



BG Mines (Pty) Limited
"A member of BG Global (Pty) Limited"

688 Gallagher Avenue
Gallagher Business Exchange
Block A, 1st Floor, Halfway House | Midrand | Johannesburg
Gauteng | Republic of South Africa | 1619
T: +27 10 534 6880 | F: +27 86 465 0652

w: www.bgglobal.co.za

"Minerals of the future"

Corporate Social Responsibility

BG Mines (Proprietary) Limited remains committed to the empowerment of its people, and recognizes that sustained socio-economic progress is achieved through investment in programmes that address education, employment and improved access to basic services and human development.

Our goal is to build social cohesion and social capital within our host communities, by creating opportunities that are mutually beneficial to interested and affected parties. In order to do this, we must build sustainable collaborative relationships with stakeholders and respond to the issues that impact communities positively. Stakeholder engagement is, therefore, essential.

We seek to collaborate and engage stakeholders in order to establish and maintain inclusive and mutually beneficial relationships through the creation of a shared value approach. We recognise that relationships with stakeholders is valuable aspect of our business and the critical success of our investments derives from all stakeholders and shareholder obligations.

The benefits of working together for a common goal can be far reaching, and will ensure that the benefits of business as large can be derived through ownership and equity, job creation, skills development and capacity building, and enterprise development. The principle of shared value underpins our approach to Corporate Social Investment (CSI) where we recognise our responsibility to maximise the benefits of our operations for the communities within which we operate, through collaborative partnerships between government (regional and local), communities.

As required in terms of Regulation 42(1) (a) of the Mineral and Petroleum Resources Development Act, No 28 of 2002, BG Global has social and labour plans in place at its mining operations. As part of its social and labour plans and in support of education, the Group sponsored four students, two of whom have to complete mining and geology related studies.





MINES
a member of BG Global

BG Mines (Pty) Limited
"A member of BG Global (Pty) Limited"

688 Gallagher Avenue
Gallagher Business Exchange
Block A, 1st Floor, Halfway House | Midrand | Johannesburg
Gauteng | Republic of South Africa | 1619
T: +27 10 534 6880 | F: +27 86 465 0652

w: www.bgglobal.co.za

"Minerals of the future"

BG Mines in conjunction with the DMR, local community forums, local and regional councils create, manage and monitor all the commitments of the social and labour plans to the benefit of the local communities where its operations are located.

Key elements covered are: basic skills development; educational support for tertiary studies; learnerships; internships and SMME development. Specific focus is placed in the skills development of local communities that is tied into our local economic development programmes.

BG Mines' Social and Labour Plans (SLPs) are a key driver of socio-economic transformation.

The main areas of focus are:

- Education and skills development;
- Enterprise development;
- Infrastructure development,
- Innovation, and
- Legacy creation

We recognise the need to understand our communities and the socio-economic challenges and needs which exist, in order to address them during construction and the mining, energy and manufacturing operation. All programmes are developed through extensive engagement with local authorities and communities to ensure the local communities directly derive maximum benefit. Together with provincial, regional and local government structures, we have established various forums through which we engage our stakeholders.

LED Projects

Our mining subsidiary is actively engaged on driving Local Economic Development (LED) projects as part of its social commitments. This is being achieved through a focus on supporting and developing SMMEs around its various mining areas.





MINES
a member of BG Global

BG Mines (Pty) Limited
"A member of BG Global (Pty) Limited"

688 Gallagher Avenue
Gallagher Business Exchange
Block A, 1st Floor, Halfway House | Midrand | Johannesburg
Gauteng | Republic of South Africa | 1619
T: +27 10 534 6880 | F: +27 86 465 0652

w: www.bgglobal.co.za

"Minerals of the future"

A major focus for our business and operations, as part of the SLP and LED focus is to develop housing for the immediate communities that are affected by mining activities. The housing development project, would involve the building of medium sized housing and water related initiatives for communities where we operate.

BG Mines actively pursues opportunities to develop local SMMEs to provide services to the mining operations we are located in. We seek to ensure that the local communities around the mining areas reap the benefits of a safer and more accessible road access by maintaining road infrastructure to a safe standard.

Empowerment Vision

BG Mines is committed to transformation to create and enhance gender and race equality in our within our business units by managing our stable workforce without compromising leadership and to continually aim to set a sterling example of real broad-based black economic empowerment.

Commitment

BG Mines is committed to:

Establish and maintain a communication structure and system to regularly inform and engage with all our stakeholders.

Establish and maintain a health, safety and environmental programme which:

- Promotes and strives to maintain an acceptable degree of physical, mental and social wellbeing of all our employees and of people affected by our activities,
- Promotes and strives to achieve an acceptable level of performance in all facets of safety of our employees and of people affected by our activities,
- Promotes the shared responsibility and stakeholder awareness of BG Mines performance with regard to the environment, prevention of pollution, and sustainable use of the natural resources,





MINES
a member of BG Global

BG Mines (Pty) Limited
"A member of BG Global (Pty) Limited"

688 Gallagher Avenue
Gallagher Business Exchange
Block A, 1st Floor, Halfway House | Midrand | Johannesburg
Gauteng | Republic of South Africa | 1619
T: +27 10 534 6880 | F: +27 86 465 0652

w: www.bgglobal.co.za

"Minerals of the future"

- Establish and maintain a community management programme which promotes the shared responsibility and stakeholder awareness about the development, growth and improvement in the quality of life of the community, of our employees and that of the social environment of our operations,
- Establish and maintain a quality management system that will determine and comply with all our customers' requirements relating to products and service delivery, and
- Continually improve our products and service where possible, through responding to measured customer satisfaction and resulting customer service objectives.

Employee Development

- To deliver on our objectives, we rely on a capable and a committed workforce. In return, we reward our people and provide opportunities to help them develop and grow by providing high-quality training is a key attraction and retention tool, and developing professional expertise and leadership capabilities is essential to achieving our ambitions. Our investment in human resources development at all our business units is aimed at developing current and potential employees, with a strong focus on women and historically disadvantaged South Africans (HDSAs) through specific career development interventions, performance management and development, coaching, mentoring, succession planning, and high-potential employee identification and fast-tracking.
- While the regulatory framework informs our activities, our training programmes are designed to meet business and employee needs. Our training programmes include: health and safety training, learner ships, leadership programmes, mentorships, portable skills training, career progression plans for HDSAs, bursaries and study assistance, adult basic education and training (ABET) and our professionals-in-training (PIT) programme.

Author

Directors: B Giyose, WX Zakhe

"Legacy-People-Wealth Creation"





MINES
a member of BG Global

Mr. Banzi Giyose
Director

BG Mines (Pty) Limited
"A member of BG Global (Pty) Limited"

688 Gallagher Avenue
Gallagher Business Exchange
Block A, 1st Floor, Halfway House | Midrand | Johannesburg
Gauteng | Republic of South Africa | 1619
T: +27 10 534 6880 | **F:** +27 86 465 0652

w: www.bgglobal.co.za

"Minerals of the future "

Best/Regards,

Mr. Banzi Giyose
Director

Mobile: +27 83 877 5924
Email: banzi@bgglobal.co.za

Reg No: 2017/281406/07

Directors: B Giyose, WX Zakhe

"Legacy-People-Wealth Creation"

