

TEBA NEWS

FESTIVE MESSAGE

As 2025 draws to a close, we find ourselves with too much information to share and too little time to do so. We hope you enjoy this jam-packed edition of our newsletter. More than just an update to our partners in the HR realm, the newsletter adds value to individuals in Employee Benefits, SHEQ and those who have legal appointments.

The festive season provides us all with a much-deserved break, please be safe and we wish you and your family many blessings and good tidings.

MEET THE TEAM - BURGERSFORT

TEBA services some of the largest Platinum and Chrome mines on the eastern limb of the Bushveld Complex through offices in Burgersfort, Marula TEBA on Mine, and Two Rivers TEBA on Mine. These offices assist customers with recruitment, employee onboarding services, verifications of all qualifications and screening, and are headed up by our Regional Manager, Mr. Francois Viljoen; the Coordinator East Limb, Mr. Jacob Moekoena; and a very skilled team. Our BHQ office is conveniently located in the Platcorn Centre on the corner of the R37 and R555 Steelpoort roads.



Our Burgersfort Team: From left – Jacob Mokoena, Dominique Manthonsi, and Pinky Manaka

TEMPORARY RESIDENCE PERMIT (TRP) PROGRESS

The Border Management Authority and the Department of Home Affairs will continue to process TRP on the current system until 31 January 2026.

TEBA is piloting a new TEBA Treaty Contract Sticker (TTCS) in November and December 2025. The sticker will include enhanced security features to protect mineworkers and the industry from fraudsters and criminals who have manipulated the current system to work under false pretences, often using legitimate company names to do so.

The revised process has the support of both the Border Management Authority and the Department of Home Affairs. In future, it is likely that employees without these stickers will be declined entry into South Africa.

DEFERRED PAY UPDATE

Foreign mineworkers can allocate a portion of their deferred pay savings for their families to withdraw at home. This allows for cost-effective, convenient access to funds while they are employed. We encourage our mining customers to inform mineworkers of this facility, as it is significantly more cost-effective than the 8–10% charged for other types of legislated international money transfers. Deferred pay can legally only be withdrawn in an employee's country of origin.

EMPLOYEE FRAUD

Over the last few months, TEBA has presented employee-related fraud trends to Regional Tri-partite Forums around South Africa, including Namaqualand, Limpopo, Mpumalanga and the Free State, as well as a webinar that attracted over 150 participants. Given the high demand, we have decided to host a second webinar at the start of 2026 and conduct roadshows to individual customers.

The most commonly encountered issues include:

- ID Fraud
- Passport and Immigration Fraud
- Manipulated ROS and Medical Exits

TEBA offers a range of screening services that assist customers, large and small, to ensure they always have the right people on site.

MOBILE SCREENING SERVICES AND DATA UPDATES FOR CONTRACTORS

TEBA employee risk management forms an essential part of the overall risk management process for our customers. Many mines require all employees (regardless of role) and contractors to undergo TEBA Screening, ensuring that:

1. Names, surnames, ID numbers, and biometrics are matched against the Department of Home Affairs or proprietary TEBA data (1.8 million mineworker records) for foreign nationals,
2. Service histories are screened,
3. Full biographical records are updated,
4. Both the ROS and nomination forms are updated, and
5. All immigration processes are adhered to for foreign nationals.

While we are integrated with several of our mining customers—sharing data to streamline downstream processes—we currently have limited arrangements in place with our contractor customers.

This is all set to change in 2026.

After a successful pilot with a large contract miner in Rustenburg, TEBA intends to provide all contractors who screen employees through its offices with a comprehensive data download at pre-agreed intervals.

Our pilot indicates the following benefits for our customers:

- Confirmation of DHA status for all employees, enabling the identification of fraudulent documents and impostors
- Easier alignment of payroll cycles with deferred pay for foreign nationals
- Updated biographical, contact, and employment information ensuring alignment with EEA, BCEA, MHSA, and other legislation
- Access to updated nomination forms, reducing reliance on paper-based forms and the administrative burden associated with them

This service will complement the existing basket of screening services we provide.

EDUCATION FUNDS

TEBA provides administration, logistical support, and project management services to several mining industry education funds. Although certain details vary, these funds typically provide support to the families of deceased and severely injured mineworkers as follows:

- Payment of school fees
- Payment of accommodation and transport costs
- Supply of school uniforms and stationery
- Distribution of care packages
- Construction of homes or upgrades to existing homes
- Linking matriculants to existing cadetship, internship, and bursary programmes

TEBA is ready to assist our customers to design or update existing programmes, benchmarking them against current best-practice models.

With 36 fatalities year-to-date and several serious injuries during 2025, we are forced to confront how education funds form part of our post-employment care services and broader ESG programmes.

For more information on our education funds, please contact Ms. Busisiwe Baloyi:

- Busisiwe.Baloyi@teba.co.za
- 011 353 6012

COMMUNITY DEVELOPMENT

Historically, over one third of mineworkers were recruited from the Eastern Cape.

Well over 1,000 schools in the Eastern Cape, KwaZulu-Natal and Limpopo do not have proper sanitation facilities. Inadequate facilities contribute to the spread of diseases, gender inequality, absenteeism (especially among female learners), school dropouts, and even physical injuries and deaths linked to accidents involving pit latrines.

Working with our mining customers, business partners, equipment suppliers, TEBA and the TEBA Foundation intend to play a meaningful role in addressing this issue.

For a nominal investment of between R1.35 million and R1.55 million, companies can change thousands of lives and help save a generation from this ongoing crisis.

COMMUNITY DEVELOPMENT continued...



Image: Typical sanitation facilities in the Eastern Cape, showing the poor state of the structures, lack of clean running water, and limited privacy.

TSHIAMISO TRUST LODGEMENTS

49 TEBA offices provide lodgement services on behalf of the Tshiamiso Trust.

As there may be in-service employees who are eligible to lodge claims, we call on all our mining customers to create awareness and encourage these employees to contact the Tshiamiso Call Centre on 080 1000 240 or visit their nearest TEBA office over the festive period to lodge a claim.

BUSINESS CONTINUITY

TEBA Urban Offices (Carletonville, Rustenburg, Stilfontein, Burgersfort, Welkom, and Witbank) will all close on 24 December and reopen on 5 January 2026. Management and select staff will be on standby to assist our customers during this period.

All our rural and foreign offices will remain open over the festive season, providing support to mineworkers and their families.

Scan the below QR Codes to receive frequent updates through our social media platforms

