skills Plan (WSP) and annual training reports (ATR).			
mySHEQ	Compile HRD Policies and Procedure Documentation for Executive Management sign-off and communication with all employees as part of Induction Programme.	In-house	Ongoing	ongoing
HR Practitioner	Complete verification of Personnel Files for all employees.	In-house	Completed	ongoing
HR Manager	Complete WSP&ATR for submission to the MQA.	R40 000.00 pa	April-24	Annually
CFO and my SHEQ	Complete administrative activities, i.e. payment of levies to relevant authorities according to the Skills Development Act. Pay the required skills levies to the South African Revenue Services (SARS) and in turn claim and receive Mandatory and Discretionary grants for: - Appointment of a Skills Development Facilitator (SDF); - Submitting WSP's and annual training reports timeously; - Specific grants for ABET, learnerships and MQA ex-bursars employed on a fixed-term basis.	In-House	Completed	Review Annally
HR Manager	Appoint a SDF.	In-House	29-Feb-24	ongoing

2.3 Adult Basic Education and Training Programmes

Galaxy is using accredited service provider to provide ABET classes to its employees on the mine premises during the operational time. This will in the near future become a bigger centre which will accommodate surrounding community members.

ABET Undertakings				
ABET (Due for inception by 30 May 2024)				
Undertaking	The Mine will assist in improving the foundations for skills development by providing employees with the opportunity for increasing literacy rates and participation by means of establishing an ABET programme.			
Guideline	Participation in ABET programmes means to enter career paths and possible learner-ship opportunities will be encouraged.			
	The arrangements for ABET learners who are employees will include all normal terms and conditions of employment whilst undergoing full or part time training in addition to employee ABET training.			
	Programmes offered will be in accordance with MQA guidelines and standards.			
Responsible Person	Strategic Plan	Budget	Start Date	End Date
mySHEQ	Identify employees to enter the ABET programme and enrol them.	R49 500.00pm included in SD Costs	1-April-24	Ongoing
HR Practitioner and mySHEQ	Assist and encourage employees to progress through the various ABET levels.	In – House	1-Apr-24	Ongoing

Head's of Departments	Assist employees who have completed ABET Level 4 to progress into other skills development programmes to ensure career progression.	In – House	1-Apr-24	Ongoing
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2.3.1 Adult Basic Education Enrolment Targets

	Target Enrolments 2024	Target Enrolments 2025	Target Enrolments 2026	Target Enrolments 2027	Total Target Enrolm
ABET Level 1	5	5	4	4	18
ABET Level 2	3	4	4	4	15
ABET Level 3	1	2	3	3	9
ABET Level 4	1	1	2	2	6
Total ABET Enrolments	10	12	13	13	48
Budget	R49 500.00pm included in SD Costs	R53 460.00 pm included in SD Costs	R56 670.00 pm included in SD Costs	R60 070.00 pm included in SD Costs	R2 635 800.00

2.4 Learnerships

The mine uses the learnership programme as a career development tool. The mine provides mining related learnerships on the mine, these learnerships are to address the HDSA's , Women in Mining, local recruitment as well as critical skills which in turn will address the hard to fill vacancies.

Learnerships Undertakings				
Learnerships (Due for inception by June 2024)				
Undertaking	Galaxy Mine undertakes to select employees, community members and students enrolled at various tertiary education institutions to partake in learnership programmes.			
Guideline	Learnerships offered are to be based on skills and development needs of the mine and educational standards of the employees.			
	Learnership programmes will enable the mine to develop individuals to take up hard to fill and scarce skills vacancies by offering learnerships that are registered by the MQA.			
	Learnership agreements be entered into in accordance with Section 16, 17, and 18 of the Act; Learnerships must enable employees to become qualified miners and artisans, with prospects for development in mining and engineering career paths and provide theoretical and practical experience.			
Responsible Person	The mine will provide experiential work for college and/or university of technology students.			
	Strategic Plan	Budget	Start Date	End Date

Training / Safety Officer/ Metallurgist	1. Provide the learner with appropriate training in the working environment.	Included in SD Costs	1-Jul-24	Ongoing
Training/ Safety Officer/ Metallurgist	2. Provide appropriate facilities to the learners and provide adequate learner supervision.	Included in SD Costs	1-Jul-24	Ongoing
Training/ Safety Officer/ Metallurgist	3. Conduct on-the-job assessment of learners and provide records of learning.	Included in SD Costs	1-Jul-24	Ongoing
Training/ Safety Officer/ Metallurgist	4. Pay the learner an allowance based on MQA guidelines.	Included in SD Costs	1-Jul-24	Ongoing
Training/ Safety Officer/ Metallurgist	5. Issue a certificate of service to the learner upon completion of his/her learnership or employment service period. The relevant SETA or accredited institution will thereafter be responsible for issuing the learner with the correct qualification upon completion of the learnership.	Included in SD Costs	1-Jul-24	Ongoing

Table 2.8.1 Learnership Targets - Galaxy Mine

Learnership Programme	Projected Section 18.(1) Learnership target(2023-2027)	Projected Section 18.(2) Learnership target(2023-2027)	Projected target for WIM
Apprentice Electrician	0	1	0
Mechanical Fitter	0	1	0
HR Practitioner	2	0	1
Learner Miner	2	0	1
			Totals: 6

2.5 Core Business Skills Training

The primary objective of core business skills training is to ensure employees have the correct competencies to carry their individual duties to support the business operation effectively and safely. Further, the focus is to build human capital, ensure transferability of skills and contribute to the company's performance and results. Core Business Skills Training at Galaxy Gold Reef is customised to address the individual's core functions on the mine and aims to provide adequate training to enable effective delivery.

Core Business Skills Training Undertakings				
Core Business Skills Training (Due for commencement by 28 Feb 2024)				
Undertaking	It is the intention of Galaxy Mine to ensure that each employee meets the requirements of their position and will therefore compile core business skills training to be aligned to each position.			
Guideline	Equip employees with the required skills and competencies to successfully implement their employment responsibilities.			
	Equip employees with the required capacity and skills to progress to higher levels of employment within the Mine, in line with mentorship programmes and HDSA participation.			
Responsible Person	Strategic Plan	Budget	Start Date	End Date
HR Officer and mySHEQ	Conduct a skills audit to identify training needs aligned to the core business functions.	Included in SD Costs	Ongoing	Ongoing

HR Officer / Heads of Departments	To verify and record all qualifications of employees.	Included in SD Costs	Ongoing	15-April-24
HR Officer	Develop a comprehensive skills training plan with targets, budgets and timeframes (in line with commitments made in the SLP and the business plan).	In-house	Apr-24	Ongoing
HR Manager / Relevant Service Provider	Compile findings and include them onto Workplace Skills Plan.	R40 000.00	Apr-24	Annual Reporting
mySHEQ	Provide training and education in accordance with specified guidelines, skills gaps and in line with HDSAs in management targets.	R49 500.00	Ongoing	Ongoing

2.6 Hard to Fill Vacancies

South Africa in general, has a challenge of recruiting, training and retaining critical skills within its workforce. At Galaxy, various strategies will be integrated to ensure the retention of scarce skills in order to mitigate the challenge of placing suitably qualified individuals in hard to fill vacancies. Hence, the mine will adopt the preferential recruitment of HDSAs by integrating various Employment Equity Strategies such as Talent Pool Management, Fast Tracking and succession planning. One of our greatest challenges is that Larger, Richer Mining Companies poach our employees after they have been recruited or developed.

Hard to Fill Vacancies			
Occupational level	Job title of vacancy	Main reason for being unable to fill the vacancy	Strategy to address Hard to fill Vacancy
Top Management	Financial Director	PDSA Candidates not available in Barberton	Fast Track identified High Flyers
Senior Management	Mine Manager / Engineer	PDSA Candidates not available in Barberton	Fast Track identified High Flyers
Professionally qualified and experienced specialists and mid-management	Artisans / Human Resource	Shortage of skills in the Barberton area	Learnership in place for skills development
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	Artisans / Miner's	Shortage of skills in the Barberton area	Learnership in place for skills development
Semi-skilled and discretionary decision-making	Drill Rig Operator LHD Operator	Salary Skilled employees in Labour Sending Area	N/A Training employees from within
	None	N/A	N/A

Hard to Fill Vacancies			
Occupational level	Job title of vacancy	Main reason for being unable to fill the vacancy	Strategy to address Hard to fill Vacancy
Unskilled and defined decision making			

2.7 Portable Skills Training

Galaxy takes cognisance of challenges its employees will face in terms of finding alternative employment in the formal sector in the event of retirement, downscaling and retrenchment. The portable skills training committee will be formed and its mandate will be to identify the skills needed by the workforce. This will address the socio-economic needs of the local community. The employees who are approaching retirement will be interviewed to gather their inputs in the selection of the essential portable skills courses. The mine will assimilate all inputs from its employees and local community, and where practically applicable.

Portable Skills Training Undertakings				
Portable Skills Training (Due for completion by 28 Feb 2025)				
Undertaking	Skills programmes will identify the portable and non portable skills required for the successful operation of the mine and in equipping employees for eventual closure.			
Guideline	Portable skills development programmes to be aligned to the economic development needs of the area in order to contribute to the overall development of the area. In this way, employees will be equipped with relevant skills so that they may be productively absorbed into the existing socio-economic infrastructure after mine closure.			
Responsible Person	Strategic Plan	Budget	Start Date	End Date
HR Manager	Identify a strategic Partner who can provide the required training.	R120 000.00 pa	15-Jan-24	28-Feb-24
Strategic Partner	Target local community within the 50 km radius of the Mine.	To be determined	1-Mar-24	30-Jun-24
HR Manager	If the need arises where potential candidates are not identified within the Barberton area then outlying areas will be considered.	As above	1-Mar-24	30-Jun-24
HR Manager	Focus on local High Schools and technical colleges in the area.	As above	1-Mar-24	30-Jun-24
HR Manager	Identify business needs and source suitable candidates for specific job needs.	As above	1-Jul-24	31-Dec-24

Portable Skills Training Targets					
Study Field	Expected Length	Target 2024	Target 2025	Target 2026	Target 2027
Brick Making	1 Year	0	0	10	0
Roadway Maintenance	6 Months	0	0	0	0
Fencing	6 Months	10	0	0	0
Wood Working	6 Months	0	10	0	0
Steel Work	1 Year	0	0	0	10

2.8 Career Progression Plans

Career progression will be managed according to the identification of the existing skills of the employees, their own desired career goals and the operational and business goals. Career Progression will be addressed through formal and informal training including mentorship, talent management and succession planning.

Mechanisms will be put in place to give individuals the opportunity to progress from low skilled operational levels to higher skilled and management levels by means of:

- Conducting individual needs assessments with all employees to determine their career Aspirations.
- Provision of relevant literacy (ABET) courses and encouraging participation in ABET Programmes.
- Provision of training and skills development.
- Provision of career incentives to employees.
- Implementation of a mentorship plan.

Career Progression Plan Undertakings				
Career Progression Plans (Due for completion by 30 March 2025)				
Undertaking	Galaxy Mine undertakes to compile a full Career Progression Plan, including individual career paths and profiles.			
Guideline	The plan will consider information from the HRDP database and individual career aspirations including employee performance and supported by training programmes outlined in the WSP as well as the appointed mentors.			
	The mine's culture and strategy must be supported by the performance management and succession planning processes.			
	The information obtained from the performance management process must be reliable, valid and ethically applied to training and succession planning. Productivity levels of employees must increase relative to the investment made in training.			
Responsible Person	Strategic Plan	Budget	Start Date	End Date
HR Practitioner	Conduct regular individual assessments to enable feedback on performance and identify development needs.	In - House	1-April-24	Ongoing

HR Practitioner	Create career paths based on the individual assessments and the needs of the mine. Communicating these to employees to guide them as to career directions.	In - House	1-April-24	30-May-24
HR Practitioner	Administering ABET courses, alternative skills development programmes, and needs assessment surveys.	In - House	1-April-24	Ongoing
HR Practitioner	Encourage participation in ABET programmes as a means to enter career paths and possible learnership opportunities.	In - House	1-April-24	Ongoing
HR Practitioner	Inform employees about their career path planning and development opportunities via notice boards at the mine offices and at induction training;	In - House	1-April-24	Ongoing
	Describe and publish minimum requirements for employment positions. These information campaigns will at first be directed to existing employees.			
Heads of Departments	Providing career incentives for employees and to reward those who are hard-working and show potential for handling more responsibility.	In - House	1-Jul-24	Ongoing
Heads of Departments	Fast-track the career progression of employees from designated groups identified as having significant potential and aspiration.	In - House	1-May-24	Ongoing
Heads of Departments	Provide leadership and management training to employees identified as having potential.	In - House	Commenced	Ongoing
Heads of Departments	Align employee personal developmental needs with the strategic objectives of the mine.	In - House	1-May-24	Ongoing
Heads of Departments	Ensure that mentors are familiar with each employee's career aspirations and well informed about development opportunities;	In - House	1-June-24	Ongoing
	Ensure managers offer visible support and commitment to the career progression process.			
Heads of Departments	Monitor progress through on-going performance management and annual formal performance feedback sessions.	In-house	Commenced	Ongoing

2.9 Mentorship Plans

The mentorship will focus on enhancing the skills development plan and career progression plan. Employees of the mine will be mentored through internal training and guidance but external mentorship could also be made available if necessary. The aim of the mentorship plan is to improve the competencies (Knowledge,

skills and attitude) of the employees to meet the current and future demands of the job. The mentorship programme provides the mentee with the opportunity to benefit from aid and guidance provided by a more experienced employee (The mentor), thereby accelerating the skills transfer and career progression process. The mentorship programme is a valuable tool to achieve equal opportunity and broad based economic empowerment objectives.

Mentorship Plans Undertakings				
Mentoring (Due for commencement by 30 Nov 2024)				
Undertaking	Galaxy Mine will compile a full Mentorship Plan, which will provide details regarding targets, action plans and resources, for the operation specifically.			
Guideline	The Mine will develop a Mentorship and Coaching Policy which will guide the action plans for the development of mentors and the pairing of mentors with mentees. This will focus on targeting individuals from HDSA groups to facilitate the achievement of EE goals.			
Responsible Person	Strategic Plan	Budget	Start Date	End Date
HR Manager / Heads of Departments	Identify mentors/coaches and mentees.	In-house	Commenced	Ongoing
Heads of Departments / mySHEQ	Training mentoring coordinators.	In-house	1-May-24	30-July-24
CEO / HR Practitioner / Heads of Departments	Match mentors/coaches with suitable mentees.	In-house	1-Jun-24	Ongoing
Mentors	Set relationship goals and plans for learning.	In-house	1-Jun-24	Ongoing
Heads of Departments / HR Practitioner	Implement and monitor mentees progress.	In-house	1-Jun-24	Ongoing
HR Manager / Mentors	Evaluate and provide feedback on the process.	In-house	1-Jun-24	Ongoing
HR Manager / Heads of Departments	Verify whether the functions assigned to the mentors/ coaches are being achieved. The function of any mentor or coach will be to ensure:	In-house	1-Jun-24	Ongoing
	- Skills transfer;			
	- People management;			
	- Facilitating access to resources; and - Personal support.			

Mentorship Programme			
Category	Target Mentees	Intake Mentees	Mentors
Bursaries	1	1	1
Employment Equity Committee	5	5	1
Fast Tracking	5	5	1

Internships	1	1	1
Learnerships	6	6	4
Local Community Skill Training	50	50	5
Totals	68	68	13

2.10 Mentoring of Empowerment Groups

SMME Mentoring Undertakings				
SMME Mentoring (Due for completion by 28 Feb 2024)				
Undertaking	Galaxy Mine will seek to match mentorship initiatives with suppliers and HDSA communities that are external to the mine as a means to instil business expertise in the Local Community and develop independent and sustainable enterprises.			
Guideline	These initiatives will be undertaken on an ad hoc basis as part of the mine's community involvement regarding the building of capacity in schools and other educational institutions in the surrounding areas.			
Responsible Person	Strategic Plan	Budget	Start Date	End Date
HR Manager / CEO / CFO	Communications sessions will be held between the Mine and stakeholders in the community such as Small, Medium and Micro Enterprises (SMMEs) and the tribal authorities.	Procurement	1-Jul-24	1-Jan-25
HR Manager / CEO / CFO	Evaluation of business opportunities (establish feasibility).	Procurement	1-Jul-24	1-Jan-25
HR Manager / CEO / CFO	Identification and matching of business opportunities to local HDSA entrepreneurs.	Procurement	1-Jul-24	1-Jan-25
HR Manager / CEO / CFO	Procurement from suitably qualified local HDSA businesses .	Procurement	1-Jul-24	1-Jan-25

2.11 Bursaries

Galaxy is committed to improve the education level of its employees and of local communities in which mining operations occur. As such, the mine will make bursaries available to its employees and local community as a whole. The purpose of the bursary plan is to avail opportunities for individuals to further their education in critical skills disciplines. The employees will be encouraged to apply for internal bursaries based on their performance history, work ethic, aptitude for learning and potential to succeed. Non-employees and members of the community will also have the opportunity to apply for an external bursary.

Bursaries Undertakings				
Bursaries				
Undertaking	The mine undertakes to assist its own employees with development opportunities, but also to provide opportunities for members of the local community to access tertiary education opportunities (bursaries).			
Guideline	The mine bursary scheme will provide for full time study for learners who wish to pursue undergraduate studies in various fields of learning.			
	The number and type of bursaries offered will be recorded in the WSP and submitted to the MQA.			
	A Bursary Policy will be established, and will focus on transfer of skills to HDSAs who is interested in becoming involved in the mining industry. Bursars will be allocated to the relevant sections for vacation work and mentoring.			
Responsible Person	Strategic Plan	Budget	Start Date	End Date
HR Manager	Integrate bursars as operating members of the company.	In-House (Salary)	30-Jun-25	30-Sep-25
HR Manager	Provide bursary supervisors to function as educators.	In-House (Salary)	30-Jun-25	30-Sep-25
HR Manager	Provide continuous evaluation of each bursar.	In-House	1-Jul-25	Ongoing
CFO	Provide a bursary scheme to cater for learners who wish to pursue undergraduate studies in the fields of Mining and Engineering.	In-House	1-Jul-25	Ongoing
HR Manager	Facilitate the evaluation of bursars in terms of courses registered for, residence arrangements, academic achievement, etc.	In-House	1-Jul-25	Ongoing

Bursaries Targets					
Study Field	Expected Length	Level	Accredited	Intake Target	Total
Mining Engineer	3 years	Diploma	Yes	1	1
			Totals	1	1

2.12 Internships

Internships Undertakings	
Internships	
Undertaking	Internships are directly linked to bursaries. Please see bursaries

2.13 Employment Equity Plans

Workplace diversity and equitable representation at all levels are catalysts for social cohesion and transformation of the mining industry. Therefore Galaxy Gold Reef is committed to organizational transformation, along with the transformation of South African Society as a whole and as such Galaxy Gold Reef is busy establishing an Employment Equity Forum, to eliminate unfair discrimination; ensure implementation of affirmative action; and implement employment equity plans. The employment Equity Forum will be representative of all stakeholders within the company and engaged on all matters pertaining to employment equity and transformation.

Employment Equity Undertakings				
Employment Equity				
Undertaking	The mine undertakes to put in place an Employment Equity plan that will yield a racial and HDSA population profile which will be determined by the population profiles of the area and will comply with the requirements of the mining charter.			
Guideline	The Mine will develop an EE Policy to ensure that HDSA employees, especially women, are developed and targets are met.			
	The mine will develop its policies in line with the industry's employment equity guidelines found in the Mining Charter this will guide the recruitment process. Recruitment to yield a planned 40% representation of HDSA individuals in management from the outset of the recruitment process.			
Responsible Person	Strategic Plan	Budget	Start Date	End Date
HR Manager	Establish the Employment Equity Plan on an annual basis and report on progress on meeting commitments to the DME.	0	31-Jan-25	Ongoing
HR Manager	Submit a report to the Director General as required by Section 21 of the Act and publish a summary of this report in its Annual Financial Report.	0	15-Jan-25	Ongoing
HR Manager	Communicate the details of the mine's Employment Equity Report to all mine employees. A copy of the report will also be made available to employees for copying and consultation.	0	31-Oct-24	Ongoing
HR Manager	Ensure visible support and commitment of managers to the employment equity process.	0	31-Jul-24	Ongoing
HR Manager	Individual assessments with lower-level HDSA employees to take place to identify individuals who may be suitable for managerial positions. Place these employees on individualised accelerated development programmes and monitor progress through regular interviews.	0	31-Jul-24	Ongoing
HR Manager	Develop fast-tracking procedure for HDSAs.	0	31-Dec-24	31-Jan-25

HR Manager	Allocate specific mentors and coaches to HDSA individuals exhibiting potential and aspiration for management positions.	0	31-Jul-24	Ongoing
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2.14 HDSA's in Management

Galaxy Gold Reef is committed to empowering the historically disadvantaged South Africans (HDSAs) at all levels of employment. Its aim is to create a diverse workplace in terms of culture, gender and generation where employees can contribute to their best ability and be empowered to develop rewarding careers. Galaxy Gold Reef subscribes to the principles of promoting workplace equality and seeks to eliminate all forms of discrimination.

HDSA's in Management Undertakings				
HDSA In Management				
Undertaking	The mine will develop its policies and plans in line with the mining industry's employment equity guidelines found in the Mining Charter which will guide the recruitment process. Recruitment will yield a planned 40% representation of HDSA individuals in management from the outset of the recruitment process.			
Guideline	The mine will attempt to meet the prescribed HDSA target from the outset of the operation. Recruitment strategies will therefore be focused on the inclusion of HDSAs into the workforce. Barriers to affirmative action will specifically be avoided by implementing the strategies.			
Responsible Person	Strategic Plan	Budget	Start Date	End Date
HR Manager	Barriers to Affirmative Action will be specifically avoided by implementing:	In-House	15-Jul-24	Ongoing
	A Human Resource and Employment Equity System whereby fair and transparent recruitment of employees will take place. Succession planning, career development, and performance management systems will then be set up within this system to ensure the entrance of HDSAs into management positions.			
HR Manager	Ensuring that job opportunities within the operation are timeously communicated, especially to HDSAs.	In-House	15-Apr-24	Ongoing
HR Manager	Shadow management programmes to develop employees specifically identified for managerial positions.	In-House	15-Apr-24	Ongoing
HR Manager	Sensitising and educating employees regarding issues involving gender, race, and diversity to promote a non-discriminatory culture. A zero tolerance policy with regard to sexual and racial harassment will be adopted	In-House	15-Mar-24	Ongoing

2.15 Women in Mining

Mining has traditionally been a male dominated industry. Galaxy Gold Reef is promoting inclusion of women in the workplace through initiatives such as women in mining. Due to the physically demanding nature of the mining industry, the operations face challenges in as far as employing disabled persons. However there are plans to place disabled employees in suitable positions.

- Job design is such that women will not be discriminated against.
- Illiterate female workers will be empowered to participate in ABET training up to level 4.
- Female workers will not be excluded from training opportunities, which will include learnerships, Formal and informal training and all other forms of skills development
- Women with managerial potential will be included in the fast-tracking of HDSA's
- Mentorship will be a central part of the fast-tracking process.

Women In Mining				
Women In Mining				
Undertaking	The mine will develop its policies and plans in line with the mining industry's women-in-mining guidelines found in the Mining Charter which will guide the recruitment process.			
	Recruitment will yield a planned 10% of women in the core mining disciplines from the outset of the recruitment process.			
Guideline	At least 10% of the workforce across the board, especially those involved in core mining activities, will be composed of women. Where necessary, training will be provided for women in the local communities so that these quotas may be met.			
	The mine will follow a bottom-up approach to meeting the above targets. Zero-tolerance policy towards sexual discrimination.			
Responsible Person	Strategic Plan	Budget	Start Date	End Date
CEO / HR Manager	Fast-track women identified as having potential, provide mentors and coaches for this process.	In-House	Commenced	Ongoing
CEO / HR Manager	Educate employees to reduce negative stereotyping and preconceptions toward women.	In-House	Commenced	Ongoing
CEO / HR Manager	Include a policy regarding the employment and advancement of women in mining in the Employment Equity policies.	In-House	Commenced	Ongoing
CEO / HR Manager	Present female employees the opportunity to partake in responsibilities and challenges equal to those afforded to male employees.	In-House	Commenced	Ongoing

CEO / HR Manager	Include a women-specific element in the career progression plan to ensure that females are considered fully and not inadvertently passed over in the promotion process.	In-House	Commenced	Ongoing
CEO / HR Manager	Outline the number of positions and job descriptions that could be made available to women. Determine the required skills levels to fill these positions and explain to female candidates.	In-House	15-Apr-24	Ongoing
CEO / HR Manager	Give females access to bursaries, internships, learnerships, coaching and mentorship programmes and encourage participation in such skills development initiatives.	In-House	1 Jan-25	Ongoing

Section 3:

Local Economic Development Programme

3.1 Introduction

Galaxy Mine is situated in the Umjindi municipality and Barberton has a rich history of gold mining. The gold mining history forms an integral part of Barberton.

Water security has also been identified as one of the major challenges in the rural community and as such the mine has committed to contribute to the infrastructure development project for a water purification plant that will deliver water to local households.

Due to a battle to get the Local Municipality to engage with the DMRE and The Company Representatives a decision was taken to focus on assisting the Department of Education as there are three schools in the area that have a dire need for Infrastructure.

The company also has a tract of land where the local community has started squatting. We believe that it would be an ideal project to donate this land to the community and then assist with some basic infrastructure.

The company has committed to assist Phakamani Trust with a Gender Based Violence Program.

3.2 Impact of the Operation on the Area

Mineral resources are non-renewable in nature, thus Galaxy commits to responsible mining practices that will leave a positive legacy in the communities in which mining occurs. Mining activities have inherently positive and negative economic, social and environmental impacts on the communities that live close to the mines. Positive impacts are typically enhanced by pro-active socio-economic, social and environmental management programmes. Positive impacts by the mines' operations have included investments in job

creation, skills development, education and health, and also local business development, procurement opportunities and infrastructural provision.

Positive impacts are:

- Job creation (direct and indirect)
- Upgrading of skills profile
- income to government (taxes, rates, levies)
- Increased quality of life
- Infrastructural development
- Food security

Job opportunities created provide employees and their dependants with a source of income. This income could be used to fulfil the basic needs (and more) of the employees and their households. Fulfilment of basic needs is necessary for economic development since healthy people are more productive in terms of learning, working, entrepreneurial spirit and wealth creation

Socio Economic Impact of Mine on Area			
Preferential Procurement - Local (Due for completion by 28 Feb 2027)			
Undertaking	The mine will implement measures to advance local procurement.		
Guideline	The commitment to purchasing will also extend to creating long term partnerships with suppliers so as to mentor and support the local supply businesses.		
Responsible Person	Strategic Plan	Start Date	End Date
HR Manager	Developing Economic Empowerment (EE) policies, procedures and guidelines.	1-Mar-24	Ongoing
Responsible Person	Strategic Plan	Start Date	End Date
CEO / CFO/ HR Manager	Liaise with stakeholders to develop EE targets	1-Mar-24	28-Feb-26
CEO / CFO/ HR Manager	Give HDSA preferred supplier status wherever possible in all three (3) levels of procurement.	1-Mar-24	28-Feb-26
CEO / CFO/ HR Manager	Commit to procurement progression from HDSA over a five (5) year time frame.	1-Mar-24	28-Feb-26
CEO / CFO/ HR Manager	Encourage through the development of a strategic plan, all suppliers to form a partnership with HDSA companies without overlooking the necessary requirements of the tender process.	1-Mar-24	28-Feb-26
CEO / CFO/ HR Manager	Publish a list of suppliers on the Mine's database and audit the list on a monthly basis for HDSA participation, ownership and involvement.	1-Mar-24	28-Feb-26

CEO / CFO/ HR Manager	Compile and manage the requisite database of current suppliers incorporating the relevant data to produce the mine's Form T for submission with the Annual SLP Report	1-Mar-24	28-Feb-26
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3.3 Infrastructure Development and Poverty Alleviation Programmes

Galaxy recognises the socio economic challenges in the area and is committed to contributing to the improvement, through a consultative process with both the local and regional municipalities, of the infrastructure and service delivery in their affected communities. We are partnering with a local business development company to grow Youth and Local Businesses

LED Undertakings						
Local Economic Development (Ongoing) and will be enlarged						
Undertaking	The fundamental focus areas of local economic development undertaking that Galaxy has adopted lies in the:					
	1. Focus on infrastructural Development for three local schools.					
	2. Developing Kitchens and Class Rooms for three local Scholls as per the Department of Education Requirements.					
Guideline	These LED-project need to:					
	1. Stimulate the small business sector and benefit members of the community through jobs and commercial opportunities;					
	2. Create partnerships between the mine, stimulate the small business sector and affected communities;					
	3. Support identified sustainable development initiatives in surrounding and affected communities and;					
						4. Provide competent HDSAs with a preferred supplier status in the three levels of procurement.
Project Name			Beneficiaries	Project Partners	Start Date	End Date
Department of Education Schools development			See Schools listed below	Agnes Gold Mine, DOE and Umjindi Local Community	01-Feb-24	Dec-27
The following Project Steps have been identified and the time lines are specified:						
1. Identification of the project by the Donor: The following needs have been Identified in the Unjindi School Circuit for schools near the mine and the mine has agreed to assist with this infrastructure. (Annexure B)						
Khanyisile Pr. School			<ul style="list-style-type: none"> • 4 classrooms. • Grade R center • Grade R toilets. 			
Chief Funwako Sec. School			<ul style="list-style-type: none"> • School Hall • Kitchen 			
SA Makam Pr. School			<ul style="list-style-type: none"> • 4 classrooms. • Grade R center • Grade R toilets. 			

2. Approval Letter

The Mine has signed a Memorandum of Understanding (MoU) with the Department of Education but are waiting for the MDoE to sign.

In the interim the MDoE has accepted the project.

3. Submission of drawings to the municipality for approval.

It is anticipated that the plans can be submitted to the Municipality for approval within the time frame stipulated in the MoU

4. The company then appoint own Consulting engineer.

This project is anticipated being completed within four years.

Action	Phase 1 will commence in 2024.			
KPA	Conduct meetings and ensure relevant record of all discussions and decisions are in place with respect of the agreed scope of work and roles and responsibilities.			
KPI	Tri-partite agreement between Mine, DOE and residents.			
Responsible Partner	Actual Spend	Status	Start Date	End Date
Galaxy/Municipality	R200 000	To Commence on approval of SLP	On approval of SLP	Mar-2024
Action	Phase 2. Detailed project planning and costing, inclusive of the procurement requirements. For Phase 2.			
KPA	Project planning, costing and all related requirements considered and plan compiled.			
KPI	Detailed Definitive Feasibility in place.			
Responsible Partner	Actual Spend	Status	Start Date	End Date
Galaxy Mine / MDoE	R 300 000.00	Not Started	Apr-24	N/A
Action	3. Implementation			
KPA	Building of facilities as described above. In line with the signed MoU			
KPI	Monitoring and successful implementation.			
Responsible Partner	Actual Spend	Status	Start Date	End Date
Galaxy / MDoE	R4 500 000.00	On completion of Phase 2	Completion Phase 2	Dec-27

Project Name	IDP	IDP Number	Beneficiaries	Project Partners	Start Date	End Date
Gender Based Violence Sentrum			Barberton Community, SAPS, Municipality	Galaxy/ Municipality	Commenced	Ongoing

The local community has a major Gender Based Violence Problem.

The Mine together with local partners have secured a safe house and provide then necessary safe refuge for victims of GBV.

Victims can be safely placed and assisted to move on.

They are offered Counselling and Legal Assistance free of Charge. GGR has made an Advocate available in order to assist and advise victims of their rights and to assist them through the process. This cost is born by GGR and is a fundamental act that is very seldom made available to victims.

Action	<ol style="list-style-type: none"> 1. Identify areas of risk, need coupled with urgency. 2. Fund House of Safety 3. Provide free legal services to users of House of Safety 				
KPA	Conduct communication programme and complete Support Plan				
KPI	Communicate plan to stakeholders				
Responsible Partner	Budget	Status	Start Date	End Date	
Galaxy	In-House	Commenced	Commenced	Ongoing	

3.4 Housing and Living Conditions for Employees at the Mine

During the FY 2014 the current housing stock on the mine was upgraded and maintained. However during the two periods of care and maintenance the situation changed and the whole housing stock required an update. The income levels of employees were maintained at levels that allow employees to rent or buy permanent accommodation in the local area.

Housing Strategy Undertaking - Roll Up	
Housing Strategy (Due for completion by 28 Feb 2025)	
Undertaking	Galaxy mine plans only to offer single accommodation to Stand-By personnel due to the condition of the roads to the mine, the present housing stock on mine premises is also being upgraded.
	The mine also plans to engage the municipality in planning of permanent housing developments in the Barberton suburban area.
Guideline	For the few mine houses the mine will charge a market related yet affordable rental for accommodation on the premises.
	Income levels to be maintained at a level where reasonable permanent accommodation could be rented in the municipality.
	Employees will be encouraged to dwell in the proposed housing development in the Barberton suburban area.

Responsible Person	Strategic Plan	Start Date	End Date
CEO / CFO / HR Manager	Provide programmes to educate employees with regard to home ownership, accessing government subsidies/housing loans, formulating living budgets, and what housing options are available in sustainable communities.	15-May-24	30-Jun-25
CEO / CFO / HR Manager	Generate awareness regarding how to access to basic services. Facilitate applications for Reconstruction and Development Programme (RDP) housing subsidies on behalf of employees.	15-May-24	30-Jun-24
CEO / CFO / HR Manager	Research and if possible allow access to housing loans for employees with the Mineworkers Provident Fund being seeded as a guarantee.	15-May-24	30-Jun-24
CEO / CFO / HR Manager	Identify and list employees that are currently residing in informal settlements, squatting, or renting. Assist these employees to secure formal housing.	15-May-24	30-Oct-24
CEO / CFO / HR Manager	Generate an awareness plan for employees with regard to the locality of accessible and sustainable housing.	15-May-24	30-Jun-24
CEO / CFO / HR Manager	Collaborate with local government to meet the demands of formal housing and services infrastructure.	15-May-24	30-Jun-24
CEO / CFO / HR Manager	The mine plans to engage the local municipality in the planning of permanent housing developments in the Barberton suburban area. Employees will be encouraged to dwell in these developments.	15-May-24	30-Jun-24

3.5 Nutrition Amongst Employees at the Mine

Galaxy Mine monitored nutrition and nutritional well being of the employees on the mine. A tuckshop with credit facilities at no interest is available for all employees ensuring that all employees have access to regular balanced meals.

Feedback on Nutrition Undertaking - Roll Up	
Nutrition (Due for commencement by 28 Jun 2024)	
Undertaking	Galaxy Mine Management undertakes to monitor nutrition and guarantees the nutritional well being of its employees.
	The mine undertakes to implement basic health care programmes as well: * HIV Voluntary Counselling and Testing (VCT) campaign; and Primary care wellness programmes.
Guideline	The mine assists all employees showing signs of nutrition.

Responsible Person	Strategic Plan	Budget	Start Date	End Date	Status
HR Practitioner	1. Monitor employee's health condition via attendance and approach.	As per requirements	Commenced	N/A	Ongoing

3.6 Procurement Progression Plan at the Mine

This section summarises the commitment of the mine as well as the development of the procurement plan.

Preferential Procurement HDSA Undertaking - Roll Up					
Preferential Procurement - HDSA (Due for completion by 30 Apr 2025)					
Undertaking	Galaxy Mine will implement measures to advance procurement to Historically Disadvantaged suppliers and will continually seek to allocate at least 25% of its annual expenditure in services and consumables after the first 5 years to preferred suppliers of this status.				
Guideline	The commitment to purchasing will also extend to creating long term partnerships with suppliers so as to mentor and support the local supply businesses. In order to promote preferred supplier status to HDSAs, the mine will consider joining the National Mining Preferential Procurement Forum (NMPPF).				
Responsible Person	Strategic Plan	Start Date	End Date	Status	
CFO	Developing Economic Empowerment (EE) policies, procedures and guidelines.	Commenced	Ongoing	Started	
CFO	Liaise with stakeholders to develop EE targets	Commenced	30-Apr-25	In progress	
CFO	Give HDSA preferred supplier status wherever possible in all three (3) levels of procurement.	Commenced	30-Jul-24	In progress	
CFO	Commit to procurement progression from HDSA over a five (5) year time frame	Commenced	Ongoing	In progress	
CFO	Encourage through the development of a strategic plan, all suppliers to form a partnership with HDSA companies without overlooking the necessary requirements of the tender process.	28-Feb-2024	Ongoing	Pending	

Downscaling and Retrenchment

The on-going investment in Human Resource Development and facilitation of training during the life time of the mine is intended to support skills that will support employment of the workers beyond the life of the mine. The mine intends to comply with the Basic Conditions of Employment Act in respect of specific skills development directed at facilitating the further acquisition of skills that will be of value to employees at the

mine at the time of downscaling and retrenchment. The mine will provide assistance to employees for alternative and /or additional training in line with appropriate career development goals and discussions between employee and his/her line manager and or mentor.

Therefore negotiations with regards to retrenchment packages will be carried out in line with applicable legislation and company's Human Resource's polices for retrenchment. In addition, provisions for downscaling and retrenchment will be finalised in the Future Forum when if the need arises.

Future Forum Meetings at Mine

A future forum is in the process of being established at the mine and meetings will take place quarterly. Minutes of the meetings will be held on-site. All Union representation will be addressed to ensure that all relevant stakeholders are included in these committees. The company is currently consulting with a specialist to ensure that all parties are effectively consulted.

Section 5:

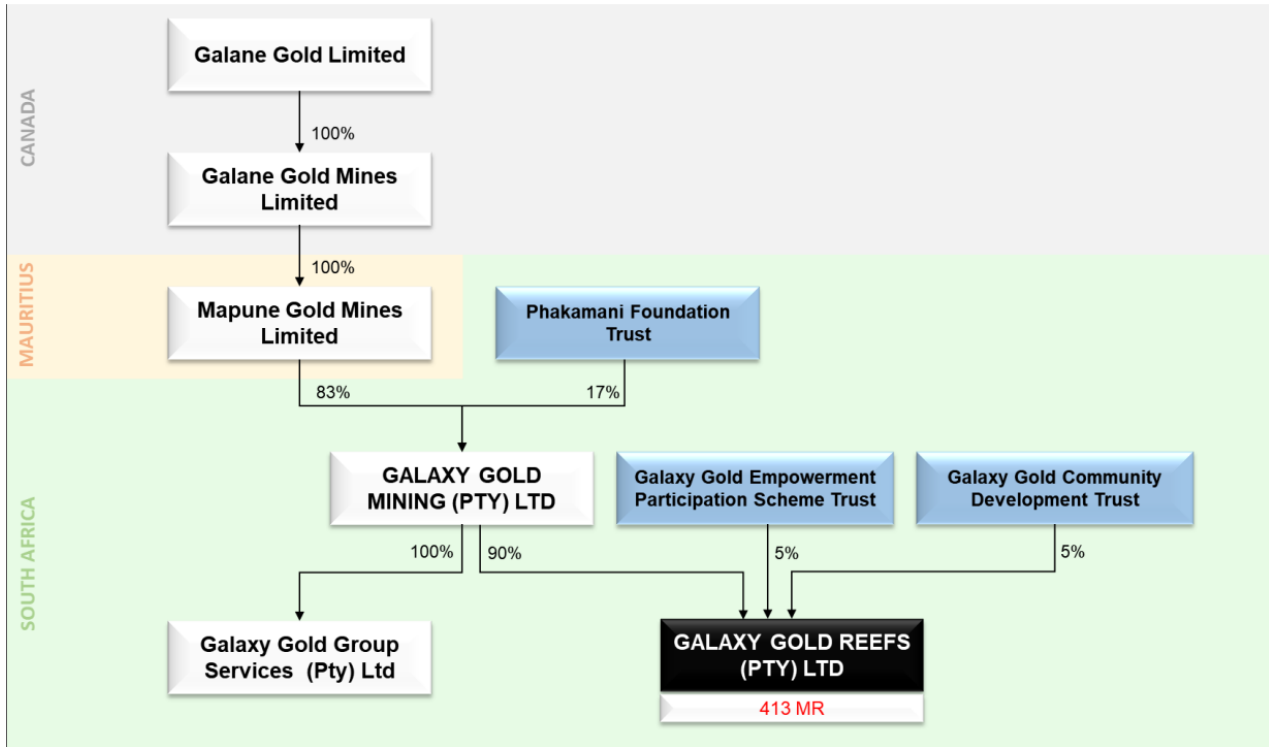
Financial Provision

Table 5.1 below provides a summary of the budget and spend from 2023 - 2027 for the key components of the social and labour plan at Galaxy Mine

Undertaking	Budget
Downscaling & Retrenchment Undertaking	As per labour guide
Financial Provision Undertaking	R1 000 000.00
HRD Undertaking	R3 500 000.00
LED Undertaking	R5 000 000.00
Totals	R9 500 000.00

Appendix A

Table A.1 Corporate and Ownership structure



Annexure B



education
MPUMALANGA PROVINCE
REPUBLIC OF SOUTH AFRICA

Building No. 5, Government Boulevard, Riverside Park, Mpumalanga Province
Private Bag X11341, Mbombela, 1200.
Tel: 013 766 5552/5115, Toll Free Line: 0800 203 116

Litiko le Temfundvo, Umnyango we Fundo

Departement van Onderwys

Ndzawulo ya Dyondzo

Enquiries : AT Khoza
Cell :082 468 7971
Email: atkhoza2@gmail.com

UMJINDI CIRCUIT SCHOOL INFRASTRUCTURE NEEDS

Please note that only schools at Emjindini Trust have been prioritized in this case. The area is growing very vast.

SCHOOL	NEEDS	
Khanyisile Pr. School	<ul style="list-style-type: none">• 4 classrooms.• Grade R center• Grade R toilets.	Specifications and drawings will be sourced from the department.
Chief Funwako Sec. School	<ul style="list-style-type: none">• School Hall• Kitchen	Specifications and drawings will be sourced from the department.
SA Makam Pr. School	<ul style="list-style-type: none">• 4 classrooms.• Grade R center• Grade R toilets.	Specifications and drawings will be sourced from the department.

Please do not hesitate to contact me in case of clarity but I would really love to have all schools benefiting because the community is very needy and also to avoid conflict and unnecessary tensions.

Thank you

AT Khoza
CIRCUIT MANAGER

03 July 2023
DATE

Report end.