

DEPARTMENT
OF
EDUCATION
ELLISRAS CIRCUIT



UPDATE ON EXXARO'S COMMITMENTS TO THE LEPHALALE COMMUNITY

exxaro
POWERING POSSIBILITY

BACKGROUND

Exxaro is committed to working together with our stakeholders towards stability and the advancement of Local Economic Development in Lephalale.

During the month of October 2020, Exxaro had several engagements with representatives from various local stakeholders to discuss community challenges and agreed on a number of initiatives to address them. The parties resolved to focus on three areas, namely Local Recruitment, Procurement and Skills Development. This serves as an update on performance against the set targets that were agreed on by all the stakeholders, led by the Lephalale Local Municipality. Exxaro is mindful of the fact that more still needs to be done to advance the needs of our host community and pledges to continue to render support within the limits of our resources.

LOCAL RECRUITMENT



Exxaro Grootegeeluk Coal Mine, in collaboration with our contractor partners, made an original commitment to avail **148 limited duration job opportunities to local community members.**

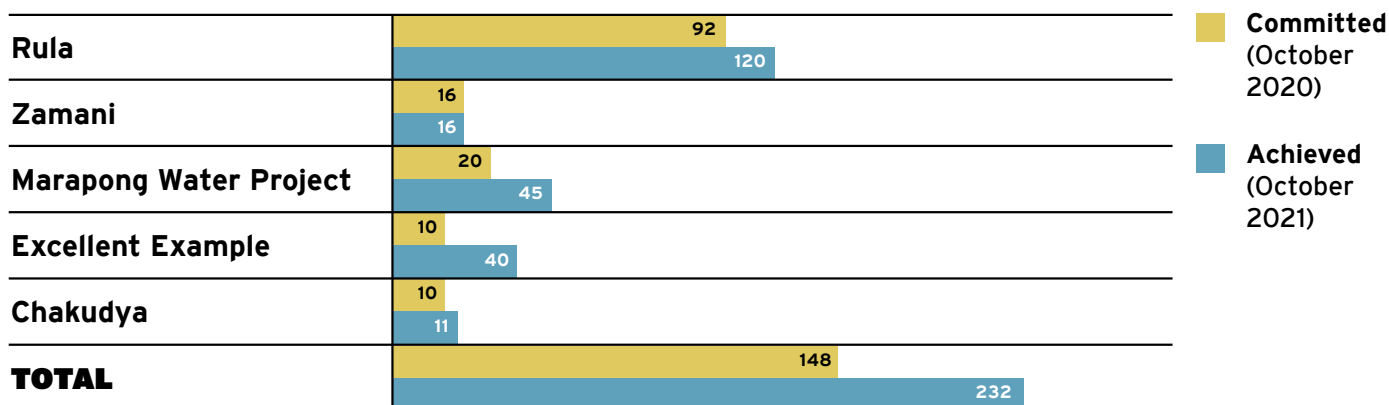


Through interventions which included insourcing of support services, **232 locals were employed in the period up to October 2021**



This represents a total of **157% achievement against the original target.**

The graph below illustrates the split by contractor. We would like to thank our partners for heeding the call by management to assist, despite having not signed up to these targets during the procurement process. While the positions were temporary and linked to project timelines, the financial relief and skills obtained by the beneficiaries can never be overlooked.





Further to the above, the stakeholders noted that a total of **48 permanent general and 16 maintenance worker opportunities**

existed at Exxaro Grootegeeluk, and committed to ringfence 100% of these to local communities.



Through an accelerated program to address future labour needs, **112 general and 33 maintenance workers had been recruited by December 2021**, representing more than double the number committed in each category.

Exxaro Grootegeeluk would like to welcome all the new recruits and wish them a fruitful career with us. We would like to encourage them to take advantage of the various developmental opportunities and improve their chances of growing beyond the entry positions, which in turn will open opportunities for more to enter our organisation.



General Workers

48

committed in
October 2020

112

achieved by
December 2020

233

% achieved

Maintenance Workers

16

committed in
October 2020

33

achieved by
December 2020

206

% achieved



SKILLS DEVELOPMENT



123 Internships and learnerships were awarded against a target of **42, while 70 youngsters** were supported to obtain their driver's Licences against an **original target of 54.**



The drivers licence programme yielded **52 successful passes, 10 did not pass and 8** are still in the process of converting from their learner's to permanent licences.

The overachievement is largely due to additional funds requested and obtained from the Exxaro Chairman's Fund. The management and community structures welcome with gratitude, the assistance and commitment demonstrated by our Principals.



Internship Opportunities

17

committed in
October 2020

26

achieved by
December 2020

153

% achieved

Learnership Opportunities at Grovos Training Centre

25

committed in
October 2020

97

achieved by
December 2020

388

% achieved

Drivers Licences for the Youth

54

committed in
October 2020

52

achieved by
December 2020
8 Successful Learners
Licences
10 Failed learners

96

% achieved

LOCAL PROCUREMENT



Exxaro Grootegeeluk spent a total of **R138 million in 2021 on local companies** through preferential procurement (including shorter payment terms), targeted mainly at businesses owned by historically disadvantaged individuals.



These businesses were awarded long term contracts varying between **3 and 5 years**, and the companies created a total of **172 secondary job opportunities in the community**.

This process will continue to prioritise local businesses owned by women, youth and people with disabilities from designated groups.



A further **R10.2 million** was spent on ad hoc, operational, and spot purchases.



SOCIAL IMPACT



Exxaro Grootegeeluk continues to make an impact at societal level. In May 2020, **26 000 people were screened for COVID-19 and over 2 700 vaccinations were administered to local community members.**



Over **R2,3 million** was spent on education initiatives, including a career expo which was hosted for grade 8, 9 and 12 school camps.



Other initiatives included:



70 learners completed aptitude tests.



Career guidance with National Youth Development Agency and Municipality for over **2 000** learners.



School learners eye testing campaign in partnership with Vision 4 Change at Nelsonskop Primary School.



The Mayoral Bursary: To date has **2** students who have completed and **2** who are completing in 2023. Total spending, estimated spent: **R430 000.00**



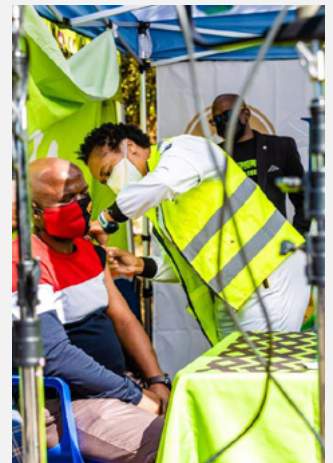
Just under **R2-million** worth of Personal Protective Equipment (PPE) was donated to schools in three circuits.



10 hospital beds, **4** ICU beds, an Oxygen Bank and Hi Flow Oxygen donated to local health facilities to assist with capacity during the COVID-19 surge.



A water tanker donated to the Lephalale local municipality at an investment of **R1.2 million** (including onboard equipment).



SLP PROJECTS UPDATE



3 SLP projects have been implemented, namely Marapong Water Reticulation System, Waste Management facility and Thabametsi - Paarl waste project.



3 other projects are at the tender stage while 1 each are at the design and scope phases.



CONCLUSION

Exxaro Grootegeeluk would like to thank all our stakeholders for a successful, impactful 2021, which was not without its challenges. We further wish to thank members of the greater Lephalale Community for your support in the various programmes. We look forward to a continued partnership in 2022 as we conclude the current SLP programme and prepare for the next one. More still has to be done and together we can make a difference.