

SOUTH DEEP

Trusts Report 2024



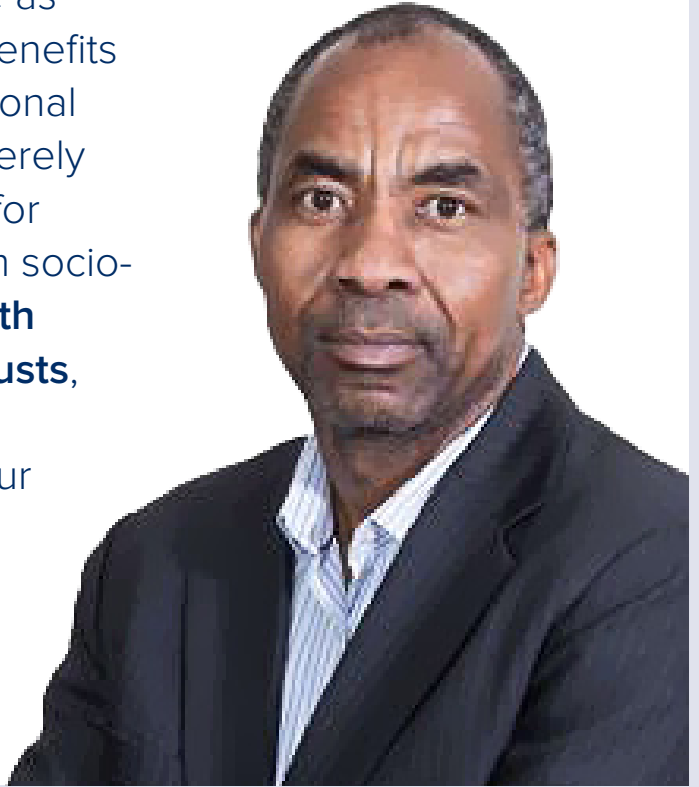
South Deep
Education
Trust



South Deep
Community
Trust

Message from the Chairperson

In South Africa, particularly within mining communities, community trusts serve as vital instruments to ensure that the benefits of mining extend beyond the operational life of a mine. These trusts are not merely financial vehicles; they are catalysts for opportunity, resilience, and long-term socio-economic transformation. At the **South Deep Community and Education Trusts**, we embrace this responsibility with unwavering commitment, directing our investments toward initiatives that enhance education, employability, and the sustainable empowerment of our communities.



In November 2023, the Trustees approved the Horizon 2030 Strategic Framework, a five-year blueprint covering the years 2024–2029, designed to guide the collective social investments of the South Deep Education and Community Trusts. This framework, underpinned by five key programmes, addresses the most pressing needs of our communities. The focus for 2024 was to identify and implement projects aligned with these priorities, ensuring tangible and meaningful impact. As Trustees, we remain dedicated to advocating for and facilitating the alignment of initiatives and funding to foster systemic change, strengthen capacity and resilience, enhance access to knowledge, and elevate education and employability within the South Deep communities.

Reflecting on 2024

As we review the past year, I am proud of the significant progress we have made in uplifting our communities. Our core mission—to drive meaningful and enduring change—has remained steadfast, and 2024 has been a testament to this commitment.

Among our most notable achievements was the provision of financial support to deserving students through the South Deep Education Bursary. In 2024, 15 students were awarded bursaries,

with three proudly graduating — a rewarding milestone that reflects their dedication and perseverance. Our focus on supporting host communities remained strong, with 11 of these beneficiaries hailing from Westonaria.

The year also marked the conclusion of our legacy programme with Clifton Boys, which commenced in 2013. Over the years, we supported 23 young men, and in 2024, the final two students successfully matriculated. While this programme has reached its conclusion, its legacy endures through the lives it has transformed.

Another milestone was the completion of renovations at the South Deep Trust Hub, a collaborative effort between the Trusts and South Deep Mine. This facility will serve as a vital community resource, offering programmes that equip, connect, and empower individuals in line with our vision of a sustainable and thriving Rand West City.

Furthermore, we welcomed two independent trustees to our board in 2024, enriching our governance with their expertise and insights. Their contributions will enhance our strategic focus and accountability, ensuring we deliver measurable impact for the communities we serve.

Looking Ahead

As we advance, the Trust remains committed to creating opportunities for all community members to thrive. In pursuit of this goal, we have invested in the Growth Great Champions programme, an initiative aimed at monitoring the health of pregnant women, infants, and toddlers, and in so doing, preventing the onset of stunting - laying the foundation for healthy growth and development of every child in Rand West City.

Additionally, the Trust has approved two school intervention programmes, scheduled for implementation in 2025. These initiatives will support teachers in curriculum delivery, enhance learning outcomes, and cultivate leadership skills among youth, reinforcing our dedication to educational excellence.

For our bursary programme, the Trust has awarded 20 tertiary bursaries for the 2025 academic year, furthering our Cradle-to-Career approach. This ensures our efforts contribute to a sustainably stable, connected, and thriving community.

Gratitude and Partnerships

The achievements of 2024 were made possible through strong collaborations and partnerships. I extend my deepest gratitude to the Trust's funders — Invictus (Pty) Ltd, Newshelf (Pty) Ltd, and Gold Fields Ltd — for their steadfast commitment to community upliftment.

A special acknowledgment goes to the Gauteng Department of Education for endorsing our programmes across schools in the West Rand District. Together, we are shaping a future where education and opportunity drive lasting, transformative change.

As we embark on the next phase of our journey, we remain resolute in our mission and optimistic about the opportunities ahead.

Here's to another year of growth, collaboration, and impact.

Sincerely,

Alex Khumalo

Interim Chairperson

South Deep Community and Education Trusts

About the South Deep Community and Education Trust

In 2010, Gold Fields set up two independent though interconnected Trusts through which to disburse resources and support the communities in the various municipal wards neighbouring the South Deep operation, as well as those from labour-sending areas in the South African provinces of Eastern Cape and KwaZulu-Natal. The South Deep Education Trust and South Deep Community Trust are part of South Deep's Black Economic Empowerment ownership structure and receive annual dividend income as follows: South Deep Education Trust – Invictus (Pty) Ltd and South Deep Community Trust – Newshelf (Pty) Ltd. Each Trust has a specific scope of work that is ultimately intended to empower communities to be self-sufficient.

Trusts Vision, Mission and Guiding Principles

VISION:



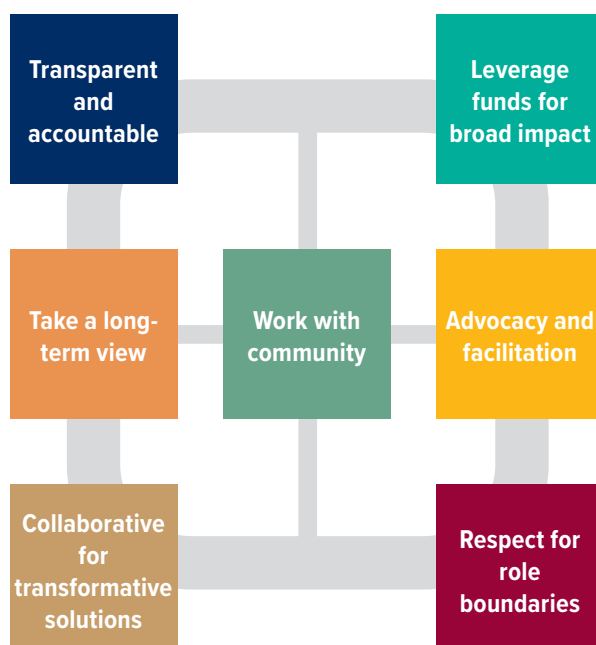
Becoming a trusted partner in the social development journey of South Deep communities, focusing efforts towards becoming a stable, connected and thriving community.

MISSION:



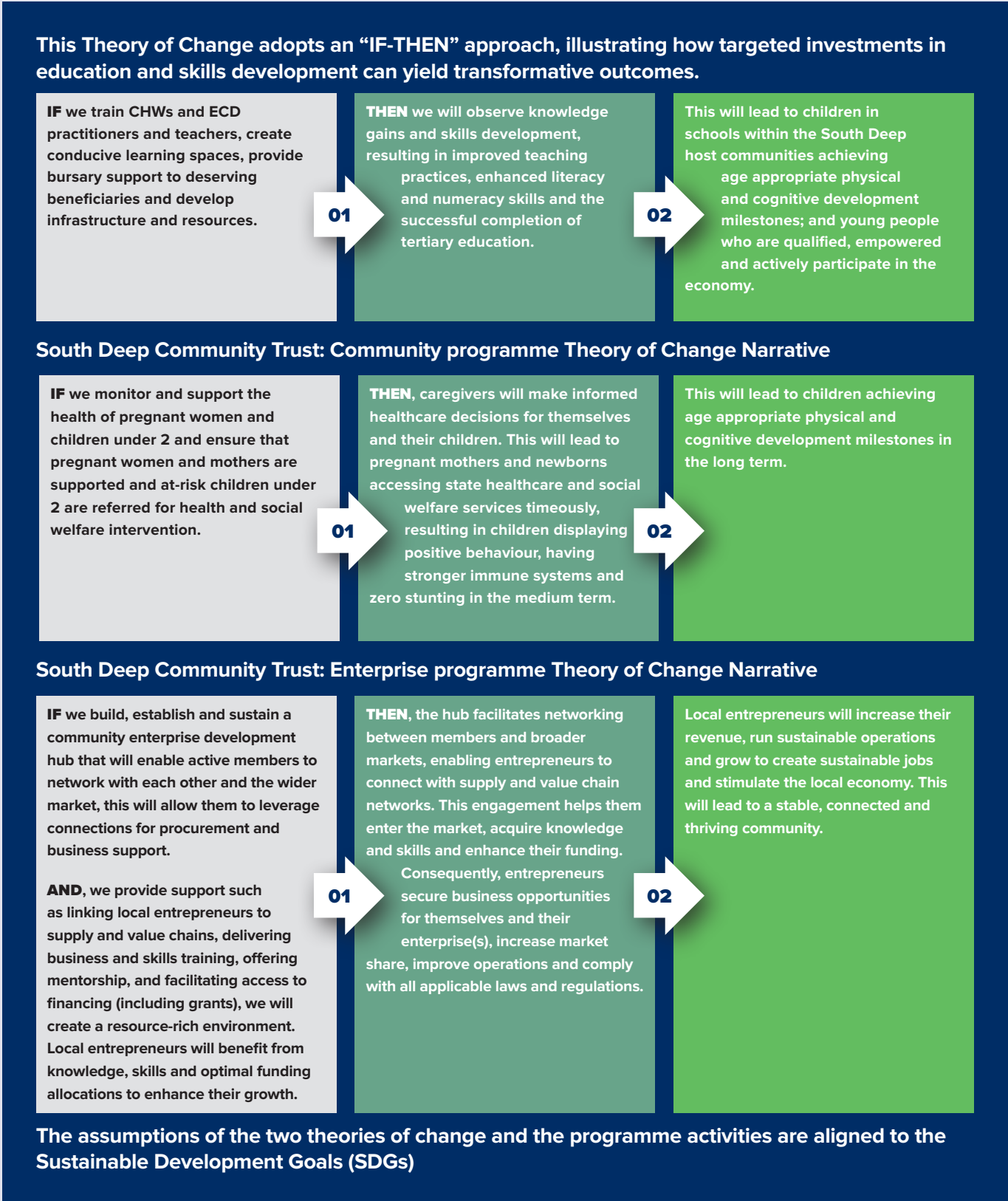
Playing an advocacy and facilitative role in aligning initiatives and funding for South Deep communities, to stimulate systemic change and improvement in capacity and resilience, connection to knowledge, levels of education and employability of the community members.

GUIDING PRINCIPLES



South Deep Trust Theory of Change

The South Deep Trusts are committed to fostering sustainable development and creating meaningful opportunities within their host communities. At the heart of this mission lies the South Deep Education Trust Theory of Change, a strategic framework that outlines a clear pathway to empowerment through education.



Governance and Leadership

Guiding the South Deep Community and Education Trust with expertise and dedication, our trustees play a crucial role in driving impactful community and education initiatives.

Meet the South Deep Community and Education Trustees



Alex Khumalo
Interim Chairperson



Benford Mokoatle
Funder Trustee



Abraham Mokome
Community Trustee



Sam Rametse
Independent Trustee



Noluvo (Vovo) Ngcwabe
Independent Trustee



Tebogo Makolwane
Community Trustee

Comprehensive Outcomes Evaluation of the South Deep Community and Education Trusts Investments between 2013 – 2023

South Deep Community and Education Trusts commissioned Tshikululu Social Investments (Tshikululu) to conduct an independent Outcomes Evaluation of their investments in Rand West City between 2013 and 2023 in order to document the social impact made and draw insights on lessons learnt for future investments.

The Trusts are committed to enhancing educational opportunities and community development in Rand West City. This evaluation aimed to assess key achievements and successes associated with the investments, and provide strategic recommendations to inform their future investments to ensure continued alignment with community needs and the Trust's strategic objectives.

Evaluation focus area	Comprehensive outcomes evaluation objectives
<p>The evaluation cross-sectional study focused on the following interventions:</p> <ul style="list-style-type: none">• Social welfare: Emergency relief, public health and shelter initiatives• Education: Early Childhood Development, tertiary scholarships and high school bursaries• Enterprise development• Social infrastructure, a theme that was cross-cutting across the social welfare, education and enterprise development streams.	<p>The objectives of the evaluation were to:</p> <ul style="list-style-type: none">• Determine the reach and breadth of the programmes• Measure the effectiveness of the programmes as well as medium to long term outcomes including any sustained changes/ results/ benefits.• Assess the relevance and quality of partnerships and their implementation.• Qualitatively, explore the allocation and use of resources in relation to the outcomes achieved to contextualise value for money (outside of project financial data)• Draw critical insights on lessons learned and make future programming recommendations for implementation regarding adaptations/ scaling/ replication, strategic partnerships and sustainability

Evaluation Approach

The evaluation was framed using the Development Assistance Committee (DAC) criteria of the Organisation for Economic Co-operation and Development (OECD) and used mix of quantitative and qualitative methods to answer the key evaluation questions and draw actionable recommendations for future interventions by the South Deep Community and Education Trusts. Secondary data, primary data and desktop research were used to triangulate and contextualise the evaluation in order to comprehensive insights from the results.

Convenience sampling was used to invite all contactable programme beneficiaries to participate in the evaluation activities. Purposive sampling was used to identify and interview key programme partners and sector experts to interviews.

Breadth of the South Deep Education and Community Trust Initiatives

Secondary data analysis revealed that approximately 25 230 were reached through the SDT Education and Community Trusts investment of R100 080 152 in the Rand West City. The results indicated that the majority of the 128 community beneficiaries engaged in the evaluation felt positively impacted by the programmes.

Focus area	Project overview and reach	Reach	Total spend
Education	Foundation, Intermediate and Senior Phase , Tertiary: Infrastructure development, learning material/ equipment, vegetables gardens, scholarships and bursaries, afterschool programme, matric exam re-writing	997 children and learners, 8 schools and 1 ECD; 10 staff members	R77 967 900
Community welfare	Shelter, infrastructure development, equipment, relief (food parcels, water, sanitizers), home case care	15 622 people including 3000 households with an estimated 5 members totalling 15 000 family members	R 4 219 030
Enterprise development	Shelter, infrastructure development, equipment, relief (food parcels, water, sanitizers), home case care	8 611 community members including 110 jobs created 33, cooperatives started,	R 4 219 030

Education: Early Childhood Development

The Early Childhood Development (ECD) intervention has provided critical early learning infrastructure, improved child safety, and created opportunities for community development, laying the foundation for long-term educational and socio-economic benefits. Over 600 children have been reached since the Trust's investment and over 10 ECD practitioners reached.

Key outcomes from the evaluation

Access to safe early learning spaces

Improved access to safe learning spaces through infrastructure development

Fostering community and belonging

Reduction of parental stress as local children are cared for closer to home, reducing transport costs and safety risks.

Community empowerment through job creation

Creation of employment and volunteering opportunities for ECD practitioners, contributing to local income generation.

Strengthened educational foundations and future school readiness

Enrolment and holistic child development – social, emotional and cognitive growth through structured ECD programmes.

Model ECD Centre

The Kagisano ECD Centre acts as a community asset and model for early learning

Economic seed

Improved community cohesion and economic participation as children are better prepared for formal schooling and parents can participate more in the workforce

Current economic status	Study status		
	Completed	Not complete	Total
Employed	14 (56%)	0	14 (52%)
Studying	3 (12%)	0	3
Unemployed	8 (32%)	2	10 (37%)
Total	25	2	27

Education: Cradle to Career

The South Deep Education Trust (SDET) was mandated to promote access to quality education. A significant portion of the Trust's investments went towards supporting the Scholarship and Bursary programmes where students were funded to access quality education through private school scholarships and higher education bursaries.

Key outcomes from the evaluation

Broader community reach

The community also benefitted from the water tanker investment at the school as both learners and community had access to water.

Access to quality education

The beneficiaries had the opportunity to complete Grade 12 and pursue tertiary studies. The bursary alleviated financial stress allowing students to focus on their studies.

Youth employment

As a result of the bursary, graduates had the opportunity to secure employment.

Paying it forward

85% of graduates actively giving back to their community for example providing tutoring and university application assistance

Holistic programme support in bridging programmes

The programme provides academic bridging, life skills, and essential needs support, resulting in a 99% university success rate for participants.

Community transformation

University education was not a common goal among community members, but the Trust's involvement has made it accessible and desirable.

Psychosocial and career readiness

Students needing more than financial support to succeed as there is no strong statistical link between degree completion and immediate employment.

Comprehensive Outcomes Evaluation of the South Deep Community and Education Trusts Investments between 2013 – 2023 *continued*

Education: Cradle to Career *continued*

A third (3) of the 9 scholarship beneficiaries were also funded for tertiary education.

Majority of the bursary beneficiaries that completed their studies 23 (85%) and a third (3) of the 9 scholarship respondents contributed back to their community - tutoring students, helping students' complete university applications, and volunteering at organisations.

5 of the 14 employed beneficiaries currently work in the Rand West City, 6 work within Gauteng, 2 work in the Eastern Cape, and 1 works in Limpopo.

Total spend on education initiatives

Project	Project overview and reach	Total spend
Early Childhood Development	Approximately 600 over the years	R3 357 935
Kagisano Day Care Centre	An ECD centre was built to support on average 100 beneficiaries a year	R3 357 935
Scholarships and Bursaries	107 beneficiaries	R 57 898 734
Grade 7 Awards	13 beneficiaries were awarded five-year high school scholarships to attend Kingswood College and St Martins	R20 411 254
Clifton & Kingswood School Legacy Scholarships	Scholarships awarded to 22 beneficiaries to attend Clifton & Kingswood School from Grade 1 to Grade 12.	R15 240 468
Bursary Programme	72 beneficiaries were awarded tertiary education bursaries.	R22 247 012
Educational Support Programmes	290 beneficiaries	R 15 754 525
Bokamoso Education Trust	130 beneficiaries from grade 10-12 attended after school and holiday tutoring programmes that focused on mathematics, physics and accounting.	R1 560 800
Edumap	160 beneficiaries were assisted to rewrite their matric examinations	R14 193 725
Infrastructure and Resources	8 schools	R956 706
Primary School Support	Four primary schools benefited from resources including two computer laboratories, water pumps and water storage tanks, laptops for teachers, and kitchen equipment.	R300 000
School Garden Project	Four high schools were supported to create tunnel vegetable gardens	R656 706
Total Spend		R77 967 900



Community Welfare

The community welfare stream is focused on meeting the basic needs and improving the overall living standards in the surrounding communities. The South Deep Trusts' initiatives have reached more than 15 622 people since inception.

Project	Reach	Spend
Are A Geng Place of Safety	The trust built a women's shelter for survivors of GBV benefitting over 100 beneficiaries	R1.4 million
Re A Ikoka	Funding towards infrastructure upgrade, purchasing of medical equipment and medication, nurses' salaries and providing food and other consumables for patients	R3 800 000
Sports Support	Improvements in local sports benefitting 510 people	R2 800 000
COVID-19 Lockdown Support	3000 food parcels (with an estimated 5 people per household = 15 000), 5000 litres of sanitizer to police stations and community health centres were donated during the lockdown	R2 700 000
Hope for Our Children	Contribution towards the children's centre benefitting 12 children	R120 000
Sizabantu Homebased Care	Contribution towards homebased care programme which was in partnership with the Department of Health	R190 000
Community Sporting Events	Financial support towards local sports tournament	R90 000

Key findings from the evaluation

Food parcels provided by the Trust in 2020 was a key short-term intervention and assisted alleviate food insecurity and hunger.

A **multifaceted approach** in supporting survivors of GBV is crucial for victim empowerment.

While **training and skills** development opportunities are important and appreciated by beneficiaries; providing tangible employment and economic independence and opportunities was considered a priority by beneficiaries.

Skills development through training and volunteering opportunities empowered community members and GBV survivors with practical skills, creating pathways for employment and economic participation.

Community members raised concerns about the **exclusion of individuals over 35 years** from training and employment initiatives. Many respondents noted that older community members still possess valuable skills, resilience, and motivation to contribute. However, the current age-limited eligibility criteria restrict their access to economic opportunities, **limiting the inclusivity and reach of long-term programme benefits**.

The delay in launching the community pharmacy project illustrates how **external regulatory factors can construct timely project execution**. This unintended outcome underscores the need for proactive stakeholder engagement with municipal authorities and better planning to anticipate and resolve such challenges.

Key outcomes

Immediate emotional and psychosocial support provided

The programmes supported by SDCT effectively delivered critical emotional and psychosocial support to vulnerable community members, particularly those facing crisis situations such as abuse and displacement.

Provision of basic needs for crisis relief and dignity restoration

The community welfare programmes assisted restore the dignity, created safety and supported beneficiaries on their journey to recovery and stability.

Increased dependence on community welfare support

High unemployment rates and limited local economic opportunities have led to growing dependence on community welfare programmes for basic needs, emotional support and survival.

Improved infrastructure for service delivery

Investments in infrastructure updates, including shelter facilities, improved accessibility and dignity of service delivery for vulnerable groups - survivors of GBV.

Improved community awareness of social issues

Community members educated and gained awareness on GBV, key to GBV prevention

Victim empowerment: Self-reliance and problem solving skills

Counselling and psychosocial support saw survivors of GBV able exercise their independence while working with social auxiliary workers to problem solve

SDCT, a trusted partner

SDCT is recognised as a trusted partner in promoting community safety through its responsive support, and commitment to addressing the needs of vulnerable groups

Comprehensive Outcomes Evaluation of the South Deep Community and Education Trusts Investments between 2013 – 2023 *continued*

Enterprise Development

ED is a strategic approach since 2012 by the SDT in Rand West City, addresses poverty, inequality, and unemployment in South Africa by supporting entrepreneurs with access to markets, technical assistance, and value chain integration, stimulating local economies and fostering social change

Project	Reach	Spend
Seriti Institute and AfriGrow	Contribution towards the development of 11 co-operatives	R4 000 000
Philani Co-operative	22 co-operatives started their own businesses benefitting 300 people	R3 800 000
Phakamani Capital	More than 200 people gained access to credit to start and sustain their businesses creating 88 new jobs	R2 800 000
SMME Hub	Funding towards the initial investment and renovations to the hub benefitting 1400 people per year, creating 22 jobs	R2 700 000

Key findings

- The programmes are highly relevant to the community's needs, addressing economic empowerment and providing vocational training that enhances livelihoods.
- There was a significant misunderstanding about the nature of services provided at the entrepreneurship hubs, leading some community members to assume all services were free, which could deter serious entrepreneurs from utilizing these facilities effectively.
- A significant issue identified was the misuse of funds due to beneficiaries misunderstanding the nature of loans as grants, This led to a very low loan recovery rate of 16%, significantly impacting the financial sustainability of the programs.
- Beneficiaries value the consistent follow-ups, workshops, and accessibility of program managers, which ensure ongoing support and effective communication.
- The establishment of business hubs that provide crucial services like financial literacy and tender application guidance, etc. highlight the programme's high quality, directly addressing capability gaps and supporting local entrepreneurs.
- Ongoing skills development is vital for enhancing individual capabilities and community wellbeing, fostering a sustainable cycle of learning and earning.

Key outcomes

- Technical/Vocational skills - Diverse training programs in areas such as sewing, plumbing, and agriculture have empowered individuals to create and sustain businesses.
- Business and entrepreneurial skills development - Enhanced the capabilities of participants, effectively contributing to their professional and personal growth.
- Access to essential business services and infrastructure - Beneficiaries have successfully leveraged the skills and resources provided to establish and sustain various forms of enterprises, particularly cooperatives
- Increased formation of enterprises - Beneficiaries have successfully leveraged the skills and resources provided to establish and sustain various forms of enterprises, particularly cooperatives
- Improved agricultural production and Farming practices - Beneficiaries have successfully leveraged the skills and resources provided to establish and sustain various forms of enterprises, particularly cooperatives
- Improved revenue/income generation through agricultural enterprise support - These improvements have led to substantial financial/economic gains, with a notable increase in turnover to R9.5 million across three sites (Nongoma, Vryheid, and Lephalale) and an increase in average farmer incomes from R32,000 to R71,000 per annum.
- Community resilience and empowerment - The initiatives have strengthened community bonds by fostering a network of support among participants, which enhances community resilience and collective economic empowerment.

2024 Key Focus Areas & Impact



South Deep Bursary Programme

Total spend

R 2 666 591

The South Deep Bursary Programme was introduced in 2015 to provide previously disadvantaged youth from Q1–3 schools in the host and LSA communities an opportunity to further their education post-matric. It was envisaged that this programme could improve the livelihoods and contribute to enhancing the skillset of young people who, in turn, can contribute to building stable and thriving communities. Since inception, the programme has supported 84 students.

*In 2024 a total of
15 students received
bursary funding.*

Three of the students graduated in 2024. Neliswa Ntintili completed her qualification in BCom Information Systems and Computer Science, Reamohetse Mei was in the process of completing a degree in BPolSci Political Studies and Maureen Makhalima graduated with a Diploma in Financial Services Operations

As per the approved South Deep Education Trust (SDET) tertiary bursary programme plan, personal development and mentorship support are key elements that have been introduced to ensure that all bursary recipients are supported throughout their studies and graduate as well-rounded individuals who are professionally and personally prepared for life after university.

2024 student demographics

	Female	Male	Total
First year	3	1	4
Second year	3	5	8
Third year	2	0	3
Total	9	6	15
Host community	8	4	11
Labour-sending area	1	2	3
Total	9	6	15

Notes from students



Nomathamsanqa Mehlomakhulu

BCom (Accounting) 2nd year
University of Johannesburg (UJ)

The highlight of my university experience so far was participating in the UJ Great Debate in 2024. My team and I argued in favour of South Africa hosting the 2036 Olympics. The debate honed my critical thinking and public speaking skills. Through this experience, I witnessed significant personal growth and learned the true value of teamwork.

My greatest challenge was transitioning from first year to second year. The change was drastic, considering I switched majors from Finance to Accounting. Although I was able to continue with my second year, I was faced with new people again, a different crowd, so psychologically it felt like I was doing first year all over again. However I was able to adapt and form new relations.

Being part of the South Deep Educational Trust has given me the luxury of being able to focus solely on my studies without having to worry about where to get funding. It has played a great part in my academic achievements such as being awarded membership to the UJenius Club (academic top 1%). It has also been a great source of motivation to ensure I live up to the trust's standards and give you, as my investors, value for money.

Advice I would give to future students is to stay focused on your goals. University is an amazing experience. There are so many fun things that can draw your mind away from why you are there in the first place, and they can easily distract you from your schoolwork. It is important to prioritise your work above everything else and be mindful of the people you associate yourself with. There are going to be people who discourage you and promote unhealthy habits, and you need to be able to distance yourself from them, even if you befriend them. Not everyone you come across needs to be your friend. The company you keep can either lift you up or bring you down. Thank you.

2024 Key Focus Areas & Impact

continued



Zakes Matsimbe

*BSc (Computing) 2nd year
University of South Africa
(Unisa)*

I am passionate about technology and problem-solving, with a keen interest in software development and systems design. My academic journey has been supported by SDET, which funded my first year in 2024 and continues to support me in my second year. Their assistance – covering tuition, living expenses, textbooks and a laptop – allowed me to focus entirely on my studies, resulting in a strong academic performance with an average of 74% across all my modules. Beyond academics, I have had the opportunity to gain real-world experience through the vacation work programme provided by South Deep, which further enhanced my practical knowledge.

My first year at university was a smooth journey, thanks to the incredible support from SDET. It allowed me to focus entirely on my studies without financial stress. One of the highlights was the vacation work opportunity, which gave me valuable real-world experience and enhanced my learning beyond the classroom. While the academic workload was challenging, I found it manageable with the right balance of effort and support.

Since being in the bursary programme, I have been able to give my best academically. I achieved an average of 74% across all my modules and I believe this success was largely due to the financial stability and resources provided by SDET. Knowing that I had everything I needed allowed me to stay focused and motivated throughout the year.

My main piece of advice to future students on the bursary is to take full advantage of the opportunity. Having financial security allows you to focus on your studies, so use that to stay disciplined and consistent. Engage with your coursework early, seek help when needed and participate in any additional learning experiences like vacation work. Also, make time to network and connect with peers, as collaboration is key in university and the professional world. Thank you once again for your continued support. I truly appreciate the impact SDET has had on my academic journey.

Outcomes from the 2024 survey conducted with South Deep Trust bursary students

The 2024 survey of SDET bursary students revealed several key outcomes. Despite facing family and personal challenges, the students performed well academically in the second half of the year. While they entered the programme as high performers, it became clear that additional support was necessary to help them achieve sustained academic success. The bursary opportunity also enabled students to explore interests beyond their academics, which is expected to foster a well-rounded group that is mentally and intellectually prepared to contribute meaningfully to their communities. A significant outcome was the mental relief students experienced due to SDET's financial support, which should not be understated. Notably, although an earlier survey in May indicated that psychosocial support was not widely needed, by the end of the year, most students requested access to professional psychosocial services. In addition, students expressed the need for work readiness support and mentorship to better prepare for life after graduation. Feedback from those who participated in vacation work placements was overwhelmingly positive, highlighting the value of practical exposure.

Maureen Makhalima

Diploma in Financial Services Operations

The bursary truly made a big difference in my life and my ability to complete my studies. Without this support, I would not have been able to further my education due to financial constraints, so I am extremely grateful for the opportunity you gave me.

During my studies, I faced some family-related challenges that impacted my academic performance. I know I did not perform as well as I am capable of, but despite these difficulties, I managed to pass all my modules and complete my qualification. I am proud of myself for pushing through, and I know that the stability provided by the bursary played a big part in that. Being able to stay in accommodation that gave me a quiet and supportive environment was incredibly important. At home, I often struggled to find a space to focus and study properly. Having a space where I could concentrate without disturbances helped me a lot, and I believe it made a positive impact on my academic journey.

I was not involved in any extracurricular activities during my time at university, as I chose to focus on adjusting to my studies and managing my personal responsibilities. Since graduating, I have secured a full-time job as a credit controller at a financial services company in Rosebank. While I am grateful to be employed, I must admit that the role is not aligned with what I studied towards. However, I am using this experience as a stepping stone while I explore opportunities that are more in line with my career goals.



Neliswa Ntintili

BCom Information Systems and Computer Science

I would like to sincerely thank you for the bursary support. It has had a significantly positive impact on my studies and my ability to pursue them. I am extremely grateful for the support, as it has not only eased the financial burden but also allowed me the privilege and stability to focus solely on my academics.

The bursary has provided me with the confidence and opportunity to participate in extracurricular events such as workshops, which have enhanced my skills and allowed me to focus on pursuing my long-term goal of becoming a Security/Systems Analyst.

I am currently completing my Honours degree. Looking ahead, I plan to seek employment in the Information Technology or Consulting sectors. During my time at university, I was also part of the community engagement volunteer team at my previous residence. We were involved in collecting and distributing food, clothing, and monetary donations to those in need, and we regularly helped out at orphanages by cleaning, painting, and spending time with the children. I also initiated a Book and Toastmasters Club, which ran for much of the first semester to encourage reading, the development of public speaking skills, and to foster a sense of community within the residence.

Thanks to the bursary, my family did not have to worry about taking out loans or dealing with the stress of repaying them while also trying to support my education. This greatly reduced my stress levels, allowing me to focus fully on my academic responsibilities.

Thank you once again for your generous support.

Reamohetse Mei

BPolSci Political Studies

I would like to take this opportunity to thank you for the incredible support I have received through the bursary programme. The bursary has not only helped me academically, but it has truly empowered me to make a difference within my student community.

As the chairperson of the Political Science sub-house at the University of Pretoria, this support gave me the confidence to explore greater opportunities and connect with key institutions, including various government departments and members of the diplomatic corps in South Africa. It pushed me to step out of my comfort zone and embrace leadership roles that I never imagined myself in before. I've made it a personal mission to use this platform to cultivate future leaders through student engagements and events.

During my undergraduate years, I wasn't involved in sports, but I became a member of the Black Lawyers' Association and the United Nations Youth Charter on campus. When I first started university, I honestly found it dull—I had chosen my degree mainly because my peers had. But by my second year, I began to truly enjoy politics, and that changed everything. University life became more fulfilling, and I found my purpose.

My third year was both challenging and rewarding. I had the opportunity to learn about universal protocol and how to engage professionally—an experience that helped me grow immensely. As part of our Political Science curriculum, we reached out to government departments, embassies, and other universities, which gave me real-world insight and inspired me to continue with postgraduate studies in International Relations.

Despite facing challenges—especially with the heavy workload, assignments, and deadlines—I persevered. While I'm not always proud of my academic marks, I know I gave it my best, and the experiences I gained have shaped who I am today. Now, I'm pursuing an Honours degree in International Relations at the University of Pretoria. I currently serve as a Youth Advisor for the Youth Embassy and continue my involvement in the Political Science sub-house. Although I haven't secured external funding for my postgraduate studies, I've received partial university support based on my academic performance.

My dream is to become a diplomat. I believe South African diplomats are undervalued, and yet, South Africa plays a key role on the global stage. Political Science may not always be recognised, but the truth is, politics shapes how the world works. We need more young people to enter diplomacy and politics—not for status, but to help build a stronger, more connected South Africa.

To other students on the South Deep Education Trust Bursary Programme, my advice is simple: work hard and stay focused. A fully funded opportunity like this is rare, and many students don't have the privilege. Always remember your goals—not just for yourself, but for the good of the country. So much is invested in us, and we must return that investment—not financially, but through the impact we make in our communities. Our goals must align with the development of South Africa.

2024 Key Focus Areas & Impact

continued

Vacation Work Participation by South Deep Educational Trust Bursary Holders

To ensure the programme produces work ready students, Gold Field enrolled 8 bursary students for the vacation work programme South Deep Gold Mine. The programme commenced on the 9th of December 2024 and concluded 31st January 2025

The December vacation work programme provided bursary holders of the South Deep Educational Trust an invaluable opportunity to gain practical exposure in their respective fields of study. This initiative is part of our ongoing commitment to bridging the gap between theoretical knowledge and real-world applications, fostering skills development, and enhancing employability among our bursary beneficiaries.

The programme took place during the December break, allowing students to engage directly with the operations at South Deep. Participants were assigned to various departments aligned with their academic disciplines, ensuring relevant and meaningful exposure. Key areas included Metallurgy, Accounting and Finance, and other specialised fields.

Feedback from Participants

We received overwhelmingly positive feedback from the students, highlighting the programme's impact on their professional growth and understanding of their chosen career paths. Below are some excerpts from the feedback:

Returning Participant Experience:

"As a returning vacation work student this year, I got the opportunity to be in my department. This provided me with the opportunity to interact with my career field and also enabled me to ask

questions. Overall, this was a good experience which I am thankful for."

Exposure to Metallurgical Processes:

"My experience at the plant was incredibly valuable, offering hands-on exposure to metallurgical processes and plant operations. Overall, the experience was both enjoyable and informative."

This highlights the practical and educational benefits of being directly involved in operations, giving students a tangible understanding of their studies.

Practical Learning in Accounting and Finance:

"The experience was good, reason being the whole staff was so welcoming, and we were learning a lot of things that are related to what we are doing at school. It was good seeing the practical side of Accounting and Finance."

This feedback reflects the importance of workplace integration and mentorship in making the learning experience both practical and engaging.

The vacation work programme for South Deep Educational Trust bursary holders continues to be a vital component of our efforts to support student development. The feedback received affirms the programme's success in providing meaningful and impactful experiences



2024 Key Focus Areas & Impact

continued



Clifton High School legacy project

Total spend in 2024:

R432 000.99

2024 is the final year of implementing the Clifton High School legacy project, which was introduced in 2013. To date, SDET has sponsored 23 learners from KwaZulu-Natal, of whom two remained on the programme. The funding is available for student academic fees and extra curriculum activities.

The remaining two students Mnqobi Mthethwa and Lusanda Duma completed their matric in 2024.



Mnqobi Mthethwa

Mnqobi has been described as 'mature, confident, and independent,' and takes his academics seriously, with attention to detail. He is also very active in the school's activities outside the classroom, as he

participated in cross country, soccer, hockey, cricket, tennis, and several other cultural extra-murals. The highlights for Mnqobi have been:

- Receiving a Principal's Commendation for his academics
- Deputy Head Boy for 2024.



Lusanda Duma

Lusanda has been described as 'courteous, respectful, and diligent,' showing focused commitment to his academics. He has particularly been commended for remaining determined to improve his

time management in his English assessments, as this has been a challenge for him.

2024 Highlights

Through sponsorship provided by SDET in August 2024, Mnqobi attended an audition at the University of Stellenbosch as part of his application to study a Bachelor of Music.

He has since been accepted at the University of Stellenbosch and will commence with his studies in 2025.

"I would like to extend my gratitude to the trustees for the role they have played in making this possible. The audition went extremely well and the whole weekend was a huge success" – Mnqobi Mthethwa



2024 Key Focus Areas & Impact

continued

Progress against the programme plan

Area 1:					
Programme	Overview	Objectives	Targeted location	Targeted beneficiaries	Progress
Bursary support	Awarding bursaries to high-achieving students from low-income households who are completing their first qualification (NQF levels 6 and 7). The bursary covers tuition, accommodation, stipends, laptop allowance, books and other equipment.	<ul style="list-style-type: none"> Increase access to post-school education and training opportunities that would otherwise not be available due to financial constraints. 	<ul style="list-style-type: none"> Bekkersdal Simunye Wesonaria Poortjie Eastern Cape KwaZulu-Natal Limpopo 	<ul style="list-style-type: none"> 20 undergraduate students per year 	<ul style="list-style-type: none"> 15 undergraduate students in 2024 (75% of target) 10 Rand West City 1 Johannesburg 2 Eastern Cape 2 Limpopo
Clinton School legacy project	Awarding scholarships to attend Clifton School, a high-performing school in KwaZulu-Natal.	<ul style="list-style-type: none"> Increase access to a quality education 	<ul style="list-style-type: none"> KwaZulu-Natal 	<ul style="list-style-type: none"> Two learners (until the end of 2024) 	<ul style="list-style-type: none"> Two learners (concluded at the end 2024) 100% target achievement
Area 2: Vacation and community work					
Programme	Overview	Objectives	Targeted location	Targeted beneficiaries	Progress
Vacation job placement	Supporting bursary recipients to find job-shadowing/vacation work opportunities that are related to their field of study or intended career.	<ul style="list-style-type: none"> Expose students to various career opportunities. Support students to increase their employability once they graduate. 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> 20 undergraduate students per year 	<ul style="list-style-type: none"> 8 undergraduate students were placed in vacation work opportunities in 2025 (53%)
Community work	Encouraging beneficiaries to "pay it forward" in their communities by engaging in two weeks of community work (June/Decembers vacations) in a local initiative of their choice.	<ul style="list-style-type: none"> Encourage youth involvement in community development. 	<ul style="list-style-type: none"> Bekkersdal Simunye Wesonaria Poortjie Eastern Cape KwaZulu-Natal Limpopo 	<ul style="list-style-type: none"> 20 undergraduate students per year 	<ul style="list-style-type: none"> None: Area to focus on in 2025, once the SDCT/SDCT Hub is officially opened
Area 3: Personal development support					
Programme	Overview	Objectives	Targeted location	Targeted beneficiaries	Progress
Psychosocial, mentorship and personal development support	Providing quarterly mentorship, psychosocial and personal development support (as needed) to students.	<ul style="list-style-type: none"> Ensuring that students are well supported during their university journey Expose students to personal development opportunities. 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> 20 undergraduate students per year 	<ul style="list-style-type: none"> 2 students supported by SDET to access tutoring/professional psychosocial help in 2024

2024 Key Focus Areas & Impact

continued



Ubuntu Youth Leaders programme

Total spend in 2024:

R950 000.00

The South Deep Education Trust have commissioned the National Education Collaboration Trust (NECT) to implement the Ubuntu Youth Leaders Programme within the Gauteng West District Circuit 2. This initiative responds to various social challenges identified in the district, including substance abuse, violence, bullying, teenage pregnancy, and other pressing issues. This report provides an overview of the activities undertaken since the project's inception. It highlights key achievements; outlines challenges encountered and proposes strategies for addressing these challenges.


The programme employs training as a means to engage a broad range of learners. The training aims to foster servant leadership, strengthen relationships among learners, and boost participation in school activities. It acknowledges the crucial role of learner involvement in promoting social cohesion and instilling positive values. Teacher Liaison Officers are trained to implement the programme alongside RCL members and other learners in leadership roles. In 2024 a total of 31 educators (21 females and 10 males) were trained from eight schools in the Westonaria community. From the eight schools participating in the programme during 2024/25 period, three have completed the four-day training for the learners. Reaching in total 140 learners.

Schools participating in the programme
Zuurbekom Intermediate School
Thuto Lehakwe
Hoerskool Westonaria
Kgothlang Secondary School
Glenharvie
Izanokhanyo
Simunye Secondary School
TM Lehlake



2024 Key Focus Areas & Impact

continued



Grow Great Champions

Total spend in 2024:

R905 578.00

Sector:		
Impact Q4 2024	Target	Actual
Rand West City based Community Health Workers	100	92

The South Deep Community Trust has identified early childhood development (ECD) as a priority area for the communities of Rand West City. It has partnered with the Grow Great campaign and its donors to roll out the Grow Great Champions initiative with the aim of reducing stunting among children in the area from 18% to 16% by 2027. This project is jointly funded by the South Deep Community and Education Trusts.

The Grow Great Champions initiative kicked-off in September 2024 with the signing of an addendum to the provincial memorandum of understanding that Grow Great signed with the West Rand District and with the Gauteng Department of Health. This has allowed for the project to be rolled out in the area.

The initiative centres on providing additional training, mentoring, and incentives for Department of Health employed Community Health Workers (CHW). Each CHW is assigned 250 households, which they must visit, screen for health needs, and support throughout the year. As a front-line health worker, CHWs are ideally placed to identify babies and infants at risk of stunting.

The first training session scheduled for October 2024 was held and 100 CHW from clinics in Rand West City attended. Of these, 92 have signed-up to participate in the Grow Great Champions initiative – all of them black South African citizens who reside and work in the greater-Westonaria: 85 women, 7 men.

A site visit was undertaken on 28 November 2024. South Deep Community Trust representatives first met with the team of CHWs at the Bekkersdal West Clinic, together with their supervising Professional Nurses. Two delegations then went out, each to a different community household. Each visit was led by a CHW who demonstrated the steps she takes to undertake growth monitoring of any children under the age of two. The CHWs struggled a little with the process (child height can be difficult to determine for active toddlers who can't stand still) as they had only been trained on these procedures three weeks prior (height, weight, BMI, mid-upper arm circumference).

We expect activity-based reporting in the next quarterly report, tallying the number of children reached through home visits (targeting 2 500 a year), the number of pregnant women attended to (targeting 1 000) and the numbers and types of referrals made by CHWs per month (targeting 64).



CHWs (in turquoise uniform) determining a toddler's mid-upper arm circumference, while her mother cradles her.

2024 Key Focus Areas & Impact

continued



The beginning 2015 – 2018

Investment during the period:

R 800 000 approx.

SMME Hub

The first consultations began in April 2015 at Malobane Lodge where civic and other community stakeholders met with the Trusts for the first time. At this meeting applications for funding were opened and entities were invited to apply.

After careful consideration of the applications the Trust identified that most applications came from SMMEs (PTY) and some NPOs that wanted to establish businesses and according to the Trust deeds the Trusts are prohibited from funding such entities and proposals. This led to a meeting on 10 June 2015 at Kloof to discuss how the Trusts can support such entities and inputs were received.

With the inputs gathered, there was then a proposal to establish an SMME and Digital hub. Consultations were conducted with local mines to collaborate with the Trusts including the local mines, Bus Mark, and other entities. An SMME charter was developed, and it paved the way, for identifying the building and establishment of the Hub. 61 Davies was identified as a suitable building to house the Hub, and it was then purchased in 2018.



2024 Key Focus Areas & Impact

continued



The journey 2019 – 2021

Investment during the period:

R 392 037.52

SMME Hub *continued*

In 2019, the hub resumed its operations running with minimum resources and focused on NPO capacity building and consultation. In the same year, Trustees held their first Meeting at the hub. Engagements continued with South Deep Mine to collaborate in developing the hub.

Plans were developed for the hub, and rezoning was commissioned. The MOA with South Deep was developed and signed by the two parties, linking the hub to their 2018 -2022 SLP and an amount of R 1,5 million was committed to this project.

SD Mine also contributed to the hub by donating twenty computers that played a huge role in communities accessing the internet and administering their businesses.

During this time, minimal activities were conducted including printing services and access to the Internet, venue rentals and applications for funding and bursaries as well as Social Entrepreneurship and business training in collaboration with NYDA. The jobs created were sourced as follows: (2 Administrators were sourced from Westcol and they were from Bekkersdal, Cleaners from Borwa and Bekkersdal, Manager from Simunye) Enterprise renting: Faded Black Innovations. Services rendered, referrals, business registration, social enterprise training, and venue booking.

Impact	No.
Jobs Created	5
Enterprises Renting	1
Entrepreneurs Interacted with	973



2024 Key Focus Areas & Impact

continued



Where we are 2021 – 2024

Investment during the period:
R1 836 081.43

SMME Hub *continued*

In this period, we developed a project plan, designed the scope of work for the renovations and conceptualised how the SMME hub will function and its activities.

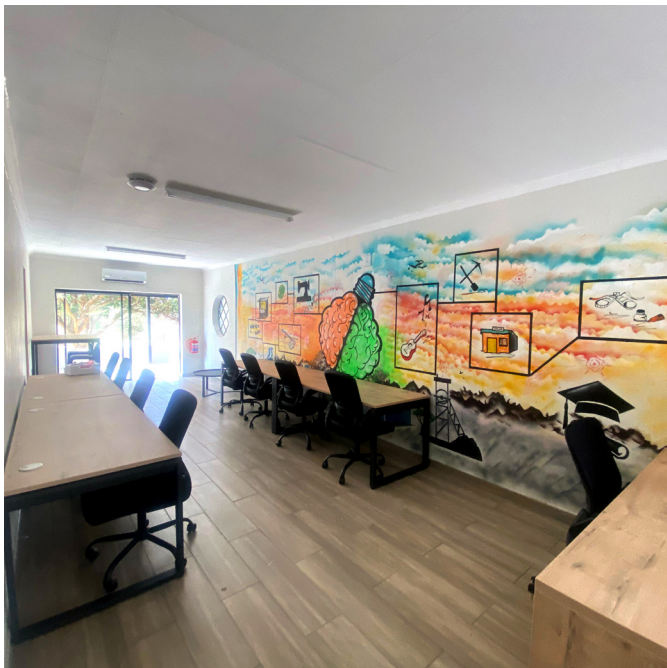
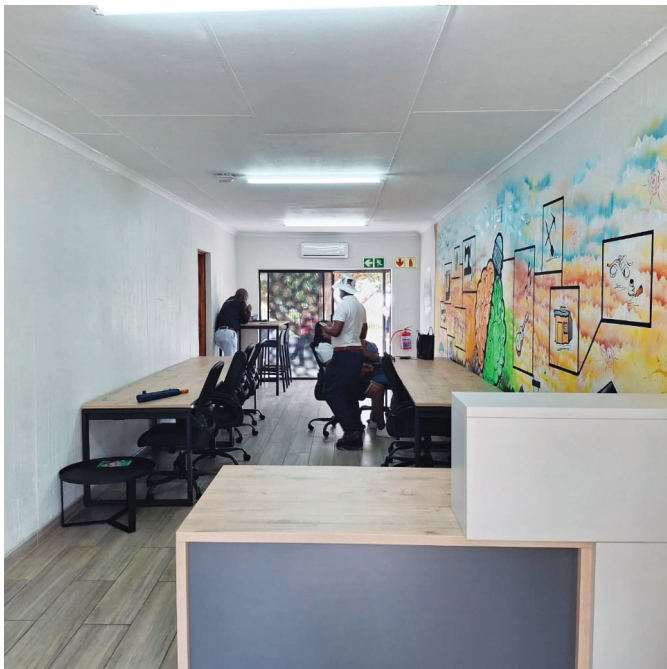
In July 2023, the contractor was appointed and started the work that took 15 months, working hand in hand with SD Mine. The Trustees approved entrepreneurial programme plans. Several DFI and government agencies were engaged in the hub and developed working relationships. The Hub Ecosystem was adopted, and ongoing discussions are held in looking for better ways to collaborate with what is available in the area and not duplicate what is already there, including the work done by CFSD.

The sustainability of the hub revolves around having partners and tenants for it to survive beyond the Trust, and other avenues are explored. Over the years the hub has interacted with over 2100 people and created over 39 jobs.

Currently, the hub has 3 temporary staff that are cleaning the hub and guarding at the gate, two males and one female, and they are from Poortjie, Westonaria and Simunye. They were sourced through CV that were sent at the hub. The Hub Opened from 2nd December 2024, and we had 23 walk-ins, and the services rendered were Bursary enquiries, Job applications, NPO funding, and prices for the offices.

Impact by contractor	No.
Jobs Created	34
Subcontractors	3
Contractor	1

Impact by hub	No.
Jobs Created	3
Wlk-ins	23
Venue bookings	1



2024 Key Focus Areas & Impact

continued



Partnerships & Collaborations

As part of its commitment to holistic and sustainable development, the SDT has actively engaged in strategic partnerships and collaborations that enhance its impact within the West Rand District.

One such initiative is the Rand West Round Table (RWRT), where the Trusts serve as founder members of this multi-stakeholder structure dedicated to promoting and safeguarding community-led development.

The RWRT facilitates meaningful engagement between key local development stakeholders, including the two local mines, the local municipality, the Trusts, and the Rand West Stakeholder Forum (NPC). These engagements are structured around the sharing of each stakeholder's development initiatives with the goal of identifying collaboration opportunities, either among members or with third parties, to co-design impactful community development programmes. In the first quarter of 2025, members of the Round Table resolved to secure renewed mandates from their principals to extend the Memorandum of Agreement (MOA), which had originally established the Round Table but expired the previous year.

Another significant collaboration is with the Gauteng Department of Education (GDE) West Rand District, which has agreed to motivate for the signing of a formal MOA between the GDE and SDET. This agreement will formalize collaboration on education improvement programmes at jointly identified schools. While awaiting finalisation of the MOU, the GDE West Rand District has demonstrated strong partnership in practice by allocating two days of officials' time during school holidays to review and align the SDET Foundation Phase Programme implementing partners' methodologies, tools, and materials with current GDE policies and programmes. This reflects a shared commitment to quality education and long-term impact through aligned, responsive programming.

2025 Strategic Priorities

In 2025, the South Deep Community and South Deep Education Trusts will continue to build on its commitment to driving meaningful, community-led development by focusing on a set of strategic priorities aimed at deepening its impact across key areas. These priorities reflect both ongoing initiatives and new opportunities that have emerged through stakeholder engagement and community needs assessments. The focus will be on

ECD Programme:

Westonaria South Property Holding (Pty) Ltd and Borwa Mega Project (Pty) Ltd have expressed interest in donating land to the Trust. The Trust has accepted the offer, and the parties are in the process of finalising the transfer. The land has been ringfenced for the development of a new Early Childhood Development (ECD) Centre to serve the local community.

Quality Public Schools Programme:

In 2025, the focus will be on rolling out the Foundation Phase initiative in six primary schools. This programme aims to support both parents and teachers in creating improved opportunities for learners to develop the ability to read for meaning by the end of Grade 3.

Tertiary Bursary Programme:

For this academic year, the SDT is supporting 20 bursary beneficiaries. The Trust has identified the need to introduce psycho-social support into the bursary programme and ensure it is adequately resourced to meet the evolving needs of students.

Enterprise Programme:

Plans are in place to officially open the new Enterprise Hub at 61 Davies Street, Westonaria. The Hub will serve as a centre for entrepreneurship and enterprise development, offering programmes and support for local community members.

World Gold Council Grant:

The South Deep Community Trust has secured funding from the World Gold Council to implement a community capacity-building programme. This initiative will work with local gender-based violence (GBV) organisations to strengthen their sustainability and effectiveness. It also aims to attract additional donor support for broader impact.

Community Programme:

The Trust will continue supporting the Rand West Round Table to (a) renew its Memorandum of Agreement and (b) explore the 'Collective Impact' approach as a strategy to foster greater collaboration among local development stakeholders.

Notes

[illegible]



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