



Resource Generation Limited ACN 059 950 337

Social Policy

Policy Statement

Resource Generation Limited and its South African subsidiaries (collectively the Group) operating as an emerging coal producer in the Waterberg district, commits to ensuring a professional and harmonious working environment where all employees are safe, secure, respected and held responsible for their acts.

We are committed to creating a conducive relationship between the Group and all surrounding communities.

Introduction

The Group has commenced development of the Boikarabelo Coal mine in the Limpopo Provinces Waterberg region. The construction is expected to create 3000 jobs and approximately 700 permanent job during steady state operations. The majority of these permanent jobs opportunities will be available to local communities.

The mining industry in South Africa is governed by the *Mineral and Petroleum Resources Development Act, 2002* and its legislative obligations including the Mining Charter of 2010 and its associated Social and Labour Plan.

Community engagement in the surrounds of the mine is focused primarily on education and local infrastructure development in line with the Social and Labour Plan. In addition, community members and other stakeholders are able to register through a log sheet comments or concerns that relate to their relationship with the Group.

Objectives

We will seek to improve the livelihoods and wellbeing of our employees.

We believe that everyone has the right to freedom from discrimination based on but not only limited to any of the following: race, religion, age, marital status, HIV/AIDS status,

gender, sexual orientation, ethnic or social disability, colour, conscience, belief, culture and language.

We will, in association with our development activities, contribute the upliftment of the communities surrounding the mine. In this context we will pay specific attention to the areas of health and education.

We will respect the traditional rights and heritage of the communities in which we operate.

We will achieve these objectives through:

- Delivering on our Social and Labour Plan commitments;
- Participating in social calendar events in South Africa, namely:
 - ✓ Youth Day initiatives
 - ✓ Women's Day initiatives
 - ✓ Nelson Mandela Day initiatives
- Monitoring the social impacts that are brought about by a business in an undeveloped area;
- Promoting compliance with the International Finance Corporation (IFC) and World Bank Equator Principles and applicable guidelines on Environmental and Social Sustainability with specific reference to Performance Standard 1(January 2012); and
- Communicating this policy to all employees, contractors and surrounding communities of the Boikarabelo Coal Mine.

Related Policies

This policy is underpinned by the following related policies or procedures of the Group including Ledjadja Coal (Pty) Ltd:

1. Remuneration Policy
2. Diversity Policy
3. Health & Safety Policy
4. Child Labour Protection Policy
5. Human Resource Philosophy
6. Rapid Community Health Impact Assessment; and
7. Social Impact Assessment

Reviewed and approved by the Board: 21 November 2017