



鑫海矿业（坦桑尼亚）有限公司

XIN HAI MINING TANZANIA COMPANY LIMITED

MINING PLAN AND DESIGN

EMPLOYMENT AND TRAINING PROGRAMME

1.0 Overview

Xin Hai Mining (T) Co. Limited, plan is mostly focusing on the following:

- Skills needs analysis;
- Training requirements, schedule and cost estimates;
- Manpower resourcing and recruitment;
- Manpower planning;
- Work hours; and
- Rosters and rotation.

1.1 Employment

During development, construction and of the mine, the company will employ about 50 (unskilled) and 10 (skilled) labours. The number will be increased during mining operations. The priority will be given to local Tanzanians especially for those living within the project site. (Local Content Plan).

1.2 Tanzania Legal Framework

The Tanzania Labour Code and the Mining Code are the two main legal references for the company planning study. All applicable Xin Hai Mining (T) Co. Limited mining standards and procedures will comply with Tanzania legislation and international best practice.

1.3 Study Plan and Progress to Date

The study will develop a company plan that addresses the following: Tanzania legislative compliance;

- Job descriptions;
- Salary structures;
- Conditions of Employment standards;
- Recruitment and selection criteria – local skills development strategy;
- Training requirements and facilities;
- Code of conduct and disciplinary procedures;
- Work place code of ethics; and
- Compensation and benefits;

1.4 Training for all personnel

The HR champion will accomplish the following training objectives right before the beginning of mining operations:

- Establish the training requirements;
- Develop the training strategy which covers;
 - ✓ Planning and development of the training packages;
 - ✓ Health and Safety to workers;
 - ✓ Work place safety training for the construction, mine, processing plant,
 - ✓ Admin, camp;
 - ✓ Specific construction training;
 - ✓ Specific mine and process supervisor training;
 - ✓ Specific mine and process operator training;
 - ✓ Specific administration training;
 - ✓ Training facilities either constructed by the Project or existing facilities within the community;
 - ✓ External workplace training, utilizing other facilities to provide practical training for personnel;

The training programmes will be designed and be imparted for personnel who are local Tanzanians.

1.5 Special Training for Geologists, Engineers and Geo-technicians

Xin Hai Mining (T) Co. Limited is planning a detailed training program for local geologist, engineers and geo-technicians. This will mainly be on job training and will encompass the following:-

- Desktop studies (Reading previous geological and report;)
- Study and interpretation of available maps;
- Geochemical mapping;
- Geological mapping; Pitting and trenching in the areas with interesting soil, geochemical anomalies,
- Report writing
- Ground magnetic survey;
- Evaluation of results of exploration activities,
- Resource definition;
- Reserve estimation and calculation,
- Environmental Impact Assessment;
- Feasibility Report; and
- Mine design.

It is therefore, apparent that investment into PML Gold Mine Project is a viable undertaking and will provide more benefits

to the local Tanzanians, community around the project area and the Tanzanian nation as a whole.

PROCUREMENT PLAN OF GOODS AND SERVICES

Xin Hai Mining (T) Co. Limited is committed to making a meaningful and material contribution to host communities through the development of local suppliers of goods and services (Local Content Plan). The plan will involve

- i. Training and provide skills to local community around the mine to supply the mine with locally grown fresh foods that meet standards;
- ii. Source supplies of Tanzanians goods and services. The company Engineers will work with Tanzanian manufactures in designing equipment to meet the specific requirement;
- iii. Sources of machinery, equipment and other goods and services will be either locally or overseas depending on availability. In any case priority will be given to local equipment, local goods and services.

EXPECTED INFRASTRUCTURE REQUIREMENTS

According to the characteristics of gold deposit and its development conditions, the project intends to adopt "open-pit + underground" mining mode, which includes open-pit highway development, automobile transportation and underground shaft development. The processing plant can be divided into crushing, screening, grinding, leaching and adsorption and analytical electrolysis. Gold ore will be transported to the processing plant and use "flotation + cyanidation of flotation products" method for the beneficiation process of primary gold ore in PML licensed area.

By drawing an analogy with the ore type and beneficiation process of the adjacent Bulyanhulu gold deposit, it is recommended to use CIL method for primary ore and heap leaching method for oxide ore in PML licensed area.

The facilities will be constructed by the mining and civil works contractors. The mining infrastructure is detailed in in the design and EMP report as part of the general site plan. A layout of in-pit and surface access roads will be developed. These roads allow access between the pits, process plant, mine laydown area and workshops, explosives magazine,

ROM stockpile and waste dumps (WRD) and TSF area covering all the work activities associated with the mine operations.

PROGRAM FOR MINING OPERATIONS

Operating a mine involves a series of steps, from the discovery of the deposit to the closing of the mine. The steps are as follows:-

- Exploration and feasibility;
- Development and construction;
- Mining operations; and
- Closing and restoration.

The operation of the mine involves extracting ore from the deposit and processing it to obtain mineral product of value. At this point, various processes are undertaken to separate the useful minerals from waste rocks. Due to the distribution characteristics of the ore body, the occurrence of the ore, the geological conditions of the development of the deposit, the existing engineering technology, environmental impact and economic conditions, the project plans to use open pit mining

as the mining method for this gold mining project. However, later there is a possibility of advancing to apply underground mining method; this is according to occurrence of ore body and nature of production.

Initially, according to distribution of enriched ore zone in the project area, the mining operations will involve the removal of the overburden material by hydraulic shovels (excavators), jackhammers, blasting and hoisting equipment to reach gold ore body. Open cast mining will be undertaken to a depth of about 30m+, depending on geotechnical parameters. Bed rocks will be drilled and blasted resulting to rocks boulders consisting ore body and waste rocks. The ore body then will be hauled to plant for further processing to recover gold.

The project components and arrangements are necessary in identification of mineralized areas and implementation plan of mining operations. The following are core project operations;

- Exploration;
- Mining and haulage of mined materials;
- Ore processing and ore stock piling;
- Tailing deposition;
- Waste rock management and

MINING TECHNICAL CAPABILITIES

- **Key Professional Experts**

The key professional experts will include mine project manager, chief mine geologist, mine geologists, chief surveyor, processing manager, environmental manager and mining engineers

- **Supporting Professional Experts**

The supporting professional experts will include finance manager, Human Resources manager, Community Social Responsibility personnel, Chief accountant, accountants, Security guard and others. Generally, priority will be given to local Tanzanians.

AVAILABLE TECHNICAL RESOURCES

The structure of the company is composed of a Board of Directors that employs the CEO and project management team based in the Company's offices

located in Mwanza and Dar es Salaam, United Republic of Tanzania and at mine site.

The Company is engaged in the exploration and development of various minerals properties including gold deposits in Tanzania for a long time, thus has a competent team of exploration geologists, mining & resource geologists with vast experiences in the exploration & mining techniques and technicians with long experience in mineral exploration activities. The company also provides its expertise as needed when necessary to assist and augment the professional team responsible to conduct exploration and mining activities in Tanzania

