

BOKONI

BOB

OFFICIAL BULLETIN

CREATING LASTING CHANGE

ISSUE 6: AUGUST/SEPTEMBER 2023



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LETTER FROM THE GM

As we welcome the arrival of spring, we are celebrating a year of new beginnings at Bokoni Platinum Mines (BPM). On 1 September 2022, African Rainbow Minerals (ARM) took over the mine, marking a fresh start after six years of care and maintenance due to financial difficulties.

In the past year, we've made good progress against our milestones, with a focus on the long-term goals. Crushing operations are commencing, administrative improvements have been implemented, and mining activities are underway.

We have also done a lot of work to improve the conditions in our community. We have refurbished facilities, constructed community halls, installed high mast lights, and enhanced the development of the Atokia Village.

It's important to remember that making progress takes time. Even though ARM has been in charge for only a year, some people have expected things to get better faster. Our journey is like caring for a garden – it needs time, careful decisions, and frequent checking on it.

Over the past few weeks, I had meetings with our Tribal Leaders to reflect on the past year. Just as spring brings life after winter, the reopening of the mine has brought new opportunities. But for it to keep on growing, we need to protect the mine. We must make sure that disruptions and other issues such as illegal mining do not stop us from moving forward. If we don't the mine might end up like the old Bokoni Mine.

We remain committed to keeping you well-informed and in this we are in the process of establishing a formal Community Engagement Forum to enhance communication between the Community and the mine.

We know everyone wants the mine to work faster and appoint more people quicker. Rebuilding a mine takes time and careful planning. Our objective is to generate income in the next three years, with additional developments on the horizon.

The transformation of BPM into a legacy company depends on each of us. Together, we can ensure that Bokoni Platinum Mines not only thrives but also secures a promising future for our community.

Let's take care of this new beginning, like we do with our gardens in spring. Together, we can handle problems and make a great future for our community and Bokoni Platinum Mines.

JJ Joubert

Senior General Manager, Bokoni Platinum Mines



BPM's Commitment to Former Employees

While we acknowledge the current grievances raised by some ex-employees about the limited number of employment opportunities at the mine, it should be noted that the mine will remain in the project phases for the next three years to ensure operational readiness is attained. During this phase, Bokoni Platinum Mines will have limited job opportunities due to the nature of the activities. The mine will continue to give preference to the ex-employees in terms of employment opportunities. This is demonstrated by our decision to lower the job requirements to Grade 10 for ex-employees seeking re-employment while the rest of the applicants are expected to have Grade 12.

We are proud to share that as of the end of August 2023 the ex-employees constitute 68% of the total headcount of employees employed at Bokoni Platinum Mines.

% of Ex-Bokoni Employees in relation to full BPM Head count

	Ex Bokoni	Total	%
Bands C, D & E	74	132	56%
Band B	142	186	76%
	216	318	68%

% of Ex-Bokoni Employees in relation to full Contractors Head count

	Ex Bokoni	Total	%
Supervisors	58	283	20%
Non-supervisors	196	651	30%
	254	934	27%

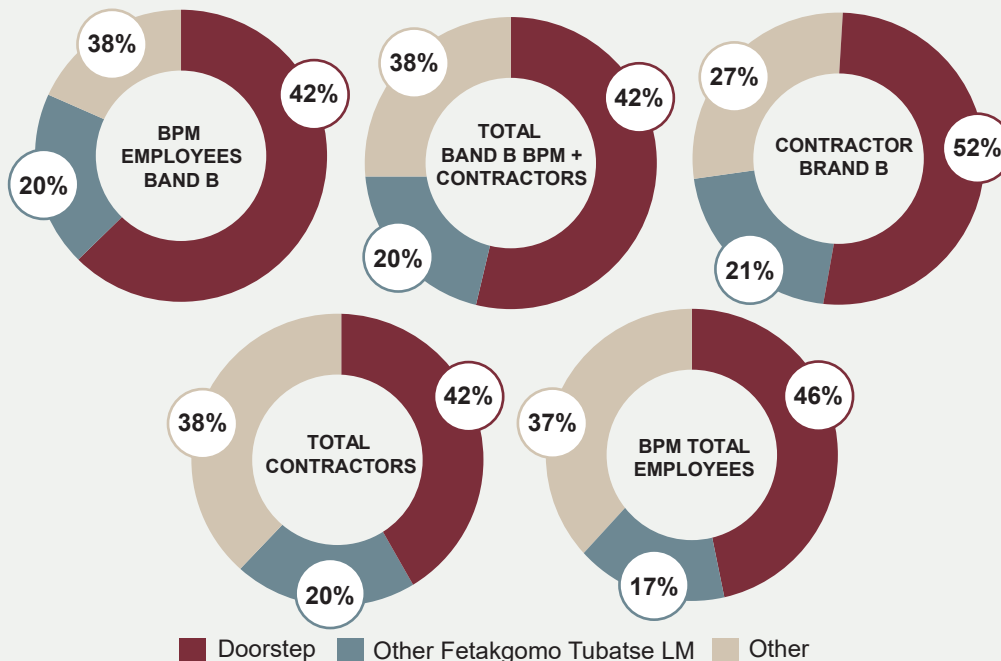


BPM's Commitment to Local Employment

At Bokoni Platinum Mines (BPM), our commitment to community empowerment forms a big part of our journey to creating a better future for everyone in our communities. We believe the key to a thriving community is providing meaningful employment opportunities for our community members.

This, therefore, makes it important for us to share our recruitment statistics with you to update the community on how far we are in terms of recruitment and to encourage all community members to apply for opportunities in the mine. We believe that by working together, we can create brighter futures, stronger families, and more resilient communities. BPM would like to congratulate everyone who secured a job at the mine and encourages every community member to continue applying to those aspiring to join us – your journey with BPM is a journey towards a better tomorrow for all.

Recruitment statistics as of August 2023



Lesego Mathews: A Pioneer for Safety in Mining

In the spirit of celebrating women, we want to introduce you to a remarkable lady who is changing things in the mostly man-dominated world of mining, Lesego Mathews. Lesego is the Head of Safety at Bokoni Platinum Mines, and her story is about determination and keeping everyone safe. She started her career learning about the environment, but became interested in mining during her training. Her interest in safety was sparked by enjoying the challenge of keeping people safe; that is how she decided to make safety her job.



In a world where most of her coworkers are men, Lesego faced some challenges. These challenges included stereotypes associated with people believing that women can't tell men what to do, which she has proven wrong. She made friends with her colleagues, listened to them, and showed them respect. This made everyone work together to be safe.

As a leader in safety, Lesego wants everyone to think about safety, not just because it's their job but because they care. She wants safety to be embedded from management to the general employees of the mine.

Lesego chose to work at Bokoni Platinum Mines because of her curiosity for learning new things and doing challenging work. She believes in building a strong safety culture and ensuring everyone in the workplace is safe.

Lesego's advice to women who pursue a career in mining is, "Don't be afraid if you don't know something. Keep an open mind and believe in yourself." She added on to say that mining is always changing, and it's important to be open to learning from others and discovering new things.

Lesego's job is like taking care of a big family. Her role includes keeping an eye on safety activities at the mine. She also conducts meetings with the safety team and engages with the people who make the rules about safety. Lesego makes friends with important people who help her with safety. Her hopes include being known for having the longest track record of an injury-free safe mine in the mining industry. She knows it might take a while, but she believes hard work, following rules, and making safety a habit can make it possible.

When Lesego isn't at work, she helps her community. She believes in the saying, "It takes a village to raise a child." She supports projects that help kids learn and play sports.

Looking ahead, Lesego wants Bokoni Platinum Mines to be a place where everyone is safe. She believes this can be achieved with hard work and everyone's dedication to safety.

Lesego Mathews, the Head of Safety at Bokoni Platinum Mines, is a shining example for Women's Month. Her journey from learning about the environment to leading safety is all about hard work and believing in yourself. She encourages us all to work hard, care about safety, and break down barriers in whatever we do. That's how we can make our workplaces and communities better for everyone.

SOCIAL COHESION WORKSHOPS

THE KEY TOWARDS COMMUNITY ENGAGEMENT FORUMS

On Tuesday, 15 August, the second of three social cohesion workshops took place at Malips Club in the Atokia Village. These workshops consisted of 26 participants from the various community structures and forums of the three traditional authorities. The purpose of these workshops was to empower the participants to better understand the legislation that governs the mine's license to operate, focusing on the mine's host communities to prepare the communities for the Community Engagement Forum (CEF) elections.

The structure of the workshop promoted maximum participation from all participants by mixing the participants into different groups and creating a neutral ground for self-reflection and identifying areas of improvement.

Participants were encouraged to describe their expectations from the sessions to showcase the importance of sharing knowledge, experiences, resources and the value of information sharing.

The different participant groups were tasked to list the benefits of Social Cohesion and report these benefits to the wider group, touching on topics including what action can be taken to ensure that the new mine's Community Engagement Forum would be successful. The facilitator also listed the ingredients of social cohesion. This allowed all the participants to be honest in their response to the type of problems they are currently experiencing, which are hindering them from making a meaningful impact. This was an eye-opening session for the participants, and they mentioned that they would work towards ensuring their respective forums symbolise the ingredients of social cohesion.

The participants recognised the need for unity and peace across their forums, acknowledging their lack of collaboration and shared vision on community issues. This was a good step toward breaking down silos and implementing action plans for building social cohesion within their communities. It will also ensure that the CEF election process runs smoothly because of the common ground created by the participants.



COMPLETED IN
JULY - SEPTEMBER

Step 1:

Conduct **three** Social Cohesion workshops with Traditional Authorities and Community Engagement Forums.



Step 2:

SEPTEMBER: Consultations on Community Engagement Forum elections framework and criteria conducted with traditional councils and community interim structures.



Step 3:

OCTOBER: Consultations on Community Engagement Forum elections framework and criteria to be done with Fetakgomo Tubatse Local Municipality and DMRE.



Step 4:

NOVEMBER: Adoption of Community Engagement Forum elections framework and criteria to be approved after all Consultations have been concluded.



Step 5:

Workshop the draft Terms of Reference and Code of Conduct with the CEF.



Step 6:

Finalise Terms of Reference.

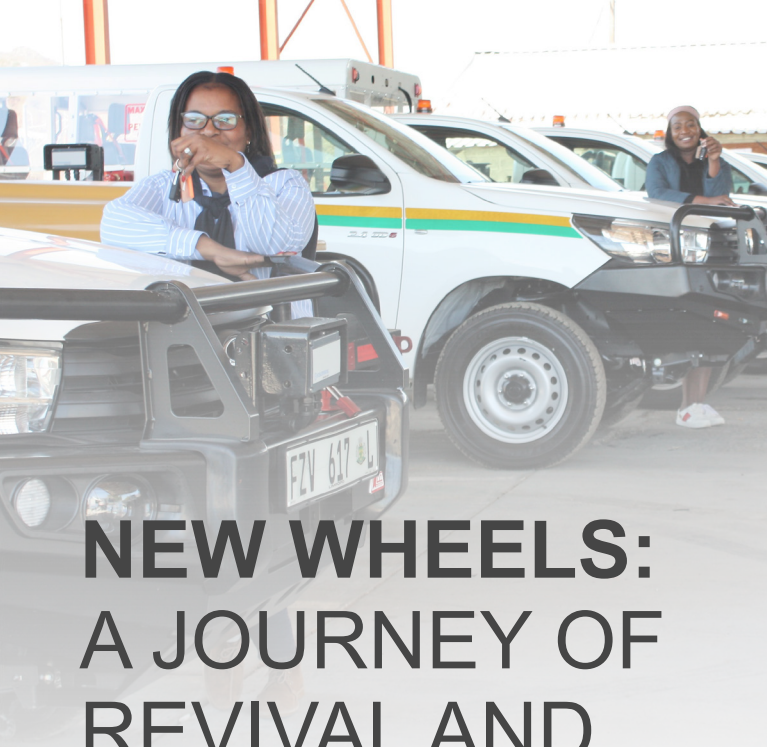


Step 7:

Communicate who the elected CEF members are.



In the coming months, we will keep you updated on the progress. We look forward to the outcome of this process and the impact it will create in terms of engagement for all 16 villages surrounding Bokoni Platinum Mines.



NEW WHEELS: A JOURNEY OF REVIVAL AND RESILIENCE

Seven new LDVs were handed over to the mining and mineral resource management teams working at Middelpunt. These new wheels represent the mine's remarkable journey. After being closed for six long years, the revival of this mining operation signifies a new beginning. These pictures capture the spirit and unwavering commitment of all involved, from the dedicated workers to the visionary leadership, as they embark on a journey to revive and grow the mine again. The vehicles serve as a testament to the enduring resilience of the mining industry, a beacon of hope for the local community, and a symbol of progress and optimism for the future. Together we will keep the wheels turning.



DID YOU KNOW?

Platinum is a Shining Symbol of Love

Platinum is the most versatile among precious metals because of its malleability, uses, and properties. Not only is it used for the chemical industry or as a catalyst to improve the efficiency of fuel cells, but it is also used to make jewellery that has become a timeless symbol of love and devotion.



NO MINING JOB FOR SALE!

Beware of scammers trying to sell jobs.


It has come to our attention that there are people who are trying to trick and exploit members of our community by selling job opportunities.

The Bokoni Platinum Mines management team wants to make this very clear: NO job openings provided by the Mine will ever be for sale. These opportunities are meant to be accessible to everyone who applies and meets the necessary qualifications. You should NEVER have to pay for a job at BPM.

It is important to know that BPM does not have a Facebook page or LinkedIn profile. Please be careful, as scammers may try to use these platforms for false recruitment activities.

We encourage anyone who experienced these fake schemes to take immediate action. If you or someone you know has experienced such a situation, please report it to the mine's security team or the ARM Fraud line. We are here to support you and take swift action against those who seek to exploit our community.

We understand that times can be tough, and job opportunities are highly valued. It is important that you not to fall victim to the "pay for a job" scam. We remain committed to ensuring fair and equal employment opportunities for all.



SOCIAL LABOUR PLAN (SLP) 4 CONSULTATION

BPM and Zutari (BPM's Social Strategy Partner) met with the Traditional Councils and Ward Councilors to present the new generation approach to developing BPM's SLP4 (an integrated SLP) and provide an update on the activities that have taken place to date towards developing SLP4 since the mine's change of ownership to ARM.

What is an Integrated SLP?

An integrated SLP is aimed at supporting business development, job creation and advancement of the social and economic welfare of Bokoni Platinum Mine's surrounding communities.

The SLP 4 Consultation Approach meetings were held with Roka-Selepe Traditional Council and Tlou-Maisela Manotwane on Thursday, 31 August 2023, as well as Baroka Ba Nkwana Traditional Council and Fetakgomo-Tubatse Local Municipality on Friday, 1 September 2023.

During these engagements, the Traditional Council members and Ward Councilors received the updates and information in an effort to align the SLP with strategic development plans (from the local municipality to the national level) and the mine's plans with the non-negotiable outcome of addressing the local community's development needs (needs identified through household surveys, community, and stakeholder engagements [focus group discussions and key informant interviews]). The stakeholders welcomed the new approach as it is hoped to bring an end to white elephant projects that don't bring lasting change in the community and either become run-down over time or are never fully completed.

During the engagements, several clarification questions were raised to understand what determines an economically viable project when it comes to SLP project identification, i.e.:

1. The role of stakeholders and the Regulator in approving the SLP according to legislation (*Only the DMRE has the legal authority to provide approval of an SLP*) and
2. The relationship between SLP4 development and the current SLP3 which is nearing completion. (*The implementation of SLP4 will start from January 2024 to December 2028 as SLP3 will be completed by end of December 2023*).

The first round of consultation went well, and the consulted stakeholders will be consulted again later in September to engage on potential development projects linked to the development needs of the area identified by and with BPM's mine-affected communities.

There will also be upcoming consultations in September and October, including a session with the Senior General Manager, an SLP3 feedback session, the next phase of Social Cohesion activities and the pending kick-start of processes to elect the Community Engagement Forum.

BPM looks forward to these consultations in our journey to creating lasting change.

ADDRESSING CONFLICT OF INTEREST AT BPM



Bokoni Platinum Mines wants to make sure everyone working for the mine and in our community understands the importance of conflict of interest. We don't want anyone to get into situations where their personal interests could cause trouble for our mine, the community, or the people we do business with.

What is a Conflict of Interest?

A "conflict of interest" happens when someone does something outside of work that might make it hard for them to make fair decisions for our mine. For instance, if an employee gets special treatment from suppliers or does things outside work that could hurt our mine.

No Special Treatment, Gifts or Bribery Allowed

No one may accept gifts or favours from people or companies that do business with the mine. And no one should offer, accept, or promise bribes, or receive or make payments to speed things up. Secret deals that could harm our mine or community are not allowed.

Relationships and Outside Jobs

When you're on vacation from our mine, you can't work for another company. If your boss is also your coworker, you can't have a personal relationship with them. Serving on other companies' boards without the right permission isn't allowed. You also need permission from our Human Resources Manager if you are wanting to invest money or time in another company. The mine's contacts and info can't be used for your benefit.

While it's great to be part of community activities, we don't want you to get involved in things that create problems for us or take up too much of your time.

Earning from Our Products

You can't make money from selling our mine's products unless it's part of your job.

Anti-Money Laundering and Associated Parties

We won't tolerate any involvement in illegal money activities. If you see something suspicious, report it. Everyone working with us must follow these rules too.

How to Deal with Conflicts

If you find yourself in a conflict of interest, don't keep it to yourself. Tell our mine and follow the rules to help us run our mine fairly and ethically. If you ever have a question or think something's not right, talk to your supervisor or HR. Together, we build trust and keep our community strong.

FROM A RURAL VILLAGE TO A MINING SUCCESS

Mechanical Foreman

MAPUDI DOCTOR THLADI. A journey that is a testament to determination, education, and community ties. Doctor grew up in the Mashikoe village near Atok until his move to Lebowakgomo in December 2017. His educational path began at Motsepe Primary School in Atok, laying the foundation for his future. His hunger for knowledge led him to Pretoria West College of Engineering, where he studied Mechanical subjects, obtaining qualifications from N2 to N6. In 2002, he enhanced his fitting, welding, and rigging skills at the Iscor Training Centre in Pretoria.

Motivated by early exposure to these trades, he entered the mining industry and excelled as an Engineering Specialist.



Choosing Bokoni Platinum Mines as his employer was a deliberate decision rooted in his deep community connection. He aims to contribute to local growth and development.

To the local youth, Doctor Thladi emphasises the importance of education and peaceful dialogue to achieve progress. His journey, from a rural village to a respected mining professional, highlights his commitment to his roots and continuous self-improvement.



**Anthonia and Mary Langa
(Anthonia's Construction),**

Investment in Atokia Housing Village strengthens Employee Welfare

On Thursday, 24 August 2023, Bokoni Platinum Mines (BPM) hosted an event at Atokia Village's Malips Recreation Hall to mark the progress on the renovations of the single courters and first phase of houses for its employees. BPM celebrated this event by handing over one of the newly refurbished houses. This occasion confirms BPM's commitment to providing secure and comfortable housing for its workforce near their workplace.



**JJ Joubert with Thembakazi
Cimani (home owner)**

Before this initiative, Atokia Village faced housing challenges after a six-year care and maintenance period. Many houses were in dire need of repair. So far, out of the 191 houses in the estate, 32 have undergone a complete renovation, along with five Pink Guest Houses and 14 single-courter units. This transformation took place between March 2023 and August 2023.

This project goes beyond improving living conditions for employees, it shows the mine's commitment to the local community through employment opportunities for local construction companies such as Anthonia's Construction, a 100% black women-owned company, Babelegi Business Enterprises, Just New Trading & Projects, Math Power, and Nyangweni Trading & Building Construction.



Robert Sekonya, Babelegi Construction

The success of these renovation projects heavily relied on partnerships with these local Small, Medium, and Micro Enterprises (SMMEs) that consistently met BPM's quality standards and delivery schedules, paving the way for future opportunities. Tsebo has been appointed as the facility management company to oversee the project and manage all facilities in the Village. To ensure everything runs smoothly, an operational team has been established that is responsible for maintaining comprehensive asset records, implementing fault reporting systems, and fostering a culture of continuous improvement. This commitment extends beyond physical structures to facility management, appliance upgrades, and training opportunities for local companies.

BPM plans to refurbish more houses and provide more single-courter units to nearly double the current capacity. This expansion aims to accommodate mine employees and others in need of housing.



Roy Phasha from Phasha Mining

The Mines' investment in Atokia Village reflects its unwavering dedication to employee satisfaction and community development. As the Atokia Village housing project continues, its positive impact on the lives and well-being of employees and their families will undoubtedly solidify BPM's reputation as an industry-leading employer of choice.

ETHICAL VALUES AT BPM: A COMMITMENT TO OUR COMMUNITY

At Bokoni Platinum Mines (BPM), we hold strong to our ethical values, and we want our community and employees to understand their importance. These principles are simple yet crucial, guiding us in our daily work.

Ethical conduct and honesty are the pillars of BPM's culture. We expect every team member, including those in our community, to follow our ethical guidelines without exception. Whether it's working in our mine or in our communities, we emphasise honesty and integrity.

BPM follows the ethical principles of our parent company, ARM (African Rainbow Minerals Limited). These principles guide us:

- **Integrity:** Everyone associated with BPM should act openly and honestly in their roles. If conflicts arise, we address them transparently. Engaging in unlawful or unethical activities that harm our personal or organisational reputation is strictly prohibited.
- **Competence:** We value continuous learning and skill development. All our employees should have the knowledge and skills they need to do their jobs effectively. This benefits not only us but also our entire community.
- **Responsibility:** Every BPM team member must be diligent and take ownership of their duties. By giving our roles the attention, they deserve, we can contribute effectively to our organisation and community.
- **Accountability:** We are always responsible for our roles, even when we delegate them. Accountability is at the heart of our ethical framework.
- **Fairness:** We act independently, using fair and objective criteria in decision-making. We always consider what's best for ARM, BPM and our community in every choice we make.
- **Transparency:** Openness, transparency, and truthfulness are crucial in how we do business. We promise to uphold these principles in everything we do.
- **Our Promise:** At BPM, ethical values aren't just words; they're our way of life. We believe that by living these principles, we create a safe, responsible, and sustainable mining environment that benefits everyone involved.



- **Voice Your Concerns:** We have formal grievance procedures and policies in place to govern these behaviours. We encourage everyone to use these channels to address concerns or dissatisfaction. We don't condone irresponsible or illegal actions to express discontent. Instead, we foster a culture of responsible and ethical communication.

BPM is more than a mining operation; it's a community. Together, we can build a better future based on ethics, honesty, and mutual respect.



NAVIGATING SAFE ROADS TOGETHER

In the heart of our rural community, where the roads are few and the tar is scarce, traffic management isn't just a fancy term; it's a lifeline. At Bokoni Platinum Mines (BPM), safety is our beacon, guiding every step we take.

The roads to BPM may be unpaved and rugged, but they are the threads that link us to our livelihoods. However, we need to acknowledge that these roads are not ours alone and that we share them with pedestrians who call Atokia village home, like us.

Safety starts right at our doorstep. Every driver, whether an employee or a community member, is responsible for ensuring everyone's well-being on the road.

Caring for Each Other:

Picture this: a child rushing across the road to catch a school bus or a neighbour's cow roaming onto the road. It's important to stay alert and attentive behind the wheel and to ensure that you and your passengers have your seatbelts on. Speeding and reckless driving can lead to extreme consequences. Caring means slowing down when necessary and practising patience on the road.

Respect for All Road Users:

Respect goes beyond merely adhering to road signs and traffic lights; it's about recognising the equal importance of every person and creature on our roads. Respect is a two-way street, whether on foot, bicycle, or in a vehicle. It involves avoiding dangerous overtaking, avoiding aggressive horn honking, and not crowding pedestrians off the road. It means respecting other road users as you would wish to be respected.

Collaboration:

Our community isn't just a group of individuals; it's a network of people working together toward shared goals. This spirit of collaboration extends to our roads. We should all look out for one another, and through our collective efforts, we can make our roads safer for everyone.

BPM is also playing its part by investing in road enhancements and safety measures to ensure that our employees and the community members who share these roads have the highest level of protection. Nevertheless, even with these measures, we cannot do it alone.

Remember, safety isn't the responsibility of one person but a community venture. The BPM family, comprising our employees and neighbours, can establish a secure road environment by representing care, respect, and collaboration.

ENGAGING WITH BOKONI'S PROCUREMENT DEPARTMENT



Bokoni Platinum Mines places importance on local procurement, reflecting our commitment to supporting the local community. BPM employs a procure-to-pay purchasing strategy, and as we get closer to the first days of production, the procurement and engagement process is explained below.

The BPM procurement process

- 1. The business need must be identified** – this means that the Mine realises it needs a specific product to be supplied or a service to be completed.
- 2. Finding and appointing a supplier** – the Mine goes through a process of searching for a supplier to meet the business needs. BPM is committed to sourcing from local businesses. Bokoni Platinum Mines will follow a competitive process; therefore, all submissions must have market-related pricing.
- 3. Contract the successful bidder** – Negotiate and sign a contract with the successful bidder. BPM defines the terms and conditions of the contract to ensure all the requirements are met. These include pricing, delivery, warranties, and other important details.
- 4. Verify that the work is done to the right standard** - Verify that the goods or services have been delivered as specified in the contract and check for any defects or issues.
- 5. Payment:** Once the work is completed and the work has been verified, Bokoni Platinum Mines will pay the supplier promptly and correctly based on the agreed-upon payment terms and conditions.

We invite you to take part in the procurement process (following the guidelines mentioned above) and look forward to engaging with you.

How to engage with the BPM procurement department

1. Prepare your company profile, be clear about your line of business i.e., the products and services you provide.
2. If you are already a vendor ensure your safety file is up to date, to allow for immediate start should an opportunity be awarded to you / your business.
3. While we don't accept walk-in canvassing, if you would like to engage with Bokoni Platinum Mines send your company profile to **myprofile@bokoniplatinum.co.za**. Include your line of business, in the email subject line and attach a PDF of your company profile.

THE POWER OF WHISTLE BLOWING AT BPM

Whistleblowing is a vital mechanism to hold people accountable for their actions. Reporting irregularities is a great act of integrity and will assist us in uncovering any unethical behaviours related to the mine.

We invite you to be a part of this journey and to use this information to report any unethical behaviour you may encounter. Your active participation is important in upholding our values of transparency and accountability.



What is whistleblowing?

Whistleblowing is defined as reporting any type of wrongdoing.

SECURE | ANONYMOUS | CONFIDENTIAL
YOUR IDENTITY WILL BE KEPT A SECRET!

WHISTLE BLOWERS Promoting **Ethics and Honesty** in organisations globally.

Share all the details of the illicit activity with the Operator for a reference number for future calls.

CONTACT US:
Dial the dedicated number or via one of the methods below:

0800 006 792	SMS (call me): 082 677 7531
information@whistleblowing.co.za	Postal: FREEPOST, KZN665, MUSGRAVE, 4062
Toll free Tax: 0800 212 689	

BOKONI
PLATINUM MINES

STAY SAFE FROM FIRES

As we enter the windy season of September-October, it's important to be alert and prepared for potential field fires. Experiences have shown us that wildfires can have a huge threat to our surroundings, including our homes, animals, and even our well-being.

Here are some simple steps you can take to prevent and manage fires:



Clear Your Space:

Make sure the area around your home is free from dry leaves, dead plants, and flammable materials. Trim trees and bushes to create a safer environment.

Secure Loose Items:

On windy days, loose items like garbage cans and outdoor objects can become fire hazards if blown around. Secure these items or store them safely during windy conditions.

Monitor the Weather:

Stay informed about the weather and fire danger forecasts. Avoid lighting fires or engaging in outdoor activities that could start fires on windy days. Be prepared to evacuate if necessary.

Exercise Caution

Outdoors: If you need to use a grill or tools outdoors, do so on calm days. Keep a water source or fire extinguisher nearby, and never leave fires or grills unattended.

Create a Plan:

Discuss with your family what to do if a fire approaches. Regularly practice fire escape drills..

Remember that fire safety isn't just about knowing how to control and prevent fires. Practice safe cooking habits, maintain electrical systems, and adhere to local regulations and building codes.

Fires can be extinguished by removing the fuel, cutting off the oxygen supply, or reducing the temperature around the fuel so it can't reach its flash point.

By working together and following basic rules, we can collectively contribute to the safety of our community and protect ourselves and our environment from the dangers of fires.



BOKONI
PLATINUM MINES