



## **BLACK ECONOMIC EMPOWERMENT POLICY**

### **INTRODUCTION**

Palomino Plant SA (Pty) Ltd recognises that black communities have been disadvantaged by policies of the past. We believe that it is an economic and social imperative to address the inequalities of the past, in order to ensure growth and the sustainability of our business. Black Economic Empowerment is an integral driver of economic and social transformation in South Africa and is essential in facilitating the meaningful participation of blacks at all levels of the South African economy. Palomino Plant SA (Pty) Ltd seeks to play an active role in enhancing the meaningful participation of black people in engaging them as shareholders, directors, employees, customers, business partners, suppliers, and as a community.

### **MISSION STATEMENT**

At Palomino Plant SA (Pty) believe in the important role of the small and medium enterprise sector in our economy, and are committed to invest, support, develop and avail opportunities for the growth and development of black SME's.

We also reaffirm our commitment as a responsible corporate citizen, to contribute to the improvement and development of the quality of life of the community, particularly rural communities and to support sustainable community development initiatives.

We pledge our commitment and resources, within reasonable means, to the pursuit and accomplishment of the aims and goals set out in this BEE policy document.

### **STRATEGIC OBJECTIVES**

The objectives within the framework of this policy are:

- To position Palomino Plant SA within the Mining Sector as a company with the profile and capacity to provide professional contract mining services.
- To ensure meaningful transformation at all levels within Palomino Plant SA.
- To create opportunities for the establishment and development of black owned enterprises.

- 
- To create a conducive and supportive environment in which black owned enterprises can make a contribution and realise their own potential.
  - To be actively involved in the transformation and development of South Africa.

## **PURPOSE**

The purpose of this Black Economic Empowerment policy is:

- To develop a framework for understanding and implementation of the BEE strategy.
- To demonstrate our commitment to BEE.
- To monitor and evaluate the performance on BEE and the achievement of set targets.

## **KEY ELEMENTS**

### Ownership and control

Palomino Plant SA recognizes that black equity ownership would result in significant black participation in governance and executive control of the company. This would also result in the company being classified as black empowered. Palomino Plant SA implement a broad based approach in selecting strategic equity partners. This will include our employees and local communities.

### Employment equity

Palomino Plant SA will develop a diverse workforce and achieve equity at all levels of operations. Our approach will incorporate effective targeted recruitment and selection, promotion and succession planning, loyalty and retention strategies and seeks to change not only the demographics of the organisation, but also the attitudes and perceptions of people.

### Skills development

Palomino Plant SA will develop and manage skills and competencies within the company and will actively encourage the development of employees. We endeavour to expose our employees to all the operational areas of the company through a variety of skills and management development programmes, on the job training, mentoring, coaching and support.

### Preferential procurement

Palomino Plant SA endeavours to broaden its supplier base through the provision of opportunities for previously disadvantaged enterprises and individuals to supply goods and services on a preferred basis. This strategy will be based on commercial sustainable principles and implemented by encouraging subcontracting, joint ventures and set-asides.

---

### Enterprise development

The economic growth of South Africa and the redistribution of economic wealth will only succeed if there is an increase in the development of new SMME's and the growth of existing ones.

Palomino Plant SA will, through investments, resources, procurement and technical support, facilitate the establishment and expansion of targeted sustainable and commercially viable small and medium enterprises in the black community.

### Corporate social investments

We are committed to our employees and the communities in which we conduct our business and the environment in which we operate and the sustainability thereof.

Corporate social investment is an investment in the community in order to create an environment that is safe, healthy, secure, and conducive to do business. Palomino Plant SA focusses on the forming of strategic and meaningful partnerships with the communities, civil society and government, in dealing with community needs and problems in a sustainable way.



---

Hoffman Munro

Director