Motuoane Energy | SLP Commitment Register

Source: Social and Labour Plan – Motuoane Energy, August 2025. Section, table and printed-page references are listed for each commitment.

Targets and actions below summarize the SLP as written. The LED project is described as not yet selected in the plan.

No.	Workstream	Commitment	Target / measure	Timing	Implementation / monitoring notes	SLP reference
1	Employment	Local recruitment	Recruit primarily from local communities and nearby labour-sending areas.	During recruitment / production operation.	The SLP notes that senior roles may require specialist qualifications that may not be available locally.	§3.5, printed p.52; §3.3, p.40
2	Employment	Direct employment projection	The operation is projected to employ 7 people within the first five years of production.	First 5 years of production.	The SLP describes this as a small, non-labour-intensive operation; this is a projection in the SLP.	§3.3, printed p.40
3	Employment equity	Workforce representation and recruitment	Years 1–5 targets: HDPs—Board 50%; Executive Management 50%; Senior Management 60%; Middle Management 60%; Junior Management 70%; Core and Critical Skills 60%. Women: Board 20%; Executive Management 20%; Senior Management 25%; Middle Management 25%; Junior Management 30%. Employees with disabilities: 1.5% of all employees.	Years 1–5; report annually.	Recruit at least a 70:30 male-to-female ratio in management and core occupations; give preference to designated females when vacancies arise. Complete and submit Form S statistics annually.	§2.6, printed pp.26–28; Tables 21–22
4	Skills development administration	Set up HRD compliance and planning	Register with MQA SETA and SARS for Skills Development Levies; appoint a Skills Development Facilitator; assess skills gaps during recruitment; submit WSPs and ATRs annually.	Registration pending Production Right approval; skills-gap assessment during recruitment; reports annually.	Include proof of WSP/ATR submissions in the prescribed Annual SLP and Mining Charter reports.	§2.1, printed pp.14–15; Tables 3–4
5	Community skills	Adult Education and Training (AET)	14 community enrolments over Years 1–5: Level 1 (3), Level 2 (4), Level 3 (4), Level 4 (3). Improve literacy and numeracy, with progression opportunities to further training.	Identify local provider and venue in Year 1; advertise/assess annually in November; enrol and commence part-time classes in January.	Report results and expenditure to DMR by 31 January annually.	§2.1.1, printed pp.16–17; Tables 5–6
6	Employee skills	Core business skills training	12 employee training places over Years 1–5: safety (3), technical skills (2), supervisory skills (3), data analysis (3), management (1). Include refresher training and operating licence re-certification as needed.	Identify needs in November annually; enrol employees annually.	Accredited external-provider training; report progress by 31 January annually.	§2.1.2, printed p.19; Tables 8–9
7	Community skills	Section 18.2 learnerships	Three new learnerships over Years 1–5: engineering, technical trade and administrator, in scarce/critical industry skills.	Assess requirements annually; advertise in October; interview local candidates; engage candidates in November; enrol in January.	Identify mentors, track progress and report to DMR by 31 January annually.	§2.1.3, printed p.20; Tables 10–11
8	Employee skills	Portable skills training	14 employee training places over Years 1–5: basic IT (3), communication and negotiation (2), financial literacy (3), project management and planning (2), interviewing (1), leadership and management (3).	Conduct workforce survey in Year 1; survey every 5 years during operation; enrol interested employees in Years 1–5.	Courses are to support employability if downscaling, retrenchment or closure occurs; report progress to DMR annually by 31 January.	§2.1.4, printed p.21; Tables 12–13
9	Career progression	Employee development plans	Identify employees for career development according to business/operational requirements; prepare an Individual Development Plan for each identified employee.	Begin in Year 2 and annually thereafter; prepare IDPs after identification.	Draft mentorship contracts where required; conduct annual mentor/mentee reviews; report progress to DMR annually.	§2.3, printed p.22; Table 15
10	Mentorship	Employee mentorship	Provide mentorship for identified employees requiring career progression support, including the relevant knowledge and training elements for the position.	Programme compiled in Year 2; identify mentees and mentors, sign agreements and implement in Year 3; training/completion in Years 3–5.	Report progress to DMR annually.	§2.4.1, printed p.23; Table 16
11	Mentorship	Empowerment partner mentorship	Provide suitable mentoring assistance to consortium members if a need is identified.	As required during the life of the production operation.	The SLP does not set a numerical target.	§2.4.2, printed p.23
12	Bursaries	External bursary programme	Three beneficiaries over Years 1–5: engineering (new in Year 2), geology (new in Year 3), and IT (new in Year 4). Advertise at community halls, local high schools and universities; identify suitable local candidates.	Advertise in October; identify/apply in November; enrol in February annually, as applicable to the planned awards.	SLP states bursary support covers study and accommodation costs. A bursar must work for Motuoane Energy for one year after studies; the year forms part of the Internship Programme. Report annually by 31 January.	§2.5.1, printed pp.24–25; Tables 17–18
13	Internships	Internship programme	10 beneficiaries over Years 1–5: IT (3), office administration (3), engineering students (2), geology (2).	Internship programme to commence in Year 2 and annually thereafter, per the implementation plan.	Draft graduate candidate contracts and report progress to DMR annually. The SLP does not state that all places are reserved for community members.	§2.5.2, printed p.25; Tables 19–20
14	Local economic development	Identify and support an LED project	Identify an infrastructure or poverty-alleviation project through public participation and municipal consultation, aligned with relevant IDPs and community needs. The project was not yet selected in the SLP.	Submit nominated project within 180 days after grant of the Production Right.	First 5-year consultation focus: Matjhabeng Wards 1, 4, 10 and 35 (Ward 4—Virginia and Meloding—focus area) and Masilonyana Ward 6. Submit project documentation/sheets to the Regulator for approval; report progress annually.	§3.4, printed pp.40–41; Tables 32 and 40
15	Local economic development	LED stakeholder engagement and monitoring	Meet with LED project stakeholders at least 3 times per year and assess project implementation status monthly to assess viability.	At least 3 meetings per year; monthly implementation-status assessment.	Project progress to be included in Annual SLP and Mining Charter reports.	§3.4, printed p.40
16	Local procurement	Mining goods procurement targets	Years 1–5 discretionary spend targets: HDP (51%) 21%; youth-owned (51%, ages 18–35) 5%; BBBEE-compliant company with 25% + 1 HDP ownership 44%.	Years 1–5; maintain targets when sourcing mining goods.	SLP describes local HDP procurement spend as to be maximised.	§3.7, printed p.53; Table 33
17	Local procurement	Services procurement targets	Years 1–5 discretionary spend targets: HDP (51%) 50%; women-owned (51%) 15%; youth-owned (51%, ages 18–35) 5%; BBBEE-compliant company with 25% + 1 HDP ownership 10%.	Years 1–5; maintain targets when sourcing services.	SLP describes local HDP procurement spend as to be maximised.	§3.7, printed p.53; Table 34
18	Enterprise development	HDP SMME and supplier development	Support HDP SMME/supplier development, with a focus on Black women-owned and youth-owned suppliers, by procuring capital goods, consumables and services from local communities where feasible.	During the production operation.	The SLP does not specify a numerical beneficiary target.	§3.7–3.8, printed pp.53–54
19	Employee housing	Living-out allowance and housing awareness	Implement a Living-Out Allowance Programme for eligible employees; conduct a housing survey during recruitment; assess employee housing conditions annually; consider awareness/training on healthy living conditions.	Allowance commences once production commences; survey during recruitment; annual assessment.	If housing is a limiting factor for the new workforce, consider dialogue with municipalities, the housing department and interested groups on sustainable local housing development. Maintain and report housing statistics.	§3.5, printed p.52; Table 40
20	Employee wellness	Nutrition and wellness awareness	Provide HIV/AIDS, TB, nutrition and wellness awareness, including information on balanced diets, food preparation and nutrition in HIV/AIDS/TB management.	During the production operation; use notice boards to share information.	The SLP states that food will not be provided directly to employees.	§3.6, printed p.53; Table 40
21	Downscaling and retrenchment	Future Forum and job-loss avoidance	Establish a Future Forum; conduct ongoing workforce planning; discuss potential retrenchments and consider creative mechanisms to avoid or minimise them.	Future Forum to be in place after 2 years from grant of the Production Right; actions when required.	Alternatives listed include natural attrition, recruitment suspension, short time, temporary lay-offs, training/redeployment, transfers, voluntary retrenchment/early retirement, reasonable job-search time and CV assistance.	§4.2–4.3, printed pp.55–57; Table 35
22	Downscaling and retrenchment	Support for affected employees and notification	Subject to available resources, assist affected employees with retraining/entrepreneurship training, job-seeker registration, job-vacancy information, career transition, job applications, financial planning, pension/provident fund and UIF/state assistance.	When retrenchment is unavoidable; as and when required. The SLP also provides for notice to the Minerals and Mining Development Board 3–5 years before the end of the operation.	Consultation and notices are to follow applicable legislation and the procedures described in the SLP; notify the Department of Labour, local municipality and relevant labour-sending-area authorities as stated in the plan.	§4.3–4.4, printed pp.56–58; Table 36
23	Closure and community impact	Manage social/economic impacts of closure	Consult community, government and business stakeholders; assess socio-economic impacts through specialist consultants before detailed closure plans; consider measures to lessen impacts.	When required before closure management plans are developed.	Support local businesses, entrepreneurs, empowerment groups and community structures through capacity building, mentorship and experiential learning; provide portable skills to employees facing retrenchment.	§4.5, printed pp.58–60; Table 37
24	Reporting and communication	SLP, training and programme reporting	Submit WSPs/ATRs annually; report programme targets, progress, expenditure and relevant implementation results through the prescribed Annual SLP and Mining Charter reports.	Annually; specific programme dates are listed in rows above.	The SLP includes a plan to communicate its contents to the workforce.	§2.1, printed p.15; §§5–6, printed pp.61–64