



Social & Labour Plan

SERVICE OVERVIEW

PROGRAMME OVERVIEW

Beulah Africa believes that the natural resource industries, particularly mining, can be a key driver of Africa's development, benefiting both local communities and national economies. Central to this vision is the strategic use of Social and Labour Plans (SLPs), which are essential for fostering sustainable development in mining areas.



Beulah Africa is committed to helping mining companies maximize the impact of their SLPs for lasting, positive change. With years of experience consulting for mining companies, we have a deep understanding of both the industry and the social dynamics of the communities where they operate. Our expert team provides tailored services to help companies navigate the complexities of SLP requirements, ensuring compliance and delivering meaningful socio-economic benefits.



Company & Community Data Analysis



Company & Public Participation Consultations



SLP Plan Drafting & Write-up



Submission to DMR

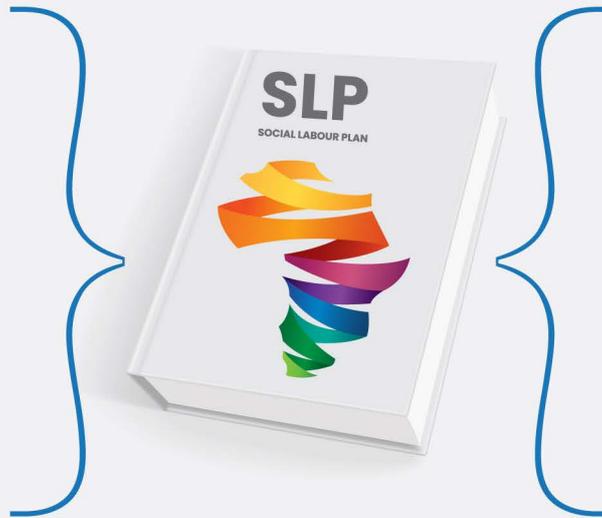
Under South African mining legislation, companies must develop and implement Social and Labour Plans to promote human resource development, socio-economic upliftment, and economic growth in mining areas and labour-sending regions. Beulah Africa offers a full range of SLP services, including company and community data analysis, stakeholder consultations, SLP drafting and submissions, and ongoing management oversight. We also provide SLP audits, reporting, and strategic support to ensure compliance and drive continuous improvement. Through our expertise, Beulah Africa helps mining companies meet their regulatory obligations while achieving positive socio-economic outcomes.

SLP APPROACH

We follow a people & community centered approach in delivering integrated social investment solutions that leads to sustainable change and real impact. The Beulah Africa multidisciplinary team of development experts work together to build the bridge between the needs of the mining companies, their employees, and their communities. In this way ensuring both legal compliance for companies whilst ensuring meaningful impact and community transformation. The consulting team has the relevant experience in consulting and implementing all aspects of the social compliance and community development, including Social and Labour Plan consulting, Public Participation Processes, Human Resource Development, Skills Audits, Local Economic Development, Downscaling, Mine Closures, etc.

MINING COMPANY NEEDS

- DMR & Mining Charter Compliance/Social License to Operate
- B-BBEE Points
- Experienced SLP Consultants
- Effective community projects with visible success
- Engaged employees & communities
- Positive impact (Social Return On Investment)
- Cost effective solutions
- Integrated approaches



COMMUNITY NEEDS

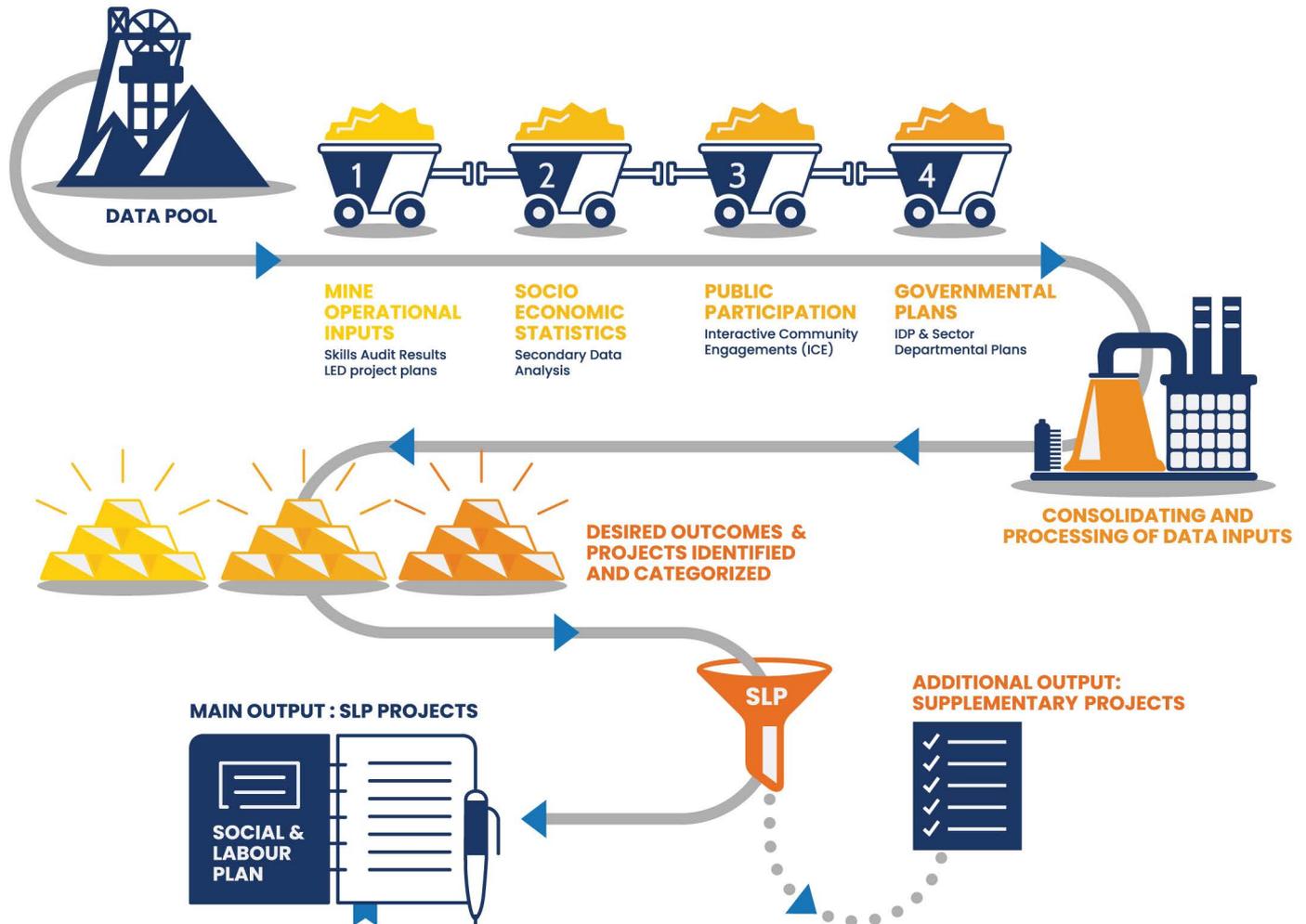
- Opportunities to contribute their skills
- Ownership of their own & community's future
- Respect for & strengthening of the social capital & local leadership structures within the community
- Job opportunities & economic security
- Education & training opportunities
- Enterprise & Supplier Development opportunities
- Positive, relationally rich community life

PHASED IMPLEMENTATION

The Beulah Africa SLP consulting team follows a four phased approach in the drafting of SLP's: firstly, by analysing all available company and community data; secondly, consultations with mine management and all other internal and external stakeholders; thirdly drafting and write-up of the plan with the needed finalizations and sign-off; and finally, submission to the Department of Mineral Resources.



LED PROJECT IDENTIFICATION PROCESS



To ensure relevant and impactful Local Economic Development (LED) projects are included in the SLP, we incorporate four types of data sources:

- 01 Firstly, the mine's specific realities from their employee skills audit outcomes, all the way to project focus areas and/or implementation of plans already in place;**
- 02 Secondly, the Socio-Economic Statistics that paints the developmental realities of the area;**
- 03 Thirdly, the primary data gathered through our Public Participation processes (referred to as our Interactive Community Engagement, or ICE Processes);**
- 04 And lastly, the governmental plans for the area, including the provincial strategic development plans, the Local Municipality's Integrated Development Plans and other Sector Department Strategic Plans.**

These data inputs are consolidated to highlight significant overlaps in the development needs. Desired developmental outcomes and possible projects are then identified and categorised. Only viable projects that meet the SLP and Mining Charter requirements are prioritised to be included in the SLP. In addition, all other potential projects identified are listed for additional CSI initiatives in addition to SLP compliance.

SLP RELATED SERVICES

AUDITS & ANALYSIS	SLP DRAFTING	SLP REPORTING	SLP IMPLEMENTATION	SOCIAL MANAGEMENT COMPLIANCE SYSTEMS	MINE CLOSURE STRATEGIES
					
<p>SLP Audits & Gap Analysis</p> <p>Socio-economic Analysis</p> <p>Social Impact Assessments</p> <p>Social Return on Investment (SROI) Assessments</p> <p>Skills Audits</p> <p>Employment Equity Surveys</p> <p>Housing & Living Conditions Surveys</p>	<p>Document Drafting & Submission</p> <p>Interactive Community Engagements (ICE)</p> <p>Interested & Affected Parties Mapping & Consultation</p> <p>Public Participation</p> <p>Group Standardisation</p>	<p>Annual SLP Reporting</p> <p>Annual Mining Charter Reporting</p> <p>SLP 5-year Closeout Reporting</p> <p>Impact Reporting</p>	<p>LED Project Management</p> <p>Community Communication</p> <p>Portable Skills Trainings</p> <p>Internship Programme Management</p> <p>Bursary Programme Management</p>	<p>Social Compliance & SLP Training</p> <p>Social Compliance Management Framework Consultation</p> <p>SLP Project Management Oversight</p>	<p>Mine Closure Socio-Economic Strategies</p> <p>Economic Diversification Programmes</p> <p>Economic Empowerment Trainings</p>

TESTIMONIALS

"I can confidently say that Beulah Africa has the understanding, skills, and tools to effectively execute on community development planning – especially within the specialised mining environment."

- Annie Snyman - Social Performance Group Head, Impala Platinum

"They have provided our team with excellent advice and always went the extra mile to ensure compliance and best practice, whilst building skills within our company."

- Hansie van Vreden - Managing Director, Goldplat Recovery

Join us in writing more inspiring stories of changed lives and transformed communities in Africa!

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