

# tharisa

Corporate & Social Responsibility Category  
Nominations

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## Corporate & Social Responsibility Award

### 1. Community Skills Development,

- Tharisa Minerals nominates, in the category of corporate social responsibility, a community skills development programme. This programme currently has 44 (forty four) identified community members who are doing Engineering Apprenticeship programme in a number of disciplines such as Electrical, Mechanical, Instrumentation, Boilermaker/Plater, Auto Electrical and Earth Moving Equipment Mechanics.
- The programme was initiated to address shortage of skills in critical occupations within communities whilst creating employability. The learners are identified at schools around the mine with the objective to be enrolled into a Technical and Vocational Education and Training College (TVET) to do their Nated-courses.
- Upon successful completion of the Nated-courses, learners sign a three-year apprenticeship/ learnership programme contract with the company.
- Two service providers currently offer the programme: Engineering Skills Training Centre (ESTC) in Randfontein as well as Fezamax Training Centre in Kempton Park.

#### **Benefits of this programme**

- The learners acquire necessary skills
- They become employable
- They are prioritise for employment opportunities when available at Tharisa.
- The programme encourage leaners to consider mining core skills in their careers.
- Alleviation of poverty

### 2. Community Upliftment Projects

- As part of empowerment towards our communities, Tharisa Minerals has established income generating projects for the upliftment of the community members. This has assisted in the reduction of unemployment, skills transfer amongst the community and poverty eradication through community food banks.
- The Projects include wash bay mining (washing of mining vehicles / fleet), sewing, food forest (gardens), crusher plant and brick making plant.
- Further focus is given to Small Micro Medium Enterprises (SMME's) who are trained through an Enterprise Development workshops
- Over 100 individuals / companies have undergone the initial training on enterprise development with 11 companies completing the training programme.
- 4 of the women owned companies are providing services to the company -- having completed the programme and migrating to the supplier development programme.

**Benefits of these programmes**

- These have created over 80 permanent jobs for community members.
- Gardens are located at schools for learners' nutrition and for agricultural lessons.
- SMME's are given opportunities to render services to Tharisa Minerals when such arise.