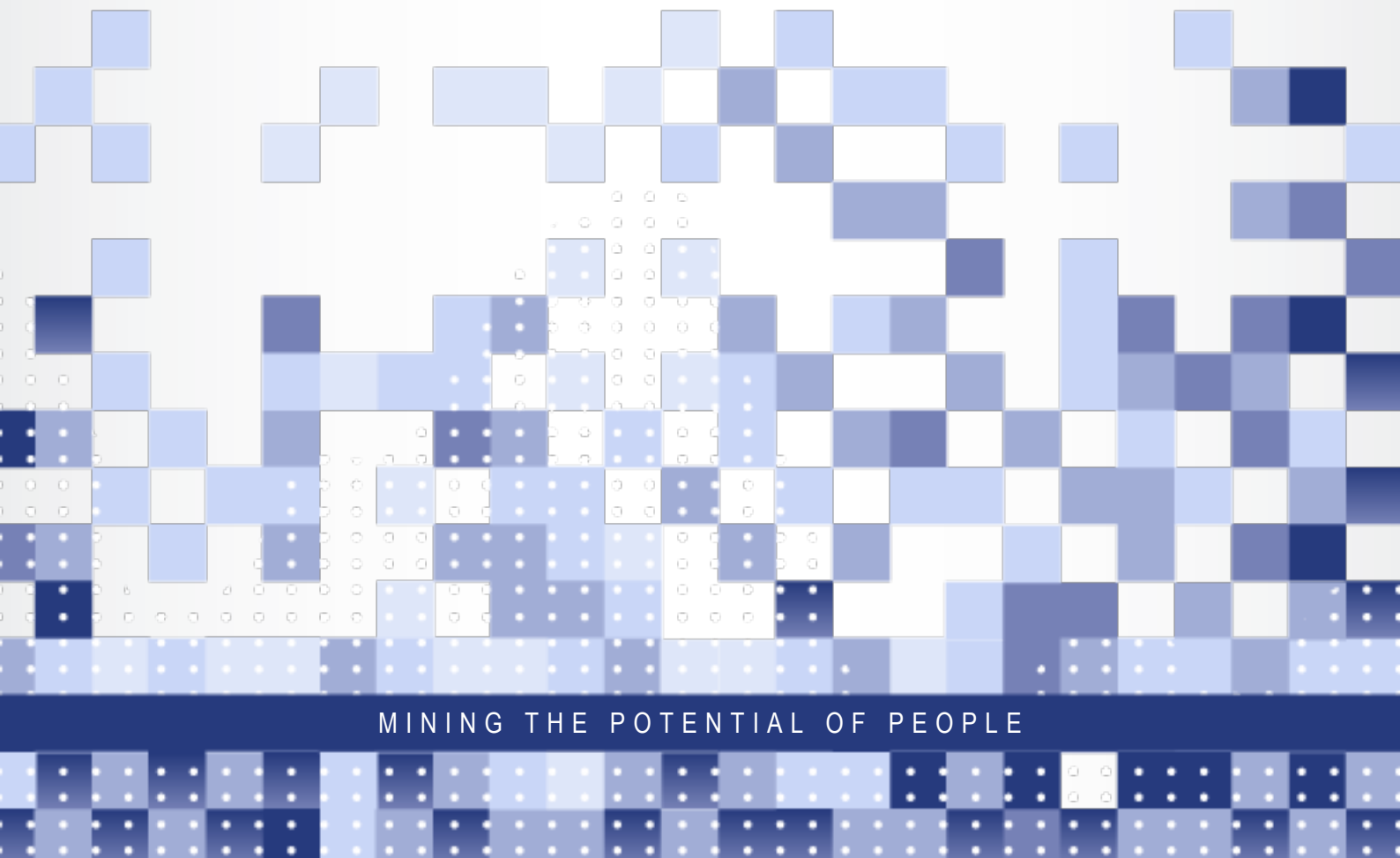




ANNUAL REPORT

OF THE COUNCIL FOR THE YEAR ENDED

31 DECEMBER 2020



MINING THE POTENTIAL OF PEOPLE

PRESIDENT'S MESSAGE

LINAH TSHABALALA



Serving the association was the greatest humbling experience. The opportunity came at a challenging time. I have served since 2019 and 2020 and both years were challenging, however, rewarding and it has been a great pleasure to serve the human resources professionals' association.

I would like to take the opportunity and extend my appreciation to the Coal Mining Industry, including Sasol my organization, MPAS, Minerals Council, our Council Members, our Coal Human Resources Specialists, our spouses for supporting our Association.

During the terms we had exciting presenters who kept us informed of the new developments within the profession and guided us on the world trends.

I would like to extend an appreciation to the Mining Houses who supported our Golf Days, Greenside Colliery and Anglo American mine as well as Kriel a Seriti mine. We had great time collaborating with other association within Minerals Council during these events. Mbale thanks for ensuring that all the work behind the scenes is done and the professional way you always conduct yourself. Same to Elaine and Raymond on behalf of the association, we are humbled to be supported by you all at MPAS.

When I assumed the office in 2019, there were three goals we set for the Association, they were

1. Professionalism and Credibility
2. Stability, Growth and Development
3. Relevance

We all know Habit #2 of the 7 Habits of Highly Effective People, that say begin with the end in mind, by Kunal Yadav. We were proactive to be simplistic and came up with only three goals.

Proactivity has steered the association in a right direction and assisted with the survival of the association during tough times.

Please be the judge if we have achieved those three goals.

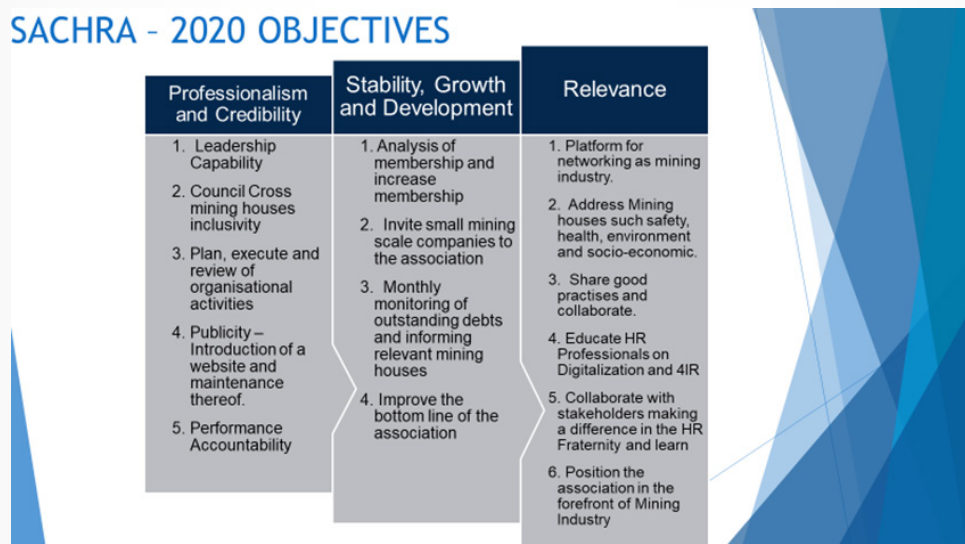
The intention was to serve only 2019 and handover in 2020. Unfortunately, due to Covid-19, we had to postpone our AGM to 2021. The whole Globe was impacted by Covid-19 and as an association, we had to learn operate in a new normal.

We have maintained the stability of the association during difficult unprecedented times of Covid-19.

It is humbling that the association has thrived amidst all the challenges we faced. We were forced to go digital with our activities and adjust to a new normal, similar we have our AGM in 2021. Mr Makile I am handing over to you the association, there are still opportunities to be explored, especially the relationships we have started with universities, let us build our skills base through the engagements with the institutions and ensure that there is sustainability of skills within the mining industry.

Lastly, I would like to thank my husband, Bongani Tshabalala and my family who supported me through thick and thin.

SACHRA - 2020 OBJECTIVES



COUNCIL

2020

President

Mrs L Tshabalala
Sasol Mining (Pty) Ltd

Vice-President

Mr S Makile
Seriti Coal (Pty) Ltd

2nd Vice President

Ms E Bartlett
Sasol Mining (Pty) Ltd

Immediate Past President

Mr T Masike
Seriti Coal (Pty) Ltd

COUNCIL MEMBERS

Mr S Clarke
Anglo Operations (Pty) Ltd

Mr K I Dlamini
Anglo Operations (Pty) Ltd

Mr S Mabuza
Sasol Mining (Pty) Ltd

Mr A Phokojoe
Sasol Mining (Pty) Ltd

Mr P Soviya
Anglo Operations (Pty) Ltd

Mr S Viljoen
Glencore Operations SA (Pty) Ltd

Mrs J Olivier
Anglo Operations SA (Pty) Ltd

Mr S Mbethe
Anglo Operations

ASSOCIATION SECRETARY

Miss M Buthelezi
Mines Professional Associations' Secretariat

OFFICES

Fifth Floor, Minerals Council South Africa
5 Hollard Street, Johannesburg

REPORT OF THE COUNCIL FOR THE YEAR ENDED 31 DECEMBER 2020

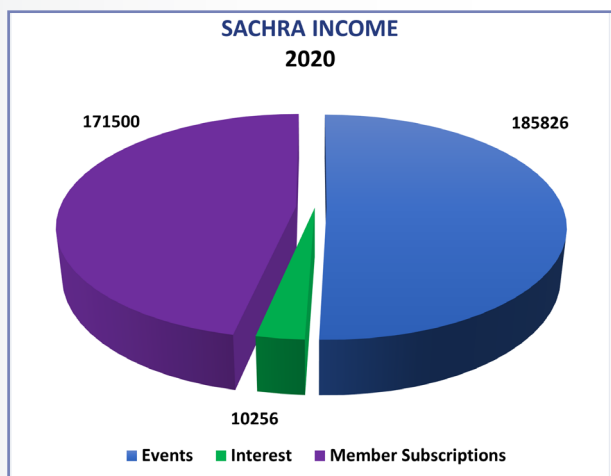
Presented to the members of the Association at the 19th Annual General Meeting held online via Microsoft Teams on Friday, 14 May 2020.

FINANCE

The financial statements appended to this report indicate that income for the year amounted to **R 394 078** made up of subscriptions received during the year from Associate and Ordinary members, Presidential function, interest received from investment and the annual Golf day.

Expenditure amounted to **R 293 935** resulting in a surplus of **R 100 143** for the financial period.

Accumulated funds of **R 447 211** will be carried forward to the new financial year.



The financial statements appended to this report reflect the income and expenditure of the Association's funds for the year to 31 December 2020, administered by the Mines Professional Association Secretariat (MPAS).

SUBSCRIPTIONS

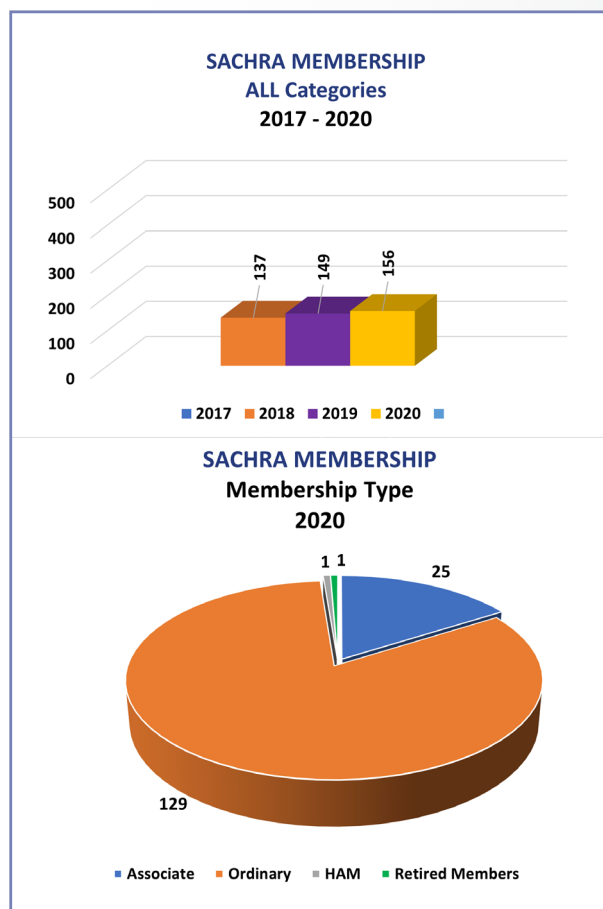
In terms of the powers vested in it by the Constitution and Rules of the Association, the Council agreed that subscriptions for 2021 (Ordinary and Associate Members) would remain at **R 1 500 per annum** (excl. VAT).



Concern remains with the collection of outstanding subscription fees due to members' non-notification of address/ company change. Council Members appeals to members to inform the Secretariat of any address, company and designation changes. Members are reminded that email is the preferred manner of communication.

MEMBERSHIP

The membership of the Association as at 31 December 2020 was **156** (149), made up of **129** (122) Ordinary members, **25** (24) Associate members, **1** retired members and **1** Honorary Associate member.



The level of membership can only be maintained by the commitment of current membership to vigorously recruit new members and to making meetings more interesting and vibrant.

The membership data base has been updated and refreshed resulting in an increase in the number of members whose addresses are unknown as well as those members who have left the Mining Industry, these have been excluded from the annual figures.

INDUSTRIAL RELATIONS

In order to be fully conversant with current industry trends, as well as new legislation, Council receives regular briefing through the Minerals Council South Africa Industrial Relations Services and from Mining Houses, this is shared with members.

The information gained from these discussions, although mostly of a confidential nature, is of great value and is subsequently shared with members through various channels. This topic also stimulates valuable and pertinent discussions amongst members present at the regular General meetings.

GENERAL MEETINGS

The General meetings was hosted on the following four (4) dates:

1. 19 July 2019 – Ukhozi Lodge, Secunda
2. 22 November 2019 – University of Witwatersrand
3. 21 February 2020 – Sasol Head Offices, Sandton
4. 15 May 2020 - online
5. 19 June 2020 - online
6. 14 August 2020 - online

The following papers were presented:

- Digitalization – Sasol’s Approach
By **Kobus Louw**– Sasol Mining
- Redesigned “Mining 4.0” focussed curriculum.
By **Kelello Chabedi**
- Smart Classroom & 3D printing
By **Paskalia Neingo**
- Digi Mine
By **Muhammad Ahsan Mahboob**
- Mining Lab
By **Andrew Carpede**
- Sasol Strategy, Values, Integrated approach and Sasol’s future.
By **Isaac Matji**, SVP Group HR - Global Operations
- Sasol Mining and Sasol’s approach to Multi Unionism.
By **Ben Matai**, VP:HR – Sasol Mining
- Mine Health and Safety Council – Safety Strategy for the Coal Mining Industry.
By **Lugisani Nefale** – MHSC Chairperson
- Glencore’s approach to Community Protest
By **Thabo Sibiyi** - Stakeholder Engagement Manager.
- Emotional Resilience
By **Mavis Ureke**
- Mechanism for HR Professionals on coping with anxieties during Covid-19.
By **Dr Marna Malan**
- Sasol Covid-19 strategy.
By **Diederik De Swart**

The success and viability of the Association largely depends on active participation by members at meetings during the year. General Meetings, as well as being the main communication medium, are the core activity of the Association and the interaction and free exchange of information between

members is of extreme importance, not only by informing members of potential problem areas but also the way in which these problems can be resolved.

Your Council would like to stress that members, rather than feeling obligated to take part in affairs concerning the Association, should actively enjoy their participation. In order for members to extract the most benefit from these meetings, it is of vital importance that they participate fully in discussions on all topics.

The meetings were well supported during the year and shows the commitment by members to the Association. The meetings were interesting, and presentations were of great value to those members committed to attending. Your Council wishes to place on record its grateful thanks to the hosting mines and their managements.



PRESIDENTS AND VICE- PRESIDENTS MEETINGS OF MPAS

These meetings provide the management of the Mine Professional Associations’ Secretariat (MPAS) to manage and organize the day-to-day work of MPAS under the guidance of the Chairman, Mr A Brown, as well as a useful forum where matters of mutual interest and concern have been addressed with the meeting being held every third month of the year.

These meetings also served the purpose of creating an esprit de corps amongst the Associations and have provided an excellent forum where matters of concern and mutual interest to the twelve Professional Associations might be discussed at an Inter-Association level.

THE ASSOCIATION AS A FORUM

In pursuit of its declared objective to address pertinent human resource-related issues within the mining industry, many diverse topics of mutual interest were addressed during the year under review at the General Meetings.

Consequently, and with the expertise available to the Association, Council has been in a position to promote discussion and interaction and subsequently disseminate all information gained to members at the quarterly General meetings.

HEALTH AND SAFETY

Human Resources Practitioners in the Mining Industry play a vital role in this arena, therefore safety has always been accorded a high priority, which is reflected by the fact that Safety is the first item for discussion at all General and Council meetings.

TECHNICAL VISITS

Council will continue to seek out interesting and diverse technical visits for members, providing them the opportunity to experience other companies' operations.

Due to the COVID-19 Pandemic and regulations as set out by the Republic of South Africa, no technical visits were hosted in 2020.

BREAKFAST SEMINAR

The following Seminar was held during 2020:

- 6 September 2020 – Zibulo Colliery
- 13 November 2020 – Zibulo Colliery

The following papers were presented:

- Mining 4.0 in Australia
By **Bokang Kelepa** – Baletsema Mining
- Digitalization, a recipe for HR professional on taking people along
By **Thalitha Muller**- Deloitte
- Digitalization & Modernization –Minerals Council Approach
By **Alex Khumalo** – Minerals Council South Africa
- SACHRA Background- How can SACHRA from symbiosis with Universities
By **Dr Willian Senoamadi**, Deputy Director: Human Resources - UNISA
- Mental Health Post Covid-19 Peak
By **Mavis Ureke** – Behavioral Science
- Impact and learnings from Covid-19: Business Perspective.
By **Bongani Motsa** – Minerals Council South Africa

The Council wishes to thank all participants and sponsors.



WEBSITE AND COMMUNICATION

The Association's website address is **www.sachra.org.za**. The website gives members valuable information on Association as well as contact details for representatives on Council and other Committees. All technical presentations, calendar, communication sheet and upcoming events are uploaded.

SOUTH AFRICAN COLLIERY MANAGERS' ASSOCIATION (SACMA)

The President attended Council meetings of SACMA during the year. This afforded the opportunity to pass on the Association's views to SACMA and to disseminate information received from attending SACMA Council meetings to members at General Meetings. The Association wishes to place on record its thanks to the South African Colliery Managers' Association for its support during the year.

JOINT GENERAL MEETING OF COAL ASSOCIATIONS

A Joint General Meeting was held on 26 November 2020 at the Kriel Lapa, Kriel.

PRESIDENTIAL FUNCTION

The Presidential Function was cancelled due to Covid-19.

GOLF DAY

Council wished to place on record its thanks to the sponsors who generously supported the occasion.

The Association hosted two Golf Days:

- 8 February 2020 at Greenside golf club
- 28 November 2020 at Kriel golf club

The events were successful and well supported by members and the mining industry.



FUTURE CHALLENGES

The Council continue with the support of its members to:

- Encourage new members to attend and participate in general meetings.
- Transform the association and the council to become representative of the demographics of our country and its rainbow nation and

- Focus our efforts to achieving our vision, mission and objectives established at the strategic planning sessions.
- Involve mining houses that do not participate regularly.
- Add value to the Coal mining industry.
- Encourage council members to attend meetings on a more regular basis.

CONCLUSION

Finally, the Council wishes to express its appreciation to the South African Colliery Managers' Association for its support and attendance at the various meetings, as well as to all members, both old and new, for their support, and especially to those who have provided input in one form or another, as well as to all mine management for their continued support of the Association.

With the commitment of the President and Council members, the upcoming year looks promising, with the focus on looking forward to rejuvenating each and every member.

Although the coal mining industry is in a phase of uncertainty, we will continue to encourage all mining houses, including private mines to support the Human Resource function within the coal mining industry in South Africa.

Council also wishes to record its appreciation, on behalf of the Association, for the administrative services and support rendered by the Mines Professional Associations' Secretariat and staff in the management of the Associations affairs.

I would also like to extend my gratitude to fellow Council members and to Association members for all their support during my term of office as President of the Association.

Mrs L Tshabalala

SACHRA PRESIDENT 2020

PAST PRESIDENTS

J E MALAN	2001
J E MALAN	2002
P W SENOAMADI	2003
P KORFF	2004
H ROETS	2005
R E LEEUW	2006
R E LEEUW	2007
S E NDIMANDE	2007
S E NDIMANDE	2008
M R CUMMINS	2009
M R CUMMINS	2010
S VILJOEN	2011
S VILJOEN	2012
S CLARKE	2013
J PIENAAR	2014
P SOVIYA	2015
P SOVIYA	2016
H S S LANDMAN	2017
T MASIKE	2018
L TSHABALALA	2019



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