

# Sustainable community development and empowerment

## Kroondal SLP Projects



Members of the *Mother of Life* sewing project

Kroondal is an underground chrome mine and beneficiation plant in the Bushveld Complex, close to Rustenburg. The operation has around 730 employees.

Like any other mine in South Africa, Kroondal has a social and labour plan (SLP) in place which guides the development of skills in the workplace as well as how and where money is invested in the surrounding communities. The existing SLP comes to an end in December and the mine has to submit a new five-year plan. Kroondal has been audited twice by the Department of Mineral Resources on the implementation of its SLP and has been found to be compliant on all indicators.

Lilian Wolmarans, the community liaison officer at Kroondal Mine, explains that the projects which formed part of the current SLP were focused on poverty alleviation and job creation in line with the Government's growth and development objectives.

Enterprise development is about more than just providing the finance for setting up a small business. In many cases the SMMEs are not even registered. The mine assists with skills development by providing financial and management training; finds opportunities for the company to procure goods and services from the SMMEs; and links the various businesses so that they support each other.

The *Mother of Life* sewing project was started by five ladies in the community and has now grown to a complement of nine. The mine built the small business premises, provided funding for the equipment and start-up stock and assisted with skills development and marketing. *Mother of Life* has developed a regular client base and provides school uniforms, corporate clothing and protective clothing for local businesses.

Cedric Lesele, a young entrepreneur and platinum jewellery designer, owns Phase of Platinum Jewellers which is based at the Rustenburg Tourism Centre. Cedric studied at Orbit FET College in Rustenburg and qualified as a hairdresser. He soon turned his artistic ability to jewellery design and manufacture, specialising in platinum jewellery. His was an existing business when Kroondal offered to buy additional equipment and to sponsor advertising of his jewellery. The mine wants Cedric to open his business to a skills transfer programme where he can train other young people who want to pursue a career in jewellery design and manufacturing.

Kroondal mine contributed towards the buildings and the perimeter fencing of the Tourism Centre, including the stalls which provide business space for SMMEs. The small arts and crafts shop opposite Cedric's has also been supported by the mine.

Another SLP project for this mine is the SMME Park, which is situated at Ferro Street in the Zinnaville Industrial area.

A joint effort between Xstrata Alloys and the Rustenburg municipality, the SMME Park is aimed at supporting small business development. The municipality provided the land and the fencing while the company invested around R2.5 million for the building of the SMME Park, which consists of six units. Two of the units have been allocated to the municipality to fill while Xstrata has secured tenants for the remaining four.

The tenants are required to pay a minimal rental fee to cover the maintenance costs for the fully serviced facilities.

Reggy Dube started Reggy Signs and Painters in her backyard. She is one of the first tenants in the SMME Park and Kroondal sponsored her new printing equipment. She does all the signage for the mine.

Keba Shades, a steelwork manufacturer, is the second occupant of the SMME Park. Owner and manager, Keba Moloi, says they make a large range of steel products from carports, gates and trailers to more complex steel civil structures and weigh bridges. He employs 13 people in his factory, of which four are women. Kroondal assisted Keba to buy the equipment he needed for his growing business.

The mine has learnt a lot from the implementation of its first SLP. It is very important to understand the needs of communities before deciding on projects and to work closely with the local municipalities.

For the next phase the mine will probably focus on the development of infrastructure in Ikamaleng, such as the building of roads so that the municipality can build housing.



Cedric Lesele with Lilian Wolmarans of Kroondal

## Ring-fencing approach gives security to Sizane



Jan Mabaso owner of Sizane security

Jan Mabaso started Sizane Security Services in 1999. Before that he worked in the mining industry doing investigation work and he decided to try and make a living from doing this sort of work for himself. He was not making a living out of only investigative work and broadened his scope to provide security services. Without any capital to speak of he struggled to grow his business and even had to sell his car to pay salaries and keep his doors open for business.

Then an opportunity came up to tender for providing security services at one of Xstrata's operations in Rustenburg and Mabaso submitted a proposal. A well-established security company was awarded the bulk of the tender, but a portion was ring-fenced to give Sizane an opportunity to do some of the security work for Xstrata. The ring-fencing approach adopted by Xstrata allows for a small part of a large tender to be set aside for a small BEE service provider in an effort to develop business skills. The terms of the agreement included a commitment by the larger company to mentor Sizane and share the experience it had gained from years of running large security contracts.

In early 2007 Sizane started provided seven security guards on the Xstrata site. Two years later Mabaso was employing over 50 guards for security work at Xstrata's Rustenburg plant and today he has over 65 guards in place.

"Xstrata put me on my feet again," said Mabaso. "They sent people to help me assess what I needed to run my business well. They helped me purchase vehicles by providing a soft loan that I could also use to buy uniforms for my staff."

Mabaso is now also an accredited trainer with SASSETA and provides security and safety training. All his employees are trained and accredited security guards. He trains more people than he needs and keeps their details on his database so that he can call on them at a moment's notice. As one of only a few accredited SASSETA trainers in Rustenburg, Jan is aiming to grow the training side of his business.

In addition to providing security guards for Xstrata, Mabaso also has a number of smaller clients he services in Rustenburg. His business premises consist of three offices and a lecture room.

Mabaso commented: "Xstrata does a very good thing - putting small companies with big ones gives everybody a chance."