

## MONDI B U South – Richmond Community Engagement

### Background

Mondi has forest operations in KwaZulu Natal, Mpumalanga and Limpopo. There are sub-divisions within the operations. Mondi Midlands operation is one of the sub-divisions in the province of KwaZulu Natal situated in the midlands of the province. Mondi Midlands is divided into two areas, Greytown area situated north of Pietermaritzburg and Richmond area situated south-east of Pietermaritzburg.

### FCS principles guiding Mondi's community engagement programs

- **Community relations and worker's rights:**

-Communities within or adjacent to forest operation areas are given opportunities for employment, trainings and contracting. Large percentage of labour is coming from local communities and small percentage of labor is outsourced, which is mainly specialised skills and knowledge". However Mondi has traineeship program which mainly aims at transferring skills to local communities. Richmond has recently had two students, Thabane Ngcobo, who is studying at Saasveld and Humphrey Xolo, who is now studying at Stellenbosch University.

-Mondi ensures that people working under contractors are paid wage rate within legal requirement. People under the age of 18 are not considered for employment.

- Mondi maintains consultations/ dialogue with communities or people who are affected by forests operations. There are liaison committees/forums which are representatives for neighbouring communities. It is through such committees that communities are informed if there might be operations that might have impact on them, and actions are taken to mitigate those things that might have adverse impacts. Support for local projects is a further element of community engagement. Mondi has identified focus areas that have potential to enhance the Mondi brand and deliver real benefits to communities. The focus areas, namely Education program, Health care and HIV/AIDS awareness program, Sustainable livelihoods and natural resources, are categorised according to Mondi CSI strategy.

| Focus areas                      | Ongoing projects/ programs  | Proposed Projects                          |
|----------------------------------|---|--|
| Education                        | <ul style="list-style-type: none"> <li>- Traineeship program</li> <li>- Paper donation</li> <li>- Infrastructure for schools on Mondi land</li> </ul> | - Skills development program               |
| Health care and HIV/AIDS program | <ul style="list-style-type: none"> <li>- HIV/AIDS Awareness Programs</li> <li>- Mobile clinic services</li> </ul>                                     |  |
| Sustainable Livelihoods          | <ul style="list-style-type: none"> <li>- MRU</li> <li>- Fire-wise community program</li> <li>- Community gardens</li> </ul>                           | - Livestock Program                        |
| Natural resources                | <ul style="list-style-type: none"> <li>- MRU</li> </ul>   | - School's Environmental education Program |

- **Indigenous people's rights:**

- In some areas within Mondi operation areas, there are sites which have cultural or religious significance to people. Such sites are protected, clearly demarcated and identified in working plans and maps. Communities are given rights to access those sites.

- Communities are given access to use non-forest products and to use resources for recreation. There is a permit system in place, which also is a way of monitoring such resources, namely - use of grasslands for grazing purpose, collection of firewood, collection of medicinal plants and fishing.

- **Tenure and Rights Responsibilities:**

One of the communities in Richmond area, Harcourt (Mzonolovu) community, through land claim processes became lawful owners of 67Ha of land, which was one of Mondi properties. Currently Mzinolovu community occupies land and have not delegated control or use rights of that land to any agent or Forest company.

Mondi has maintained relations with this community and currently in negotiation to purchase timber from them.

So timber and materials from the borrow pit will be purchased from this specific community.