

## Speech - Mr Gao

### Community Open Day: 4 November 2011

#### 社区开放日高总讲话稿

Dignitaries, special guests, ladies and gentlemen, as our chairman has already dealt with the protocol allow me to say all protocol observed

尊贵的客人，先生们女士们

It gives me great pleasure to welcome you today to an event where Wesizwe opens its doors to the Ledig community.

首先，今天我非常高兴欢迎大家来参加思威在社区的开放日。

The intention of this event is to help you understand Wesizwe Platinum a little better; to provide an opportunity to meet and interact with members of the management team; and to lay the foundation for an open and fruitful relationship between the company and the community going forward.

这次活动的目的是为了让大家能够更了解思威，为了给大家提供一个可以与思威的管理人员进行交流的机会，也是为了社区与思威之间建立一个透明且有效的关系而打下基础。

For some time now you have heard that Wesizwe will build a new mine at Frischgewaagd-Ledig. Those plans had to be delayed because during the global financial crisis in 2008 and 2009 we could not secure funding for the project.

许久以来，你们就知道思威要在这里建立一个新的矿山，但是，因为2008年和2009年的经济危机，我们的融资来源受到影响，所以，矿山建设也被推迟。

Late last year Wesizwe signed an agreement with a Chinese consortium to provide financing, to the value of more than R6 billion, to develop the deposit. The deal was concluded in May this year and the project was officially launched on 4 July.

去年，思威与中国投资方签定了投资合同，现在，我们已经得到六十亿兰特投资的保证，用以开发我们的核心资产。整个交易在今年五月初完成，项目的正式开工日是7月4日。

Even with only limited project funding available in 2010, we managed to move ahead with the initial phase of mine development. This included putting up fencing, developing access roads, bulk earthworks and building the pollution control dam. Very important for us, this first year of preparation work was done on site without a single lost time injury – an impressive safety record that we will aim to maintain throughout mine construction.

在 2010 年，虽然项目资金有限，但我们还是开展了许多工作，特别是矿山开发的一些初期准备工作。这些工作包括架设围栏，铺设进入矿区的道路，土建工程，建设污水控制水库。更重要的是，在这些工程进程中，没有发生伤亡事故，在今后的矿山建设中，我们也要争取保持这种优秀的记录。

We plan to start sinking the two shafts in the first three months of 2012 and with Chinese mining company, Jinchuan, as one of the partners and major shareholders in the Chinese consortium, we have a wealth of mining expertise that will be applied to ensure that we build a world-class underground mine capable of delivering around 350 000 ounces of platinum group metals a year.

我们计划在 2012 年初开始打井。我们的大股东，金川集团，拥有非常丰富的矿山建设经验，我们可以借助他们的经验，将我们的矿山建设成世界一流，每年可以生产 35 万盎司的铂族金属的矿山。

But, ladies and gentlemen, it is important that I stress at this point, and as you will learn over the next two days, building a mine of this size takes time. According to the current project timeline, first production is only expected in the middle of 2017 with full production only reached ten years from now in 2021.

但是，女士们，先生们，我在此还要强调一点，下面两天你们也会了解到：建造这么一座矿山，是需要花很长时间的。按照现在的工程进度，要到 2017 年，我们的矿山才会开始生产，而矿山的达产要到 2021 年。

As part of the South African mining industry we are regulated by the Minerals Act and the Mining Charter. As a company we are firmly committed to the spirit of transformation which is the aim of the Charter. The fact that the financing transaction made allowance for the inclusion of a special-purpose black empowerment vehicle – Micawber - demonstrated this commitment by the new shareholders. Currently the proportion of the company owned by

black-empowered shareholders is around 17%. While this is below the 26% which must be achieved by 2014, the company has developed a sound strategy to achieve that target.

我们是南非的矿业公司，我们的运作要符合南非的矿业法规。从公司来说，我们将完全执行《矿业法》中所要求的南非社会转型的精神。而且，在与中方的交易上，这一点也已经体现了出来，交易特地建立的 Micawber 这个 BEE 的公司，就表达了新的大股东在这方面的决心。现在，我们的 BEE 股份大约在 17%，在 2014 年必须达到 24%，为了能够达到这个目标，我们有一个很切实的 BEE 计划。

Although we are a young company, from the beginning we have recognised the impact we will have on the physical and social environments where we operate. True sustainable development is the cornerstone of our business strategy and requires us to act responsibly, with integrity and in consultation with our stakeholders.

虽然我们还是一个很年轻的公司，但是，从一开始我们就知道公司的发展对当地社会以及环境所产生的影响。真正的可持续发展是我们整个商业计划的基础，我们得负起责任，顾全大局，也要与我们的各个相关方都进行交流。

Enterprise development is the foundation on which a thriving and sustainable local economy will be built to last long after the mine has closed. Supporting local emerging enterprises to the point where they can usefully provide goods and services required for the construction of a mine, and to meet community needs, is a key focus area for our management team.

企业的发展是当地经济可持续发展的基石，也是矿山开采完之后当地经济能够持续发展的基础。对于我的管理团队来说，我们主要的一个着眼点，就是要支持当地企业的成长，希望他们能够为矿山开采提供服务，并且能够满足社区的需求。

An audit of our vendors highlighted a need for training to build the business capacity of small local enterprises. Wesizwe is working on a supplier development strategy to achieve this. The strategy will also ensure that large contractors set aside work packages for businesses in this area. They have to demonstrate, as part of the tender process, how they intend to involve local

small and medium enterprises, how they will build capacity and how they will recruit local labour.

我们对当地的供应商们进行了调查，调查表明，当地许多小型企业的能力还需要得到培训，思威也为此正在拟定一个供应商发展策略。这个策略也要求大承包商们对当地小型企业所能提供的服务进行利用。他们在投标我们的项目时，就要向我们说明，他们将如何使用当地的中小型企业，如何培养当地社区的能力，如何使用当地的工人。

As far as possible, Wesizwe will aim to source labour from the local communities and has committed to employment targets in its social and labour plan. While jobs have already been created for community members in security and during the earthworks programme, in the first five years of construction opportunities will mostly be in specialised civil works related to shaft sinking activities.

Full-scale recruitment in preparation for production is only expected from about 2016 onwards. A transparent process will be implemented before the end of 2011 to advance the recruitment of local labour and a recruitment officer has been appointed to ensure this happens.

思威的目标是要尽可能地从当地社区中招募工人，而且，在社会劳工计划中，我们已经制定了雇佣人员的目标。我们在前期的保安以及土建工程中，已经为当地社区提供了就业机会。在下面五年的时间里，就业机会主要是在土建以及打井工程这方面。大量的就业机会将在 2016 年以后出现。在 2011 年年底之前，我们将采用一个透明的就业计划，尽可能地在当地招募工作人员，为此，我们在矿区，已经安排了一位人力资源经理。

Wesizwe conducted a skills audit in the area, surveying around 2 400 community members, to assess the current level of skills and knowledge. This information will form part of a database which we will use for recruitment purposes and which will inform priority training needs to ensure that the necessary skills are available as the mine's employment requirements grow.

思威也在当地社区进行了技能调查，调查人数为 2400 人。调查的结果将成为我们的技能资料库的一部分，随着矿山就业机会的增多，资料库可以帮助我们当地招募工作人员，也让我们了解当地培训的需求。

Since 2008, the Wesizwe community development programme has been defined by its social and labour plan commitments. However, the delay in securing financing for mine development, and any other associated activities,

meant that we had to postpone many of the projects identified in the plan. Now that the company has secured funding we are capable once again of delivering fully on our SLP obligations.

从 2008 年开始，思威在社区的工作是以社会劳工计划来定义的。但是，因为前两年的资金的短缺，社会劳工计划中的一些项目不得被推迟。现在，项目的资金已经得到了保证，我们也将开始全面贯彻我们的社会劳工计划。

The key areas for socio-economic development in the community were identified with local government and municipal authorities and are aligned with local integrated development plans. These areas include infrastructure development, education and training, local business development, provision of housing and job creation in commercial agriculture and tourism. The specifics around the projects will be discussed in more detail through the Stakeholder Engagement Forum which was launched in October.

有关社区的社会经济的发展，当地政府为我们提供了一些主要的方面，这也是和当地政府的全面发展计划相统一的。这些方面包括：基础设施，教育与培训，当地商业发展，住房，通过当地的农业和旅游业的开发而提供就业机会。这些项目的具体内容，我们可以通过各相关方的论坛再进行讨论。

A healthy relationship with the host community, local municipal structures and government at all levels is critical for the successful development of a mine and it is in the company's best interests to work within a fully functioning, clearly defined and stable community structure.

与当地社区，当地各级政府的健康关系对于矿山的开发来说至关重要，与一个明确稳定的社区结构进行合作，这也是公司的利益所在。

Wesizwe has implemented a number of initiatives to facilitate open dialogue with the community. These include a perception survey to fully understand the community's issues. Also, the company has a formal "complaints and suggestions" process in place, a community liaison officer has been appointed and the Stakeholder Engagement Forum has been launched, providing a platform for information sharing and feedback on mine-related activity.

为了能够与社区进行交流，思威也采取了一系列的措施，例如，社区的意愿调查，为了能够更好地了解社区的各种看法。另外，我们也设立了“投

诉和建议”的程序，在社区设立了一位联络员，开始了各相关方的论坛，为各种与矿山有关的信息流通建立了一个平台。

Let me conclude, ladies and gentlemen, by saying that I hope this is the first of many such interactions and that we will work together to build a mine that will make a positive and meaningful contribution to the community.

最后，我要说，希望我们以后能够保持交流，能够共同努力，建设矿山，并为社区做出积极的，有意义的贡献。