

VENETIA MINE

*Socio-Economic Assessment
Report 2016*



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1

INTRODUCTION

De Beers Venetia Mine commissioned a revision of the 2013 socio-economic assessment report as part of Anglo American's requirement that all operations carry out assessments on a three-yearly basis. This assessment was guided by the Socio-Economic Assessment Toolbox which forms the foundation to manage socio-economic issues, community engagement and sustainable development at all Anglo operations.

1.1 BACKGROUND ON THE ASSESSMENT

Venetia Mine is a De Beers Consolidated Mines (DBCM) operation in the Limpopo Province of South Africa. DBCM is part of the De Beers Group of Companies which is majority owned by Anglo American. Venetia Mine commissioned its second socio-economic assessment in September 2016 which was conducted in accordance with Anglo American's Socio-Economic Assessment Toolbox (SEAT) framework and covers the period 2013 to 2016.

Anglo American's SEAT methodology provides a structured process for operations to engage with local stakeholders to ensure that updated information regarding the operation's types of impacts in their host communities and stakeholder issues that influence the relationship with an operation that the company causes are well understood and captured. It also guides the planning of engagement initiatives and management measures to help mitigate and address all mine impacts and stakeholder issues identified.

This report presents the findings of the assessment, conducted during the period September to December 2016. It provides a profile of the mine's stakeholder landscape and outlines the operation's impact on stakeholders, as well as stakeholder issues that influence the relationship with the operation. The outcomes of the assessment informed the development of the mine's Social Management Plan (SMP) containing management measures and engagement initiatives to address the identified impacts and issues raised by stakeholders.

1.2 STRUCTURE OF THE REPORT

The structure of the report is guided by the prescribed SEAT process to assess and respond to socio-economic issues and impacts.

Section 1	Introduction
Section 2	Objectives and approach
Section 3	Profile of Venetia Mine
Section 4	Social performance management and socio-economic benefit delivery activities
Section 5	Profile of the local area
Section 6	Impact and issue identification, and assessment
Section 7	Human rights implications
Section 8	Social Management Plan
Section 9	Next steps
Section 10	Glossary, acronyms, and contact details

1.3 ACKNOWLEDGEMENTS

Venetia Mine would like express its sincere gratitude to each and every one who participated in the assessment. Without your valuable input, this report would not have been possible.

To both the Mayors of the Musina and the Blouberg Local Municipalities, as well as key Municipal leaders (Municipal Managers, speakers, and Municipal officials) we appreciate your insights in relation to the issues impacting on basic service delivery and ways to work together to find solutions to challenges.

We are grateful for the input of the Chiefs of the Ga-Kibi, Ga-Makgato, Babirwa, and Bahananwa communities which helped shape our understanding of the concerns that especially rural communities are confronted with.

To the neighbouring farming community, a special word of appreciation for demonstrating a shared view regarding nature conservation and for your ongoing collaboration with the mine.

The National Union of Mine Workers (NUM) who made valuable contributions to discussions relating to employees.

Representatives of local business chambers, the South African Police Service, and Zimele beneficiaries who provided valuable insights into local employment procurement related aspects.

Last, but not least, we would like to thank women, youth, aged, and disabled members of community-based, non-governmental and non-profit organisations as focus group participants for constructive input and feedback.

We believe that we can only find lasting solutions to challenges facing us if we join hands to sustainably develop our communities.

2

OBJECTIVES AND APPROACH

The assessment and report highlight key social and economic impacts and issues to increase Venetia Mine's understanding of the needs of its impacted stakeholders and to inform the mine's response and future planning.

2.1 OBJECTIVES

The key objectives of the socio-economic assessment and report are to:

1. Increase the mine's understanding of the needs and realities of local communities.
2. Identify key social and economic impacts and issues that need to be managed.
3. Inform future planning and the mine leadership's response to the identified issues and impacts.
4. Assess existing community development initiatives and identify where improvements could be made.
5. Provide a platform to share the outcomes of the assessment with stakeholders to stimulate meaningful ongoing discussions and increase trust and goodwill between the mine and local stakeholders.

2.2 APPROACH

Venetia Mine contracted an external service provider specialising in stakeholder management and socio-economic assessments, to conduct the assessment on the mine's behalf.

The assessment was based on consultation with a wide range of Venetia Mine's stakeholders, analysis of key documentation, work sessions with the Venetia Mine Corporate Affairs department, and with the Venetia Mine Socio-Economic Assessment (SEA) Steering Committee.

The stakeholder consultation process was designed to give representatives of all identified key interest groups an opportunity to participate in the assessment. Specific invitations were extended by Venetia Mine Corporate Affairs department, but the sessions were open for any other stakeholder representatives to participate. The invitations included a stakeholder fact sheet as well as an overview of the Social Way Social Performance Management System.

TABLE 1: STAKEHOLDERS CONSULTED

STAKEHOLDER CATEGORIES	STAKEHOLDERS
BLOUBERG LOCAL MUNICIPALITY	• Mayor, Councillor Solly Pheedi • LED Director, Stanford Moremi • Official: Jonas Tlouamma
MUSINA LOCAL MUNICIPALITY	• Mayor, Councillor Mhloti Muhlope • The Municipal Manager, Johnson Matshivha • Speaker, Gilbert Netshisaulu • Manager, Mpho Mudau: Musina LM • IDP Manager, Themba Ncube
GA-MAKGATO, BABIRWA, GA-KIBI, AND BAHANANWA TRADITIONAL AUTHORITIES	• Ga-Makgato under the leadership of Kgoshi Makgato inclusive of his Council • Babirwa under the leadership of Kgoshi Mamadi inclusive of his Council and some community representatives • Ga-Kibi under the leadership of Kgoshi Kibi inclusive of his Council and community members • Bahananwa under the leadership of Kgoshi Maleboho inclusive of his Council and some community representatives
NEIGHBOURING FARMERS	• Farm owners/managers from these neighbouring farms: Farm Gotha, Corea Game Ranch, and Marula Lodge Safaris
ORGANISED LABOUR	• Senior representatives of NUM

STAKEHOLDER CATEGORIES	STAKEHOLDERS
ZIMELE BENEFICIARIES	• Pieter Singo from IJP trading • Mukondi Mafune from Renuna trading
SPECIAL INTEREST GROUP: CIVIL SOCIETY GROUPS	• A interview with representatives from Alldays Youth Forum • A one-on-one interview with Musina Legal Advice office, a non-governmental organisation (NGO) representing the rights of migrant workers in South Africa • A interview with representatives from Musina South Africa Police Services (SAPS) • A interview with representatives from Musina Beitbridge Business Chamber
SPECIAL INTEREST GROUP: RURAL FOCUS GROUPS WITHIN BLOUBERG COMMUNITY	• Mamadi advice centre • Taaibosch business chamber • Sebeewa pre-school • Taaibosch drop-in centre • Bobirwa drugs and substance abuse project • Babirwa old age • Mpudule crèche
SPECIAL INTEREST GROUP: URBAN FOCUS GROUP WITHIN MUSINA COMMUNITY	• Isibindi • Vhembe District Development Forum • Musina Disability Forum • Musina Children Resource Centre • Musina Children Advisory Council

VENETIA MINE SOCIO-ECONOMIC STEERING COMMITTEE

The Venetia Mine SEA Steering Committee was a cross functional committee accountable for final decisions regarding the socio-economic assessment. The committee's responsibilities included logistical arrangements for stakeholder engagements and site visits, ensuring that the external service provider is provided with all the relevant documentation, input into the finalisation of issues and impacts, profiling the De Beers operation, profiling the local area, and the development of a SMP.

A work session was held with members of the SEA Steering Committee to discuss issues and impacts which emerged from the stakeholder consultation. The discussion outlined the assessment of risks associated with failure to address issues and impacts and the effectiveness of current mitigating measures. The discussion also formed the basis of the mine's response to the identified issues and impacts as contained in the three year SMP.

DOCUMENT ANALYSIS

The following documents and other sources rendered important information used during the assessment:

- Venetia Mine Social and Labour Plan: 2013-2017
- Venetia Mine Social and Labour Plan Annual reports: 2013, 2014, 2015
- Venetia Mine Local Area Committee (LAC) reports: 2013, 2014, 2015
- Venetia Mine 2013 SEAT report
- De Beers Social Performance Policy: July 2016
- Commitments and complaints registers
- External Stakeholder grievance procedure
- Stakeholder Engagement Plan for 2016
- Venetia Mine Community Development Forum/Agreements Concept Document (version 01)
- Stats SA Census 2001 and 2011
- Quantec Regional Standardised Data

3

PROFILE OF VENETIA MINE

Venetia Mine is currently the biggest source of rough diamonds in South Africa, contributing 40% of the country's annual diamond production.

3.1 ABOUT THE MINE

Venetia Mine is situated on the farm Venetia on land covering 2,680 ha and lies approximately 80km west of Musina and 36km east of Alldays in the Limpopo Province. Adjacent to the site is the De Beers Consolidated Mines (DBCM) owned Venetia Limpopo Nature Reserve comprising 31,928 ha. The mine is located in the Musina LM which falls within the jurisdiction of the Vhembe District Municipality. The mine is also close to the border of the Blouberg LM which falls in the Capricorn District Municipality.

The mine, which was officially opened on 14 August 1992, is the largest mine in DBCM and contributed 75% of the company's production in 2013. The ore body is currently mined using an open pit mining methods, which includes drilling, blasting, loading and hauling waste rock and kimberlite using conventional truck and shovel methods. A waste rock dump exists along the pit boundary and the kimberlite ore is stockpiled adjacent to the plant where it is crushed and processed to recover diamonds. A coarse tailings residue dump is generated along with a fines tailings residue disposal facility for the kimberlite fines (silt and clay). As such the production process is a physical extraction process and not a chemical one. The mine runs as a 'Contops' which means it operates on a continued basis, twenty-four hours a day, seven days a week. Employees work shifts for four days in a row, then taking off four days.



Twenty one years since Harry Oppenheimer launched the open pit mine in 1992, De Beers launched its underground project in 2013 which will extend the life of the mine and preserve jobs for the next three decades. The current Open Pit mining method can only sustain the Life of Mine up until the end of 2021. Construction of the new underground section of the mine began in 2013 to extend the life of Venetia Mine beyond 2040 and to replace the open pit.

Venetia Mine embraces safety as a core value and values Zero Harm to People, Planet and Profit through a resilient Occupational Health and Safety Culture which is driven by our overarching control, system improvement and system support objectives. Venetia Mine is OHSAS 18001 and ISO 14001 certified.

76% of Venetia Mine's employees originate from the Limpopo Province with 39.85% from the Musina and 20.93% from Blouberg municipal areas.

TABLE 2: ORIGIN OF VENETIA MINE EMPLOYEES

AREA	CITIES/TOWNS/VILLAGES	NUMBER	%
Musina	Musina Town, Nancefield, Tshipise, Sagole, Muswodi, Folovhodwe	573	39.9%
Blouberg	Alldays, Grootpan, Devrede, Taaiboschgroet, Ga-Kibi, Ga-Makgato, Babirwa, Longden, Juniorsloop, Dendron, Endermark, Harrietswich Village, Kromhoek, Senwabarwana	301	20.9%
Thohoyandou	Dzanani, Mutale, Makonde, Nzhelele, Manenzhe, Mudimeli, Shayandima, Sibasa, Masisi, Vuwani, Dzimauli, Mashau.	70	4.9%
Polokwane	Polokwane, Mashashane, Ramokgopa, Seshego, Botlokwa, Seleka, Modjadji, Tzaneen, Chuenespoort, Phalaborwa, Zebediela, Kgapanne.	60	4.2%
Louis Trichardt	Polokwane, Makhado, Xitachi, Waterval, Sinthumule.	91	6.3%
Other	Johannesburg, Cape Town, Koffiefontein, Windhoek, Nederland, Zimbabwe, Bloemfontein	343	23.9%

TABLE 3: OPERATIONAL PROFILE OF THE MINE

COMPANY DETAILS		
De Beers division:	De Beers Consolidated Mine (DBCM)	
Name of site/operation:	Venetia Mine	
Neighbouring DBCM operations:	None	
SEAT IMPLEMENTATION TEAM		
SEAT champion	Bonani Nyabane	Senior corporate affairs Officer
SEAT assessment leader:	Josephine Pieters	Manager, Corporate Affairs
Other key internal SEAT study participants:		
Accounts / Finance:	Kelebogile Sibanda	Senior Manager, Commercial
Supply Chain:	Jannie Vorster	Supply Chain Manager
Human Resources:	Aisha Khan	Senior Manager, Human Resources
Community Relations:	Josephine Pieters	Manager, Corporate Affairs
Safety and Sustainable Development:	Sean Haupt	Ventilation, Occupational Health, Hygiene and Emergency Preparedness Manager
Major project teams:	Richard Greig	VUP Project Manager
Security:	Judy Alexander	Manager, Security
Communications / External Affairs:	Tarryn Genis	Senior Corporate Affairs Officer
Other (specify):	Mphoya Thobela Chris Botha	Social Performance Superintendent Head Community Relations (DBCM)
NGOs / academics / consultants:	Kayamandi Development Services	
BASIC INFORMATION ABOUT THE MINE		
Product	Venetia Mine is a Diamond Mining operation	
Total waste mined 2015	37.27 million tonnes	
Total Kimberlite treated 2015	5.29 million tonnes	
Permanent employees:	1 438	
Contractor employees:	2 369	
Total wages paid (R/year)	R597 804 217	
Number residents in company accommodation	977	
Numbers provided with basic healthcare	4 344	
Total pension payments (R/year)	R18 792 498	
Budget for CSI (R/year)	R 7 000 000 (LAC)	

TABLE 4: BRIEF HISTORY OF VENETIA MINE

ACTIVITY OR EVENT	
Operation started production	14 August 1992
Operation joined the Group	In 2012, Anglo American bought additional 40% stake in De Beers and thus increasing their shareholding in De Beers to 85%.
Significant expansion or downsizing activity	In 2013, Venetia Mine started with the construction to convert from an open-pit operation to an underground mine. Open pit mining is expected to continue until 2021 and production in the underground mine is scheduled to commence in 2022 and will continue beyond 2040
EIAs, SIAs and relevant action plans associated with expansion	• Approved Environmental Management Programme Report (EMP) • Record of Decision (Environmental Authorisation) • Water Use Licence • Heritage Management Plan (EMP) • Heritage Impact Assessment (EMP) • Biodiversity Management and Action Plan (EMP)

SIGNIFICANT EXPERIENCES

Adverse media reports on social and economic impacts	November 2016
Demonstrations against aspects of the operation's activities	22 October 2016 to 11 November 2016

TABLE 5: SOCIAL PERFORMANCE MANAGEMENT

APPROACH TO SOCIAL PERFORMANCE MANAGEMENT	
Policies and commitments	Venetia Mine uses the Socio-Economic Assessment Tool (SEAT) to identify and understand social impacts and issues. The SEAT report is compiled once in three years with and is circulated to all stakeholders
Management Systems	Venetia Mine has an external complaint and grievance procedure that is shared with all external stakeholders and posters of the same are put up in most public places in Musina and Blouberg
Risks and opportunities	Social risks are given pre-eminence in the operation's overall risks. In the current operation's risk register, business interruption as a result of dissatisfied stakeholders has been identified as the operation's top risk
Performance	Venetia Mine recent conducted an Anglo Social Way Assessment. This assessment denotes how the operation is performing again the various pillars of the assessment such as Stakeholder and contractor management, risks, local procurement, local employment etc. In 2016 Venetia Mine received an overall score of 3 on these assessments.

TABLE 6: PLANNED CAPITAL EXPENDITURE

DESCRIPTION	2016	2017	2018	2019
Venetia Water Supply Pipeline Replacement				29 975 849
C&I Control systems upgrade – Phase II	11 397 738	3 018 136		
RATU Phase III		16 871 480		
Treatment Plant Major Equipment Replacement	6 148 259			
Earthmoving Vehicle Facilities Upgrade Phase II	7 324 908			
CRD infrastructure upgrade Phase I	13 360 251			
Secondary Crusher Replacement	8 500 000			
Venetia Minor Assets 2016	26 077 958			
Venetia Minor Assets 2017		55 080 170		
Earthmoving Equipment replacement	65 442 794	14 904 376		
Fatigue and Collision Management System Phase II		33 192 057		
Treatment Plant Major Equipment Replacement	13 817 831			
Venetia Storm Water Control Phase IV				46 186 086
Treatment Plant Major Equipment Replacement			12 990 941	
Treatment Plant Major Equipment Replacement			18 624 410	
Treatment Plant Major Equipment Replacement				43 388 473
Pit Dewatering Project	47 882 844	30 637 258		
Replace Premrolls with Dry Mags			8 954 785	
Security Access Control & Surveillance Field Devices Upgrade		22 365 939		
Runway Upgrade				11 074 722
Pit Stability Radars				14 569 875
Earthmoving Requirements 2017-2018			19 687 551	
CRD Infrastructure Upgrade Phase IIA		11 448 750	9 273 488	
Venetia Minor Assets 2018			42 673 831	
Venetia Minor Assets 2019				40 442 843
Fatigue and Collision Management Systems			16 193 430	21 266 389
TOTAL CAPEX	1 456 483 362	2 178 219 459	3 488 112 292	3 822 675 491

3.2 VENETIA MINE MANAGEMENT TEAM



Benford Mokoatle
GENERAL MANAGER



Hendrick Matjila
SENIOR OPERATIONS
MANAGER



Christoff Kuhn
HEAD OF VUP



Richard Greig
SENIOR SITE MANAGER



Rinus Stroebe
SAFETY, HEALTH AND
ENVIRONMENT



Kelebogile Sibanda
COMMERCIAL



Aisha Khan
HUMAN RESOURCES



Josephine Pieters
CORPORATE AFFAIRS



Judy Alexander
SECURITY



Siyanda Dlodla
MINERAL RESOURCES
MANAGEMENT



Russel Horak
MINING



Siphwe Buthelezi
ORE PROCESSING



Johan Sliep
BUSINESS IMPROVEMENT



Gustav van der Linde
ENGINEERING

3.3 MEDIUM/LONG-TERM PLANS

The construction of the R20 billion Venetia underground project (VUP) to access the remaining mineral reserves and extend the life of the current mining operation, began in October 2013 and will be implemented along with the current open pit operation. The construction includes the sinking of two vertical shafts and a decline shaft to a depth of a kilometre.

With underground production expected to commence in 2021, the mine will treat approximately 130 million tonnes of ore, containing an estimated 96 million carats over its life. The mine will support 1,482 jobs directly, and a further 5,143 indirect jobs per year, which translates to 3.5 jobs created for every direct job at the mine. The procurement spend through the VUP, is estimated at R 16,736,157,652. This investment will not only benefit the South African economy, but will impact positively on the local economies of the Vhembe and Capricorn Districts. The R20 billion investment is the biggest single investment in the diamond industry in decades, which signals a bright future for the industry's growth in South Africa.

3.4 EXISTING CLOSURE PLANS

In compliance with the statutory requirements of the Mineral and Petroleum Resources Development Act, No 28 of 2002 (MPRDA), as regulated by the Department of Mineral Resources (DMR), Venetia Mine developed a Strategic Preliminary Closure Plan (SPCP) in May 2011.

As the mine moves closer towards final closure, this closure plan will be revised/updated/amended as necessary, until eventual site relinquishment, resulting in the compilation of a final mine closure plan for the site.

Venetia Mine anticipates that mining from the open pit will cease between 2020 and 2023. In order to access the remaining mineral reserves and extend the life of the mine, the mining operation will change to an underground mining method.

The schedule for the implementation of the underground mining method is as follows:

- 2013-2021 Construction phase
- 2022-2043 Main operational phase
- 2044 and beyond Possible closure phase

3.5 SURROUNDING RELATED BUSINESS ENVIRONMENT

There are existing as well as proposed industries with similar social, economic and environmental impacts located within Venetia Mine's vicinity:

VELE COAL

Coal of Africa has set up a Vele Coal operation 48 km west of Musina. Upon obtaining full regulatory approval for operation, Vele Colliery commenced production with opencast mining in the East Pit in January 2012. Due to a combination of typical ramp up challenges, the global economic downturn, and the plant's ability to produce only thermal coal, Vele Colliery was unable to produce the five million tons product originally estimated in the approved Environmental Management Plan. The operation is currently placed under care and maintenance in preparation for the regulatory approvals and construction of the Plant Modification Project (PMP) as well as an assessment of forecast global coal prices.

MUSINA-MAKHADO SPECIAL ECONOMIC ZONE (SEZ)

An investment of more than R40 billion is expected to be injected into the proposed Musina-Makhado Special Economic Zone (SEZ) for the establishment of an energy and metallurgical industrial park. The industrial park will include the power, coking, ferrochrome, ferromanganese, ferrosilicon, pig iron metallurgy, lime, steel and stainless steel plants. These projects will be implemented over a period of five years and are expected to create almost 21 000 jobs in the region.

These industries contribute towards the cumulative impacts in the area of operation, and their labour sending areas overlap with that of Venetia Mine.

4

SOCIAL PERFORMANCE MANAGEMENT AND SOCIO- ECONOMIC BENEFIT DELIVERY

“The positive social impact of skills development, the acquisition of economically valuable experience and the potential to uplift rural and sometimes poorer communities, is what exists here at the heart of Venetia.” – Mark Cutifani, Chief Executive of Anglo American plc and Chairman of the De Beers Group.

4.1 STAKEHOLDER RELATIONS AND APPROACH TO DEVELOPMENT

Venetia Mine has built a solid working relationship with the Blouberg and Musina Local Municipalities, the Capricorn and Vhembe District Municipalities as well as the Limpopo Provincial Government. These partnerships have resulted in community based initiatives, more specifically in the areas of education and enterprise development, being successfully implemented. These initiatives include the Venetia Mine Small Business Development Hub and the Limpopo Rural Schools Programme.

Venetia Mine continues to be involved in the local IDP processes for the Blouberg and Musina Local Municipalities, as well as in relevant development structures of forums which may be established in the broader area. Active participation is achieved through local community development structures and the implementation of Venetia Mine's Stakeholder Engagement Plan (SEP).

Venetia Mine regards community development as an integral part of its business strategy and a foundation to establish a trusting relationship with local stakeholders. The SEP of Venetia Mine operationalises the following broad engagement objectives:

- Identify profile and analyse affected communities and other stakeholders or groups, in particular those who may be disadvantaged or particularly vulnerable to adverse impacts.
- Ensure that all engagement is respectful of community conventions, customs and gender considerations while also ensuring inclusion of under-represented, vulnerable and marginalised groups.
- Provide relevant and appropriately communicated information to help affected communities and other stakeholders understand the potential and actual impacts associated with the site's activities.
- Ensure that the views of affected communities and other stakeholders, including those of vulnerable and marginalised groups, are incorporated into site decision-making as appropriate.
- Outline processes to maintain records of stakeholder engagement activities, issues raised, outcomes and commitments to ensure any stakeholder concerns raised are responded to in an appropriate and timely manner.

The Venetia Social Performance Strategy states that the mine's goal concerning engagement is "to build and maintain support from affected and interested stakeholders through transparent, responsive and timely engagement". In so doing, the mine will "demonstrate an improved relationship between the mine and communities through a more inclusive and responsive engagement process". This is the mine's overarching objective for stakeholder engagement.

Referring to the figure below, one can see the pivotal role stakeholder engagement plays in the social management system.

FIGURE 1: SOCIAL WAY SOCIAL PERFORMANCE MANAGEMENT SYSTEM



Stakeholder engagement plays a fundamental role in the prevention of risks. Without a systematic approach to engagement, it is certain that the risks will materialise.

The following legal and other requirements govern and guide social performance and stakeholder engagement at Venetia mine:

- The Social Way
- SEAT version 3
- Best Practice Principles
- Internationally accepted human rights declarations and conventions
- UN Guiding Principles on Business and Human Rights
- IFC Performance Standards relating to cultural heritage and resettlement
- Mining Charter III
- SLP and Mining Charter requirements

Since 2015, some of the communities in the Blouberg area have started protesting against Venetia Mine to register their dissatisfaction with some of the programmes that the Mine has been involved in with issues mostly revolving around Equal Allocation Trust, local employment and procurement, and community/enterprise development. Venetia is meeting with the affected communities to help address some of their issues by establishing a process to close off some of the outstanding issues over an agreed period of time.

4.2 STAKEHOLDERS

De Beers Venetia Mine has, through various engagement processes and interaction identified strategic stakeholders. Their identification was as a result of the role that they play in the day to day operations of mine, e.g. the Limpopo Department of Mineral Resources which regulates compliance with mining legislation, communities that could be either impacted upon or affected by mining operations, or stakeholders that have taken a keen interest in how the mine operates.

Table 7 reflects a list of the mine's key stakeholders. The list is not limited to the mine's geographical zone of influence but includes all stakeholders material to the achievement of the mine's objectives.

TABLE 7: VENETIA MINE'S KEY STAKEHOLDERS

STAKEHOLDER CATEGORIES	STAKEHOLDERS
Internal stakeholders	Venetia mine employees Venetia Management Team (OpCo) DBCM Headquarters, Johannesburg Anglo American
National government	Department of Water and Sanitation – regional office Department of Mineral Resources – regional office Department of Environmental Affairs Department of Labour – regional office
Provincial government	Limpopo Office of the Premier Limpopo Provincial Legislature Limpopo Department of Economic Development, Environment and Tourism Limpopo Department of Education Limpopo Department of Public Works, Roads, and Infrastructure Limpopo Department of Agriculture Limpopo Department of Health and Social Development Limpopo Department of Security and Liaison Limpopo Department of Roads and Transport
District municipalities	Vhembe District Municipality Capricorn District Municipality
Local municipalities	Musina LM Blouberg LM
Traditional authorities	Babirwa Traditional Authority Ga-Makgato Traditional Authority Ga-Kibi Traditional Authority Bahananwa Traditional Authority Folovhodwe Traditional Authority Tshikkhudini Traditional Authority
Government agencies and institutions	South African National Parks (SANParks) Mapungubwe Limpopo Economic Development Agency (LEDA)
Safety and security and law enforcement entities	South African Police Service (SAPS) Musina SAPS Alldays
Primary communities	Residents of: Musina Alldays Nancefield Taaibosch Ga Kibi Ga Makgato Babirwa Devrede Grootpan Longden Aurora Silvermyn

STAKEHOLDER CATEGORIES	STAKEHOLDERS
	Pax
Other communities	Land claimants Residents of: Nzhelele Makhado Madimbo Malale Domboni Matshena Eindermark Eldorado Wegdraai
Farming community	Weipe Farmers Association Linton Farmers Association Neighbouring farmers
Mining community	Vele Colliery
Community development beneficiaries	Recipients of donations Participants/beneficiaries in community development projects Venetia Business Hub beneficiaries
Non-governmental organisations (NGOs) Community-based organisations (CBOs) Community engagement forums (CEFs) Faith-based organisations (FBOs)	Alldays Youth Forum Babirwa old age Blouberg Mayoral Magoshi Forum Bobirwa drugs and substance abuse project Community Development Workers Greater Mapungubwe Network Isibindi Mamadi advice centre Musina Children Advisory Council (MCAC) Musina Children Resources Centre (MCRC) Musina Council of Churches Musina Disability Forum Musina Legal Advice Office Musina SAFA Council Musina Senior Citizen Forum Musina Youth Council People with Disabilities Ponahalo Concerned Group Taaibosch Community Development Forum Taaibosch drop-in centre
Organised labour	NUM – Branch Executive Committee
Business	National African Federated Chamber of Commerce and Industry (NAFCOC) Musina Youth in Business Forum Musina Beitbridge Business Chamber Blouberg Business Forum Taaibosch business chamber De Beers Venetia Mine Zimele Hub
Core contractors	Murray & Roberts

STAKEHOLDER CATEGORIES

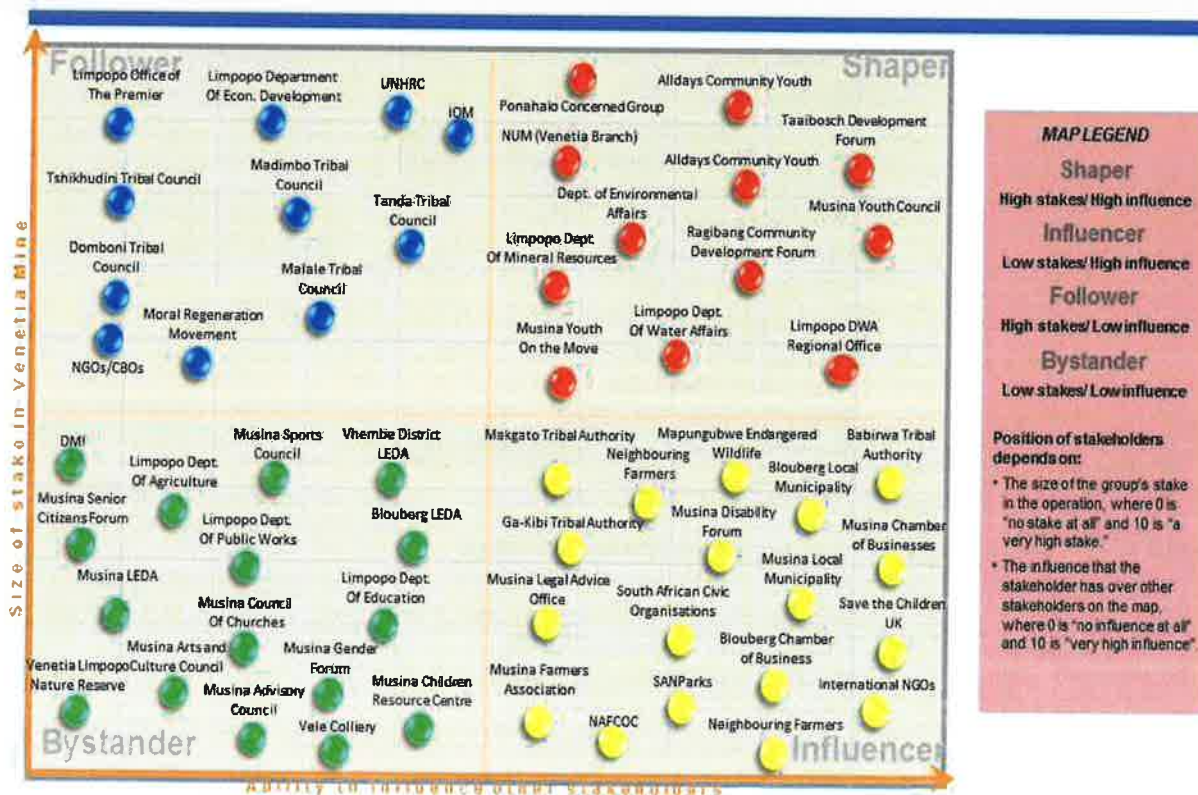
STAKEHOLDERS

Barloworld
 Basil Read
 Conco
 Ael
 MacConsulting
 Sedics
 Vaal Maseru
 SANDVIK
 Joy Global
 BMH Afrika
 Normet Afrika
 Masana

4.3 STAKEHOLDER MAPPING

The latest stakeholder list is visualised in summarised format on the stakeholder map below. The stakeholder map serves as a management tool to assist the mine to plan stakeholder engagement and manage relationships more effectively. The map gets updated whenever the stakeholder landscape changes to guide engagement with prioritised stakeholders. The position of a stakeholder on the stakeholder map depends on its stake in the mine (how important the mine is for the stakeholder) and the stakeholder's potential influence over other stakeholders on the map. The stakeholder map depicts stakeholders in four quadrants: Shapers, Influencers, Followers and Bystanders. Each quadrant warrants a different engagement approach.

FIGURE 2: STAKEHOLDER MAP



4.4 STAKEHOLDER MANAGEMENT REQUIREMENTS

Management requirements for stakeholder engagement are shown in the table below. A calendar of engagement management requirements is shown in the table thereafter.

TABLE 8: MANAGEMENT REQUIREMENTS FOR STAKEHOLDER ENGAGEMENTS

Social Way Requirement – Stakeholder Engagement: proactively communicate, engage with and respond to stakeholders							
SP Objective	• Demonstrate an improved relationship between the mine and communities through a more inclusive and responsive engagement process • Achieve a minimum on-going score of Level 3 across all management requirements in the Social Way						
Management Actions	Performance Target or Outcome	Person or Team Responsible:	Timelines:	Key Performance Indicators:	Monitoring & Evaluation:	Required Resources:	
Social Way Management Activities							
1	Maintain stakeholder engagement log and register	Log updated every month	Engagement Team	On-going	Annual score in Social Way assessment for Requirement 3	CA Manager to review SE Log every quarter	Community Engagement Team
2	Review progress against SEP and assess engagements for trends, issues and effectiveness and amend SEP as required.	Reports to OpCo each quarter on the effectiveness of engagement and any issues / amended SEP.	CA Manager	End Q1, Q2	As above	Checked annually as part of Social Way assessment.	CA Manager
3	Produce the annual report on community perceptions of the mine	In 2017 this will be covered by the SEAT Report.	CA Manager / SEAT Team	End 2016	As above	As above	CA Team
4	Review previous 12 month’s engagements and plan SEP for following year, tied in to SPS, SMP and SED review	Report on overall effectiveness of engagement and SEP. New SEP for next year. Score of Level 3.	CA Manager & SEAT Team	Q4 2016 – tbc, may be driven by SEAT timelines	As above	SEP signed off by GM. Checked during Social Way assessment.	CA Team
5	Diamond Ambassador Monthly Reporting						
Social Way Improvement Activities							
6	Implement the Stakeholder Engagement Plan	Improved relationship between the mine and communities	CA Team	End 2016	Community perceptions of the mine in the 2016 SEAT process	Covered by 3.1 and in SEAT management	
7	Engage with Corporate SP and plan how to reach Level 4 Score by setting up a longer term community perception monitoring approach	Agreed plan (and if necessary budget) for 2017-2019 community perception monitoring	CA Manager	Q4	N/A		

Social Way Requirement - Stakeholder Engagement: proactively communicate, engage with and respond to stakeholders

TBC after Social Way
audit

TABLE 9: CALENDAR OF ENGAGEMENT MANAGEMENT REQUIREMENTS

Daily	Weekly	Monthly	Quarterly	Annually	Every 3 years
Engagement with stakeholders in line with the SEP	Report to EXCO on engagement for previous / next week	Review the Stakeholder Engagement Log for completion	Review progress against SEP & revise plan for following quarter as required	Review engagement over previous 12 months. Based on revised risk assessment, SPS / SMP etc., draft & review a new SEP for the following year.	Create SEP as part of SEAT Process
	Recording and reviewing/analysing engagements & updating the stakeholder engagement log	Update stakeholder register as required	Ensure wider engagement by all relevant departments is included in stakeholder log	As part of annual review - revisit stakeholder prioritisation for SEP	Review community perceptions as part of SEAT Process
		Report to EXCO on any findings from the review of engagement / trends	Review stakeholder engagement log for any trends found in the analysis	Prepare evidence of engagement resulting in changes to management decisions (e.g. minutes & approved actions following engagement) for Assurance	Set Community Perception KPI & develop rating mechanism.
				Conduct annual review of all community feedback, media reports etc. & create report on perceptions. If insufficient information, consider utilising bespoke community perception survey or service.	
				Use annual review of community perceptions to feed SPS, SMP etc.	
				Prepare evidence of task completion for Assurance Review	

4.4 PARTICIPATION IN STAKEHOLDER ENGAGEMENT PLATFORMS

In order to ensure that stakeholders are engaged on a regular basis, De Beers Venetia Mine has developed a stakeholder engagement plan that clearly outlines engagement forums, the frequency of those engagements, relationship owners and methods of engagement. This plan also dictates that all commitments that were made during engagement sessions are captured as notes for the record and are logged in the commitments register. This register is monitored on a regular basis to ensure that commitments made are adhered to and eventually closed off.

The below table lists some of the regular engagement forums that the mine regularly engage with.

There are standard agenda items to be discussed with each of the stakeholders depending on the level of the stakeholder. The main objective for these engagements is to strengthen relations between the mine and its stakeholders.

TABLE 10: PARTICIPATION IN STAKEHOLDER ENGAGEMENT PLATFORMS

ENGAGEMENT PLATFORM	DESCRIPTION	FREQUENCY
Venetia Mine Future Forum (VMFF)	The VMFF consists of mine management and employee representatives (such as the NUM) and consult on the following: The future of the mine Barriers, challenges and possible solutions with regard to productivity and security of employment Production and employment turnaround strategies Monitoring the implementation of strategies as approved by OpCo or Executive Committee (EXCO), including actions to mitigate retrenchments	Monthly
Local Area Committee (LAC)	The LAC is responsible for fund allocation for community development projects, and works in partnership with key community stakeholders (in line with the principles of the De Beers Fund).	Monthly
IDP Forums	The mine participates as a stakeholder in Musina and Blouberg Local Municipalities' IDP consultation processes.	Quarterly
Local Economic Development (LED) Forum	The mine participates in the LED forums of both the Blouberg and Musina Local Municipalities. The LED Forums addresses priority issues related to the development, employment and poverty alleviation of communities concerned.	Quarterly
Greater Mapungubwe Network	A network consisting of a variety of stakeholders with interest in nature conservation, including farmers, environmental NGOs, and representatives from Mapungubwe.	Quarterly
De Beers/SANParks Joint Management Forum	A committee consisting of members of the Venetia Mine management team, representatives from Venetia's Environment and Ecology Departments, as well as managers from SANParks.	Frequency is decided by members of the forum
De Beers/Mapungubwe Joint Operational Committee	A smaller team of senior managers from Venetia Mine and SANParks, focusing on shared operational matters.	Quarterly
Limpopo OHS Tripartite Forum	Promote mine health and safety practices with organised labour and the DMR.	Quarterly
Musina Community	Town hall sessions	Quarterly
Blouberg Community	Town hall sessions	Quarterly
Blouberg Mayoral Magoshi Forum	Meeting between De Beers, Traditional Authorities and Blouberg LM Mayor	Quarterly
Rural Safety Forum	Meetings with stakeholders in the security cluster	Monthly
Mine Crime Combating Forum	Platform for combatting industry unrest and unlawful behaviour	Monthly
Vhembe District Development Forum	A forum consisting of municipal officials and Traditional Leaders focussing on development planning and facilitation	Monthly
Contractors Forum	A forum consisting of all Venetia Mine contractors	Monthly

ASSESSMENT OF COMMUNITY DEVELOPMENT FORUM/AGREEMENT CONCEPT

The current socio-economic environment in which mining companies operate in South Africa is characterised by high levels of unemployment, low skills levels, poverty, disillusionment, poor service delivery and all of these issues has the potential to culminate in the dissatisfaction with the number of opportunities created by mining, including the call for mining companies to include local stakeholders as shareholders in operations and expectation of employment and procurement opportunities beyond what mining companies can offer.

The scale and range of societal challenges makes it impossible for mining companies to deal with community needs in isolation, companies need to consider all the communities when implementing local socio-economic development plans and to effectively drive change, must collaborate on a broader level and seek out partnerships with all stakeholders.

From recent engagements with communities, De Beers Consolidated Mines (DMCM) have learned that they may have focused too much on formal processes and have underestimated the need to give local communities and institutions a greater voice in the process. In response, DBCM seeks to bring all stakeholders together in a more collaborative and transparent manner.

It is therefore the intention of DBCM to establish a Community Development Forums (CDF) for each of the communities in their labour sending areas, namely Blouberg and Musina Municipal areas with representation from all the villages and towns, local councils and municipalities. In addition to nominated and elected representatives, the intention is to create two such forums with representatives of:

- Community structures (women, youth, disabled, aged, etc.)
- Traditional authorities
- Local council and Municipality
- De Beers (Venetia mine and long term contractors)

The main purpose of the proposed CDF is to collectively seek a process that will bring all key stakeholders from the Blouberg and Musina areas together in a more collaborative and transparent manner when implementing socio-economic development initiatives, inter alia:

- Discuss the needs of the community, prioritise these needs and develop socio-economic development plans (Local procurement, Local Employment, Enterprise Development and CSI) to address them
- Identify emerging community issues at an early stage and deal with them proactively rather than reactively
- Share experiences, documenting progress, monitor and evaluate progress and noting where improvement is required
- Develop and disclose social development targets and reporting against them
- Ensure greater flow of information and help build rapport with communities
- Actively pursue viable partnerships for sustainable development

Venetia Mine Socio-Economic Assessment Steering Committee, requested that stakeholder's opinions be tested regarding the creation of the proposed CDF.

All, but one, of the stakeholders engaged are optimistic in regards to the proposed CDF. Stakeholders consulted have these perceptions regarding the proposed CDF:

- **Stakeholder identified benefits and strengths of the proposed CDF:**
 - "It is a brilliant idea and will provide a platform to communicate and address issues"
 - "We feel that it is a good initiative to solve issues, although the CDF is taking longer to set up than anticipated"
 - "This was the intention of the Ponahalo Concerned Group, although they are not currently representing all of the community." "This is a good initiative"
 - "This can be opportunity to identify SMMEs to gain support from the Zimele Hub"
 - "The CDF will address alignment of projects and community needs"
- **Stakeholder identified dis-benefits and weaknesses of the proposed CDF:**
 - The concern was raised that the CDF will undermine the IDP forum, the municipality's processes, and the ward councillors elected to represent the community. "It will be a duplication of efforts and may create tension"
 - "By appointing new forums to represent the community, Venetia Mine is effectively saying a vote of no confidence in ward councillors that have been elected by the community to represent them". It was indicated that the mine should rather slot into existing community representative structures, as Municipalities are legally promulgated through the Municipal Systems Act to consult with local communities, instead of creating new forums.
 - "Representatives from Venetia Mine should form part of existing Municipal forums, but even though they are invited to attend such forums they hardly ever come".
- **Stakeholders suggestion regarding additional stakeholders to form part of the proposed CDF:**
 - SAPS must form part
 - "Not everyone from Blouberg should be part, only those on the Venetia Bus route"
 - Business forum/chamber and businesses need to be represented
 - One stakeholder or party should not be allowed to dominate the forum
- **Stakeholders suggestion regarding proposed frequency of engagements for the proposed CDF:**
 - Quarterly meetings would be sufficient
- **Stakeholders suggestions for the proposed CDF:**
 - Posters/ communication regarding the proposed forum should be put up at the NTK and the butchery in Alldays
 - The CDF will need a terms of reference for each stakeholder and the CDF will need to have clear guidelines/mandate
 - The CDF must be specific and focussed and represent all stakeholders
 - The CDF should have a programme to inform the forum, and the forum in turn must inform the community
 - The CDF needs sub-committees
 - Venetia should facilitate the CDF, the local municipality should only be a stakeholder
 - The CDF should by-pass political self-advancement

4.5 COMPLAINTS MANAGEMENT

The mine finalised an External Grievance procedure at the end of 2013. Prior to finalisation of the procedure, stakeholders were also encouraged to direct all complaints to the Corporate Affairs Manager, who then routed complaints to the relevant department/s.

Venetia Mine has a responsibility to take into consideration and resolve grievances, via the External Grievances procedure, that are brought forward to the mine by External Stakeholders. The objective of the Grievances Procedure is to ensure grievances are recorded, investigated and resolved in accordance with the requirements of the Social Way and the SEAT. The correct management of grievances is a vital part of maintaining the social licence to operate and managing the Mine's reputation. The Venetia Grievance Documentation consists of:

- The Grievance Record Form
- The Grievance Registration Form
- The Grievance Investigation Form
- The Response to Investigation form
- The Response to Action Form

The Grievances Procedure is applicable to all external stakeholders who would like to raise a grievance against Venetia Mine's activities, its employees or contractors, or where there is a grievance against the De Beers Group of Companies received by Venetia Mine.

A poster has been developed to communicate awareness of the Deloitte toll free number to lodge grievances. During stakeholder engagements, the awareness of the poster and of the Grievances Procedure was tested with external stakeholders. Other than NUM representatives, none of the stakeholders have seen the poster or are aware of the Grievances Procedure.





WE WOULD LIKE TO HEAR FROM YOU!

Do have a grievance that you would like to raise with De Beers Venetia Mine?

CONTACT US AS FOLLOWS:

Tel: 015 575 2135
Fax: 015 575 2185
Email: venetia.grievances@debeersgroup.com

**TO REMAIN ANONYMOUS CONTACT OUR
INDEPENDENT DELOITTE HOTLINE:**

Tel: 0800 032 4475
Email: anonymous@speak-up-site.com

Confidentiality is guaranteed.

De Beers recognizes that good relations with stakeholders are vital to operating a sustainable business in South Africa. As a company, we believe that our stakeholders play an essential role in our business and should be given an opportunity to raise any grievance or complaints with us.

Evidently a need for greater awareness of the existence of, the use of, and the Mine's commitment to the Grievance Procedure needs to be communicated to all potential affected stakeholders.

Stakeholders from both Municipalities think that the poster should be distributed at the municipal offices, and a suggestion was also made to have the Hotline listed on the Municipal website to assist with awareness creation.

Means in which stakeholder currently lodge grievances include:

- Make contact with Corporate Affairs
- Request a meeting when a problem arises
- SLP related problems are dealt directly with DMR
- Residents take complaints directly to the Municipality and the Mayor then takes it up with Venetia Management
- Grievances are raised at town hall meetings and during regular stakeholder consultations
- For some grievances are not lodged as they have no means for lodging these anonymously

Of the fourteen complaints received in 2016, six complaints relate to grievances that relate to aspects such as unfair treatment, high bus rates, appointment of gym service provider, powerlines transferring electricity to Venetia Mine, and high electricity and water bill. Eight of the complaints relate to social incidents, namely: job scam, unfair labour practices, busses interrupted through the Ponahalo Concern Group, contractor employees robbed and assaulted, non-

employee assaulted, and community member hit by Venetia Mine bus. These complaints have been tracked through the mine's issues log to ensure that they are closed off.

4.6 EXISTING INVESTMENT IN COMMUNITY DEVELOPMENT PROJECTS

Venetia Mine invests in community development projects as part of its commitment to make a real difference in host and labour sending communities.

The key developmental focus areas of these projects are arts and culture, education and training, enterprise development, environmental development, health and social support, infrastructure development, poverty alleviation, sports and recreation, and general community support.

There are four sources of funding for these projects:

- Venetia Mine LAC: Receives requests for funding of projects below R50,000. The focus is on smaller community development projects that make a difference in the community (therefore excluding infrastructure projects).
- Venetia Mine Social and Labour Plan (SLP) 2013-2017: These projects are adopted from the Musina and Blouberg Local Municipalities' IDPs and included in the Venetia Mine SLP commitments, focussing on community, local economic and infrastructure development projects.
- De Beers Fund (DBFund): Funding through the DBFund is aimed at applications for support of R50,000 and above. These requests are adjudicated and decided upon during the quarterly DBFund Board of Trustees meeting in Johannesburg. The focus is on sizable community development projects that make a difference in the community, including infrastructure projects.
- Venetia Mine Fund (VMFund): Supports projects that, because of their nature, do not qualify for funding from either the LAC or DBFund, but are of strategic significance to Venetia Mine. The Venetia Mine OpCo team manages the VMFund.

Table 11 details the mine's investment in community development projects since 2014.

TABLE 11: COMMUNITY DEVELOPMENT PROJECTS

PROJECT	PROJECT FOCUS	BENEFICIARIES	AREA	AMOUNT (In Rand)		
				ACTUAL SPENT		BUDGETED/ COMMITTED
				2014	2015	2016
ARTS AND CULTURE						
Musina and Blouberg Field bands	Provision of attire for Youth development through music	Youth	Musina, Blouberg		R50,000	
Blouberg Field band	Provision of t-shirts for Youth development through music to De Beers Blouberg Field Band	Youth	Blouberg	R20,422		

PROJECT	PROJECT FOCUS	BENEFICIARIES	AREA	AMOUNT (In Rand)		
				ACTUAL SPENT		BUDGETED/ COMMITTED
				2014	2015	2016
Musina Field bands	Provision of t-shirts for Youth development through music to De Beers Musina Field Band	Youth	Musina	R33,715		
Provincial SAPS choir	Provision of uniforms	SAPS choir members	Limpopo	R23,900		
EDUCATION AND TRAINING						
Musina Schools subvention programme (Teacher Subvention)	Funding of additional or current educational staff members at schools	Musina High School	Musina and Nancefield		R3,309,402	R1,800,00
		Eric Louw High School				
		Messina Primary School				
Maths and Science Programme	Enhancement of learners' performance in Maths and Science	Learners in various local schools from Musina, Alldays, Grootpan, and Taaibosch	Musina, Blouberg	R300,000	R300,000	R300,000
Donations to schools	Donations of stationary, equipment, or cash	Foldable classroom chalkboards to Makushu Primary School in Nancefield	Musina		R15,580	
		Photocopier to Phala Secondary school in Bochum	Blouberg		R8,550	
		Cash donation to Ratanang Special School	Blouberg	R11,560		
Bursaries and scholarships	Once-off grant for learners	Student Financial Aid Scheme to learners from Musina, Alldays, Grootpan, Taaibosch	Musina, Blouberg	R142,788	R263,882	
Donations to scholars	Donations of equipment	3 laptops to 3 top performing Gr12 learners from Bahananwa circuit	Blouberg	R17,224		

PROJECT	PROJECT FOCUS	BENEFICIARIES	AREA	AMOUNT (In Rand)		
				ACTUAL SPENT		BUDGETED/ COMMITTED
				2014	2015	2016
		through the Bahananwa Excellence Awards				
Enhancement of school facilities	Construction, renovations, improvements at schools	12 new classrooms for Renaissance High School	Musina			R12,740,500
ENTERPRISE DEVELOPMENT						
Enterprise development Zimele	Support to entrepreneurs through the business hub inclusive of Hub operating cost	9 businesses were supported through the Zimele Hub in 2014 and 2015	Blouberg and Musina	R1,026,406	R2,259.824	R400,000
Aquaculture	Job creation and food security	Musina communities	Musina		R66,944	
Building materials project	Feasibility study to determine viability	Musina	Musina		R300,000 (budgeted)	R600,000
Ventilation pipes project	Feasibility study to determine viability	Alldays	Blouberg		R300,000 (budgeted)	R600,000
ENVIRONMENT						
Alldays refuse disposal site and fencing project	Upgrade of waste disposal site	Alldays	Blouberg	R872,395		
Special programmes	Support for Endangered Wildlife Trust (EWT) on its road kill project		Musina	R50,000		
Arbor day 2015	In support of National Arbor Month, donated 326 trees	27 schools	Musina, Blouberg	326 trees		
HEALTH AND SOCIAL SUPPORT						
Provision of food parcels	Support to vulnerable groups, drop in centres and pre-schools through providing food	Six needy families (3 in Blouberg and 3 in Musina)	Blouberg, Musina		R12,000	
		Musina Children Resource Centre supported with	Musina	R3,875	R10,000	

PROJECT	PROJECT FOCUS	BENEFICIARIES	AREA	AMOUNT (In Rand)		
				ACTUAL SPENT		BUDGETED/ COMMITTED
				2014	2015	2016
	parcels and other support	food parcels, toiletries, toys				
		Food parcels for Ratanang Crèche in Alldays	Blouberg		R6,000	
		Food parcels for Ngoako and Mantshabe drop in centres and for Moloko and Mashilo pre-schools in Grootpan and Siaz	Blouberg		R23,452	
		Food parcels for Mantshodi pre-school and Crèche in Taaibosch	Blouberg		R6,528	
Donations to clinics, fire stations, emergency services, etc.	Donations of stationary, or equipment	200 water bottles and 200 medals as part of the roll out of the 'Living Health Campaign' for Nancefield Clinic	Musina		R15,790	
		3 chain saws to Musina Fire Department	Musina		R20,562	
		A Fridge, 2 single beds, a microwave, and a couch to Limpopo ER 24	Blouberg, Musina		R3,888	
		Signature guides, 10 money templates, 40 canes, 10 wheelchairs donated to Musina South African National Association of the Blind and Partially sighted persons (SANABP)	Musina		R53,737	

PROJECT	PROJECT FOCUS	BENEFICIARIES	AREA	AMOUNT (In Rand)		
				ACTUAL SPENT		BUDGETED/ COMMITTED
				2014	2015	2016
		Blood pressure machine for Fountain of Hope Comprehensive Care and Management Centre, a unit in the Musina Hospital.	Musina	R4,495		
INFRASTRUCTURE						
Alldays Water Project	Water borehole at Kromhoek, installation of booster pumps, and water reservoir construction	Alldays residents	Blouberg		R1,889,134	
Electrical project (switchgear)	Installation of new electrical poles, high mast lights and switchgear	Musina and Nancefield residents	Musina	R1,803,668		
Limpopo Rural Schools Development Programme	Improvement of infrastructure at rural schools	Rural schools in the Blouberg and Musina municipal areas	Musina, Blouberg		R4,417,170	R3,000,000
Musina Roads Intersection Project	Improvement of deteriorated roads	Musina and Nancefield	Musina	R5,202,464		
Musina Vehicle Testing Station	Renovation of paving of testing station	Musina and Nancefield	Musina	R1,343,582		
Ratanang Special School	Fixing of storm damaged roof, repairing electrical reticulation, plastering and painting.	Ratanang Special School	Blouberg	R6,921,471		
Early Childhood Development Centre (ECD)	Siaz Crèche (2015)	Siaz village	Blouberg	R1,979,130	R2,461,547	
	Grootpan Crèche (2014)	Senwarbawana	Blouberg			
POVERTY ALLEVIATION						
Community social development projects	Commit R5 000 000 to the Blouberg and Musina Municipal areas respectively to use for "quick-win"	Community	Blouberg, Musina			R10,000,000

PROJECT	PROJECT FOCUS	BENEFICIARIES	AREA	AMOUNT (In Rand)		
				ACTUAL SPENT		BUDGETED/ COMMITTED
				2014	2015	2016
	community social development projects					
SPORT AND RECREATION						
Chippa Sports Centre	Sport kits and trophies for sport development	Blouberg youth	Blouberg		R33,276	
Dunzi Young Stars	Soccer kits for sport development	Soccer team from Matswale in Nancefield	Musina	R9,713		
Provincial SAPS practical shooting team	Supply of team t-shirts	SAPS members	Limpopo	R6,566		
GENERAL COMMUNITY SUPPORT						
Sponsorships	Sponsorship of events such as award ceremonies, indabas, workshops, and special broadcasts	Sponsor Musina community radio (Musina FM) with t-shirts and media cards	Musina		R4,565	
		Sponsor Musina LoveLife Annual Youth Awareness day through 300 t-shirts and 60 medals	Musina	R24,145		

4.7 OTHER SOCIO-ECONOMIC BENEFIT DELIVERY ACTIVITIES

THE DIAMOND ROUTE

The Diamond Route which was launched in 2002 is a biodiversity conservation, education research and sustainability initiative which link 250 000 ha of conservation land owned by De Beers the Oppenheimer family and De Beers' black economic empowerment (BEE) partner Ponahalo Holdings which carry a strong diamond-related legacy. The final destination along the Diamond Route is the Venetia Limpopo Nature Reserve which is situated next to the Mapungubwe National Park. The reserve has a research department studying vegetation dynamics, restoration ecology, and the management of elephant and wild dogs. The reserve, which is open to the public, contributes to local tourism.

Following the end of the Diamond Route's Memorandum of Understanding, founding partner E Oppenheimer & Sons withdrew in 2015. An opportunity thus presents itself to revisit the role of De Beers' conservation efforts and how to link all biodiversity, cultural and heritage properties and actions across all its operations.

LOCAL EMPLOYMENT

Venetia Mine's labour force comes mainly from the Musina and Blouberg municipal areas. Table 12 indicates the mine's labour sending areas per municipality.

TABLE 12: VENETIA LABOUR SENDING AREAS, DECEMBER 2016

Municipal Area	Cities/Towns/Villages	Number	%
Musina	Musina Town, Nancefield, Tshipise, Sagole, Muswodi, Folovhodwe	573	39.85%
Blouberg	Alldays, Grootpan, Devrede, Taaiboschgroet, Ga-Kibi, Ga-Makgato, Babirwa, Longden, Juniorsloop, Dendron, Eindermark, Harrietswich Village, Kromhoek, Senwabarwana	301	20.93%
Thohoyandou	Dzanani, Mutale, Makonde, Nzhelele, Manenzhe, Mudimeli, Shayandima, Sibasa, Masisi, Vuwani, Dzimaui, Mashau.	70	4.87%
Polokwane	Polokwane, Mashashane, Ramokgopa, Seshego, Botlokwa, Seleka, Modjadji, Tzaneen, Chuenespoort, Phalaborwa, Zebediela, Kgapane.	60	4.17%
Louis Trichardt	Polokwane, Makhado, Xitachi, Waterval, Sinthumule.	91	6.33%
Other	Johannesburg, Cape Town, Koffiefontein, Windhoek, Nederland, Zimbabwe, Bloemfontein	343	23.85%
Total		1438	100%

Venetia Mine's total payroll in 2015 amounted to R451 001 554.27 most of which was injected into the local economy as 91% of Venetia Mine employees are local (see Table 13).

TABLE 13: VENETIA MINE PAYROLL PER LABOUR SENDING AREA, 2015

LABOUR SENDING AREA	TOTAL PAYROLL 2015
Musina	R162 359 410.44
Blouberg	R57 125 570.89
Polokwane	R16 515 446.18
Thohoyandou	R16 483 468.81
Other	R176 489 550.61
Louis Trichardt	22 028 107.34
Grand Total	R451 001 554.27

Table 15 provides the percentage skilled and semi-skilled locally employed workforce as well as those from other areas in 2015.

TABLE 15: SHARE OF SKILLED AND SEMI-SKILLED EMPLOYEES PER AREA, 2015

EMPLOYEES	LOCAL	OTHER AREAS
Semi-skilled	94%	6%
Skilled	88%	12%

The objective of DBCM's Skills Development Plan is to provide quality learning and growth opportunities for people development in pursuit of individual, operational, corporate and national training and development goals. Table 16 provides information relating to the mine's contribution towards skills development.

TABLE 16: ANNUAL CONTRIBUTION TO EMPLOYEE SKILLS DEVELOPMENT

YEAR	2011	2012	2013	2014	2015
Amount spend (Skills development)	R14,997,304	R17,367 113	R15,548,176	R27 649 911.00	R30 881 297.35
Skills development spend (% of payroll)	4%	4%	3.6%	4.1	4.4%

ENTERPRISE DEVELOPMENT PERFORMANCE

The Venetia Business Hub was introduced in 2011. The primary objective of the Hub is to provide both financial as well as non-financial support to local entrepreneurs to venture into any form of sustainable business. Both municipalities have subsequently agreed to support all their future entrepreneurial projects through the Venetia Business Hub.

Zimele hub facilitates the creation, promotion and expansion of sustainable, empowered businesses through funding, extensive support, mentorship and guidance. In collaboration with strategic partners, Zimele turns the dreams of potential entrepreneurs into reality. The Zimele hub offers:

- Business loans for start-up businesses
- Business loans for existing businesses looking to expand
- Basic business advice and mentorship
- Access to office facilities and free internet, fax, copies, and printing services

Eligible applicants are those located in labour sending areas of the Vhembe and Capricorn District Municipalities and businesses with at least 26% ownership by a Historically Disadvantaged South African (HDSA).

Since its introduction, 47 businesses have been supported through 50 transactions, and 651 jobs (new and existing) have been supported and/or created. Approximately 40% of SMMEs supported are women owned, and 30% are youth owned. The cost per job created (funds disbursed per number of jobs created/supported) is R13,606.51.

TABLE 17: ENTERPRISE DEVELOPMENT INITIATIVES THROUGH VENETIA HUB

YEAR	NUMBER OF BUSINESSES SUPPORTED	JOBS CREATED	FUNDS DISBURSED
2011	4	28	R699,440
2012	13	179	R1,928,595
2013	14	167	R2,146,805
2014	9	121	R1,705,535
2015	9	153	R2,259,823
2016	1	3	R117,640
Total	50 (3)	651	R8,857,839

Of the 47 entrepreneurs supported, 10 are successful and have fully paid back loans, the loans of 15 entrepreneurs have been written off, and the remaining entrepreneurs are developing well and busy paying back their loans.

VENETIA BUSINESS HUB ADVANCES ENTREPRENEURSHIP IN LABOUR SENDING COMMUNITIES

Evidence of how Venetia Business Hub has helped some local businesses grow from strength to strength is shared hereunder.

Since being a young boy, Pieter used to work in the garden of Mr. Pretorius, the owner of the property where he resided with his mom. From an early age Pieter saved up his pocket money, “ek het nie saam ander kinders gespeel nie, was nooit stout nie, en het van kleins af gewerk en al my geld gespaar”. As he grew up he was exposed to many trades through Mr. Pretorius, who also encouraged him to identify which trade he liked the best so that he too one day could earn himself a respectful living. Pieter had a keen interest in the maintenance of swimming pools, fixing of pumps, etc. One day, Mr. Pretorius, told Pieter that he needs to register his own business and try to get contracts for swimming pool maintenance in and around Musina. Pieter looked up to Mr. Pretorius, who always looked after him as if he was his own son, and so decided to use his mentor’s initials for his own business. With the assistance of Isak Johan Pretorius, Pieter created IJP trading. Pieter also undertook many piece jobs in and around town, maintaining home gardens and swimming pools. Word of mouth soon spread, as Pieter successfully maintained gardens and swimming pools with many satisfied clients. “As ek ‘n swembad sien wat vuil is weet ek presies wat om te doen, en daar is nie een van my swembaddens waarvoor ek verantwoordelik is wat nie mooi blou en skoon is nie”. Through the advice of Mr. Pretorius, Pieter built up a profile with photographic evidence of before and after photos of swimming pools that he maintains. Pieter used a bicycle as means of transport, so despite sufficient demand for his services, his maintenance services were not able to expand. When Mr. Pretorius passed away, Pieter felt he had disappointed his mentor by not having had made a success of his life, but without sufficient funds he felt trapped. Not long thereafter, Pieter saw a De Beers advertisement looking for a swimming pool maintenance team. He stood in front of the advert for nearly an hour, and decided that he must be dreaming. Later during the day, he saw two more of the same adverts, and decided instantaneously that he was going to submit a tender. At the compulsory site inspection, after meeting fellow competitors, Pieter felt very intimidated and thought he had no chance. Later that evening he decided to send his profile and quotation in order to uphold the name of his mentor and company IJP trading. Much to Pieter’s surprise, he was called by De Beers to say he had not submitted his tax registration, and he felt embarrassed that he had forgotten it, despite Mr. Pretorius having taught him tender requirements. The need for maintenance of swimming pools offered an opportunity to De Beers to develop a historically disadvantaged local supplier, and Pieter was just

what De Beers was looking for. Pieter was overjoyed when he got the phone call to say that he must come and sign the contract that he has been awarded. De Beers enhanced black youth entrepreneurship by appointing IJP trading to maintain the group's swimming pools at all of De Beers properties. Pieter, the Musina-based entrepreneur, was appointed and had to go through a development and mentorship programme before signing a contract to maintain the De Beers swimming pools. With contract in hand, and training completed, Pieter approached Zimele Hub, and said "wat moet ek nou doen". Zimele Hub assisted Pieter with identifying what was needed in order to fulfil the contractual requirements, Pieter was assisted with budget planning, a loan to purchase a bakkie for transport as well as initial supplies. De Beers Zimele also supported Pieter with ad hoc mentorship and coaching, and ongoing progress reviews. With support and mentorship from De Beers Zimele, Pieter's small business now supports 2 additional employees – all of whom are local youth. "Was dit nie vir De Beers, was ek nie nou 'n suksesvolle besigheids eienaar nie wat werk geleenthede vir andere ook nog skep," adds Pieter. Through the growth of Pieter's enterprise, Pieter is now also able to take on the maintenance of additional swimming pools in the Municipality. Through Pieter's drive to succeed and business savings acumen, Pieter is currently in the process of opening up his own swimming pool shop in Musina. De Beers Zimele has helped Pieter immensely to start up his business from nothing. "De Beers is goed vir my, en ek weet ek moet my beste gee sodat hulle my weer sal aanhou gebruik en sodat Mnr. Pretorius trots sal wees op my". This is a resounding success story for supplier development related enterprise development at De Beers, Venetia Mine.

De Beers VUP and Servest have jointly boosted black entrepreneurship in Musina by appointing a local small business owner to manage the group's guest venues, Mudzwiri Lodge and Diamond Club. Transformation is a priority at De Beers and the need for a venue manager offered an opportunity to develop a historically disadvantaged supplier in Musina and Alldays. The opportunity was advertised amongst black small business owners in the facilities management and hospitality sectors in Musina and Alldays only. Candidates were assessed by a panel of De Beers and Servest representatives, and the recommended candidate underwent a skills gap assessment as well. The successful candidate Mukondi Mafune, a Musina-based entrepreneur, was appointed on 1 June 2015 and had to go through a three-month development and mentorship programme in the hospitality environment before signing a contract to manage Mudzwiri Lodge and Diamond Club. Training included hospitality elements such as housekeeping, kitchen, laundry and admin, as well as occupational health and safety, including Zero Harm goal. De Beers Zimele and Servest supported Mukondi with ad hoc mentorship and coaching, and ongoing progress reviews. Funding of 120,000 was made available to the new manager through Zimele's Venetia business hub for the purchase of groceries, payment of salaries and unforeseen expenses.

Four young people recently celebrated the launch of their new entertainment business thanks to start-up funding from De Beers Zimele. Aluwani Lambani, the Director for Ghanzhe Trading Enterprise is 27 years old and has always dreamed of owning his own business. "Business is in my blood," he says, "I always knew that I wanted to work for myself." With the help of a low interest loan from De Beers Zimele, Aluwani has purchased four jumping castles and a professional sound system, including four large speakers, amps, microphones and other technology. These are the main components of his new events business which offers everything from DJ services and jumping castles to event management and catering. With support and mentorship from De Beers Zimele, Aluwani's small business supports four employees – all of whom are youths. "I really believe that Enterprise Development is the key to economic freedom in Vhembe. By funding young entrepreneurs De Beers creates employment and empowers the youth – helping us to create our own bright future," says Aluwani. "De Beers Zimele is all about creating sustainable jobs and developing local business – with a special focus on women and our youth. So partnering with a passionate youngster like Aluwani who has a solid business plan, paired with the necessary drive to succeed, is exactly aligned to our strategic priorities," says Hub Manager, Stanley Boloko.

5

PROFILE OF THE LOCAL AREA

Venetia Mine draws its labour mainly from villages and towns in the Musina and Blouberg Local Municipalities. The mine's zone of influence is therefore defined as these two municipal areas, which are profiled in this section.

5.1 OVERVIEW OF THE LOCAL AREA

Limpopo Province, South Africa's northern-most province, shares international borders with Mozambique, Zimbabwe and Botswana. The province encloses 125,754km² which constitutes 10.3% of South Africa's total land area. According to the StatsSA Community Survey of 2016, the Province has a **population of 5,799,090 people**, of which 53% are comprised of female and 47% of male residents.

De Beers Venetia Mine has two labour sending areas, viz. Musina and Blouberg Municipalities. This section thus deals with the socio-economic components of these Local Municipalities.

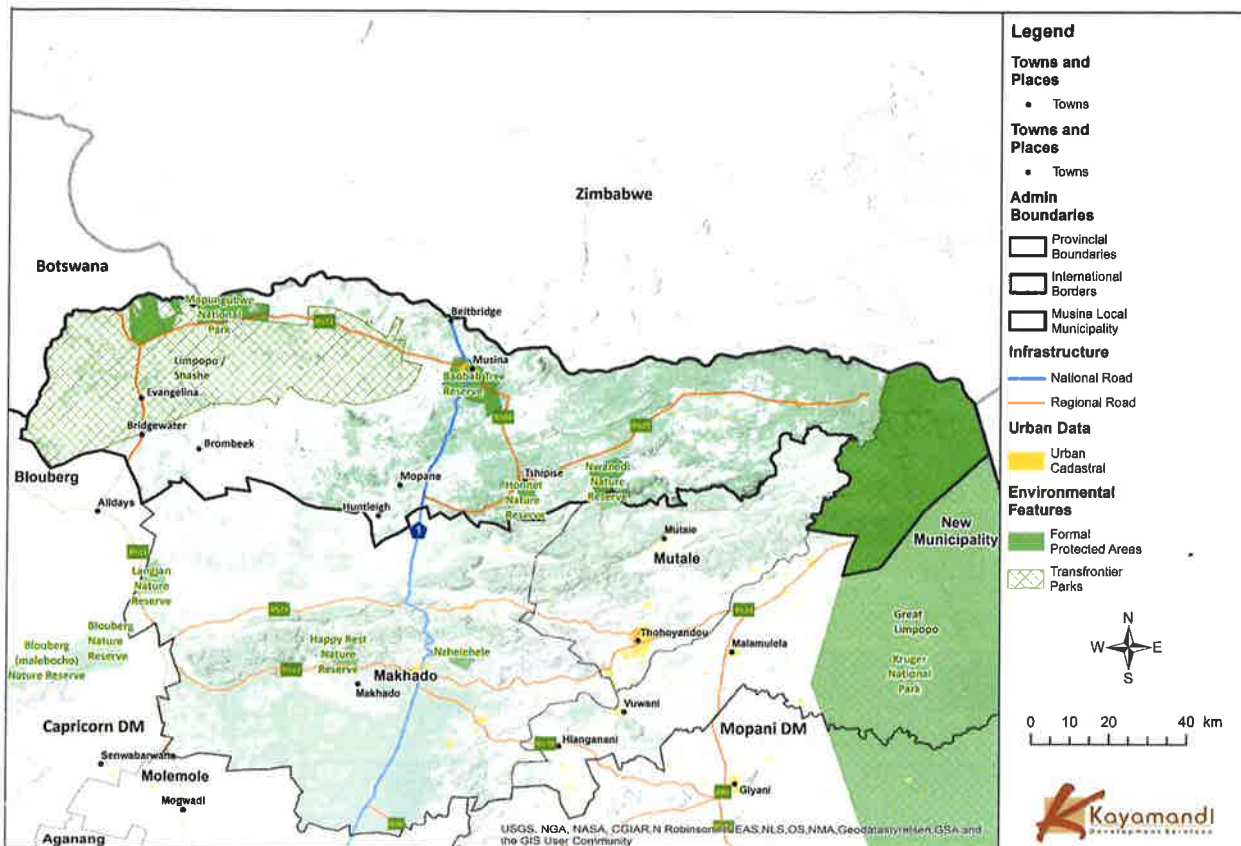
The Musina Local Municipality is located in the Vhembe District Municipality of the Limpopo Province, South Africa. The Local Municipalities in the Vhembe District was recently re-demarcated by the Municipal Demarcation Board in terms of Section 21(5) of the Local Government: Municipal Demarcation Act, 1998, and gazetted in the Provincial Gazette (Notice 53 of 2015). The 2015 newly demarcated Vhembe District consist of four local municipalities, namely Musina Local Municipality, Makhado Local Municipality, Mutale Local Municipality and a New Municipalities, which has yet to be named. The Musina municipality is bordered by Zimbabwe to the north, Mozambique to the east, Makhado and Thulamela Local Municipalities to the south, and the Blouberg Local Municipality and Botswana to the west. The Local Municipality is home to three border posts bordering three different countries, namely Pont Drift (Botswana), Beitbridge (Zimbabwe) and Pafuri (Mozambique). The Pafuri border post, however, is only accessible through the Kruger National Park and by 4x4 vehicle.

The new demarcations translated into Musina Local Municipality incorporating five former Mutale Local Municipal wards (namely former Ward numbers 8, 9, 10, 11 and 12). The newly demarcated Musina Local Municipality has a total surface area of approximately 10 347km². The seat of the Local Municipality is Musina Town. Musina is the northernmost town in the Limpopo Province of South Africa. Musina is located near the confluence of the Limpopo River with the Sand River and the border to Zimbabwe (i.e. Beitbridge).

The Blouberg Local Municipality is located in the Capricorn District Municipality of the Limpopo Province, South Africa. The Capricorn District Municipality consists of four local municipalities, namely Blouberg Local Municipality, Polokwane Local Municipality, Molemole Local Municipality and Lepelle Nkumpi Local Municipality. The Blouberg Municipality borders Botswana to the north. The Blouberg Local Municipality was recently re-demarcated to include a very small portion of the previous Aganang Local Municipality. The Municipality is situated approximately 95km from Polokwane and is predominantly rural in nature. Large parts of the Municipality consist of private farms used for agriculture (especially game farming) purposes.

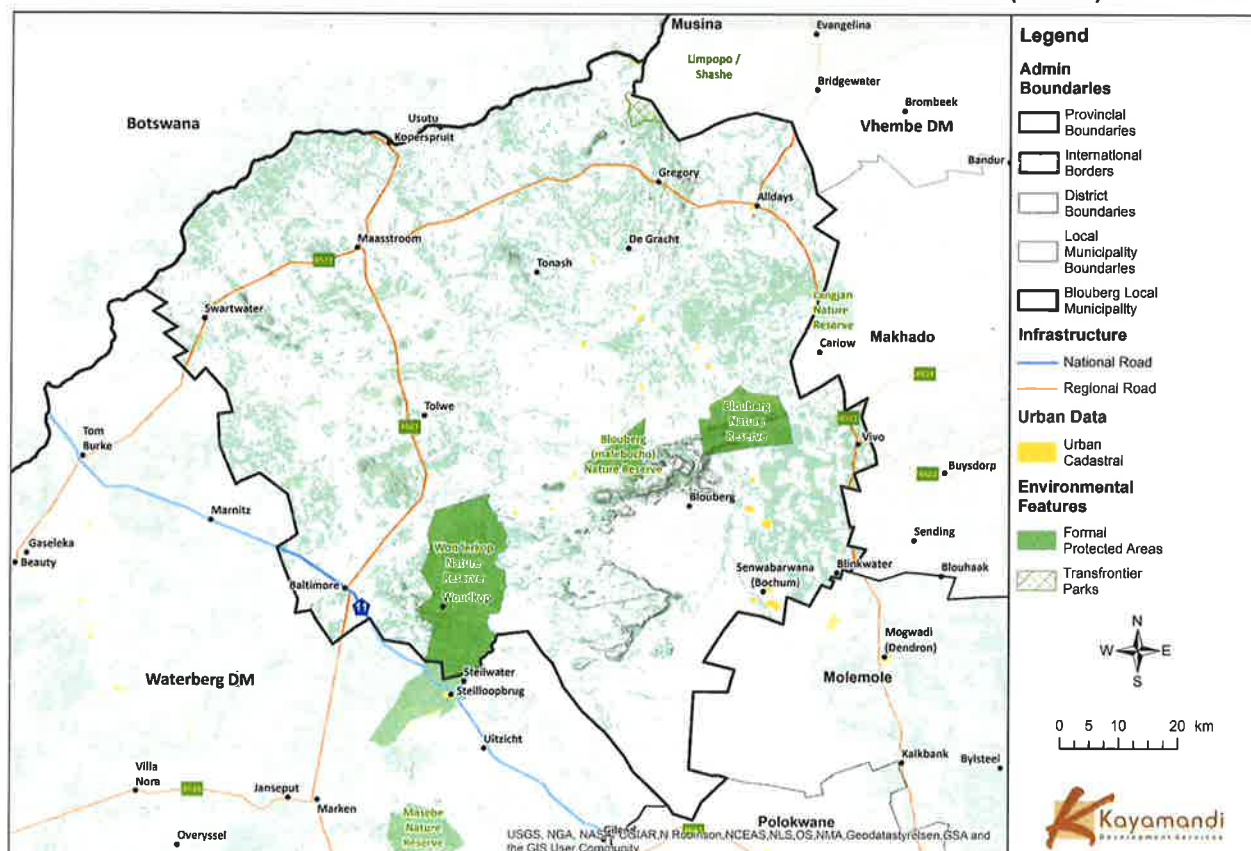
The seat of the Local Municipality is Senwabarwana (also known as Bochum). Alldays is a small Urban Area in the Blouberg Local Municipality (refer to below Figure), which was initially established as a small farming centre to serve the surrounding farms. The primary function is still to serve the surrounding farming community, but it has since grown to a first order node settlement within the Local Municipality. Alldays is the closest Urban Area to the Venetia Mining operation.

FIGURE 3: NEWLY DEMARCATED MUSINA LOCAL MUNICIPALITY (2015)



Source: Kayamandi Development Services; Demarcation Board, 2016

FIGURE 4: NEWLY DEMARCATED BLOUBERG LOCAL MUNICIPALITY (2015)



Source: Kayamandi Development Services; Demarcation Board, 2016

Five growth points have been identified within the Blouberg local municipal area and they are; Senwabarwana, Alldays, Eldorado, Tolwe and the Puraspan-Avon-Indermark corridor. Of these areas, three of them fall within Venetia Mine's immediate labour sending areas, i.e. Alldays, Eldorado and Tolwe. The central locality of the municipal area in relation to the rest of the country ensures that a number of important regional routes transverse the area, of which the R521 (Polokwane-Alldays) and D1200 (Mogwadi-Senwabarwana-GaMankgodi) routes link the municipal area with the rest of the country. Other routes, which are also of a regional and sub-regional importance, are the D1589 which links Blouberg with the Waterberg district municipal area and Botswana and the D1468 (Senwabarwana-Vivo-Indermark), which should be prioritized due to its economic importance.

5.2 DEMOGRAPHICS

POPULATION FIGURES

Table 18 presents the population statistics on a local, district and provincial level for 2001 and 2011 based on 2001 and 2011 Census data.

TABLE 18: POPULATION AND POPULATION GROWTH

GEOGRAPHIC AREA	2001	2011	ANNUAL GROWTH RATE
Musina Urban Area (Main place)	19 121	42 678	8.4%
Musina LM (2011 demarcation)	39 310	68 359	5.7%
Mutale wards (2011 demarcation)	31 327	36 296	1.5%
Re-demarcated Musina (2015)	70 636	104 655	4.0%
Vhembe DM	1 197 952	1 294 722	0.8%
Alldays Urban Area (Main place)	70	2 987	45.6%
Blouberg LM	171 721	162 629	-0.5%
Capricorn DM	1 164 281	1 261 463	0.8%
Limpopo Province	4 995 462	5 404 868	0.8%

From the table above it is clear that the Musina Local Municipality has grown quite considerably from 2001 to 2011 with an average annual growth rate of 4.0%, especially in comparison to the District and the Province with 0.8% average annual growth respectively. According to the latest Stats SA Community Survey 2016, the **Musina Local Municipality** grew by an average of 7.3% per annum from 2011 to 2016, bringing the latest available indication of the size of the population of the municipality to **148,853 people**.

Musina urban area has grown even more considerably with an average annual growth rate of 8.4% between 2001 and 2011 or an increase of approximately 2 400 people per annum in population. A possible reason for the rapid growth rate could be attributed to the fact that Musina borders onto Zimbabwe and Botswana, with the Beitbridge border post being the only entry point into South Africa from Zimbabwe. The 2011 population of the newly demarcated Musina LM contributes only about 8% to the total Vhembe District population.

The population density of the newly demarcated Musina LM is 10 people per km², in comparison to the population densities of Vhembe District (51 people per km²) and the Province (43 people per km²).

The Blouberg Local Municipality has experienced negative growth from 2001 to 2011 with a negative average annual growth rate of -0.5%. This is concerning, especially in comparison to the District and the Province with a positive average annual growth of 0.8% respectively. A possible reason for the decrease in population could be attributed to the fact that Blouberg LM does not have any major economic centres, and people tend to move to areas with economic and employment opportunities such as Polokwane and even Gauteng. According to the latest Stats SA Community Survey 2016, the **Blouberg Local Municipality** declined by an average of -0.3% per annum from 2011 to 2016, bringing the latest available indication of the size of the population of the municipality to **160,204 people**.

The Urban Area of Alldays experienced rapid growth from 2001 to 2011 with an average annual growth rate of 45.6%. This could possibly be attributed to both surrounding farm workers and mine workers being relocated to the Urban Area due to the availability of RDP houses or since Labour and sector-specific legislation (with housing condition requirements) came into effect (such as the MPRDA, 2002).

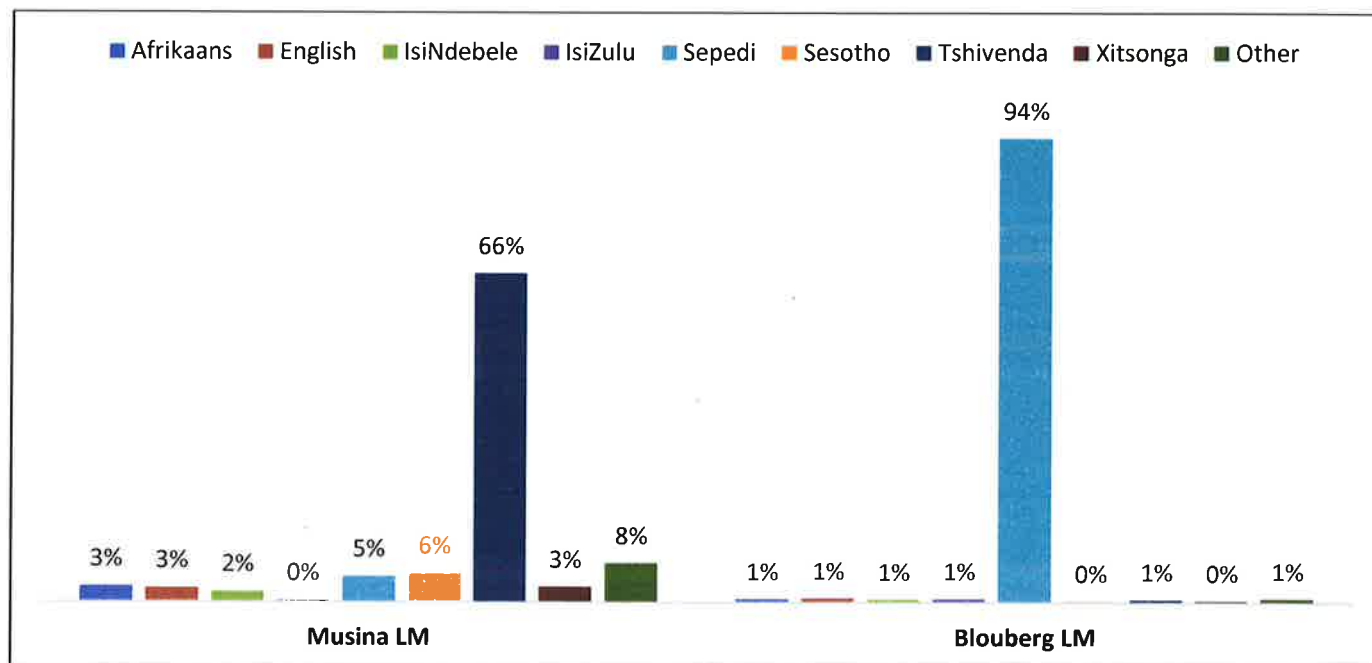
The population density of Blouberg LM is approximately 17 people per km², in comparison to the population densities of Capricorn District (58 people per km²) and the Province (43 people per km²).

ETHNIC COMPOSITION

Approximately 96% of the Musina LM's population is Black African, while Whites (3%) constitute the second largest population grouping, which mirrors the provincial statistics. Approximately 66% of the population in the municipality speaks Tshivenda as their first language, followed by 6% who speaks Sesotho, and 5% speaking Sepedi.

The overwhelming majority of the population in Blouberg LM is Black African (99%), followed by 0.6% of Whites. Sepedi is spoken by 94% of the population as their first language.

GRAPH 2: LANGUAGE

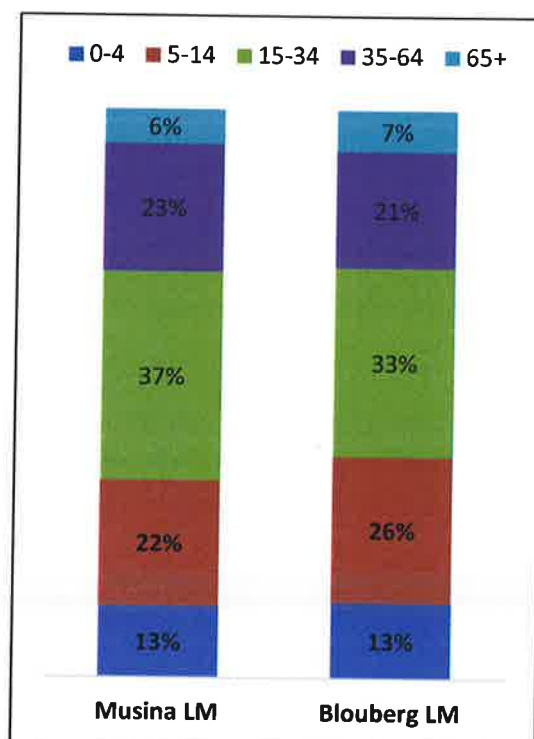


AGE AND GENDER

Slightly more than one third of the population in the Vhembe District Municipality (35%) and the Capricorn District (34%) are under the age of 15. The two municipalities reflect almost the same realities as in their districts with 35% of the population in the Musina LM under the age of 15 and 39% in Blouberg LM. This highlights that an enormous challenge exists in terms of education and future employment for this age group.

The economically active age group of 15 to 64 accounts for 59% of the population in Musina LM and 54% in Blouberg LM.

GRAPH 3: AGE GROUPS



In both municipal areas, the females (54%) outnumber males (46%). This may be ascribed to a migration of men from the area to seek employment in other areas.

HOUSEHOLD SIZE

The size of a household is an indication of the number of people living under one roof and sharing an income. The below Table provides an indication of average household size of the two labour sending municipalities.

TABLE 19: AVERAGE HOUSEHOLD SIZES

GEOGRAPHIC AREA	2001	2011
Musina Urban Area (Main place)	3.5	3.7
Musina LM (2011 demarcation)	3.4	3.4
Mutale wards (2011 demarcation)	4.6	3.8
Re-demarcated Musina (2015)	3.8	3.5
Vhembe DM	4.5	3.9
Alldays Urban Area (Main place)	1.9	4.0
Blouberg LM	4.6	3.9
Capricorn DM	4.3	3.7
Limpopo Province	4.5	3.9

From the above table it is evident that average household size in the newly demarcated Musina Local Municipality decreased slightly from 3.8 members in 2001 to 3.5 members in 2011. In contrast with this trend, Musina Urban Area has shown a very slight increase in average household size from 2001 to 2011.

The average household size in the Blouberg Local Municipality decreased from 4.6 members in 2001 to 3.9 members in 2011. In contrast to this trend, the Urban Area of Alldays experienced an increase in the average household size, this however, could be due to an influx of farm and mine workers and their families to the Urban Area as a result of legislation and the availability of government housing.

The decrease in average household size in both Municipalities is consistent with the trend experienced on a district and provincial level.

5.3 ECONOMY, LIVELIHOODS AND LABOUR FORCE

HOUSEHOLD INCOME PROFILE

The table below provides an indication of the average annual household income of households within the newly demarcated Musina Local Municipality and within the Blouberg Local Municipality.

TABLE 20: NEWLY DEMARCATED MUSINA LM AND BLOUBERG LM HOUSEHOLD INCOME

INCOME	INCOME CATEGORY	MUSINA LM 2001	MUSINA LM 2011	BLOUBERG LM 2001	BLOUBERG LM 2011
No income		11%	13%	35%	16%
R1 – R4 800		35%	6%	14%	7%
R4 801 – R9 600	LOW	23%	14%	27%	14%
R9 601 – R19 200		13%	26%	13%	27%
R19 201 – R38 400		9%	20%	5%	23%
R38 401 – R76 800		4%	9%	4%	7%
R76 801 – R153 600	MIDDLE	3%	6%	1%	4%
R153 601 and more	HIGH	2%	6%	1%	4%
TOTAL		100%	100%	100%	100%

From the table above it can be deduced that a clear shift exists in the average annual income of households for both Municipal areas between 2001 and 2011, especially in the middle and higher income classes.

In Musina Local Municipality, the increase in the percentage of households with no income between 2001 and 2011 is of great concern, with 13% of households in 2011 having no income, and therefore being dependent on government

and social grants and assistance. In total however, there has been a decrease in the number of households that fall within the low income category from 91% in 2001 to 79% in 2011.

In Blouberg Local Municipality, although there has been a decrease in the number of households with no income from 2001 to 2011, the 16% of households that still have no income is of concern as they are dependent on government and social grants and assistance. In total however, there has also been a decrease in the number of households that fall within the low income category from 91% in 2001 to 86% in 2011, while the percentage of households in the middle income category increased from 5% to 11% and the percentage of households in the high income category increased from 1% to 4% from 2001 to 2011.

In comparison, the socio-economic disparity between the two municipalities seems to have worsened, as the share of lower income households was the same in 2001, with a greater improvement experienced by households in Musina Local Municipality by 2011, compared with households in Blouberg Local Municipality. The disparity is compounded by the fact that the average household size is higher in Blouberg LM than compared to Musina Local Municipality, meaning more people have to survive on a smaller household income.

The below table presents the average annual household income of households in the Urban Areas.

TABLE 21: MUSINA TOWN AND ALLDAYS URBAN AREA ANNUAL HOUSEHOLD INCOME

INCOME	INCOME CATEGORY	MUSINA TOWN 2001	MUSINA TOWN 2011	ALLDAYS 2001	ALLDAYS 2011
No income		25%	13%	3%	24%
R1 – R4 800		8%	6%	14%	4%
R4 801 – R9 600	LOW	18%	14%	11%	12%
R9 601 – R19 200		15%	26%	9%	18%
R19 201 – R38 400		14%	20%	26%	17%
R38 401 – R76 800		9%	9%	26%	6%
R76 801 – R153 600	MIDDLE	6%	6%	9%	11%
R153 601 and more	HIGH	4%	6%	3%	8%
TOTAL		100%	100%	100%	100%

From the table it is clear, and in contrast with the situation on a Local Municipal-level, the percentage of households with no income for the Musina urban area has decreased quite significantly from 25% in 2001 to 13% in 2011. A slight decrease in the number of households within the low income category from 81% in 2001 to 79% in 2011 is noted, while the middle income category has not shown any significant changes. The higher income category grew from 4% in 2001 to 6% in 2011.

In regards to Alldays, a significant increase in the percentage of households with no income from 2001 (3%) to 2011 (24%) is noted. The percentage of households that falls within the lower income category in Alldays also increased from 63% in 2001 to 75% in 2011.

EMPLOYMENT PROFILE

The below table provides an indication of the unemployment rate (in percentage) in the Province, District, Local Municipality and Urban Areas as calculated from the 2001 and 2011 Census data.

TABLE 22: UNEMPLOYMENT RATE PER LOCAL MUNICIPALITY

GEOGRAPHIC AREA	2001	2011
Musina Urban Area (Main place)	43.9%	26.2%
Musina LM (2011 demarcation)	24.9%	18.7%
Mutale wards (2011 demarcation)	56.1%	52.3%
Re-demarcated Musina (2015)	31.3%	25.1%
Vhembe DM	53.0%	38.7%
Alldays Urban Area (Main place)	4.0%	25.7%
Blouberg LM	41.7%	39.2%
Capricorn DM	45.9%	37.2%
Limpopo Province	47.3%	38.9%

From the table above it is evident that definite progress has been made in reducing the unemployment rate in the Province, Districts, Local Municipalities and the Musina Urban Area. However, the unemployment rate of Alldays urban area increased substantially.

Musina Urban Area and the Vhembe District in particular experienced a significant decline with 17.7% and 14.3% percentage points decline in the unemployment rate between 2001 and 2011 respectively. The newly demarcated Musina Local Municipality's unemployment rate declined by 6.2% from 2001 to 2011. It is also evident from the table that the unemployment rate of the Musina Local Municipality (25%) is significantly lower than that of the Vhembe District (39%) and the Limpopo province (39%).

The Capricorn District in particular experienced a significant decline with 8.7% percentage points decline in the unemployment rate between 2001 and 2011. The newly demarcated Blouberg Local Municipality's unemployment rate declined by 2.5% from 2001 to 2011. It is also evident that the unemployment rate of the Blouberg Local Municipality (40%) is slightly higher than that of the Capricorn District (37%) and the Limpopo province (39%).

The table below depicts the skill level for those employed in Musina and Blouberg Local Municipality for the year 2003 compared to the year 2013.

TABLE 23: FORMAL EMPLOYMENT PER SKILLS LEVEL

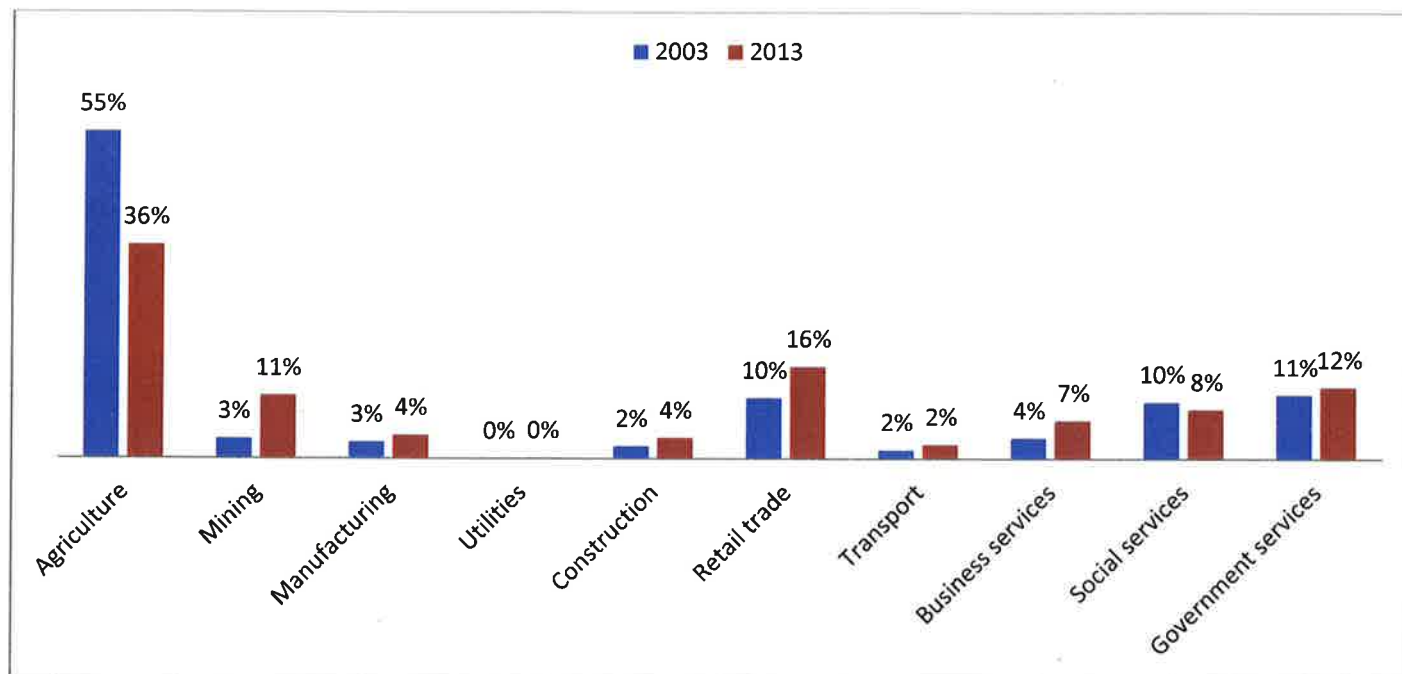
INCOME	MUSINA LM 2003	MUSINA LM 2013	BLOUBERG LM 2003	BLOUBERG LM 2013
Highly skilled	9%	12%	16%	9%
Skilled	21%	30%	34%	21%
Semi- and unskilled	70%	59%	50%	70%
TOTAL	100%	100%	100%	100%

From the table above it is clear that the majority (59%) of those formally employed in Musina Local Municipality in 2013, were semi- or unskilled, followed by 30% that were skilled, and only 12% that were classified as highly skilled. It is also evident that the percentage of skilled and highly skilled employees has increased from 2003 to 2013 and the percentage of semi-skilled and unskilled employees has decreased. More significant however, is the increase of approximately 35% of those employed in highly skilled occupations, which shows a shift within the Local Municipality towards higher skilled occupation.

Within Blouberg Local Municipality, the majority (40%) of those formally employed in 2013, were semi- or unskilled, closely followed by 39% that were skilled, and 21% that were classified as highly skilled. It is also evident that the percentage of skilled and highly skilled employees has increased from 2003 to 2013 and the percentage of semi-skilled and unskilled employees has decreased. A 23% increase in those employed in highly skilled occupations is noted, which shows a shift within the Local Municipality towards higher skilled occupation.

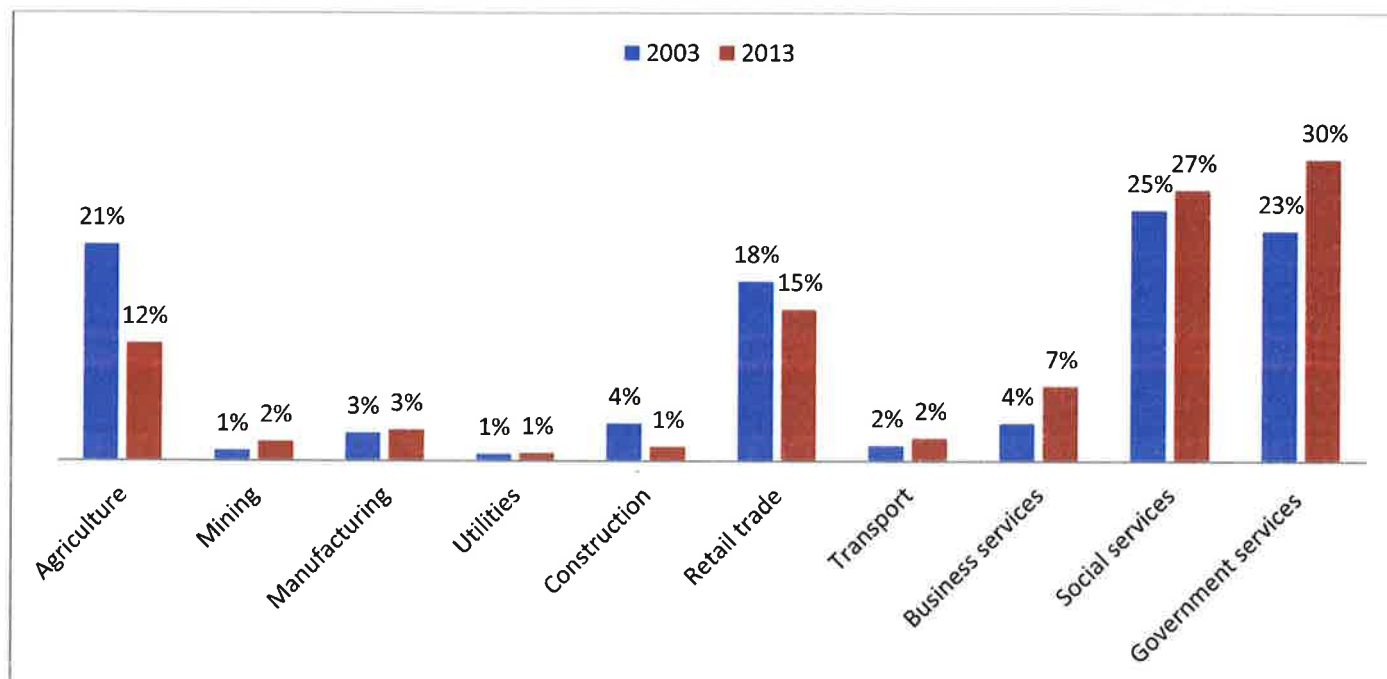
When considering the below Graph it is clear that although the agriculture sector still holds the greatest employment share in Musina Local Municipality, the employment share decreased by approximately 19% from 2003 to 2013. The Retail trade sector are currently the second highest contributor towards employment at 16%, approximately 6% higher than in 2003, with government services contributing the third most at 12%, approximately 1% higher than in 2003.

GRAPH 4: MUSINA LM SECTORAL CONTRIBUTION TO FORMAL EMPLOYMENT



When considering the below Graph, it is clear that the government services sector holds the greatest employment share in Blouberg Local Municipality, and this employment share increased by approximately 7% from 2003 to 2013. The Social services sector is currently the second highest contributor towards employment at 27%, approximately 2% higher than in 2003. It is also evident that the agricultural sector has seen a major decrease in the percentage share of formal employment, with a decline from 21% share in 2003 to a 12% share in 2013.

GRAPH 5: BLOUBERG LM SECTORAL CONTRIBUTION TO FORMAL EMPLOYMENT



ECONOMIC ANALYSIS

The following subsections provide insight into the economic characteristics of the Municipalities in terms of GVA¹, GVA growth, and sectoral contribution to GVA. With regards to Musina Local Municipality, these statistics are for the previously demarcated Municipal area as economic statistics are not available on a ward level.

The table below indicates the GVA contribution (R' million) from 2003 till 2013 for South Africa, Limpopo, the Vhembe and Capricorn District and Musina and Blouberg Local Municipalities at constant 2005 prices.

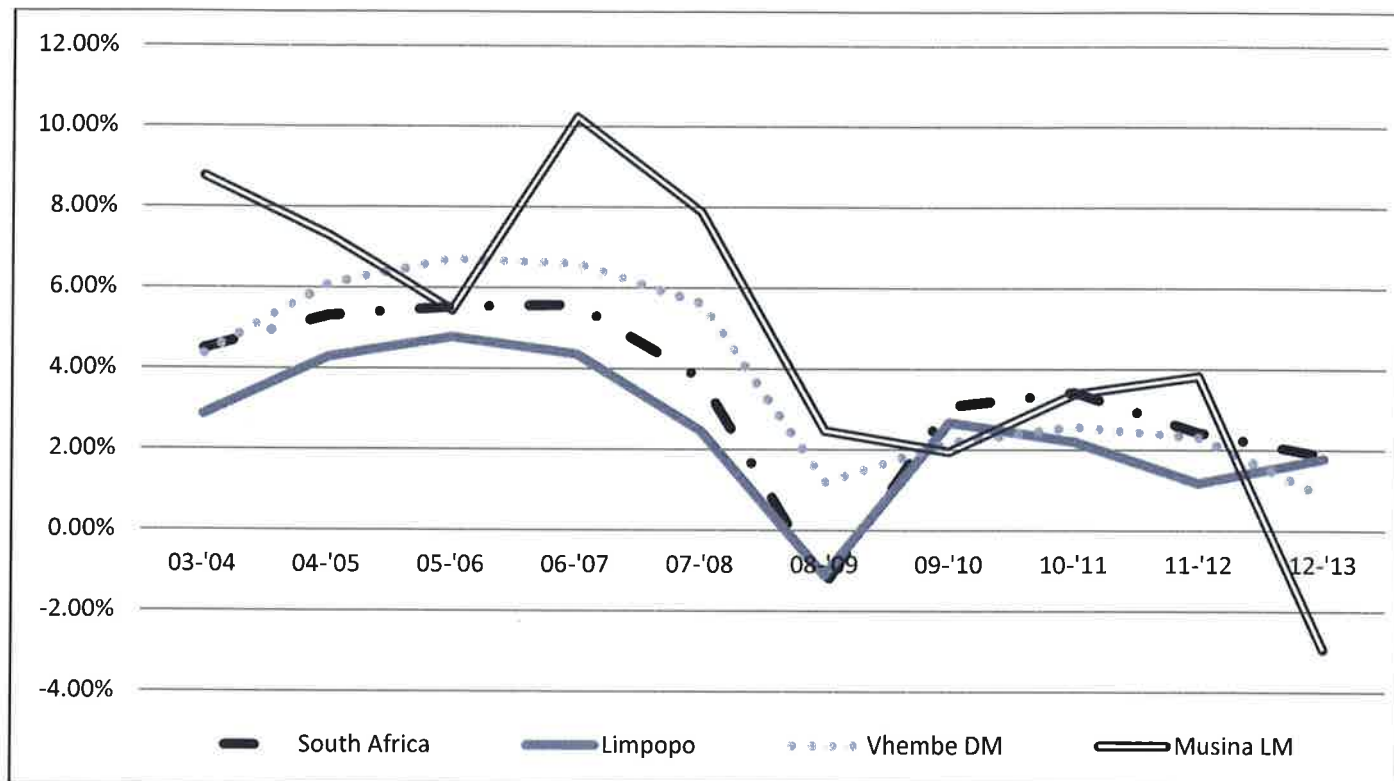
TABLE 24: GVA CONTRIBUTION AT CONSTANT 2005 RAND MILLION PRICES

YEAR	SOUTH AFRICA	LIMPOPO	VHEMBE DM	MUSINA LM	CAPRICORN DM	BLOUBERG LM
2003	1 273 129	86 578	15 734	1 638	19 434	969
2004	1 330 390	89 063	16 421	1 782	19 939	971
2005	1 401 067	92 888	17 423	1 912	20 908	994
2006	1 478 491	97 331	18 592	2 016	22 061	1 027
2007	1 561 077	101 573	19 817	2 222	23 075	1 057
2008	1 619 802	104 074	20 931	2 397	23 871	1 094
2009	1 598 059	102 925	21 186	2 457	23 651	1 083
2010	1 647 275	105 680	21 649	2 505	24 012	1 097
2011	1 703 801	108 012	22 209	2 589	24 410	1 121
2012	1 745 352	109 291	22 724	2 689	24 758	1 144
2013	1 777 954	111 249	22 925	2 610	25 036	1 157

To provide an overview of the Local Municipality's economic performance, the annual growth in GVA for the area over a ten year period is considered.

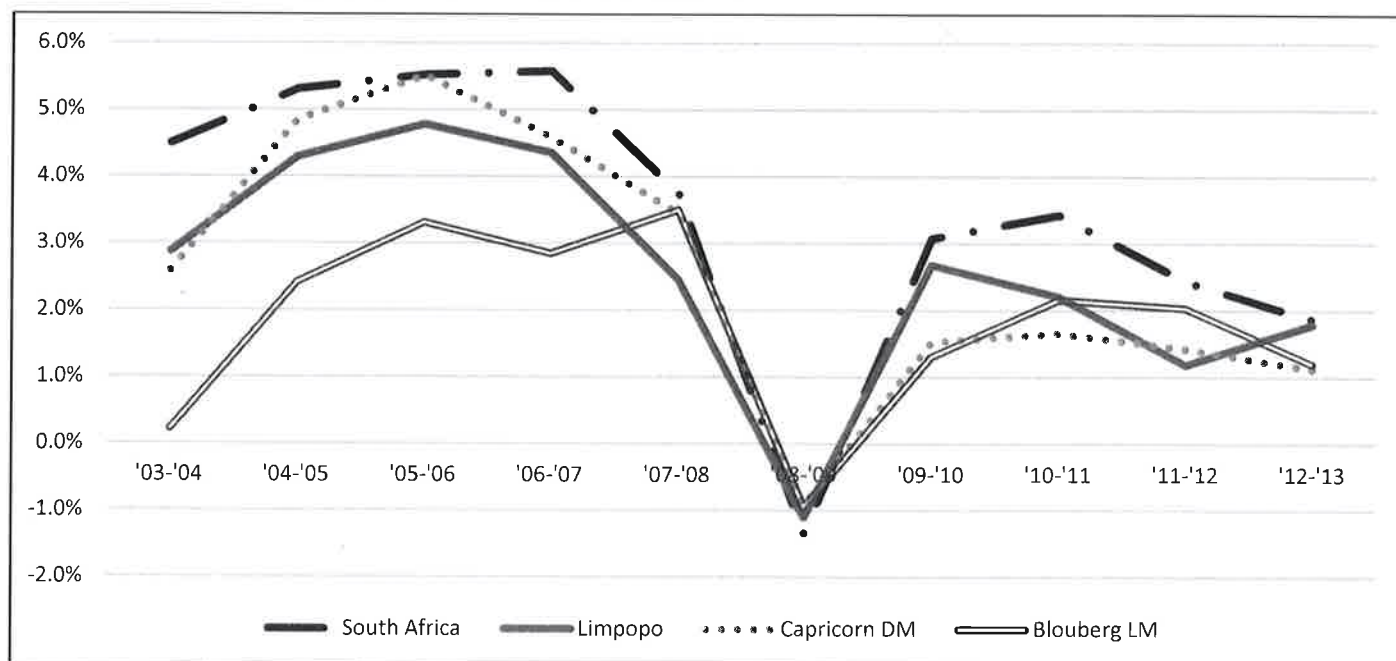
¹ **Gross Value Added (GVA)** is a measure of the value of goods and services produced in an area, industry or sector of an economy. In national accounts GVA is output minus intermediate consumption; it is a balancing item of the national accounts' production account. GVA is linked as a measurement to GDP, as both are measures of output. The relationship is defined as: $GVA + \text{taxes on products} - \text{subsidies on products} = GDP$. As the total aggregates of taxes on products and subsidies on products are only available at whole economy level, GVA is used for measuring the Gross Regional Domestic Product (GDPR) and other measures of the output of entities smaller than a whole economy.

GRAPH 6: ANNUAL GVA GROWTH FOR MUSINA LM



The annual national, provincial and district growth rates from 2003 to 2013 follows the same broad growth trend, while the growth trend for Musina Local Municipality appears more erratic. From 2003-2004 to 2005-2006, Musina LM's annual GVA growth fell drastically while the national, provincial and district growth steadily increased. While the provincial and district GVA growth showed steady decrease from 2005-2006 to 2008-2009, Musina showed a drastic increase from 2005-2006, followed by a drastic decrease from 2006-2007 to 2008-2009, and again during 2011-2012 to 2012-2013.

GRAPH 7: ANNUAL GVA GROWTH FOR BLOUBERG LM



Blouberg Local Municipality displays the same broad growth trend growth as that experienced on a national, provincial, and district level from 2003 to 2013. The national, provincial, district and local growth rates recorded a drastic decline in annual GVA growth during the 2008-2009 financial year, which is understandable given the global economic recession experienced during this time.

In order to establish which economic sectors within the Local Municipalities show potential, and which sectors are struggling, the GDPR² growth rate is consulted.

TABLE 25: GDPR GROWTH RATE FOR MUSINA LM AND BLOUBERG LM

SECTOR	MUSINA LM 2003	MUSINA LM 2013	MUSINA GROWTH	BLOUBERG LM 2003	BLOUBERG LM 2013	BLOUBERG GROWTH
Agriculture	11%	6%	1.9%	5%	3%	-1.8%
Mining	39%	37%	0.3%	8%	3%	-11.8%
Manufacturing	2%	2%	9.9%	2%	1%	3.0%
Utilities	1%	1%	13.1%	4%	3%	-2.4%
Construction	1%	2%	12.7%	2%	1%	-6.0%
Retail trade	9%	16%	11.6%	17%	15%	0.0%
Transport	12%	11%	4.9%	13%	12%	1.1%
Business services	11%	13%	9.2%	12%	16%	6.2%
Social services	2%	2%	4.5%	10%	12%	3.4%
Government services	11%	11%	5.1%	26%	33%	3.6%
TOTAL	100%	100%	4.8%	100%	100%	1.8%

From the table above, it is clear that the total GDPR for Musina Local Municipality shows an overall growth rate of 4.8% growth per annum, which is higher than the national (3.4%), provincial (2.5%) and district (3.8%) annual growth rates over the same time period. The utilities sector recorded the greatest growth at 13%, followed by the construction sector at a growth rate of 12.7% per annum. The mining sector shows the lowest growth rate at 0.3% per annum. None of the sectors experienced negative growth between 2003 and 2013.

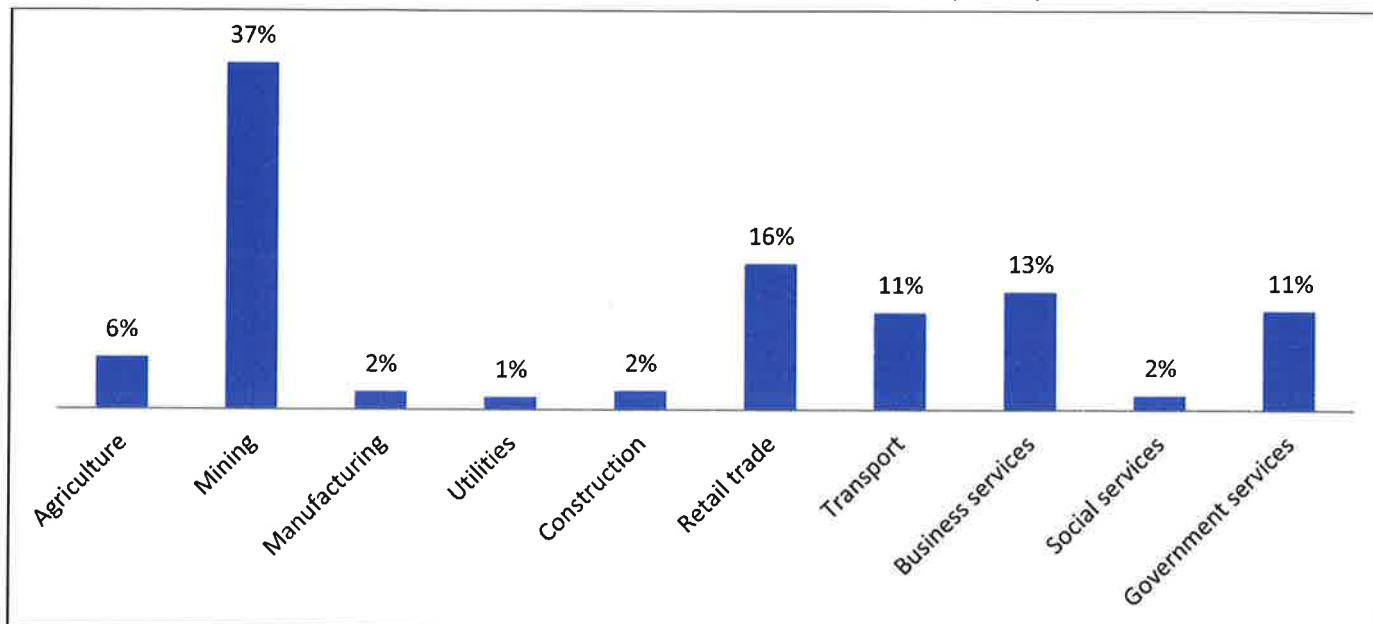
Whereas the total GDPR for Blouberg Local Municipality shows an overall growth rate of 1.8% growth per annum, which is lower than the national (3.4%), provincial (2.5%) and district (2.6%) annual growth rates over the same time period. The Finance & Business services sector recorded the greatest growth at 6.2%, followed by the government

² **Gross Regional Domestic Product (GDPR)** of a region is the total value of all final goods and services produced within the boundaries of a region in a particular period.

services sector at a growth rate of 3.6% per annum and the community and personal services sector with an annual growth rate of 3.4%. Various sectors experienced negative growth including the mining sector (-11.8%), the construction sector (-6.0%), the utilities sector (-2.4%) and the agricultural sector (-1.8%).

The below Graph illustrates the Municipal sectoral share to GVA for Musina Local Municipality.

GRAPH 8: SECTORAL CONTRIBUTION TO GVA FOR MUSINA LM (2013)

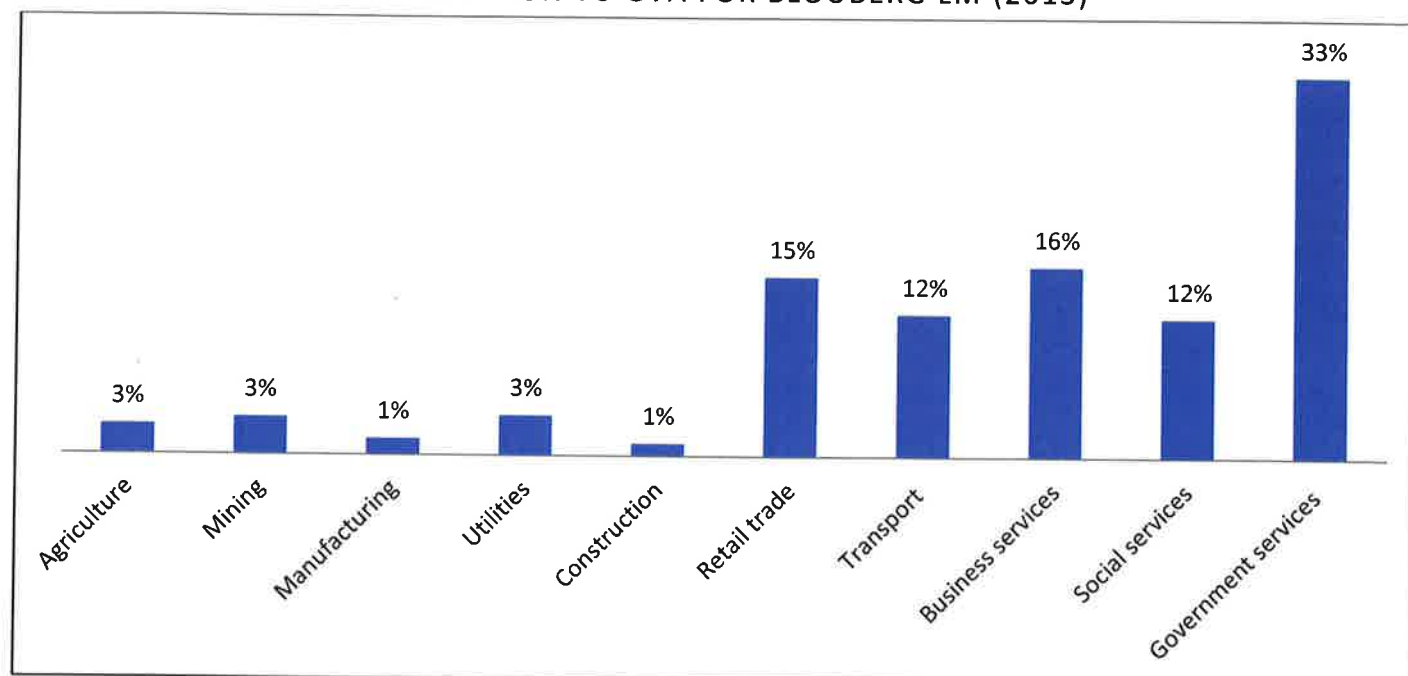


From the graph it is clear that the most significant contributing sector to the Musina Local Municipality Economy is the mining sector, holding a 37% share of the municipality's GVA, followed by the retail trade sector at 16%, the business services sector at 13% and the government services sector and transport sector at 11%, respectively. The mining industry's high contribution towards the local GVA can be ascribed to the fact that the De Beers Venetia Mine, which is currently the largest diamond producer in South Africa, is located within Musina Local Municipality. The large share enjoyed by the retail trade, business services and transport sectors is in all likelihood as a result of Musina town's location in relation to Zimbabwe and the Beitbridge border post and the associated opportunities and services.

The below Graph illustrates the Municipal sectoral share to GVA for Blouberg Local Municipality.

From the graph, it is clear that the most significant contributing sector to the economy of Blouberg Local Municipality is the government services sector, holding a 33% share of the municipality's GVA, followed by the business services sector at 16%, the retail trade sector at 15% and the transport and social services sectors at 12%.

GRAPH 9: SECTORAL CONTRIBUTION TO GVA FOR BLOUBERG LM (2013)



5.4 EDUCATION

The table below gives insight into the status quo of education in the newly demarcated Musina Local Municipality and the Blouberg Local Municipality, and reflects the highest levels of education as recorded by the 2001 and 2011 Census.

TABLE 26: NEWLY DEMARCATED MUSINA LM & BLOUBERG LM LEVEL OF EDUCATION

HIGHEST LEVEL OF EDUCATION	MUSINA LM 2001	MUSINA LM 2011	BLOUBERG LM 2001	BLOUBERG LM 2011
No schooling	30%	15%	45%	28%
Some primary education (Grade R - Grade 6)	16%	11%	15%	14%
Complete primary education (completed Grade 7)	9%	7%	5%	5%
Some secondary education (Grade 8 - Grade 11)	29%	41%	22%	32%
Complete secondary education (completed Gr 12)	11%	20%	8%	15%
Tertiary education	5%	6%	5%	5%
TOTAL	100%	100%	100%	100%

From the data, it is evident that, although the number of individuals, in Musina Local Municipality aged 20 years and older, with no schooling is still fairly high, the percentage of people with no schooling has reduced significantly

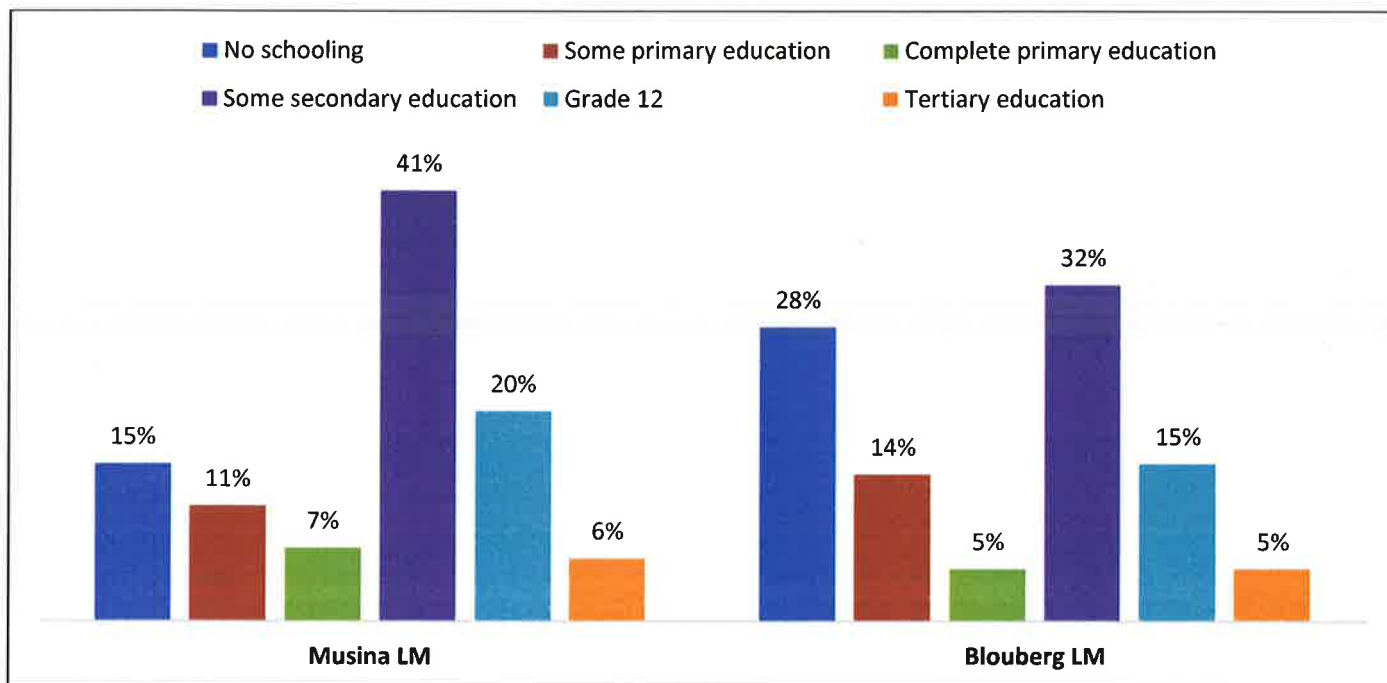
between 2001 (30%) and 2011 (15%). The percentage of people with no schooling in 2011 is slightly less than the average for the District and the Limpopo Province (17%). The majority of people aged 20 years and older in Musina Local Municipality have some secondary education, but did not complete Grade 12.

Although the share of persons aged 20 years and older in Blouberg Local Municipality with no schooling is still fairly high, the percentage of people with no schooling has reduced significantly between 2001 (45%) and 2011 (28%). The percentage of people with no schooling in 2011 is however still above the average for the District and the Province (17%). The majority of people in Blouberg Local Municipality above the age of 20 have some secondary education, but did not complete Grade 12.

Overall, the level of education in both municipal areas increased between 2001 and 2011, especially with regards to the percentage of people with some or complete secondary education.

However, the education level among the Musina LM population is consistently higher than among the Blouberg LM population.

GRAPH 10: LEVEL OF EDUCATION OF POPULATION OVER 20 YEARS OF AGE



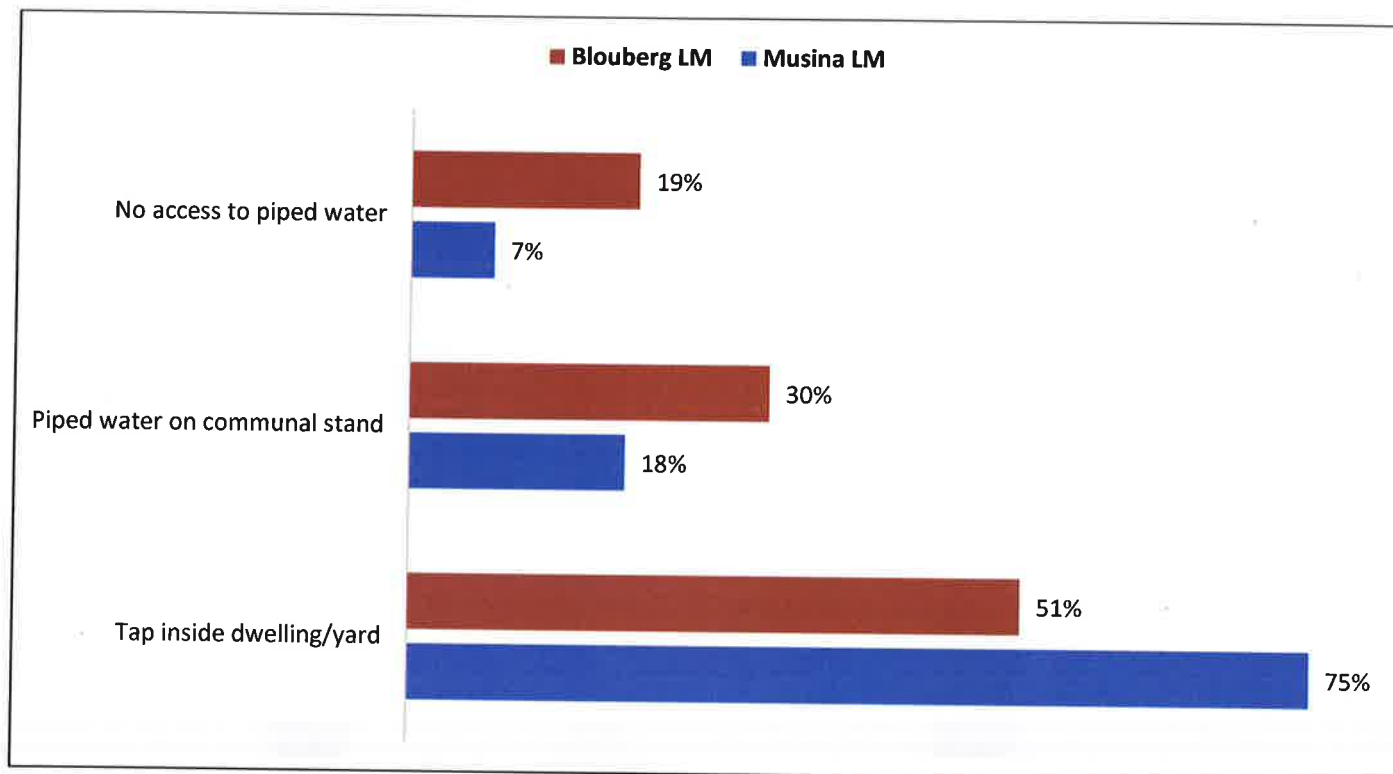
5.5 UTILITIES, INFRASTRUCTURE AND SERVICES

ACCESS TO WATER FOR HOUSEHOLD USE

Access to piped water provides an enabling health environment for improving the quality of life of communities. Access is significantly skewed by the socio-economic realities in the municipal areas of Musina and Blouberg. Within Musina Local Municipality, the majority of households (75%) have access to piped water inside their dwelling/yard compared to 51% in the Blouberg LM. Nearly a fifth (19%) of households have no access to piped water in the Blouberg LM. These figures would seem to strengthen the view that residents in Musina LM enjoy better socio-economic conditions than Blouberg LM residents.

The only source of pipeline water in the area is Glen-Alpine Dam which is fed by the Mogalakwena River, the only perennial river in the area. Households that do not have access to piped water source their water from boreholes or water tanks, or from natural sources such as rivers and springs which have potential health implications for communities. There are however many villages who have access to boreholes but no means to pump water out of the boreholes. Water tanks are also often too small to service the number of residents per village.

GRAPH 11: SOURCE OF WATER

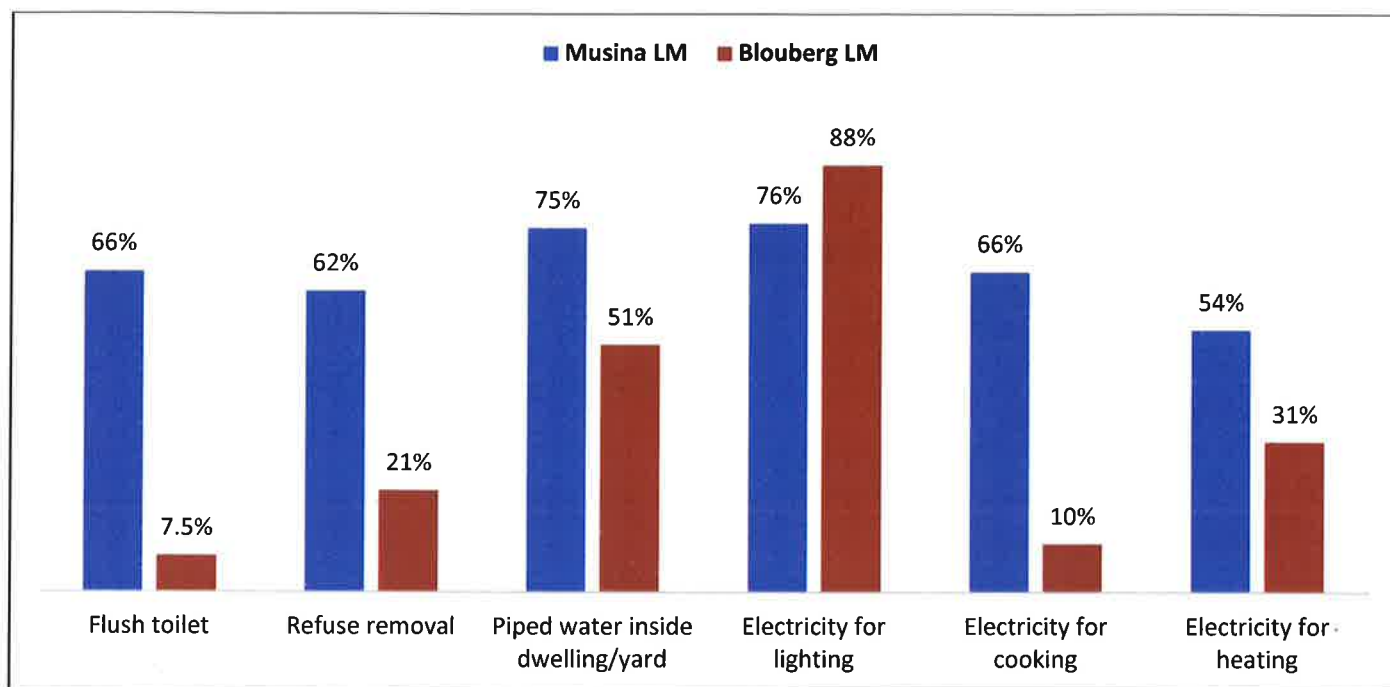


ACCESS TO ELECTRICITY

Slightly more than three quarters (76%) of households in Musina LM use electricity for lighting which is an improvement from 59% of households in 2001. In the Blouberg municipal area, the majority of houses are serviced by Eskom electricity via a prepaid system. Residents in Blouberg Municipal area have enjoyed a significant increase in electrification over the last decade – the percentage of houses with access to electricity has increased from 41% in 2001 to 88% in 2011. According to the municipality, all villages have been electrified by the end of 2012.

The high percentage of households using electricity for lighting very closely reflects that of the two districts where 87% of households use electricity for lighting. The most commonly used source of energy for cooking in Blouberg LM is wood.

GRAPH 12: ACCESS TO SERVICES



ACCESS TO SANITATION AND REFUSE REMOVAL

Table 27 and Graph 12 show the percentages of households in Musina and Blouberg Local Municipalities that have access to sanitation and refuse removal.

TABLE 27: ACCESS TO SANITATION AND REFUSE REMOVAL

SANITATION SERVICE	MUSINA LM 2001	MUSINA LM 2011	BLOUBERG LM 2001	BLOUBERG LM 2011
Flush toilet connected to sewerage	48%	66%	4.5%	7.5%
Weekly refuse removal	42%	61%	1%	21%

The most significant changes in sanitation services in the Musina municipal area over the last decade have been the improvement in the provision of flush toilets with a waterborne sewerage system. There has also been a significant reduction in the number of people who do not have access to weekly refuse removal. Both these improvements in service delivery can be ascribed to the relatively urban nature of this municipality.

By contrast, there is a pressing need for improved service delivery in the Blouberg area. While there has been an improvement since 2001, it is of great concern that 92% of households do not have access to flush toilets connected to a sewerage system and 79% do not have access to weekly refuse removal. This can increase the risk of diseases such as cholera and typhoid.

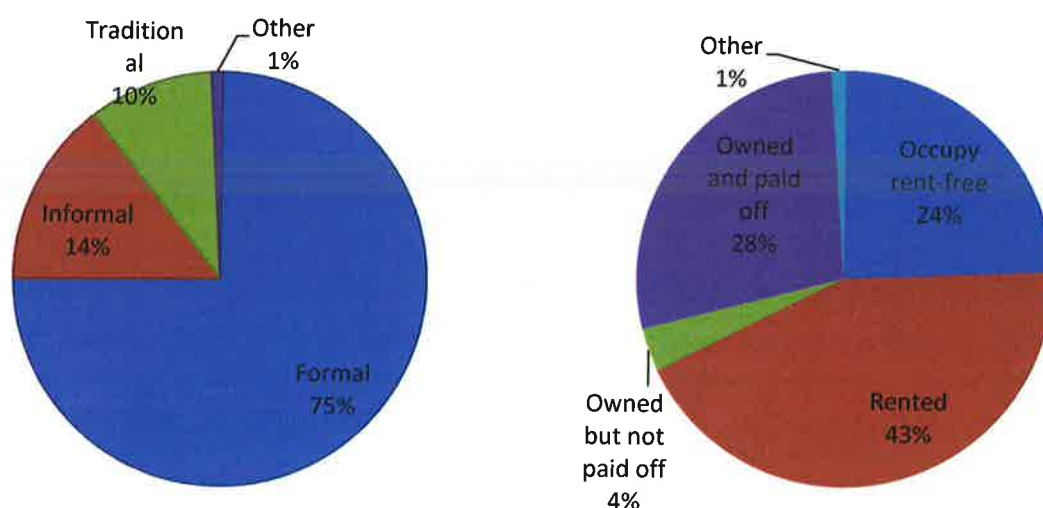
ACCESS TO HOUSING

Dwelling types are defined as the following, according to Stats SA:

- **Formal dwelling type:**
 - House or brick/concrete block structure on a separate stand or yard or on a farm
 - Flat or apartment in a block of flats
 - Cluster house in complex
 - Townhouse (semi-detached house in a complex)
 - Semi-detached house
 - House/flat/room in backyard
 - Room/flatlet on a property or larger dwelling/servants quarters/granny flat
- **Informal dwelling type:**
 - Informal dwelling (shack; in backyard)
 - Informal dwelling (shack; not in backyard; e.g. in an informal/squatter settlement or on a farm)
- **Traditional dwelling type:**
 - Traditional dwelling/hut/structure made of traditional materials

The graphs below reveal the tenure distribution per dwelling type for households residing in Musina and Blouberg Local Municipalities.

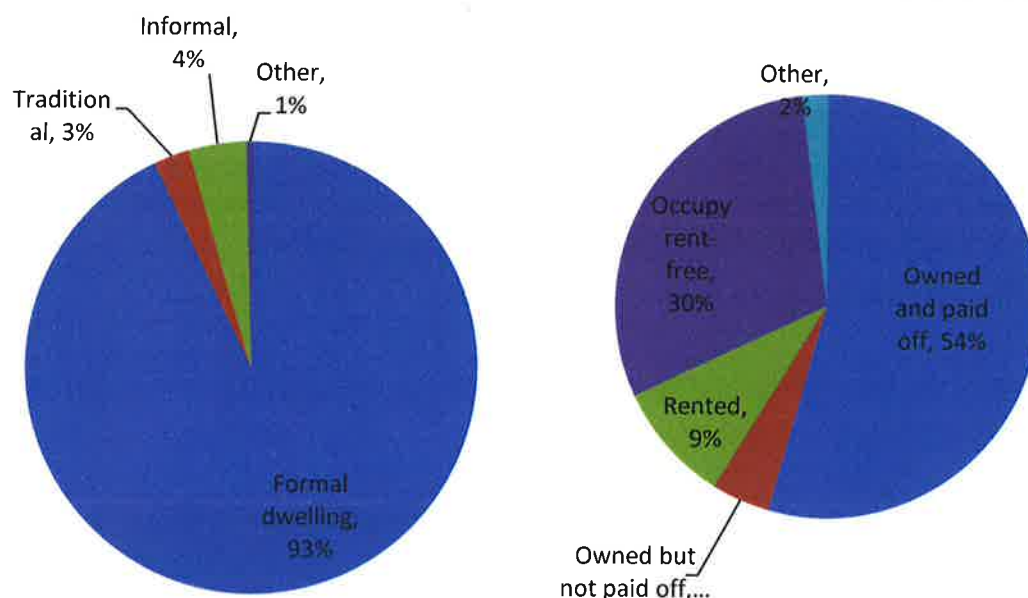
GRAPH 13: DWELLING TYPE AND TENURE STATUS FOR HOUSEHOLDS IN MUSINA LM



From the figure it is clear that 75% of households residing in Musina Local Municipality reside in formal dwellings, followed by 14% who live in informal dwellings and 10% that live in traditional dwellings. The figure furthermore indicate that 32% of households residing in Musina Local Municipality own their dwelling, while 43% rent (formal or informally rented) and 24% occupy their dwelling rent-free.

Whereas, as shown below, in Blouberg Local Municipality, 93% of households reside in formal dwellings, followed by 4% who live in informal dwellings and 3% that live in traditional dwellings. Approximately 58% of households residing in Blouberg Local Municipality own their dwellings, while 9% rent (formal or informally rented) while 30% occupy their dwelling rent-free.

GRAPH 14: DWELLING TYPE AND TENURE STATUS FOR HOUSEHOLDS IN BLOUBERG LM



The below tables provide a break-down of tenure per household dwelling type.

TABLE 28: HOUSEHOLD DWELLING TYPE AND TENURE FOR MUSINA LM

DWELLING TYPE		OCCUPY RENT-FREE	RENTED	OWNED – NOT PAID OFF	OWNED – PAID OFF	OTHER	TOTAL
House/brick structure on separate stand	FORMAL	19%	33%	3%	32%	1%	100%
Flat in a block of flats		0%	1%	0%	0.2%	0%	
Cluster/semi-detached/townhouse		0.1%	1%	0%	0.1%	0%	
House/flat/room in backyard		0.2%	5%	0%	0.5%	0%	
Room/flatlet/servants quarter on shared property		0.3%	2%	0%	0.1%	0%	
Informal dwelling in backyard	INFORMAL	8%	52%	0.3%	4%	0.4%	100%
Informal dwelling NOT in backyard		22%	10%	1%	3%	0.1%	
Traditional dwelling	TRADITIONAL	46%	21%	9%	22%	2%	100%
Other	OTHER	56%	39%	3%	28%	1%	100%

The majority of formal dwellings in Musina Local Municipality are houses/brick structures on a separate stand or yard or farm, with the majority of those residing in houses, owning their houses. However, the majority of households (42%)

residing in formal structures are renting. The majority of residents residing in informal structures are renting their dwelling (62%), while the majority of those staying in traditional dwellings (46%) occupy their dwellings rent-free.

In Blouberg Local Municipality the majority of formal dwellings are houses/brick structures on a separate stand or yard or farm, with the majority of those residing in houses, owning their houses (55%). The majority of residents residing in informal structures also own their dwelling (49%), as well as those staying in traditional dwellings (56%). Home ownership therefore seems to be very well advanced in the Blouberg Local Municipality.

5.6 NATURAL RESOURCES

Venetia Mine is adjacent to the Venetia Limpopo Nature Reserve and approximately 24km from the Mapungubwe National Park, thus located in a sensitive natural environment.

Water is a scarce commodity in the area which is prone to frequent drought. Concerns raised particularly by the farmers, relate to the possible impact by the VUP on the ground water levels. Venetia Mine requires a large volume of water and attempts have been made since the inception of the operation, to abstract water from wells without damaging the ecological system along the nearby river. Mitigating measures have been put in place by the mine as outlined in the SMP.

5.7 SAFETY AND NUISANCE FACTORS

Safety performance for employees and the surrounding communities is seen as a crucial factor by the mine. Vibration levels were raised as environmental nuisance factors during the consultation process by neighbouring farmers. Mitigating measures have been put in place by the mine as outlined in the SMP.

6

IMPACT AND ISSUE IDENTIFICATION AND ASSESSMENT

Impacts and issues were identified through stakeholder consultation, document analysis and discussions with the Venetia Mine Socio-Economic Assessment Steering Committee.

Insights were obtained through engagement with stakeholders and from desk research to understand key positive and negative impacts directly linked to Venetia Mine as well as issues that may impact on the relationship with the mine.

This section describes these impacts and issues which are addressed and responded to in the SMP as outlined in Section 9 of this report.

Key to understanding issues and impacts are the following SEAT definitions:

- Impacts are directly linked to a mining operation, and proven and/or agreed as either positive or negative impacts.
- Issues influence the relationship between the mine and stakeholders, despite the fact that issues cannot be directly attributed to the operation. Issues often arise from stakeholders' needs within the context of their socio-economic profile."

Key issues and impacts originating from consultation with Venetia Mine's stakeholders were examined and discussed with the Venetia Mine's SEA Steering Committee. These discussions included:

- Verification of identified issues and impacts.
- Risk assessment using the Anglo American Integrated Risk Methodology.
- Evaluation of the appropriateness of the current management measures (including community development projects) to address these issues and impacts.
- Consideration of new or alternative management measures required to sufficiently respond to concerns and issues raised by stakeholders.

6.1 KEY IMPACTS AND ISSUES

IMPACT 1	CREATION OF LOCAL EMPLOYMENT
The general consensus amongst stakeholders is that Venetia Mine and its contractors employ local semi-skilled and unskilled labourers, which leads to the reduction of unemployment in the local labour sending areas. Stakeholders agree that any employment generated from the mine has a positive impact and that the mine compensate their employees well. The seemingly small act of employing an unemployed individual can trigger a chain of far-reaching positive impacts. Labourers are able to care for their families and to provide for basic needs such as food, shelter and improved education. Children with employed parents are able to focus better on school work without having to stress about or contribute to the household's financial wellbeing. Those who get employed also develop a sense of pride and purpose while being recognised as contributing members in the community. An increase in employment in local areas furthermore also leads to an increase in local spending power and growth in the local economy. The presence of the mine and its employment opportunities, in particular to rural communities, have seen community members in the Blouberg LM area less reliant on the municipality to create jobs, thus taking some of the burden off the municipality. It has been mentioned that most of the unemployed individuals residing in the labour sending areas are unskilled, and thus, more skilled and specialised individuals required by Venetia Mine, are sourced elsewhere. It was suggested by stakeholders that the presence of an Artisan or TVET College would ensure that local individuals can gain skills and lead to an even greater number of local individuals being employed by Venetia Mine.	

ISSUE 1

INSUFFICIENT LOCAL EMPLOYMENT

There is a perception amongst a number of stakeholders that Venetia is not doing enough to ensure that local unemployed individuals are employed. Furthermore, the different communities within the labour sending areas of Venetia feel that each of them is not benefitting the same. Rural communities believe that only residents from Alldays and Musina are being employed, while stakeholders from Blouberg LM in general feel that the majority of local employment is sourced from Musina LM. In turn, stakeholders from Musina believe that too few management positions are being filled by local from Musina, and that the Venetia Mine is also not employing sufficient disabled persons.

These opinions regarding Venetia Mine's employment practices are fuelled by the seeming lack of knowledge and information available on recruitment practices and methods used by the mine, as well as disappointment experienced by individuals when their job applications have been rejected.

A number of suggestions on how Venetia could increase its local employment rate have been put forward:

- It was suggested that Venetia should commit to ensuring that 70% of its workforce live in labour sending areas
- Venetia Mine should ensure that labour is sourced fairly between Musina LM and Blouberg LM, and between rural and urban communities
- Venetia should verify the physical addresses of applicants prior to employing them and not only rely on the address stated on their CVs
- Greater transparency with regards to Venetia's employment policies and the verification process of proof of residence of applicants
- Commit to employ more disabled persons
- Undertaking a skills audit to understand which skills can be sourced locally

The need for an Artisan/TVET College close to Venetia Mine was highlighted to ensure that the local workforce can obtain skills needed by the mine.

ISSUE 2

LACK OF ADVERTISEMENT OF EMPLOYMENT OPPORTUNITIES AND DIFFICULT APPLICATION PROCESSES

Stakeholders have indicated that Venetia Mine is not doing enough to advertise available positions. It was highlighted that no advertisements are placed in the local newspaper and that many positions are only advertised internally. In cases where positions do get advertised, notices are put up at select municipal offices or it gets advertised on the internet. Rural communities do not have the means to visit municipal offices on a regular basis and do not have access to the internet.

Some stakeholders highlighted that when they do come across advertisements of available positions, it often contain a clause, which exclude applicants to apply if they do not already have a relative working at the mine.

Stakeholders also experience frustration when applying for a position at Venetia Mine, as applications need to be accompanied by a standard, and community members do not have access to these forms or the means to print them out.

Ensuring CVs reach Venetia mine when applying for a job is also concern to some stakeholders. It was explained that a number of "drop boxes" for CVs have been placed across Blouberg LM, but these boxes are not locked, some are exposed to the elements (including theft/removal of CVs) and they are not being collected on a regular basis.

Stakeholders who experience difficulties when applying, or who do not meet the requirements for a position may become despondent. The burden of expenses such as transportation, data to access the internet, printing of CVs and associated documentation associated with seeking a job are too much for many unemployed individuals and their families to bear.

More serious opinions offered by stakeholders include allegations of nepotism and favouritism when appointments are made and that the advertisement of available positions is merely a front.

Suggestions to address these concerns include having regular 'roadshows' with rural communities to inform them of employment opportunities and the requirements and to distribute forms that need to accompany applications, to advertise all available positions in the local newspapers, to appoint a dedicated liaison officer to deal with applications and job queries and to ensure that drop boxes are locked, placed at secure locations and collected regularly. It was mentioned that the 'lottery' approach of appointing individuals followed by some contractors, where all qualifying CVs are placed in a box and then randomly selected, work well and may be considered by Venetia to avoid allegations of nepotism and favouritism.

ISSUE 3

EXTENDING VENETIA MINE'S LABOUR SENDING AREA

The re-demarcation of Musina LM's borders by the National Demarcation Board has seen six rural wards being incorporated into Musina LM. As a result, stakeholders expect Venetia to extend their labour sending areas to include the six new wards.

Should the labour sending area be extended, rural communities could benefit through employment, which may have a significant impact on individual and household livelihoods. However, should it not be extended, the perception that Venetia Mine does not support rural communities may fester with rural stakeholders residing in these wards.

ISSUE 4

RUMOURS OF RETRENCHMENTS

Due to the ever-changing economic and political landscape in South Africa, stakeholders are concerned about the possibility of retrenchments at Venetia Mine. Stakeholders reported rumours of retrenchments looming at the mine, yet they feel that they have no one to contact or no way of confirming these rumours.

Retrenchments have a great impact on affected individuals and their families and see deterioration of their livelihoods and ability to take care of their families. Retrenchments also have a negative effect on the local economy as spending power decrease and the local tax base need to carry more unemployed individuals and indigent households.

Specific incidents were highlighted where individuals left respectable, well-paid jobs for better positions at Venetia Mine, only to be retrenched a number of months later. It was also reported that retrenchment packages were not sufficient.

In an effort to avoid unnecessary and unfair retrenchments, stakeholders have suggested Venetia Mine implement a retrenchment policy which should look at retrenching underperforming staff instead of taking the perceived "last in, first out" approach.

A request for improved communication from Venetia regarding the operation, future outlook and possible retrenchments were made by stakeholders to avoid unfounded rumours, hysteria and demonstrations.

ISSUE 5

UNCERTAINTY ABOUT THE EMPLOYMENT SITUATION ONCE THE MINE TRANSITIONS UNDERGROUND

Stakeholders feel uninformed with regards to Venetia Mine's transition from an opencast to underground operation. Some stakeholders hope that the underground operation will generate more employment opportunities, while others fear that retrenchments and voluntary resignation will happen.

Employees would like to know specifications regarding the VUP as soon as possible. This include:

Which skills will be needed

How and when needed skills will be imparted

How many employees will be retained

Will automation and modernisation influence the number of employees needed

Due to concerns raised by employees with regard to the VUP, the NUM has established a “Future Forum” to deal with the VUP and associated concerns. However, stakeholders feel that Venetia Mine should do more to inform employees and the community about the VUP and the implications, as this could have associated effects on the local economy.

ISSUE 6

GOOD RELATIONSHIP AND COMMUNICATION BETWEEN VENETIA MINE AND NUM

Communication between the National Union of Mineworkers (NUM) and the Venetia Mine Management has reportedly improved. The NUM has praised Venetia for the way they communicate with them, and in the way they support them. The good relationship is attributed to regular meetings between the NUM and the fact that Venetia’s Management is always willing to discuss employee and related issues with the NUM.

The NUM have further established a number of forums, two of which are aimed at monitoring the management of the operation and treatment of employees. These are the Transformation Committee (which monitors the progress of transformation at Venetia Mine) and the Employment Equity Forum.

In an effort to build on the existing positive relationship and communication between the NUM and Venetia Mine, it was suggested that the portfolio/responsibility of employee relations should be shared by the three Senior Managers at Venetia Mine in an effort to avoid cancellation of meetings due to the responsible Senior Manager being unavailable.

ISSUE 7

SLOW RATE OF TRANSFORMATION

It is the perception of some stakeholders that transformation within Venetia Mine is not happening fast enough and that Venetia is not doing enough to accelerate transformation. There is a belief that there are very few black people being appointed in strategic management positions and that Venetia is not a conducive environment for especially black women to develop their careers or be promoted.

Stakeholders suggest that the slow rate of transformation within Venetia’s Management can be directly related to a lack of training/upskilling of current employees and the local community. A proposal for a policy where made to ensure that aging white employees who retire and white employees who resign is replaced by local historically disadvantaged South Africans (HDSA) who have been capacitated accordingly.

ISSUE 8

INSUFFICIENT HOUSING SUPPORT FOR C-BAND EMPLOYEES

It was indicated that only employees on C-Band and higher qualify to rent mining houses, which inhibits them to buy a house, as they cannot afford to rent one house and pay a bond on another. Stakeholders feel that Venetia Mine should support C-Band employees to enable them to buy a house while they are employed to avoid the situation of them being homeless, should they no longer work at Venetia Mine.

ISSUE 9

B-BAND EMPLOYEES NOT BENEFITTING FROM HOUSING BENEFIT

B-Band employees fall into the gap between earning too much to qualify for an RDP home and too little to qualify for a home loan. This result in many labourers resorting to rent back-yard shacks or rooms in homes, adding to stress on the infrastructure. This is especially the case in Nancefield Proper and Nancefield Ext. 8.

Backyard shacks and single rooms are also not conducive environments for families and lead to segregation between labourers and the rest of the community.

It was indicated by both Musina LM and Blouberg LM that Venetia Mine and NUM have started discussing the possibility of buying residential sites in Musina and Alldays. It was indicated that preliminary discussions entailed that Venetia Mine would be looking at purchasing 500 residential sites in Musina, while Blouberg LM indicated that if Venetia Mine assist in servicing 260 of their residential sites; they would give Venetia 120 of the sites.

ISSUE 10

LACK OF SKILLS AMONGST LOCAL COMMUNITIES

Stakeholders believe that there is a great need to create an opportunity for the local youth to obtain skills, in particular technical and artisan skills, in an effort to be absorbed by Venetia Mine. The mine is projected to operate for more than 20 years and in the near future will be transitioning to an underground operation. Stakeholders believe that the mine has a responsibility to gear the local community to benefit from its operation, in its present and future state.

The lack of skills can, in part, be attributed to the lack of a technical/artisan training centre or Technical and Vocational Education and Training (TVET) College in the area. The lack of skills lead to Venetia Mine sourcing skilled labourers from outside the mine's labour sending areas, resulting in a loss of employment opportunities for local community members.

It is understood from stakeholders that discussions between Musina LM, Limpopo Economic Development Agency (LEDA) and the Vhembe TVET college have been held to open a campus in Musina. It was suggested by stakeholders that Venetia Mine should become involved in discussions and assist in funding to realise the opening of a TVET College or satellite campus.

It is believed that a TVET College or technical/artisan training centre will not only assist Venetia Mine in addressing a skills shortage, but the greater community at large, especially with the proposed SEZ to be developed.

ISSUE 11

THE DE BEERS TRAINING CENTRE LOCATED IN KIMBERLEY

De Beers has an Engineering Training Centre which is located in Kimberley. It is the understanding of local stakeholders that employees are being sent to this centre for training.

Stakeholders feel that an opportunity is lost by having this centre in Kimberley, while the concentration of De Beers' operations is vested in Venetia Mine. It is believed that by moving the training centre to Musina LM or Blouberg LM not only Venetia Mine would benefit, but the local economy would benefit through new job creation (in the form of operational, security, administrative and cleaning services) and increased spending by students/labourers from De Beers' other operations visiting the centre.

IMPACT 2

IMPROVED SKILLS DEVELOPMENT FROM MATHS AND SCIENCE PROGRAMME

The Maths and Science Programme, which stakeholders believe are a programme aimed at only Gr 12 learners, allow for learners across Musina and Blouberg Local Municipalities to attend extra classes, have been highlighted as a very positive contribution from Venetia Mine.

This programme assists local learners to pass maths and science in matric, which ultimately allow them to study further, and supports teachers in teaching these subjects. The ability to pass and excel in maths and science furthermore instil a sense of pride and accomplishment in local learners and the community as a whole. Stakeholders were however unsure whether all schools have access to this programme and suggested that it be rolled out to all high schools in the labour sending area

IMPACT 3

LACK OF INFORMATION ABOUT THE DE BEERS BURSARY SCHEME AND FINANCIAL STUDY ASSISTANCE SCHEME AND RESULTANT LACK OF BEING ABLE TO PARTICIPATE

Stakeholders have indicated that they are aware of bursaries being awarded by Venetia Mine, but feel that there is a great lack of information about these bursaries. Many learners and teachers are unaware of how or where to apply for bursaries and those that do apply do not get feedback on their applications. Learners tend to turn to the municipality to assist them in following up their application, to no avail.

In some cases, stakeholders were aware of matriculants who achieved excellent results and were not considered for a bursary, only to find out that De Beers would award bursaries to other students that are not from Venetia's labour sending areas. Other stakeholders have referred to instances where students were granted R 5000 towards their studies, but feel that this amount is insufficient.

Students that do apply for a bursary or financial assistance and do not receive feedback or those who were unsuccessful reportedly become despondent and harvest feelings of disappointment and failure, which may grow into resentment towards the mine.

It was suggested by various stakeholders that information sharing initiatives need to be undertaken where Venetia need to visit all the schools in the labour sending areas to inform learners and teachers of the De Beers Bursary Scheme and Financial Study Assistance Scheme. It is also the opinion of key stakeholders that the Bursary Scheme needs to be fast tracked and that the scope has to be adjusted to ensure more rapid transformation within Venetia Mine. A suggestion was made that Venetia Mine should commit to supporting a set number of students from its labour sending areas on an annual basis.

There seem to be a misconception or confusion amongst stakeholders regarding bursaries awarded by De Beers and the Financial Study Assistance Scheme. The De Beers Bursary Scheme is coordinated and decided on a national level in accordance to related fields of study, while the Financial Study Assistance Scheme are managed by Venetia Mine and provides deserving students from within the labour sending areas with a grant not exceeding R10 000 towards any tertiary qualification.

ISSUE 12

FOUNDATION LEARNING COMPETENCE PROGRAMME NOT LEADING TO SUSTAINABLE EMPLOYMENT

It was the opinion of stakeholders that have been beneficiaries of the Foundation Learning Competence Programme (FLC) that although this programme expose local youth to the work environment and assist in improving language and maths skills, it does not lead to sustained or lucrative employment opportunities within Venetia Mine. This has led to unmet expectations of beneficiaries and a lack of income once the programme ends.

Stakeholders are of the opinion that Venetia should ensure that when lodging programmes such as the FLC it will lead to lucrative employment opportunities at the mine.

IMPACT 4

LOCAL BUSINESSES BENEFIT AND ECONOMIC GROWTH DUE TO THE PRESENCE OF VENETIA MINE

Stakeholders acknowledge that Venetia Mine act as a catalyst for the local economy which results in direct and indirect business opportunities. The presence of contractors, especially in Alldays and the town of Musina has seen growth for local businesses as an increase in population translate into greater support to local businesses such as petrol stations, shops and accommodation facilities.

Testimonials of individuals and business owners speak of local farmers and accommodation establishment owners that have been able to expand and/or supplement their income through building additional accommodation facilities to house contractors. The period between 2013 and 2015 have seen the retail trade, accommodation and catering sector in Musina LM grow by approximately 3%. Although Venetia Mine is not directly responsible for this growth, the spin-off effects such as an increase in employee spending power, an increase in visitors to the area and migration can all be linked to the growth in the economy.

Stakeholders believe that there is an opportunity for the mine to further invest in infrastructure development in Venetia Mine's labour sending areas to further stimulate economic development. Some stakeholders have indicated that they have heard about discussions between Venetia Mine and the Local Municipalities to construct houses for its employees in Musina Town and Alldays, and that they welcome this, as this will lead to a growth in population, a greater revenue base and overall economic growth.

IMPACT 5

VENETIA MINE HAS INSUFFICIENT POSITIVE IMPACT ON LOCAL SERVICES RELATED SMMEs

At present, stakeholders are of the opinion that not enough local businesses are benefitting through Venetia Mine's supply chain process. This is ascribed to the fact that not enough information is being communicated to local businesses with regards to the products and services needed by mine, and on what the requirements are to render services to the mine.

The call for tenders from Venetia Mine is reportedly not advertised sufficiently and SMMEs feel that they lose out on the opportunity to render services to the mine. It was suggested that greater efforts should be made to distribute tender notices to rural villages and that the Traditional Authorities' offices is a good channel for doing so.

Some stakeholders have indicated that they are aware of "supplier days" being hosted by Venetia Mine, but feel that these events are insufficient in supporting and guiding SMMEs on how to render services to the mine and that language is a barrier at these events. It was suggested that Venetia Mine partner with existing youth and business forums and host regular workshops on the mine's procurement needs and requirements.

It was the view of a number of stakeholders that Venetia Mine should commit to percentage of services and goods to be sourced locally.

In addition to the opinion that not enough services and goods are rendered from local SMMEs, it is believed that the mine is not doing enough to support and capacitate local SMMEs to be able to compete for contracts from Venetia Mine. Most of these stakeholders were not aware of the Zimele Hub and the opportunity it presents to local SMMEs to access funding and business support, and those who were aware feel that Zimele only support small or "soft" businesses that are not related to Venetia Mine and its procurement needs.

ISSUE 13

INSUFFICIENT SUPPORT TO SMMEs

Stakeholders feel that Venetia Mine is not doing enough from their behalf to support local SMMEs. A great contributing factor of this is the fact that limited stakeholders are aware of the Zimele Hub and the support it provides to local SMMEs.

Of those stakeholders who did acknowledge the presence of Zimele, some felt that the support gained from Zimele is not capacitating SMMEs to become lucrative enterprises or enabling them to compete for contracts from Venetia. It was also said that Zimele is currently understaffed and underfunded. A suggestion was made for the Musina Business Chamber to offer mentoring services to Zimele.

Some stakeholders, especially those from rural communities believe that it is too hard for SMMEs to obtain a loan from Zimele as they struggle to visit Zimele due to it being located in Musina Town, and it is believed that Zimele have stringent policies and requirements making it very hard for rural SMMEs to qualify for a loan and the associated support offered by Zimele. The Zimele Hub

was referred to as “the white elephant” by some stakeholders, playing on the fact that it is situated in the White House in Musina but not making a difference to rural SMMEs.

IMPACT 6

POSITIVE IMPACT OF ZIMELE HUB AND ITS SUPPORT

Some stakeholders are impressed with the support which local SMMEs get from Venetia through the Zimele Hub. They believe that Zimele has given individuals, who had no means of income, the opportunity to start their own business to support themselves. Some beneficiaries are even rendering services to Venetia Mine. These include gardening and bush clearing services, management of one of Venetia Mine’s guesthouses and maintenance of Venetia Mine’s swimming pools at their respective properties.

A total of 47 SMMEs have been supported by Zimele Hub since 2011, of which 3 have reapplied for loans and have been refinanced. A total of 19 of these businesses have been supported in 2014, 2015 and 2016. Zimele assess SMMEs prior to supporting them financially, to gauge their understanding of the operational procedures involved in running a successful business and also appoint mentors to support the SMMEs and emerging entrepreneurs.

It has been reported that beneficiaries of Zimele who run their own businesses have become respected within their communities and are able to support themselves and their families. This not only leads to positive impacts on individual livelihoods, but to the growth of the local economy through new business development.

It was suggested that an opportunity exist to approach experts and consultants doing business with Venetia, to do presentations to local SMMEs at the Zimele hub, in an effort to inspire them through sharing their success stories and lessons learnt

ISSUE 14

INSUFFICIENT SUPPORT TO NGOS

NGOs (including NPOs, CBOs and similar organisations) feel that Venetia Mine is not doing enough to support them. NGOs highlighted that it is extremely difficult to operate without sustained sponsors and funding, as most NGOs offer their services and assistance to community members at no cost.

Some instances where Venetia has assisted in obtaining property and infrastructure and equipment have been reported, although, there is a need for continued and sustained support.

NGOs have also indicated that they are not always aware of opportunities and relevant processes to follow to apply for funding from Venetia Mine, and would appreciate more information in this regard.

ISSUE 15

UNFAIR AND UNETHICAL APPOINTMENT AND TREATMENT PRACTICES BY CONTRACTORS

Despite local stakeholders being aware that contractors have an agreement with Venetia to source non-scarce skilled labourers from the local area, many feel (a perception) that this agreement is not being adhered to. Specific incidents that have been reported include:

Incidents of bribery where local residents pay contractors up to R3 000 to secure a job

Contractors not following proper disciplinary procedures

Contractors employing from the same community/group/pool and not fairly from all labour sending areas

These incidents lead to community members feeling resentment towards contractors and harbouring feelings of mistrust towards contractors. Disgruntled employees also turn to the NUM for assistance as they have nowhere else to turn.

ISSUE 16

UNSAFE DRIVING BEHAVIOUR OF CONTRACTOR EMPLOYEES

Incidents of contractors and their employees exceeding the speed limit on public roads and driving recklessly have been noted by stakeholders. The local community are concerned for their safety and for other road users. Stakeholders believe that if this issue is not addressed, it could lead to an increase in road incidents and accidents.

ISSUE 17

NO MEANS OF VERIFYING CONTRACTORS' INFORMATION AND CONTRACT DURATION

Owners of accommodation establishments have had a number of incidents where contractors reserve a whole resort/establishment for an extended period of time (sometimes longer than a year), and then disappear overnight or give notice a day before leaving, stating that their contracts with Venetia Mine have been terminated.

Affected establishment owners believe that contractors are not being truthful with regards to their contract period with Venetia Mine or the reason for leaving, which leaves business owners in a difficult situation as they are unable to verify contractors' details and business arrangement with Venetia. This leads to these businesses losing income from the contractor concerned, as well as from potential clients that were turned away due to the arrangement with the contractor.

Stakeholders have suggested Venetia should implement dedicated liaison structure or contact person for any mine-related and contractor queries or develop an online portal where contractors and their contract duration can be verified.

IMPACT 7

LACK OF CONTRACTOR MANAGEMENT AFFECTING MINES REPUTATION

During the 2015 Social Way Challenge, the issue of contractor management was identified as a social risk, which has an impact on Venetia's strategic objective of "Invest in and protect DeBeers reputation and diamond equity value". The negative behaviour of contractors and service providers is reportedly damaging the mine's reputation and could ultimately lead to business interruptions through protest actions and strikes.

According to Venetia's Stakeholder Engagement Plan, the lack of contractor management can be ascribed to a lack of ensuring implementation of the "Social Way" through contractors and service providers.

IMPACT 8

POSITIVE CONTRIBUTION OF BASIL READ WITH REGARDS TO IMPLEMENTATION OF PROJECTS

Some community members believe that Basil Read is making a positive contribution to the community through implementing programmes or constructing facilities. The projects implemented by Basil Read leave a lasting impression on community members through the branding of projects with their recognised "BR" logo. Awareness of these projects is assisting contractors in gaining a good reputation amongst stakeholders.

Many stakeholders are however unaware that projects are being implemented in partnership with Venetia Mine/De Beers and it has been suggested that an opportunity exist for Venetia Mine to also brand projects to show their involvement in community upliftment projects and programmes.

IMPACT 9

POSITIVE IMPACT OF TRANSPORT PROVIDED TO EMPLOYEES

The benefit of having buses that transport employees to and from Venetia mine are seen as very positive. Stakeholders acknowledge that if not for this service, employees would have to make their own transport arrangements which would have a cost implication to the employees.

Rural employees living far from the mine in particular, benefit through being able to be reunited with their families every day. This not only minimise the occurrence of 'migrant labour' and the practice of hostel-style living, but also has a stabilising effect on the family structure.

ISSUE 18

RECKLESS BEHAVIOUR OF BUS DRIVERS

Observations were made by stakeholders from both rural villages and urban areas that buses would exceed the speed limit and display unsafe practices such as driving with their headlights on bright. These actions result in dust being kicked up on gravel roads, oncoming traffic being blinded by the buses' headlights (both actions minimising visibility), and the endangerment of those being transported and other road users.

An incident has been reported through Venetia Mine's complaints register of a community member being hit by one of Venetia Mine's Diamond buses, and community members are concerned that other serious accidents could happen, should buses continue to display such reckless behaviour.

IMPACT 10

DAMAGE TO LOCAL ROAD FROM BUSES

Stakeholders believe that the buses transporting mine workers and trucks going to and from Venetia mine are aiding to the deterioration of both tarred and gravel roads. Potholes and deteriorated roads pose a risk to road users and can increase accidents and incidents on the road.

It has been suggested by stakeholders that Venetia Mine should repair the tarred roads that form part of their bus route, while stakeholders from rural villages in Blouberg LM feel that Venetia Mine should assist in tarring gravel roads which the buses make use of.

ISSUE 19

BUS SERVICES CONTRACTORS NOT LOCAL

Stakeholders are uniformed with regards to the procurement of bus drivers and the supplying of buses and transport services in the Blouberg area. Stakeholders have indicated that local SMMEs and taxi associations would be able to fulfil this role and requested that Venetia Mine disclose the procedure followed in rendering the services for the current transport contract.

In future, stakeholders would like to be informed on the requirements to become a bus driver and feel that the existing taxi associations in the Blouberg area should be consulted and be granted the opportunity to become bus drivers.

ISSUE 20

THE NEED FOR BUS DEPOTS

In Makgato and Alldays, stakeholders have indicated that there are no formal bus depots for buses transporting Venetia Mine employees. In Alldays the bus gets parked at one of the local schools, and in Makgato they are parked next to the road. Parking buses in insecure areas may lead to buses being damaged, vandalised or broken into.

In Makgato, stakeholders have indicated that they have had discussions with Venetia Mine about a depot, and that land has already been identified, they are waiting for Venetia to proceed.

Stakeholders believe that during the construction of a depot, temporary jobs will be created and thereafter a few permanent jobs (cleaners and security guards).

IMPACT 11

NEGATIVE EFFECT OF STRIKES ON THE LARGER COMMUNITY

The general community are not always aware of why employees are striking, and despite the fact that the community are not at all related to the reason for strikes, community members are victimised and intimidated. Community members are scared for their safety and feel that neither the police nor the mine is proactive in warning or protecting community members.

Stakeholders have indicated that during strikes in the past, major roads leading to Venetia Mine from Alldays and Musina as well as the N1 was blocked off. This not only led to transportation of goods to the rest of South Africa and the SADC region being interrupted, but also had an impact on local workers and community members who were unable to pass, in many cases leaving unsupervised.

Destruction and damage to public infrastructure and Venetia's property during strikes result in regression in infrastructure delivery, additional unforeseen spending and adds to the already unmanageable burden of infrastructure development and maintenance experienced by local municipalities in the area.

Incidents of strikes, especially where violence and destruction of property are concerned, leads to negative perceptions of an area which have dire impacts on the tourism and related industries, which could lead to a decline in the local economy.

It was reported that during strikes, work and meetings at the Musina municipal offices were disrupted and quarterly meetings between Musina LM and Venetia Mine were halted, which has led to a vacuum with regards to communication between these two entities.

Other recounts of incidents during strikes in the past include an incident of bribery where police allegedly incited a bribe from a tourist of R300 to escort them past the protesting employees, as well as an incident (which was also captured in Venetia's Complaints Register) where a community member were forcefully removed from his vehicle and assaulted.

Stakeholders, especially those residing in close proximity to Venetia Mine, have suggested that Venetia Mine should inform the local community and municipalities of possible protest or strike actions through a bulk SMS, WhatsApp message and/or email messages. The community would also appreciate some education with regards to measures to take or how to act to ensure their safety when facing protestors or if caught in the middle of a potentially dangerous situation.

ISSUE 21

PONAHALO PAY-OUTS AND THE EMPLOYEE SHAREHOLDER SCHEME

Stakeholders feel that, for a long time, the issue around the pay-outs of the Ponahalo shares were not dealt with. Employees anticipated pay-outs in 2014, which did not happen. This sparked tension between employees and Venetia Mine, and lead to strikes. An agreement was reached and Venetia took out a loan to enable share pay-outs. Employees are reportedly excited about the pay-outs as they believe that it will be a great financial relief to them and their families which will lead to a boost in morale amongst employees. It has been stated that employees are expecting shares to be paid out at the 2014 price of R14 811 or more, but not less.

It is the understanding of employees that once the shares are paid out, Venetia Mine employees will no longer be part of the Ponahalo share scheme, but they will form part of a new Employee Share Holder Scheme/Employee Stock Ownership Plan (ESOP).

ISSUE 22

PONAHALO CONCERNED GROUP

The Ponahalo Concerned Group was started in an effort to deal with the issues relating to the Ponahalo Shares and the misperception about the shares. However this group started to take it upon themselves to represent the greater community and to bring up various other issues with Venetia Mine.

This caused an upset amongst community members, as they feel that Ponahalo is a labour issue, and that the group do not represent them. Stakeholders feel that Ponahalo should be taken up with Venetia by the employees totally separate to community issues.

It was reported by stakeholders that the Ponahalo pay-out issues would overshadow any community interaction such as town hall meetings and that the Ponahalo Concerned Group would misrepresent the community and aid to confusion around the Ponahalo shares and the Ponahalo Trust.

It was revealed that in the meantime, the Ponahalo Concerned Group received assistance from the Musina Business Chamber to become formalised. They have appointed a spokesperson and an attorney and are now recognised by the mine. Prior to their formalisation, employees would act in rage and protest, but it has since stabilised due to this group.

Stakeholders have indicated that there is a need to establish a separate structure, to deal specifically with community issues and to avoid a situation where individuals overpower or derail Venetia's meetings with the community.

IMPACT 12

SLP ALLEVIATING INFRASTRUCTURE DELIVERY PRESSURE FROM LOCAL MUNICIPALITIES

It was agreed that Venetia Mine, through the SLP process, are assisting in implementing infrastructure related projects in the local municipalities as identified by the IDP process. It was further revealed that in the past, Venetia have on occasions even spent beyond what they had committed, of which the local municipalities are very grateful.

Despite municipalities acknowledging that Venetia, through the SLP spending, is alleviating their infrastructure and development backlog, they would like greater discussions around projects that are chosen to be implemented by Venetia. This would entail that Venetia Mine make their decisions on which projects to implement in consultation with local municipalities and not only choose a project from the prioritised IDP projects.

ISSUE 23

SLP ALLOCATION AND SPENDING NOT TRANSPARENT

Both Musina and Blouberg Local Municipalities have indicated that they feel that there is not enough transparency with regards to SLP spending in their area and they are not sure if, in fact, Venetia is complying with the Mining Charter. The municipalities are also not sure if they are receiving equal benefit through the SLP Process.

These uncertainties regarding the SLP process can to a great extent be ascribed to the lack of knowledge regarding the Mining Charter and the compliance criteria.

The local municipalities have suggested that the DMR should supply local municipalities and mines with clear guidelines in the form of a practical 'tool' on how to conduct engagements and how to understand fund allocation. This should include details such as what percentage of the mine's profit should be given to local municipalities. It is the belief that such a tool would assist the local municipalities in doing their future planning and budgeting.

In the meantime it has been requested that Venetia Mine assist municipalities in understanding how much support and spending they should get from Venetia, as well as providing a breakdown of the amount available, timeframe and phasing per selected project. This needs to be done in conjunction/consultation with the local municipalities.

ISSUE 24

GOOD RELATIONSHIP AND COMMUNICATION BETWEEN VENETIA AND LOCAL MUNICIPALITIES

Musina and Blouberg Local Municipalities have indicated that, in general, there is a good relationship between them and Venetia Mine. Venetia Management has been described as being accessible when it comes to communication and having meetings with them.

It is believed that there is an opportunity to build on and strengthen the existing positive relationship between the local municipalities and Venetia Mine. Suggestions to improve this relationship include having scheduled meetings instead of meetings on an "if and when" needs basis and for Venetia Management to take care to adhere to the proper protocol when engaging with the municipalities, to ensure that the management and politicians are met with accordingly.

ISSUE 25

LACK OF COMMUNICATION AND FEEDBACK TO COMMUNITIES FROM VENETIA MINE

Stakeholders feel that there is very little feedback from the mine with regards to their operation, contribution to the community, actions and events planned or any action that has happened as a result of the mine. There is also a general consensus amongst stakeholders that there is no formal channel to work through for enquiries and a lack of a credible communication sharing strategy.

It is the opinion of stakeholders that the lack of a central/dedicated contact person or communication sharing strategy leads to stories and rumours with no means of verifying it. It was also suggested to circulate a regular newsletter through hard copies and via e-mail and WhatsApp.

ISSUE 26

UNFOCUSSED "UMBRELLA" MEETINGS

In recent times, a number of town hall meetings, organised by Venetia Mine, have taken place. However, these meetings take an "umbrella" approach where an attempt is made to deal with various different aspects and concerns. Stakeholders have indicated that these meetings become derailed, that certain individuals and issues take over the meeting and that some individuals feel too intimidated to bring up issues for the fear of being victimised.

This leads to relevant and urgent aspects not being heard or dealt with, causing individuals to leave meetings feeling unsatisfied and unimportant.

It was suggested by stakeholders that if, in future, town hall meetings need to be conducted, Venetia should ensure that the services of trained, professional facilitators with knowledge on handling big crowds be sourced. It was also suggested that instead of mass, "umbrella" town hall meetings, smaller, strategic meetings with key stakeholders and parties be undertaken.

ISSUE 27

CONSULTATIONS WITHOUT FEEDBACK

Rural communities in Blouberg feel that Venetia Mine very often send consultants and representatives to talk to them as part of their processes. However they feel that they never get feedback with regards to these consultations or the way forward.

This could be accredited to the fact that rural communities do not understand the different processes undertaken by De Beers/Anglo American and how they fit in. Should this not be addressed, it could lead to communities becoming increasingly unwilling to meet with Venetia Mine and its representatives.

ISSUE 28

LACK OF COMMUNITY INPUTS ON COMMUNITY PROJECTS

Community members and Traditional Authorities in both the Musina and Blouberg municipal areas feel that Venetia Mine only consult with the Municipalities about projects and do not consult with communities about their needs and suggestions for projects.

In cases where consultations with regards to proposed projects do occur, community members feel that they do not receive any feedback on the decision to implement projects or the progress of projects being undertaken.

Communities are also not always aware of the programmes and projects that Venetia has implemented.

ISSUE 29

UNDERMINING OF TRADITIONAL AUTHORITIES

Traditional authorities feel that they are being by-passed with regards to communication from Venetia Mine. The perception is that Venetia Mine only discusses projects with the local municipality and that the Traditional Authority does not have a say in which projects are being implemented and that the local municipality like to take credit for projects that Venetia implemented.

IMPACT 13

POSITIVE IMPACT OF INFRASTRUCTURE AND COMMUNITY PROJECTS

Stakeholders have indicated that the infrastructure and community development projects undertaken by Venetia Mine has a very positive impact on the relevant communities, and in many cases have led to an improvement in livelihoods of individuals. On a wider scale, infrastructure related projects contribute to creating a conducive environment for local businesses and external investment and result in communities taking pride in their neighbourhoods.

It was revealed that in most cases, stakeholders were not aware of many of the projects initiated and implemented by Venetia Mine, or were unsure if projects were implemented by Venetia or the local municipality. It was suggested by a number of stakeholders that Venetia should do more to brand their projects in an attempt to create awareness of the contribution made by the mine.

Despite the fact that projects have a positive impact on communities, many believe that Venetia Mine could do more. It is the perception that Venetia Mine only works through the local municipalities to identify projects, and that consultation with communities on their needs is lacking.

ISSUE 30

PERCEIVED PREFERENCE TO MUSINA TOWN

There is general consensus among stakeholders in the Blouberg municipal area that Musina Local Municipality and in particular Musina Town are reaping unfair benefit from Venetia Mine.

The perceived treatment relate to, but are not limited to:

- Employment (more Venetia Mine employees are from Musina)
- Community development projects (more support for organisations such as CBOs/NGOs/NPOs in Musina)
- Support to the municipality in terms of infrastructure development (e.g. upgrading of schools, roads, and other infrastructure)

- Location of Venetia Mine's administration and support services (e.g. White House, Zimele Hub, Venetia Mine Guesthouses etc.)

The argument is made that Alldays is situated closer to Venetia Mine than Musina Town, yet Venetia's head office, Zimele Hub and Venetia's Guesthouses are situated in Musina. Stakeholders feel that it is unfair that Musina town receives all the benefits and is more developed than Alldays. It has been highlighted that the fact that most support services are located in Musina, individuals from Blouberg need to travel far to access these services which has a cost and time implication.

To address this issue, stakeholders have requested that Venetia should be transparent with regards to its spending in Musina and Blouberg Local Municipalities. In addition to this, it was suggested that Venetia Mine and Zimele should look into opening offices in Alldays as well as developing housing for its employees in Alldays. It is believed that this would have spin-off effects for further development and economic growth in Alldays.

This perception of preference to Musina may be strengthened by the general lower levels of development in the Blouberg municipal area, which unlike the Musina municipal area, is mainly rural. Although the socio-economic status of the Blouberg population cannot be attributed to Venetia Mine, there are certainly more development needs in Blouberg, which may contribute to the perception that Musina benefits unfairly.

ISSUE 31

PERCEIVED UNEQUAL BENEFIT TO SCHOOLS

There is a perception amongst some stakeholders that former 'white' schools situated in Musina Town are benefitting more than those located in Nancefield and surrounds. The perception stems from the fact that former 'white' schools seem to be better maintained and have erected sign boards of sponsors, while the schools in Nancefield do not. This leads to the perception that the township schools are not being supported by the mine and the community in general.

Stakeholders have noted that the schools also seem to be funded differently, with former 'white' schools being sponsored for sports events, while township schools receive support in the form of education programmes and infrastructure.

In order to address this matter, a request for transparency with regards to money donated to schools have been put forward, accompanied by proper auditing of projects implemented by schools to establish if donated funds are correctly spent.

ISSUE 32

SOCIAL SEPARATION BETWEEN VENETIA MINE EMPLOYEES AND LOCAL RESIDENTS

Stakeholders have noticed that there is a social separation happening between Venetia employees and local Musina residents. Some stakeholders feel that Venetia employees (especially those that have relocated to Musina from somewhere else) do not socialise or integrate with the local Musina residents.

Venetia Mine is doing a lot to benefit their employees, but locals feel that this is aiding in creating a barrier. An example of this is the fact that the Gym in Musina is only for Venetia employees.

More serious incidents of discrimination have been shared. One such incident was of a crèche in Musina that would only accommodate children of parents employed by Venetia Mine.

ISSUE 33

PERCEIVED INCREASE IN CRIME

Stakeholders have indicated that an increase in crime and related incidents are occurring. Stakeholders believe that this is due to the influx in people in the area seeking jobs at Venetia Mine. A particular incident which involved a local business owner from Alldays was recounted by stakeholders and the sentiment is that stakeholders are growing ever concerned about their safety and security.

With regards to crime and related incidents, three incidents relating to theft and assault have been lodged through Venetia Mine's Complaints Register in 2016.

ISSUE 34

PERCEIVED PROPERTY MARKET ADJUSTMENT

Due to the demand for residential property, driven by Venetia Mine and the influx of people to Musina, the property market in Musina has, according to stakeholders, become very expensive. This has led to local residents being pushed out of the property market as they cannot afford to buy or rent property at the current price.

Other stakeholders however, feel that Venetia Mine's presence have given people an incentive to invest in property and to develop additional property in Musina, which has a positive impact on the Musina's local economy.

IMPACT 14

VIBRATIONS AND SHOCKWAVES DAMAGING NEIGHBOURING PROPERTIES AND INFRASTRUCTURE

Stakeholders living in close proximity to the mine have reported that they experience vibrations and shockwaves as a result of blasting at Venetia Mine. Reportedly, stakeholders living up to 8km from the mine are impacted by the blasting which according to them, occurs on a daily basis, up to six times a day. Neighbours have reported that their buildings have started to show cracks.

In addition, stakeholders are also concerned about the consequences of these vibrations on the groundwater and the possibility of sinkholes which would allow groundwater to seep through and disappear.

Affected stakeholders have requested that a representative from Venetia Mine visit their properties to verify the damage, and acknowledge the problem. It was also requested that a specialist meet with stakeholders to explain the impacts of the blasting on the groundwater.

IMPACT 15

DECREASE IN GROUNDWATER DUE TO THE VUP

Venetia is in the process of transitioning its operation underground as part of the VUP. Neighbouring farmers and stakeholders living close to the mine are concerned that the drilling will have an impact on the groundwater and the water supply to their boreholes. Stakeholders are of the opinion that should the water supply be affected by drilling and blasting, it would negatively affect their livelihoods and all local businesses dependent on groundwater.

At present, neighbouring stakeholders feel left in the dark with regards to the VUP and its implications on the environment. It was suggested that an impact assessment be done to establish the impact of the drilling on the groundwater supply and that a specialist in the field (environmentalist/geologist/hydrologist) discuss the results and implications with stakeholders.

IMPACT 16

POSITIVE BENEFIT FROM NATURE CONSERVATION SOCIETY

Stakeholders are particularly satisfied with the benefits offered to members of the Nature Conservation Society, and the swift response and friendly service experienced when interacting with the relevant contact person.

Over and above the conservation initiative which this society stands for, stakeholders have praised the Nature Conservation Society for hosting events such as 4x4 days and fishing competitions arranged for members. Stakeholders believe it to be a particularly positive initiative, as it brings community members together; however, stakeholders believe that there are potential to host additional events on a more frequent basis.

Stakeholders furthermore expressed appreciation for the mines contribution to conservation by protecting the animals and not allowing their operation to negatively impact on fauna.

IMPACT 17

FOCUS ON SAFETY AROUND MINE

Stakeholders have acknowledged that safety is a top priority at Venetia Mine and all its associated establishments. Stakeholders cannot recall any serious incidents or deaths in recent times. This affects employees and their families on a subconscious level and gives them peace of mind, knowing that their employees' lives are not at risk when going to work.

Stakeholders have also commented on the state of buses used by Venetia Mine to transport their employees. Buses are perceived to be very safe, which ensure that employees get to work safely.

Stakeholders have also proclaimed their appreciation for Venetia Mine's Emergency Personnel, who have, on numerous occasions, responded to medical emergencies experienced by community members. Emergency Personnel reportedly also assist with the extinguishing of veld fires on neighbouring farms.

ISSUE 35

CONCERNS ABOUT DE BEERS WITHDRAWING FROM SOUTH AFRICA COMPLETELY

Stakeholders are concerned that De Beers may consider withdrawing from South Africa completely due to the unstable economic and political outlook in the country and labour demands and disputes on a national and local level.

Stakeholders are appealing to De Beers to remember that their forefathers helped in building De Beers to what it is today and to consider the devastating effect and economic loss would be experienced on a national level, should they decide to withdraw from the country. The plea to De Beers is not to only be focussed on profit and that the decision to invest in South Africa should not only be a business decision, but a moral one as well.

ISSUE 36

MINING OPERATION INTERRUPTION

During the 2015 Social Way Challenge, the issue of potential business interruptions were identified as a great risk to Venetia Mine. It was furthermore established that this risk would undermine Venetia's strategic objective of "Invest in and protect DeBeers reputation and diamond equity value".

This risk is reportedly as a consequence of poor social performance by Venetia Mine on site as well as due to wider socio-economic and socio-political factors. This risk could potentially lead to the mine ceasing operation through losing its legal and social licence to operate. This could have a devastating effect, not only for Venetia Mine and its employees, but for the larger community and the region's economy as a whole.

According to Venetia's Stakeholder Engagement Plan, the root causes of this risk is due to the low level of maturity of consultation and engagement by the mine as well as Venetia's weak socio-economic development (SED) plan with regards to the design and implementation thereof.

6.2 ASSESSMENT OF KEY IMPACTS AND ISSUES

Table 29 provides an overview of the prioritised issues and impacts together with the potential risk level if the mine does not respond adequately to issues. The Anglo American Integrated Risk Management methodology was applied to determine the risk level, taking into account the following:

- Mitigation measures at the time of the assessment
- Likelihood for the risk to materialise
- Potential consequence, should a risk materialise
- Prioritisation of risks

For positive impacts, no mitigations are done. Instead, opportunities linked to positive impacts are provided.

ANGLO AMERICAN'S INTEGRATED RISK MANAGEMENT MATRIX

LIKELIHOOD		RISK RATING				
		1 INSIGNIFICANT	2 MINOR	3 MODERATE	4 HIGH	5 MAJOR
5-Almost Certain > 90%	90% and higher likelihood of occurring	11 (Medium)	16 (Significant)	20 (Significant)	23 (High)	25 (High)
4-Likely 30%-90%	Between 30% and less than 90% likelihood of occurring	7 (Medium)	12 (Medium)	17 (Significant)	21 (High)	24 (High)
3-Possible 10%-30%	Between 10% and less than 30% likelihood of occurring	4 (Low)	8 (Medium)	13 (Significant)	18 (Significant)	22 (High)
2-Unlikely 3%-10%	Between 3% and less than 10% likelihood of occurring	2 (Low)	5 (Low)	9 (Medium)	14 (Significant)	19 (Significant)
1-Rare <3%	Less than 3% likelihood of occurring	1 (Low)	3 (Low)	6 (Medium)	10 (Medium)	15 (Significant)

RATING	RISK LEVEL	GUIDELINES FOR MATRIX
21 to 25	High	A high risk exists that management's objectives may not be achieved. Appropriate mitigation strategy to be devised immediately.
13 to 20	Significant	A significant risk exists that management's objectives may not be achieved. Appropriate mitigation strategy to be devised as soon as possible.

6 to 12	Medium	A moderate risk exists that management's objectives may not be achieved. Appropriate mitigation strategy to be devised as part of the normal management process.
1 to 5	Low	A low risk exists that management's objectives may not be achieved. Monitor risk, no further mitigation required.

TABLE 29: OVERVIEW OF PRIORITISED ISSUES AND IMPACTS

ISSUE (IS) OR IMPACT (IM)		WHO IS IMPACTED	RISK TO MINE IF NOT ADDRESSED/OPPORTUNITY	RATING	MANAGEMENT MEASURES IN PLACE
IMPACT 1	Creation of local employment	- Venetia Mine employees - Families of employees - Musina LM - Blouberg LM - Residents of labour sending areas - Local business owners	- Prevention of social ills associated with migrant labour - Enhancement of the mine's social licence to operate	MEDIUM	Recruitment practices that give preference to candidates from Blouberg LM and Musina LM
	Insufficient local employment	- Venetia Mine - Local communities - Local unemployed individuals	- Venetia Mine's reputation may be damaged - Local communities may feel that Venetia Mine do not care about them and their wellbeing and develop resentment towards the mine - Social unrest	MEDIUM	- Contribute to the employment rate in the Musina and Blouberg municipal areas, and therefore, to the general socio-economic status of neighbouring communities. - Invest in the improvement of school education in rural areas, to ensure job applicants from these areas have equal opportunities for employment at the mine. - Ensure that the VUP contractors employ local community members in all positions where suitable local candidates are available.
ISSUE 2	Lack of advertisement of employment opportunities and difficult application process	- Venetia Mine - Local unemployed job seekers	Unhappiness regarding the advertisement and awarding of jobs may lead to protests that could leave the mine very vulnerable	MEDIUM	Recruitment policy which ensures that advertisements are sent to public offices within our labour sending communities.
ISSUE 3	Extending Venetia Mine's labour sending area	- Venetia Mine - Musina LM - Communities residing in the six additional wards gained by Musina LM	The perception that Venetia do not support rural communities	HIGH	Venetia Mine labour sending areas are determined by areas from which majority of employees come.

ISSUE (IS) OR IMPACT (IM)		WHO IS IMPACTED	RISK TO MINE IF NOT ADDRESSED/OPPORTUNITY	RATING	MANAGEMENT MEASURES IN PLACE
ISSUE 4	Rumours of looming retrenchments	• Venetia Mine employees • Families of employees • The greater community and economy	• Employees and community members may believe rumours and become unnecessarily worried • Fears of looming retrenchments may lead to protests by employees and community members	LOW	Future Form structure that meets on a quarterly basis to discuss operational matters including possible retrenchments.
ISSUE 5	Uncertainty about the employment situation once the mine transitions underground	• Venetia Mine • Venetia Mine employees • Local community	• Uncertainty regarding job security amongst employees, which may lead to employee unrest in future if concerns are not addressed • Poor safety performance • Negative impact on employee relations • Labour unrest	SIGNIFICANT	Employee skills development plan
ISSUE 6	Good relationship and communication between Venetia Mine and NUM	• Venetia Mine Management • NUM • Employees	• There is an opportunity to build on the already good relationship between the NUM and Venetia Management	SIGNIFICANT	Collective Bargaining and Collective Agreements that ensures that the NUM and Venetia Mine Management have regular engagements.
ISSUE 7	Slow rate of transformation	• Venetia Mine • Venetia Mine employees • Local community	• A perception that Venetia Mine is not doing enough to aid in transformation	LOW	Make use of quarterly transformation committee meetings and monthly diamond ambassadors to track the rate of transformation within the organisation.
ISSUE 8	Insufficient housing support for C-band employees	• Venetia Mine • C-band employees	• Employee discontent and unrest • Pressure from DMR	LOW	
ISSUE 9	B-band employees not benefitting from housing benefit	• Venetia Mine • B-band employees	• Labour unrest • Pressure from DMR	SIGNIFICANT	DBCM Facilitated Home Ownership Programme
ISSUE 10	Lack of skills amongst local communities	• Venetia Mine • Unskilled youth • Local communities • Musina LM • Blouberg LM • LEDA • Vhembe TVET	• Lack of required skills in labour sending areas with resultant limited local procurement • Social ills associated with poverty and unemployment • Retention of skilled employees • Skills shortages	LOW	• FLC programme • Learnerships • Internships
ISSUE 11	The De Beers Training Centre located in Kimberley	• Venetia Mine • De Beers operation in Kimberley • Local employees • Local businesses	• Retention of skilled employees • Skills shortages	LOW	

ISSUE (IS) OR IMPACT (IM)	WHO IS IMPACTED	RISK TO MINE IF NOT ADDRESSED/OPPORTUNITY	RATING	MANAGEMENT MEASURES IN PLACE
IMPACT 2 Improved skills development from maths and Science Programme	- Local learners - Local teachers	An opportunity exist to extend this programme to include learners from lower grades	MEDIUM	Maths and Science Programme
IMPACT 3 Lack of information about Bursary and Financial Study Assistance Schemes and resultant lack of being able to partake	- Venetia Mine - Local learners - Prospective students - Local schools - Local teachers - Local communities	The belief that De Beers is not doing enough to capacitate local youth from Venetia's labour sending areas	MEDIUM	De Beers Bursary Scheme Financial Study Assistance Scheme
ISSUE 12 Foundation Learning Competence Programme not leading to sustainable employment	FLC beneficiaries	Unmet expectations of beneficiaries may lead to resentment towards the mine	NEUTRAL	Foundation Learning Competence Programme
IMPACT 4 Local businesses benefit and economic growth due to the presence of Venetia Mine	- Local businesses - Local community	- Opportunity for Venetia Mine to stimulate the economy further through continued infrastructure development - Opportunity to support local businesses through formal programmes	VUP	
IMPACT 5 Venetia has insufficient positive impact on local services related SMMEs	- Venetia Mine - Local SMMEs	- Social unrest and pressure for government intervention - Insufficient opportunities for local suppliers will impact negatively on the local economy - Local communities could harvest negative attitudes towards Venetia Mine - The belief amongst local SMMEs may develop that Venetia Mine take part in preferential treatment practices - May enhance misconception that local people already have of Venetia - Potential to spark violence	HIGH	Annual Supplier Days Local supplier recruitment drives
ISSUE 13 Insufficient support to SMMEs	- Venetia Mine - Zimele Hub - Local SMMEs	- SMMEs may feel that Venetia do not want to support them - Local SMMEs may not be successful in the long run if not given enough guidance	MEDIUM	Zimele Hub
IMPACT 6 Positive impact of Zimele Hub and its support	- Venetia Mine - Zimele Hub - Local SMMEs - Zimele beneficiaries	An opportunity exist for Zimele Hub to capacitate SMMEs to become part of Venetia's supply chain	LOW	Zimele Hub

ISSUE (IS) OR IMPACT (IM)		WHO IS IMPACTED	RISK TO MINE IF NOT ADDRESSED/OPPORTUNITY	RATING	MANAGEMENT MEASURES IN PLACE
ISSUE 14	Insufficient support to NGOs	- Local NGOs/CBOs - Local community	NGOs may feel that Venetia Mine do not care about their causes and the individuals that they assist	MEDIUM	Local Area Committee Grants
ISSUE 15	Unfair and unethical appointment and treatment practices by contractors	- Contractors - Contractor employees - Venetia Mine - Local community members - NUM	- Negative attitudes towards contractors and the negative impacts associated with their behaviour may impact negatively on the reputation of the mine - Damage to mine's reputation	LOW	Contracting Out Forum where issues such as contractor recruitment and procurement are discussed.
ISSUE 16	Unsafe driving behaviour of contractor employees	- Contractors - Contractor employees - Local community - All road users	- Negative attitudes towards contractors and the negative impacts associated with their behaviour may impact negatively on the reputation of the mine - Potential for increased road accidents	High	
ISSUE 17	No means of verifying contractors' information and contract duration	- Local accommodation establishment owners - Local business owners - Local economy	Negative attitude towards Venetia and its contractors	LOW	
IMPACT 7	Lack of proper contractor management affecting reputation	- Venetia Mine - Contractors - Contractor employees - Local community	- Damage to the mine's reputation - Business interruptions through protest actions and strikes.	LOW	
IMPACT 8	Positive contribution of Basil Read with regards to implementation of projects	- Venetia Mine - Basil Read - Local communities	- Building on the reputation of contractors and Venetia Mine. - Opportunity for Venetia to also brand projects to show their involvement in the communities	LOW	
IMPACT 9	Positive impact of transport provided to employers	- Venetia Mine employees - Families of employees	- Retention of local employees - Perceived as "caring employer" - Supplying transportation to employees show them that Venetia cares about them, their well-being and their families		Venetia bus services to employees
ISSUE 18	Reckless behaviour of bus drivers	- Residents in rural villages on the bus route - Farmers - Employees - Bus drivers - All road users (including pedestrians)	- Community unrest in case of life lost because of an accident in a village - Potential for serious accidents to happen		Speed limits on gravel roads have been reduced Engineering measures to control bus speed have been installed in buses

ISSUE (IS) OR IMPACT (IM)		WHO IS IMPACTED	RISK TO MINE IF NOT ADDRESSED/OPPORTUNITY	RATING	MANAGEMENT MEASURES IN PLACE
IMPACT 10	Damage to local roads from busses	All road users	- Blame from local authorities for damage to roads - Venetia being blamed by community for the condition of the roads	MEDIUM	Renovations of roads in Musina
ISSUE 19	Bus services contractors not local	- Local SMMEs - Existing taxi associations in Blouberg	- Increase the negative impression that Venetia Mine do not want to do business with local SMMEs - An opportunity exist to empower local SMMEs or local taxi drivers	HIGH	
ISSUE 20	The need for bus depots	- Venetia Mine - Bus drivers - Venetia Mine Employees - Local community	Damage to buses	MEDIUM	
IMPACT 11	Negative effect of strikes on the larger community	- Venetia Mine employees - Local community - Police and security services - Musina LM - Blouberg LM	Increase incidents involving innocent bystanders/community members	HIGH	Establishment of the community engagement forum
ISSUE 21	Ponahalo pay-outs and the employee shareholder scheme	- Venetia Mine - Ponahalo Capital Holdings - Venetia Mine employees - NUM - Local community	- Employee and community protest action - Instability in labour relations - Labour unrest - Reputation damage - Impact on the relationship with the DMR	HIGH	Discussions with trade unions and Ponahalo Capital Holdings
ISSUE 22	Ponahalo Concerned Group	- Venetia Mine - Ponahalo Concerned Group - Ponahalo Capital Holdings - Venetia Mine employees - Local community	Community members may feel that Venetia Mine do not care about their issues and concerns	HIGH	Establishment of a Community Development Forum
IMPACT 12	SLP alleviating infrastructure delivery pressure from local municipalities	- Venetia Mine - Blouberg LM - Musina LM - Local community	- An opportunity exist for greater engagement with local municipalities and communities on SLP projects - Retaining skilled employees - Strengthen the mine's social licence to operate - Enhanced reputation	HIGH	LAC grants
ISSUE 23	SLP allocation and spending not transparent	- Venetia Mine - Blouberg LM - Musina LM	Municipalities may feel that Venetia Mine are not being truthful about their required spending	MEDIUM	

ISSUE (IS) OR IMPACT (IM)	WHO IS IMPACTED	RISK TO MINE IF NOT ADDRESSED/OPPORTUNITY	RATING	MANAGEMENT MEASURES IN PLACE
		Local municipalities being uninformed regarding the SLP process		
ISSUE 24 Good relationship and communication between Venetia and local municipalities	- Venetia Mine - Blouberg LM - Musina LM	Opportunity to build on the existing relationship and to improve it where necessary	HIGH	
ISSUE 25 Lack of communication and feedback to communities	All stakeholders	- Stakeholders may be misinformed regarding the Venetia operation, projects and their responsibilities - Communities may think that Venetia do not care about them - Unmet expectations of stakeholders - Negative impact on stakeholder relationships - Reputation damage by being accused of not leaving a positive legacy after mine closure	HIGH	
ISSUE 26 Unfocussed "umbrella" meetings	- Venetia Mine - Local communities - Community representatives	- Risk of having meetings derailed - Individuals not being awarded the chance to air their concerns/opinions - Resentment towards the mine	MEDIUM	Establishment of a Community Development Forum
ISSUE 27 Consultation without feedback	- Venetia Mine - Rural communities in Blouberg	Communities are becoming increasingly unwilling to meet with Venetia and their representatives	HIGH	
ISSUE 28 Lack of community inputs on community projects	- Venetia Mine - Local community members - Community organisations and representatives - Traditional Authorities	- Communities may believe that the mine does not care about their needs - Communities may be unaware of inputs and projects done by Venetia	MEDIUM	
ISSUE 29 Undermining of Traditional Authorities	- Venetia Mine - Traditional Authorities	- Traditional Authorities may believe that Venetia Mine is undermining them and do not consider them as important - Negative impact on the mine's relationship with local government and traditional authorities for being seen to disregard the authority of these entities	HIGH	Application of current policy to engage with both entities on the impact of projects on their area of jurisdiction
IMPACT 13 Positive impact of infrastructure and community projects	- Venetia Mine - Local communities	- Enhance the mine's reputation - Retaining skilled employees - Strengthen the mine's social licence to operate	HIGH	SLP projects LAC grants

ISSUE (IS) OR IMPACT (IM)		WHO IS IMPACTED	RISK TO MINE IF NOT ADDRESSED/OPPORTUNITY	RATING	MANAGEMENT MEASURES IN PLACE
ISSUE 30	Perceived preference to Musina Town	• Venetia Mine • Musina LM • Blouberg LM • Youth and other special interest groups • Traditional Authorities	• If this matter is not addressed, the community could become increasingly unhappy, which may ultimately lead to community protests • Social/community unrest • Possible mobilisation of marginalised communities • Pressure for government intervention • Negative impact on mine's relationship with stakeholders	HIGH	
ISSUE 31	Perceived unequal benefit to schools	• Venetia Mine • Schools in Musina LM	• This could damage the reputation of Venetia Mine and may overshadow all the positive work that is being done by Venetia	MEDIUM	
ISSUE 32	Social separation between Venetia Mine employees and local residents	• Venetia Mine employees • Local Musina residents		MEDIUM	
ISSUE 33	Perceived increase in crime	• All stakeholders	• Increase in incidents of crime	LOW	
ISSUE 34	Perceived property market adjustment	• Property owners • Prospective property owners • Local community		LOW	
IMPACT 14	Vibrations and shockwaves damaging neighbouring properties and infrastructure	• Neighbouring farmers	• Undue attention by environmental activists • Safety risk for commuters and the animals • Cost of mitigation • Government intervention • Affected stakeholders may feel concerned and uneasy • Stakeholders may feel that Venetia does not consider them and their well-being	LOW	Environmental Management Plan
IMPACT 15	Decrease in groundwater due to the VUP	• Neighbouring farmers • The neighbouring communities • Businesses and accommodation establishments in Alldays	• Undue attention by environmental activists • Safety risk for commuters and the animals • Cost of mitigation • Government intervention • Community will be concerned and feel uneasy • Community may feel that Venetia does not consider them when making decisions	LOW	Environmental Management Plan

ISSUE (IS) OR IMPACT (IM)	WHO IS IMPACTED	RISK TO MINE IF NOT ADDRESSED/OPPORTUNITY	RATING	MANAGEMENT MEASURES IN PLACE
		Should the water be impacted, it could have a devastating impact on the local economy		
IMPACT 16	Positive benefit from Nature Conservation Society	- Environmental NGOs - Neighbouring farmers - Local community - Members of the Nature Conservation Society	LOW	
IMPACT 17	Focus on safety around the mine	- Venetia Mine - Venetia Mine employees - Families of employees - Visitors to Venetia's offices and facilities		
ISSUE 35	Concerns about De Beers withdrawing from South Africa	- De Beers - Anglo American - Venetia Mine - Musina LM residents - Blouberg LM residents - South Africa		
ISSUE 36	Mining operation interruption	- Venetia Mine - Venetia Mine employees - Local community - Local economy	HIGH	

6.3 APPROPRIATENESS OF EXISTING SOCIO-ECONOMIC BENEFIT DELIVERY INITIATIVES TO ADDRESS IMPACTS AND ISSUES

Socio-Economic Benefit Delivery (SEBD) initiatives refer to all mechanisms used by the mine to contribute to socio-economic development, whether through core or non-core business activities. Stakeholders awareness of and perception regarding value-addition from these initiatives are assessed to determine whether they have the desired benefits to stakeholders. Venetia Mine's current community projects are discussed first followed by other initiatives.

As a result of the mine's geographical location, the mine's workforce is sourced from both the Musina and Blouberg municipal areas. Based on these two labour sending areas, the mine's Community Development Programmes have been developed to benefit communities from both labour sending areas. Venetia Mine works closely with the local municipalities to address the need for physical infrastructure development and the severe skills shortage which is key to advance socio-economic development. The mine's Community Development Programmes are linked to the two municipalities' IDPs.

INFRASTRUCTURE DEVELOPMENT PROJECTS

Musina Road Intersection Project

The state of most of the roads in Musina and Nancefield has seriously deteriorated to a point that most of them need complete re-construction. This has affected traffic flow in and around town tremendously which has an indirect impact on the local economy and community well-being. In their IDP, Musina LM has identified roads as a major concern. After extensive consultation with the Musina LM, Venetia Mine embarked on a project to resurface key access roads/intersections and put in place the storm water drainage system. The first phase of this project was completed in 2013, and the second phase in 2014.

During stakeholder consultation, it was revealed that only a small number of stakeholders were aware that Venetia Mine had a hand in the repairing of key roads in and around Musina and Nancefield. Musina LM did however offer their appreciation for this project, acknowledging that Venetia Mine spent approximately 85% more than what was initially budgeted for this project.

Electrical Project (Switchgear)

Over the years, Venetia Mine has played a significant role in ensuring an increase in electrification to households residing in both the Musina and Blouberg areas. During the previous SLP cycle, the first phase of the electrical/switchgear project was completed in Musina LM, with the remaining phases completed during the 2013-2017 SLP cycle. This project entailed the installation of electrical poles, high mast lights and electrical switchgear.

Very little awareness around the electrical project exists amongst the majority of stakeholders consulted. However, Musina SAPS were aware of high mast lights in Nancefield that were installed by Venetia Mine and commented on the positive impact street lights and high mast lights have in preventing crime.

Alldays Water Project

As a result of the recent expansion and growth of Alldays, the water supply infrastructure became inadequate to maintain a sustainable supply of water to the community. Venetia Mine made a commitment to assist Blouberg LM in ensuring water provision to Alldays. The project entailed upgrading of the pipeline from Kromhoek to Alldays (approximately 50km long), equipping a water borehole at Kromhoek, energising the borehole that supplies water to Alldays and the installation of additional booster pumps and water reservoirs.

From the consultations with stakeholders, it would appear that this project had a very positive impact on the Alldays community. When asked if stakeholders were aware of any projects implemented or commissioned by De Beers, the majority would mention the Alldays Water Project. Access to clean, potable water is not only considered a basic human right, but it has a profound impact on potential livelihood and quality of life.

Musina Vehicle Testing Station

The vehicle testing station in Musina was closed down due to non-compliance with the basic traffic standards. Venetia Mine assisted with the upgrade of the facility which is currently fully operational. None of the stakeholders mentioned the upgrading of the vehicle testing station when asked about their awareness of projects undertaken by Venetia Mine.

Alldays Refuse Disposal Site and Fencing Project

The Alldays refuse disposal site used to pose a serious safety and health hazard to the adjacent community, as it was not fenced and access to the site was not being controlled. Venetia Mine assisted in upgrading the facility through fencing the entire premises, constructing a guard house and a sorting area.

The Alldays Refuse Disposal Site and Fencing Project are quite well known amongst stakeholders, especially those that visit or pass through Alldays frequently. Some stakeholders were however uncertain whether the project was commissioned by Venetia Mine, Blouberg LM or Basil Read as it was not clearly branded or promoted.

PROJECTS AIMED AT ENHANCING EDUCATION

Education support

The mine introduced the Teachers Subvention Programme at the Messina Primary School, Musina High School and Eric Louw High School. The aim of this long-term programme is to address the shortage of staff by funding additional educators. These educators teach subjects such as English, Life Sciences, Physical Science, Accounting, Mathematics and Mathematics Literacy which impact positively on the improvement of the matric pass rate. The programme also provides scholarships to needy learners who cannot afford to pay their school fees. The mine has committed a further R9,000,000 for this project over the period 2013 to 2017.

Mathematics and Science Programme

Venetia Mine introduced a Mathematics and Science programme to support learners in the Musina and Blouberg areas. This support is aimed at learners from Grade 10 to Grade 12 through extra Mathematics and Science classes on Saturdays. The aim of this programme is to ensure that learners perform better in these subjects at school to lead to university exemption and greater opportunities to access bursaries.

During stakeholder engagement it was revealed that most stakeholders are aware of this programme and believe that it has a very positive impact on learners and the larger community. However, details surrounding this project were not necessarily clear amongst stakeholders, as most believed that the programme was only for Gr 12 students and many were unsure if all schools in the labour sending areas were benefitting.

Education infrastructure development

Venetia Mine has been involved in the upgrading, maintenance and construction of a number of education facilities within its labour sending areas. These projects include the construction of 12 classrooms at the Renaissance High School to the value of R1.7 million and maintenance and repair work at the Ratanang Special School to the value of almost R7 million.

Another infrastructure programme supported by Venetia Mine is the Limpopo Rural Schools Programme. Through a partnership with Limpopo Department of Education and the De Beers Fund, Venetia Mine is supporting rural schools in the Musina and Blouberg area with infrastructure development in the form of classrooms, laboratories, and sanitation and water provision.

To date, My Darling Secondary School, Modumela Secondary School, Mahlase Secondary School, Seshane Primary School, Malenkwane Primary School, St Martin de Porres Primary School in Musina and the Matsela Secondary School, and Renaissance High School have benefitted from the programme.

In general, stakeholders are aware that De Beers are supporting local schools, but some stakeholders have raised their concerns with regards to the method of support allocation to the different schools, as there is a perception that some schools benefit more than others.

Early Childhood Development

Blouberg LM places strong emphasis on approaching education development holistically thus placing more emphasis on creating sustainable ECD centres. These centres focus on comprehensive cognitive and school readiness programmes. Responding to this approach, Venetia Mine completed the building of two ECD Centres (Siaz Crèche in Siaz Village and Grootpan Crèche in Senwabarwana) at a cost of approximately R2 million and R2.5 million respectively.

Most stakeholders in Blouberg are aware that Venetia Mine has constructed these crèches since the previous SEA process, and also recall that Venetia have assisted and constructed many other crèches prior to 2013.

Bursaries, scholarships and donations

Venetia Mine is committed to support academically deserving, yet financially inadequate students through financial study assistance and donating academic aids. This has been realised through the Financial Study Assistance Scheme where Venetia Mine provides deserving students from within the labour sending areas with a once-off grant not exceeding R10 000 towards any tertiary qualification and through the Bahananwa Excellence Awards where three laptops to the value of approximately R17 000 were awarded to the top three Gr12 students in the Bahananwa circuit.

During stakeholder engagement, it was revealed that there seem to be a misconception or confusion amongst stakeholders regarding bursaries awarded by De Beers and the Financial Study Assistance Scheme. Stakeholders are vaguely aware of some students who received financial assistance towards their studies, but indicated that Venetia is not doing enough to promote awareness of the different financial support available for students.

Donations of stationery, equipment and cash were made to local schools in Nancefield and Bochum in the form of chalkboards to Makushu Primary School, a photocopier to Phala Secondary School and cash to Ratanang. Venetia Mine have furthermore committed themselves through supporting vulnerable groups, in particular those attending schools, through providing food parcels, toiletries and schools. Beneficiaries include the Musina Children Resource Centre, Ratanang Crèche in Alldays, Moloko and Mashilo pre-schools in Grootpan and Siaz and for the Mantshodi pre-school and Crèche in Taaibosch.

POVERTY ERADICATION PROGRAMMES

Job creation is an essential element to eradicate the high prevalence of poverty and unemployment in the community. Venetia Mine embarked on funding projects designed to provide opportunities for the poor and vulnerable to earn a sustainable living. These projects are also aimed at stimulating self-reliance as an alternative to formal employment and to unlock local entrepreneurship potential.

Aquaculture Project

In line with Musina LMs Local Economic Development (LED) Strategy, an aquaculture cluster project would stimulate job creation. Campbell has been identified as an appropriate site for the project and Venetia is in the process of selecting a partner with appropriate technical skills to manage the aquaculture farm and to invest a portion of the capital into the business venture. The main objective is to create job opportunities for youth and women in local communities.

Ventilation Pipes and Building Materials Project

During the previous SEAT process, it was revealed that it is Venetia Mine's intention to commit funds towards a building materials and underground ventilation pipe factory. Since then, Venetia Mine has undertaken feasibility studies to investigate the practical viability of these factories.

The feasibility study for a Ventilation Pipe Factory found that there is a lack of short to medium term demand for ventilation pipes in the Blouberg and Musina areas, and therefore the perceived demand was found to be insufficient to sustain a Ventilation Pipes Manufacturing Initiative. It was found that the biggest risk that exists is the major financial inputs that will have to be made (i.e. building the factory, purchasing the equipment and machinery, employing staff, manufacturing the first round of product to be sent for testing and approval by SABS, operational costs and marketing costs) before actually being able to produce and sell the product. It was concluded that the development of a Ventilation Pipes Manufacturing Plant in Alldays is not feasible in the short to medium term, and it was therefore recommended that De Beers Venetia Mine investigate other alternative projects to implement in the region as part of their Social and Labour Plan requirements.

The feasibility study for the Building Materials Manufacturing Initiative found that in order for the proposed business to be financially viable, it has to secure 75% of the doorframe and window frame market from the already established suppliers in Musina. It is highly unlikely to nearly impossible for a small start-up business to be able to achieve this kind of market takeover. In addition, it was also established that the required financial investment will be extremely high, especially considering the return on social investment/job creation. In addition, the Zimbabwean Government introduced strict regulation on imports into Zimbabwe in the middle of 2016, which prohibited the importation of a number of items which included doors and windows. It was concluded that the development of a Building Materials Manufacturing Initiative in Musina is not feasible or advisable, and it was therefore recommended that De Beers Venetia Mine investigate other alternative projects to implement in the region as part of their Social and Labour Plan requirements.

During consultation with stakeholders, it was found that some stakeholders were waiting and excited in anticipation for the establishment of a Ventilation Pipe Factory. It was clear that stakeholders were not aware of the outcome of the feasibility studies conducted.

Community Social Development Projects and support

Venetia Mine is committed to support community projects and initiatives and has committed R5 million to Blouberg and Musina LM respectively to assist them in implementing "quick-win" community social development programmes in 2016. Venetia Mine have also supported community initiatives such as Musina FM with t-shirts and media cards while LoveLife Musina received support for their Youth Awareness day in the form of t-shirts and medals.

LOCAL PROCUREMENT AND ENTERPRISE DEVELOPMENT

In an effort to promote local procurement, Venetia Mine has conducted a number of Supplier Days to expose HDSA companies to procurement opportunities at the mine and also to encourage white owned companies to set up

branches in the region and to empower local HDSA companies. Venetia Mine is also committed to enterprise development through the Zimele Hub.

Zimele Hub

As discussed in detail in chapter 4, the Zimele Hub was introduced in 2011 with the primary objective to support local entrepreneurs to venture into any form of sustainable business. Since the previous SEA process, Venetia Mine has spent approximately 3.7 million on the Zimele Hub initiative in order to grant start-up and expansion loans to 19 local businesses.

The majority of stakeholders engaged were aware of Zimele Hub and their services, although approximately a fifth of the stakeholders had never heard of Zimele. Stakeholders consulted had these perceptions of the Zimele Hub:

Stakeholder identified benefits and strengths of Zimele Hub:

- “We are impressed with the support which local SMMEs get from Venetia through the Zimele Hub”
- “Zimele Hub has given individuals, who had no means of income, the opportunity to start their own business to support themselves”
- “Beneficiaries of Zimele who run their own businesses have become respected within their communities and are able to support themselves and their families. This not only leads to positive impacts on individual livelihoods, but to the growth of the local economy through new business development.”
- “Positive as it assists local SMMEs with Funding”
- “Some beneficiaries of Zimele Hub are even rendering services to Venetia Mine.” The hub endeavours to increasingly support supply chain development entrepreneurs. To date, these entrepreneurs have been supported through supplier development: Manager of the group’s Venetia Underground Project (VUP) guest venues, Mudzwiri lodge, and Diamond Club; Maintenance of swimming pools at De Beers’ properties; and garden and bush clearing services.
- Both Municipalities refer SMMEs to the Zimele Hub and the Hub Manager gets invited to Municipal SMME meetings

Stakeholder identified dis-benefits and weaknesses of Zimele Hub:

- “It is a good initiative, but needs improvements”
- “Limited to no support to SMMEs to get contracts with the mine”
- “We have heard of people who applied, but were not successful”
- “The minimum requirements to benefit are too difficult to meet, as a result SMMEs, especially rural SMMEs don’t benefit”
- “Not doing enough with regards to mentoring”
- “Should support businesses to become high-impact enterprises”
- The White House where the Zimele Hub is situated was referred to as a “White Elephant” due to the lack of development and support to entrepreneurs

Stakeholders’ suggestions for improvements to Zimele Hub:

- Stakeholders revealed that “They should advertise better” in regards to: the services on offer, the location, and listing the SMMEs that have benefited from Zimele Hub
- “A Zimele Hub in Blouberg is needed so that rural SMMEs can access their services”
- “Zimele should empower SMMEs through their supply chain. Zimele should support SMMEs and then give them a contract at Venetia. It should go hand in hand with advertising what the mine needs, and training of SMMEs.”

- “This could be something to support Cooperatives, especially agriculture cooperatives, to give the area an injection”
- It was suggested that an opportunity exists to approach experts and consultants doing business with Venetia, to do presentations to local SMMEs at the Zimele hub, in an effort to inspire them through sharing their success stories and lessons learnt.

SPORTS, CULTURE AND RECREATION

Venetia Mine has supported a number of arts, culture, recreation and sports clubs and teams in the form of attire, uniforms and sports kits. These include the Musina and Blouberg Field Bands, the Provincial SAPS Choir, the Chippa Sports Centre, Duzi Young Stars and the Provincial SAPS practical shooting team.

None of the stakeholders consulted had mentioned support from Venetia Mine to sports, culture and recreation clubs.

OTHER INITIATIVES

Environment Support

In an effort to support community environmental programmes and initiatives, Venetia Mine has supported the Endangered Wildlife Trust's (EWT) Road Kill Project through a R50 000 contribution, and donated 326 trees to the Musina and Blouberg communities in support of National Arbor Month in 2014.

Health and social support

Venetia Mine has supported vulnerable groups in society through providing food parcels to six needy families in Blouberg and Musina and to the Ngoako and Mantshabe drop-in centres. Donations in the form of health equipment and supporting aids, specialised tools, furniture and stationary were made to the Nancefield Clinic, Musina Fire Department, Limpopo ER 24, Musina SANABP and Musina Hospital.

None of the environmental, health and social support initiatives that have been supported by Venetia Mine was highlighted by stakeholders during stakeholder consultations and sessions.

6.4 COMMUNITY NEEDS

During the consultation process, stakeholders indicated that there are many community needs that are neither being fulfilled by Blouberg LM and Musina LM nor by Venetia Mine. Stakeholders expressed these needs and wishes, appealing to Venetia Mine to assist in realising them.

TABLE 30: OVERVIEW OF COMMUNITY NEEDS

STAKEHOLDERS	NEEDS
Blouberg LM	• Assistance with regards to an environmental education campaign in Blouberg LM, to teach local residents about the importance of nature and to appreciate their natural heritage • Blouberg LM received assistance from the Department of Arts and Culture to develop a tourism plan. Part of this plan entails interpretation centres about anthropologists and archaeological studies. It is requested that Venetia Mine assist in developing these interpretation centres

STAKEHOLDERS	NEEDS
	• Assistance with the construction of roads. Blouberg LM would like a committed annual target for tarring of gravel roads • Assistance in upgrading the hospital in Bochum • It is believed that there is a need for a sports centre in Blouberg (potential to expand the Alldays soccer field) to accommodate different sports types and interests • Assistance in establishing sports clubs throughout Blouberg LM • The construction of a gymnasium (in an effort to curb obesity) is needed, Venetia Mine is requested to assist in making this happen • There is a need for greater support of agricultural projects. - Revitalisation of the Ituseng/Kgokang Pelo Bakery Cooperative - Establishing new agricultural projects in Tweefontein, Eldorado, Goudmyn, Towerfontein and Slaphoek - Roll-out of food gardens across the municipality
Alldays Residents	• Instillation of at least 5 high mast lights or streetlights in the RDP neighbourhood where many of Venetia Mine employees reside • Paving of internal roads in the RDP neighbourhood where many of Venetia Mine employees reside • The Alldays community believe that Venetia Mine is using water from the Limpopo River for their operation, and would like to have access to the same source. It was requested that Venetia Mine undertake a feasibility study to establish if this is possible as Kromhoek is about 50km from Alldays, and the mine only 30km
Musina LM	• While acknowledging the contribution already made by Venetia Mine in repairing roads, greater support to repair a greater section of road have been requested
Musina Residents	• Assist in the upgrading of Musina Hospital • Assistance with construction of additional clinics in and around Musina • SAPS requested assistance with regards to their satellite office in Nancefield to furnish and secure the office • SAPS requested streetlights/high mast lights in townships to help prevent crime
Taaibosch Residents	• There is a need for a clinic in Taaibosch and the community request Venetia Mine to assist in this regard • The community requested assistance in purifying their water as it tastes salty • Request Venetia Mine to assist in tarring roads used by their busses
Ga-Makgato Traditional Authority	• Request Venetia Mine to assist in tarring roads used by their busses
Babirwa Traditional Authority	• The Babirwa Old age home require office space and have requested Venetia to assist • Assistance was requested to adjust the electricity supply to the Ituseng/Kgokang Pelo Bakery Cooperative to ensure that the equipment can be used and the project can be revitalised • Request Venetia Mine to assist in tarring roads used by their busses
Ga-Kibi Traditional Authority	• Request assistance from Venetia to upgrade infrastructure in and around Ga-Kibi to attract tourist • Assistance in marketing Ga-Kibi as a tourist destination due to the eagles found in the area • There is a need for a clinic in Ga-Kibi and it was requested that Venetia Assist in the construction thereof • Request Venetia Mine to assist in tarring roads used by their busses
Bahananwa Traditional Authority	• Assistance from Venetia Mine in sinking boreholes as water is very scarce in the area • Assistance in building a dam to increase water supply to the area

STAKEHOLDERS	NEEDS
	• Requested assistance in building a bridge over the road to the school – when it rains children cannot cross to go to school • Requested Venetia Mine's assistance in constructing a clinic • Request Venetia Mine to assist in tarring roads used by their busses

The sentiment amongst communities are that they feel left out when Venetia Mine decides to implement projects and programmes and they believe that only the local municipalities are consulted.

Some stakeholders, especially those residing in rural areas believe that Venetia Mine is not doing enough to support community organisations and they feel that they only receive assistance as part of Venetia Mine's Mandela Day initiatives. It was also revealed that stakeholder believe that community development projects and programmes are limited in the sense that they are not sustainable; they do not generate further work opportunities or sustainable jobs and are not measured against its performance or the beneficial community's ability to take ownership of implemented projects and programmes. It was also highlighted that projects so have a big focus on imparting practical skills on local community members.

IN CLOSING

It is evident from the consultation process that Venetia Mine's presence is clear. Communities are aware that the mine contributes positively on employment and long-term economic benefits. However, the majority of stakeholders feel that Venetia Mine needs to make a greater effort to communicate and consult with stakeholders.

Despite the fact that Venetia Mine is contributing significantly towards community infrastructure development, community awareness is lacking, indicating a need for a concerted effort to increase awareness.

7

HUMAN RIGHTS IMPLICATIONS

Effective social performance is directly and fundamentally linked with respect for human rights. There is international consensus that companies have a responsibility to promote and respect human rights, through avoiding, preventing and mitigating any human rights impacts.

7.1 INTRODUCING HUMAN RIGHTS

Respect for human rights informs the guiding values at Venetia Mine, as contained in both the Anglo American Human Rights Policy and the De Beers Employee Human Rights Policy. Anglo American, as a signatory of the United Nations (UN) Global Compact and the Voluntary Principles on Security and Human Rights (VPSHR) and a supporter of the UN Guiding Principles on Business and Human Rights confirms that Venetia Mine has a strong commitment to human rights.

In an effort to promote a continued culture of understanding and respect for human rights, De Beers is actively engaging in a number of human rights awareness and implementation processes. This is reflected in, amongst other things, the 1 023 employees across the business who received 2 496 hours of human rights training during 2015 and the ten year anniversary of the De Beers Best Practice Principles (BPP) assurance programme which sets robust ethical, social, environmental and business standards.

Apart from upholding internal policies to uphold human rights, Venetia Mine is committed to recognise all international recognised human rights and conventions contained in the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, as well as to uphold Chapter 2 of the Constitution of the Republic of South Africa (No. 18 of 1996), the Bill of Rights.

7.2 ASSESSING HUMAN RIGHTS IMPLICATIONS

In line with the UN Guiding Principles on Business and Human Rights, the SEA process advocates human rights due diligence to be carried out in order to proactively identify, monitor and mitigate any potential human rights implications of issues and impacts identified by internal and external stakeholders. This process is included within the broader SEAT process and does not constitute a separate Human Rights Impact Assessment, as the UN Guiding Principles on Business and Human Rights allows for this process to be included within a broader risk management system or social impact assessment, as long as it does not only identify risk to the company, but to stakeholders as well.

The SEAT process advocates the identification and examination of human rights against the Human Rights Compliance Assessment (HRCA) Quick Check developed by the Danish Institute for Human Rights. The Quick Check is a helpful evaluation tool which contains a set of questions to indicate if any human rights issues need to be addressed. Human Rights implications and considerations are addressed through three over-arching themes aligned to the HRCA:

Employment practices

- Forced labour
- Child labour and young workers
- Non-discrimination
- Freedom of association
- Workplace health and safety
- Conditions of employment and work

Local communities

- Security
- Land management
- Environmental health and safety
- Corruption and bribery
- Company products and marketing practices

Supply chain management

- Relations with suppliers, contractors and other associates

In addition to the HRCA, Human rights implications from these cross-cutting aspects raised by stakeholders are also included:

Cross-cutting

- Community and infrastructure development
- Economic impact and local economic development
- Associations
- Communication and information

Each of these themes is unpacked in detail hereunder.

7.3 HUMAN RIGHTS IMPLICATIONS OF EMPLOYMENT PRACTICES

In light of the direct relationship between any organisation and its employees, employment practices, labour rights and working conditions are seen as a vital component. It is therefore very important to consider any human rights implications that may arise from working conditions or labour practices and to address these issues, should they infringe on any human rights.

In South Africa, labour rights and working conditions are protected and regulated by a number of acts, as set out below:

- Basic Conditions of Employment Act (No. 75 of 1997) as amended by the Basic Conditions of Employment Amendment Act (No 11 of 200)
- Compensation for Occupational Injuries and Diseases Act (No. 130 of 1993) as amended by the Compensation for Occupational Injuries and Diseases Amendment Act (No 61 of 1997)
- Employment Equity Act (No. 55 of 1998) as amended by the Employment Equity Amendment Act (No 47 of 2013)
- Labour Relations Act (Act 66 of 1995)
- Occupational Health and Safety Act (No. 85 of 1993) as amended by the Occupational Health and Safety Amendment Act (No. 181 of 1993) – **This act does not apply to mines, mining areas or any mining works as defined in the Minerals Act**
- Skills Development Act (No. 97 of 1998)
- Unemployment Insurance Act (No. 63 of 2001)

In addition to the above legislation, the mining sector and certain employment aspects are regulated by the following legislation:

- Mineral and Petroleum Resources Development Act (No. 28 of 2002)
- Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (the Mining Charter)
- Mine Health and Safety Act (No. 967 of 1996)

It is important to note that employment practices undertaken by Venetia Mine should not only adhere to national legislation, but should also look at international standards and guidelines.

The employment practice components as undertaken by Venetia Mine and their subsequent human rights implications are discussed in light of the following components:

- Forced labour
- Child labour and young workers
- Non-discrimination
- Freedom of association
- Workplace health and safety
- Conditions of employment and work

7.3.1 Forced Labour

According to the International Labour Organisation (ILO), forced labour can be defined as a situation where a person or a group of people are coerced or forced to work. Means of coercion can be both aggressive and subtle and include intimidation, threats of dismissal, acts of violence, accumulated debt, retention of identity documents and forced overtime.

In accordance with HRCA, Venetia Mine is taking all necessary measures to ensure that it does not use, contract or benefit from any direct or indirect forced labour in any of its various forms.

Nonetheless, during stakeholder engagements, allegations of Venetia Mine employees involved in nepotism, favouritism and bribery were made. Although no specific incidents were mentioned, it was the belief amongst some individuals that bribes are being incited to secure employment at Venetia Mine. The relevant indicator of forced labour from the HRCA that is violated in this regard is “the company (or its recruiting agencies) does not charge workers recruiting or hiring fees that require the worker to be indebted to the company (or recruiting agency), or to work for the company (or recruiting agency) to pay off the debt”.

7.3.2 Child Labour and Young Workers

Child labour infringements are defined by a child’s age in conjunction with relevant employment legislation and work conditions. The general understanding of child labour is work that deprives a child of his/her childhood, that may have potential negative influence on his/her dignity, which is harmful to his/her health and physical well-being, and that hinder education and mental development.

Child labour is a violation of a fundamental human right with dire consequences for children forced to work. In South Africa, child labour is regulated by Basic Conditions of Employment Act and the South African Schools Act which states that children aged 15 to 18 may be employed, given that the work adheres to a number of health and safety standards. With regards to mining, no child under the age of 18 may be employed to work underground in a mine, in accordance to the Mine Health and Safety Act.

Taking the above regulations into consideration, there is no evidence of child labour at the Venetia Mine and De Beers has appropriate human resources screening procedures in place to ensure employees are at least 18 years of age when employed to undertake any mining related activities, which meets the standards in international labour law for work at a mine.

7.3.3 Non-discrimination

According to the HRCA, discrimination includes any “distinction, exclusion or preference made on the basis of a distinguishing personal characteristic (such as gender, age, nationality, ethnicity, race, colour, creed, caste, language, mental or physical disability, organisational membership, opinion, health status (including HIV/AIDS), marital status, sexual orientation, birth or civic, social, political characteristics of the worker, etc.) which negatively impact a person’s employment opportunities or otherwise result in unequal treatment in the workplace”.

The successful integration of both local female and male individuals and in particular Historically Disadvantaged South Africans (HDSA) into the workforce, as well as their skills development and promotion is dependent upon training and capacity-building. In this regard, Venetia Mine has an important role to play in respecting and supporting the right to non-discrimination, the right to work and the right to education.

Venetia Mine strives to be a non-discriminating environment and prescribe to a number of practices which contribute to this environment. One of these practices is the priority hiring of local labour which also supports the right to work. One of the fundamental principles of the Mineral and Petroleum Resources and Development Act (No 28 of 2002) is to expand opportunities of HDSA, and in particular women, to enter the mineral sector and to benefit from mining operations.

Approximately 91% of employees are from the Limpopo Province, with 63% from Musina and Blouberg municipal areas. In 2015, just more than 21% of Venetia Mine’s total workforce was female, with 23% of management positions and 20% of core/operational positions filled by women. In 2015, almost 87% of Venetia Mine’s employees were Historically Disadvantaged South Africans (HDSA). Venetia Mine’s employment breakdown in 2015, is set out below:

TABLE 31: EMPLOYMENT BREAKDOWN, 2015

EMPLOYMENT CATEGORY	HDSA	WHITE MALE	FOREIGN NATIONALS	TOTAL
Management	64%	33%	4%	100%
Core and critical skills	95%	5%	0.1%	100%

Another conscious effort to create a non-discriminating environment by Venetia Mine is to concentrate on skills and career development through its Human Resources Development Programme. This programme does not only focus on capacitating and developing Venetia’s employees, but certain plans benefit individuals from the labour sending areas as well.

In 2015, 116 employees underwent learnership, more than 1 200 employees were enrolled in skills development programmes and 6 employees and 30 community members underwent Foundation Learning Compliance. Venetia Mine furthermore ascribe to mentoring practices to ensure a transfer of knowledge and skills, career progression

through career pathing and talent pool development and internship programmes which see students and bursars undergo experiential training and workplace experience.

Venetia Mine also supports the drive for individuals to acquire tertiary qualifications through their Bursary Plan. This entails supporting employees to acquire a tertiary education through Venetia's Self-study Scheme, awarding bursaries in the mining field through the centrally coordinated De Beers Bursary Scheme, and supporting academically deserving yet financial needy students from labour sending areas through its Financial Study Assistance Scheme.

Through skills development and training programmes, Venetia Mine is supporting the right to both basic education and further education and implementing measures for individuals and employees to access this right. During stakeholder engagement it was revealed that stakeholders feel that there is a lack of information sharing regarding skills development and training programmes. In order to have a greater impact on the realisation of the right to education, Venetia Mine should ensure that information regarding these programmes are more readily available and that feedback is gathered from those that previously benefitted from these programmes. Undertaking these actions will support the right to education and the right of beneficiaries to receive or impart information or ideas.

Venetia Mine, through the Ponahalo De Beers Trust, seeks to create reasonable opportunities in the workplace and community for people with disabilities through the Disabled Persons' Employment Equity Programme (DEEP).

Effective grievance mechanisms are vital in identifying instances of discrimination, both internally and externally, and form a core element of the De Beers human rights approach. De Beers underwent a major improvement programme on incident management and grievances practices across all its operations in 2015/2016. Both employees of De Beers and the general public can lodge grievances or be a whistle blower through a range of confidential and secure options while maintaining anonymity.

Overall, Venetia mine support the right to non-discrimination, the right to work, the right to just and favourable conditions of work, and the right to education, with various policies in place to ensure that these rights are upheld.

However, during stakeholder consultations, allegations were made that available positions are sometimes advertised with a clause, prohibiting applicants to apply if they do not already have a relative working at the mine. These individuals perceive this practice as referencing irrelevant characteristics, which is in breach with one of the HRCA indicators when advertising employment opportunities. This allegation should be investigated to establish if this is common practice, as it is being considered by stakeholders as being discriminatory practice.

Venetia should focus on gender Issues as an area of potential risk. This includes issues related to potential discrimination, pregnancy and disclosure, harassment in the workplace and upholding the confidentiality of women in particular circumstances. Gender issues remain an area of development and focus for the mining sector with respect to human rights. Where instances exist where women in particular may fear discrimination in terms of disclosure of harassment, pregnancy or other gender related issues, the circumstances leading to this should be examined and rectified by mine leadership (e.g. potential loss of contops, production bonuses, personal development, allowance made for breast-feeding mothers, retribution for disclosing harassment, etc.). These aspects have potential for infringement on women's right to equity; freedom from discrimination; and the right to enjoy just and favourable conditions of work.

Note potential risks associated with security and Scannex process for particular individuals that may identify outside of traditional gender roles (e.g. LGBTQI individuals and people going through sex changes). Rights for particular

individuals may be infringed upon including rights to equality before the law, equal protection of the law, non-discrimination; self-determination; and the right to privacy.

7.3.4 Freedom of Association

In South Africa, the right to freedom of association and collective bargaining are protected by the Bill of Rights and our labour laws. Freedom of association is furthermore related to the international human right to freedom of association and the right to peaceful assembly.

According to the ILO, an integral component of a free and open society is the right of workers and employers to form and join organisations of their own choosing. This right enjoyed both by employers and employees are important as they influence the ability of workers to secure labour rights or to resolve issues through collective action.

The participation in organised labour/trade unions is high at Venetia Mine, through the National Union of Mineworkers (NUM). Some employees are however not affiliated with any associations, while other employees are also members of solidarity, the Association of Mineworkers and Construction Union (AMCU), etc.

It was also revealed during engagement with NUM representatives that Venetia Mine and the NUM engage in regular consultations and that information is frequently shared between Venetia Mine and the NUM. The good relationship between Venetia Mine and associations such as NUM is a testimony of Venetia's support for the rights related to freedom of association and collective bargaining, as contained in the De Beers Employee Human Rights Policy. However, it needs to be noted that employees have not been consulted during this process, and non-affiliated employees as well as employees belonging to associations other than NUM, might feel differently in this regard.

Nonetheless, Venetia has not been implicated in unlawful action against an employee for joining a union or for taking part in union activities.

7.3.5 Workplace Health and Safety

Due to the nature of mining operations, health and safety remains an area of ongoing risk. In South Africa, workplace health and safety at mines are regulated by the Mine Health and Safety Act (No 967 of 1996) and at Venetia Mine, this law is enforced and supplemented through rigorous policies, procedures, training and inspections.

Ensuring workplace health and safety translate to respect for the right to liberty and security of person and the right to health. According to the ILO, employees should be protected from sickness, disease and injury that may arise from their work. The type and number of health and safety precautions will differ upon the industry and operation.

The health and safety of Venetia Mine employees is a top priority as it is not only essential to effective day to day operation at the mine, but also in ensuring that employees can participate meaningfully in their roles as community members. Occupational health at Venetia Mine is guided by the Good to Great Strategy, the Health Way and associated technical standards while safety is guided by the Safety Way and supported by standards and guidelines that establish the foundation for safety excellence and behaviour. The operation is ISO 14001 certified.

Over and above implementing technical standards and procedures, De Beers has also launched the 'My Reason to be Safe' programme in 2014 as part of the wider zero harm agenda. This programme intends to make safety personal for

each employee through making them think about what staying safe means to them, their families and their future, to ensure zero harm at Venetia Mine.

During stakeholder consultations, one of the positive impacts identified was the fact that workplace health and safety is a top priority at Venetia Mine. Stakeholders could not recall any serious health and safety incidents occurring because of the mine in recent times. The focus on health and safety gives employees and their families comfort in knowing that all measures are being taken to ensure that their lives are not at risk when going to work.

Stakeholders have also commented on the state of busses used by Venetia Mine to transport their employees. Busses are perceived to be very safe, which ensure that employees get to work safely. Despite this, incidents of reckless driving amongst bus drivers and contractors have been reported.

Medical emergency responses and capabilities, including consistency, could be improved for employees and contractors. Quality of healthcare should be examined for employees and contractors in these key areas:

- 1) The response to emergencies that happen on site (e.g. qualified medical personnel and advanced life support);
- 2) Equal access to quality health care facilities off-site regardless of standing (e.g. contractors, employees)
- 3) Medical benefits for contracts, sub-contractors and employees. The issues affect people who have suffered injuries on site by infringing on the right to life, the right to health and the right to equality.

There may be instances where employees or contractors fear disclosing health conditions because of the potential impact on their livelihoods. People failing to disclose a health condition or injury is a red flag indicating that they feel they may be potentially discriminated against. The operation should investigate where instances exist that could result in infringement of employees and contractors human rights related to freedom from discrimination, the right to enjoy just and favourable conditions of work, and the right to equality.

Venetia should continue to focus on ensuring that they examine and improve their mitigation measures for impacts on employees and contractors health in the workplace, and due to their exposure to mining practice, particularly with a view to Venetia's underground operations. Legal compliance may not be sufficient to ensure employees and contractors right to life and health. New studies have found increasing exposure to carcinogens where previously there was thought to be no impact. Consideration should also be given to international standards when developing company policy in this regard of the right to life and health.

7.3.6 Conditions of Employment and Work

Working conditions and the relationship between the employee and employer is the essence of any remunerated job. These relate to wages, working hours, holidays, harassment at the workplace, privacy, disciplinary measures and other aspects that may have human rights implications.

Conditions of employment relate to the right to:

- just and favourable conditions of work
- non-discrimination
- freedom from torture and other cruel, inhumane or degrading treatment or punishment
- privacy
- an adequate standard of living
- family life
- health

Venetia Mine's employment and work conditions are in line with basic international standards for hours and leave for workers undertaking shift work. Remuneration and benefits are attractive and market related, which leads to employee retention.

Venetia Mine's conditions of employment and work are regulated by the Basic Conditions of Employment Amendment Act (No 11 of 2002) which stipulates regulations for working time, leave, remuneration and associated legal proceedings. This is supplemented by Venetia's Human Resources Programme, and the De Beers Employee Human Rights Policy.

Single-headed households may be impacted through their working conditions particularly in continuous operations and those working shifts. Long or irregular hours and distances from home may adversely impact on single parents and their households, due to a lack of familial support and the challenges of balancing work and household responsibilities. These rights could potentially be impacted on: the right to adequate living standard, the right to enjoy just and favourable conditions of work; and the right to marriage and family.

7.4 HUMAN RIGHTS IMPLICATIONS ON LOCAL COMMUNITIES

Venetia Mine recognise that South Africa's mineral resources belong to all South Africans and as such, Venetia has a responsibility to conduct its actions in an ecologically sustainable manner and to ensure social and economic development to make a real difference in host and labour sending communities. Through its operation and interaction with local host communities, Venetia Mine is committed to respect and uphold the human rights of all community members and to avoid and mitigate any action which may infringe upon human rights.

Potential human rights implications with regards to interactions with local communities are detailed on according to these aspects:

- Security
- Land management
- Environmental health and safety
- Corruption and bribery
- Company products and marketing purposes

7.4.1 Security

It is deemed appropriate for companies to employ security guards to protect its employees, property and its operation if necessary. However, a great risk of infringement on human rights exist if security guards resort to excessive force, which infringe on the right to liberty and security of person, and in extreme cases may even lead to infringement on the right to life.

De Beers and Venetia Mine have a Security Service and Human Rights Policy in place, which applies to both employees and contractors. This policy is aligned with the Voluntary Principles on Security and Human Rights (VPSHR).

All security personnel employed by Venetia Mine receive training that includes human rights aspects, and since 2006, all external contractors are required to ensure their personnel are also trained on the human rights aspects of security.

Security personnel are adequately trained to use appropriate preventative measures and to solve security related incidents using non-violent methods. Stakeholders are engaged and encouraged to report any incidents regarding

security personnel and human rights infringements. Human rights abuse allegations are dealt with in a specific manner, as outlined in the Implementation Guidance Tool (IGT).

During stakeholder engagement, it was discovered that a security related incident occurred during a protest outside Venetia Mine where an individual and his workers, unrelated to the mine, were pulled from their vehicle and violently attacked by the protestors. Stakeholders also highlighted that they become increasingly scared for their safety during protests and strike actions and feel that they are uninformed on how to act during these incidents. Emergency response and care for community and other members of the public in instances of protests and other potential business-linked activities (e.g. community events) need consideration. Consideration should be given to the potential impacts on the right to life and health of medical treatment provided to members of the public who have sustained injuries during events and in instances where they can be linked to the Venetia operation. This should include the leverage available to Venetia to ensure the adequate maintenance of these rights: the right to life and the right to health.

These incidents detailed above infringe on the right to be free from all forms of violence, both public and private sources. Although these actions do not relate directly to actions undertaken by Venetia security personnel, a need exists for security personnel and the general community to be better informed on how to act in such situations. According to the HRCA indicators, security guards should be carefully trained to handle different types of security situations and should be fully aware of their duties and authority. The SEAT also makes provision for stakeholder engagement in reviewing its emergency plans and emergency response exercises, which creates an opportunity for Venetia Mine to inform the general community of procedures to be followed when faced with situations such as protests and strikes.

The storage of private individual information must be assessed for potential human rights impacts and these include legal provisions in the POPI act which stipulates a maximum of 3 months for companies to store personal information. Information obtained from individuals through the course of business related specifically to security processes and procedures must be checked to ensure that individuals rights to privacy is not infringed upon in terms of Article 17 the Right to privacy.

Venetia's participation in various law enforcement forums must be assessed in terms of their leverage and links to the conduct of other members of these forums. Other members of law enforcement forums may be committing human rights violations and Venetia/De Beers, through their links to these forums, could be implicated in these violations which impact on the Right to life, liberty, personal security; freedom from torture and degrading treatment; and the right to remedy by competent tribunal.

7.4.2 Land Management

Land management and its human rights implications relate to the purchase of land for an operation, associated relocations and the rights of local people regarding the use of land. These aspects have human rights implications with regards to the right to own property and the right of freedom of movement.

Venetia Mine was officially opened in 1992, and is currently investing in the extension of the mine to an underground operation. As such, Venetia Mine has not in recent times acquired any additional land for its operation. However, under the Restitution of Lands Act, a formal land claim was lodged on the property where Venetia Mine operates. The right to restitution of property is a human right and contained in the Bill of Rights. According to the Restitution of Lands Act, a person or a community who was dispossessed of a right in land after 19 June 1913 as a result of previous

racially discrimination laws and did not receive fair compensation can lodge a claim against the applicable land or property. In accordance with the HRCA indicators, Venetia Mine is in support of the clarification and processing of claims regarding conflicts of land title, such as the unique situation present in South Africa.

In 2012 it was also discovered that the licence area for Venetia Mine had been included in the buffer zone of the Mapungubwe Cultural Landscape, which is a proclaimed World Heritage Site. It was discovered that, should this buffer zone be implemented, it could have human rights implications with regards to the right to practice and enjoy heritage and culture and the right to a protected environment. After consulting with government, a revised buffer zone was proposed and the UNESCO World Heritage Committee accepted the change in 2014 and the adjustments require legal change to come into effect. Once in effect, no human rights will be infringed upon as Venetia Mine will no longer fall within the revised buffer zone.

Neighbouring farmers are impacted as they experience vibrations and shockwaves. These shockwaves and vibrations reportedly damage their properties which has implications with regards to the individuals' right to own property. Although Venetia Mine is not engaging in practices of arbitrary deprivation of property, its actions may cause property prices to decrease due to damage caused, or it may lead to affected property owners having to repair their property at their own cost, which could further lead to implications with regards to the livelihoods of the affected parties.

Concerns with regards to the impact of Venetia Mine on ground water levels were raised. Should Venetia Mine's operation affect ground water levels in any way that may lead to a shortage of water to surrounding farmers, Alldays or any surrounding community, it would have an impact on a number of human rights for a great number of people. Water supply and access for neighbouring communities represents a key area of focus for Venetia mine in the future. This includes: 1) Impact of reduced water supply to neighboring farmers and communities when Venetia still has access legally (e.g. Schrodar Dam); 2) Impact of reduced support for the maintenance of local water supply infrastructure; and 3) Consideration of upstream and downstream water users, including cross-border impacts. The context of the mine is characterised by water shortages and so the right to water for neighboring farmers and communities should be a key consideration for the mine. Should concerns regarding ground water levels be justified, human rights to be impacted could include the right to have access to sufficient water, which could further affect basic service delivery which is considered a measure to uphold the basic human right of human dignity and include potential infringements on the right to life, liberty, and personal security.

7.4.3 Environmental Health and Safety

Environmental health and safety aspects relate to a number of human rights, both directly and indirectly. These include the right to health and a healthy environment, the right to liberty, security and human dignity.

It is widely known that mining operations have definite environmental implications, and therefore, Venetia Mine has committed to minimising environmental impacts at every stage of the mine lifecycle and to the protection of biodiversity.

In 2015 De Beers adopted its updated Environmental Standards to provide a single source of environmental requirements for all its operations. The Environmental Standards promote an integrated approach to reducing environmental impacts and covers:

- Lifecycle Planning and Management
- Water
- Energy and Climate Change

- Biodiversity
- Hazardous Substances, Waste and Emissions.

In accordance with international standards and HRCA indicators, Venetia Mine has emergency procedures in place to effectively prevent and address all health emergencies and operational related accidents affecting the surrounding communities. In line with De Beers Best Practice Principles (BPP) and the SEAT process, Emergency Response Plans have been developed and are being maintained in collaboration with potentially affected stakeholders, which include local communities.

As previously stated, Venetia Mine has implemented an improved programme on incident management and grievance practices. Local communities are thus able to lodge grievances related, but not limited to, environmental health and safety through its anonymous Deloitte hotline or its formal grievance channels, as required by the HRCA indicators.

De Beers are also actively engaged in nature conservation practices through their biodiversity management and their extra efforts. As a result, for every hectare of land disturbed by mining activities undertaken by De Beers, approximately five hectares are protected and managed for biodiversity conservation. Venetia Mine is also involved in biodiversity conservation through the Venetia Limpopo Nature Reserve. This reserve is dedicated to environmental awareness and research in conjunction with tourism promotion. Venetia Mine has also established the Venetia Conservation Society (VCS), which is an initiative aimed at providing a platform for community members to engage in activities such as bird watching, hunting, fishing, 4x4, camping and general conservation. The VCS committee organise a number of family orientated events each year to create awareness and educate community members of nature conservation.

In terms of the potential impacts of the environment on the human rights of community members, most impacts are minimised due to the distance of Alldays and Musina Town from Venetia Mine. Nonetheless, during stakeholder engagement, these aspects related to environmental health and safety were highlighted:

- The contribution to nature conservation
- Emergency assistance

Stakeholders were also appreciative of Venetia Mine's nature conservation efforts, in particular the VCS and its events. Through its conscious nature conservation efforts, Venetia Mine is supporting and promoting the right to an environment that is protected for the benefit of present and future generations.

As revealed by stakeholders, in particular property owners adjacent to Venetia Mine, Emergency Personnel have, on numerous occasions, responded to medical emergencies experienced by local community members that are not affiliated with the mine. Emergency Personnel reportedly also assist with the extinguishing of veld fires on neighbouring farms. Assistance offered to local community members further enhances their human right of access to health care.

7.4.4 Corruption and Bribery

Venetia Mine has a zero-tolerance approach to any form of corruption and bribery, including conflicts of interest, theft, extortion, fraud, embezzlement and misuse of company assets. Venetia Mine is committed to uphold and comply with anti-bribery and anti-corruption laws and regulations, and take guidance from the De Beers Business Integrity Policy.

The De Beers Integrity Policy is in line with indicators set out by the HRCA, which ensure that De Beers compete fairly, legally and without improper influence and that interactions with government, business partners, employees, competitors, suppliers and customers are just and transparent.

Engaging in any form of corruption and bribery is not only a criminal offence, but it could infringe on the right to take part in government and the right to administrative action that is lawful, reasonable and procedurally fair.

Although the actions of police and the general public cannot be ascribed to the presence of Venetia Mine, an incident directly related to Venetia Mine created the breeding ground for corruption. It came to light during stakeholder engagement that, during protest and strike action outside Venetia Mine, a police officer requested a bribe of R300 from an international tourist to be escorted past the protestors.

Such actions of bribery as noted above infringe on the right to administrative action that is lawful, reasonable and procedurally fair.

7.4.5 Company products and marketing practices

This component relates to the company exercising due diligence when marketing products, to protect against defects that could harm the life, health or safety of consumers from defective product, as well as obtaining consent/patents for copyrightable material or unpatented invention. Company products and marketing practices relate to the right to:

- life, liberty and security
- health
- intellectual property

The De Beers Group of Companies has a leading role in the diamond exploration, diamond mining, diamond retail, and diamond trading sectors.

De Beers markets its polished diamonds to consumers through the 'Forevermark'. Forevermark diamonds are inscribed with an icon and unique identification number, albeit invisibly to the naked eye, by The De Beers Institute of Diamonds. This inscription helps keep Forevermark diamonds distinguishable from synthetic diamonds. The De Beers Group of Companies slogan, 'A Diamond is Forever', provides a rational reassurance to consumers with the promise that their diamond is rare and beautiful, but it also that it was sourced responsibly.

De Beers are continuously working with stakeholders and key entities to ensure increased transparency and oversight in the diamond industry with the aim of eliminating trade in conflict diamonds. Through this aim, De Beers supports the Kimberley Process which is an initiative from governments, industries and civil society to halt the flow of rough diamonds.

The De Beers Best Practice Principles (BPP), which are based on a number of legislation, guiding principles and processes, including the Kimberley Process, provide the foundation for the 'Forevermark' responsible sourcing promise. The BPP along with the Pipeline Integrity Standard enables 'Forevermark' diamonds to be tracked through the value chain.

All De Beers diamonds are purchased in compliance with national law, the Kimberley Process Certification Scheme, its own Diamond Best Practice Principles, and certified conflict-free. In 2015 De Beers received a 100% compliance with the Kimberley Process Certification Scheme.

7.5 HUMAN RIGHTS IMPLICATIONS OF SUPPLY CHAIN MANAGEMENT

Supply-chain violations, or commonly known as indirect violations, as it relates to violations of business partners of De Beers. Venetia Mine cannot always be held responsible for the bad practices of their partners, although all reasonable measures need to be undertaken by De Beers to avoid complicity in violations and ensure that business partners share their concern for good human rights practices.

The rights which are at the greatest risk relate to informing local partners of their concern for good human rights practices, and reinforcing the message with standard human rights clauses in contractual agreements and regular monitoring thereof.

Potential supply chain management implications deal with relations with suppliers, contractors, and other associates of De Beers.

7.5.1 Relations with suppliers, contractors and other associates

As part of the De Beers family, Venetia Mine ascribe to the De Beers Best Practice Principles (BPP) which aims to raise ethical and human rights standards across the diamond value chain and Venetia Mines supply management. The BPPs contain a set of robust requirements covering the business, social and environmental responsibilities to which all the different De Beers entities, contractors and business partners need to adhere to. The BPP programme requirements are based on these local and international legislation, conventions, best practice management, measuring and reporting standards:

- the Kimberley Process
- the United Nations Guiding Principles on Business and Human Rights
- the Social Accountability International (SA8000) standard
- the International Finance Corporation Performance standards
- wide-ranging ISO standards from environmental management to nomenclature

In addition to the BBPs, De Beers co-founded the Diamond Producers Association (DPA) in 2015, a new representative body with a mandate to improve ethical performance across the industry through sharing best practice in health and safety, supply chain integrity and environmental management.

The above practices and standards meet the HRCA indicators with regards to supply chain; however, over and above ensuring that contractors and service providers adhere to human rights and ethical standards, Venetia Mine is contributing positively and upholding human rights both directly and indirectly with regards to supply chain management, development and related economic stimulation.

As a result of its commitment to the preferential procurement objectives outlined in the Mining Charter, Venetia Mine developed a Procurement Progression Plan. As part of this plan, Venetia Mine maintains a database of suppliers and prospective suppliers and BEE entities within the Limpopo region. The Procurement Progression Plan furthermore aims to encourage existing suppliers from other De Beers operations with capacity within Limpopo to embark on a transformation process by creating HDSA shareholding in their ownership structures, or to enter into joint venture agreements.

Despite all contractors having to undersign the De Beers Best Practice Principles, which stipulate ethical standards and anti-bribery practices, through the stakeholder engagement process, allegations were made of instances where certain contractors ascribe to unfair and unethical appointment practices. It is alleged that bribes of up to R3 000 were incited by contractors from prospective labourers in an attempt to secure jobs. This incident could be viewed as being in breach with the HRCA forced labour indicators which state: *"The company (or its recruiting agencies) does not charge workers recruiting or hiring fees that require the worker to be indebted to the company (or recruiting agency), or to work for the company (or recruiting agency) to pay off the debt"*. Although Venetia Mine is not directly implicated in the above allegation, and despite the fact that no evidence has emerged to suggest that the relevant contractor have caused the prospective labourer to be indebted, this matter should be addressed and investigated further to ensure that Venetia Mine is not associated with any party that may be infringing on any persons human right or that may be implicated in forced labour practices.

During stakeholder engagement, it was also revealed that local business owners and prospective entrepreneurs feel that Venetia Mine is not doing enough to support local SMMEs. It is believed that Venetia Mine does not adequately advertise supply-chain and vendor opportunities and the requirements to become a vendor, is also not clear. Some individuals did acknowledge the fact that Venetia sometimes does undertake supplier days, but it is believed to be infrequent and cumbersome. Individuals face barriers when attending these days such as language and means of transport to these events. Other individuals believe that in certain cases, the process followed by Venetia Mine to appoint vendors and service providers is not transparent. These challenges may be perceived as having an impact on the right to access and receive information.

Some stakeholders were of the opinion that Venetia Mine should be doing more to support SMMEs and local businesses through not only identifying local upcoming or prospective entrepreneurs, but also to capacitate them to be able to compete for contracts at Venetia Mine. Although these opinions do not resort to human right infringements or implications, indirectly it could have a positive impact on the livelihoods of those receiving support. The drive by the business to increase the localisation of the supply chain could expose the mine to increased potential links to human rights infringements. A drive to increase local procurement may result in links to local businesses with few, if any, internal controls related to human rights and this could result in exposure for the mine to these infringements: freedom from discrimination, right to remedy by competent tribunal, and the right to enjoy just and favourable conditions of work. In addition, positive discrimination must be carefully considered to ensure consistency and compliance with legislation in this regard.

Through the SEAT process, a number of tools or approaches are set out to ensure that Venetia Mine contribute to socio-economic development. In addition to these tools and approaches, De Beers strive to uphold what is known as its "seven Socio-economic Development (SED) pillars". Measures contained in both the SEAT and SED activities applicable in this case are local procurement and enterprise development. These measures are implemented through Venetia Mine's Procurement Progression Plan and through the Zimele Enterprise Development Programme, referred to as the Zimele Hub. The Zimele Hub and its contribution and support have been discussed in Chapter 4 and Chapter 6.

Many stakeholders acknowledge that Zimele Hub beneficiaries as well as local businesses that are providing services to Venetia Mine have benefitted immensely. These small businesses are uplifting themselves and their families through generating an income and being able to take care of their basic needs. The economic and physiological improvement in these individuals further enhances their dignity and self-worth.

Concerns were raised about the level of awareness of human rights issues of staff in various departments e.g. procurement. A lack of understanding of human rights issues may lead to inconsistency in how these issues are managed and monitored, particularly with contractors and through other business links.

Ethical contracting and the inclusion of human rights aspects are a continuous area of focus for Venetia. Potential human rights risks should be looked at with respect to ensuring increased coverage of all contracting and sub-contracting relationships. Gaps may still exist where human rights infringements could take place in contexts where Venetia may have a direct or indirect business relationship with contractors (e.g. sub-contractors). Consideration should be given to ensuring penetration of important human rights policy considerations, monitoring and access to remedy.

7.6 HUMAN RIGHTS IMPLICATIONS OF CROSS-CUTTING ISSUES

Having examined the human rights implications against the Human Rights Compliance Assessment (HRCA) Quick Check and consideration of the three over-arching themes of employment practices, local communities, and supply-chain management, these additional cross-cutting human rights components from issues and impacts raised by stakeholders have been identified, which are detailed on hereafter:

- Community and Infrastructure Development
- Economic Impact and local economic development
- Associations
- Communication and information

Due to the nature the mining operation and its immense influence on the socio-economic nature of the local area, it is inevitable that cross-cutting implications exist. Activities undertaken by Venetia Mine do not exclusively affect employees, local communities, nor would activities exclusively lead to indirect violations of contractors.

7.6.1 Community and Infrastructure Development

De Beers and Venetia Mine specifically, share the aspirations of local communities in wanting to benefit from Venetia Mine's operation and associated activities. Through consultations with local stakeholders and government, Venetia Mine harnesses the scale and strength of its operation to deliver a range of socio-economic development programmes.

De Beers, through its seven SED pillars, under guidance of the SEAT Socio-economic Benefit tool and in line with the Mining Charter seek to support local communities within its labour sending area through community and infrastructure development programmes. These programmes and investments are done in accordance with:

Relevant De Beers SED Pillars

- External Capacity Development
- Synergies with infrastructure
- Employee volunteering
- Corporate Social Investment (CSI)

Relevant SEAT Socio-Economic Benefit Development aspects

- Local infrastructure development
- Local institutional capacity development

To a large extent, community and infrastructure development programmes as implemented and undertaken by Venetia Mine, take the form of Social and Labour Plan (SLP) community development programmes, and Corporate Social Investment (CSI) projects as identified by the Local Area Committee. Chapter 4 (4.6 Existing Investment in

Community Development Projects) and Chapter 6 (6.3 Appropriateness of Existing Socio-Economic Benefit Delivery Initiatives to address Impacts and Issues) unpack the community and infrastructure development programmes delivered in more detail.

Community and infrastructure development programmes that are implemented by Venetia Mine are done so with the intent to uphold human rights and human dignity. In support of and in consultation with local municipalities, Venetia Mine strives to assist in government's mandate of providing basic services to local communities. Venetia Mine furthermore recognises that community upliftment and development may take various different forms and that communities may have different needs.

The various community and infrastructure development programmes and initiatives implemented and supported by Venetia Mine, uphold and create environments that enhance the enjoyment of basic human rights. The different programmes and initiatives are grouped together to illustrate the implications thereof on the enjoyment of human rights:

INFRASTRUCTURE DEVELOPMENT PROJECTS

Venetia Mine has assisted local municipalities in the construction of roads, electricity and water delivery and various other infrastructure orientated projects. Through investing in infrastructure and basic service delivery, a great positive impact is felt by the community. Access to water and electricity aid in restoring human dignity, while proper roads and associated infrastructure creates an enabling environment for investment and business growth, which in turn have an impact on the local economy and leads to greater job opportunities. This would inevitably lead to an increase in living standards and greater enjoyment of basic human rights.

EDUCATION PROGRAMMES

Various education programmes have been implemented by Venetia Mine. These range from construction of education facilities, support programmes for learners, employment of teachers and a number of donations in the form of equipment and stationery. Access to basic education is a basic human right, and through support gained by Venetia Mine, local children are able to access education at an improved standard.

POVERTY ERADICATION PROJECTS

Poverty eradication projects are those that are aimed at creating employment opportunities for local individuals, and projects aimed at alleviating pressing needs through support in the form of food and basic needs product donations. Although there is no human right that state no one should be poor or that everyone should be employed, everyone has the right to human dignity and social security. By creating job opportunities through poverty eradicating projects and by donating basic necessities, Venetia Mine is creating a favourable environment for individuals to uplift themselves and being able to care for their families.

SPORT, CULTURE AND RECREATION

As stated in the Bill of Rights, everyone has the right to participate in the culture life of their choice, and no person may be denied the right to enjoy and practice their culture or to form or join a cultural association. Venetia Mine respects this right and through lending support to cultural, recreational and sports associations, Venetia Mine is enhancing the enjoyment of this right.

ENVIRONMENTAL SUPPORT

Apart from Venetia Mine's ongoing efforts to conserve biodiversity and the local natural environment, it supports environmental initiatives such as arbour day and programmes administered by the Endangered Wildlife Trust. This has a direct positive impact through supporting the right to have the environment protected and conserved.

HEALTH AND SOCIAL SUPPORT

Access to health and social services are recognised as a basic human right. In many cases the health care system and social services are overburdened and require support. Venetia Mine, through providing donations in the form of health equipment, supporting aids, specialised tools etc. ensure that a greater portion of the community can exercise the right to health and social services.

It should be noted that during stakeholder engagement it became evident that many stakeholders were unaware of the extent of Venetia Mine's community and infrastructure support. Many stakeholders also felt that not enough consultation with local communities and representatives are undertaken to identify appropriate projects. In many cases, this could be attributed to a lack of understanding of the SLP process, budgeting cycles and a lack of awareness of projects already implemented. All of these aspects and potential issues relate to freedom to receive or impart information and ideas and the right to access to information.

Due to the expansion of mining to underground operations there could be a large influx of migrant workers to the area with various impacts on local communities with potential increase demand for existing infrastructure and services especially for communities in close proximity to area that could receive migrants workers. Migrant workers could be involved in various human rights infringements that will impact on local communities during the time that they are on site with potential infringements on: right to adequate standard of living; right to life, liberty, and personal security; and right of protection for the child.

7.6.2 Economic impact and local economic development

The presence of Venetia Mine and its associated activities and networks lead to not only direct economic value being generated and distributed within the local and national economy, but it also lead to secondary economic benefits. Many businesses have been established or able to expand due to the presence of the mine, its employees and contractors and individuals are empowered through local employment practices followed by Venetia Mine.

Practices for enhancing economic impacts are informed by the Mining Charter, which include procurement and enterprise development criteria, beneficiation limits, employment equity targets and human resources stipulations. The SEAT Socio-Economic Benefit Delivery tool and SED pillars furthermore aim to increase the positive economic impact due to the presence of Venetia Mine.

Economic development and subsequent upliftment of local community members, have direct and indirect positive impacts on stimulating the economy and job creation which relates to individuals being able to enjoy basic human rights such as the right to social security and the right to an adequate standard of living.

Particular consideration must be given to potential human rights infringements during the mine closure process with particular reference to Social closure aspects. Adherence to the Anglo Social Closure policy must specifically include human rights impact analysis. Examples include: Impact of retrenchments on families, impacts of cessation of local economic investments and support (including dependencies), Impact on Contractors ED/SD, etc. A range of human rights could be impacted due to closure. These mostly relate to the right to an adequate standard of living and

desirable working conditions, but secondary impacts could extend as far as access to social security and right to education. Careful analysis must be undertaken to understand the full extent of potential impacts for Venetia.

7.6.3 Associations

In light of the right to freedom of association, every person has the right to form, join or leave a group/association/forum and the group has the right to pursue interest of its members.

In recent times, a group was formed by employees and certain community members in an effort to deal with issues relating to the Equal Allocation Trust (EAT), commonly referred to by employees and community members as the Ponahalo Shares. This group is known as the Ponahalo Concerned Group. However, local community members felt that the Ponahalo Concerned Group took it upon them to represent the greater community and general community issues alongside their own EAT concerns. Incidents of community and town hall meetings being derailed and overshadowed by the EAT issue and the Ponahalo Concerned Group have been highlighted.

The Ponahalo Concerned Group was allegedly involved in mobilising demonstrations and protests outside Venetia Mine. Although everyone has the right to assemble, demonstrate and to present petitions, the greater community felt that they were being misrepresented through these protests, and the sentiment is that these protest were not conducted in a peaceful or organised manner.

In light of the above, and considering the fact that stakeholders have voiced the need for greater and more focussed consultation, it was deemed appropriate by Venetia Mine to propose the development of a Community Development Forum (CDF) to discuss needs of communities, to, amongst other things, identify community issues and to pro-actively address them, to share information, experiences and ideas, and to pursue viable partnerships for sustainable development. The proposed CDF is discussed in detail under Chapter 4.

7.6.4 Communication and information

De Beers and Venetia Mine have a number of operational policies in place to guide external reporting and the SEAT process as well as Venetia Mine's Stakeholder Engagement Plan sets out structured stakeholder engagement activities to ensure ongoing stakeholder consultation through various processes undertaken by the mine.

During stakeholder consultation it appeared that in many instances and with regards to specific aspects related to Venetia Mine, stakeholders feel that Venetia Mine is not adequately sharing information and engaging enough.

Issues with regards to a lack of communication, according to stakeholders, include:

- Blouberg and Musina Local Municipalities have indicated that there is not enough guidance for local government with regards to understanding the implications of the Mining Charter and the required SLP spending
- Stakeholders have indicated that advertising of job opportunities and supply chain opportunities are insufficient and that the requirements are not clear. Language seems to also be a barrier in this regard
- It was indicated by a number of stakeholders that there is a great lack of information about the De Beers Bursary Scheme and the Financial Study Assistance Scheme
- A need to be able to verify contractors' information and contract duration have been raised, and it was indicated that there is no central person to contact for these and general queries
- Local communities and community representatives believe that Venetia Mine could do more to consult them about projects and programmes to be implemented, and not only the local municipalities

- Stakeholders have indicated that in many instances, specific issues or aspects would be raised with Venetia Mine, but that no feedback would be provided. This leaves stakeholders unaware or unsure if aspects were dealt with or resolved

Lack of communication and information has implications with regards to the right of access to information and the freedom to receive or impart information or ideas. In many cases, information regarding Venetia Mine's operation and other aspects are available to the public, but stakeholders may simply be unaware of how or where to access these information sources.

In an effort to ensure that stakeholders, both internal and external, have a platform to lodge their complaints, thoughts and suggestions, Venetia Mine has implemented a new Grievance Mechanism. Venetia Mine acknowledges that an effective grievance mechanism is at the core of any proper human rights approach. It was discovered that only a few external stakeholders were aware of the Grievance Procedure and Deloitte Hotline, and thus greater efforts with regards to increased penetration of creating awareness of this mechanism is to be undertaken. Consideration should be given to the range of stakeholders who are made aware of the company grievances mechanism as a form of remedy for potential instances of human rights abuse with potential for infringement on the right to remedy by competent tribunal.

7.6 SUMMARY OF HUMAN RIGHTS IMPLICATIONS

A summary of the human rights impacted as noted from stakeholder consultations is provided here. The below Tables provide a summary of the human rights implications and the severity rating of the human rights.

HUMAN RIGHTS IMPLICATIONS COLOUR CODING

IMPLICATION	INITIATOR	
	DIRECT	INDIRECT
POSITIVE	Positive direct	Positive indirect
NEGATIVE	Negative direct	Negative indirect
NEUTRAL		

NEGATIVE HUMAN RIGHTS SEVERITY RATING

1	2	3	4	5
Easily reversible minor impact on the human rights of a specific individual	Limited short-term impact on human rights of a specific individual which is reversible with limited corrective action	Moderate short-term impact on the human rights of individual or multiple stakeholders, reversible with moderate corrective action	Significant impact on human rights of individual or multiple stakeholders which is long term (over 6 months) but which can be reversed with significant corrective action	Irremediable impact on the human rights of either an individual or multiple stakeholders

The following Tables provides a summary of the human rights impacted as noted from stakeholder consultations.

TABLE 32: HUMAN RIGHTS IMPLICATIONS SUMMARY: EMPLOYMENT PRACTICES

COMPONENT	STAKEHOLDER ASPECT RAISED	HUMAN RIGHTS IMPLICATED	SEVERITY
Forced labour	Allegations of Venetia Mine employees involved in nepotism, favouritism and bribery are believed to take place to secure employment at Venetia Mine.	Negative: Right to freedom from forced labour; unfair and unethical appointment practices	3
Child labour and young workers	No practice of child labour raised by stakeholders.	N/A	N/A
Non-discrimination	Available positions allegedly advertised with a clause, prohibiting applicants to apply if they do not already have a relative working at the mine. Verification of accuracy of allegations needed.	Should allegations be factual this has a negative impact on the right to non-discrimination	2
	Lack of information sharing regarding skills development and training programmes related to Venetia Bursary Scheme, Self-study Scheme, and Financial Study Assistance Scheme.	Negative: The right to freedom of access to information	2
	Venetia should focus on gender Issues as an area of potential risk. This includes issues related to potential discrimination, pregnancy and disclosure, harassment in the workplace and upholding the confidentiality of women in particular circumstances. Where instances exist where women in particular may fear discrimination in terms of disclosure of harassment, pregnancy or other gender related issues, the circumstances leading to this should be examined and rectified by mine leadership (e.g. potential loss of contops, production bonuses, personal development, allowance made for breast-feeding mothers, retribution for disclosing harassment, etc.).	Potential negative: right to equity; freedom from discrimination; and the right to enjoy just and favourable conditions of work	3
Freedom of association	Venetia Mine and the NUM engage in regular consultations and information is frequently shared between Venetia Mine and the NUM. Engagement with associations and or employees not affiliated with NUM is however needed in order to comprehensively confirm whether or not Venetia Mine has a positive/negative impact in this regard. Nonetheless, Venetia has not been implicated in unlawful action against an employee for joining a union or for taking part in union activities.	Neutral: Right to peaceful assembly and freedom of association	N/A
Workplace health and safety	Workplace health and safety is a top priority at Venetia Mine. Stakeholders have also commented on the state of busses which are perceived to be	Positive: The right to health and the right to liberty and security of person	N/A

COMPONENT	STAKEHOLDER ASPECT RAISED	HUMAN RIGHTS IMPLICATED	SEVERITY
	very safe, and ensure that employees get to work safely.		
	Incidents of reckless driving amongst contractors and amongst bus drivers have been reported.	Negative indirect: The right to liberty and security of person	3
	Medical emergency responses and capabilities, including consistency, could be improved for employees and contractors. Quality of healthcare should be examined for employees and contractors in these key areas: 1) The response to emergencies that happen on site (e.g. qualified medical personnel and advanced life support); 2) Equal access to quality health care facilities off-site regardless of standing (e.g. contractors, employees) 3) Medical benefits for contracts, sub-contractors and employees.	Negative: right to life, the right to health and the right to equality.	5
	There may be instances where employees or contractors fear disclosing health conditions because of potential discrimination and potential impact on their livelihoods. The operation should investigate where instances exist that could result in infringement of employees and contractors human rights.	Potential negative: related to freedom from discrimination, the right to enjoy just and favourable conditions of work, and the right to equality.	4
Conditions of employment and work	Single-headed households may be impacted through their working conditions particularly in continuous operations and those working shifts. Long or irregular hours and distances from home may adversely impact on single parents and their households, due to a lack of familial support and the challenges of balancing work and household responsibilities.	Potential negative: the right to adequate living standard, the right to enjoy just and favourable conditions of work; and the right to marriage and family.	3

TABLE 33: HUMAN RIGHTS IMPLICATIONS SUMMARY: LOCAL COMMUNITIES

COMPONENT	STAKEHOLDER ASPECT RAISED	HUMAN RIGHTS IMPLICATED	SEVERITY
Security	During a protest outside Venetia Mine an individual and his workers, unrelated to the mine, were pulled from their vehicle and violently attacked by protestors.	Negative indirect: Right to life, liberty and security of person (and the right to be free from all forms of violence, both public and private sources)	2
	Stakeholders become increasingly scared for their safety during protests and strike actions and feel that they are uninformed on how to act during these incidents	Negative: right to access and receive information	4
	Emergency response and care for community and public in instances of protests and other potential business-linked activities (e.g. community events). Consideration should be given to the potential impacts on the right to life and health of medical treatment provided to members of the public who have sustained injuries during events and in instances where they can be linked to the Venetia operation.	Negative: right to life and health	5
Land management	Neighbouring farmers experience vibrations and shockwaves from the VUP with damage to properties.	Negative: Right to adequate standard of living	2
	Concerns with regards to the impact of Venetia Mine on ground water levels were raised. Should Venetia Mine's operation affect ground water levels in any way that may lead to a shortage of water to surrounding farmers, Alldays or any surrounding community, it would have an impact on a number of human rights for a great number of people including: 1) Impact of reduced water supply to neighboring farmers and communities when Venetia still has access legally (e.g. Schrodar Dam); 2) Impact of reduced support for the maintenance of local water supply infrastructure; and 3) consideration of upstream and downstream water users, including cross-border impacts. Should concerns regarding ground water levels be justified, human rights to be impacted could include the right to have access to sufficient water, which could further affect basic service delivery which is considered a measure to uphold the basic human right of human dignity and include potential infringements on the right to life, liberty, and personal security.	Potential negative: Right to adequate standard of living; the right to healthcare, food, water and social security; and the right to life, liberty, and personal security.	5
Environmental health and safety	Emergency Personnel have, on numerous occasions, responded to medical emergencies experienced by	Positive: The right to healthcare; the right to an	N/A

COMPONENT	STAKEHOLDER ASPECT RAISED	HUMAN RIGHTS IMPLICATED	SEVERITY
	local community members and extinguishing of veld fires on neighbouring farms.	environment that is protected and conserved	
	Stakeholders were appreciative of Venetia Mine's nature conservation efforts, in particular the Venetia Conservation Society (VCS) and its events.	Positive: right to an environment that is protected and conserved	N/A
Corruption and bribery	During protest and strike action outside Venetia Mine, a police officer requested a bribe of R300 from an international tourist to be escorted past the protestors.	Indirect Negative: right to administrative action that is lawful, reasonable and procedurally fair.	2
Company products and marketing practices	No negative/positive aspects relating to company products and marketing practices raised.	N/A	N/A

TABLE 34: HUMAN RIGHTS IMPLICATIONS SUMMARY: SUPPLY-CHAIN MANAGEMENT

COMPONENT	STAKEHOLDER ASPECT RAISED	HUMAN RIGHTS IMPLICATED	SEVERITY
	Allegations of contractors ascribing to unfair and unethical appointment practices with contractors financial bribing prospective labourers in an attempt to secure jobs.	Negative indirect: Right to freedom from forced labour; unfair and unethical appointment practices	3
Relations with suppliers, contractors, and other associates	Venetia Mine is not doing enough to support local SMMEs and Venetia Mine does not adequately advertise supply-chain and vendor opportunities with requirements being unclear and non-transparent. Supplier days take place, but are infrequent, cumbersome, and barriers are faced such as language and transport.	Negative: right to access and receive information	4
	The drive by the business to increase the localisation of the supply chain could expose the mine to increased potential links to human rights infringements. A drive to increase local procurement may result in links to local businesses with few, if any, internal controls related to human rights and this could result in exposure for the mine to these infringements: freedom from discrimination, right to remedy by competent tribunal, and the right to enjoy just and favourable conditions of work. In addition, positive discrimination must be carefully	Negative potential: freedom from discrimination, right to remedy by competent tribunal, and the right to enjoy just and favourable conditions of work	4

COMPONENT	STAKEHOLDER ASPECT RAISED	HUMAN RIGHTS IMPLICATED	SEVERITY
	considered to ensure consistency and compliance with legislation in this regard.		
	Zimele Hub beneficiaries and local businesses providing services to Venetia Mine have benefitted immensely. These small businesses are uplifting themselves and their families through generating an income and being able to take care of their basic needs.	Positive: right to dignity and self-worth; and right to adequate standard of living	N/A
	Concerns were raised about the level of awareness of human rights issues of staff in various departments e.g. procurement. A lack of understanding of human rights issues may lead to inconsistency in how these issues are managed and monitored, particularly with contractors and through other business links.	Neutral	N.A due to no specific group being impacted
	Ethical contracting and the inclusion of human rights aspects should be looked at with respect to ensuring increased coverage of all contracting and sub-contracting relationships. Gaps may still exist where human rights infringements could take place in contexts where Venetia may have a direct or indirect business relationship with contractors (e.g. sub-contractors). Consideration should be given to ensuring penetration of important human rights policy considerations, monitoring and access to remedy.	Negative: infringement of respect of all human rights through direct and indirect business relations with contractors and sub-contractors	3

TABLE 35: HUMAN RIGHTS IMPLICATIONS SUMMARY: CROSS-CUTTING ISSUES

COMPONENT	STAKEHOLDER ASPECT RAISED	HUMAN RIGHTS IMPLICATED	SEVERITY
Community and infrastructure development	Various community and infrastructure development programmes and initiatives, namely: education programmes; poverty eradication projects; sport, culture, and recreation; environmental support; and health and social support; create environments that enhance the enjoyment of basic human rights.	Positive enhanced enjoyment of: human dignity and social security; adequate standard of living; access to basic education; to enjoy and practice culture; protected and conserved environment; right to health and social services.	N/A
	Many stakeholders were unaware of the extent of Venetia Mine's community and infrastructure support. Many stakeholders felt that not enough consultation with local communities and	Negative: right to access to information and the right to	3

	representatives are undertaken to identify appropriate projects.	freedom to receive or impart information and ideas.	
	Due to the expansion of mining to underground operations there could be a large influx of migrant workers to the area with various impacts on local communities with potential increase demand for existing infrastructure and services especially for communities in close proximity to area that could receive migrants workers. Migrant workers could be involved in various human rights infringements that will impact on local communities during the time that they are on site.	Potentially negative: right to adequate standard of living; right to life, liberty, and personal security; and right of protection for the child.	4
Economic impact	The presence of Venetia Mine and its associated activities and networks lead direct economic value being generated and distributed within the local and national economy, and secondary economic benefits.	Positive direct and indirect: ability of individuals to enjoy basic human rights such as the right to social security and the right to an adequate standard of living	N/A
Associations	The Ponahalo Concerned Group mobilised demonstrations and protests outside Venetia Mine. The greater community feel they are misrepresented through these protests, and the sentiment is that these protest are not conducted in a peaceful or organised manner.	Negative indirect: infringe on right to peaceful assembly and freedom of association; right to access to information and the right to freedom to receive or impart information and ideas.	4
Communication and information	Venetia Mine is reportedly not adequately sharing information and engaging enough with stakeholders. Venetia Mine has implemented a Grievance Mechanism, yet only a few external stakeholders were aware of the Grievance Procedure and thus greater efforts with regards to increased penetration of creating awareness of this mechanism is to be undertaken. Consideration should be given to the range of stakeholders who are made aware of the company grievances mechanism as a form of remedy for potential instances of human rights abuse.	Negative: infringe on right to peaceful assembly and freedom of association; access to information and the right to freedom to receive or impart information and ideas and the right to remedy by competent tribunal.	4

These rights have thus potentially been impacted as noted from engagement with stakeholders:

- Right to freedom from forced labour (direct and indirect)
- Right to freedom from non-discrimination; the right to equity; and the right to enjoy just and favourable conditions of work
- Right to access to information and the right to freedom to receive or impart information and ideas (direct and indirect)
- Right to life, liberty and security of person (and the right to be free from all forms of violence, both public and private sources) – indirect
- Right to life, health and to equality
- Right to adequate standard of living
- Right to healthcare, food, water and social security
- Right to administrative action that is lawful, reasonable and procedurally fair (indirect)
- Right to peaceful assembly and freedom of association and the right to remedy by competent tribunal (direct and indirect)

The following Table provides a summary of human rights impacted as noted from Venetia Mine policies, practices, and programmes.

TABLE 36: INTERNAL HUMAN RIGHTS POLICIES & PRACTICES SUMMARY: EMPLOYMENT

COMPONENT	STAKEHOLDER ASPECT RAISED	HUMAN RIGHTS IMPLICATED	SEVERITY
Forced labour	None	N/A	N/A
Child labour and young workers	De Beers has appropriate human resources screening procedures in place to ensure employees are at least 18 years of age when employed to undertake any mining related activities.	Positive: the right to work and just and favourable conditions of work	N/A
Non-discrimination	Venetia Mine strives to be a non-discriminating environment with priority hiring of local labour and Historically Disadvantaged South Africans (HDSAs). In 2015, almost 87% of Venetia Mine's employees were HDSA, approximately 91% of employees are from the Limpopo Province, with 63% from Musina and Blouberg municipal area.	Positive: the right to work and just and favourable conditions of work	N/A
	Skills and career development through its Human Resources Development Programme.	Positive: the right to basic education and further education	N/A
	Disabled Persons' Employment Equity Programme (DEEP)	Positive: Right to non-discrimination	N/A
	Note potential risks associated with security and Scannex process for particular individuals that may identify outside of traditional gender roles (e.g. LGBTQI individuals and people going through sex changes).	Potential negative: equality before the law, equal protection of the law, non-	3

COMPONENT	STAKEHOLDER ASPECT RAISED	HUMAN RIGHTS IMPLICATED	SEVERITY
		discrimination; self-determination; and the right to privacy.	
Freedom of association	The participation in organised labour/trade unions is high at Venetia Mine, through the National Union of Mineworkers (NUM). Venetia supports the rights related to freedom of association and collective bargaining, as contained in the De Beers Employee Human Rights Policy. Venetia has not been implicated in unlawful action against an employee for joining a union or for taking part in union activities.	Positive: Right to peaceful assembly and freedom of association	N/A
Workplace health and safety	At Venetia Mine, the Mine Health and Safety Act (No 967 of 1996) is enforced and supplemented through rigorous policies, procedures, training and inspections. Occupational health at Venetia Mine is guided by the Good to Great Strategy, the Health Way and associated technical standards. Safety is guided by the Safety Way and supported by standards and guidelines that establish the foundation for safety excellence and behaviour. The operation is ISO 14001 certified. Launched 'My Reason to be Safe' programme in 2014 as part of the wider zero harm agenda.	Positive: the right to liberty and security of person and the right to health.	N/A
	Venetia should continue to focus on ensuring that they examine and improve their mitigation measures for impacts on employees and contractors health in the workplace, and due to their exposure to mining practice, particularly with a view to Venetia's underground operations. Consideration should also be given to international standards when developing company policy in this regard.	Neutral	N/A
Conditions of employment and work	Venetia Mine's employment and work conditions are in line with basic international standards for hours and leave for workers undertaking shift work. Remuneration and benefits are attractive and market related, which leads to employee retention. Venetia Mine's conditions of employment and work are regulated by the Basic Conditions of Employment Amendment Act (No 11 of 2002) which stipulates regulations for working time, leave, remuneration and associated legal proceedings. This is supplemented by Venetia's Human Resources Programme, and the De Beers Employee Human Rights Policy.	Positive: Right to just and favourable conditions of work	N/A

TABLE 37: INTERNAL HUMAN RIGHTS POLICIES & PRACTICES SUMMARY: LOCAL COMMUNITIES

COMPONENT	STAKEHOLDER ASPECT RAISED	HUMAN RIGHTS IMPLICATED	SEVERITY
Security	De Beers and Venetia Mine have a Security Service and Human Rights Policy in place, which applies to both employees and contractors. This policy is aligned with the Voluntary Principles on Security and Human Rights (VPSHR). All security personnel employed by Venetia Mine receive training that includes human rights aspects, and since 2006, all external contractors are required to ensure their personnel are also trained on the human rights aspects of security.	Positive: Right to life, liberty and security of person	N/A
	The storage of private individual information must be assessed for potential human rights impacts and information obtained from individuals through the course of business related specifically to security processes and procedures must be checked to ensure that individuals rights to privacy is not infringed upon in terms of Article 17 the Right to privacy.	Potential negative: the Right to privacy	3
	Venetia's participation in various law enforcement forums must be assessed in terms of their leverage and links to the conduct of other members of these forums who may be committing human rights violations and Venetia/De Beers, through their links to these forums, could be implicated.	Potential negative: the Right to life, liberty, personal security; freedom from torture and degrading treatment; and the right to remedy by competent tribunal.	4
Land management	Under the Restitution of Lands Act, a formal land claim was lodged on the property where Venetia Mine operates. Venetia is in support of the clarification and processing of claims regarding restitution of property.	Positive: The right to restitution of property	N/A
	The licence area is included in the buffer zone of the Mapungubwe Cultural Landscape. A revised buffer zone was proposed and UNESCO World Heritage Committee accepted the change. The adjustments require legal change to come into effect. Once in effect, no human rights will be infringed upon as Venetia Mine will no longer fall within the revised buffer zone.	Potential negative: the right to practice and enjoy heritage and culture and the right to a protected environment	1
Environmental health and safety	In 2015 De Beers adopted its updated Environmental Standards to provide a single source of environmental requirements for all its operations.	Positive: Right to liberty and security	N/A
	In line with De Beers Best Practice Principles (BPP) and the SEAT process, Emergency Response Plans have been developed and are being maintained.	Positive: Right to liberty and security	N/A
	Actively engaged in nature conservation practices through their biodiversity management. For every	Positive: Right to liberty and security	N/A

COMPONENT	STAKEHOLDER ASPECT RAISED	HUMAN RIGHTS IMPLICATED	SEVERITY
	hectare of land disturbed, approximately 5 hectares are protected and managed for biodiversity conservation. Venetia Mine is also involved in biodiversity conservation through the Venetia Limpopo Nature Reserve. Venetia Mine has also established the Venetia Conservation Society (VCS).		
Corruption and bribery	Venetia Mine is committed to uphold and comply with anti-bribery and anti-corruption laws and regulations, and take guidance from the De Beers Business Integrity Policy.	Positive: right to take part in government and the right to administrative action that is lawful, reasonable and procedurally fair.	N/A
Company products and marketing practices	All De Beers diamonds are purchased in compliance with national law, the Kimberley Process Certification Scheme, its own Diamond Best Practice Principles, and certified conflict-free. In 2015 De Beers received a 100% compliance with the Kimberley Process Certification Scheme.	Positive: right to life, liberty and security and the right to intellectual property	N/A

TABLE 38: INTERNAL HUMAN RIGHTS POLICIES & PRACTICES SUMMARY: SUPPLY-CHAIN

COMPONENT	STAKEHOLDER ASPECT RAISED	HUMAN RIGHTS IMPLICATED	SEVERITY
Relations with suppliers, contractors, and other associates	Venetia Mine ascribe to the De Beers Best Practice Principles (BPP) which aims to raise ethical and human rights standards across the diamond value chain and Venetia Mines supply management based on these local and international legislation, conventions, best practice management, measuring and reporting standards: - the Kimberley Process - the United Nations Guiding Principles on Business and Human Rights - the Social Accountability International (SA8000) standard - the International Finance Corporation Performance standards - wide-ranging ISO standards from environmental management to nomenclature	Positive indirect: respect of all human rights	N/A
	De Beers co-founded the Diamond Producers Association (DPA) in 2015, a new representative body with a mandate to improve ethical performance across the industry through sharing best practice in health and safety, supply chain integrity and environmental management.	Positive indirect: respect of all human rights	N/A

Through the SEAT process, numerous tools or approaches are to ensure contribution to socio-economic development. De Beers strive to uphold what is known as its "seven Socio-economic Development (SED) pillars". Relevant in this regard is the Procurement Progression Plan and maintenance of a database of suppliers and prospective suppliers and BEE entities within the Limpopo region; and the Zimele Enterprise Development Programme.	Positive indirect: respect of all human rights	N/A
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TABLE 39: INTERNAL HUMAN RIGHTS POLICIES & PRACTICES: CROSS-CUTTING

COMPONENT	STAKEHOLDER ASPECT RAISED	HUMAN RIGHTS IMPLICATED	SEVERITY
Community and infrastructure development	De Beers, through its seven SED pillars, under guidance of the SEAT Socio-economic Benefit tool and in line with the Mining Charter seek to support local communities within its labour sending area through community and infrastructure development programmes. These programmes and investments are done: external capacity development, synergies with infrastructure, employee volunteering, Corporate Social Investment (CSI), Local infrastructure development, and local institutional capacity development. Social and Labour Plan (SLP) community development programmes, and CSI projects identified by the Local Area Committee.	Positive enhanced enjoyment of: right to human dignity and social security; right to adequate standard of living; right to access to basic education; right to enjoy and practice their culture or to form or join a cultural association; right to have the environment protected and conserved; right to health and social services.	N/A
Economic impact	The SEAT Socio-Economic Benefit Delivery tool and SED pillars furthermore aim to increase the positive economic impact due to the presence of Venetia Mine.	Positive direct and indirect: ability of individuals to enjoy basic human rights such as the right to social security and the right to an adequate standard of living	N/A
	Particular consideration must be given to potential human rights infringements during the mine closure process and adherence to the Anglo Social Closure policy should specifically include human rights impact analysis. Examples include: Impact of retrenchments on families, impacts of cessation of local economic investments and support (including dependencies), Impact on Contractors ED/SD, etc. Careful analysis must be undertaken to understand the full extent of potential impacts for Venetia.	Potential negative: the right to an adequate standard of living and desirable working conditions, right to access to social security and right to education.	4

COMPONENT	STAKEHOLDER ASPECT RAISED	HUMAN RIGHTS IMPLICATED	SEVERITY
Associations	Venetia Mine are proposing the development of a Community Development Forum (CDF) to discuss needs of communities, to, amongst other things, identify community issues and to pro-actively address them, to share information, experiences and ideas, and to pursue viable partnerships for sustainable development.	Potential positive: right to peaceful assembly and freedom of association; right to access to information and the right to freedom to receive or impart information and ideas.	N.A
Communication and information	A number of operational policies in place to guide external reporting and the SEAT process. Stakeholder Engagement Plan with structured stakeholder engagement activities to ensure ongoing stakeholder consultation through various processes undertaken by the mine.	Positive: right to peaceful assembly and freedom of association; right to access to information and the right to freedom to receive or impart information and ideas.	N.A

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SOCIAL MANAGEMENT PLAN

Management measures are put in place to respond to stakeholders' issues and identified impacts of the mine. It is aimed at the next three years, or beyond, in order to give stakeholders a medium term picture of the mine's initiatives.

The purpose of this section is to outline the management measures that Venetia Mine has in place to address the issues and impacts identified or verified as part of the SEA process.

The preceding sections provided the context in which the mine operates and explained the views of stakeholders in terms of issues in their relationship with the mine and the impacts of mining activities. Some of the issues and impacts have been known to the mine, due to its day to day engagement with stakeholders. In such cases the assessment served as verification and contributes to a better understanding of how stakeholders view issues and impacts. The issues and impacts have been prioritised, the appropriateness of current management measures has been considered and additional management measures have been identified.

Management measures are listed in the tables below providing details on aspects such as:

- Whether any stakeholders are involved in the implementation of a measure
- The envisioned timeline for the implementation of a measure
- How the implementation of management measures will be monitored and evaluated, including performance targets and key performance indicators –what will be measured/evaluated
- Which functional team is responsible for implementation

MANAGEMENT AND MONITORING MEASURES			
IMPACT 1	Creation of local employment		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	✓
BRIEF DESCRIPTION OF THE IMPACT	Venetia Mine and its contractors employ local semi-skilled and unskilled labourers, which leads to the reduction of unemployment in the local labour sending areas. Stakeholders agree that any employment generated from the mine has a positive impact and that the mine compensate their employees well		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	- Contribute to the employment rate in the Musina and Blouberg municipal areas, and therefore, to the general socio-economic status of neighbouring communities. - Invest in the improvement of school education in rural areas, to ensure job applicants from these areas have equal opportunities for employment at the mine. - Ensure that the VUP contractors employ local community members in all positions where suitable local candidates are available.		
KEY AFFECTED STAKEHOLDERS	- Blouberg LM - Musina LM - Traditional Authorities - Residents of labour sending towns and villages - Local business owners		

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MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
IMPACT 1						
Stakeholder suggestion w.r.t. TVET or Artisan College referred to PCA for further investigation.	- Musina LM - Blouberg LM - Department of Labour	Ongoing				Human Resource
Continue to apply the mine's employment policy that gives preference to local candidates.	- Musina LM - Blouberg LM - Department of Labour	Ongoing	90% target to employ semi -skilled and unskilled categories locally, Social Way requirements	90% local labour for unskilled and semi-skilled roles	- Track HR database - Monthly labour meetings minutes	Human Resources
We are aligning contractors to our local employment policy.	- Musina LM - Blouberg LM - Department of Labour	Ongoing	90% target to employ semi -skilled and unskilled categories locally, Social Way requirements	90% local labour for unskilled and semi-skilled roles	- Track HR database - Monthly labour meetings minutes	Human Resources

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MANAGEMENT AND MONITORING MEASURES			
ISSUE 1	Insufficient local employment		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	There is a perception amongst a number of stakeholders that Venetia is not doing enough to ensure that local unemployed individuals are employed. Furthermore, the different communities within the labour sending areas of Venetia feel that each of them are not benefitting the same: • Rural villages believe that only residents from Alldays and Musina are benefitting • Stakeholders from Blouberg in general feel that the majority of local employment is sourced from Musina • Stakeholders from Musina believe that too few management positions are filled by locals from Musina • Stakeholders feel that Venetia Mine is not employing sufficient disabled persons The poor education facilities and socio-economic indicators in Blouberg LM area mean that a significant number of applicants from this area fail the Functional Work Capacity (FWC) assessment, resulting in a perception that the mine favours job applicants from the Musina area.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	• Contribute to the employment rate in the Musina and Blouberg municipal areas, and therefore, to the general socio-economic status of neighbouring communities. • Invest in the improvement of school education in rural areas, to ensure job applicants from these areas have equal opportunities for employment at the mine. • Ensure that Venetia and contractor's external adverts are sent to PCA for publication within our labour sending areas. • Ensure that all adverts specify that applications will only be considered if an affidavit confirming place of birth and current residence is included.		
KEY AFFECTED STAKEHOLDERS	• Blouberg LM • Musina LM • Traditional local authorities (Ga-Kibi, Ga-Makgato, Bahananwa and Babirwa) • Residents of labour sending towns and villages • Local business owners		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 1						
Continue to apply the mine's employment policy that gives preference to local candidates.	• Musina LM • Blouberg LM • Traditional Authorities • Department of Labour	• Ongoing	• 90% target to employ semi -skilled and unskilled categories locally, Social Way requirements	• 90% local labour for unskilled and semi-skilled roles	• Track HR database • Monthly labour meetings minutes	Human Resources
We are aligning contractors to our local employment policy.	•	• Ongoing	• 90% target to employ semi -skilled and unskilled categories locally, Social Way requirements	• 90% local labour for unskilled and semi-skilled roles	• Track HR database • Monthly labour meetings minutes	Human Resources

MANAGEMENT AND MONITORING MEASURES			
ISSUE 2	Lack of advertisement of employment opportunities and difficult application process		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	Stakeholders have indicated that Venetia Mine is not doing enough to advertise available positions. Prospective applicants have difficulty accessing forms that have to accompany CVs when applying for a position. There has been an allegation of adverts containing a clause which excludes applicants if they do not have a relative working at Venetia Mine. There are also concerns about security of drop boxes.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	• Ensure that Venetia and contractor's external adverts are sent to PCA for publication within our labour sending areas. • Ensure that all adverts specify that applications will only be considered if an affidavit confirming place of birth and current residence is included.		
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Local unemployed job seekers		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 2						
To continue sending to local municipalities, and to include their satellite offices as well as the Department of Labour	• Musina LM • Blouberg LM • Traditional Authorities • Department of Labour	• Ongoing	• Advertise all roles through local municipalities	• All adverts distributed to Venetia Labour sending areas	• Track HR database • Monthly labour meetings minutes	Human Resources

MANAGEMENT AND MONITORING MEASURES			
ISSUE 3	Extending Venetia Mine's labour sending area		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	On-going		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓		
BRIEF DESCRIPTION OF THE IMPACT	The re-demarcation of Musina Local Municipality has seen six rural wards being gained. As a result, stakeholders expect Venetia to extend their labour sending areas to include the six new wards.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Ensure that communities from Venetia Mine's immediate labour sending areas benefit from its socio-economic development programmes		
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Musina LM • Communities residing in the six additional wards gained by Musina LM		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 3						
De Beers Venetia mine has no influence in terms of municipal demarcations and as such cannot change the labour sending area. The mine supported and continues to support projects in the rural areas specifically in Blouberg	Local Municipalities	Quarterly revision	SED Programmes implemented	Number of beneficiaries from our labour sending areas	Anglo Social Way quarterly reports	Corporate Affairs

MANAGEMENT AND MONITORING MEASURES			
ISSUE 4	Rumours of retrenchments		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Complete		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	• Retrenchment at the mine is a concern to the local community, as the impact thereof is felt by many. • There have been cases where individuals left their jobs for a better job at Venetia Mine, only to be retrenched a number of months later. • Stakeholders have also said that there are rumours doing the rounds about looming retrenchments, yet they have no way of confirming this		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	• Ensure that internal engagements and consultations with internal employees take place. • Compliance with all legislative requirements as S189/S197		
KEY AFFECTED STAKEHOLDERS	• Venetia Mine employees • Families of employees • The greater community and economy		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 4						
The Venetia Mine retrenchment process has been completed	CHQ management and CCMA Commissioner	Complete	Retrenchment criteria		- Special briefs, DNC Meetings, Contractor Labour meetings - External stakeholder engagement	- OPCO - HR Management - Line in the affected department - PCA

MANAGEMENT AND MONITORING MEASURES			
ISSUE 5	Uncertainty about the employment situation once the mine transitions underground		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	Stakeholders feel uninformed with regards to Venetia Mine's transition from an opencast to underground operation. Some stakeholders hope that the underground operation will generate more employment opportunities, while others fear that retrenchments and voluntary resignation will happen. Employees would like to know specifications regarding the VUP as soon as possible. This include: • Which skills will be needed • How and when needed skills will be imparted • How many employees will be retained • Will automation and modernisation influence the number of employees needed		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Ensure that external engagements and consultations with employees take place.		
KEY AFFECTED STAKEHOLDERS	• Organised labour • Employees		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 5						
Plans are underway to finalise the transition plan to ensure readiness for underground mining.		- For creating initial awareness among employees: 2nd Quarter of 2014 - Thereafter, communicate the details of the skills development plan and transition plans to employees and stakeholders between 2014 and 2022	- Awareness and understanding of the skills development initiatives and transition planning - Evidence of socialising the skills development and transition plan (i.e. registers, Community Fair & town hall session).	95% of employees aware of the skills development plan - Briefing of the skills development and transition plans. - Transitioning targets per year to be determined based on the details of the mine's transition planning	- Number of internal and external grievances raised. - Continuous sharing of info on progress towards achieving the plan objectives.	- Operational Readiness - PCA - Human Resources

MANAGEMENT AND MONITORING MEASURES			
ISSUE 6	Good relationship and communication between Venetia Mine and NUM		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	✓
BRIEF DESCRIPTION OF THE IMPACT	Communication between NUM and the Venetia Mine Management has reportedly improved. NUM has praised Venetia for the way they communicate with them, and in the way they support the NUM		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Ensure that internal engagements and consultations with employees take place as per the different communication structures.		
KEY AFFECTED STAKEHOLDERS	• Venetia Mine Management • NUM • Employees		

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MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 6						
The relationship is maturing		Ongoing	Timeous resolution of issues raised within 14 days	Minimum days lost through labour unrest	Number of internal disputes not resolved	- NUM leadership - HR - Line management

MANAGEMENT AND MONITORING MEASURES			
ISSUE 7	Slow rate of transformation		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	✓
BRIEF DESCRIPTION OF THE IMPACT	Stakeholders feel that transformation within Venetia Mine is not happening fast enough. There is a perception that there are very few black people appointed in strategic positions, such as that of the General Manager.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	• Achieve Employment Equity targets • Compliance with BBBEE • Achieve Mining Charter targets • Achievement of Social Labour Plan HRD component		
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Venetia Mine employees • Local community		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 7						
EEA portion of BBBEE indicates Venetia is doing well in this category of transformation. Currently exceeding Department of Labour targets including PWD's.	Department of Labour	Ongoing	- Adhere to EE targets as per EE Plan, Adhere to targets as per SLP and Social Way. - Performance against Mining charter targets.	Meet EE Plan, and achieve level 4 BBBEE status	Achievement of EE, SLP & Mining Charter targets	- General Manager - Human Resources - OPCO - Transformation Committee

MANAGEMENT AND MONITORING MEASURES			
ISSUE 8	Insufficient housing support for C-band employees		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	It was indicated that only employees on C-Band and up qualify to rent mining houses, which inhibit them to buy a house, as they cannot afford to rent one house and pay a bond on another house. Stakeholders feel that Venetia should support C-Band employees to be able to buy a house		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Re-communicating the Home Ownership Scheme		
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • C-band employees		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 8						
Company provides C-band accommodation.			• Invite financial institution to share info re access to bond application	• Annual visits by financial institutions for info sharing	• Attendance & feedback from the financial institutions visits	• Human Resources • Commercial

MANAGEMENT AND MONITORING MEASURES			
ISSUE 9	B-band employees not benefitting from housing benefit		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	B-Band employees fall into the gap between earning too much to qualify for an RDP home and too little to qualify for a home loan. This result in many labourers resorting to rent back-yard shacks or rooms in homes, adding to stress on the infrastructure. Backyard shacks and single rooms are also not conducive environments for families		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Committee established for facilitation of land in order to implement DBCM Facilitated Home Ownership Programme		
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • B-band employees		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 9						
Employees earning R 25 000.00 and less qualifies to participate in the FHOP	• Blouberg LM • Musina LM • FHOP Committee	• Long-term	• 2017 establish land for purchase and to be able to start developing.		• Number of employees participating in the scheme	• FHOP Committee
It was indicated by both Musina and Blouberg Local Municipalities that Venetia Mine and NUM have started discussing the possibility of buying residential sites in Musina and Alldays. However, in the Blouberg area its evident that land is not serviced thus require assistance to service the land. In the Musina area land is partially serviced and discussions are ongoing.	• Blouberg LM • Musina LM • FHOP Committee	• Long-term	• Number of FHOP applications received vs applications approved.		• Number of employees participating in the scheme	• CHQ

MANAGEMENT AND MONITORING MEASURES			
ISSUE 10	Lack of skills amongst local communities		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	Stakeholders believe that there is a great need to create an opportunity for the local youth to obtain skills, in particular technical and artisan skills, in an effort to be absorbed by Venetia Mine. Venetia mine are projected to operate for more than 20 years and will soon be transitioning to an underground operation. Stakeholders believe that the mine has a responsibility to gear the local community to benefit from its operation.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Work with stakeholders to investigate options for the establishment of a post school training facility (TVET or FET) to serve the needs of the labour sending areas.		
KEY AFFECTED STAKEHOLDERS	• Limpopo Department of Education • Youth and unemployed community members		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 10						
Investigate options of the feasibility of establishing a FET or TVET satellite campus.	• Limpopo Department of Education • Musina LM • Blouberg LM • Traditional Authorities • MQA	• Long-term	• Feasibility study • Level of awareness	• Finalised feasibility study with recommended decision • Key stakeholders aware of the mine's decision and plans based on feasibility study	• Feedback and outcomes of feasibility study • Stakeholder engagement	• Human Resources • PCA

MANAGEMENT AND MONITORING MEASURES			
ISSUE 11	The De Beers training centre located in Kimberley		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION			
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
BRIEF DESCRIPTION OF THE IMPACT	De Beers has an Engineering Training Centre which is located in Kimberley. It is the understanding of local stakeholders that employees are being sent to this centre for training. Stakeholders feel that an opportunity is lost by having a centre in Kimberley, while De Beers' operation is concentrated in Musina		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	N/A		
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • De Beers operation in Kimberley • Local employees • Local businesses		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 11						
The number of learners making use of this training centre does not justify the cost. This centre also plays a critical role in the Northern Cape.	N/A	N/A	N/A	N/A	N/A	N/A

MANAGEMENT AND MONITORING MEASURES			
IMPACT 2	Improved skills development from maths and science programme		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	On-going		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	The Maths and Science Programme, which allow for learners across Musina and Blouberg Local Municipalities to attend extra classes, have been highlighted as a very positive contribution from Venetia Mine. This programme assists local learners to pass maths and science in matric, which ultimately allow them to study further, and supports teachers in teaching these subjects		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Ensure that communities from Venetia Mine's immediate labour sending areas benefit from its socio-economic development programmes.		
KEY AFFECTED STAKEHOLDERS	- Local learners - Local teachers		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
IMPACT 2						
The Maths & Science programme is open to schools in both Musina & Blouberg, with specific focus on Grade 10 - 12 learners. Investigation needs to be conducted on the feasibility of involving all high schools in the Maths & Science programme	- University of Venda - Department of Education	Monthly (Saturday classes)	Feedback Reports from the University of Venda	Number of Saturday classes held	Quality report from University of Venda	Corporate Affairs

MANAGEMENT AND MONITORING MEASURES			
IMPACT 3	Lack of information about the De Beers Bursary Scheme and Financial Study Assistance Scheme and resultant lack of being able to partake		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	On-going		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	Stakeholders have indicated that they are aware of bursaries being awarded by Venetia Mine, but feel that there is a great lack of information about these bursaries. Many learners and teachers are unaware of how or where to apply for bursaries and those that do apply do not get feedback on their applications. Learners tend to turn to the municipality to assist them in following up their application, to no avail. In some cases, stakeholders were aware of matriculants who achieved excellent results and were not considered for a bursary, only to find out that De Beers would award bursaries to other students that are not from Venetia's labour sending areas. Other stakeholders have referred to instances where students were granted R 5000 towards their studies, but feel that this amount is insufficient.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Compliance with the SLP & SED commitments. Ensuring potential local recruits are adequately prepared for employment.		
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Local learners • Prospective students • Local schools • Local teachers • Local communities		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
IMPACT 3						
Venetia mine will continue to communicate bursary opportunities and financial study assistance for learners in the labour sending area. The programmes are advertised annually at various community platforms. Unfortunately the mine cannot award bursaries to everyone as there are a set criteria / requirements for awarding of bursaries.	• Musina LM • Blouberg LM	• Annually	• Number of bursaries awarded that are from Venetia Mine	• Number of Bursaries awarded from Venetia and number of financial assistance learners support from the labour sending area	• Quarterly reports on status of support	Human Resources
Current 2017 and future bursar and FSAS intake are all from Labour Sending areas.	• Musina LM • Blouberg LM • DMR • Department of Labour	• Ongoing	• Compliance with SLP commitments	• 100% compliance with SLP	• SLP Audit	Human Resources

MANAGEMENT AND MONITORING MEASURES			
ISSUE 12	Foundation Learning Competence Programme not leading to sustainable employment		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Ongoing		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
BRIEF DESCRIPTION OF THE IMPACT	It was the opinion of some stakeholders that the FLC Programme, although exposing local youth to the work environment, does not lead to sustained or lucrative employment opportunities within Venetia Mine		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	N/A		
KEY AFFECTED STAKEHOLDERS	• FLC beneficiaries		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 12						
The FLC is just one tool to promote employment; it was never intended to lead to sustainable employment. The learners will be enabled to embark on more advanced learning, i.e. doing their N subjects which make them more eligible for artisan learnerships.	N/A	N/A	N/A	N/A	N/A	Technical Training Team

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MANAGEMENT AND MONITORING MEASURES			
IMPACT 4	Local businesses benefit and economic growth due to the presence of Venetia Mine		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓		
BRIEF DESCRIPTION OF THE IMPACT	Many individuals and businesses, especially neighbouring farmers and accommodation establishment owners have been able to expand and/or supplement their income through building additional accommodation facilities to house contractors. The presence of contractors, especially in Alldays, has seen indirect business opportunities and business growth. More people in the area means more support to local businesses such as petrol stations and shops. Stakeholders acknowledge that the mine stimulates the local economy and creates indirect business opportunities for local business owners (e.g. guest houses, lodges and retail stores).		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES			
KEY AFFECTED STAKEHOLDERS	- Local businesses - Local community		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
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IMPACT 4

No response received

MANAGEMENT AND MONITORING MEASURES			
IMPACT 5	Venetia has insufficient positive impact on local services related SMMEs		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO AND BABIRWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	✓
BRIEF DESCRIPTION OF THE IMPACT	At present, stakeholders are of the opinion that not enough local businesses are benefitting through Venetia's supply chain process. This is ascribed to the fact that not enough information is being communicated to local businesses with regards to the products and services needed by the mine, and on what the requirements are to render services to the mine. The call for tenders from Venetia Mine is reportedly not advertised sufficiently and SMMEs feel that they lose out on the opportunity to render services to the mine. It is believed that the mine is not doing enough to support and capacitate local SMMEs to be able to compete for contracts from Venetia Mine. There is a perception that the mine can do more to assist and support local businesses to become suppliers to the mine.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Put measures in place to maximise local economic development by increasing the number of local suppliers to the mine.		
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Local SMMEs • Local suppliers to Venetia Mine		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
IMPACT 5						
Musina Beitbridge Chamber of Business is established and attended. The chairman is Joe Lekele.	Musina Beitbridge Chamber of Business	- Meetings at an "if and when basis" - Quarterly meetings with chairman – have an agreed meeting schedule for 2017	- Attendance of meetings - Satisfaction with information shared - Number of local business suppliers - Percentage of local supplier spend	- Number of local suppliers and % of local supplier spend - CA introduced a standard Note for the Record Template. This will be used to document discussions and next steps.	- Compilation of local supplier database - Evaluation of local suppliers	- Supply Chain - Zimele Hub
Issue "expression of interest" instead of the normal closed tender process for certain opportunities		On-going	- Number of local business suppliers - Percentage of local supplier spend	Number of local suppliers and % of local supplier spend	- Compilation of local supplier database - Evaluation of local suppliers	- Supply Chain - Zimele Hub

MANAGEMENT AND MONITORING MEASURES			
ISSUE 13	Insufficient support to SMMEs		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Short-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	✓
BRIEF DESCRIPTION OF THE IMPACT	Stakeholders feel that Venetia Mine is not doing enough from their behalf to support local SMMEs. Limited stakeholders were aware of Zimele. Of those that did acknowledge the presence of Zimele, some felt that the support gained from Zimele is not capacitating SMMEs to become lucrative enterprises or enabling them to compete for contracts from Venetia. It was also said that Zimele is currently understaffed and underfunded. Some stakeholders believe that it is too hard for SMMEs to obtain a loan from Zimele as they have stringent policies and requirements, which is too high		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	• To develop and support local SMMEs, Linking SMMEs to Mining Supply Chain and external markets • With the integration of Enterprise and Supplier Development and Local Procurement there will be improvement in how SMMEs are being serviced		
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Zimele Hub • Local SMMEs		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 13						
Zimele will establish a site office in Alldays to service the Blouberg LM in order for local SMMEs immediate access to services offered to Zimele Hub	• Blouberg LM • SEDA • LEDA • NYDA • Department of Agriculture • SARS • Commercial banks	• 5 years, starting in 2017	• Launch and opening site office in Alldays	• Operational site office	• Visitors log to site office	• Zimele Hub
Zimele will conduct workshops in Blouberg LM and Musina LM on enterprise related topics. This will include training programmes and business development programmes, creating awareness of opportunities available on mine and other markets.	• Blouberg LM • Musina LM • SEDA • LEDA • NYDA • Department of Agriculture • SARS • Commercial banks	• 5 years, starting in 2017	• Successfully hosting 2 workshops per area (MLM, BLM) per year	• 40 SMMEs attending workshops per area per year. • One SMME per workshop supported through Zimele (setting up business)	• Number of workshop attendants • Number of businesses supported per year from workshops	• Zimele Hub
Strengthen relationships with stakeholders such as SEDA, LEDA, Department of Agriculture and local business chambers and forums	• SEDA • LEDA • NYDA • Department of Agriculture • Business chambers and forums	• On-going	• Bi-annual formal/scheduled meetings	• Engagements with all stakeholders	• Stakeholder engagement log	• Zimele Hub

MANAGEMENT AND MONITORING MEASURES			
IMPACT 6	Positive impact of Zimele Hub and its support		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	✓
BRIEF DESCRIPTION OF THE IMPACT	Some stakeholders are impressed with the support which local SMMEs get from Venetia through the Zimele hub. They believe that Zimele has given individuals, who had no means of income, the opportunity to start their own business to support themselves. Some beneficiaries are even rendering services to Venetia Mine.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	• To develop and support local SMMEs • Linking SMMEs to Mining Supply Chain and external markets		
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Zimele Hub • Local SMMEs • Zimele beneficiaries		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
IMPACT 6						
Continue to do good work and improve on current performance		On-going	Number of SMMEs supported per year	- Four workshops conducted per year - Hosting regular training programmes - Support to SMMEs	- Stakeholder engagement log - Visitors log - Annual Zimele feedback survey	Zimele Hub

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MANAGEMENT AND MONITORING MEASURES				
ISSUE 14	Insufficient support to NGOs			
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation			
DURATION	On-going			
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES MUSINA AND BLOUBERG LOCAL MUNICIPALITIES LIMPOPO			
	✓ ✓			
BRIEF DESCRIPTION OF THE IMPACT	NGOs (including NPOs, CBOs and similar organisations) feel that Venetia is not doing enough to support them. It is difficult for NGOs to operate without sponsors and funding, as they help community members for free. Some instances where Venetia has assisted in obtaining property and infrastructure and equipment have been reported, although, there is a need for continued support			
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Ensure equitable support for community programmes in Venetia Mine's labour sending areas.			
KEY AFFECTED STAKEHOLDERS	- Local NGOs/CBOs - Local community			

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 14						
Venetia mine has uses the Local area committee, (LAC) which is a funding vehicle that looks at requests from NGOs. Requests are reviewed on a monthly basis based on a set guideline	• Musina LM • Blouberg LM	• Monthly	• Number of NGOs supported through the LAC		• LAC review process	• Corporate Affairs

MANAGEMENT AND MONITORING MEASURES			
ISSUE 15	Unfair and unethical appointment and treatment practices by contractors		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Ongoing		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	Despite local stakeholders being aware that contractors have an agreement with Venetia to source non-scarce skilled labourers from the local area, many feel that this agreement is not being adhered to. Specific incidents that have been reported include: • Incidents of bribery where local residents pay contractors up to R3 000 to secure a job • Contractors not following proper disciplinary procedures • Contractors employing from the same community/group/pool and not fairly from all labour sending areas		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	To ensure compliance by all contractors to the ethical contracting framework and policies		
KEY AFFECTED STAKEHOLDERS	• Contractors • Contractor employees • Venetia Mine • Local community members • NUM		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 15 Currently conducting quarterly interventions to ensure continuous compliance to the ethical contracting framework and policy.	• Contractor companies • Musina LM • Blouberg LM • Department of Labour	• Ongoing	• Contractor compliance to the Ethical Contracting Framework and Policy	• 80% adherence	• Contractor Verification Audit	• Human Resources

MANAGEMENT AND MONITORING MEASURES				
ISSUE 16	Unsafe driving behaviour of contractor employees			
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation			
DURATION				
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES		MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓		✓	
BRIEF DESCRIPTION OF THE IMPACT	Incidents of contractors and their employees driving very fast and reckless have been noted			
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES				
KEY AFFECTED STAKEHOLDERS	- Contractors - Contractor employees - Local community - All road users			

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 16						
No response received						

MANAGEMENT AND MONITORING MEASURES			
ISSUE 17	No means of verifying contractors' information and contractor duration		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	✓
BRIEF DESCRIPTION OF THE IMPACT	Local accommodation establishment owners have had a number of incidents where contractors reserve a whole resort/establishment for an extended period of time (sometimes longer than a year), and then overnight they disappear or give notice a day before leaving, stating that their contracts with Venetia have been terminated		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Ensure that Venetia Mine continues to contribute to local economic development through indirect business benefits		
KEY AFFECTED STAKEHOLDERS	• Local accommodation establishment owners • Local business owners • Local economy		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 17						
Venetia Mine introduced a Grievance Procedure and process whereby effected community members can register a complaint against the mine or a contractor on the mine. These complaints are followed up and feedback is provided to the complainant. Various interactions are taking place with our contractors so that they also follow the principles of the Anglo Social Way	• Deloitte • Local community	• On-going (grievance process implemented)	• Measure the number of complaints received • Provide proof of problem resolution and feedback provided	• No complaints outstanding which are not resolved	• Compliance with external stakeholder grievance procedure stipulations	• Corporate Affairs

MANAGEMENT AND MONITORING MEASURES			
IMPACT 7	Lack of contractor management affecting Venetia Mines' reputation		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Ongoing		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	✓
BRIEF DESCRIPTION OF THE IMPACT	During the 2015 Social Way Challenge, the issue of contractor management was identified as a social risk, which has an impact on Venetia's strategic objective of "Invest in and protect DeBeers reputation and diamond equity value". The negative behaviour of contractors and service providers is reportedly damaging the mine's reputation and could ultimately lead to business interruptions through protest actions and strikes. According to Venetia's Stakeholder Engagement Plan, the lack of contractor management can be ascribed to a lack of ensuring implementation of the "Social Way" through contractors and service providers.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES			
KEY AFFECTED STAKEHOLDERS	• Contractors • Contractor employees • Local community		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
IMPACT 7						
It is work in progress but progressing well with contractors			Social Way training			

MANAGEMENT AND MONITORING MEASURES			
IMPACT 8	Positive contribution of Basil Read with regards to implementation of projects		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	Some community members believe that Basil Read is making a positive contribution to the community through implementing programmes or constructing facilities		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Ensure that Venetia Mine continues to contribute to local economic development through indirect business benefits		
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Basil Read • Local communities		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
IMPACT 8						
Branding of Venetia Mine's projects was not done in the past. A decision was taken during November 2016 to go back and brand previous projects and that all new projects will be branded going forward.	•	• June 2017 for previously completed projects	• Establish a register of previous projects and indicate branding requirements per project. Update register once branding is completed.	• Branding of all projects listed in the register	• Provide register and photos of branding erected at the various project sites.	• Corporate Affairs

MANAGEMENT AND MONITORING MEASURES			
IMPACT 9	Positive impact of transport provided to employees		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	Stakeholders appreciate the mine's provision of transport for employees and the fact that it prevents congestion and safety risks on the road to the mine. Mine buses transport employees across different areas including some villages within the Blouberg LM. If the mine did not provide this service, employees would have to use their own money to get to and from work.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Mitigate the impacts of employee transport by bus		
KEY AFFECTED STAKEHOLDERS	- Residents in rural villages along the bus route - Employees - Families of employees		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
IMPACT 9 No response received						

MANAGEMENT AND MONITORING MEASURES				
ISSUE 18	Reckless behaviour of bus drivers			
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation			
DURATION	Long term			
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES MUSINA AND BLOUBERG LOCAL MUNICIPALITIES LIMPOPO			
	✓ ✓			
BRIEF DESCRIPTION OF THE IMPACT	Stakeholders have revealed that observations were made both in rural villages (on gravel roads) and urban areas (R521/R572) that buses would exceed the speed limit and display unsafe practices such as driving with their headlights on bright.			
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES				
KEY AFFECTED STAKEHOLDERS	- Residents in rural villages on the bus route - Farmers - Employees - Bus drivers - All road users (including pedestrians)			

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 18						
No response received						

MANAGEMENT AND MONITORING MEASURES			
IMPACT 10	Damage to local roads from buses		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	Stakeholders believe that the buses transporting mine workers and trucks going to and from Venetia mine are aiding to the deterioration of the roads. These include tar and gravel roads		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	To mitigate the impact that our buses may be having on public/communal roads.		
KEY AFFECTED STAKEHOLDERS	All road users		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
IMPACT 10						
Work closely with the municipality to help grade and repair the roads used by Venetia Mine buses.	• Blouberg LM • Musina LM	• Ad-hoc	• Road quality	• Ongoing fixing of roads before they deteriorate and damage vehicles	• Regular road inspections	• Safety

MANAGEMENT AND MONITORING MEASURES			
ISSUE 19	Bus services contractors are not local		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	✓
BRIEF DESCRIPTION OF THE IMPACT	Stakeholders are uniformed with regards to the procurement of bus drivers and the supplying of buses and transport services in the Blouberg area. Stakeholders have indicated that local SMMEs and taxi associations would be able to fulfil this role.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Ensure that Venetia Mine continues to contribute to local economic development through indirect business benefits		
KEY AFFECTED STAKEHOLDERS	• Local SMMEs • Existing taxi associations in Blouberg		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 19						
Ethical Contracting was implemented during 2016. This encourages our contractors to give preference to community members when they advertise for vacant positions. We do not transact with Taxi Organisations for the allocation of activities or routes at the moment. This is however under investigation and may be changed going forward	Contractors	December 2017	Ensure that contract terms and conditions are in line with Ethical Contracting Guidelines and Anglo Social Way Requirements	Sign off of terms and conditions by CA Manager		Procurement and CA

MANAGEMENT AND MONITORING MEASURES				
ISSUE 20	The need for bus depots			
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation			
DURATION	Long-term			
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES MUSINA AND BLOUBERG LOCAL MUNICIPALITIES LIMPOPO			
	✓ ✓			
BRIEF DESCRIPTION OF THE IMPACT	In Makgato and Alldays, stakeholders have indicated that there are no formal bus depots for buses transporting Venetia employees. In Alldays the bus gets parked at the school, and in Makgato they are parked next to the road			
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Ensure that Venetia Mine continues to contribute to local economic development through indirect business benefits			
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Bus drivers • Venetia Mine employees • Local community			

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 20						
The busses do not belong to Venetia Mine. We will however investigate the risks to both the contractor and Venetia Mine	• SAP • Bussing contractor	• December 2017	• Risk assessment conducted and next steps implemented	• Completion of next steps	•	• Engineering

MANAGEMENT AND MONITORING MEASURES			
IMPACT 11	Negative effect of strikes on the larger community		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION			
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	The general community are not always aware of why employees are striking, and the community are not at all related to the reason for strikes, yet community members are victimised and intimidated. Community members are scared for their safety and feel that neither the police nor the mine is proactive in warning or protecting community members.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES			
KEY AFFECTED STAKEHOLDERS	• Venetia Mine employees • Local community • Police and security • Musina LM • Blouberg LM		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
IMPACT 11						
No response received						

MANAGEMENT AND MONITORING MEASURES				
ISSUE 21	Ponahalo pay-outs and the employee shareholder scheme			
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation			
DURATION	Long-term			
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES MUSINA AND BLOUBERG LOCAL MUNICIPALITIES LIMPOPO			
	✓ ✓			
BRIEF DESCRIPTION OF THE IMPACT	Stakeholders feel that, for a long time, the issue around the pay-outs of the Ponahalo shares were not dealt with. Employees anticipated pay-outs in 2014, which did not happen. This sparked tension between employees and Venetia Mine, and lead to strikes. An agreement was reached and Venetia took out a loan to enable share pay-outs. Once the shares are paid out, Venetia Mine employees will no longer be part of the Ponahalo share scheme, but a new Employer Share Holder Scheme/Employee Stock Ownership Plan (ESOP) was established			
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Manage employee perceptions and expectations around Ponahalo and ensure understanding among key stakeholders of how Ponahalo is structured.			
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Ponahalo Capital Holdings • Venetia Mine employees • NUM • Local community			

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 21						
Clarify the structure and functioning of Ponahalo in relation to community trusts to key stakeholders.	Ponahalo Investment Holdings	Feb-May 2014	Awareness and understanding	100% understanding among key stakeholders	Structured interviews	Corporate Affairs

MANAGEMENT AND MONITORING MEASURES				
ISSUE 22	Ponahalo Concerned Group			
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation			
DURATION	Long-term			
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO	
	✓	✓		
BRIEF DESCRIPTION OF THE IMPACT	The Ponahalo Concerned Group was started in an effort to deal with the issues relating to the Ponahalo Shares and the misperception about the shares. However this group started to take it upon themselves to represent the greater community and to bring up various other issues with Venetia. This caused an upset amongst community members, as they feel that Ponahalo is a labour issue, and that the group do not represent them. Stakeholders feel that Ponahalo should be taken up with Venetia by the employees totally separate to community issues. The Ponahalo Concerned Group received assistance from the Musina Business Chamber to become formalised. They have appointed a spokesperson and an attorney and are now recognised by the mine. Prior to their formalisation, employees would act in rage and protest, but it has since stabilised due to this group Stakeholders have indicated that there is a need to establish a separate structure, to deal specifically with community issues			
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Address issues relating to the EAT and ensure that the community no longer protest against Venetia Mine.			
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Ponahalo Concerned Group • Ponahalo Capital Holdings • Venetia Mine employees • Local community			

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 22						
Venetia mine plans to establish a community development forum which will have elected community representatives. The mine has consulted with the local municipalities and Kgoshis and they are fully in support of establishing the CDF.	Local communities	Quarterly	Establishment of CDF	Complete stoppage of community protest actions against Venetia Mine regarding the EAT issue.	Quarterly PDR and Monthly OPCO Meetings.	Corporate Affairs

MANAGEMENT AND MONITORING MEASURES				
IMPACT 12	SLP alleviating infrastructure delivery pressure from local municipalities			
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation			
DURATION	Long term			
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO	
	✓	✓		
BRIEF DESCRIPTION OF THE IMPACT	It was agreed that Venetia Mine, through the SLP process, are assisting in implementing infrastructure related projects in the local municipalities as identified by the IDP process. It was revealed that in the past, Venetia have on occasions even spent beyond what they had committed.			
	Despite municipalities acknowledging that Venetia, through the SLP spending, are alleviating their development backlog, they would like greater discussions around projects that are chosen to be implemented by Venetia			
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Ensuring successful implementation of SLP projects			
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Blouberg LM • Musina LM • Local community			

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
IMPACT 12						
As part of the SLP the mine has committed to continue to look at projects that are infrastructure in nature	• Musina LM • Blouberg LM	• Every 5 years	• Annual reporting on the implementation of projects	• Quarterly feedback on implementation of SLP Project - progress update	• Annual SLP Report to DMR	• Corporate Affairs

MANAGEMENT AND MONITORING MEASURES			
ISSUE 23	SLP allocation and spending not transparent		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
		✓	
BRIEF DESCRIPTION OF THE IMPACT	Both Musina and Blouberg Local Municipalities have indicated that they feel that there is not enough transparency with regards to SLP spending in their area and they are not sure if, in fact, Venetia is complying with the Mining Charter. The Municipalities are not sure if they are getting equal benefit though the SLP process.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Create good understanding on how SLP budgets work.		
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Blouberg LM • Musina LM		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 23						
Venetia Mine will endeavour to engage with around the DMR creating awareness on the Mining Charter with the communities. Venetia Mine is required by law to provide annual reporting to the DMR on the implementation of the SLP Report	Department of Mineral Resources	Annually	Annual reporting on the implementation of projects	Quarterly feedback on implementation of SLP Project - progress update	Annual SLP Report to DMR	Corporate Affairs

MANAGEMENT AND MONITORING MEASURES			
ISSUE 24	Good relationship and communication between Venetia and local municipalities		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓		
BRIEF DESCRIPTION OF THE IMPACT	Musina and Blouberg Local Municipalities have indicated that, in general, there is a good relationship between them and Venetia Mine.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Create a good cordial working relationship between the mine and the local authorities and Communities.		
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Blouberg LM • Musina LM		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 24						
Venetia mine endeavours to engage with all interested and affected parties. When formal requests for meetings are received a formal response is provided.	• Musina LM • Blouberg LM	• Quarterly	• Town hall sessions and feedback to communities	• Number of town hall sessions held per quarter	• Close off on feedback to issues raised during town hall sessions	• Corporate Affairs

MANAGEMENT AND MONITORING MEASURES				
ISSUE 25	Lack of communication and feedback with communities from Venetia Mine			
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation			
DURATION	Long term			
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO	
	✓	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	Stakeholders feel that there is very little feedback from the mine with regards to their operation, contribution to the community, actions and events planned or any action that has happened as a result of the mine.			
	There is also a general consensus amongst stakeholders that there is no formal channel to work through for enquiries			
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Improve the mine's communication to, and engagement with stakeholders			
KEY AFFECTED STAKEHOLDERS	• All stakeholders			

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 25						
Secure a monthly slot on the Musina community radio station to communicate the involvement of the mine in community related projects or news about the VUP	Musina FM	Monthly	Exposure	60% of Musina town residents exposed to the radio broadcasts 70% of awareness of community development projects and VUP progress	- AMPS statistics - Three-yearly community survey as part of the SEAT process	Corporate Affairs

MANAGEMENT AND MONITORING MEASURES				
ISSUE 26	Unfocussed “umbrella” meetings			
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation			
DURATION	Long term			
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO	
	✓	✓		
BRIEF DESCRIPTION OF THE IMPACT	In recent times, a number of town hall meetings, organised by Venetia Mine, have taken place. However, these meetings take an “umbrella” approach where an attempt is made to deal with various different aspects and concerns. Stakeholders have indicated that these meetings become derailed, that certain individuals and issues take over the meeting and that some individuals feel too intimidated to bring up issues for the fear of being victimised.			
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Improve relations between the mine and its communities.			
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Local communities • Community representatives			

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 26 A communication plan is reviewed on and developed annually based on learnings of the previous year. It includes a process in which all internal and external audiences are reached	•	• Annually	• Annual reviews to test effectiveness	• Integrated developed communication plan	• Feedback review on communication plan (Internal & external)	• Corporate Affairs

MANAGEMENT AND MONITORING MEASURES				
ISSUE 27	Consultations without feedback			
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation			
DURATION	Short-term			
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES MUSINA AND BLOUBERG LOCAL MUNICIPALITIES LIMPOPO			
	✓			
BRIEF DESCRIPTION OF THE IMPACT	Rural communities in Blouberg feel that Venetia Mine very often send consultants and representatives to talk to them as part of their processes. However they feel that they never get feedback with regards to these consultations or the way forward.			
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Improve relations between the mine and its communities.			
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Local communities • Community representatives			

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 27						
Town hall sessions are conducted with an agenda and material to be shared with the communities. Specific topics are included in all materials to be shared with the communities		Quarterly	Feedback from community members during community engagement	Number of town hall sessions held per quarter	Close off on feedback to issues raised during town hall sessions	Corporate Affairs

MANAGEMENT AND MONITORING MEASURES				
ISSUE 28	Lack of community inputs on community projects			
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation			
DURATION	Short-term			
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO	
	✓	✓		
BRIEF DESCRIPTION OF THE IMPACT	Community members and Traditional authorities in both the Musina and Blouberg municipal areas feel that Venetia only consult with the Municipalities about projects and do not consult with communities about their needs and suggestions for projects.			
	In cases where consultations with regards to proposed projects do occur, community members feel that they do not receive any feedback on the decision to implement projects or the progress of projects being undertaken			
	Communities are also not always aware of the programmes and projects that Venetia has implemented			
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Get proposed community development programmes from community structures.			
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Rural communities in Blouberg			

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 28						
Venetia mine through platforms such as the Town hall sessions uses this avenue to provide feedback to communities on developments concerning implementation of community projects. Community projects that Venetia Mine implements are aligned to the IDPs of the Municipalities.		Quarterly	Town hall sessions and feedback to communities	Number of town hall sessions held per quarter	Close off on feedback to issues raised during town hall sessions	Corporate Affairs

MANAGEMENT AND MONITORING MEASURES			
ISSUE 29	Undermining of Traditional Authorities		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Short-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	Traditional Authorities feel that they are being by-passed with regards to communication from Venetia. The perception is that Venetia only discusses projects with the local municipality and that the Traditional Authority does not have a say in which projects are being implemented and that the local municipality like to take credit for projects that Venetia implemented. • Ambiguity in the roles and political status of local government leadership vis-à-vis traditional leaders, complicates the mine's engagement with these two stakeholders. • Both stakeholders are key to the mine and have to be acknowledged and involved in the mine's identification and planning of community development projects. • The challenge is who to engage first, and whose project proposals or needs to adhere to in the mine's SLP and other development initiatives due to conflicting views by traditional authorities		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Implement an engagement protocol with these key stakeholders that will build solid relationships based on trust and mutual respect.		
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Traditional Authorities		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 29						
Monitor implementation of the mine's policy on consultation with local and traditional authorities with regard to community development and SLP projects.	Traditional Authorities (Kgoshis)	Ongoing	Understanding, awareness and compliance with engagement protocols by mine employees	100% understanding and awareness among mine employees - No incidents of mine activity in rural areas without prior consultation with the relevant Traditional Authority 80% satisfaction among traditional leaders and Blouberg Municipal Mayor	- Special meeting with the mine employees who have to adhere to the mine's protocol for engagement with local and Traditional Authorities - Three-yearly community survey as part of the SEAT process - Ad-hoc discussions with the Mayor of Blouberg LM and Traditional leaders	Corporate Affairs

MANAGEMENT AND MONITORING MEASURES			
IMPACT 13	Positive impact of infrastructure and community projects		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	Stakeholders have indicated that the infrastructure and community development projects undertaken by Venetia has a very positive impact on the relevant communities, however they feel that Venetia should do more. It is the perception that Venetia Mine only works through the local municipalities to identify projects, and that consultation with communities on their needs is lacking. In many cases, stakeholders were also not aware of many of Venetia's projects, or were unsure which projects were implemented by Venetia, and which were implemented by the local municipalities.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Work with local authorities to identify and execute infrastructure development projects to address the most important community needs.		
KEY AFFECTED STAKEHOLDERS	• Blouberg LM • Musina LM • Rural and urban communities		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
IMPACT 13						
Monitor implementation of the mine's policy on consultation with local and traditional authorities with regard to community development and SLP projects.	- Traditional Authorities (Kgoshis) - Local Authorities	Ongoing	Understanding community needs via municipal IDPs, SEAT and stakeholder engagements	100% implementation of all committed community development programmes.	- Three-yearly community survey as part of the SEAT process - Ad-hoc discussions with the Mayor of Blouberg LM and Traditional leaders	Corporate Affairs

MANAGEMENT AND MONITORING MEASURES			
ISSUE 30	Perceived preference to Musina Town		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	Stakeholders feel that the Musina Local Municipality, and in particular Musina Town, are reaping unfair benefit from Venetia Mine. It was argued that Alldays is situated less than 40km from Venetia Mine, yet Venetia's head office and the Zimele Hub are situated in Musina.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Transparent and regular information sharing regarding the mine's community and infrastructure development projects in the two areas, as the current perceptions are mainly due to incorrect/incomplete information.		
KEY AFFECTED STAKEHOLDERS	• Blouberg LM • Musina LM • Traditional local authorities • Residents of Musina, Alldays and rural villages		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 30						
Revive the Venetia Voice as a community newsletter distributed from door to door in Musina and Alldays, as well as to traditional authority offices (consider translation into three languages).	Traditional authorities (Kgoshis)	Quarterly	- Exposure - Level of awareness and understanding	80% of residents receive and regularly read the newsletter 80% awareness of community development projects, business, employment or other opportunities at the mine 70% understanding the process and the criteria for application (Zimele, LAC or employment)	- Three yearly community survey as part of the SEAT process - Ad-hoc focus groups with community members to determine if and how the newsletter can be improved	Corporate Affairs

MANAGEMENT AND MONITORING MEASURES				
ISSUE 31	Perceived unequal benefit to schools			
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation			
DURATION	Long term			
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO	
	✓			
BRIEF DESCRIPTION OF THE IMPACT	There is a perception amongst some stakeholders that former ‘white’ schools situated in Musina Town are benefitting more than those located in Nancefield and surrounds.			
	Former ‘white’ schools are better maintained and have sign boards of sponsors up while the schools in Nancefield do not. This leads to the perception that the township schools are not being supported.			
	The schools also seem to be funded differently, with former ‘white’ schools being sponsored for sports events, while township schools receiving support in the form of education programmes and infrastructure.			
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Ensure equitable support for schools in our two labour sending areas.			
KEY AFFECTED STAKEHOLDERS	• Local schools in Musina LM			

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 31						
All sponsorship requested is reviewed by a central committee in Johannesburg, and has set criteria, guideline on which sponsorship project can be supported. Venetia mine is in the process of reviewing their model specifically on the support of schools	Musina LM	Twice a year	Reviewed schools support model	Implement new schools model	Review effectiveness of the implemented model	Corporate Affairs

MANAGEMENT AND MONITORING MEASURES				
ISSUE 32	Social separation between Venetia Mine employees and local residents			
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation			
DURATION	Long-term			
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO	
	✓			
BRIEF DESCRIPTION OF THE IMPACT	There is a social separation happening between Venetia employees and local Musina residents. Some stakeholders feel that Venetia employees (especially those that have relocated to Musina from somewhere else) do not socialise or integrate with the local Musina residents.			
	Venetia Mine is doing a lot to benefit their employees, but locals feel that this is aiding in creating a barrier. An example of this is the fact that the Gym in Musina is only for Venetia employees			
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Ensure that employees of Venetia Mine are integrated into community in which they live.			
KEY AFFECTED STAKEHOLDERS	• Venetia Mine employees • Local residents in Musina			

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 32						
Venetia mine has a local employment strategy, of which focus is to employ labour from the labour sending areas.	• Musina LM • Blouberg LM	• Annually	• Reviewed local employment strategy aligned to the SED requirements	• Number of employees from labour sending area	• Local employment strategy	• Human Resources

MANAGEMENT AND MONITORING MEASURES				
ISSUE 33	Perceived increase in crime			
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation			
DURATION				
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO	
	✓			
BRIEF DESCRIPTION OF THE IMPACT	Stakeholders have indicated that an increase in crime and related incidents are occurring. Stakeholders believe that this is due to the influx in people in the area seeking jobs at Venetia Mine			
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES				
KEY AFFECTED STAKEHOLDERS	• All stakeholders			

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 33						
No response received						

MANAGEMENT AND MONITORING MEASURES				
ISSUE 34	Perceived property market adjustment			
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation			
DURATION				
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO	
	✓			
BRIEF DESCRIPTION OF THE IMPACT	Due to the demand for residential property, driven by Venetia Mine and the influx of people to Musina, the property market in Musina has, according to stakeholders, become very expensive.			
	Other stakeholders however, feel that Venetia Mine’s presence have given people an incentive to invest in property and to develop additional property in Musina.			
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES				
KEY AFFECTED STAKEHOLDERS	• Property owners • Prospective property owners • Local community			

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 34 No response received						

MANAGEMENT AND MONITORING MEASURES				
IMPACT 14	Vibrations and shockwaves damaging neighbouring properties and infrastructure			
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation			
DURATION	Long term			
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO	
	✓			
BRIEF DESCRIPTION OF THE IMPACT	The vibrations and shockwaves are experienced by neighbours up to 8km from the mine. This occurs on a daily basis, up to six times a day. Neighbours have reported that their buildings have started to show cracks.			
	Stakeholders are also concerned about the consequences of these vibrations on the groundwater and the possibility of sinkholes which would allow groundwater to seep through			
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Understand the extent and cause/s of environmental impacts experienced by farmers and develop mechanisms to mitigate impacts within the mine’s control. Establish regular engagement mechanisms with impacted farmers.			
KEY AFFECTED STAKEHOLDERS	• Neighbouring farmers			

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
IMPACT 14						
Measure levels of dust, noise, and vibrations at receptors and collaborate with impacted farmers to manage negative impacts.	• Neighbouring farmers	• Ongoing	• Levels of dust, noise, vibrations • Frequency of meetings • Satisfaction with engagement and problem solving	• Dust, noise and vibrations levels compliant with requirements in the mine's Environmental Management Plan • Quarterly meetings with neighbouring farmers • 80% of neighbouring farmers satisfied with mitigation of negative impact	• Informal feedback from farmers • Three-yearly community survey as part of the SEAT process	• Environment

MANAGEMENT AND MONITORING MEASURES			
IMPACT 15	Decrease in groundwater due to the VUP		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
BRIEF DESCRIPTION OF THE IMPACT	Venetia is in the process of transitioning its operation underground as part of the VUP. Neighbouring farmers and stakeholders living close to the mine are concerned that the drilling will have an impact on the groundwater and the water supply to their boreholes.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Understand the extent and cause/s of environmental impacts experienced by farmers and develop mechanisms to mitigate impacts within the mine's control. Establish regular engagement mechanisms with impacted farmers.		
KEY AFFECTED STAKEHOLDERS	Neighbouring farmers		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
IMPACT 15						
Manage the mine's impact on ground water levels.	• Neighbouring farmers	• Ongoing	• Droplet formation linked to the level of pressure on berry fever tree leafs	• Adapt volume of water taken from well fields to indications of water stress as measured by berry fever tree leaf mechanism	• Berry fever tree leaf droplet formation when compressed under nitrogen gas	• Environment

MANAGEMENT AND MONITORING MEASURES				
IMPACT 16	Positive benefit from Nature Conservation Society			
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation, Decommissioning, Closure, Post-closure			
DURATION	Long term			
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO	
	✓	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	Stakeholders are particularly satisfied with the benefits offered to members of the Venetia Conservation Society (VCS), and the swift response and friendly service experienced when interacting with the relevant contact person.			
	Stakeholders furthermore expressed appreciation for the mines contribution to conservation by protecting the animals and not allowing their operation to negatively impact on fauna			
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Maintain and strengthen the mine’s nature conservation initiatives and address stakeholder concerns or expectations in this regard.			
KEY AFFECTED STAKEHOLDERS	• Environmental NGOs • Neighbouring farmers • Local community • Members of the VCS			

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
IMPACT 16						
Promote the Venetia Conservation Society among stakeholders involved and interested in nature conservation.	Greater Mapungubwe Network	Ongoing	Member satisfaction	85% of members satisfied with benefits from membership	- Analysis of membership records and meeting attendance records - Evaluation slips to be completed after each meeting	Ecology

MANAGEMENT AND MONITORING MEASURES				
IMPACT 17	Focus on safety around mine			
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation, Decommissioning, Closure, Post-closure			
DURATION	Long term			
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO	
	✓	✓	✓	
BRIEF DESCRIPTION OF THE IMPACT	Safety is a top priority at Venetia Mine and all its associated establishments. Stakeholders cannot recall any serious incidents or deaths in recent times.			
	Buses are also perceived to be very safe, which ensure that employees get to work safely.			
	Emergency Personnel from Venetia Mine assist community members in medical emergencies and when there are incidents of fire.			
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES				
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Venetia Mine employees • Families of employees • Visitors to Venetia’s facilities			

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
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IMPACT 17

No response received

MANAGEMENT AND MONITORING MEASURES			
ISSUE 35	Concerns about De Beers withdrawing from South Africa completely		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation, Decommissioning, Closure, Post-closure		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	✓
BRIEF DESCRIPTION OF THE IMPACT	Stakeholders are concerned that De Beers may consider withdrawing from South Africa completely. Stakeholders are appealing to De Beers to remember that their forefathers helped in building De Beers to what it is today. De Beers should not leave the country because of labour demands and should not only be focussed on profit. The decision to invest in South Africa should not only be a business decision, but a moral one as well.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES			
KEY AFFECTED STAKEHOLDERS	• De Beers • Anglo American • Venetia Mine • Musina LM residents • Blouberg LM residents • South Africa		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
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ISSUE 35

SOCIO-ECONOMIC ASSESSMENT REPORT 2016

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
No response received						

MANAGEMENT AND MONITORING MEASURES			
ISSUE 36	Mining operation interruption		
MINING PHASE IMPACTED IF NOT ADDRESSED	Operation		
DURATION	Long-term		
AREA/S IMPACTED	GA-KIBI, GA-MAKGATHO, BABIRWA AND BAHANANWA TRADITIONAL AUTHORITIES	MUSINA AND BLOUBERG LOCAL MUNICIPALITIES	LIMPOPO
	✓	✓	✓
BRIEF DESCRIPTION OF THE IMPACT	During the 2015 Social Way Challenge, the issue of potential business interruptions were identified as a great risk to Venetia Mine. It was furthermore established that this risk would undermine Venetia's strategic objective of "Invest in and protect DeBeers reputation and diamond equity value". This risk is reportedly as a consequence of poor social performance by Venetia Mine on site as well as due to wider socio-economic and socio-political factors. This risk could potentially lead to the mine ceasing operation through losing its legal and social licence to operate. This could have a devastating effect, not only for Venetia Mine and its employees, but for the larger community and the region's economy as a whole. According to Venetia's Stakeholder Engagement Plan, the root causes of this risk is due to the low level of maturity of consultation and engagement by the mine as well as Venetia's weak socio-economic development (SED) plan with regards to the design and implementation thereof.		
OBJECTIVES OF MANAGEMENT AND MONITORING MEASURES	Good relations between the community and Venetia Mine.		
KEY AFFECTED STAKEHOLDERS	• Venetia Mine • Venetia Mine employees • Local community • Local economy		

MANAGEMENT RESPONSE	EXTERNAL STAKEHOLDERS INVOLVED IN IMPLEMENTATION	TIMELINES	KPIS USED FOR MONITORING AND EVALUATION	PERFORMANCE TARGET	MONITORING AND EVALUATION	RESPONSIBLE TEAM
ISSUE 36						
Venetia mine has adopted the Anglo American Social Performance Framework, of which one of the requirements looks at the socio-economic elements which have programmes that are addressing the impact of socio-economic development in our communities.	• Musina LM • Blouberg LM	• Annually	• SED programmes implemented	• Social way compliance assessment score for Requirement 4 (SED)	• SED plan/strategy implementation	• Corporate Affairs

9

NEXT STEPS

It is a priority for us to ensure that the mine's development projects provide long-term, sustainable benefits to our community.

Publishing the Venetia Mine Socio-Economic Assessment Report is our initiative to share the management measures we intend to put in place to respond to stakeholders' issues and identified impacts of the mine. We have listened to our stakeholders' issues and concerns and carefully considered which initiatives to undertake to address the many challenges facing our community. The measures in our SMP are aimed at the next three years, or beyond, to give stakeholders a medium-term picture of the mine's initiatives. We believe that honouring our commitments is the only way to demonstrate that the mine is acting in good faith. We will therefore provide ongoing feedback on the activities undertaken to increase trust and goodwill between the mine and our local stakeholders. The leadership team at Venetia Mine is accountable for the implementation of the SMP and will see to it that implementation is effective, and progress made is according to plan.

We want our local community to benefit from the opportunities at the mine and the opportunities that the new VUP will provide. Our initiatives will focus on local employment, maximising local economic development by increasing the number of local suppliers, supporting local businesses and improving rural communities' access to opportunities. We will also engage with our contractors to follow the same approach.

It is a priority for us to ensure that the mine's development projects provide long-term, sustainable benefits to our community. We will therefore direct our efforts in terms of development to create sustainable jobs and to stimulate the local economy.

We believe education is the key to self-empowerment and to break the spiral of poverty and economic inequality. We will continue with our initiatives to support education at schools and to develop infrastructure at schools to ensure our learners are provided with quality education in a safe environment conducive to learning. We will also continue with existing skills development and training opportunities for community members at the mine's training centre.

We will work with our district municipalities and our two local municipalities to identify and implement infrastructure development projects and to explore ways to assist rural villages to access basic services. At the same time, it is important to be mindful of the inherent risk of overreliance on the mine with regard to infrastructure and to manage expectations of our stakeholders, whether these expectations are realistic and fair or not. For this reason we intend to be open and clear when we cannot meet expectations.

We are committed to continue mitigating negative environmental impacts due to our mining activities and will embark on joint problem solving initiatives with our stakeholders. We will also broaden our communication to ensure that our local farming community is aware of the mine's activities to reduce negative impacts.

Our aim is to maintain and strengthen the mine's conservation initiatives with our partners to ensure that we leave behind a lasting environmental conservation legacy for future generations.

Last, but not least, we will strengthen our communication and engagement with stakeholders to ensure that there are high levels of awareness of our activities and that we have line of sight of the needs and concerns of our local community.

We care for the wellbeing of our community and wish to make a lasting, positive impact. We believe that we can make a difference if we all work together to achieve our shared objectives.

10

GLOSSARY AND ACRONYMS

GLOSSARY	
TERM	MEANING
COMMUNITY-BASED ORGANISATION (CBO)	Organisation based and working in one or more local communities. A CBO is generally a private, charitable (non-profit) organisation which is run by and for the local community. It is usually created in response to a particular local need or situation, and usually supports a variety of specific local improvement actions which are generally undertaken by or with local people.
DEPARTMENT OF MINERAL RESOURCES (DMR)	The principal regulatory body in the mining industry.
DESK RESEARCH	Gathering and analysing information, already available in print or published on the internet.
EARLY CHILDHOOD DEVELOPMENT (ECD)	A comprehensive approach to policies and programmes for children aged 0-9 years, with a specific focus on children from 0-4 years, and Grade R.
ENTERPRISE DEVELOPMENT	The deliberate actions taken to assist a commercial enterprise or business to develop and grow. Often enterprise development goes hand in hand with a focus on entrepreneurship and the development of small businesses, but it is not limited to small business development and includes medium enterprises or industries as a whole. De Beers contributes to enterprise development through its De Beers Zimele initiative.
FOCUS GROUP	A focus group is a form of qualitative research in which a group of people are asked about their perceptions, opinions, beliefs, and attitudes towards an entity or subject. Focus group discussions are seen as an important social research tool for acquiring feedback on the impact that a mining operation has on local stakeholders. A focus group is usually semi-structured, conducted by a trained moderator, among a small group of respondents (i.e. 8 – 12 is the optimal size). The discussion is conducted in an informal and natural way where respondents are free to give views and talk with one another. Participants are recruited to represent a diversity of stakeholder views.
IN-DEPTH INTERVIEW	A method of qualitative research in which the researcher conducts an unstructured interview allowing the respondent to steer the discussion in any direction. Usually this research tool enables a much deeper understanding of a situation.
INTEGRATED DEVELOPMENT PLAN (IDP)	Section 25 of the Local Government: Municipal Systems Act, 2000 (Act 32 of 2000) stipulates that each municipal council must, after the start of its elected term, adopt a single, inclusive and strategic plan (IDP) for the development of the municipal area. An IDP is a “super plan” for an area that gives an overall framework for development. It aims to co-ordinate the work of local and other spheres of government in a coherent plan to improve the quality of life for all the people living in an area. It takes into account the existing conditions and problems and resources available for development. It looks at economic and social development for the area as a whole. It is used by municipalities as a tool to plan short and long term future development.
ISSUES	Issues are defined as Stakeholder perceptions of the impact of an operation; and The gap between stakeholder expectations and company performance; which can have an impact on the relationship between a mining operation and its stakeholders.
IMPACTS	Verified direct or indirect, positive or negative impact of mining activities on people or the environment.
LIFE OF MINE (LOM)	The number of years that an operation is planning to extract and treat mineral resources, taken from the current mine plan.

LOCAL AREA COMMITTEE (LAC)	Responsible for fund allocation for community development projects, and work in partnership with the key community stakeholders (in line with the principles of the De Beers Fund).
LOCAL AUTHORITIES/ LOCAL MUNICIPALITIES/ DISTRICT MUNICIPALITIES	Local democratically elected governing units – district or local municipalities - within the unitary democratic system of South Africa. Both local and district municipalities are members of the government vested with prescribed, controlled governmental powers and resources of income to render specific local services and to develop, control and regulate the geographic, social and economic environment of a demarcated local area.
LOCAL ECONOMIC DEVELOPMENT (LED)	LED is one of the most important ways of decreasing poverty and creating jobs by making the local economy grow. This means growing a number of businesses and industries in a municipal area. National government makes policy and provides funds, research and other support for local economic development. Municipalities decide on LED strategies and the process of arriving at a LED strategy must be part of the Integrated Development Planning (IDP) process.
MANAGEMENT MEASURES	An activity by management implemented to address one or more specific planning objectives.
MINE CLOSURE PLAN	A Mine Closure Plan details how a mine will close the mine site and return the surrounding land, as closely as possible, to its pre-mining state.
MINERAL AND PETROLEUM RESOURCES DEVELOPMENT ACT 28 OF 2002 (MPRDA)	Mineral resource exploitation in South Africa is regulated by both statute and common law. The MPRDA is the primary regulatory framework legislation. It specifically directs that where there is a conflict between the MPRDA and common law, the MPRDA will prevail. The MPRDA established the State as the custodian of all mineral resources in South Africa, through the minister of mineral resources. The mining industry is regulated by the MPRDA through the national and regional offices of the DMR.
NON-GOVERNMENTAL ORGANISATIONS (NGO)	The term originated from the United Nations (UN), and is normally used to refer to organisations that do not form part of the government and are not conventional for-profit business. In cases where an NGO is funded fully or partially by a government, the NGO maintains its non-governmental status by excluding government representatives from membership in the organisation. The term is usually applied only to organisations that pursue some wider social aim, but excludes overtly political organisations such as political parties. The term “non-governmental organisation” has no generally agreed legal definition. In many instances, these types of organisations are also called “civil society organisations”.
NON-PROFIT ORGANISATION (NPO)	A trust, company or other association of persons established for a public purpose and of which its income and property are not distributable to its members or office bearers except as reasonable compensation for services rendered. NGOs and CBOs are two types of NPOs, the former usually more formalised and better resourced than the latter.
PARTNERSHIP	An agreement or alliance with an external organisation to further common goals, such as supporting socio-economic development or environmental protection.
PONAHALO INVESTMENTS	Ponahalo Investments is DBCM’s BEE partner holding a 26% stake in DBCM
PRIMARY COMMUNITIES	These are the communities within an operation’s zone of influence directly impacted by an operation. Also referred to as footprint communities.
SOCIAL AND LABOUR PLAN (SLP)	A plan that each mine in South Africa must prepare as part of the obligations established by the Minerals and Petroleum Resources Development Act (MPRDA) - the principle law that regulates the mining industry. The MPRDA’s objectives include promoting employment and advancing the socio-economic welfare of all South Africans; and ensuring mining rights holders contribute towards the socio-economic development of the areas in which they are operating. As part of an application for a mining right an applicant must submit a Social and Labour Plan (SLP) for approval by the DMR. In the SLP the mining right holder commits to a human resources development programme, a local economic development programme, a procurement progression plan and processes for managing downscaling and retrenchment.

SOCIAL MANAGEMENT PLAN (SMP)	A framework that details an operation's planned approach to managing social performance.
SOCIO-ECONOMIC ASSESSMENT (SEA)	The process of identifying the impacts of a project or operation on the social and economic environment in which it operates. A range of indicators can be assessed, including cultural impacts, health, education, demographic effects, resettlement, indigenous peoples' rights and local economic developers. International standards guide the process and global mining companies self-regulate through their own group wide standards for socio economic assessments.
SOCIO ECONOMIC ASSESSMENT TOOLBOX (SEAT)	Anglo American's management framework for social issues and stakeholder engagement and development. It supports sustainable development objectives as they relate to human and social capital at a local level. The definition of socio-economic impact used in SEAT is broad, and includes, for example, economic, cultural, health and human rights issues, as well as environmental impacts. SEAT seeks to identify both impacts directly caused by the operation and indirect impacts that may not have been directly motivated or deliberately caused by the operation, but which may still have a significant influence on relations between an operation and its stakeholders.
STAKEHOLDER	An individual or group that may be affected by, have an interest in or can influence the operations of the company.
STAKEHOLDER ENGAGEMENT	Process by which a company and its stakeholders converse and exchange information and ideas in an effort to align mutual interests, reduce risk, improve decision-making and advance the company's performance in terms of people, planet and profit.
STAKEHOLDER MAP	A visual or graphic representation of priority stakeholders for an operation. The dimensions used to plot stakeholders are: stake in the operation and influence over other stakeholders. The resulting four (4) quadrants are (1) shapers (high stake; high influence); (2) influencers (low stake, high influence); (3) followers (high stake, low influence) and (4) bystanders (low stake; low influence). The position of a stakeholder on the map provides valuable clues as to the most impactful manner in which to engage the stakeholder.
SUSTAINABLE DEVELOPMENT	Originally defined by the Bruntland Report as "development, which meets the needs of the present without compromising the abilities of future generations to meet their own needs". Later defined by the World Business Council for sustainable Development (WBCSD) as: "a commitment to sustainable development via the three pillars of economic growth, ecological balance and social progress".
ZIMELE BUSINESS HUB	DBCM has established small business hubs (referred to as Zimele Business Hubs) at all its South African operations, to enhance enterprise development in communities neighbouring its operations. De Beers Zimele facilitates the creation, promotion and expansion of sustainable empowered businesses through funding, extensive support, mentorship, and guidance.
ZONE OF INFLUENCE	The area within which direct and indirect impacts can be associated with an operation.

ACRONYMS

AMCU	Association of Mineworkers and Construction Union
BEE	Black Economic Empowerment
Blouberg LM	Blouberg Local Municipality
BPP	Best Practice Principles
BR	Basil Read
CA	Corporate Affairs
CBO	Community-based Organisation
CDF	Community Development Forum
CSI	Corporate Social Investment
DBCM	De Beers Consolidated Mines
DBFund	De Beers Fund
DBSA	Development Bank of South Africa
DM	District Municipality
DMCM	De Beers Consolidated Mines
DMR	Department of Mineral Resources
DPA	Diamond Producers Association
EAT	Equal Allocation Trust
ECD	Early Childhood Development
ESOP	Employee Stock Ownership Plan
EWI	Endangered Wildlife Trust
EXCO	Executive Committee
FBO	Faith-based Organisation
FLC	Foundational Learning Certificate
FWC	Functional Work Capacity
GDPR	Gross Regional Domestic Product
GM	General Manager
GVA	Gross Value Added
HDSA	Historically Disadvantaged South African
HRCA	Human Rights
IDP	Integrated Development Plan

IFC	International Finance Corporation
IGT	Implementation Guidance Tool
ILO	International Labour
ISO	International Organization for Standardization
KPI	Key Performance Indicator
LAC	Local Area Committee
LED	Local Economic Development
LEDA	Limpopo Economic Development Agency
LM	Local Municipality
LoM	Life of Mine
MoU	Memorandum of Understanding
MPRDA	Mineral and Petroleum Resources Development Act, No 28 of 2002
Musina LM	Musina Local Municipality
N/A	Not applicable
NGO	Non-governmental Organisation
NPO	Non-profit Organisation
NTK	Noord-Transvaalse Koöperasie
NUM	National Union of Mineworkers
OHS	Occupational Health and Safety
OpCo	Venetia Management Team
SALGA	South African Local Government Association
SANABP	South African National Association of the Blind and Partially sighted persons
SANParks	South African National Parks
SAPS	South African Police Service
SEA	Socio-Economic Assessment
SEAT	Socio-Economic Assessment Toolbox
SEBD	Socio-Economic Benefit Delivery
SED	Socio-Economic Development
SEP	Stakeholder Engagement Plan
SEZ	Special Economic Zone
SHE	Safety, Health and Environment

SLP	Social and Labour Plan
SMMEs	Small, Medium and Micro Enterprises
SMP	Social Management Plan
SMS	Short Message Service
Stats SA	Statistics South Africa
TVET	Technical and Vocational Education and Training
UN	United Nations
VCS	Venetia Conservation Society
VMFF	Venetia Mine Future Forum
VMFund	Venetia Mine Fund
VPSHR	Voluntary Principles
VUP	Venetia Underground Project
WWF	World Wildlife Fund
SPCP	Strategic Preliminary Closure Plan

WE VALUE YOUR FEEDBACK

De Beers Consolidated Mines

Venetia Mine
1 National Road
Musina
0900

josephine.pieters@debeersgroup.com

Tel: +27 15 575 2029

www.debeersgroup.com

1. Undertaking

The undertaking in terms of the Venetia Mine Socio Economic Assessment Tool (SEAT) is made on behalf of De Beers Consolidated Mines Limited by **Mr. Gerrie Nortje**, General Manager – DBCM Venetia Mine.

I, GERRIE NORTJE the undersigned and duly authorized thereto by De Beers Consolidated Mines Limited, undertake to make the Venetia Mine Socio Economic Assessment Tool (SEAT) known to all employees at Venetia Mine and the communities of Musina and Blouberg.

Signed at VENETIA on this 5 NOV 2017

day of _____ 2017.

Signature



Designation

GM VENETIA

