



**MINEWORKERS
PROVIDENT FUND**



RESPECT DIGNITY LEGACY

Member Guide



CLIENT CONTACT CENTRE: 010 100 3001

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IMPORTANT ICONS



Notes



Important Information



Example



SECTION 1
INTRODUCTION

INTRODUCTION

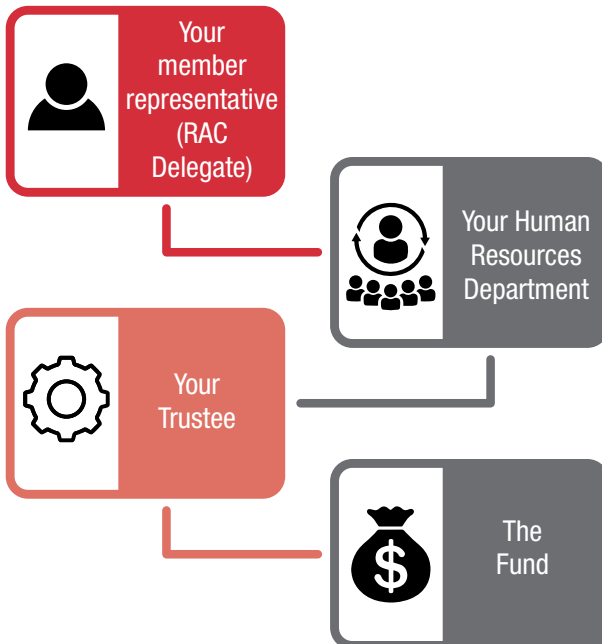
The Mineworkers Provident Fund ('the Fund') was established on 14 June 1989 with the main objective of providing benefits for members on retirement and for the dependants of members who die in service. The Fund is registered as a legal identity and is governed by the Pension Funds Act ('the Act'), No. 56 of 1956. The Fund is a defined contribution Fund. This means that the member's retirement benefit is dependent on the contributions made and the investment growth thereon.

This document is your personal guide to the benefits provided by the Fund, and is issued for information purposes as a short summary of the Rules that apply, and the processes and operations of the Fund. Where this document is inconsistent with the provision of the Rules of the Fund, the Rules will prevail. A copy of the official Rules is available from your Human Resources Department on request, the Fund's Walk-In Centres and through the Fund's website at www.mwpf.co.za.

Please use this document for reference purposes. We suggest that you show it to your family so they understand what your benefits are.

This booklet can be obtained from the Fund website www.mwpf.co.za, any office of the Fund including the Walk-In Centres and EBS Offices as well as your Human Resource Office.

If you need further information, please contact:



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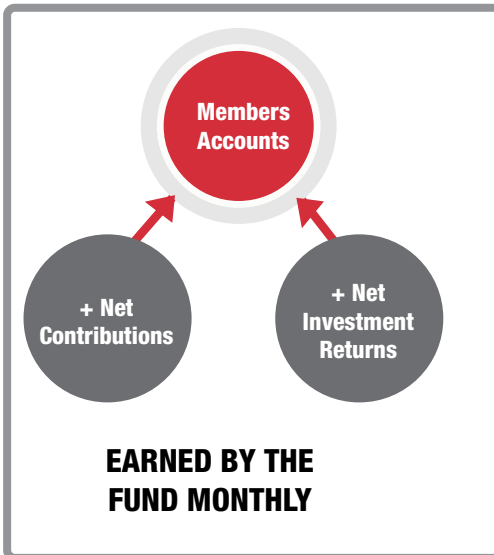
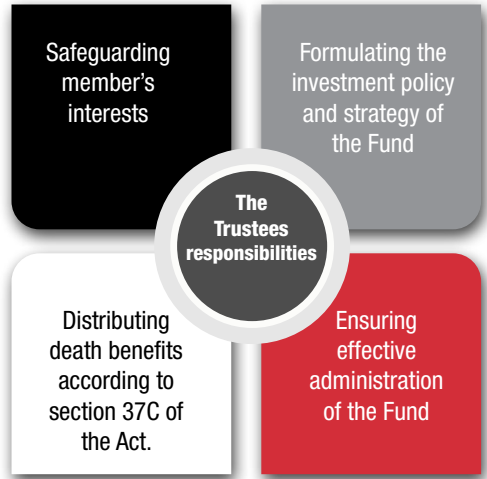
SECTION 2
WHO MANAGES THE FUND

WHO MANAGES THE FUND

The Board of Trustees manages the Fund in compliance with its Rules and legislation. The Fund is managed by the Board of 19 Trustees; nine member Trustees are appointed by the unions and nine are appointed by the Minerals Council South Africa, representing generally, the Employers participating in the Fund. The Board of Trustees appoint two independent Trustees, one as the independent Chairperson of the Board and the other as the independent Chairperson of the Audit, Risk Management and Compliance Sub Committee of the Fund, who also serves as the Deputy Chairperson of the Board.

The decisions in the Fund are made on a majority rule and the Chairperson does not have a casting vote.

The Trustees responsibilities include the following:



The retirement contributions are invested on behalf of members by financial and investment managers on advice of the Fund's investment consultants in line with the Investment Policy of the Fund.

Members' accounts are credited with net contributions and net investment returns earned by the Fund monthly.

The Trustees are accountable to members of the Fund and other stakeholders.



SECTION 3
WHO ARE THE TRUSTEES
AND FUND ADVISORS

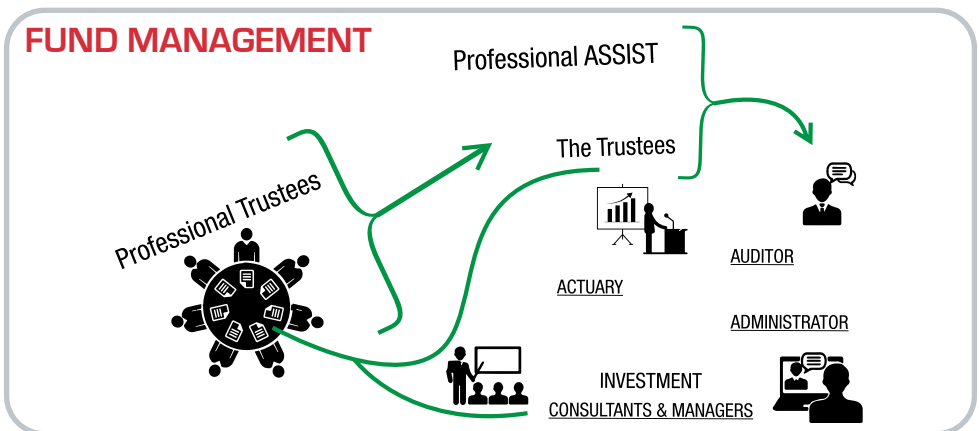
WHO ARE THE TRUSTEES AND FUND ADVISORS

3.1 FUND'S MANAGEMENT

Principal Officer	Mr. Frans Phakgadi
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3.2 FUND'S ADVISORS

Self-administration (Group Life Assurance)	Mineworkers Provident Fund
Actuary	Simeka Consultants and Actuaries
Investment Consultants	27Four Investment Managers
Bankers	First National Bank
Auditors (External)	SNG Grant Thornton
Auditors (Internal)	PwC
Group Life Disability and Funeral Benefits	Mineworkers Provident Fund (Cell Captive Owner via Guardrisk)
Funeral Insurers	Prosperity Management Africa
Beneficiary Fund	Fairheads: Mineworkers Beneficiary Fund
Housing Loans	iMAS and FNB



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SECTION 4
YOUR MEMBERSHIP

YOUR MEMBERSHIP

OVERVIEW OF YOUR MEMBERSHIP

The Fund has a proud history of shared respect and dignity towards their members and offer excellent benefits to you and your beneficiaries. All employees of participating Employers under the age of 60 for underground employees and 63 for any other employees are eligible to belong to the Fund.

BENEFICIARY NOMINATION FORM

When you join the Fund, you need to complete a nomination of beneficiaries form. Each year afterwards, you are then required to update the beneficiaries, who will be considered for payment of benefits in the event of your death prior to retirement age and while you are still employed. The information provided in this form will be used to assist the Trustees of the Fund with the fair distribution of the benefits payable on your death. Please note that this nomination of beneficiaries' form will only be used as a guideline by the Trustees in order to distribute the benefits in accordance with the provisions of section 37C of the Act.

IT IS COMPULSORY THAT YOU NOMINATE YOUR DEPENDANT/S.

Member Benefit Statement

The Fund Provident Fund provides you with an annual benefit statement between August and September of each year to ensure that you are informed about your retirement saving in the Fund.

Information is also provided to help you understand how your Fund operates, the benefits and services it offers and the Risk Benefit Cover that you may have in the event of your death or permanent disability. The Fund usually conducts roadshows across the country following the distribution of the annual benefit statements to assist members in interpreting them. For 2020 and 2021, road shows have not been possible due to the national lockdown and the Covid-19 restrictions.

TELL US WHEN YOUR DETAILS CHANGE

When we receive a claim for the payment of benefits, we process and pay as quickly and accurately as possible.



You can help us to improve our payment turnaround times by making sure that we always have the most up-to-date details about you and your beneficiaries. Wrong or old information is the main cause of delays in making payments.

It is important to let us know when you change your telephone number, move to a new address, get married or divorced, have or lose a child. When any of these details change, please take time to complete the Member Update Form which is available from your Employer's human resources department.

YOUR CONTRIBUTIONS

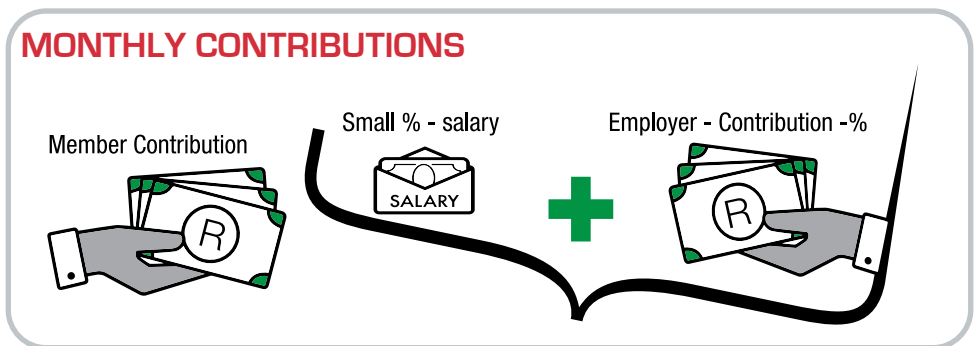
Every month your Employer deducts a percentage of your salary as a contribution to the Fund. This percentage is stipulated in the Rules of the Fund.

In addition your Employer also contributes a percentage of your salary to the Fund every month. Fund expenses and costs are deducted from the Employer contribution.

VOLUNTARY CONTRIBUTIONS

Note that as a member of the Fund, you can increase the amount the Employer deducts from your salary, as a contribution to the Fund, in order to have a larger retirement portion. The minimum amount you can increase your contributions by is R50.00.

The Fund is self-administered to keep costs low and to provide direct service to its members.



The percentage that will be deducted from your salary is dependent on your employment with the different mines. Please see the table below:

Gold	<ul style="list-style-type: none">• 14.5% towards retirement• 7% towards risk. R82.50 per month (funeral), balance is risk benefit.
Coal	<ul style="list-style-type: none">• 14.5% to 16.5% towards retirement• 6% towards risk. R82.50 per month (funeral), balance is risk benefit.
Sub-contractors	<ul style="list-style-type: none">• 6% towards retirement• 6% towards risk. R82.50 per month (funeral), balance is risk benefit.
Other	<ul style="list-style-type: none">• 14% towards retirement• 6% towards risk. R82.50 per month (funeral), balance is risk benefit.



EXAMPLE 1

Sofie is employed in the Gold Mines and is subjected to Wage Agreements with the Unions and the Minerals Council SA. Sofie earns R10 000 per month.



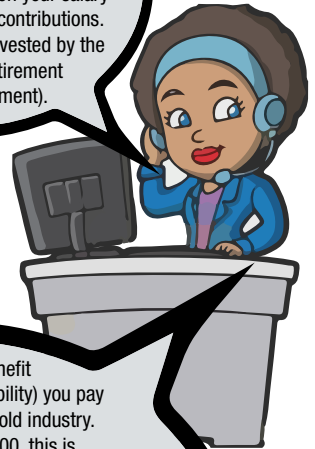
1 Can you tell me what my retirement contribution will be?

3 And how much do I pay for the risk benefits?

2 Yes, it is easy to calculate. You pay 14.5% of your salary as your retirement contribution. So if you earn R10 000, this $R10\ 000 \times 14.5\% = R1\ 450$ per month. This is shown on your salary advice as retirement contributions. Your contribution is invested by the Fund for your retirement benefit (investment).

4 For the risk benefit (death, funeral and disability) you pay 7% as you are in the Gold industry. So if you earn R10 000, this is $R10\ 000 \times 7\% = R700$ towards risk. The funeral cover is R82.50 per month and the balance of the R700 goes towards death and disability cover. If your wage increases, your risk expense will go up.

Every month, the Fund also deducts on low administration fee for managing and investing your money and assisting you and your beneficiaries with queries, updating you on new developments or rewards and providing your annual benefit statement. This is deducted from your retirement benefit at the end of the month, not from your salary.





EXAMPLE 2

Bhambatha is employed in the Coal Mines and subjected to Wage Agreements with the Unions and the Minerals Council South Africa. Bhambatha earns R10 000 per month.

1

Can you tell me what my retirement contribution will be?

2

Yes, it is easy to calculate. You pay between 14.5% to 16.5% of your salary as your retirement contribution depending on your mine. So if you earn R10 000, this R10 000 x 15.5% = R1 550 per month if your mine contributes 15.5%. This is shown on your salary advice as retirement contributions. Your contribution is invested by the Fund for your retirement benefit (investment).

3

And how much do I pay for the risk benefits?

4

For the risk benefit (death, funeral and disability) you pay 6% as you are in the Gold industry. So if you earn R10 000, this is R10 000 x 6% = R600 towards risk. The funeral cover is R82.50 per month and the balance of the R600 goes towards death and disability cover. If your wage increases, your risk expense will go up.

Every month, the Fund also deducts on low administration fee for managing and investing your money and assisting you and your beneficiaries with queries, updating you on new developments or rewards and providing your annual benefit statement. This is deducted from your retirement benefit at the end of the month, not from your salary.



The above example also applies to members employed by Anglo Coal or Glencore Mines in categories 3 to 8.



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SECTION 5
YOUR BENEFITS

YOUR BENEFITS

The Fund not only provides Retirement Benefits but also provides cover in the event of death and disability. This includes funeral cover for you and your family.

You are also entitled to benefits when you exit the Fund before retirement age, on the occasion of your resignation, dismissal or retrenchment.

EXITING THE FUND BEFORE RETIREMENT AGE

1. RESIGNATION OR DISMISSAL

Should you resign or be dismissed, your Fund Credit will be preserved automatically in the Fund until you inform the Fund how you would like your benefit to be dealt with. Your options include benefit preservation, cash withdrawal or transfer to your new Employer.



This means your money remains invested in the Fund unless you inform the Fund that you want to take your money in cash.

What does it mean to be a Preserved member?

- Your money will remain invested in the Fund under the current portfolio, until you inform the Fund to have the benefit paid to you
- As a Preserved member you will NOT make any contributions to the Fund
- You will no longer be covered for death, disability or funeral benefits.

Your Fund Credit will be:

- The total retirement contributions (member contribution plus Employer contribution);
- Total Voluntary Contributions (if any);
- Total Transferred Portion (if any); and
- Net investment return.

Documents required

- Withdrawal (Resignation, Dismissal & Retrenchment) withdrawal claim form signed by the member and two Employer authorised signatories. The withdrawal form must be stamped by the mine;
- Banking details not older than three months (copy of bank statement stamped by the bank);
- Certified copy of Identity Document.

The Fund will provide you with a paid-up certificate within two months of becoming a paid-up member.

Together with the paid-up certificate, you should have access to benefit counselling, particularly before any withdrawal benefits are paid in cash or transferred to another fund.

The advantages of becoming a preserved member are as follows:

- You will be taking advantage of favourable investment fees and will remain invested in the portfolio you were invested in before you left the company;
- You will have peace of mind that your savings are being looked after by a well governed Fund with capable Trustees.

2. RETRENCHMENT

The benefit payable on retrenchment is identical to the benefit payable on dismissal or resignation.

You can choose to:

- Retain your benefit in the Fund as a preservation benefit.
- Transfer your benefit to your new Employer's Fund;
- Transfer your benefit to a preservation or retirement annuity fund of your choice; or
- Your (fund savings) member share can be paid as a cash payment into your bank account.

If you neglect to make a choice you will continue to be classified as an automated default preservation member of the Fund.

Deferred Benefits

You have an option to defer your benefits upon resignation, dismissal or retrenchment. Which means you can choose to keep your benefits with the Fund until retirement age. You will receive a benefit statement every year to track your investment returns. The same advantages of a preserved member are also applicable.

RETIREMENT

If you are retiring you may choose to purchase an annuity in the Fund or outside, take your retirement benefits in cash and pay the maximum rate of tax, if you qualify. **The funeral benefit of R50 000 is also payable when a member who exited the Fund through retirement dies.**

Your options at retirement:

1. You can use your entire Fund Credit to buy an annuity in the Fund.
2. You can commute up to 1/3rd of your non-vested benefit for a taxable cash lump sum and use the balance 2/3rd to purchase a compulsory annuity. If the total of your non-vested benefit is

R247 500 or less, the full amount may be taken as a taxable cash lump sum.

3. You can commute the full benefit for a cash lump sum if you qualify. The benefit counsellor will provide you with more information in this regard.

If you choose to buy the MWPF Income For Life, this is how it works:

- You "buy" the annuity product with your fund credit and, in return, receive a guaranteed monthly Rand pension for the rest of your life.
- A large portion of the money is invested which provide the steady guaranteed part of your annuity.
- Your guaranteed annuity will rise in line with bonuses declared (usually annually). These are based on the investment returns.
- If the returns on the investment portfolio are negative, your annuity will not increase, but it will never decrease.
- You have a guaranteed period of 15 years. If you die within the 15 years, the balance of your annuity will be paid to your beneficiaries as a cash lump sum.



Example:

If you pass away 10 years after you retire your nominated beneficiary/ies will receive a lump sum of total income left.

If you decide to take a portion or your full fund credit in cash you will be taxed based on the tax tables below:

TAXABLE AMOUNT	TAXABLE AMOUNT
R0–R500 000	0%
R500 001–R700 000	18%
R700 001–R1 050 000	27%
R1 050 000 +	36%

**The tax tables are updated annually. When SARS determines the tax payable on the table, it will take into account previous cash lump sums taken from retirement funds and severance benefits from your employer.*

No tax will be paid on the part of the retirement benefit used to purchase the Fund annuity for life. Tax will only be paid on the monthly annuity when paid to the member. Members should always consult a financial planner before taking a retirement benefit, if the benefit counselling decision made available to them is insufficient.

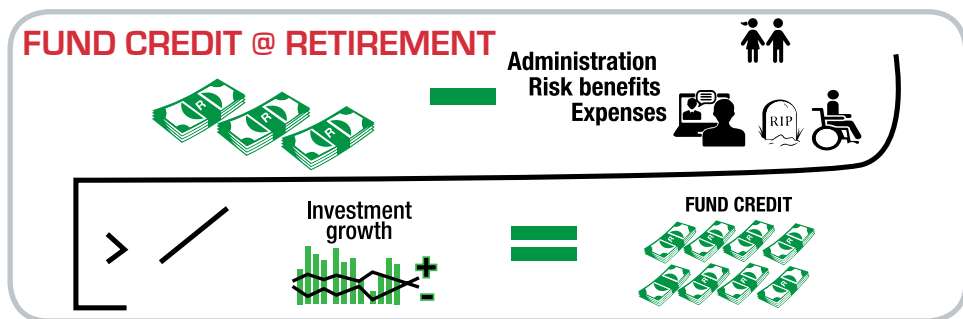
When can you retire?

- Retirement age is anytime from age 55 until age 63 for underground members and age 65 for all other members;
- Anytime if you are disabled due to accident or illness, if the Trustees of the Fund are satisfied that you can no longer perform your duties or any other duties in the category of work in which you were employed for.

The Fund issues a personalised retirement statement to you prior to your retirement date so that you can make an informed choice. You should complete the retirement option form which can be obtained from HR and ensure that all supporting documentation as specified on the form is attached to your notification to the Fund.

You will be given access to retirement benefit counselling at least 5 years prior to your normal retirement age and again at a 12, 6 and 3 month interval.

It is important to note that this is not an automatic default arrangement and you will have to make an active selection/choice to opt-in to this strategy if you want to make use of the Fund's pension option.



Your Fund Credit:

- The total retirement contributions (member contribution plus Employer contribution);
- Total Voluntary Contributions (if any);
- Total Transferred Portion (if any); and
- Net investment return.



Documents required

- Claim form signed by the member and two employer authorised signatories. The withdrawal form must be stamped by the mine;

- Banking details (copy of bank statement stamped by the bank);
- Certified copy of Identity or Passport Document

RISK BENEFITS

Your Fund was established to provide benefits for you on retirement but as a member of the Fund you get much more than just your retirement benefit.

Every month, you contribute a percentage of your salary (wages) towards the Provident Fund. In addition, your Employer contributes a percentage of your wages (on your behalf) and a portion is used to cover your risk benefit costs such as disability, death and funeral benefits. Fund expenses and costs are also deducted from the Employer contribution.

1. DISABILITY BENEFIT



INDUSTRY RELATED PERMANENT TOTAL DISABILITY (PTD) BENEFIT

Permanent Total Disability, means the continuous, total and permanent inability of a member, due to injury, disease or illness, to perform the material and substantial duties of their own occupation or an occupation with their current employer for

which he is qualified or suited or could reasonably be expected to become qualified or suited taking into account the degree of Disability and his knowledge, training, education, age, ability and experience.

For members who need have to have a Certificate of Fitness to perform their own occupation, Total and Permanently Disability will also mean the member's Certificate of Fitness has been permanently revoked.

For members who do not need to have a Certificate of Fitness to perform their own occupation, Total and Permanent Disability does not include any temporary loss of Certificate of Fitness.

A member will also be considered to be Disabled if he has suffered loss of sight in both eyes, or the use of both hands, or both feet, or one hand and one foot. A Member will however only be considered to be Totally and Permanently Disabled if the Insurer is satisfied that the Disability will remain total and permanent.

The following benefit will be payable:

- The total retirement contributions;
- Total Voluntary Contributions (if any);
- Total Transferred Portion (if any);
- Net investment return;
- 3 x annual salary, if you are found to be continuously, permanently and totally disabled, subject to a Waiting Period of 6 months.

Age Limit:

- Minimum cover age last birthday;
- Normal Retirement age last birthday 60 (underground mineworkers);
- Normal Retirement age last birthday 63 (any other mineworkers);
- Maximum disabilities cover termination age last birthday 65.

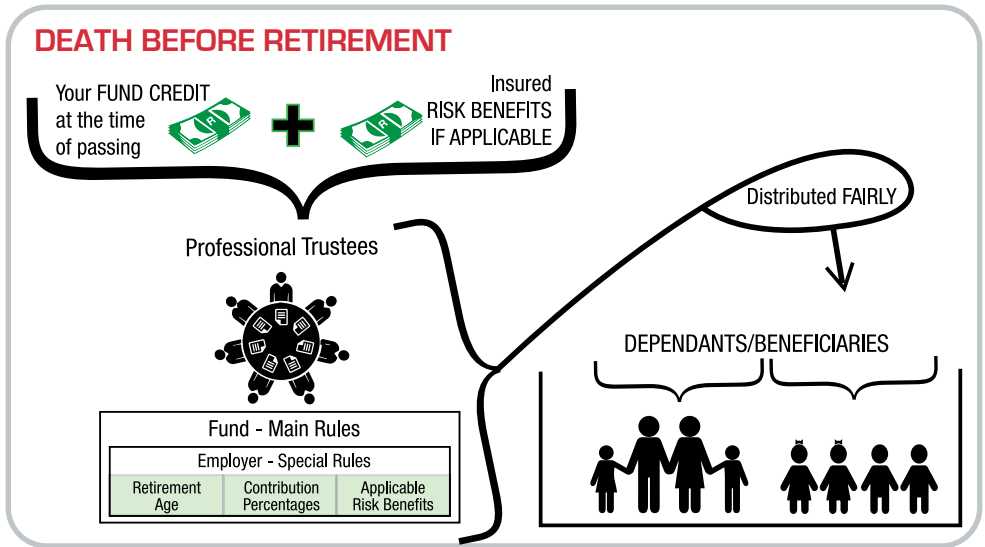


Documents required

- Withdrawal (Resignation, Dismissal & Retrenchment) claim form signed by the member and two Employer authorised signatories. The withdrawal form must be stamped by the mine;
- MWPF Permanent Total Disability (PTD) Claim Form;
- Banking details (copy of bank statement stamped by the bank);
- Certified copy of Identity or Passport Document;
- Payslip as at last date actively at work;
- Historical medicals and fitness certificates (3-5 years);
- Last fitness medical completed by the Occupational Health Medical Practitioner and employee declaration.



2. DEATH BENEFIT

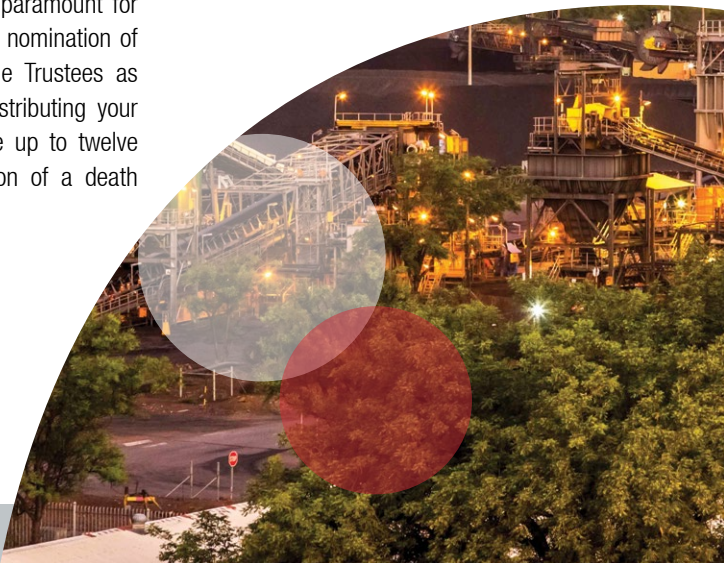


WHAT HAPPENS WHEN YOU DIE?

If you die whilst a member of the Fund, a cash lump sum will be allocated to your dependants, in terms of Section 37(C) of the Pension Funds Act. The Trustees are responsible for the distribution of your funds to the beneficiaries and have the final say in the distribution. It is paramount for members to regularly update the nomination of beneficiaries' forms, used by the Trustees as a base for investigations and distributing your death benefit. The Trustees have up to twelve months to finalise the distribution of a death benefit.

The benefit will be as follows:

- 3 x basic annual salary
- The total retirement contributions;
- Total Voluntary Contributions (if any);
- Total Transferred Portion (if any); and
- Net investment return.





EXAMPLE

Peter who is 55 years old earns a basic salary of R5 000 per month. He fell ill and died. His wife and two children survive him. He had been in the Fund for 30 years. His total retirement contributions and interest amounts to R250 000.



1 How much money will my family get if I die?

2 Three times your annual earnings plus your total fund credit will be paid out to your family. This means they will receive 3 x (R5000 x 12) = R180 000 Plus your fund credit of R250 000, so a total benefit of R430 000 will be paid.



Benefit will be taxed as per the Income Tax Act of South Africa.



DOCUMENTS REQUIRED FOR DEATH CLAIMS OF A MEMBER WHILST IN SERVICE

Death claim documents for the deceased member

1. Death claim form - signed by two authorised signatories from the Employer and stamped by the Employer.
2. Certified copy of death certificate from country of origin. If not from South Africa, e.g. Lesotho, Mozambique, Botswana, etc. the following applies:
 - If the member was from Mozambique, then the translation of the certified death certificate into English must also be obtained.
 - If the member was from Botswana letter from Botswana Home Affairs confirming death of the member.

- BI1663-Notification of death signed by the doctor or whoever certified the member as deceased (for deaths that happened in RSA).
3. Certified copy of member's ID or passport.
 4. Member's payslip (the latest payslip that shows the full month's salary).
 5. Tax reference number (except Mozambican).
 6. Nomination form/member update form.
- All the above must be submitted by the employer when initiating the claim on the employer portal.

Spouse's documents

1. Death claim form.
2. Proof of marriage, can be one of the following documents:
 - Certified copy of marriage certificate
 - A customary union letter signed by two members from the deceased's family

before their chief or magistrate. The family members must submit their certified copies of identity documents or passport. The letter must indicate the number and names of all the children they had.

- If unmarried, the letter must state such and confirm if there are any children or not.
 - If divorced, a divorce decree and the settlement order must be submitted.
 - Dissolution of the customary union, letter from the deceased's family must be accompanied by the member's certified copies of identity documents or passport.
3. Certified copy of identity /passport document.
 4. Bank statement with a date stamp (this must correspond with ID or passport submitted).
 5. The bank mandate must contain the reference number and must be completed by a bank official.
 6. Proof of income not older than three months (if currently employed).
 7. Proof of residence/address not older than three months.

Minor dependents

1. Certified copy of birth certificate.

Major dependents

1. Death claim form.
2. Certified copy of identity /passport document.
3. Bank statement with a date stamp (this must correspond with ID or passport submitted).
4. The bank mandate must contain the reference number and must be completed by a bank official.
5. Proof of income not older than three months (if currently employed).
6. Proof of residence/address not older than three months (for each claimant).

7. Proof of registration from school or university (if still schooling).

Guardian /Caregiver

1. Death claim form.
2. Certified copy of identity /passport document.
3. Bank statement with a date stamp (this must correspond with ID or passport submitted).
4. The bank mandate must contain the reference number and must be completed by a bank official.
5. Proof of income not older than three months (if currently employed).
6. Proof of residence/address not older than three months.
7. Care giving report can be one of the following:
 - Full social worker's report confirming caregiving.
 - Court order confirming guardianship.
 - The family letter signed by two members from the deceased's side before their chief or magistrate confirming that the caregiver is taking care of the deceased's child/ children. The family members must submit their certified copy of identity document/ passport.

NB: Any proof of care giving must list the child/ren names and dates of births of the child/ren in question.

8. If the child is staying with a caregiver other than the biological parent, while the biological parent is still alive, we require a consent letter from him/her (this is ONLY applicable if we have received a family letter as confirmation) as other documents are being regarded as legal documents e.g. a social workers report/ court order.
9. If the biological parent has passed on we require certified death certificate confirming the death.

Girlfriend /Boyfriend

1. Death claim form.
2. Family letter signed by two family members from the deceased side confirming the relationship status between the deceased member and the girlfriend/boyfriend and the number of child/ren they have, also the names of child/ren. The family members must submit their certified copy of identity document/passport.
3. Certified copy of identity /passport document.
4. Bank statement with a date stamp (this must correspond with ID or passport submitted).
5. The bank mandate must contain the reference number and must be completed by a bank official.
6. Proof of income not older than three months (if currently employed).
7. Proof of residence/address not older than three months.
8. In cases where the girlfriend/boyfriend has a maintenance order against the member, this must be provided.

Nb: Any other information or documents that might assist the fund on the fair distribution of the death benefit, must be submitted.

3. FUNERAL BENEFIT

A funeral benefit is payable from the Fund in the event of the death of a member, spouse or a child. The benefit payable is as follows:

Member	R50 000
Spouse	R50 000
Children 14 years to 21 years	R50 000
Children 22 years to 25 years (full-time students)	R50 000
Children 6 years to 13 years	R31 250

Children 1 year to 5 years	R18 750
Stillborn or up to 12 months	R18 750

The funeral benefit of **R50 000** is also payable when a member who exited the Fund through retirement dies.

FAMILY ASSISTANCE BENEFIT

The Fund offers a Family Assistance Benefit (FAB) through Europ Assist, which can be accessed 24hour/365 days a year that provides invaluable support to members during traumatic life events.

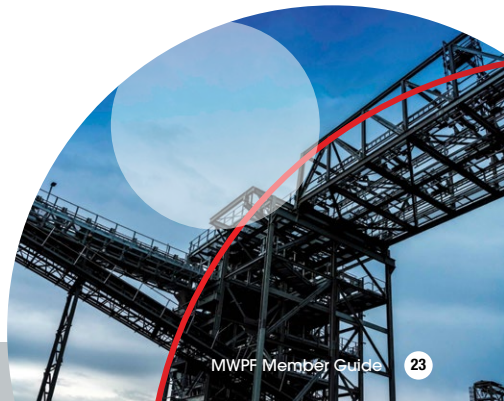
THE FAB PROVIDES HELP IN MANY WAYS:

On Bereavement:

- Repatriation - to ensure the deceased is safely returned home for burial;
- Funeral assistance - to help with funeral arrangements for the deceased;
- Bereavement counselling - in the form of face-to-face counselling services for support and advice.

All these services are available to the member and immediate family including spouse, children, parents and parents-in-law.

**For Europ Assist, please contact:
0861 166 111 (call centre number).**



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SECTION 6
HOW WE INVEST

HOW WE INVEST

The Trustees invest the assets of the Fund with various Asset Managers in accordance with the Fund's Investment Strategy. The Asset Managers manage the assets in accordance with the mandates provided to them by the Trustees. The Fund invests in a combination of the major asset classes such as shares, bonds, property and cash.

An investment portfolio is a combination of different types of asset classes - see below for an example.



The return on the investments (growth), which can be either positive or negative, is allocated to Members' Fund Credits on a monthly basis.

The current investment strategy is a relatively conservative approach and aims to achieve a return above inflation over the long term. Although there is no guarantee that this objective will be met, the Trustees manage the investments, together with expert advisors, to ensure the greatest probability of achieving this objective.

The magic of diversification

Diversification is a strategy that can be best described as "Don't put all your eggs in one basket." The strategy involves spreading your money among various investments (shares, bonds and cash) in the hope that if one investment loses money, the other investments will more than make up for those losses.



The Magic of Diversification: The practice of spreading money among different investments to reduce risk is known as diversification

By including different asset classes with investment returns that move up and down under different market conditions within a portfolio, an investor can protect against significant losses.

Historically, the returns of the three major asset classes (shares, bonds and cash) have not moved up and down at exactly the same time. Market conditions that cause one asset class to do well often cause another asset class to have average or poor returns. By investing in more than one asset class, the Fund reduces the risk that it will lose money and the portfolio's overall investment returns will have a smoother ride. If one asset class's investment return falls, the Fund is in a position to counteract any potential losses in that asset category with better investment returns in another asset category.

In addition, asset allocation is important because it has major impact on whether members will meet their financial goal at retirement. The Fund includes enough risk (investment in equity) in the portfolio, to earn a large enough return to meet members' goals to retire with sufficient savings.



SECTION 7
GENERAL NOTES

GENERAL NOTES

Withdrawals If a member elects to take cash benefits on leaving the Fund, these benefits will be subject to tax in terms of the Income Tax Act. If a member elects to preserve his benefits, payment of tax can be deferred. Members are entitled to benefit counselling and if necessary, encouraged to seek professional advice from a properly accredited financial advisor, prior to the payment of a benefit from the Fund.

Home Loans The facility to offer members housing loan does exist in the Fund. Loans are offered in line with section 19(5) of the Pension Funds Act. The Act sets out conditions for the loans and the loans must be used for housing purposes only. Any abuse of the housing loan facility will attract severe consequences.

Pension Backed Lending (PBL) loans application procedure changed with effect from 1 June 2007 because of the implementation of the National Credit Act (NCA). The NCA was signed into law on 15 March 2006 with an effective date of 1 June 2007. The aim of the NCA is to prohibit unfair credit practices, misleading credit marketing and reckless credit granting.

Benefit statements Each year members will receive a benefit statement telling them how much they have contributed, and what their withdrawal, death and disability and retirement benefits amount to at the date of the statement. Members must check their details carefully and refer any queries or errors to the Human Resources Department or the fund.

Nomination of beneficiaries It is important that you complete a new **“Nomination of Beneficiaries”** form each time your circumstances change, i.e. in the event of the birth of a child, divorce, marriage or change in any nominated beneficiaries. This form will assist the Trustees in their decision when distributing a deceased member’s benefit.

Pension Funds Adjudicator The office of the Pension Funds Adjudicator (PFA) was established on 1 January 1998, as an independent and unbiased ombudsman for the retirement fund industry.

Members, former members, beneficiaries, former beneficiaries, Participating Employers, Board of Trustees, or anybody with vested interest in the Fund can lodge a claim.

This is a cost-effective way of resolving pension Funds disputes compared to hiring of lawyers. The process that must be followed is that a complainant must first write to the Fund, if no response is received within 30 days or the complainant is not satisfied by the response, the complainant can then lodge a complaint with the adjudicator.

For further information on the Provident Funds Adjudicator, please visit the Financial Sector Conduct Authority's (FSCA) website www.fsc.co.za, the PFA's website www.pfa.org.za or contact them directly using the address in Section 10 of this member guide.

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SECTION 8
RESOURCES FOR MEMBERS

RESOURCES FOR MEMBERS

With MWPF, you will not travel the road alone. We have various tools available to keep you informed about the Fund's latest developments and all you need to know about your benefits.

NEWSLETTERS

Twice a year we produce member newsletters to keep you informed. You can find a copy at your HR representative, EBS consultant, our website or at member education roadshows. You will always be notified via SMS when one is in circulation. Please ensure that the Fund has your latest cellphone number so you don't miss out on any news.

MEMBER EDUCATION

As part of our education drive, we do member education roadshows at all mines. These sessions are very helpful as they explain your benefits in detail as well as address any other questions you may have.

EBS CONSULTANTS

We have EBS Consultants based at various mines to assist you with any fund related queries.



The mines with EBS Consultants are listed below:

Northam
Sibanye-Driefontein
Sibanye-Ezulwini
Sibanye-Kloof
Sibanye-Beatrix
Harmony-Kusasaletu

Harmony-Doornkop
Harmony- Free state
AGA- West Wits
AGA- Vaal Reefs
Glencore- Witbank

MOBILE VAN

For your convenience, we have a state of the art mobile office van fully equipped to assist you with any queries whenever and wherever. You will see this mobile van at any of our roadshows. Look out for it, if you have any queries to be resolved.

UNCLAIMED BENEFIT ROADSHOWS

Unclaimed Benefit Roadshows remain an integral part of our business and are thus ongoing. We go as far as travelling beyond South African borders to ensure that unclaimed benefits are paid. If you know of any ex-miners who left without claiming their benefits, please ask them to contact the fund. Also ensure that you share the Fund's contact details with your family should they need to claim benefits in case of your death.

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SECTION 9
GLOSSARY

GLOSSARY

Term	Meaning
Beneficiary	A person who receives a benefit payment from the Fund in the event of your death.
Dependant	A person in respect of whom you are legally liable for maintenance or a person who is financially dependent on you, e.g. children, spouse and parents.
Employer	The mine that you work for.
The Fund	Mineworkers Provident Fund
Lump sum	A single payment made at a particular time, as opposed to a number of smaller payments.
Nominee	A person who is not a dependant but is nominated in writing to receive benefits upon your death.
Retirement fund	A retirement fund provides benefits for its members on their retirement, disability, withdrawal or when they die for their beneficiaries.
Trustees	A person or a member of board responsible for controlling, directing and overseeing the operation of the fund.
Voluntary contribution	An extra allocation of funds to a retirement fund benefit. The additional benefit contributions are the members' responsibility and will not be matched by the employer.

SECTION 10

CONTACT DETAILS OF THE FUND

HEAD OFFICE PHYSICAL ADDRESS

Mineworkers Provident Fund
26 Ameshoff Street
Braamfontein
Johannesburg
2001

CLIENT CONTACT CENTRE

Tel: (010) 100 3001
Fax: (086) 661 9532
Email: clientservices@mineworkers.co.za
Website: www.mwvf.co.za
Facebook: [mineworkerspf](https://www.facebook.com/mineworkerspf)
Twitter: [mineworkerspf](https://twitter.com/mineworkerspf)

OUR WALK-IN CENTRES

Walk-in-centres	Physical Address	Telephone Number	Email Address
Carletonville	Office No. 2, Uys Buys Business Park Cnr, Kaolin & Radium Street, Carletonville, 2499	(010) 100-3001	clientservices@mineworkers.co.za
Witbank	Office No. 9, M&B Centre, 16 Mandela Street, Witbank, 1034	(010) 100-3001	clientservices@mineworkers.co.za
Johannesburg	Cnr Melle & 26 Ameshoff Street, Braamfontein Johannesburg, 2000	(010) 100 3001	clientservices@mineworkers.co.za

Mthatha	No 49 Leeds & Craiser Street, Metropolitan Place, 1 st Floor, Mthatha	(047) 531 2003	clientservices@mineworkers.co.za
Mozambique	Bairro de Chinunguine C, Praia de Xai-Xai, Cidade de Xai Xai, Provincia de Gaza, Mocambique	(+258) 282 22 675	clientservices@mineworkers.co.za

CONTACT DETAILS OF THE PENSION FUNDS ADJUDICATOR

The Pension Funds Adjudicator

4th Floor Riverwalk Office Park Block A
 41 Matroosberg Road
 Ashlea Gardens
 Menlyn
 PRETORIA
 0181

PO Box 580
 Menlyn
 PRETORIA
 0063

Tel: (012) 346 1738
 Fax: 086 693 7472
 Email: enquiries@pfa.org.za
 Email: www@pfa.org.za

Communication with you, the member, remains the Trustees' biggest priority. The Trustees invite you to supply feedback with any recommendations and/or queries, which you may have relating to your benefits and/or the Fund in general.

Please send feedback to: externalcomm@mineworkers.co.za.

Financial Sector Conduct Authority (FSCA) Registration No.12/8/23051 and South African Revenue Services Registration No. 18/20/24968

Disclaimer

The purpose of this document is to give information only and doesn't constitute advice. Your specific benefits will be indicated in your benefit statement. Neither the Fund nor the Administrator can be held liable as a result of a decision based on this information. All rights of members are embodied in the official rules and policies of the Fund. A copy of the rules is available from the Fund.



Client Contact Centre

Tel: (010) 100 3001

Fax: (086) 661 9532

Email: clientservices@mineworkers.co.za

Website: www.mwpf.co.za