

Appendix No. 3

Proposal for employment and training of citizens of Zambia

3.1 Labour Requirements

The company intends to engage the professional services and consultancy of Zambian geologists and mining engineers to carry out all activities in the area. These professionals will be assisted by the labour drawn from the local communities.

Apart from the hired professional services, the project will initially engage about 40 Zambians mainly drawn from the local community. The project will adhere to the Zambian labour laws, and will coordinate with the local department in all matters of labour requirements.

3.2 Proposal for employment Zambian citizens

It is the policies of the company to contribute to the local community in terms of employment creation. The project will therefore draw 80% of its labour requirement from the local community and therefore contribute to job creation resulting into increased household income.

Priority would be given to members of the local community in terms of employment so as to create jobs and increase household income and therefore contributing to poverty alleviation and improved local economy.

3.3 Proposal for training Zambian Citizens

Though the prospecting activities will be fast-tracked to pave way for mining the company intend to take over the labour force into the mining phase is planned to start as viability of the project confirmed.

During mining phase the company intends to carry out job on-training in basic and general prospecting and mining operations. The company intends to train local Zambian in the following areas for mining operations according to training needs as indicated in table below:

Training Type	Institution	Target Group	Number
Blasting licence lessons and tests	Mine Safely department	• Pit supervisors	2
Crusher Operations	• On-the-job	• Operators	2
Basic First-Aid course	• Zambia Red Cross	• Pit Supervisor	2
Jack hammer drilling	• On-the job	• JH Operators	5
Compressor operation	• On-the job	• JH Operators • Quarry supervisor	2 3
Excavator Operator	• On-the-job • National Council for construction	• Operators	2
FEL Operations	• On-the-job • National Council for construction	• FEL Operators	2
HIV/Aids Awareness	• On –the-job	• All employees • Local community	
Supervisory skills	• On-the-job	• pit Supervisor	2

3.4

Corporate Social Responsibility

The company has a corporate social policy. As such, the Company always plans to plough back to the local Community within which it operate so as to contribute positively to the social economic wellbeing of the local Community.

The company pledges to work with government and non-governmental bodies towards contributing to the wellbeing of the local community at all the times.

The Company will also hand in hand with the local authorities and traditional leaders to identify and implement projects of benefit to the local community.