

**SOCIAL & LABOUR PLAN**  
**2023-2027**



**APPLICATION FOR FAIRBREEZE MINE**

**TRONOX KZN SANDS**

**OWNED BY TRONOX LIMITED**

*Submitted as contemplated in terms of regulations 46 of the Mineral and Petroleum Resources  
Development Act 2002 (Act No. 28 of 2002)*

**Tronox KZN Sands (Pty) Ltd • Reg No. 1987/001627/07**

Directors: ML Mothoa (Chairman), RS Dlamini-Mthethwa, LC Govender, VW Tlou, WH van Niekerk  
(independent, non-executive)

Private Bag X20010 • Empangeni, 3880 • South Africa [www.tronox.com](http://www.tronox.com)

## INDEX

### DESCRIPTION

### PAGE NO.

#### List of Figures

#### List of Tables

#### Table of Contents

#### Acronyms, Abbreviations and Organizations

#### Glossary

#### **LIST OF FIGURES**

Figure 1: Locality Map.....	16
Figure 2: BE/BEE Compliant Spend .....	150

#### **LIST OF TABLES**

Table 1: Tronox KZN Sands Mines Life Span .....	14
Table 2: Geographic origin of Employees (Excl. Temporal Employees) .....	15
Table 3: Compliance with Skills Development Legislation .....	19
Table 4: Employee Skills and Qualification Profile .....	20
Table 5: ABET Plan.....	22
Table 6: Engineering External Learnerships 18.2 .....	23
Table 7: Engineering Internal Learnerships .....	24
Table 8: Process Control Learnership .....	25
Table 9: Draughtsman Learnerships .....	25
Table 10: Learnership Targeting Less Abled Learners .....	26
Table 11: Managerial Development Training .....	28
Table 122: Portable Skills Training plan .....	29
Table 13: Bursary Plan - External.....	30
Table 14: Bursary plan - Internal .....	31
Table 15: PIT Internships: Five-Year Plan.....	32
Table 16: Management of Talent Pool and Fast-Tracking .....	34
Table 17a: Five Year Succession Plan focussing on retiring employees .....	35
Table 18b: Mentorship plan focussing on retiring employees .....	35
Table 19: Summary of Disciplines .....	35
Table 20: Recruitment and Succession Plan Projections 2023-2027 .....	36
Table 21: Projected staffing of permanent and non-permanent employees 2023-2027.....	36
Table 22: Tronox KZN Sands Five Year Mentorship Plan .....	37
Table 23: Estimated HRD Expenditure for period 2023-2027.....	37

Table 24: Mining Charter targets for women for 2023 – 2027 .....	40
Table 25: 1Targets for Historically Disadvantaged South Africans (HDSA) in Management.....	41
Table 26: Employment Equity Statistics for Tronox KZN Sands as at 10/08/2022 . <b>Error! Bookmark not defined.</b>	
Table 27: Targets for People with Disability: 2023 - 2027 .....	43
Table 28: Regional Demographics (2016 IDP Statistics) .....	47
Table 29: District Employment Levels .....	48
Table 30: Percentage persons unemployed in local municipality in which Tronox KZN Sands operates 49	
Table 31: Wellness Programme Targets .....	55
Table 32: Summary of LED Projects .....	57
Table 33: Zakhekahle High School - 4 Classrooms .....	59
Table 34: Industrial Park Revamp, Paving and Re-roofing .....	61
Table 35: House for the needy .....	63
Table 36: Construction of Somopho Traditional Chambers.....	65
Table 37: Bus Shelters.....	67
Table 38: Goat Farming and Fencing of Inyoka Farm .....	69
Table 39: Construction of Manqomfini Creche .....	71
Table 40: Construction of Bomvini Community Hall.....	73
Table 41: Construction of Umhlanga Creche .....	75
Table 42: Construction of Manqomfini Hall.....	77
Table 43: Sewing Project.....	79
Table 44: Ngalangala Primary School – Admin, Ablution (7).....	81
Table 45: Nursery at Gubhethuka.....	83
Table 46: Ikhuba Goat Farming .....	85
Table 47: 10 RDP Houses .....	87
Table 48: Phokophela Care Centre Renovations.....	89
Table 49: KwaDlangezwa Satellite Police Station.....	91
Table 50: Kwa-Green Farm Development.....	93
Table 51: Thandamanzi Road Infrastructure .....	95
Table 52: Nikiza School Project.....	97
Table 53: Community: Mahunu Multi-purpose Centre .....	99
Table 54: Traditional Court Building .....	101
Table 55: Bhade Market Renovations .....	103
Table 56: Obanjeni Enterprise Development Marketing .....	105
Table 57: Macadamia Nuts .....	107
Table 58: Netball Field .....	109
Table 59: Renovation of Prince Veleshowe Hall .....	111
Table 60: Fuel Station Establishment.....	113
Table 61: Traditional Court Renovation.....	115
Table 62: Sabeka Hall Renovations .....	117
Table 63: Ensingweni Sport-field and Netball Court .....	119
Table 64: LS Goat Farming.....	121
Table 65: Majiya High School Admin Block.....	123
Table 66: Different Projects .....	125

Table 67: Eshowe Adams Park Ablutions and Furniture of the Park Area .....	127
Table 68: Market Stalls Mbongolwane Hospital .....	129
Table 69: Ten Houses for the Needy .....	131
Table 70: Mtunzini Public Toilet Facilities.....	133
Table 71: Five Houses for the Needy .....	135
Table 72: Dokodweni Farming Project .....	137
Table 73: Ingulule Primary School Admin Block .....	139
Table 74: Macambini Sports Complex.....	141
Table 75: Emhlabulweni Primary School Library or Classrooms .....	143
Table 76: Makhwanini Multi-purpose Centre .....	145
Table 77: Below spend expressed in R .....	151
Table 78: HDSA / BEE Spend and Future Targets to 2027 .....	151
Table 79: Community Suppliers.....	154
Table 80: Financial Provision for the Implementation of the Human Resource Development programme .....	166
Table 81: Financial Provision for the Implementation of the LED programme .....	167

## **TABLE OF CONTENTS**

SECTION 1: REGULATION 46 (a) .....	12
1.1 INTRODUCTION .....	12
1.2 PREAMBLE .....	12
1.2.1 Name of Mine: .....	12
1.2.2 Contact person: .....	13
1.3 Contact details.....	13
1.4 Location of Mine .....	13
1.5 BREAKDOWN OF EMPLOYEES PER SENDING AREA .....	15
SECTION 2: REGULATION 46 (B) HUMAN RESOURCES DEVELOPMENT PROGRAMME .....	18
2.1 REGULATION 46 (b) (i): SKILLS DEVELOPMENT PLAN.....	18
2.1.1 INTRODUCTION .....	18
2.1.2 Important points to note within HRD Skills Development commitments made: .....	19
2.1.3 Tronox KZN Sands Legislative Compliance .....	19
2.1.4 Tronox KZN Sands Employees Skills and Qualifications Profile .....	20
2.1.5 Adult Education and Training: AET .....	21
2.1.6 Tronox KZN Sands Skills Development Programmes .....	23
2.1.7 Portable Skills/ Compliance Training .....	28
2.2 REGULATION 46 (b) (iv): THE PLAN FOR INTERNSHIP AND BURSARY PROGRAMME.....	29
2.2.1 Bursary Programme and Implementation Plan .....	29

2.2.2 Bursary Plan – External.....	30
2.2.3 Bursary plan – Internal .....	31
Employees are encouraged to upgrade their qualifications or obtain new qualifications. Those studying in their own time in mining relevant and other key disciplines receive assistance in the form study fees and study leave.....	31
2.2.4 PIT Internships: Five-Year Plan .....	32
2.2.5 Professionals-in-Training Internship Programme (PIT) .....	33
2.2.6 Hard-to-fill vacancies during the past 12 months.....	33
2.3 REGULATION 46 (b) (ii): THE INTERNSHIP AND BURSARY PLAN AND ITS IMPLEMENTATION IN LINE WITH THE SKILLS DEVELOPMENT PLAN (INTERNAL).....	33
2.3.1 Career Progression and Fast-tracking .....	33
2.3.2 Succession Planning and Career Progression .....	34
2.3.3 Career progression through Individual Development Plans and Workplace Skills Plans.....	36
2.4 REGULATION 46 (b) (iii): MENTORSHIP PLAN AND IMPLEMENTATION IN LINE WITH THE SKILLS DEVELOPMENT AND THE NEEDS OF EMPOWERMENT GROUPS .....	37
2.4.1 Introduction .....	37
SECTION 3: REGULATION 46 (b) (v): EMPLOYMENT EQUITY PLAN AND STATISTICS.....	39
3.1. INTRODUCTION.....	39
3.2 EMPLOYMENT EQUITY POLICY .....	39
3.3.1 Gender equity .....	39
3.3.2 Mining Charter targets for women (2023 - 2027).....	39
3.3.3 HDSA Participation in Management.....	40
SECTION 4 : REGULATION 46 (C) - LOCAL ECONOMIC DEVELOPMENT PROGRAMME .....	45
4.1. REGULATION 46 (c) (i): THE SOCIAL AND ECONOMIC BACKGROUND OF THE AREA IN WHICH THE MINE OPERATES. ....	45
4.1.1. KwaZulu-Natal .....	45
4.1.2. King Cetshwayo District Municipality, including uMhlathuze Local Municipality .....	46
4.2. REGULATION 46 (c) (ii) (a): KEY ECONOMIC ACTIVITIES OF THE AREA IN WHICH THE MINE OPERATES.....	49
4.2.1 Key economic activities .....	49
4.3. REGULATION 46 (c) (ii) (b): IMPACT OF THE MINE ON LOCAL COMMUNITIES .....	50
4.4. REGULATION 46 (c) (iii): INFRASTRUCTURE AND POVERTY ERADICATION PROJECTS IN THE LOCAL AREAS.....	51
4.4.1. Co-operation with the local municipalities .....	51
4.4.2. Mine Community Economic Development .....	51

4.4.3. Job creation through enterprise development.....	53
4.4.4. Poverty Alleviation .....	53
4.4.5. Infrastructure Development .....	54
4.4.6. Other assistance to the local community and municipality .....	54
4.4.7. HIV / AIDS.....	54
4.4.8 Summary of LED Projects 2023 to 2027.....	57
4.4.9 Framework of all LED Projects as per summary list sequence – Table 26 above.....	59
4.5. REGULATION 46 (c) (v): HOUSING AND LIVING CONDITIONS .....	147
4.6 REGULATION 46 (c)(vi): MEASURES TO ADDRESS NUTRITION .....	147
<b>SECTION 5: PROCUREMENT PROGRESSION BEE .....</b>	<b>149</b>
5.1 OVERVIEW .....	149
5.2 THE BROAD OBJECTIVES OF THE PROCUREMENT PLAN ARE TO: .....	149
5.3 Basis for Targets .....	150
5.4 Definitions.....	152
5.4.1 BEE entities: .....	152
5.4.2 Non-Discretionary Procurement Expenditure: .....	152
5.4.3 Local Procurement: Geographical Area - Execution Preference:.....	152
5.4.4 Multi-national Companies .....	152
5.5 INFLUENCE OF PREFERENTIAL PROCUREMENT .....	152
5.5.1 Multi-national Companies – Contribution to Socio-Economic Development.....	152
5.5.2 Contracting Companies – Workforce .....	153
5.5.3 Procurement Support to Local Economic Development and Socio-Economic.....	153
5.5.4 Enterprise-Supplier Development through Preferential Procurement .....	153
5.5.5 Procurement System .....	155
<b>SECTION 6: REGULATION 46 (D)– MANAGING DOWNSCALING AND RETRENCHMENT .....</b>	<b>157</b>
6.1 OVERVIEW .....	157
6.2 REGULATION 46 (d) (i): THE ESTABLISHMENT OF THE FUTURE FORUM.....	157
6.3 REGULATION 46 (d)(ii): MECHANISMS TO SAVE JOBS, AND AVOID JOB LOSSES AND A DECLINE IN EMPLOYMENT .....	158
6.3.1 Consultations .....	158
6.3.2 Legislative compliance .....	159
6.3.3 Forum meetings schedule .....	160

6.4 REGULATION 46 (d) (iii): MECHANISMS TO PROVIDE ALTERNATIVE SOLUTIONS AND PROCEDURES FOR CREATING JOB SECURITY WHERE JOB LOSSES CANNOT BE AVOIDED.	161
6.4.1. Consultations	161
6.4.2. Mechanisms to provide alternative solutions	161
6.5 REGULATION 46 (d) (iv): MECHANISMS TO AMELIORATE THE SOCIAL AND ECONOMIC IMPACT ON INDIVIDUALS, REGIONS, AND ECONOMIES WHERE RETRENCHMENT OR CLOSURE OF THE MINE IS CERTAIN.	162
6.5.1. Consultations	162
6.5.2. Severance package	162
6.5.3. Alternative work	162
6.5.4. Re-employment	163
6.5.5. Mechanisms and procedures for skills training on retrenchment	163
6.5.6. Mine closure objectives and alternative use of infrastructure and land for sustainable community development	163
SECTION 7: REGULATION 46 (E) – FINANCIAL PROVISION	166
7.1 INTRODUCTION	166
7.2 HUMAN RESOURCE DEVELOPMENT PROGRAMME	166
7.3. LOCAL ECONOMIC DEVELOPMENT PROGRAMME	167
7.4. MANAGEMENT OF DOWNSCALING AND CLOSURE PROGRAMME	167
SECTION 8: REGULATION 46 (F) – UNDERTAKING	168
8. 1 An undertaking	168
8.2 Approval	168

## **ACRONYMS, ABBREVIATIONS AND ORGANISATIONS**

ABET	Adult Basic Education and Training
BCEA	Basic Conditions of Employment Act 1997
CETA	Construction Education and Training Authority
DM	District Municipality
EAP	Employee Assistance Programme
EE	Employment Equity
EMPR	Environmental Management Programme Report
ETDP	Education and Training Development Practitioner
FRL	Full Range Leadership
GGP	Gross Geographic Product
GDP	Gross Domestic Product
HDSA	Historically Disadvantaged South African
IDP	Integrated Development Plan
ISO	International Standards Organisation
LM	Local Municipality
LOM	Life-of-mine
LRA	Labour Relations Act 1995
MOA	Memorandum of Agreement
MPRDA	Mineral Petroleum Resources Development Act
MQA	Mining Qualifications Authority
NSDS	National Skills Development Strategy
OCA	Organizational Culture Analysis
PD	Personnel Development
POE	Portfolio of Evidence



PRAXIS	A database system
QMS	Quality Management System
RPL	Recognition of prior learning
RSC	Regional Services Council
SAMPPF	South African Mining Preferential Procurement Forum
SAP	Tronox's electronic data system
SAQA	South African Qualifications Authority
SD	Skills Development
SDF	Skills Development Facilitator
SETA	Sectorial Education and Training Authority
SHRD	Strategic Human Resource Development
SIA	Social Impact Assessment
SME	Subject Matter Expert
SMME	Small, Medium or Micro Enterprise
WSP	Workplace Skills Plan
LED	Local Economic Development
CSI	Corporate Social Investment
TBA	To be approved.

## **GLOSSARY**

<b>Contractors</b>	Companies that supply the mine with workers and services that will be engaged in core mining activities. This report excludes contractors who will supply the mine with non-core mining labour, such as cleaning services.
<b>Local communities</b>	The communities that live within the same local municipality as where the mine is located and in this instance are neighbours to the mine site. These are communities that are affected directly by our mining activities. In this regard we are referring to 8 communities.
<b>Mine management</b>	For this report, all employee levels are defined as per guidelines from the mining charter.
<b>Local Economic Development</b>	Socio-Economic development projects done in the community by the company. The company takes responsibility for the sustainability of the project, which has distinct measurable and will leave a legacy behind.
<b>Corporate Social Investment</b>	The company invests or make monetary contributions to socio- economic development projects, but do not necessarily take responsibility for the sustainability of the project.



# **SECTION ONE**

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## **INTRODUCTION**

In compliance with Regulation 46 (a)  
of the Mineral and Petroleum Resources Development Act

# SECTION 1: REGULATION 46 (a)

## 1.1 INTRODUCTION

Tronox KZN Sands (PTY Ltd) is a business unit of Tronox Ltd, a leading international pigment company headquartered in Stamford, Connecticut, United States. Tronox KZN Sands (PTY) Ltd is the company holding the mining authorisations for Hillendale, Fairbreeze A, B and C and C Extension and Block P, Braeburn, and Braeburn Extension. All these mines are in the King Cetshwayo District Municipality in KwaZulu-Natal. Current mining is taking place at Fairbreeze Mine.

All the heavy minerals are processed through the same secondary and tertiary beneficiation plants, which are situated just North-West of Empangeni. This mineral separation plant is also part of Tronox KZN Sands and falls within the Central Processing Complex (CPC). Tronox KZN Sands ore deposits are small and regarded as forming a single production unit. Mining activities, including the labour force, move from one orebody to the next. For this reason, a single social and labour plan (SLP) has been compiled for Fairbreeze A, B and C, Fairbreeze C Extension and Block P, Braeburn and Braeburn Extension. Please refer to page 16 for an illustration of how activities will move through the orebodies during the life of mine.

Ilmenite is beneficiated further at the smelter plant just North-West of Empangeni. The ilmenite is smelted to produce pig iron and 88% titanium slag, which are both exported for further processing into castings and pigment, respectively.

The numbers in this document refer to Tronox KZN Sands (Fairbreeze and Mineral Separation plant).

## 1.2 PREAMBLE

### 1.2.1 Name of Mine:

Tronox KZN Sands (PTY) Ltd, holder of the following licenses:

- Hillendale (KZN30/5/1/2/2/125MR)
- Reserve 10 (KZN30/5/1/2/2/124MR)
- Braeburn (KZN30/5/1/2/2/150MR)
- Braeburn Extension (KZN30/5/1/2/2/178MR)
- Fairbreeze C Extension (KZN30/5/1/2/2/164MR)
- Fairbreeze A, B and C (KZN30/5/1/2/2/123MR)

### 1.2.2 Contact person:

Nick Bulunga – Leader: Communities and Corporate Affairs

### 1.3 Contact details

Physical Address: Central Processing Complex  
R34 Melmoth Road,  
EMPANGENI  
3880

Postal Address: Private Bag X20010  
EMPANGENI  
3880

Telephone No: 035 902 7588 or 035 902 7589

Facsimile No: 086 635 2769

Email Address: [nick.bulunga@tronox.com](mailto:nick.bulunga@tronox.com) and [khethiwe.dlamini@tronox.com](mailto:khethiwe.dlamini@tronox.com)

### 1.4 Location of Mine

The Fairbreeze mining area starts about 2km south of the coastal town of Mthunzini and continues southwards for about 20km in a strip approximately 2km wide (refer to the locality plan).

The Fairbreeze Mine is situated in the uMlalazi Municipality within King Cetshwayo District Municipality. A part towards the tip-end on the South falls under Mandeni Local Municipality which is under iLembe District Municipality.

Names of ore bodies: Fairbreeze A, B and C  
Fairbreeze C Extension  
Block P

Co-ordinates: 31° 42" longitude  
29° 00" latitude

Mine Manager: Shalen Poorun

Telephone: 035 340 8101

Facsimile: 086 635 2769

Commodity: Heavy Mineral Concentrate (HMC)

Life of Tronox KZN Sands Mines: Fairbreeze is 20 years at planned production rate.

Table 1: Tronox KZN Sands Mines Life Span

Site	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
Fairbreeze Mine																		
CPC Furnace 1																		
CPC Furnace 2																		

The fiscal year of mine: Runs from January to December each year.

## 1.5 BREAKDOWN OF EMPLOYEES PER SENDING AREA

The dominant first language in communities around Fairbreeze Mine is IsiZulu (80%), with smaller numbers having English (12%) and Afrikaans (8%) as first languages.

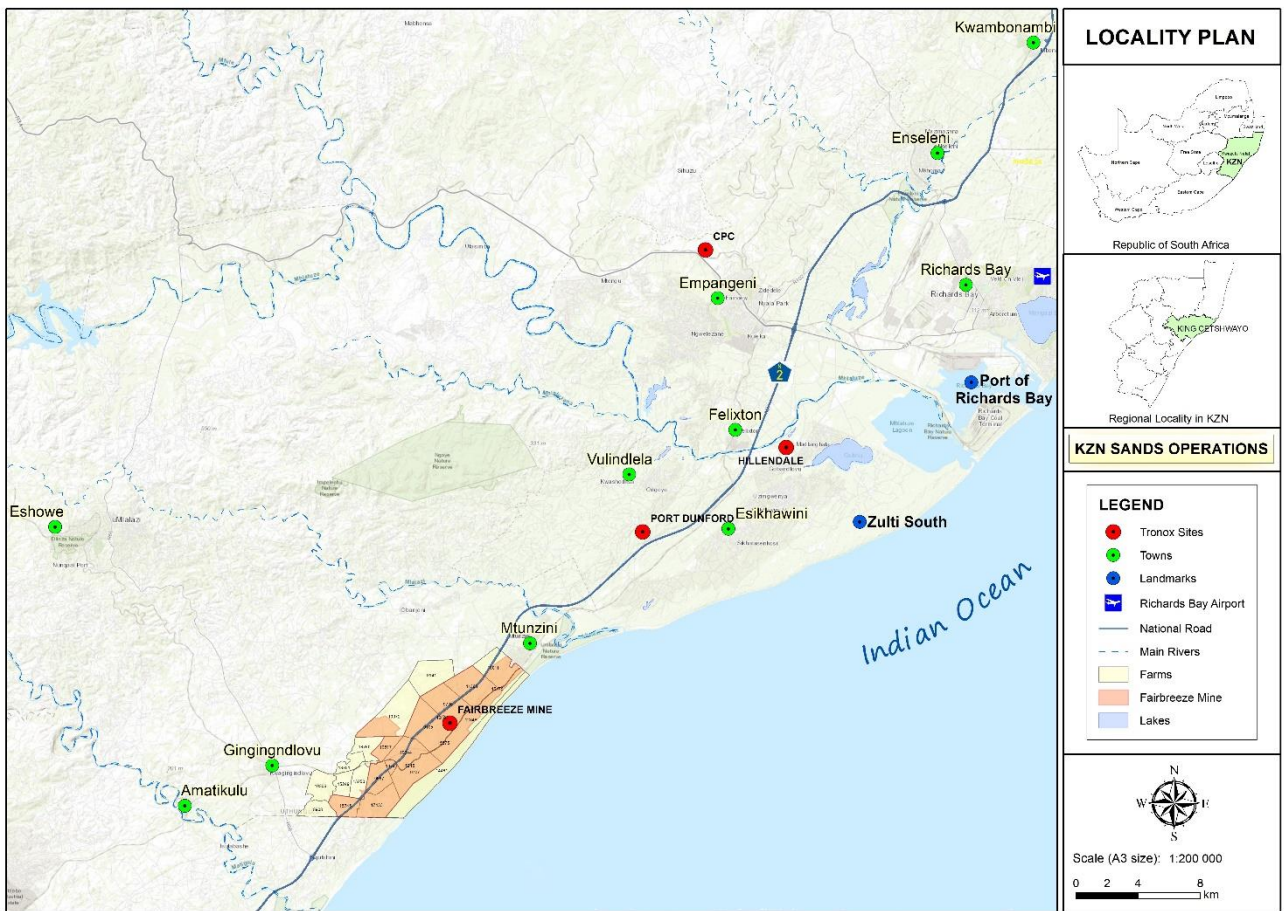
The workforce (Fairbreeze Mine plus support staff) is 459 permanent employees, consisting of 345 males and 114 females.

It is estimated that each employee has an average of five dependants, which gives a total of 2,295 non-employees directly dependent on wages from the business. This figure excludes contracting companies.

Table 2: *Geographic origin of Employees (Excl. Temporal Employees, as at August 2022)*

Province	Municipality		Sending Area Location	Numbers
	District	Local		
KwaZulu- Natal	King Cetshwayo	UMhlathuze	Richards Bay	85
KwaZulu- Natal	King Cetshwayo	UMhlathuze	Empangeni (133), Ngwelezane (6), So- mopho (7) and	150
KwaZulu- Natal	King Cetshwayo	UMhlathuze	Esikhawini	80
KwaZulu- Natal	King Cetshwayo	UMhlathuze	Dube (Gobandlovu – Madlankala)	40
KwaZulu-Natal	King Cetshwayo	Umlalazi	Mthunzini	36
KwaZulu-Natal	King Cetshwayo	UMfolozi	KwaMbonambi	10
KwaZulu-Natal	iLembe District Municipality	KwaDukuza	Mandeni	15
KwaZulu-Natal	King Cetshwayo	Variety	Other	43
<b>TOTAL</b>				<b>459</b>

Figure 1: Locality Map







## **SECTION TWO**

# **HUMAN RESOURCES DEVELOPMENT PROGRAMME**

In compliance with Regulation 46 (b) of the  
Mineral and Petroleum Resources Development Act

# SECTION 2: REGULATION 46 (B) HUMAN RESOURCES DEVELOPMENT PROGRAMME

## 2.1 REGULATION 46 (b) (i): SKILLS DEVELOPMENT PLAN

### 2.1.1 INTRODUCTION

The Human Resources Development Programs are in line with the Social and Labour Plan guidelines which aim at promoting employment and advancement of the social and economic welfare broadly at a national level. In line with this, as Tronox, a core value that we have, is that “We honor our responsibility to create value for our stakeholders. This and the other values that we have act as an overarching guide to the approach that we took in drafting the Social and Labour Plan as part of our social license to operate.

In 2021, the organisation benchmarked its employee development programs at a global level and used the insights to build a strong talent base, which contributes to a robust learning culture. This also underlies some of the programs in the 2023-2027 Social and Labour Plan. For the SLP 2023-2027, Tronox KZN Sands’ skills development programme will focus on the following areas:

1. Apprenticeship Programme
2. Learnership Programmes (Internal and External)
3. Learnership Programmes targeting persons living with disability within the community
4. Experiential Development Programmes (Technicians and Professionals in Training)
5. Bursars (Internal and External)
6. Internships (Internal and External)
7. Career Pathing and Mentorship Plan
8. Portable Skills Development (Where applicable)

## 2.1.2 Important points to note within HRD Skills Development commitments made:

1. All training programmes will have a start and an end date as prescribed on legally required contracts with the students.
2. Numerical commitments per year may reflect the same students each committed year until the student obtains his/her qualification. Should a qualification be a 3-year plan, the students committed to will be shown for all 3 years and should not be read and understood as a new intake.

**Example:** 10 students from year 2023 shall be indicated in year 2024, until they obtain their qualification. This means the company will provide the skills training for 10 students over a year period. It does not indicate a separate new intake of 10 students every year.

3. This applies to all programs offered by the business unless specifically stated as a note field in the table.
4. Learnerships and skills development programs intake numbers may be adjusted, based on scarcity of skills within South Africa. Tronox KZN Sands aim is to deliver on the total numbers as committed below, but training will be based on skills availability and relevance in the South African Economically active population and skills statistics.

## 2.1.3 Tronox KZN Sands Legislative Compliance

Table 3: Compliance with Skills Development Legislation

<b>Name of SETA.</b>	Mining Qualifications Authority
<b>Registration number with the SETA.</b>	L 420747976
<b>Confirmation of having appointed a Skills Development Facilitator.</b>	Yes
<b>Proof of submission of workplace skills plan.</b>	Yes

## 2.1.4 Tronox KZN Sands Employees Skills and Qualifications Profile

Table 4: Employee Skills and Qualification Profile

Number and Education Levels (Permanent employees and temporary positions for the annual period of 2022)			Male				Female				Total	
Band	NQF		A	C	I	W	A	C	I	W	Male	Female
General Education and Training (GET)	1	No Schooling	0	0	0	0	0	0	0	0	0	0
		Grade 0/ Pre school	0	0	0	0	0	0	0	0	0	0
		ABET 1: Grade 1 - 3	1	0	0	0	0	0	0	0	1	0
		ABET 2: Grade 4 - 6	1	0	0	0	0	0	0	0	1	0
		ABET 3: Grade 7 - 8	13	0	0	0	0	0	0	0	13	0
		ABET 4: Grade 9	0	0	0	0	0	0	0	0	0	0
Further Education & Training (FET)	2	Grade 10/N1	5	0	0	1	0	0	0	0	6	0
	3	Grade 11/ N2	12	0	1	0	0	0	0	0	13	0
	4	Grade 12/ N3	145	2	14	21	37	2	1	3	182	43
Higher Education & Training (HET)	5	Higher Certificate	13	1	2	2	6	0	1	0	18	7
	6	Advanced Certificate National Diploma	12	1	1	0	1	0	0	0	14	1
	7	Bachelor's Degree/ Advanced Diploma	5	0	0	2	5	0	0	0	7	5
	8	Honour's Degree	1	0	0	0	3	0	0	0	1	3
	9	Master's Degree	1	0	1	0	1	0	0	0	2	1
	10	Doctorate Degree	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>			<b>209</b>	<b>4</b>	<b>19</b>	<b>26</b>	<b>53</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>258</b>	<b>60</b>

### 2.1.5 Adult Education and Training: AET

Adult Basic Education and Training (AET) supplies opportunities for employees to become functionally literate and numerate, which is a first step towards further education and training. Tronox KZN Sands have a total of 15 employees with educational levels lower than AET 4 and in need of training. The table below illustrates the current AET level status of the workforce. Employees and community members that qualify for Adult Basic Education, have expressed the desire to not pursue AET. Although there are no internal AET learners, Tronox KZN Sands will hence focus efforts to increase the number of 18.1 learnerships, utilizing the AET budget.

Table 5: ABET Plan

Pers.No.	Initials	Last name	CoCode	Organizational Unit	Position	PS group	Lv	Qualification (Name)
20008017	MP	Ngwenya	HM01	Mining (Shift D)	Operator, Mining	P7	1	ABET Level 3
20008073	J	Nkosi	HM01	Residue Storage Facility Shift C	Operator, RSF	P7	1	ABET Level 3
20008085	SM	Biyela	HM01	Mining Shift C	Operator, Mining	P7	1	ABET Level 3
20008089	MP	Dhlahla	HM01	Mining Shift C	Operator, Mining	P7	1	ABET Level 3
20008090	EB	Dube	HM01	Mining (Shift A)	Operator, Mining	P7	1	ABET Level 1
20008093	GT	Magwaza	HM01	Mining Shift C	Operator, Mining	P7	1	ABET Level 3
20008098	SZ	Mthembu	HM01	Residue Storage Facility Shift A	Operator, Mining	P7	1	ABET Level 3
20008112	MT	Majola	HM01	Mining (Shift B)	Operator, Mining	P7	1	ABET Level 3
20008123	DM	Dube	HM01	Mining (Shift B)	Operator, Mining	P7	1	ABET Level 3
20008124	AM	Mazibuko	HM01	Mining Shift C	Operator, Mining	P7	1	ABET Level 2
20008126	MZ	Cele	HM01	Mining (Day)	Team Leader /Operator	P5	1	ABET Level 3
20008128	T	Masuku	HM01	Maintenance - Mining	Operator, Maintenance	J6	1	ABET Level 3
20008137	BW	Dube	HM01	Mining (Shift B)	Operator, Mining	P7	1	ABET Level 3
20008162	MZ	Biyela	HM01	Mining (Shift B)	Operator, Mining	P7	1	ABET Level 3
20008231	S	Mdlalosi	HM01	Mining (Shift D)	Operator, Mining	P7	1	ABET Level 3

## 2.1.6 Tronox KZN Sands Skills Development Programmes

As far as is reasonably practical, learners will be sourced from local communities for external programs. Over the next five years, the business will continuously monitor the learning and development trends for business relevant programs that may be utilised for the upskilling of employees and community.

### 2.1.6.1 Engineering External Learnerships

Table 6: Engineering External Learnerships 18.2

Engineering Learnerships	2023		2024		2025		2026		2027	
	New Intake	Roll Over	New Intake	Roll Over	New Intake	Roll Over	New Intake	Roll Over	New Intake	Roll Over
PC Learners	0	0	0	0	0	0	0	0	0	0
Electrician	1	1	1	1	1	2	1	3	1	2
Instrument Mechanician	2	2	2	2	2	4	2	6	2	4
Fitter	2	2	2	2	2	4	2	6	2	4
Boilermaker	1	1	1	1	1	2	1	3	1	2
Millwright	1	1	1	1	1	2	1	3	1	2
<b>Total number</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>14</b>	<b>7</b>	<b>14</b>	<b>7</b>	<b>14</b>
<b>Annual Cost</b>	<b>R1,008,965</b>		<b>R 3,819,827</b>		<b>R 6,016,228</b>		<b>R 6,317,040</b>		<b>R 6,632,892</b>	

The learners will be taken from the start until they receive their trade certificates. The duration of Learnership is 3 years for Artisan trades. Rolled over learners from 2018-2022 approved SLP have not been included in the above costs. Learnership costs include the institute training costs, learner stipend, accommodation and meals, transport, toolkits and PPE. The total spend over the 5 years amounts to R 23,794,952.

### 2.1.6.2 - Engineering Internal Learnerships 18.1

The Internal learnerships are for permanent employees and are normally referred to as the 18.1 s under the Skills Development Act. The costs below are not inclusive of backfill labour to replace employees while they study.

Due to the non-uptake of ABET learners, the 18.1 learnerships have been adjusted to account for the ABET budgeted spend.

Table 7: Engineering Internal Learnerships

Internal Apprenticeships	2023		2024		2025		2026		2027	
	New In-take	Roll Over	New In-take	Roll Over	New In-take	Roll Over	New In-take	Roll Over	New In-take	Roll Over
<b>Electrician</b>	1	0	1	1	0	2	1	1	0	1
<b>Instrument Mechanician</b>	0	0	1	0	0	1	0	1	1	0
<b>Fitter</b>	1	0	1	1	0	2	1	1	0	1
<b>Boilermaker</b>	0	0	1	0	0	1	1	1	1	1
<b>Millwright</b>	1	0	0	1	0	1	1	1	1	1
<b>Refractory Bricklayer</b>	1	0	0	1	0	1	1	0	0	1
<b>Total number</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>8</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>5</b>
<b>Annual Cost</b>	<b>R 634,409</b>		<b>R 2,182,759</b>		<b>R 2,291,896</b>		<b>R 3,008,114</b>		<b>R 2,526,816</b>	

Learnership costs include the institute training costs, learner stipend, accommodation and meals, transport, toolkits and PPE. The total spend over the 5 years amounts to R 10,643,994 .



### 2.1.6.3 Process Control Learnerships

The Process Control learnerships are in line with the site operational needs. Learners will be trained in a National Certificate in one of the disciplines which includes Mineral Processing, Metal Production or Laboratory Practices.

Table 8: Process Control Learnership

	2023		2024		2025		2026		2027	
	New In-take	Roll Over	New In-take	Roll Over	New In-take	Roll Over	New In-take	Roll Over	New In-take	Roll Over
Process Learners	8	0	8	0	8	0	8	0	8	0
Annual Cost	R498,032		R522,934		R549,080		R576,534		R605,361	

Total spend for process control learnerships amounts to R2,751,941 over the 5 years. These learnerships fall into the community learnership category. Community learnership qualifications may change during the 5 years, based on business needs.

### 2.1.6.4 Draughtsman Learnerships

Table 9: Draughtsman Learnerships

Draughtsman	2023		2024		2025		2026		2027	
	New In-take	Roll Over	New In-take	Roll Over	New In-take	Roll Over	New In-take	Roll Over	New In-take	Roll Over
Draughtsman	5	0	5	0	5	0	5	0	5	0
Annual Cost	R2,761,820		R2,899,911		R3,044,907		R3,197,152		R3,357,009	

The total spend for Draughtsmen learnerships amounts to R15,260,799.

### 2.1.6.5 Learnerships targeting less abled learners

In line with inclusivity plans, these are learnerships members of our communities that are living with disability.

Table 10: Learnership Targeting Less Abled Learners

Less abled Learners Learnerships	2023		2024		2025		2026		2027	
	New Intake	Roll Over	New Intake	Roll Over	New Intake	Roll Over	New Intake	Roll Over	New Intake	Roll Over
NQF Level 2 Learnership	5	0	5	0	5	0	5	0	5	0
Annual cost	R477 663.00		R501 546.00		R526 623.00		R552 954.00		R580 601.75	

#### *2.1.6.6 Leadership and Supervisor Development*

Tronox provides training and resources that empower people at all levels to foster a culture that both attracts and nurtures talent. Managerial Development Training aims at developing employees in managerial skills, to keep the organisation abreast with the latest relevant managerial practices and trends, as well as improving organisational efficiency and sustainability.

As a part of leadership and supervisory development, Tronox has embarked on several initiatives which include an online learning platform that supplies educational modules, videos and resources covering a variety of relevant workplace topics and training programs.

#### *2.1.6.7 Supervisory Development Programme*

Tronox cultivates future leaders through in-person and virtual training that prepares new supervisors, further develops existing supervisors, and prepares senior leaders to guide business strategy. Supervisory Development equips employees with skills to transition from managing themselves to managing others. All employees who get promoted to first line supervisors are the recipients of this training.

#### *2.1.6.8 Leaders Above Supervisory Level*

At this level, leadership development is aligned with Tronox internal Strategy, Succession Planning, Values and Behavioural Expectations as well as business Trends, Change Management, and Initiatives.

Local Universities such as the University of Stellenbosch Business School, and online learning platforms, help facilitate these programmes. Internal leadership programmes are provided by internal trainers who are specifically trained in Leadership Development Programmes delivery, as well as external accredited service providers.

### 2.1.6.9 Managerial Development Training

Table 11: Managerial Development Training

Managerial Development	2023	2024	2025	2026	2027
Supervisory Training	6	6	6	6	6
Management Development Programme	4	4	4	4	4
<b>Total number</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>
<b>Budget</b>	<b>R 682,200</b>	<b>R 689,200</b>	<b>R 689,200</b>	<b>R 220,200</b>	<b>R 220,200</b>

### 2.1.7 Portable Skills/ Compliance Training

The minimum entry level educational qualifications requirement is Grade 12 in all Tronox KZN Sands operations. On appointment, employees receive mandatory Job- Specific, Health & Safety and Environment related training. Permanent employees also have access to individual development opportunities for personal career advancement, in line with Tronox career paths.

When the need arises, a skills audit will be conducted to determine the need for portable skills development. An external market skills demand analysis will also be conducted. Portable Skills Development Programme in line with the outcome of the skills audit will be developed.

Typical portable skills have been highlighted below and budgeted commitments have been stipulated. Tronox' semi-skilled employees will be targeted for portable skills ad these skills will be partnered with entrepreneurial skills so as to assist the employee in developing their business ownership skills.

Table 12: Portable Skills Training plan

Portable Skill	2023	2024	2025	2026	2027
Bricklaying	2	0	3	5	3
Plumbing	0	3	0	3	0
Carpentry	3	2	3	0	2
Electrical Aider	2	3	3	4	3
Farming / Agriculture	3	3	3	2	3
Lifting equipment: Forklifts	10	10	10	10	10
Rigging	3	4	5	4	3
Code 14 License	10	10	10	10	10
Garment Sewing	5	5	5	5	5
Chicken poultry farming	3	2	3	2	3
<b>Total employees</b>	<b>38</b>	<b>40</b>	<b>42</b>	<b>43</b>	<b>39</b>
<b>Budget</b>	<b>R 181,000</b>	<b>R 195,510</b>	<b>R 216,700</b>	<b>R 226,780</b>	<b>R 216,000</b>

The total 5 year budgeted spend amounts to R 1,035,990.

## 2.2 REGULATION 46 (b) (iv): THE PLAN FOR INTERNSHIP AND BURSARY PROGRAMME

### 2.2.1 Bursary Programme and Implementation Plan

Tronox has a University Bursary Programme which is targeted for students who attend Universities and Equivalent Institutions. The company will award bursaries to young South African talent for full time studies with preference afforded to those who will be studying towards scarce skills programmes. This is expected to meet Tronox's future talent needs as well as to address skills shortage within the South African context.

The bursary programme provides for the support of South African students to study at an accredited South African tertiary institution up to an undergraduate level qualification.

## 2.2.2 Bursary Plan – External

Table 13: Bursary Plan - External

Bursary Field	2023		2024		2025		2026		2027	
	New In-take	Roll Over	New In-take	Roll Over	New In-take	Roll Over	New In-take	Roll Over	New In-take	Roll Over
Environmental Degree	0	1	1	0	1	1	1	2	1	1
Metallurgy Degree	0	5	0	4	2	0	2	2	2	4
Mechanical Engineering	0	3	0	2	2	0	2	2	2	4
Geology Degree	2	1	1	2	0	1	0	0	0	0
Electrical Engineering & IT	1	2	1	1	0	2	0	1	0	0
Mining Engineering Degree	1	1	1	1	1	2	0	2	0	1
Community Development	0	1	0	0	0	0	0	0	0	0
Supply Chain Management	0	1	0	0	0	0	0	0	0	0
<b>Total number</b>	<b>4</b>	<b>15</b>	<b>4</b>	<b>10</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>9</b>	<b>5</b>	<b>10</b>
<b>Total Cost</b>	<b>R724,000</b>		<b>R760,200</b>		<b>R2,394,630</b>		<b>R2,933,422</b>		<b>R3,300,099</b>	

Bursars are recruited and then screened through an assessment and interview process. Targets as set in the Mining Charter are used in the selection process. Bursaries cover tuition costs, accommodation, food, stationery, a laptop, and other associated costs. Rolled over bursars from 2018-2022 approved SLP are not covered in the above costs. These costs are therefore removed from years 2023 and 2024.

The total amount allocated for external bursaries is R10,112,351 over the 5 years.

### 2.2.3 Bursary plan – Internal

Individual Development Plans exist in Tronox Mineral Sands for all employment categories from supervisor level upwards. These plans form part of the performance management system and provide the skills development requirements/needs within the workforce. These skills development needs are then captured collectively in the Workplace Skills Plan for the various Strategic Business Units within the company.

Individual Development/Training Plans linked to career development plans for organizational levels lower than the foreman level is in place. Presently, training for these categories is mainly job-related and training-course driven, informed by a structured development plan.

Employees are encouraged to upgrade their qualifications or obtain new qualifications. Those studying in their own time in mining relevant and other key disciplines receive assistance in the form of study fees and study leave.

Table 14: Bursary plan - Internal

Year	2023	2024	2025	2026	2027
No of employees	11	12	13	14	15
Budgeted Amount	R330,000	R378,000	R429,975	R486,203	R546,978

The total budget spend for the 5 year period amounts to R 2,171,156

## 2.2.4 PIT Internships: Five-Year Plan

Table 15: PIT Internships: Five-Year Plan

Disciplines	2023		2024		2025		2026		2027	
	New Intake	Roll Over	New Intake	Roll Over	New Intake	Roll Over	New Intake	Roll Over	New Intake	Roll Over
Mining	0	0	0	0	0	0	0	0	0	0
Metallurgical	0	3	2	1	2	2	2	2	2	2
Geological Science	1	2	1	3	1	2	1	1	1	1
Chemistry and Hydrology	0	1	1	0	1	1	1	1	1	1
Environmental Management	0	3	0	0	0	0	1	0	0	1
Supply Chain Management	0	1	1	0	0	1	1	0	0	1
IT Field	0	1	1	0	1	1	1	1	1	1
BTech Safety Management	0	1	1	0	1	1	1	1	1	1
Mechanical Engineering	0	4	1	2	1	1	1	1	1	1
Human resources	1	0	1	1	1	1	1	1	1	1
Rock (Geo) Engineering	0	1	0	1	1	0	0	1	0	1
Industrial Engineering	0	1	0	0	1	0	1	1	1	2
Electrical Engineering	1	2	1	2	1	2	1	2	0	1
Surveying	0	0	0	0	0	0	0	0	0	0
Logistics	0	1	1	0	0	1	1	0	0	1
Communication	0	0	1	0	0	1	1	0	0	1
<b>Total</b>	<b>3</b>	<b>21</b>	<b>12</b>	<b>10</b>	<b>11</b>	<b>14</b>	<b>14</b>	<b>12</b>	<b>9</b>	<b>16</b>
<b>Annual Cost</b>	<b>R726,156</b>		<b>R3,895,357</b>		<b>R7,996,244</b>		<b>R9,664,028</b>		<b>R10,567,757</b>	

Rolled over internships are not included into year's 2023 and 2024 costs. The total budget spend over the 5 years amounts to R32,849,54



### 2.2.5 Professionals-in-Training Internship Programme (PIT)

The PIT Programme caters for young professionals who have completed a degree and need on-the-job experience. We normally choose employees whose skills are aligned with Tronox skills needs. They are then taken through a structured development programme, which works as an internship, for at least 24 months, ensuring proper training and development in their respective fields of study. During this period, the PITs (Professionals in Training) are properly mentored and coached. The number of students taken into the bursary and professionals in training scheme is dependent on the skills needed in a specific area and on the skills development plans for Tronox KZN Sands.

### 2.2.6 Hard-to-fill vacancies during the past 12 months

Tronox KZN Sands did struggle to fill some vacancies in the past years. We however consider training & skilling internal employees for promotional opportunities as far as possible. This process is successful. Some positions were vacant because of a shortage in the industry while others were just hard-to-fill. However, we currently do not have any hard to fill vacancies due to our extremely low staff turnover, averaged at less than 1% over last five year, we have more than adequate skills to fill positions.

## 2.3 REGULATION 46 (b) (ii): THE INTERNSHIP AND BURSARY PLAN AND ITS IMPLEMENTATION IN LINE WITH THE SKILLS DEVELOPMENT PLAN (INTERNAL)

### 2.3.1 Career Progression and Fast-tracking

The Tronox KZN Sands Human Resources Strategy focuses on an aggressive drive for talent acquisition, development, and retention thereof, as part of this we have a succession plan that is reviewed annually, and our skills development focuses on training skills for the purposes of performing in their current roles as well as providing study aids for career succession i.e., to enable them to progress to the next level in line with the succession plan.

Table 16: Management of Talent Pool and Fast-Tracking

YEAR	DISCIPLINE	MALE				FEMALE				TOTAL MALE	TOTAL FEMALE	Process to identify talent pool
		A	C	I	W	A	C	I	W			
2023	MANAGEMENT	0	0	0	0	0	0	0	0	0	0	The 5 employees highlighted via succession planning to succeed retiring employees will be developed and monitored via Individual Development Plans, mentoring and coaching will be provided for them. EE plan will be used as guidance.
	OTHER	0	0	0	0	0	1	0	0	0	1	
	MINING	2	1	0	0	1	0	0	0	3	1	
2024	MANAGEMENT	0	0	0	0	0	0	0	0	0	0	
	OTHER	0	0	0	0	0	1	0	0	0	1	
	MINING	2	1	0	0	1	0	0	0	3	1	
2025	MANAGEMENT	0	0	0	0	0	0	0	0	0	0	
	OTHER	0	0	0	0	0	1	0	0	0	1	
	MINING	2	1	0	0	1	0	0	0	3	1	
2026	MANAGEMENT	0	0	0	0	0	0	0	0	0	0	
	OTHER	0	0	0	0	0	0	0	0	0	0	
	MINING	1	1	0	0	0	0	0	0	2	0	
2027	MANAGEMENT	0	0	0	0	0	0	0	0	0	0	
	OTHER	0	0	0	0	0	0	0	0	0	0	
	MINING	0	0	0	0	0	0	0	0	0	0	

### 2.3.2 Succession Planning and Career Progression

Tronox Succession planning entails developing internal employees with the potential to fill key technical and leadership positions within the company. Succession planning increases the availability of experienced and capable employees that are prepared to assume these roles as they become available. Added to this, Tronox KZN Succession plan is aligned with and aimed at meeting internal Diversity targets.

The five-year plan presented below focusses on employees retiring and those highlighted to succeed into these positions.

Career progression is reviewed on an annual basis where employees are progressed within the same

level. During this review process, employees that have gained additional skills sets as well as over performed, are considered for career progression.

Table 17: Five Year Succession Plan focussing on retiring employees

Current position	Grade	Gender	Race	Earmarked position	Grade	Gender	Race	Intervention	Duration of intervention
Geologist	B3G2	Female	African	Senior Geologist	B3G1	Male	African	IDP, mentorship	3 years
Contracts Specialist	B4G2	Female	Coloured	Senior Contracts Specialist	B3G1	Female	Indian	IDP, mentorship	4 years
Surveyor	B4G3	Male	Coloured	Senior Surveyor	B3G1	Male	White	IDP, mentorship	4 years

The career progression of individual employees will be managed via Individual Development Plans. HDSAs (Historically Disadvantaged South Africans) in the talent pool will be mentored and encouraged to upgrade and extend their formal qualifications, so that they are eligible for promotion to higher levels.

Table 18: Mentorship plan focussing on retiring employees

Mentee	Current position	Gender	Race	Readiness	Mentor	Duration of the programme
Konanani Tshivhase	Geologist	Female	African	1-2 years	Carel Jansen van Vuuren	3 Years
Thabang Elvis Maphutha	Geologist	Male	African	1-2 years	To be assigned (employee recently promoted)	3 Years
Victoria-Lee Cloete	Contracts Specialist	Female	Coloured	1-2 years	Joey de Reuck	4 Years
Recharlton Adrian Slinger	Surveyor	Male	Coloured	1-2 years	Mafori Mphahlele	4 Years
Siyabonga Africa Sibanyoni	Surveyor	Male	African	3-5 years	Mafori Mphahlele	4 Years

Table 19: Summary of Disciplines

<b>SUMMARY</b>								
DISCIPLINE	Male				Female			
	A	C	I	W	A	C	I	W
Mining	2	1	0	0	1	0	0	0
Management	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	1	0	0

<b>TOTAL</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
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Table 20: Recruitment and Succession Plan Projections 2023-2027

Gender	Race	Current Pos.	Grade	Future Position	Grade
Female	African	Geologist	B3G2	Senior Geologist	B3G1
Female	Coloured	Contracts Specialist	B4G2	Senior Contracts Specialist	B3G1
Male	Coloured	Surveyor	B4G2	Senior Surveyor	B3G1
Male	African	Geologist	B4G1	Senior Geologist	B3G1
Male	African	Surveyor	B4G3	Senior Surveyor	B3G1

The business is not planning to grow and hence no additional recruitment figures have been highlighted. However, succession planning is based and focused on employees retiring within the 5 years.

### 2.3.3 Career progression through Individual Development Plans and Workplace Skills Plans

All employees in the management and specialist category will have Individual Development Plans (IDP) in place which will be reviewed half yearly. This is part of the performance management process, as well as individual skills development; it also defines skills requirements for succession plan purposes. The overall skills database is captured, acted upon by the Human Resources Development and Training section of the HR Department, and reflected in the Tronox KZN Sands Workplace Skills Plan.

Table 21: Projected staffing of permanent and non-permanent employees 2023-2027

POSITION	MALE				FEMALE			
	African	Coloured	Indian	White	African	Coloured	Indian	White
<b>EXCO</b> (Senior management)	1	0	1	0	1	0	1	0
<b>Leads and Managers</b> (Middle Management)	20	1	13	8	12	0	5	5
<b>Foreman and Supervisors</b> (Junior management)	12	0	5	11	4	0	2	1
<b>Skilled</b>	64	3	22	11	28	4	10	7
<b>Semi-skilled</b>	179	1	2	6	37	1	0	2
<b>Unskilled</b>	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>276</b>	<b>5</b>	<b>43</b>	<b>36</b>	<b>82</b>	<b>5</b>	<b>18</b>	<b>15</b>

As described above in section 2.1, Tronox KZN Sands has a talent pool that particularly focuses on HDSA employees with potential for development to higher levels. Employees are identified by their managers, assessed for potential and, if proper, entered the Tronox talent pool. They will be a part of the focused development program in preparation for promotion to identified higher level positions. This process is aligned with the employment equity and the succession plans.

## 2.4 REGULATION 46 (b) (iii): MENTORSHIP PLAN AND IMPLEMENTATION IN LINE WITH THE SKILLS DEVELOPMENT AND THE NEEDS OF EMPOWERMENT GROUPS

### 2.4.1 Introduction

Tronox KZN Sands has formal and informal mentorship systems. Informal mentorship programme is mostly between the manager and an employee as well as peer – to – peer coaching. Employees aid one another in areas where they are “subject matter experts”.

We also have a formal mentorship and coaching programme wherein parties, i.e., protégés and mentors, are trained in how they should work within the mentorship and coaching programme relationship. The duration of the programme normally lasts for a minimum of six months to a year depending on the protégé’s competency level. The Formal mentorship programmes is meant to accelerate the succession plan as well as job-related practical learning and development.

Table 22: Tronox KZN Sands Five Year Mentorship Plan

	2023		2024		2025		2026		2027	
	M	F	M	F	M	F	M	F	M	F
African	2	1	2	1	2	1	1	0	0	0
Coloured	1	1	1	1	1	1	1	0	0	0
Indian	0	0	0	0	0	0	0	0	0	0
White	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>

*This Table is aligned to the Succession Planning Table (retiring employees)*

Table 23: Estimated HRD Expenditure for period 2023-2027

Total HRD spend over the 5 years amounts to R103,761,113.

Year	2023	2024	2025	2026	2027
HRD Spend	R8,024,245	R15,845,244	R24,155,483	R27,182,427	R28,553,714



## **SECTION THREE**

### **EMPLOYMENT EQUITY**

In compliance with Regulation 46 (b) of the Mineral and Petroleum  
Resources Development Act

## SECTION 3: REGULATION 46 (b) (v): EMPLOYMENT EQUITY PLAN AND STATISTICS

### 3.1. INTRODUCTION

Tronox KZN Sands is committed to employment equity throughout the business. So, its employment equity policy and plans are developed to ensure discriminatory practices do not exist and through affirmative action, to ensure the numbers of employees at senior levels truly reflect the demographics of the South African population.

### 3.2 EMPLOYMENT EQUITY POLICY

Tronox's employment equity policy has been aligned with the aim of achieving the following goals:

- No unfair discriminatory practices, implicit or explicit, to exist anywhere in the mine
- Sexual and racial harassment will not be tolerated
- No barriers to exist in the workplace that unfairly restrict employment and promotion opportunities of any person
- An enhanced representation of currently underrepresented categories of people, with the emphasis on persons from designated groups, at all levels in the mine, focused on the long-term goal of reflecting the demographics of the South African population
- To create an organisational culture in which diversity is encouraged and valued while focusing on shared values to develop team spirit, promote mutual understanding, optimise potential and achieve organisational goals in serving the community.

Each year Tronox's employment policies and procedures are analysed & reviewed to find employment barriers, and to ensure that affirmative action measures are implemented to address those barriers.

#### 3.3.1 Gender equity

Tronox KZN Sands has met the target of women in the three of the four categories depicted in Table 18 below and we plan to meet the remaining category by the year 2026.

#### 3.3.2 Mining Charter targets for women (2023 - 2027)

Tronox KZN Sands is committed to diversity in the workplace; we are continuously working towards improving women representation in the workplace, specifically woman in mining. We actively recruit women to be a meaningful part of our workforce.

We currently have various programs and work groups in place, focusing on improving women representation in the workplace, as well as creating a favourable environment for female workers. To mention a few:

- Four month fully paid maternity leave, with no loss of allowances.
- Safety related training to ensure females are protected and safe in our mining operations.
- Functional Tronox Diversity and Inclusion Network.
- Placing pregnant women in alternative positions as opposed to physically demanding operational roles, for the duration of their pregnancy.

Table 24: Mining Charter targets for women for 2023 – 2027

POSITION	Mining Charter Targets	2023	2024	2025	2026	2027
		%	%	%	%	%
Senior Management (EXCO)	25%	33%	33%	33%	33%	33%
Middle management (Sup, Head)	25%	31%	31%	31%	31%	31%
Junior Management (First Line)	30%	27%	28%	28%	30%	30%
<b>Actuals 30/04/2023</b>						
<b>Woman in Mining</b>			<b>Total Employees</b>	<b>Apr-23</b>		
				<b>%</b>		
<b>EXCO</b>	<b>Senior Management</b>	3		<b>100</b>		
<b>Sup, Head</b>	<b>Middle Management</b>	52		<b>80</b>		
<b>First Line</b>	<b>Junior Management</b>	23		<b>66</b>		

### 3.3.3 HDSA Participation in Management

Our earlier focus was on gender diversity and transformation at senior and middle management levels, we have had some improvement at these levels, the next five years focus will be hiring and retaining women at junior/supervisory as well as operator levels. Our target is to reach the mining charter required and maintain it before the end of the SLP period.

Our employee turnover is extremely low and there is a range of reasons for this, including Tronox's competitive remuneration and reward packages.



As described in the career progression section above, the business had intended to increase its HDSA representation in management to at least 55% by 2019. This has been achieved through the implementation of a focused succession plan which includes: individual development, skills audits, talent identification, fast tracking, training, and mentoring, as well as through affirmative action hiring where necessary.

Staff turnover is extremely low at Tronox KZN Sands. In terms of senior management, a specific approach was followed to improve HDSA participation in senior management. As positions were vacated, Tronox KZN Sands worked on the diversity, specifically female representation. Since the earlier SLP was drawn up and targets included, we managed to appoint two females as senior managers. This can be seen in the progress reporting done for the earlier SLP. As soon as new targets are communicated, Tronox KZN Sands will align and draw up a plan with regards to talent identification, career progression plans, fast tracking, training, and mentoring.

**HDSA strategy to rectify HDSA participation in management positions.**

- Diversity Focus - Preference for management positions to be filled with HDSA candidates
- External recruitment
- Succession planning

*Table 25: Targets for Historically Disadvantaged South Africans (HDSA) in Management*

POSITION	Actuals	MC	2023	2024	2025	2026	2027
	Apr 23	Targets	%	%	%	%	%
Top Management (Board)	80%	50%	80%	80%	80%	80%	80%
Senior Management (EXCO)	100%	60%	100%	100%	100%	100%	100%
Middle management (Sup, Head)	80%	60%	78%	78%	78%	78%	78%
Junior Management (First Line)	66%	70%	71%	71%	71%	71%	71%
Total HDSA in core and critical skill	92%	60%	92%	92%	92%	92%	92%
Total management	103						
Total HDSA in management	78						
Total number of permanent employees	480						

The rationale for the targets for HDSA is for the purposes of this plan, focused on the Senior Management. The aim is for Middle Management to progress to Senior Management and therefore the targets

are set for the period, to keep what we currently have. We would work on an approach to have a better representation of the economically active population in this category and that might slightly reduce the set targets. By doing this we would be able to focus on the transformation required by legislation.

Table 26.1 Employment Equity Statistics for Tronox KZN Sands as at 30/04/2023

Occupational level	Male				Female				Grand Total	Total HD SA	HDSA %	Disabled	
	African	Coloured	Indian/Asian	White	African	Coloured	Indian/Asian	White				Male %	Female %
<b>EAP KZN</b>	<b>42.60 %</b>	<b>60.00 %</b>	<b>6.00 %</b>	<b>1.50 %</b>	<b>40.50 %</b>	<b>0.50 %</b>	<b>3.60 %</b>	<b>1.10 %</b>	<b>100.00 %</b>				
<b>Senior</b>	1		1		0	0	1		3	3	100		
<b>Middle</b>	20	1	13	8	13	0	5	5	65	52	80	1.54	
<b>Junior</b>	12		5	11	4		2	1	35	23	66		
<b>Skilled (CU - APJ 4)</b>	64	3	22	11	28	4	10	7	149	131	88	0.67	
<b>Semi-skilled (APJ 5 - 7)</b>	40	179	1	2	37	1	0	2	228	258	96	0.44	0.44
<b>Grand Total</b>	137	183	42	32	82	5	18	15	480	467	97	0.63	0.21

Table 26.2

OCCUPATIONAL LEVELS	Male				Female				TOTAL		
									Disabled		
	African	Coloured	Indian	White	African	Coloured	Indian	White	HDSA %	Male %	Female %
<b>Economically Active Population (RSA)</b>	40.50	0.50	3.60	1.10	42.60	0.60	6.00	1.50			
<b>Senior Management</b>	33.33		33.33		0.00	0.00	33.33		100.00		
<b>Middle Management</b>	30.77	1.54	20.00	12.31	20.00	0.00	7.69	7.69	80.00	1.54	
<b>Junior Management</b>	34.29	0.00	14.29	31.43	11.43	0.00	5.71	2.86	65.71		
<b>Skilled (CU – APJ4)</b>	32.89	2.01	14.77	7.38	18.79	2.68	6.71	4.70	77.85	0.67	
<b>Semi-skilled (APJ 5 - 7)</b>	78.51	0.44	0.88	2.63	16.23	0.44	0.00	0.88	96.49	0.44	0.44
<b>GRAND TOTAL</b>	17.08	1.04	3.75	3.13	28.54	38.13	8.75	6.67	97.29	0.63	0.21

The below table reflects figures as they are on the 10<sup>th</sup> of August 2022

Table 27: Targets for People with Disability: 2023 - 2027

People with Disability	Actuals 2022 in numbers		Actual 2022 in %	MC Targets	2023	2024	2025	2026	2027
	Male	Female							
<b>Gender</b>	Male	Female							
<b>Junior Management</b>	1		1.54						
<b>Skilled (CU-APJ4)</b>	1		0.88						
<b>Semi-skilled (APJ 5-7)</b>	1	1	0.67						
Total number of employees living with a disability	4		0,83	1.50%	0.85%	9.00%	1.00 %	1.25%	1.50 %

## **SECTION FOUR**

### **LOCAL ECONOMIC DEVELOPMENT PROGRAMME**

In compliance with Regulation 46 (c) of the Mineral and Petroleum  
Resources Development Act

## SECTION 4: REGULATION 46 (C) - LOCAL ECONOMIC DEVELOPMENT PROGRAMME

### 4.1. REGULATION 46 (c) (i): THE SOCIAL AND ECONOMIC BACKGROUND OF THE AREA IN WHICH THE MINE OPERATES.

#### 4.1.1. KwaZulu-Natal

KwaZulu-Natal is South Africa's Garden province, with a subtropical coastline, extending from Port Edward in the south to Mozambique in the north, flanked in the east by the warm Indian Ocean. It covers an area of 92,100 square kilometers and 7.6% of the total area of South Africa. It has a population of 11,500,000, 19.9% of the country's total, living in 2,440,911 households, and 42% of them in urban areas. It is estimated that 57% of the population is living in poverty.

Over 26% of those above the age of 20 years have not received any formal education; 68% of that group have completed Grade 7 or higher. KwaZulu-Natal has a GDP of R498 billion, and this translates to 16% of the national output, making KZN the second largest economy after Gauteng which stands at 35.2%. One and a half million, or 23% of the population are economically active; the unemployment rate is 26.9% and 36.5% or just over four (4) million people are grant beneficiaries.

The most important primary industries are agriculture, forestry, and fishing, followed by mining and quarrying. The most important secondary industries are manufacturing, electricity and water, and construction. However, severe drought conditions have resulted in water sources running completely dry causing further challenges to farmers.

#### **Agriculture**

KwaZulu Natal has highly favourable agricultural conditions as it has extremely fertile soils. Sugar

cane is a foundation of the economy and of agriculture. The coastal belt is a large producer of sub-tropical fruit. Midland's farming concentrates on vegetables, dairy, and stock farming. Forestry and tea growing are also contributing largely. Partnership with the department of Agriculture and Poultry growers is aiding to develop commercial farmers. There has been a further partnership with Ithala Development Finance Corporation for training of SMME's.

## Industry

KwaZulu-Natal is the second busiest province economically, contributing 16% of GDP. Durban, the ninth largest harbour in the world, is the continent's busiest port – 75million tons of cargo annually. It provides good shelter for shipping and holds the record as Africa's safest port. The province, because of its abundant water and good labour resources, has undergone rapid industrialization. The province is well supplied with an abundance of labour. However, highly skilled labour is insufficient to meet current requirements. Further skills training and post-schooling education is urgently needed to ensure that the economy is supplied with the skills it requires.

### 4.1.2. King Cetshwayo District Municipality, including uMhlathuze Local Municipality

The regional socio-economic status quo covers the following municipal structures.

- uMhlathuze Local Municipality – Tronox KZN Sands (CPC)
- Umlalazi Local Municipality – Fairbreeze Mine
- King Cetshwayo District Municipality.

The King Cetshwayo District Municipality is located midway between the North and the South of the province. In addition to uMhlathuze, where the mining operations are found, it includes three other local municipalities – Umfolozi (KwaMbonambi); Mthonjaneni and Nkandla.

Significant economic centres at the district and provincial levels are Richards Bay and Empangeni. Richards Bay, as a harbour and industrial town, attracts people from surrounding towns, rural settlements and beyond the district. Empangeni's role as an industrial and service center to the settlements of Esikhaleni, Ngwelezane, Nseleni, Eshowe, Ntambanana and other rural settlements, attracts many people to the range of higher-order services available in the town. Most of the economic activity (88, 6%) in the district is vested in Richards Bay and Empangeni. This area is the third most important in the province of KZN in terms of economic production and contributes at 8,7% of the total GDP and 5,8% of the total formal employment.

The district is characterized by low levels of urbanization; approximately 80% of the people live in rural areas. More than 53% of the population is younger than 19 years. The female population is 53%, significantly higher than the male population. The need to address poverty is one of the most critical issues. The district is also characterized by large infrastructure backlogs, particularly in respect to water and sanitation. The district's transportation is under pressure; the road network connects the major nodes like Richards Bay and Empangeni to the national network.

#### 4.1.2.1. Demographics

The district municipality has a population of 972 856 and is broken down as follows for the district and the three relevant local municipalities.

Table 28: Regional Demographics (2016 IDP Statistics)

Local Municipality	Population	% Of total DM	Male	Female	Age Group [%]		
					Under 19	20-64	65+
uMhlathuze Including Ntambanana	410 465	42.2%	93.3	100	34.7%	62%	3.3%
uMlalazi	223 140	22.9%	86.9	100	43.2%	51.6%	5.2%
Umfolozi	144 363	14.8%	82.2	100	41.1%	54.9%	4.1%
Nkandla	114 284	11.7%	86.6	100	45.9%	48.6%	5.5%
Mthonjaneni	47 010	4.8%	81.3	100	46.4%	49%	4.5%

The table shows the high percentages of women in the district. This could be ascribed to migratory labour patterns in the area, with men moving to areas where work can be found, whilst women remain in the traditional home. This trend is reinforced by the Nkandla gender distribution that has the lowest percentage of men and is the area where there are least job opportunities as opposed to uMhlathuze. The migration pattern is confirmed in this trend.

It is important to also note that the level of urbanization of the population in the district is low, at 20%. This is illustrated in the uMlalazi local municipality IDP where only 17.8% of the population is urbanized. Further to the overall picture, it is also noted that over 80% of the white, colored, and Indian population is urbanized.

#### 4.1.2.2. Development indicators

From the development indicators, we can compare the uMlalazi resident to her or his counterpart in the uMhlathuze local municipality, where uMlalazi residents live in an area with lower population and higher average household sizes. They are also relatively uneducated and tend to travel using public transport or take long walks to go to other places.

In contrast, the uMhlathuze resident would live in a more populous area, with smaller household sizes and more economically active people in the community. Transport would be by motor vehicles, especially for long trips. The residents would be more educated and live-in formal housing.

The characterization of the uMlalazi resident suggests a rural lifestyle, whilst that of the uMhlathuze resident would be mostly urbanized. Education levels in rural areas are exceptionally low and this is a contributing factor to the low employment figures and poverty fringe.

#### 4.1.2.3. Employment

Overall unemployment levels in the district are estimated to be at 50%. Within the district, employment figures vary. In uMlalazi, unemployment is higher at 53% whilst in uMhlathuze it is lower at 41%.

In uMlalazi, the number of people who are not economically active is 60% of those aged between fifteen and sixty-five. The comparable figure for uMhlathuze is 39% and for King Cetshwayo it is 52%. These figures prove that the age grouping that is traditionally economically active is inactive in uMlalazi when compared to its more industrialized neighbour, uMhlathuze. This single statistic explains to a large degree the undeveloped state of the uMlalazi local municipality and illustrates the paramount importance of economic activity in improving quality of lives. The same could be said about Umfolozi local municipality.

Table 29: District Employment Levels

Local Municipality	Households surveyed with no members employed	Dependents per person employed
uMhlathuze LM (including	196	5
uMlalazi LM	254	8
uMfolozi LM	78	7
Nkandla LM	83	10



Mthonjaneni LM	34	10
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The unemployment rate is of concern.

Table 30: Percentage persons unemployed in local municipality in which Tronox KZN Sands operates

Municipality	Employed (%)	Unemployed (%)	None economically active (%)
uMhlathuze LM	36.17	24.72	39.11
uMlalazi LM	18.92	21.52	59.55
uMfolozi LM	28.34	22.70	48.96
Nkandla LM	16.34	21.98	61.68
Mthonjaneni LM	19.78	26.34	53.88

A non-economically active person is defined as being someone who has not actively sought work in the past four weeks.

## 4.2. REGULATION 46 (c) (ii) (a): KEY ECONOMIC ACTIVITIES OF THE AREA IN WHICH THE MINE OPERATES

### 4.2.1 Key economic activities

The largest contributor to the growth in the King Cetshwayo district is the Empangeni- Richards Bay urban node, which generates 80.5% of the GDP of the district. The major economic activities in the district are manufacturing, transport, and agriculture, at 51.4%, 15.1% and 9.5% of GDP, respectively. Tourism was included in the remaining generators of GDP, and it is noted that this sector was underdeveloped and represented a large potential economic sector.

Manufacturing is concentrated in the Empangeni-Richards Bay area and is export-orientated. There are very few forward and backward linkages between industries established in the area and the major export-orientated businesses. Agriculture in the district is based upon the two monocultures of eucalyptus plantation and sugar cane cultivation. Both commercial agriculture and traditional agriculture is present, although commercial agriculture is the economically dominant mode of cultivation. Challenges facing the commercial agricultural sector are rising agricultural wages and other input costs

and a focus in Richards Bay Port development, away from the handling of agricultural produce, which impacts negatively upon the sector's export ability.

The sectors that generate the most employments are agriculture, accounting for 12% of total employment, social services (9%) and manufacturing (5%). In the King Cetshwayo District, the primary employment sector is Community/Social/Personal, followed by Agriculture. Wholesale/ Retail and manufacturing follow in third and fourth place. In uMhlathuze local municipality, the largest industry sector contributing to employment is Community/Social/Personal followed by Manufacturing, Wholesale/Retail and Financial. This indicates an industrial economy where reliance upon

Primary activities have been supplanted by secondary and tertiary economic activities. The uMlalazi local municipality indicators prove patterns that show an agrarian economy, with the highest ranked employer being Agriculture followed by Community/Social/Personal, Private Households and Wholesale/Retail.

A trend analysis for employment per industry category supplies further insight into employment patterns in the three municipal structures. Employment growth in uMlalazi is dropping in all sectors but Agriculture, which has experienced modest growth. The fastest drops have occurred in Mining, Construction and Transport. Rising employment, on the other hand, has been experienced in uMhlathuze, in all industry categories bar one, that of utility supply. This further proves the power of industrialization in creating employment.

#### 4.3. REGULATION 46 (c) (ii) (b): IMPACT OF THE MINE ON LOCAL COMMUNITIES

Tronox KZN Sands Mine and support services currently employ 459 permanent personnel. A percentage of these employees come from the directly affected areas like Mtunzini, Ogagwini, KwaNzuza and Macambini. The mine, through the Social and Labour Plan, ensures that infrastructure and income-generating projects are implemented in all these directly affected communities around the mine area. Projects such as schools, classrooms, laboratories, libraries, administration blocks, kitchens and fencing projects have been implemented in many schools around the mine. Income-generating projects such as nurseries, farming projects, bakeries and block and brick making businesses have been initiated and implemented.

Tronox KZN Sands has also set up 16 sustainable businesses from the 7 communities around which the mine operates. One of these 16 projects, Amabutho, is the second largest contract

that Fairbreeze Mine services.

The environmental concerns are dust, some level of noise and visual impact. Tronox mitigates against these by spraying water, where necessary to reduce the impact of dust. Tronox also rehabilitate the areas to their original uses that they have mined immediately after mining.

#### 4.4. REGULATION 46 (c) (iii): INFRASTRUCTURE AND POVERTY ERADICATION PROJECTS IN THE LOCAL AREAS.

##### 4.4.1. Co-operation with the local municipalities

###### **Relevant IDP projects**

The integrated development plans of King Cetshwayo District and other surrounding Municipalities all supply detailed projects that are to be implemented in the five years from the adoption of the IDP. King Cetshwayo District is, however, a district municipality. There are two local municipalities of uMhlathuze and Umlalazi whose IDPs (Integrated Development Plans) we interact with directly. Mandeni Local Municipality fall under iLembe District Municipality. We interact with Mandeni Local Municipality's IDP. The projects that are situated closer to our mining operations take precedence over those that are far away from our mining operations.

##### 4.4.2. Mine Community Economic Development

Tronox KZN Sands aims to meaningfully contribute towards the development of communities around the mining area. The mine will review the Integrated Development Plans of King Cetshwayo District Municipality in conjunction with Umhlathuze Local Municipality. This will be done to ensure that the needs of the community around the mining operations are reviewed for relevance at least once every year. Other economic development frameworks which include the Provincial Growth and Development Strategy (PGDS) will be prioritized and consulted. National Priorities are also considered when development projects are identified.

Regular consultation takes place with the mine communities to find essential needs for development. The plan that is developed is in line with the needs also shown by the different IDP's of the relevant municipalities.

Tronox KZN Sands' vision is to be the benchmark in the heavy minerals industry, which also implies being the benchmark in local economic development and stakeholder relations. It is thus imperative for Tronox KZN Sands to support national ideals, such as improving the quality of life of South African citizens through socio-economic empowerment initiatives, education, and human

resource development. This will in turn contribute to the establishment of a stable environment in which the company works.

Tronox KZN Sands will be faced by a range of challenges which are often exacerbated by operations take place in environmentally, culturally, or politically sensitive areas. The other challenge is operating in an area where HIV/AIDS is prevalent.

Responsible corporate governance and the management of the company's impact on society and its relations with stakeholders, plays a vital role in the successful achievement of its vision and business goals Tronox KZN Sands acknowledges the role it must play in supporting sustainable development and to aid in building prosperous societies. Socio-economic development is managed as an integral part of the business. It is driven through needs analysis achieved through community involvement and aligned with the developmental goals of the IDPs of the different municipalities, as well as their development initiatives.

Tronox KZN Sands' sustainable development programmes are:

Economic, Social and Environmental. They all remarkably enhance the welfare of communities.

Business development focuses on setting up new sustainable SMMEs (small, medium, and micro enterprises) and supporting existing SMMEs, and skills development in HDSA communities.

- Skills development focuses on training internally in the company (Learnerships, internships, bursaries etc.) as well as skills development in the communities.
- Infrastructures i.e. schools' development, industrial zones, sports complex, multi-purpose centre etc.
- Welfare, making a difference in the community's basic living needs i.e., water, houses, sanitation etc.
- Health, with a focus on HIV/ AIDS education at the grass roots level in the surrounding communities.
- Education focuses on the development of Maths, Science, and career guidance in schools.
- Environmental stewardship programmes.

The focus areas provide the cornerstones of the local economic development strategy, corporate social investment, and interaction with the communities around our operations. Tronox KZN Sands will serve on the LED committees of King Cetshwayo District Municipality and of the IDP

of uMhlathuze. The need for infrastructure development in the municipalities is discussed and reported at the District Forum for LED. Tronox KZN Sands will contribute to Social Investment in the development needs like water and housing through the district municipality, which is also responsible for supplying basic needs to the communities.

#### 4.4.3. Job creation through enterprise development.

##### **Preamble**

One of the millennium goals of national government is to alleviate poverty by creating enough jobs for the people of South Africa to improve their quality of life. The goal to eradicate poverty by 2020 has not materialized by the end of 2022 moving into 2023. The appeal from the government continues to be that private companies get involved more in the process. This is one of the main reasons why Tronox KZN Sands focuses on SMME development and job creation in the LED programmes.

Tronox KZN Sands is currently involved in several projects to develop HDSA companies, including, but not limited to, commercial aid programmes. These programmes are implemented locally. In the uMlalazi Municipality, unemployment is between 55 and 59%, with a sizable percentage of the population not urbanized. Agriculture is one of the focus areas of the IDP for local economic development.

Besides the high unemployment level in the ordinary population, there are also physically challenged people in the area who battle to provide an income for their families as well as many AIDS orphans.

Tronox KZN Sands is not a labour-intensive company and does not have many direct jobs to offer. By creating indirect jobs in the mine communities through sustainable SMME development and skills development, the company contributes to address the government's goals to eradicate poverty. The intent is to have a broader effect, not only in the local region, but also to influence HDSA companies and projects on a provincial level.

#### 4.4.4. Poverty Alleviation

One of the main aims of the IDP of King Cetshwayo District Municipality is to alleviate poverty in the rural communities and to improve the quality of life. Tronox KZN Sands does not have formal feeding schemes but contributes through farming projects including Poultry, Agriculture and other income generating projects.

With the poultry and agricultural projects, the co-operative owners are taught and mentored to grow healthy vegetables, goats, and chicken, which the communities and open market buys from and they use that income to take care of their households.

To improve standards of living and to empower adults of the future with better knowledge in the communities, Community Development Centres with access to the Internet and school Libraries will be built as a career guidance programme.

This project will be discussed and measured on an annual basis with the DMRE (Department of Mineral Resources and Energy) and input from them will be used to improve or adjust the project. The project will also be evaluated on an annual basis with partners involved to find improvement areas which can add value. This will be recorded and implemented if the necessary funds are available.

#### 4.4.5. Infrastructure Development

In the King Cetshwayo District Municipality backlogs exist on the provision of basic services such as the provision of water and the building of houses. Tronox KZN Sands has previously aided with the provision of water to 8 sub-wards of the traditional area Somopho in partnership with the District Municipality. This project has been completed.

Currently the backlog of housing in uMhlathuze and uMlalazi Municipalities is a priority. Community housing plans have been developed for the traditional areas and the municipalities have already submitted the plans to the provincial government where it has been approved. Tronox KZN Sands focuses on the following project plan to aid and partner with the local municipalities to improve housing conditions.

#### 4.4.6. Other assistance to the local community and municipality

In addition to the above projects, Tronox KZN Sands also assist various community projects through their Social Investment Fund with sponsorships. The involvement of Tronox KZN Sands employees in community development is through Volunteerism.

#### 4.4.7. HIV / AIDS

Tronox KZN Sands HIV/AIDS programme aims to deal with the effects HIV/AIDS has on its employees, the affected primary and extended family members, and the local community with which

Tronox KZN Sands operates. Prevalence testing is done annually, on voluntary basis, and currently 98 of our employees are receiving Antiviral treatment. This makes 22.3% of Tronox KZN Sands workforce.

The company is managing the HIV/AIDS prevalence and employee’s awareness through our wellness programme, which is delivered via Caraways Group and in partnership with local Department of Health and related community HIV/AIDS awareness organizations. The wellness programme as a build-up to each year’s National Aids Day celebrations, will set targets as follows:

*Table 31: Wellness Programme Targets*

<b>PROGRAMME</b>	<b>Total In 5 years</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>
VOLUNTARY COUNSELLING	133	15	19	23	35	41
HIV/AIDS VOLUNTARY TESTING	102	10	14	19	27	32

The process will be delivered through vigorous awareness, our medical service provider, related systems, processes, sharing information and engagement of employees preparing them for the World Aids Day each year. This process will be coupled with wellness awards to encourage participation of employees and assure all employees through confidentiality agreements to assure employees that their participation will be anonymous from the beginning to the end.

We have also appointed and trained a team of dedicated Peer Educators from our employee workforce. They add immense value to confidential one-on-one discussions with their colleagues, especially for semi-skilled level employees.

All Tronox KZN Sands employees have access to Medical Aids with special provisions for HIV/AIDS related illness.





#### 4.4.8 Summary of LED Projects 2023 to 2027

Table 32: Summary of LED Projects

COMMUNITY	PROJECT	BUDGET	YEAR	REMARKS
Somopho	Zakhekahle high school 4 classrooms	R1400 000	2023	
	Industrial Park paving and roof	R900 000	2024	
	8 Houses for the needy	R2 100 000	2025	
	Somopho Traditional House	R2 300 000	2026	
	Bus shelters	R900 000	2027	
		<b>R7 600 000</b>		
Madlebe	Goat farming and fence Inyoka farm	R1 400 000	2023	
	Construction of Manqomfani creche	R1 200 000	2024	
	Construction of Bomvini hall	R2 300 000	2025	
	Construction of Umhlanga Creche	R1 200 000	2026	
	Construction of Manqomfani hall	R2 300 000	2027	
	<b>R8 400 000</b>			
Dube	Sewing Project	R900 000	2023	
	Ngalangala Primary school	R1 700 000	2023	
	Nursery at Gubhethuka	R1 300 000	2024	
	Ikhuba Goat Farming	R800 000	2025	
	10 RDP houses	R2 300 000	2026	
	Renovations: Phokophela Care Center	R1 100 000	2027	
	<b>R8 100 000</b>			
Mkhwanazi	KwaDlangezwa Satellite Police Station	R2 600 000	2023	
	KwaGreen Farm Development	R1 300 000	2024	
	Thandamanzi Road	R2 100 000	2025	
	Nikiza school project	R1 000 000	2026	
	Sawombe Primary School - 2 Classes	R 825 000	2027	
	<b>R7 825 000</b>			
Mtunzini Village	List of projects attached	Average of R1,200 000 per annum	2023 to 2027	The list of projects is long.
	<b>R6 000 000</b>			

COMMUNITY	PROJECT	BUDGET	YEAR	REMARKS
<b>Ogagwini</b>	Traditional Court building	R2 000 000	2023	This is phase two
	Bhade Market renovations	R800 000	2024	
	Obanjeni Enterprise Development Marketing	R600 000	2024	
	Macadamia nuts	R700 000	2025	
	Netball ground	R850 000	2026	
	Renovation of Prince Veleshowe Hall	R1 400 000	2027	
		<b>R6 350 000</b>		
<b>Nzuza</b>	Fuel station establishment	R2 000 000	2023	
	Traditional court renovations	R1 100 000	2024	
	Sabeka hall renovations	R1 800 000	2025	
	Nsingweni sports-field & Netball Court	R2 000 000	2026	
	L. S. Goat Farming	R500 000	2027	
	Majiya High School Admin	R1 300 000	2027	
	<b>R8 700 000</b>			
<b>Umlalazi Municipality</b>	Adams Park ablutions & furnishing	R800 000	2023	
	Market stalls at Mbongolwane	R1 000 000	2024	
	Ten houses	R2 200 000	2025	
	Mtunzini toilet facilities	R900 000	2026	
	Five houses	R1 125 000	2027	
	<b>R6 025 000</b>			
<b>Macambini</b>	Dokodweni farming - Nkwanyana	R900 000	2023	
	Ingulule Primary school admin	R1 500 000	2024	
	Macambini Sports Complex	R2 200 000	2025	
	Emhlabulweni Primary School library or classrooms	R1 275 000	2026	
	Makhwanini multi-purpose center	R2 700 000	2027	
	<b>R8 575 000</b>			

**Notes:**

- Tronox KZN Sands together with DMR have engaged will all relevant Municipalities on projects committed in this SLP and have signed MOA"s with Municipalities.

#### 4.4.9 Framework of all LED Projects as per summary list sequence – Table 26 above

#### Community: Somopho

Table 33: Zakhekahle High School - 4 Classrooms

<b>Project Name</b>	<b>ZAKHEKAHLE HIGH SCHOOL 4 CLASSROOMS</b>		<b>Classification of project:</b>	Infrastructure project			
<b>Background</b>	<p>Zakhekahle high school extended a request for four classrooms via the Traditional Council. This is a school where learners do not pay school fees. It is situated 50km away from Empangeni in a rural settlement where over 60% of the parents have no form of income. The department of Education is unable to fulfill the mandate of building them extra classrooms that are so needed by the school for the past 15 years.</p> <p><b>Project deliverables</b></p> <p>Tronox KZN Sands commits to constructing four classrooms and provide two 5000L JoJo tank.</p>						
<b>Geographical</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Sangoyana	01-04-2023		01-08-2023	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (Inclusive of all role players)</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Budget</b>

	Complete plan and execution  Project Timelines and Budget  Finalization and hand-over	Input from role players  Contract with vendor	Sangoyana Tronox  uMhlathuze Municipality  Somopho TC	Planning and approvals from EXCO  Tender process  Awarding of tender	Inspection by technical team  Progress in execution	Final handover of project By Tronox, DMR, uMhlathuze and Somopho TC	<b>R1, 400 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	34	12	4	12	6	34	
<b>Medium Term</b>							
<b>Long Term</b>							

**Financial Contribution: R1,400 000** includes all the materials and labour.

**Completion and exit strategy: 2023-2024** The project will be implemented, executed, and handed over to the community and DOE in 2023. In 2024, it will be revisited to check if there any defects which should be fixed by the contractor.

Table 34: Industrial Park Revamp, Paving and Re-roofing

<b>Project Name</b>	<b>INDUSTRIAL PARK REVAMP - PAVING AND RE-ROOFING</b>		<b>Classification of project:</b>	Infrastructure project			
<b>Background</b>	<p>The industrial park is an existing project which was completed by Tronox in 2020. It was built to assist small businesses from Somopho to have space from where they can run their businesses. Budget at the time could allow Tronox to complete some of the needs of the park. The roof has also since deteriorated and needs to be repaired with galvanized roof sheeting. The yard will also need to be paved. Depending on the availability of funds, Tronox may also have to fence and put in the gate.</p> <p><b>Project deliverables:</b> Tronox KZN Sands commits to install galvanized roofing and to pave the entrance and parking for easy access.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Macekane	01-03-2024		01-07-2024	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Budget</b>

	Complete plan and execution	Input from role players	Tronox	Planning and approvals from EXCO	Install galvanized roofing.	Final handover of project	<b>R900 000</b>
	Complete project timelines	Contract with vendor Safety file	UMhlatuze Municipality Somopho Traditional Authority Community	Tender process Awarding of tender	Pave around the yard. Inspection by technical team		
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	10	3		3	4	10	
<b>Medium Term</b>							
<b>Long Term</b>							
<b>Financial Contribution: R900 000</b> Budget includes material and labour.							
<b>Completion and exit strategy: 2024</b> The project will be implemented, executed, and handed handover to the Somopho TC and the municipality.							

Table 35: House for the needy

<b>Project Name</b>	<b>HOUSES FOR THE NEEDY</b>			<b>Classification of project:</b>	Infrastructure projects		
<b>Background</b>	<p>Somopho TC approached Tronox and as part of their requests for the SLP cycle, requested 8 houses for the needy and the indigent. They will use the criteria where izinduna will give those in their areas who are the neediest.</p> <p><b>Project deliverables:</b> Tronox KZN Sands commits to construct eight houses for needy families. Each house will comprise an open-plan lounge/kitchen and two bedrooms, 2500L JoJo tank and clean energy system (Solar).</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Somopho	01-03-2025		01-07-2025	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Budget</b>

	Complete plan and execution  Project Timelines and Budget	Input from role players  Contract with vendor  Safety file  Quality	Tronox uMhlathuze Municipality  Mkhwanazi Traditional Authority  Community	Planning and approvals from EXCO  Tender process  Awarding of tender	Building and construction  Inspection by technical team  Progress In building	Handover of complete project	<b>R2,100 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	35	14		15	6	35	
<b>Medium Term</b>							
<b>Long Term</b>							
<b>Financial Contribution: R2 100 000</b> Budget includes construction of water harvesting infrastructure, equipment, machinery, staffing, etc.							
<b>Completion and exit strategy: 2025-2026</b> The project will be implemented, executed, and handed over to the community. The project will be revisited in 2026 to ensure the structures are still intact.							



Table 36: Construction of Somopho Traditional Chambers

<b>Project Name</b>	<b>SOMOPHO TRADITIONAL CHAMBERS</b>		<b>Classification of project:</b>	Infrastructure project			
<b>Background</b>	<p>The house of sitting of the Traditional Authority of Somopho was burnt down in April 2021. Since then, Inkosi and his Traditional Authority use the hall for their sitting. They approached Tronox to assist by building a new Traditional house. The size of the house will be guided by the budget that Tronox will afford to put aside.</p> <p><b>Project deliverables:</b> Tronox KZN Sands commits to construct Traditional Court Chambers with a podium for Inkosi, offices, boardroom and kitchen.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	Umhlathuze	Somopho	01-03-2026		01-07-2026	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Budget</b>

	Complete plan and execution  Implement and complete	Input from role players  Contract with vendor  Safety file  Quality	Tronox  uMhlathuze Municipality  Traditional Authority  Community	Planning and approvals from EXCO  Tender process  Awarding of tender	Building and construction.  Inspection by technical team  Progress In building	Handover of project	<b>R2 300 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	35	10		20	5	35	
<b>Medium Term</b>							
<b>Long Term</b>							

**Financial Contribution: R2,300 000** Budget caters for material and labour. The project will be handed over by DMRE, COGTA, Traditional Council and Municipality.

**Completion and exit strategy: 2026-2027** The project will be implemented, executed, and handed over. In 2027, It will be inspected for any defects.

Table 37: Bus Shelters

<b>Project Name</b>	<b>BUS SHELTERS</b>		<b>Classification of project:</b>	Infrastructure project			
<b>Background</b>	<p>The community expressed a need to be assisted by the building of bus shelters for the members of the community who must wait for buses and taxis to travel to town. This is because sometimes when it is raining, they get a challenge of having to wait for the taxis and buses in the rain.</p> <p><b>Project deliverables:</b> Tronox KZN Sands commits to construct four Bus Shelters.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District municipality	uMhlathuze	Somopho	01-03-2027		01-07-2027	
	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution	Contract with vendor  Safety file	Tronox  uMhlathuze Municipality	Planning and approvals from EXCO  Tender out	Inspection by technical team	Final handover of project	<b>R900 000</b>

			Somopho Traditional Authority  Community	Awarding of tenders  Supply and install bus shelters.  The number of bus shel- ters shall be determined by the price.			
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	20	5		10	5	20	
<b>Medium Term</b>							
<b>Long Term</b>							
<b>Financial Contribution: R900 000 in 2027</b> Budget will include materials and labour. The project will be handed over by DMRE, Traditional Council and Municipality will maintain.							

**Community: Madlebe**

Table 38: Goat Farming and Fencing of Inyoka Farm

<b>Project Name</b>	<b>GOAT FARMING</b>			<b>Classification of project:</b>		Income generating project	
<b>Background</b>	<p>Madlebe community has a farm which was returned by government. They want to use part of this farm to do a goat breeding and selling business for the community of Madlebe.</p> <p><b>Project deliverables:</b> Tronox KZN Sands commits to construct goats stable, storeroom, water system and provide one dose of vaccination. Tronox will buy of 200 goats to off-set the project.</p>						
<b>Geographical location of</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Madlebe	01-03-2023		01-07-2023	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Complete plan and execution	Input from role players	Tronox Department of Agriculture	Planning and approvals from EXCO	Inspection by Technical team	Handover of completed project.	<b>R1400 000</b>
	Implement infrastructure of classrooms	Contract with vendor	uMhlathuze Municipality	Tender process	Completion of construction.	Handover of second phase completed in 2023	
	Project Timelines and Budget	Safety file	Madlebe Traditional Authority Community	Awarding of tender	Inspection by team		
		Erecting of some structures					
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	20	3	2	10	5	20	Phase 1
<b>Medium Term</b>	20	3	2	10	5	20	Phase 2
<b>Long Term</b>							
<p><b>Financial Contribution: R1 400 000</b> Budget includes construction and standard furnishing of the goat stable, water system, goats – Complete project.</p> <p><b>Completion and exit strategy: 2023-2024.</b> Buildings will be monitored over a one-year period for defects. Monitoring of animal breeding will take place over three years, this after beneficiaries would have received formal training from the Department of Agriculture.</p>							

Table 39: Construction of Manqomfini Creche

<b>Project Name</b>	<b>CONSTRUCTION OF MANQOMFINI CRECHE</b>			<b>Classification of project:</b>	Infrastructure project		
<b>Background</b>	<p>The community of Manqomfini has a shortage of day care centres where members of the community can leave their children whilst they are at work. They made a request via the Traditional Authority. The request was then forwarded to Tronox and the municipality.</p> <p><b>Project deliverables:</b></p> <p>Tronox KZN Sands commits to construct classrooms, playroom, an office, kitchen, perishables storeroom, child-friendly toilets and bathrooms, sick bay, sleep area with cot beds and mattresses, inside and outside play areas, chairs and tables, 2x 2500L JoJo tank and gas installation.</p>						
<b>Geographical location of</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Madlebe	01-03-2024		01-07-2024	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Complete plans and execute project via a contractor	Input from role players Contract with vendor Safety file Quality	Tronox uMhlathuze Municipality Madlebe TA Community	Planning and approvals from EXCO Tender process Awarding of tender	Construction of the building and fencing. Inspection by technical Team Placing orders for generator and tanks	Finalize the buildings as per specification. Handover of project	<b>R1 200 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	21	5	1	10	5	21	Construction Phase
<b>Medium Term</b>	2	0	1		1	2	Staff
<b>Long Term</b>	1	0	1	0		1	Management
<b>Financial Contribution: R1 200 000</b> Budget includes construction of the creche.							
<b>Completion and exit strategy: 2024</b> The project will be handed over to be maintained and managed by Madlebe community, Department of Social Development and DOE.							



Table 40: Construction of Bomvini Community Hall

<b>Project Name</b>	<b>CONSTRUCTION OF BOMVINI COMMUNITY HALL</b>		<b>Classification of project:</b>	Infrastructure Project			
<b>Background</b>	<p>The community of Madlebe under Bomvini ward identified a need for a hall in their area. This is where they would want to hold meetings and functions like weddings, funerals, and church functions. They currently must travel far from their area for such functions to occur.</p> <p><b>Project deliverables:</b> Tronox KZN Sands commits to construct a hall with a stage, offices, kitchen, ablution facility, 5000L JoJo tanks x2, guard house, parking and fencing.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Bomvini	01-03-2025		01-07-2025	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (Inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plans, run a tender process, and start construction.	Input from role players Contract with vendor Safety file Quality	Tronox uMhlathuze Municipality Madlebe TA Community	Planning and approvals from EXCO Tender process Awarding of tender	Inspection by technical team Handover of project		<b>R2 300 000</b>

Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	34	7	1	18	8	34	
Medium Term							
Long Term							
<b>Financial Contribution: R2 300 000</b> Budget is provided solidly for the construction of the hall.							
<b>Completion and exit strategy: 2025</b> The project will be handed over to be maintained and managed by Madlebe community assisted by the municipality.							

Table 41: Construction of Umhlanga Creche

<b>Project Name</b>	<b>CONSTRUCTION OF UMHLANGA CRECHE</b>			<b>Classification of project:</b>	Infrastructure Project		
<b>Background</b>	<p>The community of Umhlanga has a shortage of day care centres where members of the community can leave their children whilst they are at work. this is an existing creche which has a shortage of classrooms, child-friendly bathrooms, and kitchen. They made a request via the Traditional Authority. The request was then forwarded to Tronox and the municipality.</p> <p><b>Project deliverables:</b></p> <p>Tronox KZN Sands commits to construct an extra classroom, renovate kitchen, child-friend bathrooms, 2x 2500L JoJo tank and gas plumbing.</p>						
<b>Geographical location of</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Umhlanga Village	01-03-2026		01-10-2026	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plans, tender process, Building of the creche	Input from role players Contract with vendor Safety file Quality	Tronox uMhlathuze Municipality Madlebe TA Community	Planning and approvals from EXCO Tender process Awarding of tender	Construction of the creche. Inspection by the technical team	Furnishing of the Day Care Centre Handover of project	<b>R1 200 000</b>

Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	23	5	2	10	6	23	Construction
Medium Term							
Long Term							
<p><b>Financial Contribution: R1 200 000</b> Budget is for building extension of the creche and labour.</p> <p><b>Completion and exit strategy: 2026</b> The project will be handed over to be maintained and managed by Madlebe, DOE and the municipality.</p>							

Table 42: Construction of Manqomfini Hall

<b>Project Name</b>	<b>CONSTRUCTION OF MANQOMFINI HALL</b>		<b>Classification of project:</b>	Infrastructure Project			
<b>Background</b>	<p>The community of Manqomfini under Madlebe TC submitted a request for a hall where they wish to gather for community meetings, weddings, funerals, and other functions. They currently must travel to Ngwelezane for their meetings. This means they need to find transport.</p> <p><b>Project deliverables:</b> Tronox KZN Sands commits to construct a hall with a stage, offices, kitchen, ablution facility, 5000L JoJo tanks x2, guard house, parking and fencing.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Manqomfini	01-03-2027		01-07-2027	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly time-lines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plans, arrange tender briefing, award tender and execution. Building of the hall	Input from role players Contract with vendor Safety file Quality	Tronox uMhlathuze Municipality Madlebe TA Community	Planning and approvals from EXCO Tender process Awarding of tender	Building and construction of the hall. Inspection by technical team Progress in building	Handover of project	<b>R2 300 000</b>

Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	34	9	2	16	7	34	Construction
Medium Term							
Long Term	4	1	1	1	1	4	Permanent employees
<b>Financial Contribution: R2 300 000</b> Budget is for construction of the hall.							
<b>Completion and exit strategy: 2027</b> The project will be handed over to be maintained and managed by the TC together with the municipality.							

**Community: Dube**

Table 43: Sewing Project

<b>Project Name</b>	<b>SEWING PROJECT</b>			<b>Classification of project:</b>	Income generating project		
<b>Background</b>	<p>The Dube Traditional Council approached Tronox KZN Sands for assistance in funding the sewing project for community women. This project will ensure skills transfer and continuous income to sustain their families. The TC also wants to contract these ladies to sew uniform which will be distributed to schools at the beginning of the year.</p> <p><b>Project deliverables:</b></p> <p>Tronox KZN Sands commits to renovate the existing building at the TC site, install razor wire under roof and ceiling, provide sewing and business management training valued at R100 000,00.</p> <p>Purchase ten industrial sewing machines on tables, two overlockers, two single head embroidery machines, two industrial irons, one cover seam, one cutting machine, two domestic sewing machines, shelves, material valued at R160 000,00 three industrial fans, two air conditioners and reception furniture.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Dube	01-03-2023		01-07-2023	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly time-lines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	The business plan should be finalised by end of 2022.  Identify factory where material will be purchased  Arrange training.	Input from role players  Contract with vendor  Safety file  Quality	Tronox  UMhlatuze Municipality  Dube TA  Community	Planning and approvals from EXCO  Tender process  Awarding of tender	Renovations and procurement equipment	Handover of project	<b>R900 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	12	2		6	4	12	Renovation
<b>Medium Term</b>							
<b>Long Term</b>	20	1	12	1	6	20	Operations
<p><b>Financial Contribution: R900 000</b> Budget caters for renovations of the building and equipment.</p> <p><b>Completion and exit strategy: 2023</b> Tronox will renovate the buildings and supply equipment. Traditional council and community will be responsible for maintaining and managing the building and the co-operative will run the operations.</p>							



Table 44: Ngalangala Primary School – Admin, Ablution (7)

<b>Project Name</b>	<b>NGALANGALA PRIMARY SCHOOL – ADMIN, ABLUTION (7)</b>		<b>Classification of project:</b>	Infrastructure Project			
<b>Background</b>	<p>Currently the school does not have an Admin block and are facing challenges attending to Admin issues i.e. storage, addressing learners (one on one) etc. The Educators are using some classrooms for admin facilities.</p> <p><b>Project deliverables</b></p> <p>Tronox KZN Sands commits to construct of an administration block with offices for heads of departments and the principals, boardroom, strongroom, sickbay, kitchen, and toilets, install a projector, screen, air conditioners and furniture. The pavement for people living with disabilities to provide access to the Admin Block. Construct 7 toilets.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Bhekizwe	01-03-2023		01-07-2023	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Complete plan and execution	Input from role players	Tronox	Planning and approvals from EXCO	Building and construction of Admin Block	Handover of project	<b>R1 700 000</b>
	Implement building of the admin block	Contract with vendor	Department of Education uMhlathuze Municipality	Tender process Awarding of tender	Inspection by technical team	By Tronox and DMRE	
	Project Timelines and Budget	Safety file Building of Admin Block	Traditional Authority Community		Progress In building		
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	34	9	1	16	6	34	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							
<p><b>Financial Contribution: R1 700 000</b> Budget includes construction of Admin Block and pavement for disabled people.</p> <p><b>Completion and exit strategy: 2023</b> The project will be implemented, executed and handover. The school will thereafter take full responsibility of usage and maintenance of the structure.</p>							

Table 45: Nursery at Gubhethuka

	<b>NURSERY AT GUBHETHUKA</b>		<b>Classification of project:</b>		Infrastructure		
<b>Background</b>	The community of KwaDube has an existing fishing project (fishery). This project goes well will a nursery. There is no nursery over a 40km radius from the area of KwaDube. This nursery will be a feeder to the communities of KwaDube, Esikhaleni, Mkhwanazi, Richards Bay, Ngwelezane and the surroundings. It will also provide income to the members chosen by the TC to run it.						
	<p><b>Project deliverables</b></p> <p>Tronox KZN Sands commits in constructing a nursery structure, 4x 5000L JoJo tanks, borehole, irrigation system and to provide seedlings.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Gubhethuka	01-03-2024		01-07-2024	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Complete plans Run the tender process Select the contractor Execute building of the nursery	Input from role players Contract with vendor Safety file Quality	Tronox uMhlathuze Municipality Dube TA Community	Planning and approvals from EXCO Tender process Awarding of tender	Construction of the nursery. Inspection by technical team Progress In building	Handover of project	<b>R1 300 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	20	2	2	10	6	20	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>	15	4	2	3	6	15	Permanent employment
<b>Financial Contribution: R1 300 000</b> Budget caters for construction, seedlings, fertilizers, and labour.							
<b>Completion and exit strategy: 2024-2025</b> Tronox will hand over the project in 2024. Management will be done concurrently for 3 years to ensure efficiency and sustainability.							

Table 46: Ikhuba Goat Farming

<b>Project Name</b>	<b>IKHUBA GOAT FARMING</b>			<b>Classification of project:</b>	Income generating project		
<b>Background</b>	<p>An emerging farmer at Madlankala submitted a request to the TC for assistance with the establishment of a goat farming project. This farmer has passion and knowledge of breeding goats but could not expand because of funding. This opportunity is provided for him to grow and bring along others to be trained and employed in the business.</p> <p><b>Project deliverables:</b></p> <p>Tronox commits to construct goats stable, storeroom, fencing, water system and provide one dose of vaccination.</p> <p>Tronox will buy of 150 goats to off-set the project</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Madlankala	01-03-2025		01-07-2025	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	The Farmer is to be assisted with the business plan and the plans for the	Input from role players Contract with vendor Safety file Quality	Tronox Department of Agriculture uMhlathuze Municipality Dube Traditional Authority	Planning and approvals from EXCO Tender process Awarding of tender Place orders.	Construction and fencing. Buying of goats and feed. Inspection by technical team Progress In building	Deliver the equipment. Handover of project	<b>R800 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	12	1	1	7	3	12	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							
<p><b>Financial Contribution: R800 000</b> Budget caters for establishment and buying of goats and feed.</p> <p><b>Completion and exit strategy: 2025</b> The project will be implemented and handed over to the farmer after the farmer has been sent for formal training at Chief Owen Sithole Agricultural College.</p>							

Table 47: 10 RDP Houses

	<b>8 RDP HOUSES</b>			<b>Classification of project:</b>		Infrastructure project	
<b>Background</b>	<p>The community requested Tronox to assist them by building 10 houses for the needy in the area. Eight houses will be given to child-headed homesteads and the elderly who are needy.</p> <p><b>Project deliverables:</b> Tronox KZN Sands commits to construct eight houses for needy families. Each house will comprise an open-plan lounge/kitchen and two bedrooms, 2500L JoJo tank and clean energy system (Solar).</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo	uMhlathuze	KwaDube	01-03-2026		01-07-2026	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Complete plans, conduct tender process, identify the contractor, Implement building and execute. Project Timelines and Budget	Input from role players Contract with vendor Safety file Building of houses	Tronox Department of Human Settlements. uMhlathuze Municipality Dube TA Community	Planning and approvals from EXCO Tender process Awarding of tender	Building and construction of houses. Inspection by technical team Progress In building	Handover of project By Tronox and DMRE	<b>R2 300 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	34	10	2	16	6	34	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							
<b>Financial Contribution: R2 300 000</b> Budget includes construction and labour.							
<b>Completion and exit strategy: 2026</b> The project will be implemented and handed over to the beneficiaries.							



Table 48: Phokophela Care Centre Renovations

<b>Project Name</b>	<b>PHOKOPHELA CARE CENTRE RENOVATIONS</b>		<b>Classification of project:</b>	Infrastructure Project			
<b>Background</b>	This is an existing project in the community of KwaDube. The structures have deteriorated and need renovations. Tronox was approached by the TC after receiving an application from the beneficiaries.						
	<b>Project deliverables</b>						
	Tronox KZN Sands commits to renovate the care centre structures and provide a water system.						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Dube	01-04-2027		01-08-2027	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution	Input from role players	Tronox	Planning and approvals from EXCO	Renovation of buildings	Handover of project	1 100 000
	Implement building of the Centre	Coupa registration and contract	uMhlathuze Municipality	Tender process	Inspection by technical team	By Tronox, TC, DMRE and the municipality.	
	Project Timelines and Budget	Safety file Renovations	Dube TA Beneficiaries	Awarding of tender	Progress In building		

Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	24	6	2	10	6	24	During renovation phase
Medium Term							
Long Term							
<b>Financial Contribution: R1 100 000</b> Budget includes materials for renovations and labour.							
<b>Completion and exit strategy: 2027</b> The project will be implemented and handed over to the beneficiaries.							

**Community: Mkhwanazi**

Table 49: *KwaDlangezwa Satellite Police Station*

<b>Project Name</b>	<b>RENOVATION OF KWADLANGEZWA SATELLITE POLICE STATION</b>		<b>Classification of project:</b>	Infrastructure Project			
<b>Background</b>	<p>A need for a satellite police station was identified by the leadership of Mkhwanazi Traditional Authority together with Mtunzini Ratepayers Association. This was because of rampant crime that has since plagued the area around the University of Zululand and the surrounding areas of KwaDlangezwa. Students are sometimes violated and even killed. The police station is seen as a deterrent to these heinous crimes in the area.</p> <p><b>Project deliverables</b></p> <p>Tronox commits to refurbish the buildings, roof, construct holding cells for females and males and a kitchen, install CCTV cameras and 2x 5000L JoJo tank, landscaping and fencing.</p>						
<b>Geographical location of</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Dlangezwa	01-04-2023		01-08-2023	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Budget</b>

	Complete plans, invite tenders and execute.  Build or provide the building for the satellite police station.  Project Timelines and Budget	Input from role players  Contract with vendor  Safety file  Building or providing the	Tronox  Department of Safety and Liaison  uMhlathuze Municipality  Mkhwanazi	Planning and approvals from EXCO  Tender process  Awarding of tender	Renovation, construction and procurement begins  Inspection by technical team  Progress In building	Handover of project  By Tronox, Department of Community Safety and Liaison, and DMRE	<b>R2 600 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	24	8	2	10	4	24	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>							
<b>Financial Contribution: R2 600 000</b> Budget includes renovation of the satellite building and labour.							
<b>Completion and exit strategy: 2023</b> The project will be executed and handed over.							

Table 50: Kwa-Green Farm Development

<b>Project Name</b>	<b>KWA GREEN FARM DEVELOPMENT</b>		<b>Classification of project:</b>	Income generating project			
<b>Background</b>	<p>This is an agricultural project which was identified by the community of Kwa-Mkhwanazi. It will be set up in a community farm called KwaGreen. The community is intending planting 10.5 Hectares of Macadamia in the farm, and would need assistance in land preparation, sourcing of water, and planting of Macadamia.</p> <p><b>Project deliverables</b></p> <p>Tronox KZN Sands commits to assigning an expert for macadamia ploughing who will transfer the skill to beneficiaries. Land preparation by removing all trees and soil testing. Fund the ploughing process for 5 Hectares. Install the irrigation system and provide 2x 5000L JoJo tanks, fund project maintenance over a five-year period.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Mkhwanazi	01-04-2024		01-08-2024	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Business plan, training of beneficiaries, buying of trees, land preparation. Project Timelines and Budget	Input from role players	Tronox  uMhlathuze Municipality MTA Community	Planning and approvals from EXCO Tender process Awarding tender	Establishing the business	Handover of project	<b>R1 300 000</b>

Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	16	4	4	4	4	16	Construction phase
Medium Term							
Long Term							

**Financial Contribution: R1 300 000** Budget includes the establishment of the business.

**Completion and exit strategy: 2024** The project will be handed over to the beneficiaries with the project under the supervision of UMhlatuze Municipality and Mkhwanazi Traditional Council.

Table 51: Thandamanzi Road Infrastructure

<b>Project Name</b>	<b>THANDAMANZI ROAD INFRASTRUCTURE</b>		<b>Classification of project:</b>	Infrastructure Project			
<b>Background</b>	<p>Mkhwanazi Traditional Council requested the expansion and construction of the road that off-ramps at Bridge 5 (N2) towards Port Dunford. This was done with the view to improve tourism in the area where tourists could use the condominiums built in the area. This is a Traditional Authority community road which is located between the houses, it is not a municipality road.</p> <p><b>Project deliverables</b></p> <p>Tronox KZN Sands commits to construct and expand an existing 4KM gravel road which is 5.5M wide.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Mkhwanazi	01-04-2025		01-08-2025	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Complete plan and execution  Implement construction of the road  Project Timelines and Budget	Input from role players  Contract with vendor  Safety file  Construction of the road	Tronox  Department of Transport  uMhlathuze Municipality  Mkhwanazi TA  Community	Planning and approvals from EXCO  Tender process  Awarding of tender	Building and construction Of the road  Inspection by technical team  Progress In building	Handover of project  By Tronox and DMR	<b>R2 100 000</b>
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<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	16	2	2	8	4	16	
<b>Medium Term</b>							
<b>Long Term</b>							

**Financial Contribution: R2 100 000** Budget is reserved for the construction of the gravel road.

**Completion and exit strategy: 2025** The road will be completed and handed over to the community of Kwa-Mkhwanazi at Port Dunford.



Table 52: Nikiza School Project

<b>Project Name</b>	<b>PORT DUNFORD BAKERY</b>			<b>Classification of project:</b>	Infrastructure/Income gen project		
<b>Background</b>	<p>Port Durnford Bakery project is a youth owed project (four females and one male) which was established as a joint venture between Rio Tinto (RBM) and Tronox KZN Sands. It started its operations in November 2020. The project receives a contractual technical support from Butterfield Bakers. This is an agreement for a period of five (5) years with royalty payments of R7500 per month. The project will require financial support as it prepares to run on its own. Extra equipment will be required as the business looks at growth and consolidation.</p> <p>Project Deliverables: Eskom debt, Fixing generator, Buying aggregates for dough.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Mkhwanazi	01-03-2026		01-07-2026	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Complete plan and execution  Project Timelines and Budget	Input from role players  Contract with vendor  Safety fil	Tronox  uMhlathuze Municipality Mkhwanazi TA Community	Planning and approvals from EXCO  Tender process  Awarding of tender	Provide equipment needed for the project.  Inspection by technical team	Handover of project  By Tronox and DMRE	<b>R1 000 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	10	2	1	4	3	10	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>	15	7	3	2	3	15	Facilitation
<b>Financial Contribution: R1 000 000</b> Budget includes provision of equipment and materials for learning.							
<b>Completion and exit strategy: 2026</b> The project will be implemented, executed and handover. The TC will oversee the project with the beneficiaries providing the service.							

Table 53: Community: Mahunu Multi-purpose Centre

<b>Project Name</b>	<b>Sawombe Primary School classrooms</b>		<b>Classification of project:</b>		Infrastructure Project		
<b>Background</b>	<p>This school has an enrolment of over 400 pupils under Mkhwanazi Traditional area. The school will provide dignity to learning and teaching as they are currently rendering this service in park homes.</p> <p><b>Project deliverables</b> Tronox KZN Sands commits to constructing two classrooms on a three classrooms slab, two 5000L JoJo tanks and donating desks for learners.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District municipality	Umhlatuze	Mahunu	01-04-2027		01-08-2027	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Complete plan and execution	Contract with vendor  Safety file  Building of centre	with Tronox  Umhlathuze Municipality  MTA  Community	Planning and approvals from EXCO  Tender process  Awarding of tender	Building of a three classrooms foundation.  Construct two classrooms.  Provide 200 desks for pupils.	Inspection by the technical team.  Handover of project  By Tronox and DMRE	<b>R825 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	34	6	2	18	8	34	Construction phase
<b>Medium Term</b>							Operative phase
<b>Long Term</b>	10	2	2	3	3	10	Operative phase
<b>Financial Contribution: R825 000 in 2027</b> should provide for the first phase of the project. The second phase should occur 5 years after the first phase.							

**Community: Ogagwini**

Table 54: Traditional Court Building

<b>Project Name</b>	<b>TRADITIONAL COURT BUILDING</b>			<b>Classification of project:</b>	Infrastructure Project		
<b>Background</b>	<p>This request was made by the TC of Ogagwini. The Traditional court Chambers was burnt down in 2015 by some members of the community. The members of the TC must gather at the homestead of Inkosi Zulu for them to do their work. The TC then approached Tronox to seek for assistance in building a new facility for them. Tronox will assist taking into cognisance the budget constraints.</p> <p><b>Project deliverables:</b> Tronox commits to construct Traditional Court Chambers with a podium for Inkosi, offices, boardroom, ablutions for the females, males and persons living with disabilities and kitchen.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District municipality	Umlalazi	Obanjeni	01-03-2023		01-08-2023	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Plans to be provided by Izinga; Tender requests to be finalised, Complete plan Contractor to be identified. Project completion	Contract with vendor Safety file Building of the Council Chamber	Tronox Umlalazi Municipality Traditional Authority Community	Planning and approvals from EXCO Tender process Awarding of tender	Building the Chambers Inspection by technical team Progress in building	Handover of project By Tronox and DMRE	<b>R2000 000</b>
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Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	20	7	3	18	6	34	Construction phase
Medium Term							
Long Term							

**Financial Contribution: R 2000 000 in 2023** Budget may include the construction of the Chambers and labour. The facility will be managed and maintained by Ogagwini Traditional Council. The Chambers will remain the asset for the community.

**Community: Ogagwini**

Table 55: *Bhade Market Renovations*

<b>Project Name</b>	<b>BHADE MARKET RENOVATIONS</b>			<b>Classification of project:</b>	Infrastructure Project		
<b>Background</b>	<p>The community requested the renovations of the market in Bhade under Ogagwini TC. This marketplace had been allowed to deteriorate over the years and needs serious revamp. It assists the community both in terms of earning income and buying of fruits and vegetables and other needs.</p> <p><b>Project deliverables</b></p> <p>Tronox KZN Sands commits to renovate Bhade Market existing structures.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District municipality	Umlalazi	Ogagwini	01-04-2024		01-08-2024	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Plans; tender, contractor identification. Complete plan and execution	Contract with vendor Safety file Revamp market buildings	Tronox Umlalazi Municipality Ogagwini TA Community	Planning and approvals from EXCO Tender process Awarding of tender	Renovations to the market buildings. Inspection by technical team	Handover of project	<b>R800 000</b>
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Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	16	2	2	8	4	16	Construction phase
Medium Term							
Long Term	30		15	5	10	30	

**Financial Contribution: R800 000 in 2024** Budget includes materials, renovations, and labour.



Table 56: Obanjeni Enterprise Development Marketing

<b>Project Name</b>	<b>Obanjeni Enterprise Development Marketing</b>		<b>Classification of project:</b>	Income generating Project			
<b>Background</b>	<p>This project was requested by the entrepreneur lady from Ogagwini. The idea is to have a hub where local businesses are advertised to be visible to buyers and sellers from all over the country and outside of the borders of the country. The businesses will get an opportunity to advertise their projects free for a period of one year.</p> <p><b>Project deliverables</b> Fund 1. Project participants, 2. Business hub website creation platform, 3. Weekly &amp; monthly maintenance, 4. Facebook advertising of platform, 5. Individual enterprise Facebook marketing.</p>						
<b>Geographical location of</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District municipality	Umlalazi	Ogagwini	01-04-2024		01-05-2024	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Provision of a plan by the beneficiary.	Contract with vendor	Tronox	Planning and approvals from EXCO	Receiving quarterly reports from the trainer.	Handover of project	<b>R600 000</b>
	Identifying area of operation		Umlalazi Municipality Traditional Authority Community	Project not going out on tender.		By Tronox and DMRE	

Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	5		0	2	3	5	
Medium Term	5			2	3	5	
Long Term							

**Financial Contribution: R600 000** Funding will be made available to the Entrepreneur for her to start the project.

**Completion and exit strategy: 2024** The project will be monitored over a space of a year and the second year.

Table 57: Macadamia Nuts

<b>Project Name</b>	<b>MACADAMIA NUTS</b>			<b>Classification of project:</b>	Income generating project		
<b>Background</b>	<p>The community has 5 hectares of land they want to establish into a macadamia farm. Macadamia has proven to be a crop which is in demand in South Africa, but mostly overseas. The community wants to take advantage of this opportunity.</p> <p><b>Project deliverables</b></p> <p>Tronox KZN Sands commits to assigning an expert for macadamia ploughing who will transfer the skill to beneficiaries. Land preparation by removing all trees and soil testing. Fund the ploughing process for 5 Hectares. Install the irrigation system, borehole and fund project maintenance over a five-year period.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District municipality	Umlalazi	Obanjeni	01-03-2025		31-11-2025	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly time-lines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Plans provided by the contractor.	Contract with vendor	Tronox Umlalazi Municipality	Planning and approvals from EXCO	Land identification Land preparation Instal the irrigation system	Handover of project	<b>R700 000</b>
	Execution of project	Safety file Delivery of trees to site	Ogagwini TA Community	Tender process Contractor identification	Delivery of trees Ploughing process to commence. Maintenance over a five-year period.		

Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	20	4	2	8	6	20	Land prep
Medium Term	6	1	1	2	2	6	Planting
Long Term	12	4	2	4	2	12	Management Maintenance
<b>Financial Contribution: R700 000 in 2025</b> Budget includes land prep, buying of Macadamia trees, planting, and maintenance.							

Table 58: Netball Field

<b>Project Name</b>	<b>NETBALL FIELD</b>			<b>Classification of project:</b>	Infrastructure Project		
<b>Background</b>	<p>Recreational facilities are few and far in between in rural areas. The community identified a need for the construction of a netball field to assist young women (and men) who wish to play and may eventual turn professional in the sport of netball. This request was sent to Tronox via the roadshow with the community, with the guidance of the TC.</p> <p><b>Project deliverables:</b> Tronox KZN Sands commits to construct a combo basketball and netball field, change rooms with showers with toilets for females and people living with disabilities, erect 20 grandstands, public ablution facilities, and 5000L JoJo tanks x1.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District municipality	uMlalazi	Obanjeni	01-04-2026		31-08-2026	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plans Source companies and advertise Implement the construction of the field. Project Timelines and	Input from role players Contract with vendor Safety file Construction	Tronox Umlalazi LM Ogagwini TA Community	Planning and approvals from EXCO Tender process Tender award	Building and of the field Inspection by team	Completion Handover of the project	<b>R850 000</b>

Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	15	4	1	8	2	15	Construction
Medium Term							
Long Term							
<b>Financial Contribution: R850 000</b> Budget includes construction of the field and labour.							
<b>Completion and exit strategy: 2026</b> The project will be constructed and handed over by Tronox and DMRE to the community							

Table 59: Renovation of Prince Veleshowe Hall

<b>Project Name</b>	<b>RENOVATION OF PRINCE VELESHOWE HALL</b>		<b>Classification of project:</b>	Infrastructure Project			
<b>Background</b>	<p>This is an existing hall at Obanjeni in Ogagwini Traditional Authority. The situation of the hall is looking bad. The community wants to utilise it but are unable to do so. The request was then sent to Tronox via the TC for Tronox to consider renovating the hall.</p> <p><b>Project deliverables:</b> Tronox KZN Sands commits to construct a hall with a stage, offices, kitchen, ablution facility, 5000L JoJo tanks x2, guard house, parking and fencing.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMlalazi	Obanjeni	01-03-2027		01-07-2027	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Plans, tender process, contractor identification and execution	Input from role players	Tronox uMlalazi	Planning and approvals from EXCO	First quarter works, proceeding to second quarter.	Handover of project	<b>R1 400 000</b>
	Complete project	Contract with vendor	Municipality	Tender process	Inspection by technical team		
		Safety file	Ogagwini TA Community	Awarding tender			

Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	24	4	2	12	6	24	Construction
Medium Term							
Long Term							

**Financial Contribution: R1 400 000** Budget includes materials and labour.

**Completion and exit strategy: 2027** The project will be executed and handed over to Ogagwini Traditional Authority which will then work with the local municipality to manage and maintain the project.



**Community: Nzuz**

Table 60: Fuel Station Establishment

<b>Project Name</b>	<b>FUEL STATION ESTABLISHMENT</b>			<b>Classification of project:</b>	Income generating project		
<b>Background</b>	<p>This project was recommended by the municipality during the roadshow we held with them. The owner is coming from the community of KwaNzuz. He has done extensive work, including all feasibility studies and even parts of construction of the project. It will assist the local emerging farmers who will utilise the facility for their tractors, trucks and bakkies without having to go to town to do so. Feasibility study has been conducted, land use licence, LAS distributorship agreement, environmental report, Ingonyama Trust long-term lease and other support documents.</p> <p><b>Project deliverables:</b></p> <p>Tronox KZN Sands commits to support the Mangah Projects (PTY) LTD Fuel station with R2,000,000.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMlalazi	Judea	01-04-2023		01-06-2023	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Submission of a business plan by the owner. Facilitation of funds	Input from role players  Contract with vendor  Safety file	Tronox  Department of Mineral Resources	Planning and approvals from EXCO	Finalising plans to build the rest of the project.	Receiving invoices from the owner.	<b>R2 000 000</b>
		Quality	Umlalazi Municipality  Nzuza TA  Community	Tender Process  Awarding of tender  Creation of PR	Inspection by Technical Team  Placing of orders for equipment	Payment of invoices.  Handover	
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	<b>15</b>	<b>2</b>	<b>1</b>	<b>9</b>	<b>3</b>	<b>15</b>	<b>Construction Phase</b>
<b>Medium Term</b>							
<b>Long Term</b>	<b>10</b>			<b>6</b>	<b>4</b>	<b>10</b>	<b>Operations</b>
<b>Financial Contribution: R 2 000 000</b> Budget is for finishing infrastructure and paying off Ithala bank.							
<b>Completion and exit strategy: 2023</b> The project will be handed over to be maintained by the owner/ Entrepreneur.							

Table 61: Traditional Court Renovation

<b>Project Name</b>	<b>TRADITIONAL COURT RENOVATION</b>			<b>Classification of project:</b>	Infrastructure Project		
<b>Background</b>	<p>The Traditional Authority requested for the renovation of the Traditional Court building. The building is a home to many events, including the weekly sittings of the TC. It is also housing the computer centre that trains young people from the community of KwaNzuzwa. This centre was established by Tronox in 2018.</p> <p><b>Project deliverables:</b> Tronox KZN Sands commits to renovate the Traditional Court Hall roofing, flooring, ceiling, kitchen, offices, air conditioners in the office and toilets.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMlalazi	Ensingweni	01-04-2024		01-08-2024	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Complete plans, Tender process, and execution	Input from role players Contract with vendor Safety file Quality	Tronox COGTA uMlalazi Municipality Nzuza TA Community	Planning and approvals from EXCO Tender process Awarding of tenders PO Creation	Renovations taking place. Inspection by technical team Progress In building Placing orders for	1 <sup>st</sup> quarter Tender issued. Handover 2 <sup>nd</sup> quarter	<b>R1 100 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	23	3	2	12	6	23	Renovation Phase
<b>Medium Term</b>							
<b>Long Term</b>							
<b>Financial Contribution: R1 100 000</b> Budget includes buying of equipment and paying the contractor and labour.							
<b>Completion and exit strategy: 2024</b> The project will be handed over to the TC. Monitoring of any defects will occur throughout the year. Final handover will happen after 12 months.							

Table 62: Sabeka Hall Renovations

<b>Project Name</b>	<b>SABEKA HALL RENOVATIONS</b>			<b>Classification of project:</b>	Infrastructure Project		
<b>Background</b>	<p>The ward Councillor raised the state of disrepair of this hall via the IDP of the municipality, and subsequently raised it to Tronox upon engagement with the municipality. This is an iconic hall where many functions have taken place over the past 30 years. The Councillor believes its renovation will assist the local community who must travel to Mtunzini for the services that used to be offered by this facility.</p> <p><b>Project deliverables:</b> Tronox KZN Sands commits to construct a hall with a stage, offices, kitchen, ablution facility, 5000L JoJo tanks x2, guard house, parking and fencing.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMlalazi	Moyeni	01-04-2025		01-10-2025	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Complete plans by the technical team	Input from role players	Tronox	Department of EXCO	Planning and approvals from starting.	Renovations	Handover of project	<b>R1 800 000</b>
	Renovations, project Timelines and Budget	Contract with vendor Safety file	works. uMlalazi Municipality	Nzuza TA Community	Tender process Awarding of tender	Inspection by technical team. Progress In renovations.	By Tronox and DMRE	
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>	
<b>Short Term</b>	15	5	1	12	6	24	Construction phase	
<b>Medium Term</b>								
<b>Long Term</b>								
<b>Financial Contribution: R1 800 000</b> Budget includes all renovations and payment of contractor.								
<b>Completion and exit strategy: 2025</b> After handing over the project to the municipality and the community, Tronox will monitor the project for any defects that may have occurred and ensure repairs are carried out before retention is paid out after 12 months.								

Table 63: *Ensingweni Sport-field and Netball Court*

<b>Project Name</b>	<b>ENSINGWENI SPORTS FIELD AND NETBALL COURT</b>			<b>Classification of project:</b>		Infrastructure Project	
<b>Background</b>	<p>The community is in desperate need of proper recreational facilities within the community of KwaNzuzza. To this end, they approached Tronox via the Traditional Authority and the municipality to request for the construction of sports field, and a netball court for those who enjoy playing netball.</p> <p><b>Project deliverables</b></p> <p>Tronox KZN Sands commits to construct a combo Soccer and Netball court, change rooms with showers and toilets for females, males and people living with disabilities, erect 20 grandstands, public ablution facilities, 5000L JoJo tanks x2, landscaping and fencing.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	Umlalazi	Nsingweni	01-03-2026		01-10-2026	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Complete plan and execution Complete project timelines	Input from role players Contract with vendor Safety file	Tronox Umlalazi Municipality KwaNzusa TA Community	Planning and approvals from EXCO Tender process Awarding of tender	Construction of the sports complex Inspection by technical team	Handover of project By Tronox and DMRE	<b>R2000 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	34	6	3	16	9	34	
<b>Medium Term</b>							
<b>Long Term</b>							
<b>Financial Contribution: R 2 000 000</b> Budget includes payments for labour and materials.							
<b>Completion and exit strategy: 2026</b> Tronox will hand the project over to the municipality for maintenance and upkeep, the Department of Sports and recreation and the community.							



Table 64: LS Goat Farming

<b>Project Name</b>	<b>LS GOAT FARMING</b>			<b>Classification of project:</b>	Income generating project		
<b>Background</b>	<p>The emerging farmers approached the TC after an announcement was made for emerging businesses to submit proposals for assistance with their businesses. They are driven by a passion for breeding and selling of goats. Their wish is to grow the business to employ a record number of people from the community of KwaNzuza.</p> <p><b>Project deliverables:</b> Tronox KZN Sands commits to construct goats stable, water system and provide one dose of vaccination. Tronox will buy of 200 goats to off-set the project.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	Umlalazi	KwaNzuza	01-04-2027		01-08-2027	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Submission of business plan. Motivation to EXCO. Implementation Project Timelines and Budget	Input from role players Contract with vendor Safety file Training of the members.	Tronox Department of Education Umlalazi Municipality KwaNzuzza TA Members	Planning and approvals from EXCO Tender process Awarding of tender	Buy 100 goats and 100 bags of sweet feed. Buy 5x feeding troughs. Build a shelter for the goats. Inspection by technical team	Handover of project By Tronox Municipality and DMRE	R500 000
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	15	2	1	10	2	15	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>	10	2	1	5	2	10	Operational Phase
<b>Financial Contribution: R500 000</b> Budget includes construction of buildings and buying of goats and vaccines.							
<b>Completion and exit strategy: 2027</b> The project will be implemented and handed over to the beneficiaries and the Department of Agriculture for technical support, Tronox will place the beneficiary on the SED programme and maintain its presence for 3 years to ensure sustainability.							

Table 65: Majiya High School Admin Block

<b>Project Name</b>	<b>MAJIYA HIGH SCHOOL ADMIN BLOCK</b>		<b>Classification of project:</b>	Infrastructure Project			
<b>Background</b>	<p>Majiya high school principal and the governing body approached Tronox through the traditional offices. They were requesting the building for their administration purposes. The school has no form of offices where the teaching and office staff can function optimally. The school is in rural KwaNzuzwa community where resources are very scarce.</p> <p><b>Project deliverables:</b></p> <p>Tronox KZN Sands commits to construct an administration block with four offices, boardroom, strongroom, sickbay, kitchen and toilets, projector, screen, air conditioners and furniture.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	ILembe District Municipality	Umlalazi	Nzuzwa	01-03-2027		01-08-2027	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plan and execution	Input from role players	Tronox Umlalazi Municipality	Planning and approvals from EXCO	Construction begins	Keys received from the contractor	<b>R1 300 000</b>
	Complete project timelines	Contract with vendor Safety file	KwaNzuzwa TC Community	Tender process Awarding of tender	Inspection by technical team	Project hand-over	

Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	34	8	3	17	6	34	Construction phase
Medium Term							
Long Term							

**Financial Contribution: R1 300 000** Budget includes construction and furniture.

**Completion and exit strategy: 2027** The project will be hand over to the department of Education by Tronox and DMRE. Snag list will be conducted, and any defects rectified, with final handover in 2028 after 12 months.

Table 66: Different Projects

<b>Project Name</b>	<b>DIFFERENT PROJECTS</b>			<b>Classification of project:</b>		Infrastructure / Sustainable Development	
<b>Background</b>	<p>Mtunzini Residents Association provided a list of projects ranging in size from as little as R5 000.00. These projects are both infrastructural and sustainability projects in nature. Their needs cut across and include their neighbouring communities of Ogagwini and KwaNzuza.</p> <p><b>Project deliverables:</b> Tronox commits to cover all Mtunzini Residents Association's requests. The projects are listed and attached.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipal-	Umlalazi	Mtunzini	01-03-2023		01-10-2027	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Mtunzini Residents Association (MRA) to provide their plans for considerations and execution.	Input from role players Contract with vendors	Tronox Umlalazi	Planning and approvals from EXCO Tender	Expansion to existing structures. Inspection by	Deliver equipment. Handover of project	<b>R6 000 000</b>

		Safety file Quality	Municipality Mtunzini Residence Association	process Awarding of tenders	technical team Progress in buildings		
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>							
<b>Medium Term</b>							
<b>Long Term</b>							
<p><b>Financial Contribution: R6 000 000</b> Budget caters for the list of projects listed by Mtunzini Village as basic needs.</p> <p><b>Completion and exit strategy: 2023-2027</b> Projects will be handed over to the MRA, Ogagwini, Nzuza Traditional Councils and Umlalazi Municipality for further management and maintenance.</p>							

**Community: Umlalazi Local Municipality**

Table 67: Eshowe Adams Park Ablutions and Furniture of the Park Area

<b>Project Name</b>	<b>ESHOWE ADAMS PARK ABLUTIONS AND FURNISHING OF THE PARK AREA</b>			<b>Classification of project:</b>	Infrastructure Project		
<b>Background</b>	<p>The municipality approached Tronox during the roadshow engagements and requested Tronox to adopt one of their programs covered under their IDP but where they will not have the resources to do this work soon. The Park is situated opposite the busy business area. After going about doing different errands, people find time to rest in the park. The Park is used for divergent functions by the members of the community.</p> <p><b>Project deliverables:</b></p> <p>Tronox commits to construct 4x male, 6x female toilets with baby changing area and 2x toilets for people living with disabilities. We will provide running water where people can wash their hands change fixed tables and benches and do landscaping.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	Umlalazi	Eshowe CBD	01-04-2023		01-08-2023	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Budget</b>

	Consultants to provide plans, Tender process, Implement building of ablutions Project Timelines and Budget	Input from role players Contract with vendor Safety file Building of ablutions	Tronox Umlalazi Municipality Community	Planning and approvals from EXCO Tender process Awarding of tender	Construction of ablutions Inspection by technical team Progress in building Furnish the park	Handover of project By Tronox and DMRE	<b>R800 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	21	3	2	12	4	21	Construction phase
<b>Medium Term</b>							
<b>Long Term</b>	3			1	2	3	
<b>Financial Contribution: R800 000</b> Budget includes construction of ablutions, landscaping and standard furnishing of the park.							
<b>Completion and exit strategy: 2023</b> The project will be implemented and handed over to the municipality to upkeep.							



Table 68: Market Stalls Mbongolwane Hospital

	<b>MARKET STALLS MBONGOLWANE HOSPITAL</b>		<b>Classification of project:</b>		Income generating/ Infrastructure Project		
<b>Background</b>	<p>This project is found in the IDP of the municipality. It has been in the IDP for a period. The municipality's resources are spread and are not able to cover some of the important initiatives like this one. People of Mbongolwane attends Mbongolwane hospital daily. There are women who sell produce to them at the gate of the hospital. They have no shelter from rain or sunshine. The municipality has been looking at building the stalls and ablutions to provide relief to these women and their customers.</p> <p><b>Project deliverables:</b></p> <p>Tronox commits to construct market stalls, ablutions facilities for males, females and people living with disabilities and skip bin.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	Umlalazi	Mbongolwane	01-04-2024		01-08-2024	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (Inclusive of all role players)</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Quarterly time-lines</b>	<b>Budget</b>

	Complete plan and execution Project Timelines and Budget Finalization and handover	Input from role players Contract with vendor	Tronox uMlalazi Municipality Community	Planning and approvals from EXCO Tender process Awarding of tender	Construction of market stalls. Inspection by technical team Progress in execution	Final handover of project By Tronox, DMRE, uMlalazi Municipality	<b>R1 000 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	24	4	1	14	5	24	
<b>Medium Term</b>							
<b>Long Term</b>	10		1	3	6	10	
<b>Financial Contribution: R1,000 000</b> Budget includes material, labour, and contractor fees.							
<b>Completion and exit strategy: 2024</b> The project will be handed over to the municipality to take full responsibility of maintenance of the structure.							

Table 69: Ten Houses for the Needy

<b>Project Name</b>	<b>Eight HOUSES FOR THE NEEDY</b>			<b>Classification of project:</b>	Infrastructure Project		
<b>Background</b>	<p>The municipality always must deal with community members who have no place to stay. Government housing program cannot cover all the citizens in need. The municipality coffers are not sufficient to fulfil this function. They approach different role-players for assistance. This project is covered in the IDP of the municipality. They approached Tronox for assistance.</p> <p><b>Project deliverables:</b> Tronox commits to construct eight houses for needy families. Each house will comprise an open-plan lounge/kitchen and two bedrooms, 2500L JoJo tank and clean energy system (Solar).</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Umlalazi	01-04-2025		01-08-2025	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Budget</b>

	Complete plans and execute project  Complete project timelines	Input from role players  Contract with vendor  Safety file	Tronox Sands Umlalazi Municipality  Community	KZN  Planning and approvals from EXCO  Tender process  Awarding of tender	Place orders  Inspection by technical team	Final handover of project	<b>R2 200 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	34	8	2	18	6	34	
<b>Medium Term</b>							
<b>Long Term</b>							
<b>Financial Contribution: R2 200 000</b> Budget includes equipment and machinery to sustain the project.							
<b>Completion and exit strategy: 2025</b> The project will be handed over to the municipality to give to identified beneficiaries.							

Table 70: Mtunzini Public Toilet Facilities

<b>Project Name</b>	<b>MTUNZINI PUBLIC TOILET FACILITIES</b>		<b>Classification of project:</b>	Infrastructure Project			
<b>Background</b>	<p>The municipality approached Tronox for assistance with building of ablution infrastructure at Mtunzini village opposite Spar and the shopping village. The current facility is in a bad state and does not give dignity to people who uses the facility. There needs to be an increase to the number of male and female toilets closer to where they shop.</p> <p><b>Project deliverables:</b></p> <p>Tronox commits to construct three male toilets with four urinals, five female toilets with two baby changing units and one fully equipped toilet for people living with disabilities.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMhlathuze	Ongoye	01-03-2027		01-09-2027	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Budget</b>

	Complete plan and execution	Input from role players	Tronox	Planning and approvals from EXCO	Building and construction	Handover of complete project by Tronox and the municipality	<b>R900 000</b>
	Project Timelines and Budget	Contract with vendor	uMlalazi Municipality Community	Tender process	Inspection by technical team		
		Safety file		Awarding of tender	Progress in building		
		Quality					
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	24	4	2	12	6	24	
<b>Medium Term</b>							
<b>Long Term</b>	3			1	2	3	
<b>Financial Contribution: R900 000</b> Budget includes construction of ablution facilities.							
<b>Completion and exit strategy: 2026</b> The project will be handed over to the municipality who will provide upkeep to the project.							

Table 71: Five Houses for the Needy

<b>Project Name</b>	<b>FIVE HOUSES FOR THE NEEDY</b>			<b>Classification of project:</b>	Infrastructure Project		
<b>Background</b>	<p>The municipality always must deal with community members who have no place to stay. Government housing program cannot cover all the citizens in need. The municipality coffers are not sufficient to fulfil this function. They approach different role-players for assistance. This project is covered in the IDP of the municipality. They approached Tronox for aid.</p> <p><b>Project deliverables:</b></p> <p>Tronox commits to construct five houses for needy families. Each house will comprise an open-plan lounge/kitchen and two bedrooms, 2500L JoJo tank and clean energy system (Solar).</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	King Cetshwayo District Municipality	uMlalazi	Umlalazi	01-04-2027		01-08-2027	
<b>Output</b>	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Quarterly timelines</b>	<b>Budget R1 125 000</b>

	Complete plan and execute  Implement and complete project	Input from role players  Contract with vendor  Safety file  Quality	Tronox  uMlalazi Municipality  Community	Planning and approvals from EXCO  Tender process  Awarding of tender  Building and construction	Building and construction of houses.  Inspection by technical team  Progress In building	Handover of project	
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	24	6	2	12	4	24	
<b>Medium Term</b>							
<b>Long Term</b>							
<b>Financial Contribution: R1,125 000 financial contributions will be towards materials, labour, and contractor fees.</b>							
<b>Completion and exit strategy: 2027</b> The project will be completed in 2027 and handed over to the municipality who would have identified the beneficiaries.							



**Community: Macambini**

Table 72: Dokodweni Farming Project

<b>Project Name</b>	<b>DOKODWENI FARMING PROJECT</b>			<b>Classification of project:</b>	Income generating		
<b>Background</b>	<p>This project was introduced to Tronox by Mandeni municipality. Tronox had also initially received the application from the young person who comes from Macambini. The project is covered by the municipal IDP. It is a 5-hectare plot of land with vegetables and a nursery. It is run by a young person who has a deep passion for agriculture. He has used his own funds to establish the business and the nursery is thriving at a small scale.</p> <p><b>Project deliverables:</b> Tronox KZN Sands commits to install a borehole, 54KW Diesel water pump, drip irrigation system, Dam liner, Fencing of 3.5 Hectares site, 4x 5000L JoJo tanks and 40ft (12m) shipping container.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	iLembe District municipality	Mandeni	Dlangezwa	01-04-2023		31-08-2023	
	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Complete plans and execute project	Contract with vendor  Safety file  Fencing and drilling a borehole	Tronox  Mandeni Municipality  Macambini TA	Planning and approvals from EXCO  Tender process  Awarding of tenders	Inspection by technical team. Fencing of the five hectares plantation and install borehole pump. Monitor the progress.	Final hand-over of project by Tronox and DMRE, and Macambini TC	<b>R900 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	16	4	2	8	2	16	
<b>Medium Term</b>							
<b>Long Term</b>	15	2	1	4	8	15	

**Financial Contribution: R900 000 in 2023** Budget will include materials and labour to do the project.

**Completion and exit strategy: 2023** The beneficiary of the project already has a market with Spar, Gingindlovu.

The project will be handed over to the beneficiary and Department of Agriculture for technical support. It will be monitored over 3 years.

Table 73: Ingulule Primary School Admin Block

<b>Project Name</b>	<b>INGULULE PRIMARY SCHOOL ADMIN BLOCK</b>		<b>Classification of project:</b>	Infrastructure Project			
<b>Background</b>	<p>This project was requested by the school via the traditional authority. Tronox received it as a project listed by the TC. Ingulule is in one of the wards at Macambini and it is a school where learners do not pay any fees. Money from government is too small to cover the needs of the school. The school has no administration block. Teachers cannot hold proper meetings because of lacking space. The principal and school management team has no offices.</p> <p><b>Project deliverables:</b> Tronox KZN Sands commits to construct an administration block with four offices, boardroom, strongroom, sickbay, kitchen and toilets, projector, screen, air conditioners and furniture.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	iLembe District municipality	Mandeni	Macambini	01-04-2024		31-08-2024	
	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Complete plans and execute project	Contract with vendor  Safety file  Construction of the admin block	Tronox  Mandeni Municipality  Macambini TC  Community	Planning and approvals from EXCO  Tender process  Awarding of tenders	Inspection by technical team  Monitor the progress of construction.	Final hand-over of project by Tronox, DMRE, and Macambini TC	<b>R1 500 000</b>
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Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	16	8	2	17	7	34	
Medium Term							
Long Term							

**Financial Contribution: R1 500 000 in 2024** Budget includes construction and furniture.

**Completion and exit strategy: 2024** The project will be hand over to the department of Education by Tronox and DMRE. Snag list will be conducted, and any defects rectified, with final handover in 2025 after 12 months.

Table 74: Macambini Sports Complex

<b>Project Name</b>	<b>MACAMBINI SPORTS COMPLEX</b>		<b>Classification of project:</b>	Infrastructure Project			
<b>Background</b>	<p>This project was requested by Mandeni municipality. It is covered in their IDP. The sports complex at Macambini needs a lot of improvement and additional facilities like the netball and baseball combo must be introduced. This is a remarkably busy complex as divergent functions are often held at the stadium.</p> <p>Tronox KZN Sands commits to construct the sports complex (soccer field, combo basketball and netball field), indoor sport codes (Aerobics, table tennis), change rooms with showers and renovator toilets for females, males and people living with disabilities, erect 50 grandstands, public ablution facilities, 5000L JoJo tanks x3, water purification, landscaping and renovate fencing.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	iLembe District municipality	Mandeni	Macambini	01-04-2025		31-08-2025	
	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>

	Technical team to complete plans and execute project.	Contract with vendor Safety file Construction of the admin block	Tronox Mandeni Municipality Macambini TA Community	Planning and approvals from EXCO Tender process Awarding of tenders	Inspection by technical team Monitor the progress of construction.	Final hand-over of project by Tronox and DMRE, and Macambini TC.	<b>R2 200 000</b>
<b>Classification of jobs</b>	<b>No of jobs to be created</b>	<b>Male Adults</b>	<b>Female Adults</b>	<b>Male Youth</b>	<b>Female Youth</b>	<b>Total</b>	<b>Comments</b>
<b>Short Term</b>	16	4	2	12	6	24	
<b>Medium Term</b>							
<b>Long Term</b>							
<b>Financial Contribution: R2 200 000 in 2025</b> Budget will include materials and labour to do the project.							
<b>Completion and exit strategy:</b> This facility will be handed over to Macambini TC and Mandeni Local Municipality for further management.							

Table 75: Emhlubulweni Primary School Library or Classrooms

<b>Project Name</b>	<b>EMHLUBULWENI PRIMARY SCHOOL LIBRARY</b>		<b>Classification of project:</b>	Infrastructure Project			
<b>Background</b>	<p>This project was requested by the school via the traditional authority. Tronox received it as a project listed by the TC. The school has a shortage of classrooms and has no library where learners can go and read to improve their learning ability. This is a rural school with no resources. It also cannot charge school fees.</p> <p><b>Project deliverables:</b></p> <p>Tronox commits to construct of a school Library with a storeroom, office, projector, projector screen, air conditioner, blinds and furniture. We will also provide books, laptop and audio material for learners and educators.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	iLembe District municipality	Mandeni	Macambini	01-04-2026		31-08-2026	
	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plans and execute project	Contract with vendor Safety file Construction of the admin block	Tronox Mandeni Municipality Macambini TA Community	Planning and approvals from EXCO Tender process Awarding of tenders	Inspection by technical team Monitor the progress of construction.	Final hand-over of project by Tronox DMRE and TC.	<b>R1 275 000</b>

Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	16	8	2	17	7	34	
Medium Term							
Long Term							

**Financial Contribution: R1 275 000 in 2026** Budget will include materials and labour to do the project.

**Completion and exit strategy:** The building will be handed over to Macambini TC and DOE for further management.



Table 76: Makhwanini Multi-purpose Centre

<b>Project Name</b>	<b>MAKHWANINI MULTI-PURPOSE CENTRE</b>		<b>Classification of project:</b>	Infrastructure Project			
<b>Background</b>	<p>The project was requested by the community through an application from the traditional authority of Macambini. This community needs a common venue where several events can occur. Currently, this community has no such facility, and the municipality cannot fund the project because of constraints in their budget.</p> <p><b>Project deliverables:</b> Tronox KZN Sands commits to construct a hall with a stage, offices, kitchen, ablution facility, 5000L JoJo tanks x2, guard house, parking and fencing.</p>						
<b>Geographical location of project</b>	<b>District Municipality</b>	<b>Local Municipality</b>	<b>Village Name</b>	<b>Project Start Date</b>		<b>Project End date</b>	
	iLembe District municipality	Mandeni	Macambini	01-04-2027		31-08-2027	
	<b>Key Performance Area</b>	<b>Key Performance Indicator</b>	<b>Responsible entity (inclusive of all role players)</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Quarterly timelines and year</b>	<b>Budget</b>
	Complete plans and execute project.	Contract with vendor Safety file Construction of the admin block	Tronox Mandeni Municipality Macambini TA Community	Planning and approvals from EXCO Tender process Awarding of tenders	Inspection by technical team Monitor the progress of construction.	Final handover of project by Tronox, DMRE, and TC.	<b>R2 700 000</b>

Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short Term	34	9	2	15	8	34	
Medium Term							
Long Term							
<p><b>Financial Contribution: R2 700 000 in 2027</b> Budget will include materials and labour to do the project.</p> <p><b>Completion and exit strategy:</b> The building will be handed over to Macambini TC and Mandeni Municipality for further management.</p>							

#### 4.5. REGULATION 46 (c) (v): HOUSING AND LIVING CONDITIONS

Tronox KZN Sands company housing policy focuses on home ownership and no hostels exist. A housing allowance is paid to all employees, which is incorporated in their remuneration packages. Employees may use the housing subsidy to rent or purchase their own homes. Because of the proximity of Tronox KZN Sands to existing towns, there is no need to establish settlements for its operations. Tronox KZN Sands employees make use of the existing recreational facilities, which are considered adequate.

#### 4.6 REGULATION 46 (c)(vi): MEASURES TO ADDRESS NUTRITION

Tronox KZN Sands does not own any hostels or single quarters; hence no meals will be provided to employees. Nutritional advice will be offered to employees through Tronox's Wellness Programme.

When an employee is expected to work overtime for an hour or more, meals will be ordered from a local business. At this stage we have embarked on engagements with the representative union as one of our stakeholders, in bringing nutrition solutions in our operations through canteen provision of fresh meals for our employees.



## **SECTION FIVE**

### **PROCUREMENT PROGRESSION BEE**

In compliance with Regulation 46 (c)

of the Mineral and Petroleum Resources Development Act

## SECTION 5: PROCUREMENT PROGRESSION BEE

### 5.1 OVERVIEW

Tronox KZN Sands recognizes that sustainability plays an integral role in fulfilling our Global Corporate Strategy, which is to grow the business in a manner that creates lasting value for all Tronox stakeholders while preserving our license to operate globally. The purpose of the Tronox KZN Sands Procurement Progression Plan is to ensure the identification, procurement and subsequent management of suppliers categorised as BEE Entities, such as Black Owned, Black Women Owned, Black Youth Owned and BEE Compliant. Tronox KZN Sands is also committed to the establishment and growth of local SMMEs.

Tronox KZN Sands aims to ensure that when making procurement decisions we source, contract, lease, hire and procure goods and services from suppliers that demonstrate commitment to sustainable business practices and support Tronox KZN Sands compliance efforts.

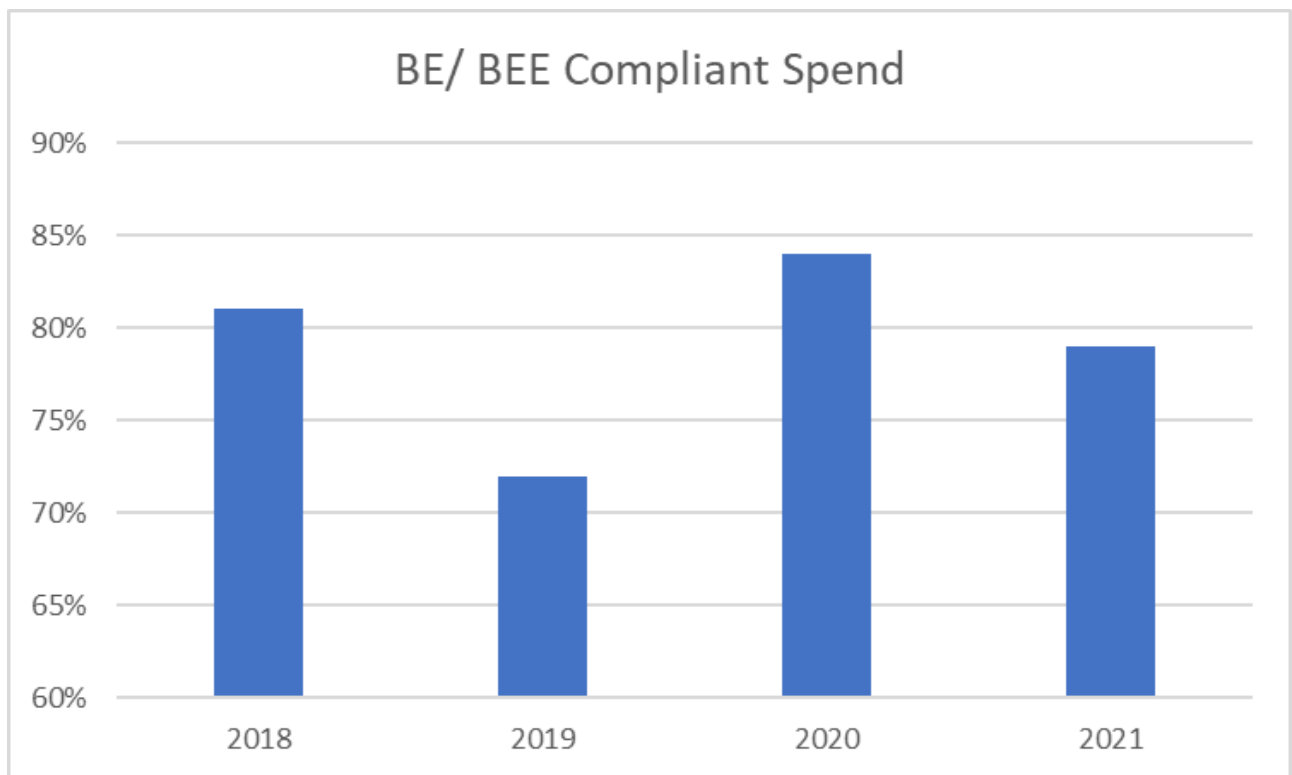
### 5.2 THE BROAD OBJECTIVES OF THE PROCUREMENT PLAN ARE TO:

- Actively identify new BEE compliant suppliers in the procurement environment of the KwaZulu Natal region and more specifically in the King Cetshwayo District where the mine is situated.
- Establish a comprehensive and accurate supplier and or vendor database to ensure that future expenditure is reflected and reported correctly.
- Progressively align the levels of spend with BEE compliant and other category suppliers by setting realistic targets over the next five years.
- Encourage existing Tronox KZN Sands suppliers, who are anticipated to have capacity in the KwaZulu Natal region, to embark on a transformation process whereby they create BEE compliant shareholding in their ownership structures or enter joint ventures to transfer skills, particularly in the case of multi-national suppliers.
- Encourage suppliers who are not economically active in the KwaZulu Natal region to form partnerships or to expand into sustainable entities within the KwaZulu Natal region.

### 5.3 Basis for Targets

We align ourselves with the requirements of the Department of Trade and Industry’s BBBEE scorecard by ensuring small, medium, and micro enterprises share in the benefits of our procurement policies and that we assist in developing a vibrant SMME sector. Our sustained commitment to procuring from BEE compliant suppliers is reflected in the progression up to 79% of the total discretionary spend being with BEE compliant vendors at the end of 2021.

Figure 2: BE/BEE Compliant Spend



**\*2018 based on the MC2 targets.**

**2019 – 2021 based on MCIII targets**

Table 77: Below spend expressed in R

	2018	2019	2020	2021
Total Discretionary Spend	753,264,544	936,882,152	892,240,400	1,159,890,244
Total BEE Compliant Spend	612,124,410	670,510,536	753,097,978	920,319,131
Total Non-BEE Spend	141,140,134	226,371,616	139,142,422	239,571,113
BEE Spend %	81%	72%	84%	79%

The Tronox KZN Sands actual spend percentages for 2021 were as follows:

Table 78: HDSA / BEE Spend and Future Targets to 2027

Type of Spend	2021 Target	2021 Actual	2023 Target	2024 Target	2025 Target	2026 Target	2027 Target
Goods	35%	70%	70%	70%	70%	70%	70%
Services	75%	71%	75%	80%	80%	80%	80%
<b>Overall</b>	<b>55%</b>	<b>71%</b>	<b>73%</b>	<b>75%</b>	<b>75%</b>	<b>75%</b>	<b>75%</b>

To improve the involvement of the neighbouring mine communities in the Procurement of goods and services, Tronox KZN Sands established a Procurement Forum in 2009. The goal of this forum is to ensure that mine communities will be economically empowered through their increased involvement in procurement of goods and services. Through the Procurement Forum, new procurement opportunities are identified for the communities to get involved in. Community contracts are monitored and managed through a mentorship process to ensure an optimum working relationship between Tronox KZN Sands and our Communities.

## 5.4 Definitions

For this submission, the following definitions will prevail:

### 5.4.1 BEE entities:

Means – an entity of which a minimum of 25% + 1 vote of share capital is directly owned by HDSA and is a Level 4 BBBEE contributor.

### 5.4.2 Non-Discretionary Procurement Expenditure:

Means – expenditure that cannot be influenced by a mining company, such as procurement from the public sector and public enterprises as well as where local alternatives do not exist.

### 5.4.3 Local Procurement: Geographical Area - Execution Preference:

Municipal Area

District

Province

National – South Africa

### 5.4.4 Multi-national Companies

Means – “Only companies whose ownership is held outside South Africa and have facilities or other assets in South Africa.”

## 5.5 INFLUENCE OF PREFERENTIAL PROCUREMENT

### 5.5.1 Multi-national Companies – Contribution to Socio-Economic Development

Tronox KZN Sands will use its best endeavours, through its contractual requirements to ensure compliance by its multi-national contractors with the requirement for suppliers of capital goods, to contribute a minimum of 0.5% of annual income generated from Tronox KZN Sands towards Socio-economic development of local communities.



### 5.5.2 Contracting Companies – Workforce

Tronox KZN Sands will use its best endeavours through its contractual requirements to ensure compliance by its contractors with the requirements of the Human Resources Development and Employment Equity Programmes as stipulated in Regulation 46 of the Act and will also make it known not only to its own employees but to the employees of its contractors.

### 5.5.3 Procurement Support to Local Economic Development and Socio-Economic Initiatives

Tronox KZN Sands will utilise the Governance, Best Business Principles, Ethical Contracting and Supply Chain Procurement Policies and Procedures to support and guide the activities of Local Economic Development, Socio-Economic projects, and initiatives. This creates an environment which is fair and equitable in execution to achieve the goals of this document.

### 5.5.4 Enterprise-Supplier Development through Preferential Procurement

Tronox KZN Sands will use its best endeavours to develop Black Woman and Youth Owned enterprises in the coming years. In 2021, Tronox invested over R7.2 million on a formal ESD programme. This is in addition to supplementary initiatives which the business supported; taking our total spend on ESD to over R7.6 million.

The formal ESD programme which started in September of 2019 on boarded a total of nine additional SMEs in 2021. Preference was given to BWO & BYO entities during the 2021 sourcing and selection campaigns resulting in seven of the SME intakes for 2021 having at least 50% BW or BY shareholding. Tronox KZN Sands received positive feedback from the local business community regarding the ESD program in 2021 and is pleased that the programme is providing the necessary support to our small businesses. In addition to business development support, the 2021 programme has been structured so that the SME's receive access to digital packages to operate in the virtual environment and access to funds needed to grow these businesses to the next level.

Tronox KZN Sands continues to mentor 16 BEE compliant contractors from the local communities supplying following services (below table):

Table 79: Community Suppliers

Company name	Type of service provided	Traditional Authority
Gabadela Trading Enterprise CC	Laundry	Somopho
Armshield Security and Training	Security	Macambini
SGK Security (Hillendale)	Security	Ogagwini
Mkhontokayise Security (CPC)	Security	Mkhwanazi
Dumi-Lindiwe Systems	Industrial Cleaning	Mkhwanazi
Ziyasha Cleaning Services	Office Cleaning	Somopho
Mahlawula Trading CC	Garden Services	Dube
Somopho Holding	Road Cleaning/ Slag Plant Cleaning	Somopho
Siyazuza Trading CC	Fire Extinguisher Inspections	Nzuza
Ncwane Investment	Transport of Bulk Bags and Anthracite	Madlebe
Igugulemvelo Cleaning and Garden Services	Mowing and Garden Maintenance Services	Dube
Lunkosi Trading	General Maintenance	Ogagwini
Lubcon Maintenance and Project	Cleaning of Trenches and Roads	Nzuza
Triponza Trading	Mowing and Garden Maintenance Services	Madlebe
Amabutu Logistics	Transport of HMC and Final Product	Somopho, Dube, Mkhwanazi, Ogagwini, Nzuza and Macambini
Izinkobe Mining	Rehab shaping	Somopho, Madlebe, Mkhwanazi, Dube, Ogagwini, Nzuza and Macambini

### 5.5.5 Procurement System

Tronox KZN Sands has developed a report specifically for the preferential procurement requirements as per the Mining Charter III which allows for accurate capturing and classification of spend. The report is linked to purchase orders and payments captured in SAP. The spend is grouped into the goods and services and may be further categorised as per black ownership. Spend data is analysed every month to measure the effectiveness of the company's programmes in achieving the set targets. Looking ahead further enhancements will be made through the implementation and roll out of the SAP S4/Hana system planned for 2024 as well the Coupa Sourcing tool planned for implementation in the same year.



## **SECTION SIX**

# **MANAGEMENT OF DOWNSCALING AND RETRENCHMENT**

In compliance with Regulation 46 (d)

of the Mineral and Petroleum Resources Development Act

## SECTION 6: REGULATION 46 (D) – MANAGING DOWNSCALING AND RETRENCHMENT

### 6.1 OVERVIEW

In the event of downscaling and retrenchments occurring, consultation with employees through their representative union will be affected in accordance with s189A of the Labour Relations Act (66) of 1995, as amended, (LRA) and any collective agreement that exists.

The Minerals and Mining Development Board will be notified as required by s52 of the Act, where retrenchment of 500 employees or ten percent of the labour force, whichever is the lesser, is to take place in any 12-month period; and to the Minister of Labour if retrenchment of 500 employees or ten percent of the workforce, whichever is the greater in this case, is contemplated. Ministerial directives will be complied with.

This section will outline the process that Tronox KZN Sands will follow when retrenchment due to operational requirements become unavoidable. It should be noted that this is the generic approach for Tronox KZN Sands and can be modified because of consultation with the Future Forum.

### 6.2 REGULATION 46 (d) (i): THE ESTABLISHMENT OF THE FUTURE FORUM

The Mine's Future Forum will be established and will be actively involved for the purpose of Tronox KZN Sands' closure. It will be made up of appointed representatives of Tronox KZN Sands' permanent employees, Union representatives and management. The main duties will be guided by a well-established constitution of the Future Forum.

Going forward, the Future Forum will focus on maintaining a dialogue between employees and management regarding mining operation, factors affecting the mine's viability and impact, focusing on the following four pillars:

1. Promoting on-going discussions between employee representatives and management about the future of the mine.

2. Looking ahead to identify problems, challenges, and workable solutions for productivity and employment.
3. Developing turn-around and re-deployment strategies to help reduce job losses and to improve business sustainability.
4. Implement strategies agreed upon by both employee representatives and management.

The forum shall meet twice a year and on an Ad hoc basis where a need arises, the parties have agreed.

### 6.3 REGULATION 46 (d)(ii): MECHANISMS TO SAVE JOBS, AND AVOID JOB LOSSES AND A DECLINE IN EMPLOYMENT

This section refers to the process that Tronox KZN Sands will follow to minimize job losses due to prevailing economic conditions, scaling down or closing of the business. The process will comply with section 189 of the Labour Relations Act in line with section 52 of the MPRDA (Mineral and Petroleum Resource Development Act).

#### 6.3.1 Consultations

When the mine contemplates dismissing any employee(s) for reasons based on the employer's operational requirements, the employer will consult with representative union /employees as required by s189 (1) of the LRA.

Consultation will commence when the company anticipates that it will have a negative affect through retrenchment, to reduce employee numbers due to prevailing conditions. The consultations will take place within the Future Forum, which will attempt to reach a consensus on practical solutions to reduce the impact of retrenchment on employees and the local community. The following will be discussed as part of the process.

- Reason(s) for the possible reduction in employee numbers
- Feasible alternative solutions

- Number of employees likely to be affected.
- Proposed selection criterion of selecting the affected employees.
- The period during which such downsizing is likely to take place.
- Proposed severance pays.
- The possibility of future re-employment
- Support process that will be in place for the affected employees
- Support process that will be in place for the affected communities.

When consultation has been completed, the Minerals and Mining Board (the Board) will be informed of the outcome. At this point, the Board can commence with its investigation and make recommendations to the Minister.

Should the Minister impose a directive based on the Board's investigation, Port Dunford Mining will comply with the said directive and confirm in writing that the corrective measures have been taken.

### 6.3.2 Legislative compliance

In the event of retrenchments occurring, consultation with the employees will take effect in accordance with s189 (a) of the Labour Relations Act (66) of 1995, as amended, (LRA) and any collective agreement that exists.

The Minerals and Mining development Board will be notified as required by s52 of the Act, where retrenchment of 500 employees or ten percent of the labour force, whichever is the lesser, is to take place in any 12-month period; and to the Minister of Labour if retrenchment of 500 employees or ten percent of the workforce, whichever is the greater, is contemplated. Ministerial directives will be complied with.

Tronox KZN Sands always believes in open and honest communication with stakeholders. Throughout the process, Tronox KZN Sands will communicate through the existing communication channels, both internal and external. The existing external communication forums of Tronox KZN Sands will be utilized to communicate with and update external stakeholders.

### 6.3.3 Forum meetings schedule

#### 6.3.3.1 Monthly meeting:

- **Procurement Forum** – representatives of the 7 communities will attend. The purpose of this meeting is to ensure that the immediate bordering communities to Fairbreeze sites benefit through the procurement process that tenders are awarded to the specific communities, and this contributes to the BEE compliance. In this forum, capacity is built to understand the process of tendering and business processes.

#### 6.3.3.2 Bi-monthly meeting:

- **The HR meeting** – This meeting takes place to discuss HR and employment policies and procedures with the community and when people are needed for employment it is communicated through this forum. Representatives of the different Tribal Authorities and applicable councilors from municipalities attend this meeting.

#### 6.3.3.3 Quarterly meetings

Are held with the following forums:

- **KZN Authority meeting** – All the main authorities who Tronox work with for legislative purposes meet to discuss compliance and areas for improvement that the company can look at.

#### 6.3.3.4 Bi-annual meetings are held as follow:

- **Traditional Authority meeting** – Meet with Amakhosi of Somopho-, Dube-, Mkhwanazi-, Ogagwini-, Nzuza and Macambini Traditional Authorities to provide business feedback and to inform them of important developments in the company.
- **Socio-Economic meeting** – This meeting will be held with the IDP Managers of the uMhlathuze-, Umlalazi- and Mandeni Local Municipalities, King Cetshwayo District Municipality, and the representatives of the traditional authorities.



#### 6.3.3.5 Annual meetings are held as follow:

- **Umbrella SHEC Stakeholder meeting** – this meeting is held once a year to give all interested and affected stakeholders feedback on annual performance of the company in the areas of Safety, Health, Environment, and Community development. General feedback of the business is given at this meeting.
- **Rehabilitation meeting** – All interested and affected parties can attend this meeting. A presentation will be given regarding the rehabilitation efforts at Tronox KZN Sands and visitors will be taken on site visits of different rehabilitation stages.

### 6.4 REGULATION 46 (d) (iii): MECHANISMS TO PROVIDE ALTERNATIVE SOLUTIONS AND PROCEDURES FOR CREATING JOB SECURITY WHERE JOB LOSSES CANNOT BE AVOIDED.

#### 6.4.1. Consultations

When the mine contemplates dismissing any employee(s) for reasons based on the employer's operational requirements, the employer will consult with representatives/ employees as required by s189 (1) of the LRA.

#### 6.4.2. Mechanisms to provide alternative solutions.

In the case of significant downscaling Tronox KZN Sands will take measures indicated below (but not limited to):

- Moratorium on external appointments
- Moratorium on all new and/or renewal contracts with external contractors
- Terminate services of temporary staff and employees who have reached pensionable age in terms of the rules of the fund to which they belong.
- Offer voluntary separation packages.
- Offer employees to go on early retirement.
- Re-deployment in other Tronox operations where possible
- Limit excessive overtime

Where job losses are unavoidable, or when closure is certain, Tronox KZN Sands will seek, through the Future Forum and in consultation with and/or with assistance from other relevant forums, the local department of labour and other applicable provincial and/or national government department(s) to ameliorate the impact and co-operate to develop infrastructure, as well as to provide assistance with the establishment of an appropriate environment that will enable employees to create post-mine employment. The portable skills that employees will gain during the life of mine are aimed at ensuring that employees will be able to gain alternative employment.

## 6.5 REGULATION 46 (d) (iv): MECHANISMS TO AMELIORATE THE SOCIAL AND ECONOMIC IMPACT ON INDIVIDUALS, REGIONS, AND ECONOMIES WHERE RETRENCHMENT OR CLOSURE OF THE MINE IS CERTAIN.

Tronox KZN Sands employs 100% of its permanent employees from the King Cetshwayo district municipality area. The unemployment rate in the municipality is high (50.35%) compared to the average for South Africa (41.6%) (Census 2001 Statistics South Africa), with mining being only the tenth highest employment contributor. Presently, Tronox KZN Sands employs 680 permanent employees and 75 temporary employees and up to 45 other contractors on occasion and for noticeably short periods. This makes up 0.3% of the labour force in the King Cetshwayo DM. Any retrenchment, down-scaling, or closure, although it would seriously affect the individual employees, would nevertheless not have a dramatic impact on the district.

### 6.5.1. Consultations

When the mine contemplates dismissing any employee(s) for reasons based on the employer's operational requirements, the employer will consult with representatives/employees as required by s189 (1) of the LRA.

### 6.5.2. Severance package

The severance package given to affected employees is currently more than the requirements of the BCEA. The employer pays the employee two weeks' pay for each completed year of service with a minimum payment of four weeks.

### 6.5.3. Alternative work

Tronox KZN Sands value all its employees and will always seek ways to keep their talent

within the group. Employees affected by downscaling will be re-skilled for re- deployment to other Tronox operations as a priority.

If re-deployment is not possible, Tronox KZN Sands will assist affected employees through:

- The provision of portable skills as per section 2.1.6. Above.
- Ensuring that throughout the life of mine, its LED projects can absorb ex- employees, as per section 4.3.6. Above.
- Liaison with other companies regarding employment opportunities with them.
- Ongoing liaison during the life of mine with the municipality, other relevant government departments, local business, and LED forums on opportunities for developing a post mining economy.

#### 6.5.4. Re-employment

Employees with comparable qualifications, who have been retrenched by the employer will, as far as it is practical and in compliance with inherent job requirements, be considered for re-employment when vacancies occur. This arrangement will be applicable for a period of 12 months after date of retrenchment.

#### 6.5.5. Mechanisms and procedures for skills training on retrenchment

Employees likely to be retrenched by Tronox KZN Sands will, where possible, practical and reasonable, be offered basic life skills, financial skills and SMME training. Training shall be limited to the relevant disciplines available for a limited period and a limited amount to be decided by the employer in consultation with the consulting parties and affected employees after the date of retrenchment. An accredited service provider will provide training. Costs of training shall be paid directly to the applicable service provider. The value that the employer will pay towards training terms is R4 500 per employee, exclusive of any Department of Labour grants that may be available for re-skilling.

#### 6.5.6. Mine closure objectives and alternative use of infrastructure and land for sustainable community development

At closure, the land on which the mine is located will be rehabilitated and made suitable for agricultural or other economic activity. In partnership with the local municipality, projects will be set up prior to closure that will ensure optimal, sustainable land use. Discussions will be held with the

local municipality and other relevant government departments, and communities to establish the best use for the infrastructure following closure, to ensure that buildings that could be used, for example to house SMME projects, are not simply demolished.

Tronox KZN Sands owns part and lease part of the land on which mining takes place. The part that is leased, will, as agreed with the landowner, be restored to its original agricultural use, which is trees (plantations) at Fairbreeze. Regarding the land that the mine owns, discussions will be held with local authorities and communities on the best use for its post closure.



## **SECTION SEVEN**

### **FINANCIAL PROVISION**

In compliance with Regulation 46 (e)  
of the Mineral and Petroleum Resources Development Act

## SECTION 7: REGULATION 46 (E) – FINANCIAL PROVISION

### 7.1 INTRODUCTION

To provide financially for the implementation of the Social and Labour Plan in terms of the implementation of the Human Resources Development programme, the Local Economic Development programme, and the processes to manage downscaling and retrenchment Human Resource Development programme.

### 7.2 HUMAN RESOURCE DEVELOPMENT PROGRAMME

The allocated annual budget for the HRD programme is calculated as being the equivalent of five percent of pay roll. The forecast expenditures for the years 2023-2027 are given in the table below.

Table 80: *Financial Provision for the Implementation of the Human Resource Development programme*

	2023	2024	2025	2026	2027
<b>Skills Development Plan</b>	R1,838,895	R1,909,190	R1,981,603	R1,576,468	R1,622,163
<b>Internship and Bursary Plan</b>	R6,185,350	R13,936,054	R22,173,880	R25,605,959	R26,931,551
<b>Total budget for HRD</b>	R8,024,245	R15,845,244	R24,155,483	R27,182,427	R28,553,714
<b>Five percent of payroll Budget</b>	R25,836,972	R26,870,451	R27,945,269	R29,063,080	R30,225,603

**Total spend over 5 years: R103,761,113**

Budget provision for Tronox KZN Sands

### 7.3. LOCAL ECONOMIC DEVELOPMENT PROGRAMME

The LED forecast expenditures for the years 2023 -2027 are given in the table below. Tronox has engaged all relevant municipalities and holds signed MOUs.

Table 81: *Financial Provision for the Implementation of the LED programme*

	2023	2024	2025	2026	2027
<b>Projects within the 8 communities</b>	R14, 600 000	R10, 900 000	R15, 400 000	R13, 025 000	R13, 350 000
<b>Total budget for LED</b>	<b>R14, 600 000</b>	<b>R10, 900 000</b>	<b>R15, 400 000</b>	<b>R13, 025 000</b>	<b>R13, 350 000</b>

***Totals spend over 5 a year-period: R67, 275 000.00***

### 7.4. MANAGEMENT OF DOWNSCALING AND CLOSURE PROGRAMME

One fifth of the projected necessary financial provisions for this programme will be set aside in each of the five years prior to closure. This amounts to R3 000 per employee, including any relevant Department of Labour grants for re-skilling that may be available.

# **SECTION EIGHT**

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## **UNDERTAKING AND APPROVAL**

In compliance with Regulation 46 (f)  
of the Mineral and Petroleum Resources Development Act



## SECTION 8: REGULATION 46 (F) – UNDERTAKING

### 8.1 An undertaking

by the responsible person for Social and Labour Plan (SLP), to ensure compliance, to make it known to employees and to be contacted for follow-ups, requests, reports, queries, enquiries, and discussions.

Nick Bulunga

I \_\_\_\_\_, the undersigned and duly authorized thereto by Tronox KZN Sands undertake to adhere to the information and requirements, commitments, and conditions as set out in this Social and Labour Plan.

Signed at EMPANGENI on the 02 day of NOVEMBER 2022

**Signature of responsible person:** Nick Bulunga

**Designation:** Stakeholder Relations Lead

### 8.2 Approval

Mpho Mothoa

Approved by: \_\_\_\_\_

Centurion

Signed at \_\_\_\_\_ on the 7th day of November 2022

**Signature of responsible person:** 

**Designation:** MD and Chairman, Tronox South Africa and the Kingdom of Saudi Arabia

<b>Title</b>	Approved Social and Labour Plan for Fairbreeze 2023-2027
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IP: 69.170.188.20



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IP: 69.170.188.20



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