OVERTIME EMPLOYEE TRANSPORT

SCOPE OF WORK:

Background:

The overtime employee transport is used when the employees are requested by their respective supervisors to remain behind and complete the outstanding duties. The overtimes per each sections mentioned differs. Overtime employee transport within the mine is utilized by the following sections: Underground Section, Concentrator Section and Smelter & Refinery Sections

The Scope of the services shall include:

1. Underground:
   - 3 shift transport cycle
   - Pick up times are 08h30 am, 16h30 afternoon and 00h30 night.
   - Number of Overtime Staff using the taxi: Approximately 14 people
   - Drop off points: Lulekani, Majeje, Maseke, Namakgale, Makhushane and Mashishimale
   - Taxi operation days: 7 days a week

2. Smelter and Refinery:
   - Pick up time: As and when required.
   - Number of Overtime Staff using the taxi: Approximately 10 people
   - Drop off points: Lulekani, Majeje, Maseke, Namakgale, Makhushane and Mashishimale
   - Taxi operation days: 7 days a week

3. Concentrator:
   - 3 shift transport cycle
   - Pick up times are 17h00 pm
   - Number of Overtime Staff using the taxi: Approximately 14 people
   - Taxi operation days: Monday to Friday
   - Lulekani, Majeje, Maseke, Namakgale, Makhushane and Mashishimale

3.1 Products and Dams / Secondary Crusher
   - Pick up time: Anytime
   - Number of Overtime Staff using the taxi: Approximately 3 people
   - Drop off points: Lulekani, Majeje, Maseke, Namakgale, Makhushane and Mashishimale
   - Taxi operation days: Monday to Friday
   - Lulekani, Majeje, Maseke, Namakgale, Makhushane and Mashishimale
The following minimum requirements are applicable:

4. 3 X dedicated taxis (15 Seater) that are not older than 2 years from date of first registration.
5. The participant need to have the valid tax clearance certificate, proof of banking details, company registration certificate/RSA ID and COIDA
6. The prospective bidder needs to have and continue to maintain a 3rd party and Passenger insurance liability cover for at least R5 million rand.

## Approval:

<table>
<thead>
<tr>
<th>Employee</th>
<th>Designation</th>
<th>Date</th>
<th>Signature</th>
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<tbody>
<tr>
<td>Tseke Maepa</td>
<td>Superintendent Logistics - Underground</td>
<td>21 April 2017</td>
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<tr>
<td>Stephanus Stander</td>
<td>Manager Mining Operations</td>
<td>21 April 2017</td>
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<td>Alfred Tladi</td>
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<td>Angelina Nchambiri</td>
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<td>Lorraine Celland</td>
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<td>Sam Banda</td>
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<td>Itumeleng Ngoae</td>
<td>Manager Smelter and Power Plant</td>
<td>21 April 2017</td>
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