IMPLATS
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# IMPALA PLATINUM LIMITED

## TLHABOLOLO 1

# TOGOMAANO YA LOAGO LE YA BABEREKI (SOCIAL AND LABOUR PLAN (SLP)



**Letsatsi la thomelo**
2 Lwetse 2024

SLP ya Impala Platinum Limited SLP 4 e rebolwa tumalanong le Karolo 102 ya Molao wa Tlhabololo ya Ditswammung tsa Diminerale le Peteroliamo, wa ka 2002 ya sebaka sa dingwaga tse tlhano

2024 - 2028



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# LENAANE LA DIKHUTSHWAFATSO

| | |
|---|---|
| AET | Adult Education Training (Thuto le Katiso ya Bagolo) |
| ATR | Annual Training Report (Pego ya Katiso ya Ngwaga le Ngwaga) |
| B-BBEE | Broad-Based Economic Empowerment |
| BBS | Basic Business Skills, (Bokgoni jo bo Tlwaelegileng jwa Kgwebo) |
| BPDM | Bojanala Platinum District Municipality (Mmasepala wa Kgaolo wa Bojanala wa Platinum) |
| CCMA | Commission for Consolidated, Mediation and Arbitration |
| CMR | Converted Mining Right (Tshwanelo ya go Epa e e Fetotsweng) |
| CSI | Corporate Social Investment (Tsadisomadi ya Kgwebo ya Loago) |
| CV | Curriculum Vitae |
| DoCG | Department of Corporative Governance (Lefapha la Tsamaiso ya Kgwebo) |
| DM | District Municipality (Mmasepala wa Kgaolo) |
| DMRE | Department of Minerals and Petroleum Resources (Lefapha la Dimenerala le Metswedi ya Peterolo) (e pele e neng e le Lefapha la Ditswammung tsa Diminerala le Maatla) |
| DoEL | Department of Employment and Labour (Lefapha la go Ditiro le Babereki) |
| EAP | Employee Assistance Programme (Lenaneo la Thuso ya Babereki) |
| EE | Employment Equity (Tekatekano mo Tirong) |
| ENG | Engineering (Boinjinere) |
| FET | Further Education and Training (Thutego e Kgolwane le Katiso) |
| FLC | Foundational Learning Competency (Bokgoni jwa Thutego ya Motheo) |
| FLS | Financial Life Skills, (Bokgoni jwa Botshelo jwa Ditšhelete) |
| FY | Financial Year (Ngwaga wa Ditšhelete) |
| GCC | Government Certificate of Competency (Setifikeiti sa Puso sa Bokgoni) |
| GET | General Education and Training (Thutego e e Tlwaelegileng le Katiso) |
| HDP | Historically Disadvantaged Persons (Batho ba ba Neng ba sa Tshwarwe Sentle mo Nakong e e Fetileng) |
| HET | Higher Education and Training (Thutego e e kwa Godimo le Katiso) |



| | |
|---|---|
| HO | Head Office (Ntlokgolo) |
| HRD | Human Resource Development (Tswelediso ya Babereki) |
| IDP | Individual Development Plans (Dithulaganyo tsa Tswelediso ya Batho ka Bongwe) (tlase ga karolo 2 - HRD) |
| IDP | Integrated Development Plan (Dithulaganyo tsa Tswelediso ya Batho ka Bongwe) (tlase ga 3 - LED) |
| IISP | Intro Impala Supervisory Program (Thulaganyo ya Bookamedi jwa Ntlha jwa Intro Impala) |
| ISP | Impala Supervisory Programme, (Thulaganyo ya Bookamedi jwa Impala) |
| I&AP | Interested and Affected Party (Batho ba ba Nang le Kgatlhego le ba ba Amegang) |
| KPI | Key Performance Indicators (Ditshupo tsa Botlhokwa tsa Tiro) |
| LED | Local Economic Development (Tlhabololo ya Ikonomi ya Selegae) |
| LM | Local Municipality (Mmasepala wa Selegae) |
| LRA | Labour Relations Act (Molao wa Ditirisano tsa Babereki) |
| LTD | Limited |
| LoM | Life of Mine (Nako ya Botshelo jwa Moepo) |
| MPRDA | Mineral and Petroleum Resources Development Act ((Molao wa Tlhabololo ya Diminerala le Ditsompelo tsa Peterolo) (28 of 2002), (o o fetotsweng) |
| MMC | Mine Manager's Certificate of Competency (Setifikeiti sa Bokgoni sa Manenjara wa Moepo) |
| MQA | Mining Qualifications Authority (Bolaodi jwa Dithutegotsa Moepo) |
| MWP | Mining Work Programme (Thulaganyo ya Tiro ya Moepo) |
| NGO | Non-Governmental Organization (Khamphani e Eseng ya Puso) |
| NQF | National Qualifications Forum (Foramo ya Ditshwanelego tsa Naga) |
| PGM | Platinum Group Metal (Metale wa Setlhopha sa Polatinamo) |
| PTY | Proprietary |
| QCTO | Quality Council for Trades and Occupations (Khansele ya Boleng ya Dipapadi le Ditiro) |



| | |
|---|---|
| RDP | Reconstruction and Development Programme (Lenaneo la Kagosesha le Tlhabololo) |
| RE | Remaining Extent |
| SDF | Skills Development Facilitator (Morulaganyetsa Tlhabololo ya Bokgoni) |
| SAQA | South African Qualifications Authority (Bolaodi jwa Aforika Borwa jwa Ditshwanelego) |
| SETA | Sectorial Education and Training Authority (Bolaodi jwa Thutego le Katiso ya Lefapha) |
| SIA | Social Impact Assessment (Tshekatsheko ya Kamego ya Batho) |
| SLP | Social and Labour Plan (Togoleano ya Loago le Babereki) |
| SMME | Small, Medium or Micro Enterprise |
| SME | Subject Matter Expert |
| UIF | Unemployment Insurance Fund (Letlole la Inshorense ya Botlhokatiro) |
| WSP | Workplace Skills Plan (Togoleano ya Bokgoni mo Tirong) |
| YTD | Year to Date (Ngwaga go Fitlha Jaanong) |



# LENAANE LA DITLHALOSO

| | |
|---|---|
| 18.1 | 18.1 e raya baithuti kgotsa batsayakarolo ba ba ikatisang ba ba thapilweng mo Khamphaning. |
| 18.2 | 18.2 e raya baithuti kgotsa batsayakarolo ba ba ikatisang ba ba sa thapiwang mo Khamphani. |
| Basari | *Ya ka Kwantle ga Khamphani:* Thuso ya tšhelete ya mosha yo o sa berekeng yo o tshwanelegelang dithuto tsa pele ga kalogo kwa yunibesithing epe kgotsa Yunibesithi Thekenoloji..<br>*Ya mo Teng ga Khamphani:* Tšhelete e mmereki a thusiwang ka yone gore a ikwadisetse khoso e e amanang le tiro kgotsa thutego kwa setheong sa thešiari gore a simolole dithuto tsa gagwe ka nako.ya gagwe. |
| Ngwaga wa khalentara | Ngwaga wa ntlha o simolola ka Ferikgong 1 mme o fela ka Sedimonthole 31. |
| Togomaano ya Kgatelopele mo Tirong | Thulaganyo e e bontshang kafa mmereki a ka tswelelang ka teng mo ya tiro a thusiwa ke khamphani. Ke thulaganyo e e tsweletseng go tokafatsa bokgoni le kitso ya bona tse di ka dirang gore ba kgone go dira ditiro tsa bone tsa ga jaana ka botswerere kgotsa go ba baakanyetsa go tlhatlosiwa maemo mo nakong e e tlang. Ditokumente tse di tshwanang le Thulaganyo ya go Tlhabololwa ga Motho ka Bongwe, Dithulaganyo tsa go Gatela Pele mo Tirong le Dithuso tsa go Katisiwa di naya babereki ba ba tsenang mo tirong tshedimosetso le/kgotsa mananeo a katiso. |
| Morafe | Setlhopha sa loago se se momaganeng sa batho ba ba nang le dikgatlhego kgotsa ditshwanelo mo karolong e e rileng ya lefatshe e e leng ya maloko kgotsa e leng ya bone botlhe go ya ka tumalano e e rileng, ngwao kgotsa molao. |
| Sekgala sa Motse | Sekgala sa dikilometara di le masome marataro (60) go tswa fa lefelong la tiro. |
| Mefuta ya Batho | Dipalo tsa mefuta ya batho (ka sekai, palo ya bone botlhe dingwaga tsa bone, popego, bong, lotso, jalo jalo). |



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| Katisetso ya go nna le maitemogelo / Boitemogelo mo Tirong | Thulaganyo eno e naya baithuti ba ba tswang kwa Diyunibesithing tsa Thekenoloji le/kgotsa Dikholetšhe tsa FET ka maitemogelo a tiro ya diatla (P1/P2) a a amanang le dithuto tsa bone, a a dirang gore ba kgone go nna le thutego e e maleba fa ba se na go fetsa nako ya go dira tiro/ go bontshiwa tiro. Baithuti ba newa katiso ya maitemogelo mo dithutong tsa motheo tse di tshwanang le, mme e se tsone fela, Metallurgy le Chemical Engineering, Chemistry, Mining, Finance, Human Resources, Engineering, Surveying, Environmental, le Rock Engineering. Boleele jwa thulaganyo eno bo ikaegile ka tse di tlhokiwang ke setheo sa thuto e e kwa godimo mme bo farologana go tswa go dikgwedi di le 3 go ya go di le 24. |
| Go itlhaganedisiwa / Akofisiwa ga Katiso | Go tsenngwa mananeo a katiso a a direlwang ka bonako go thusa babereki ba ba tlhophilweng go fetsa katiso le/kgotsa go nna le maitemogelo mo tirong ka nako e e tletseng mo go nngwe ya tlhatlhamano ya ditiro tse di leng teng tsa go fitlhelela mokgele wa tiro ya gago. Tlhokomediso: Mekgele eno e tsepamisitswe mo baaloganeng ba HDP. |
| Ngwaga wa Ditšhelete | Nako ya dikgwedi tse 12 e go dirwang ditshwetso ka yone ke setheo se se dirisiwang ka mabaka a palomatlotlo a mo go one go dirwang dipalo ka bajete, poelo, le ditatlhegelo fa go baakanyediwa dipego tsa yone tsa madi. |
| Boithutelatiro jwa Baalogi ba Yunibesethi | Lenaneo la Boithuteltiro ke porokeramo ya dikgwedi tse 12 – 24 mo konterakeng e e tlhomameng e e newang batho ba ba sa berekeng mme ba na le thutego ya yunibesithi, diploma, kgotsa diploma ya N6 gore ba nne le bokgoni jo bo maleba le maitemogelo a a amanang le dithutego tsa bone ka go farologana go tlhomamisa gore ba siametse go tsena mo tirong. Boithutelatiro bo newa bogolo jang mo dithutong tsa konokono tsa Meepo, Boenjiniere, Dimetale, kgotsa Khemiseteri mme ga se jwa dithuto tseno tsa konokono fela. Boithutelatiro bo tla dira gore baalogi ba dithuto tsa Mining le Engineering ba kgone go bontshiwa tiro ka tshwanelo go ba baakanyetsa Government Certificates of Competency ka go farologana ga jone. Go tla dirwa gore Baalogi ba ba neng ba na le dibasari bothe ba nne mo thulaganyong eno gammogo le Baalogi ba Yunibesethi ba ka Kwantle ga Khamphani (ba ba neng ba se na dibasari. |



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| Batho ba ba Neng Ba Kgapetshwe kwa Thoko Mo Nakong e e Fetileng (Historically Disadvantaged Persons [HDP]) | E raya Batho ba ba Neng ba sa Tshwarwa Sentle mo Nakong e e Fetileng jaaka go tlhalosiwa mo Mineral and Petroleum Resources Development Act, 2002 (“MPRDA”). |
| Maano a go Itokafatsa (Individual Development Plans (IDPs) | Tokumente e e tladiwang ke motho go tla go dira thulaganyo ya go itokafatsa mo lobakeng lo lo rileng lwa nako, gantsi dikgwedi di le 12 go ya go di le 18. Morago ga moo, thulaganyo eno e sekasekwa le go buisanwa ka yone le baokamedi go bona gore a mekgele ya motho yoo e tsamaisana le ya khampani.<br><br>Gape ba tlotla ka ditsela tse di farologaneng tse ba ka di dirisang go fitlhelela thulaganyo eno. Kwa bokhutlong jwa nako eno, thulaganyo eno e sekasekwa go bona gore go fitlheletswe mekgele e le kae le gore mekgele le dithulaganyo tse disha tsa ngwaga o o latelang ke dife |
| Batho ba ba Nang le Kgatlhego le ba ba Amegang (Interested and Affected Parties [I&AP])) | Motho yo o tlwaelegileng kgotsa wa semolao kgotsa mokgatlho wa batho ba ba nang le kgatlhego ka tlhamalalo mo tirong e e kopelwang kgotsa e e leng teng ya go batla diminerala kgotsa ya go epa kgotsa ba ba ka tswang ba amiwa ke tiro e e kopelwang kgotsa e e leng teng ya go batla diminerala kgotsa ya go epa. |
| Tshekatsheko ya Semolao | Lekgotla la Diminerale la Aforika Borwa fa le bapisiwa le Tona ya Metswedi ya Diminrale le Eneji le ba Bangwe, JDP 20341/2019, 21 Lwetse 2021<br>. |
| Lefelo le babereki ba tswang kwa go lone | Mafelo a babereki ba mo moepong ba le bantsi ba bogologolo le ba gone jaanong ba tsewang kwa go one kgotsa ba neng ba tsewa kwa go one. |
| Boithutelatiro | Lenaneo la go ithuta le le ikaegileng ka tiro le le nayang motho thutego e e kwadisitsweng mo NQF. Boithutelatiro e ka nna jwa ditiro tsa Badira ka Diatla kgotsa Ba ba sa Direng ka Diatla. Katiso ya Baithuti ba ba Dirang Tiro ya Diatla e tla felela ka go nna le Setifikeiti sa Thutego eo, mme Katiso ya Baithuti ba ba sa Direng Tiro ya Diatla e tla felela ka go nna le thutego ya mo tirong. |



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|---|---|
| Maemo a botsamaisi | A kaya molelwane magareng ga maemo a a farologaneng a botsamaisi. |
| Botshelo jwa moepo | Palo ya dingwaga tse moepo o o rileng o tla nnang o dira ka tsone. |
| Botlhomasekao | Botlhomasekao ke tlhotlheletso, tlhatlheleleo, kgotsa kaelo e e newang ke motlhomasekao. Motlhomasekao o ruta kgotsa o thusa le go gakolola motho yo o se nang maitemogelo a a kalo e bile gantsi a le monnye mo go ene. |
| Motse wa moepo | Metse e ditiro tsa moepo di dirwang mo go yone le e bareki ba tswang mo go yone. |
| Tšhata ya Meepo | Tšhata ya go matlafatsa ikonomi le loago e e amang batho ba le bantsi ya Intaseteri ya Meepo le Diminerala ya Aforika Borwa. Impala, akantse ka Tshekatsheko ya Semolao le fa go ntse jalo e beela kwa thoko melawana mengwe ya Tšhata ya Meepo III, gammogo le ntlha ya go Tsweledisa Thekodilo e e Akaretsang, Morekisi le Kgwebo, go ya bokgakaleng jo bo kgonegang, e tla tswelela e leka ka natal go diragaqtsa Maikemisetso a Phetolo ya MPRDA gammogo le go dirisa melawana e e beetsweng kwa thoko jaaka melaometheo e e kaelang. |
| Baalogi ba Yunibesethi | Motho yo o tshwanelegang ka baka la thutego, katiso, le boitemogelo mo boinjineering jwa moepo. Motho yo o nang le dikerii/diploma ya boijiniere jwa meepo le diminerala e le thutego ya kholetšhe e e tlhomamisitsweng kgotsa yunibesithi. |
| Bokgoni jo bo ka Dirisiwang go Sele | Bokgoni jo bo ka thapelwang jo bo ka dirisiwang sentle mo ditirong tse di farologaneng, mebereko, le diintaseteri mme e le jwa babereki ba ba ka romelwang kwa ditirong tse di farologaneng le diintaseteri go tshegetsa go dirwa ga lotseno le morago ga 'Lobaka lwa go dira ga moepo. Bokgoni jo bo ka dirisiwang go sele bo tokafatsa bokgoni jwa babereki, mme seno se dira gore ba bone ditiro tse dingwe tse e seng tsa meepo le/kgotsa go ipereka. |
| Tshekatsheko ya Bokgoni | Tshekatsheko e e dirwang go bona thuto, bokgoni le/kgotsa maitemogelo a batho ba ba mo khampaning go thusa go lemoga makoa le go dira dithulaganyo tsa katiso ya babereki.<br>*Tse di sa tlhomamisiwang:* Bokgoni le dithutego tse go begilweng fa motho a neilwe kgakololo ka tsone le go naya khopi ya thutego mme go sa tlhomamisiwa ka tsela epe go netefatsa boammaaruri jwa seno. |



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| | *Tse di tlhomamisitsweng:* Batho ba tla tlisa ditokumente tse di maleba tse di tshegetsang thutego le bokgoni jo bo begilweng. Ditshwanelego di netefadiwa ke setheo se se rileng go tlhomamisa gore di boammaaruri. |
| Tlhabololo e e ka Tsweledisiwang | Mananeo ano a tlhomamisiwa ka SETA, a na le setlhopha sa maemo a yuniti, a lebiwa e le "tshwanelego e potlana", mme a tla nna mokitlana mabapi le thutego e e kwadisitsweng mo NQF. |
| Togomaano ya Loago le ya Babereki (Social and Labour Plan [SLP]) | Tshobokanyo ya melaometheo le dipholisi go kaela tiragatso ya mananeo a a kgethegileng a boikaelelo jwa one e leng go thusa tlhabololo ya loago le ikonomi le kgolo ya ikonomi mo meepo e e dirang teng le mo mafelong a a babereki ba tswang mo go one ka dinako tsotlhe. |
| Letlole la Loago | Letlole la matlotlo le le nayang madi a tsadisomadi e boikaelelo e leng go lepalepana le ditlhokego tsa baagi ba ba humanegileng le ba ba mo kotsing jaaka go itsisiwe ke maitlamo a a dirilweng ke dikhampani go ya ka dithulaganyo tsa bone tsa loago le tsa babereki. |
| Tlhabololo e e ka tsweledisiwang | Go tsenngwa ga mabaka a loago, ikonomi le tikologo mo thulaganyong, tiragatso, le go dira ditshwetso go tlhomamisa gore tsweledisiwang ya diminerale le didirisiwa tsa peteroliamo go direla dikokomana tsa jaanong le tsa nako e e tlang. |
| Lenaane la Bakatisediwa Boijiniere | Thulaganyo ya katiso e e diretsweng go tlhabolola dienjeniere mo dithuto tsotlhe tse di amanang le boenjeniere. Dithuto tsa boinjeniere tse di akarediwang mo moepong ke: Electrical and Chemical Engineering. Mananeo ano a ka tsaya dikgwedi di le 24 go ya go di le 48 go a wetsa mme a dira gore baenjinere ba baalogi ba maemo a a kwa tlase kgotsa ba dipoloma ba ba thapetsweng ruri ba newe jaanong ba newe maemo a boinjinere mo dikarolong tsa banalekitso.<br><br>Lenaneo leno le naya baeninjinere katiso e e maleba, go tsaya malebela, le ba tlhomela sekao go ba katisetsa go nna Government Certificate of Competency (GCC) sa bone kgotsa Mine Manager Certificate of Competence (MMC) mo thutong e ba leng bo mankge mo go yone. Le lebagantswe babereki ba ba tshwanelegelang GCC kgotsa MMC. |



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| WSP-ATR | Workplace Skills Plan (WSP) le Pego ya Ngwaga le Ngwaga ya Katiso (Annual Training Report [ATR]) e e romelwang kwa SETA (Sector Education and Training Authority) e e maleba ngwaga le ngwaga tumalanong le Molao wa Tlhabololo ya Bokgoni (Skills Development Legislation). Diporojeke tsa WSP mo dithulaganyong tsa katiso tsa khamphani tsa ngwaga o o latelang, fa ATR e bega ka katiso e e diragetseng mo ngwageng o o fetileng tumalanong le thulaganyo e e fetileng ya khamphani ya katiso. |

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## KAROLO YA NTLHA:

# TSHIMOLOLO LE KETAPELE



## 1.1. TSHIMOLOLO

Go ya ka ditaelo tsa  Molao wa Tlhabololo ya Metswedi ya Dimenerale le Peteroliamo (wa 28/2002 o o tlhabolotsweng) (Mineral and Petroleum Resources Development Act [MPRDA]), metswedi ya dimenerale tsa Setšhaba sa rona ke boswa jo bo tlwaelegileng jwa batho botlhe ba Aforika Borwa. Ka jalo, Tona e e rweleng maikarabelo e tshwanetse go tlhomamisa gore metswedi ya Aforika Borwa e nna e tsweledisiwa fa a ntse a rotloetsa gore go nne le tlhabololo ya ikonomi le ya loago. Maano a Loago le a Babereki (Social and Labour Plans), go ya ka karolo 23(d) ya MPRDA e e tlhalosang thulaganyo ya tiragatso ya go tsenngwa ga batho ba ba neng ba kgaphetswe kwa thoko mo nakong e e fetileng (historically disadvantaged persons [HDP]) mo intasetering ya meepo mme di letla batho ba Aforika Borwa go solegelwa molemo ke go dirisiwa ga meepo le metswedi ya diminerale. Dikarolo le maikaelelo a MPRDA le dikaelo tse di neilweng ke Tšhata ya Meepo di diragatsa Leano la Loago le la Babereki jaaka go tlhokega go ya ka Molawana 46 wa MPRDA.

Leano la Loago le la Babereki  (Social and Labour Plan [SLP]) ke patlafalo ya Molao wa Tlhabololo ya Metswedi ya Dimenerale le Peteroliamo (Mineral and Petroleum Resources Development Act (28/2002) (MPRDA)). Go tshwanetse ga rulaganngwa gore tokumente eno e nne e le teng mo nakong e e setseng ya tshwanelo nngwe le nngwe ya ditiro tsa moepo, jaaka e tlhabololwa dingwaga dingwe le dingwe di le 5 (tlhano), go ya ka Karolo 102 ya kopo e e dirilweng ya tlhabololo. Leano leno ke tshobokanyo ya maitlamo le dithulaganyo tse boikaelelo jwa tsone e leng  go thusa tlhabololo ya ikonomi le ya loago le kgolo ya ikonomi mo morafeng o moepo o leng mo go one ka dinako tsotlhe. Kgatelopele malebana le maitlamo a a kgethegileng a Impala a go tlhabolola ikonomi ya loago e tla begiwa ngwaga le ngwaga mo Dipegong tsa SLP mme e romelwe kwa diofising tsa kgaolo tsa Lefapha la Metswedi ya Dimenerale le Maatla (DMRE).

Maikaelelo a SLP (Molawana 14 wa MPRDA) ke:

- Go rotloeletsa go thapiwa ga batho le go tsweledisa boitekanelo jwa loago le ikonomi mo bathong ba Aforika Borwa botlhe;
- Go nna le seabe mo diphetogong tsa intaseteri ya meepo;
- Go tlhomamisa gore batho ba ba nang le ditshwanelo tsa go epa ba nna le seabe mo tlhabololong ya ikonomi ya loago ya mafelo a ba dirang mo go one.

Impala Platinum Mine e rebola SLP 4 eno go ya ka Karolo 102 ya MPRDA.



### *1.1.1 Ka fa SLP e Rulagantsweng ka Gone*

Impala Platinum Limited (“IMPALA”) ke mong wa Ditshwanelo tsa Meepo tse nné (4) tse di kopaneng le tse di bapileng mo Kgaolong ya Semolao/Botsamaisi ya Rustenburg. E bogolo jwa diheketara di ka nna 29,400 mme e akaretsa dishafote tse di yang kwa tlase di le lesome le bongwe (11) le tse tlhano (5) tse di mokgokolosa. Mo godimo ga tiro ya moepo, Impala Platinum Limited e akaretsa Ditiro tsa Diminerala; madirelo a go nyerolosa le go kgaoganya diminerala, tse le tsone di leng mo lefelong le le hirilweng la Impala Rustenburg Operation. Madirelo a go Itshekisa Manya a Impala Platinum (“IMPALA REFINERIES”), e e akaretsang go itshekisiwa ga dimetale tsa motheo le tsa polatinamo, kwa Springs, mo Gauteng.

Le fa gone Ditshwanelo tsa Meepo tse di Fetotsweng tse nnè (4) e le ditshwanelo tsa motho ka bongwe, di tsamaisiwa mmogo jaaka yuniti e le nngwe ya moepo e e bidiwang Impala Rustenburg Operations mme di laolwa ke SLP e le nngwe (1) e e dumeletsweng.

## 1.2. KETAPELE: IMPALA PLATINUM LIMITED (PTY) LTD

Impala Platinum Limited (“IMPALA”) ke mong wa Ditshwanelo tse di Fetotsweng tsa go Epa di le nnè (4) tse di kopaneng le tse di bapileng tlase ga dinomoro tsa referense tsa DMRE: NW 30/5/1/2/2/130 MR, NW 30/5/1/2/2/131 MR, NW 30/5/1/2/2/132 (10 146) MR le NW 30/5/1/2/2/133 MR, mo Kgaolong ya Semolao/Botsamaisi ya Rustenburg. E bogolo jwa diheketara di ka nna 29,400 mme e akaretsa dishafote tse di yang kwa tlase di le lesome le bongwe (11) le tse tlhano (5) tse di mokgokolosa. Mo godimo ga tiro ya moepo, Impala e akaretsa Ditiro tsa Diminerala; dipolante tsa go nyerolosa le go kgaoganya diminerala, tse le tsone di leng mo lefelong le le hirilweng la Impala Rustenburg Operation. Madirelo a go Itshekisa Manya a Impala Platinum (“IMPALA REFINERIES”) e e akaretsang diphepafatso tsa dimetale tsa motheo le tsa polatinamo, e kwa Springs, Gauteng.

### *1.2.1. Tshedimosetso ka Khamphani*

Lenaneothalo (Table) le le fa tlase le bontsha tshedimosetso e e tlhalosang khamphani ya Impala Platinum Limited (Pty) Ltd.



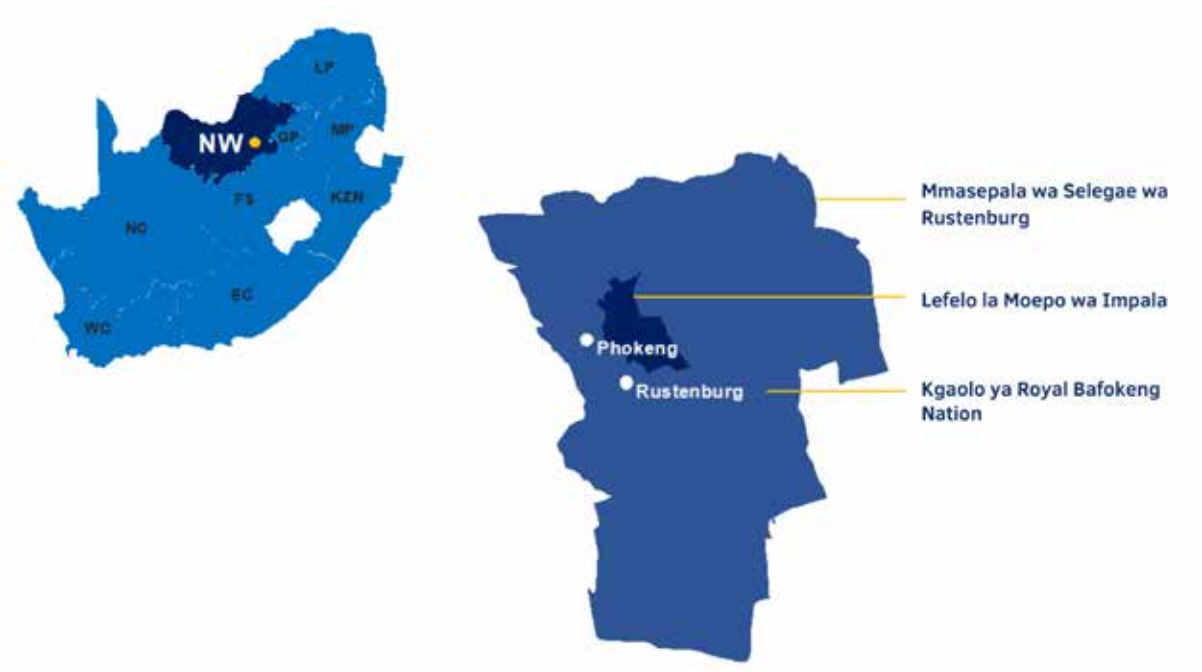
***Lenaneothalo 1.1: Tshedimosetso ya Tlhaloso ya Khamphani***

| | |
|---|---|
| **Leina la Modirakopo** | Impala Platinum Limited |
| **Nomoro ya Kwadiso** | 1952/071942/06<br>• Tetlelelo ya go Epa e e Fetotsweng MPT 35/2018<br>• Tetlelelo ya go Epa e e Fetotsweng MPT 15/2015<br>• Tetlelelo ya go Epa Nomoro ya Porothokho ya 599/2008<br>• Tetlelelo ya go Epa Nomoro ya Porothokho ya 600/2008 |
| **Dinomoro tsa Referense tsa DMRE** | • NW 30/5/1/2/2/130 MR<br>• NW 30/5/1/2/2/131 MR<br>• NW 30/5/1/2/2/132 MR<br>• NW 30/5/1/2/2/133 MR |
| **Leina la Moepo** | Impala Platinum Limited - Rustenburg Operations Ltd |
| **Aterese ya Poso** | **Impala Rustenburg Operations:**<br>PO Box 5683, Rustenburg, 0300 |
| **Aterese ya Lefelo** | **Central Offices:**<br>Central Offices Beerfontein, 263 JQ, Phokeng, 0335, North West Province<br>**Head Office:**<br>No 2 Fricker Road, Illovo, 2169, Gauteng Province |
| **Nomoro ya Mogala** | **Head Office:** (011) 731 9000<br>**Central Office:** (014) 569 000 |
| **Imeile** | investor@implats.co.za |
| **Lefelo la Moepo** | Moepo o kwa dipolasing tse di latelang mo kgaolong ya Mmasepala wa Selegae wa Rustenburg mo Mmasepala wa Kgaolo ya Bojanala..<br>1. Boschkoppie 104 JQ (RE le ptn 2)<br>2. Elandsheuvel 282 JQ (ptns 1, 2, 5)<br>3. Reinkoyalskraal 278 JQ (RE, ptns 1,3)<br>4. Vlakfontein 276 JQ (polasi)<br>5. Welbekend 117 JQ (polasi)<br>6. Toulon 111 JQ (polasi)<br>7. Goedgedacht 110 JQ (RE le ptn 1)<br>8. Kleindoornspruit 108 JQ (polasi)<br>9. Doornspruit 106 JQ (polasi)<br>10. Hartbeestspruit 88 JQ (polasi)<br>11. Kookfontein 265 JQ (ptns 2, 3, 5, 11, 12, 14, 16, 20, 21, 24, 25)<br>12. Uitvalgrond 105 JQ (RE, ptn 1 le ptn 2)<br>13. Wildebeestfontein 274 JQ (polasi)<br>14. Beerfontein 263 JQ (ptn 2)<br>15. Turffontein 262 JQ (RE)<br>16. Vaalkop 275 JQ (polasi)<br>17. Goedgedacht 114 JQ (polasi)<br>18. Doornspruit Annex 109 JQ (polasi) |



| | |
|---|---|
| **Direkisiwa** | Dimetale tsa Platinum Group, manya a nickel, manya a gouta, cobalt, manya a chrome, manya a copper ore, manya a selefera, sulphur, motlhaba o o dirwang ka matlapa a a latlhiwang le manya a tshipi.. |
| **Botshelo jwa Moepo** | Go fitlha ka Seetebosigo 2023, Nako e Moepo wa Impala Rustenburg o tla tswelelang o dira ka yone ke go fitlha ka 2050. Seno se fopholeditswe go dirisiwa ponelopele ya tlhwatlhwa ya dimetale go thuba le kananyo e e lebeletsweng ya R/$ tse di leng teng ka nako eo. Ereka ditshedimosetso tseno di fetoga, LoM e ka nna ya se ka ya tshwana le eno fa go sekasekiwa gape ka Seetebosigo 2024, morago ga letlha le go leba. |
| **Ngwaga wa Ditšhelete wa Moepo** | 1 Phukwi go ya go 30 Seetebosigo |
| **Motho yo o ikarabelelang** | Moses Motlhageng, kgotsa motllhatlhami wa gagwe mo maemong ano a tiro |

*Setshwantsho 1.1: Lefelo le moepo o leng mo go lone*





## *1.2.2. Tshobokanyo ya Ditetlelelo tsa Moepo*

*Lenaanethalo 1.2: Tshobokanyo ya Ditshwanelo tsa Moepo*

| Mong | Tetlelelo ya go Epa: Nomoretshupetso ya DMR Nomoro ya Kwadiso | Diminerala | (Ma)Leina la Polase le Karolo | Beng ba Ditshwanelo tsa ga Godimo |
|---|---|---|---|---|
| Impala Platinum Limited | Tetlelel ya go Epa e e Fetotsweng MPT 35/2018<br><br>DMR Ref No: NW 30/5/1/2/2/130 MR | Dimetale tsa Platinum Group, Manya a Nickel, Manya a gouta, Manya a selefera le Manya a kopore le Manya a koroumo, cobalt, Sulphur, motlhaba (o o dirilweng) ka matlapa a a latlhiwang le manya a tshipi | Boschkoppie 104 JQ (RE) | Puso ya Aforika Borwa, tshwanelo ya go dirisa lefatshe e neilwe Royala Bafokeng Nation (RBN) le Morafe wa Robega |
| | | | Boschkoppie 104 JQ (ptn 2) | (Lefatshe le dithoto tsa moswi) Edbaal Rakgokong |
| Impala Platinum Limited | Tshwanelo ya go Epa e e Fetotsweng Porothokholo ya Nomoro ya 599/2008<br><br>DMR Ref No: NW 30/5/1/2/2/131 MR | Dimetale tsa Platinum Group, Manya a nickel, Manya a gouta, Manya a selefera, Manya a kopore, LE manya a koroumo, cobalt, Sulphur, motlhaba (o o dirilweng) ka matlapa a a latlhilweng | Elandsheuvel 282 JQ (ptn 1) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Elandsheuvel 282 JQ (ptn 2) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Elandsheuvel 282J Q (Ptn 5) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Reinkoyalskraal 278 JQ (RE polasi) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN Morafe wa Bafokeng |
| | | | Reinkoyalskraal 278 JQ (ptn 1) | Evangelial Lutheran Church in Southern Africa (Western Diocese |
| | | | Reinkoyalskraal 278 JQ (ptn 3) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Vlakfontein 276 JQ (polasi) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Welbekend 117 JQ (polasi) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN N |
| | | | Toulon 111 JQ (polasi) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Goedgedacht 114 JQ (polasi) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Kleindoornspruit 108 JQ | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |



| Mong | Tetlelelo ya go Epa: Nomoretshupetso ya DMR Nomoro ya Kwadiso | Diminerala | (Ma)Leina la Polase le Karolo | Beng ba Ditshwanelo tsa ga Godimo |
|---|---|---|---|---|
| | | | Doornspruit Annex 109 JQ | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Goedgedacht 110 JQ | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Hartbeestspruit 88 JQ | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| Impala Platinum Limited | Converted Mining Right MPT 15/2015<br><br>DMR Ref No: NW<br>NW 30/5/1/2/2/132 (10146)<br>MR | Dimetale tsa Platinum Group, Manya a nickel, Manya a gouta, Manya a selefera, le Manya a kopore LE Manya a koroumo, cobalt, sulphur, motlhaba (o o dirilweng) ka matlapa a a tlwaelegileng le manya a tship | Uitvalgrond 105 JQ (RE) | Matlole a malapa a a farologaneng a a maolwang ke baemedi ba Lelapa la Tutus Mathuloe (ba pele ba neng ba bidiwa Lelapa la ga Molotsane) ban a le Lelapa la ga Huma/Molotsane / Mokgogo) |
| | | | Uitvalgrond 105 JQ (Ptn 1) | Beng b aba farologaneng ba Lelapa la ga Mokgatle, le karolo ya lone e laolwang ke baemedi ba lelapa leo |
| | | | Uitvalgrond 105 JQ (Ptn 2) | Mokgatle Trust |
| | | | Kookfontein 265 JQ (Ptn12) | Seepi Farms Pty Ltd |
| Impala Platinum Ltd | Tetlelelo ya go Epa e e Fetotsweng Porothokholo ya Nomoro ya 600/2008<br><br>DMR Ref No: NW 30/5/1/2/2/133 MR | Dimetale tsa Platinum Group, Manya a nickel, Manya a gouta, Manya a selefera, le Manya a kopore LE Manya a koroumo, cobalt, sulphur, motlhaba (o o dirilweng) ka matlapa a a tlwaelegileng le manya a tshipi. | Wildebeestfontein 274 JQ (polasi) | Polasi ya Wildebeestfontein 274 JQ, ka dingwaga tse dintsi, e ne e kgaogantswe ka dikarolo (1-21), tse dingwe tsa tsone morago e neng ya nna mafelo a bonno. RE ya polasi eo ga e sa tlhola e le teng. E kopantswe go nna ptn 9 ya Wildebeestfontein 274 JQ<br>. |
| | | | Wildebeestfontein 274 JQ (ptn 1) | Puso ya Aforika Borwa , tshwanelo ya go dirisa lefatshe e neilwe RBN |
| | | | Wildebeestfontein 274 JQ (ptn 2) | Ga e sa tlhola e le teng. E Kopantswe go nna ptn 9 Wildebeestfontein 274 JQ |
| | | | Wildebeestfontein 274 JQ (ptn 3) | Frajo CC |
| | | | Wildebeestfontein 274 JQ (ptn 4) | Valditime (Pty) Ltd |
| | | | Wildebeestfontein 274 JQ (ptn 5) | Jaanong ke Freedom Park Ex.2<br>. |
| | | | Wildebeestfontein 274 JQ (ptn 6) | Mmasepala wa Selegae wa Rustenburg |
| | | | Wildebeestfontein 274 JQ (ptn 7) | Lefatshe le Dithoto tsa ga Moswi Motsuenyane |



| Mong | Tetlelelo ya go Epa: Nomoretshupetso ya DMR Nomoro ya Kwadiso | Diminerala | (Ma)Leina la Polase le Karolo | Beng ba Ditshwanelo tsa ga Godimo |
|---|---|---|---|---|
| | | | Wildebeestfontein 274 JQ (ptn 8) | Jaanong ke lekeishane la Freedom Park Ext 4 |
| | | | Wildebeestfontein 274 JQ (ptn 9) | Mmasepala wa Selegae wa Rustenburg |
| | | | Wildebeestfontein 274 JQ (ptn 10) | Estate Late Aaron Motsuenyane |
| | | | Wildebeestfontein 274 JQ (ptn 11) | Ga e yo. Ke karolo e potlana ya ptn 11 (ya ptn) ga e ise e ko e diragale) |
| | | | Wildebeestfontein 274 JQ (ptn 12) | Mmasepala wa Selegae wa Rustenburg |
| | | | Wildebeestfontein 274 JQ (ptn 13) | Jaanong ke Lekeishane la Meriting Extension 1 |
| | | | Wildebeestfontein 274 JQ (ptn 14) | Jaanong ke Lekeishane la Meriting Extension 3 |
| | | | Wildebeestfontein 274 JQ (ptn 15) | Jaanong ke Lekeishane la Meriting Extension 5 |
| | | | Wildebeestfontein 274 JQ (ptn 16) | Jaanong ke Lekeishene la Freedom Park |
| | | | Wildebeestfontein 274 JQ (ptn 17) | Jaanong ke Lekeishene la Freedom Park Ext |
| | | | Wildebeestfontein 274 JQ (ptn 18) | Jaanong ke Lekeishene la Seraleng |
| | | | Wildebeestfontein 274 JQ (ptn 19) | Jaanong ke Lekeishene la Seraleng Ext |
| | | | Wildebeestfontein 274 JQ (ptn 20) | Jaanong ke Lekeishene la Meriting Extension 4 |
| | | | Wildebeestfontein 274 JQ (ptn 21) | Sasol South Africa Ltd |
| | | | Reinkoyalskraal 278 JQ (ptn 3) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Vlakfontein 276 JQ (the farm) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Vaalkop 275 JQ (the farm) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Kookfontein 265 JQ (ptn 2) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Kookfontein 265 JQ (ptn 3) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Kookfontein 265 JQ (ptn 5) | Puso ya Aforika Borwa, Tshwanelo ya go dirisa Lefatshe e neilwe RBN |
| | | | Kookfontein 265 JQ (ptn 11) | Puso ya Aforika Borwa, Tshwanelo ya go dirisa Lefatshe e neilwe RBN |



| Mong | Tetlelelo ya go Epa: Nomoretshupetso ya DMR Nomoro ya Kwadiso | Diminerala | (Ma)Leina la Polase le Karolo | Beng ba Ditshwanelo tsa ga Godimo |
|---|---|---|---|---|
| | | | Kookfontein 265 JQ (ptn 14) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Kookfontein 265 JQ (ptn 16) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Kookfontein 265 JQ (ptn 20) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Kookfontein 265 JQ (ptn 21) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Kookfontein 265 JQ (ptn 22) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Kookfontein 265 JQ (ptn 23) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Kookfontein 265 JQ (ptn 24) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Kookfontein 265 JQ (ptn 25) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Beerfontein 263 JQ (ptn 2) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Turffontein 262 JQ (RE polasi) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Doornspruit 106 JQ (polasi) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Goedgedacht 114 JQ (polasi) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Kleindoornspruit 108 JQ (polasi) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Goedgedacht 110 JQ (RE) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Goedgedacht 110 JQ (ptn 1) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |
| | | | Turffontein 262 JQ (RE polasi) | Puso ya Aforika Borwa, e e Tlhokomeletse RBN |

### *1.2.3. Lefelo le Moepo o leng mo go Lone*

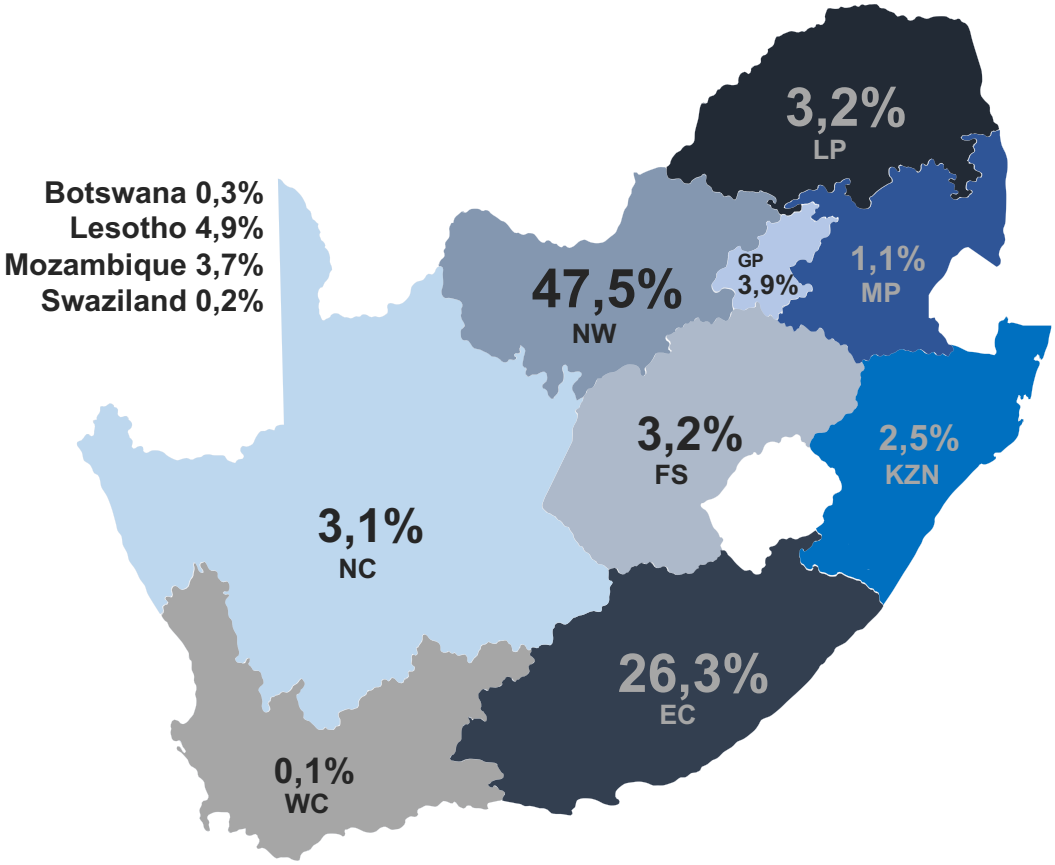
Impala Rustenburg Operations e dikilometara di ka nna lesome (10) kwa bokone jwa toropo ya Rustenburg mo Mmasepaleng wa Selegae wa Rustenburg, mo Mmasepaleng wa Kgaolo wa Bojanala Platinum kwa Porofenseng ya Bokone Bophirima. Leba Setshwantsho 3,1 sa lefelo le moepo o leng mo go lone.

### *1.2.4. Lefelo le babereki ba tswang kwa go lone*

Bontsi jwa babereki ba moepo ono ba tswa mo Porofenseng ya Bokone Bophirima. Palo e e latelang e sobokanya tshedimosetso ka mafelo a babereki botlhe ba moepo wa Impala Rustenburg Operations ba tswang kwa go one go simolola ka Seetebosigo 2023.

Tshedimosetso eno e ka nna ya fetoga fa moepo o ntse o dira jaaka babereki ba nnela ruri mo lefelong le le dikologileng moepo kgotsa jaaka go ntse go thapiwa babereki ba basha. Tshedimosetso eno e tla ntšhafadiwa ngwaga le ngwaga mo Pegong ya SLP ya moepo ya Ngwaga le Ngwaga.

*Setshwantsho 1.2: Lefelo le babereki ba Impala Platinum Limited ba tswang kwa go lone*





## 1.3. KETAPELE: MADIRELO A GO ITSHEKISA MAANYA A IMPALA PLATINUM

### *1.3.1. Tshedimosetso ka Khamphani*

*Lenaneothatlo 1.3. Madirelo a go Itshekisa Manya a Impala Platinum ke karolwana ya Impala Platinum Limited.*

| | |
|---|---|
| **Leina la Modirakopo** | Impala Platinum Limited – Madirelo a go Itshekisa Manya |
| **Leina la Moepo** | Impala Platinum Limited – Madirelo a go Itshekisa Manya ga se moepo, mme a itshekisa, manya a a tswang kwa Impala kwa Moepong wa Platinum Limited – Rustenburg Operations Mine. |
| **Aterese ya Poso** | **Impala Platinum Refineries:**<br>PO Box 222, Springs, 1560 |
| **Aterese ya Lefelo** | **Impala Platinum Refineries Operations:**<br>Cnr Cowles Street & East Gebuld Road, Springs, 1561<br>**Head Office:**<br>No 2 Fricker Road, Illovo, 2169, Gauteng Province |
| **Nomoro ya Moga** | **Head Office:** (011) 731 9000 **Central Office:** (011) 360 3111 |
| **E- mail** | investor@implats.co.za |
| **Lefelo la Madirelo a go Itshekisa Manya** | Madirelo a go Itshekisa Manya a Impala Platinum a mo Ekurhuleni Metropolitan Municipality mo Porofenseng ya Gauteng Madirelo a go Itshekisa Manya sekgala sa dikilomitara di le tlhano (5) go tswa kwa Springs Central Business District (CBD). |
| **Ngwaga wa Ditšheleter** | 1 Phukwi go ya go 30 Seetebosigo |
| **Motho yo o ikarabelelang** | Moses Motlhageng kgotsa motlhatlhami wa gagwe mo maemong ao a tiro |

### *1.3.2. Tshobokanyo ya Moepo*

Madirelo a go Itshekisa Manya a Impala Platinum (“IMPALA REFINERIES”) ga a na ditshwanelo tsa go epa.

### *1.3.3. Lefelo le Madirelo a go Itshekisa Manya a leng mo go Lone*

Madirelo a go Itshekisa Manya a Impala Platinum (“IMPALA REFINERIES”) e mo Mmasepaleng wa Ekurhuleni Metropolitan mo Porofenseng ya Gauteng. Madirelo a go Itshekisa manya a sekgala sa dikilomitara di le tlhano (5) go tswa kwa Springs Central Business District (CBD).

*Setshwantsho 1.3: Mmapa o o bontshang lefelo le Madirelo a go Itshekisa Manya a mpala Platinum a leng mo go lone*

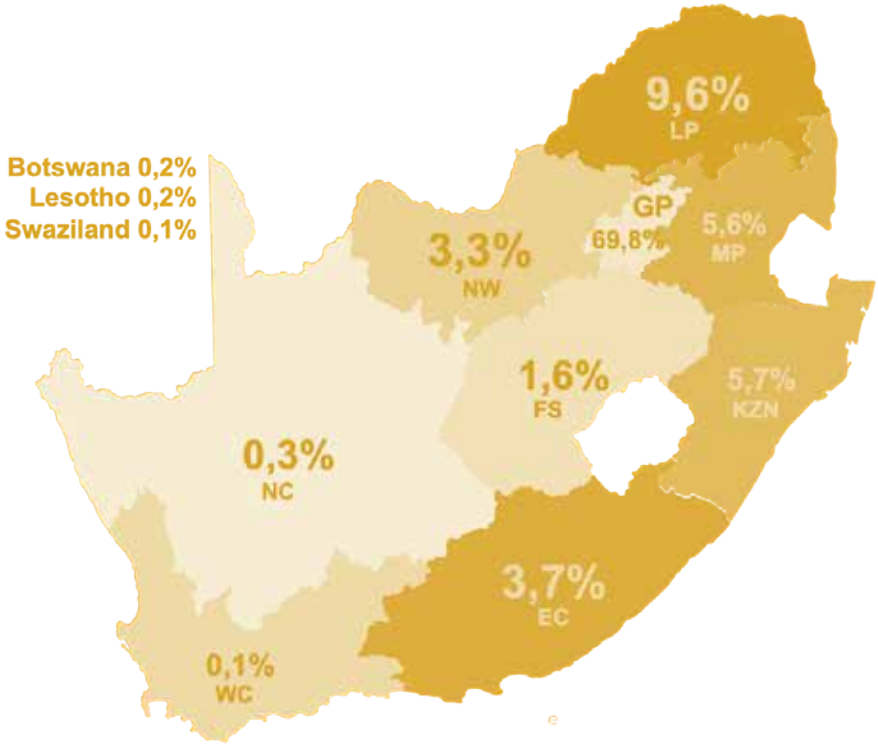



### *1.3.4. Lefelo le babereki ba tswang kwa go lone*

Bontsi jwa babereki ba moepo ono ba tswa mo Porofenseng ya Gauteng. Palo e e latelang e sobokanya tshedimosetso ka mafelo a babereki botlhe ba moepo ba tswang kwa go one.

Tshedimosetso eno e ne ya kokoanngwa go ya ka mafelo a babereki ba begileng gore ba ne ba romelwa go tswa kwa go one. Tshedimosetso eno e ka nna ya fetoga fa moepo o ntse o dira jaaka babereki ba nnela ruri mo lefelong le le leng gaufi le moepo kgotsa jaaka go ntse go thapiwa babereki ba basha. Tshedimosetso eno e tla ntšhafadiwa ngwaga le ngwaga mo Pegong ya SLP ya moepo ya Ngwaga le Ngwaga.

*Setshwantsho 1.4: Lefelo le babereki ba Madirelo a go Itshekisa Manya a Impala Platinum ba tswang kwa go lone*



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## KAROLO YA BOBEDI:

# TLHABOLOLO YA BABEREKI



## 2.1. TSHIMOLOLO

### *2.1.1. Tshobokanyo ka Kakaretso*

Ka ntlha ya dikgwetlho tsa tlhabololo tse naga ya rona e lebaneng le tsone, ditsela tsa Tlhabololo ya Dikgono tsa Babereki (Human Resource Development [HRD]) di botlhokwa thata mabapi le go oketsa kitso, dikgono le dipalo tsa babereki go solegela intaseteri le naga yotlhe molemo. Dintlha tse di botlhokwa ke:

- Go baakanyetsa babereki gore ba dire sentle le ka botswerere, se se dirang gore rona jaaka Impala re nne le babereki ba ba lekaneng ba ba nang le dikgono tse di tlhokegang go fitlhelela mekgele. HRD e ka bonwa e le tsela e e tlaleletsang Maano a mangwe a tlhabololo, segolo jang a go thapa le go fokotsa botlhoka-tekatekano.
- Bothata jwa go tlhoka tiro mo Aforika Borwa ka maswabi, tsela ya go tlhama ditiro e nnile le dikgwetlho: melao e e gagametseng ya tiro, dipholisi tsa dituelo tse di kwa tlase thata tse di kgoreletsang dipolotiki, le go sa tsamaisaneng ga dikgono tse di tlhokwang ke intaseteri le dikgono tse babereki ba nang le jone. Ka jalo baagi ba lebile dikhamphani thata gore di ba neye ditiro fa puso e sa kgone go ba naya se ba se tlhokang mmogo le botlhokwa jwa gore ba abelane le bone pono ya setšhaba, boeteledipele jo bo nonofileng, thuto e e tokafaditsweng le tlhabololo ya dikgono. Botlhoka-tekatekano jo Aforika Borwa e neng e na le jone bogologolo, jo bo dirileng gore batho ba Aforika Borwa ba ba neng ba kgaphetswe kwa thoko mo nakong e e fetileng (historically disadvantabed South Africans) le basadi ba bo ba sa thapiwa kgotsa go bo go sa tlhabololwa dikgono tsa bone tsa botlhokwa tsa ditiro tsa meepo kgotsa jwa maemo a seporofešenale kgotsa a botsamaisi; mo go baakanyeng go sa lekalekaneng ga batho ka bong jwa bone le go rotloetsa go tlhatlosiwa maemo ga basadi mo tirong. Le fa go na le kgatelopele mo molaong, jaaka Molao wa go Nonotsha Bantsho Seikonomi (Broad-Based Black Economic Empowerment Act) le melaometheo e boikaelelo jwa yone e leng go tokafatsa dipharologano tsa babereki, basadi ba ntse ba lebana le dikgoreletsi tse dikgolo tse di tsweletseng pele mo tirong.
- Kgwetlho ya go kgona go nna le thutego ya boleng le go lekalekana mo tirong le tlhabololo ya dikgono tsa tiro e santse e le kgang ya moruthutha mo tlhabololong ya dikgono tsa babereki mo nageng eno.
- Bothata jwa bogologolo jwa tsamaiso ya thuto e e kwa tlase ga maemo a a tlwaelegileng ya bo-HDSA bo dirile gore karolo e kgolo ya baagi ba bagolo ba naga ba bo ba sa itse go



bala le go kwala kgotsa ba se na dikgono tse di tlhokegang go thusa mo tlhagisotirong le mo kgolong ya ikonomi.

**Togomaano ya Tlhabololo ya Babereki**

HRD e leka go naya katiso e ka metlha e tshegetsang mekgele e e logetsweng maano ya tiro (Tshireletsego, Tlhagisotiro, Ditshenyegelo le Batho), le go thusa go dira gore go nne le babereki ba ba nang le seabe se segolo, ba ba nang le dikgono, le ba ba kgonang go fetoga. Mo maemong a kgwebo e e ntseng e oketsega mo lefatsheng lotlhe le e e nnang le diphetogo, botlhokwa jwa go tlhabolola dikgono tsa babereki bo tshwanetse go gatelelwa ka metlha, jaaka dikhamphani di dira ka natla go dira gore babereki ba bone ba nne le kitso, dikgono le botswerere jo bo tlhokegang go bona ditsela le go atlega mo gare ga mebaraka e e fetogang ka bonako. Boikaelelo jwa go diragatsa thulaganyo ya HRD ke go tlhomamisa gore re na le babereki ba ba tshwanetseng le batho ba ba tshwanetseng (ba ba nang le dikgono le botswerere), ka tsela e e tshwanetseng (tsamaiso ya taolo ya go ithuta - (learning management system [LMS]) go tshegetsa leano la tiro. LMS ke leano le le mosola la go neela katiso e e leng teng e e tlhomamisang dikgono tsa setegeniki. Go na le mananeo a go tlhabolola botsamaisi le boeteledipele go thusa babereki go ipaakanyetsa isagwe (go thusana gore botlhe ba atlege). Go na le thulaganyo ya dikgono jaaka go bontshitswe mo lenaanethalong la 1, e e akaretsang AET, dibasari, baalogi ba yunibesithi, boithutelatiro, moenjenere yo mmotlana, le mananeo a go katisa makawana a a tswang kwa mafelong a a romelang babereki le merafe e meepo e leng mo go yone go diragatsa maikarabelo a rona a loago.

**Maitlamo a Togomaano**

Jaaka karolo ya togomaano ya tiro, re tlhomile mogopolo wa rona mo badiragatsing ba rona ba togomaano ya tiro, pabalesego, tlhagisotiro, dituelo, le batho. Re dumela gore fa tshireletso e kgolo e dira sentle go ka dira gore go nne le mosola o mogolo mo kgwebong, mme re dirisa babereki ba rona ka botlhaga go tlhomamisa isagwe ya rona, ka jalo re diragatsa maitlamo a rona a HRD a FY25.

- Go tlhabolola dikgono tsa babereki ba ba nang le bokgoni le botswerere ka go ela tlhoko dikgoreletsi tsa bokgoni tse di lemogilweng ke dipalo tsa bokgoni jwa babereki, seno se akaretsa dikhoso tsa maemo a NQF 4 le 5 tsa bosheng.



- Go tswelela pele go tlhabolola dikgono tsa babereki mo mananeong a Boeteledipele le Bookamedi.
- Kwadisa babereki mo mananeong a tlhabololo a a tshwanang le Lenaneo la Tlhabololo ya dikgono tsa babereki ba Meepo, Boithutelatiro, mananeo a Bokgoni, jalo le jalo.
- Go diragatsa ka botlalo tsamaiso ya bolaodi ya go ithuta ka khomphiutha go tokafatsa go naya katiso, go sekaseka, le go latedisa tswelelopele ya moithuti go tila go nna lobaka lo loleele le go tokafatsa tlhagisotiro ya babereki.

Go ya ka se se fa godimo, Impala e lemoga botlhokwa jwa go tsamaisana le Broad-Based Socio-Economic Empowerment Charter ya Intaseteri ya Meepo le Diminerala mo Aforika Borwa (Tšhata e e tlhabolotsweng ya Meepo) e bile e itlama go dira tumalanong le tse di batliwang ke MPRDA go tlhomamisa gore babereki ba mo moepong ba kgona go tsenela Mananeo a Human Resource Development (HRD), jaaka go tlhalositswe mo karolong eno. Go tsweletsa kgwebo e e nang le poelo le e e tsweletseng, khamphani e leka ka natla go tlhabolola le go boloka babereki ba ba nang le bokgoni, ba ba dirang ka thata ba ba tserweng mo bathong ba ba farologaneng ba Aforika Borwa, segolobogolo go tswa kwa mafelong a a moepo o leng mo go one.

Lenaneo la Tlhabolola ya dikgono tsa babereki ya Impala le thailwe ka Leano la Tlhabololo ya dikgono tsa babereki le le tserweng mo thulaganyong ya ngwaga le ngwaga ya togomaano ya HRD e e dirwa ke Setlhopha sa Impala. E akanyetsa dilo tse khampani e di tlhokang malebana le thulaganyo ya yone ya kgwebo (malebana le babereki), melao e e leng teng, le tsela e setšhaba le tikologo di lebang dilo ka yone. Ka jalo, dilo tse di tlhokiwang ke babereki di tlhomamisiwa ka ditheo tse di latelang tse di botlhokwa:

- Tšhata ya Meepo.
- Leano la Loago le Babereki (Social and Labour Plan [SLP]).
- Mananeo a Tlhabololo ya Ikonomi ya Loago (Local Economic Development Programmes [LED])
- Tlhagisotiro ya khamphani le go naya ditlhoko tse di tlhokegang ka dinako tsotlhe.
- Togomaano ya Bokgoni jwa mo Tirong le Pego ya Ngwaga le Ngwaga ya Katiso (Workplace Skills Plan and Annual Training Report [WSP-ATR]).
- Broad-Based Black Economic Empowerment (B-BBEE).



Karolo eno e bontsha dithulaganyo tsa HRD tse moepo o ikemiseditseng go di diragatsa e le karolo ya maitlamo a yone a SLP. Go ya ka Molawana wa 46 (b) wa MPRDA, khamphani e itlama go dira se se latelang mme, ka gone, e e tla begwa mo go Karolo 2 ya pego eno.

a. Tlhabololo ya Dikgono tsa Baberekii:
   - Go tsenya letsogo mo dikgatong tsa dikgono tsa bebereki (18.1) le Mafelo a a Romelang Babereki le Merafe ya Mafelo a Moepo (18.2).
   - Go buisana ka metlha le makgotla a babereki ka go dirisa Foramo ya Thuto le Dikgono e e tlhomilweng malebana le go tokafatsa dikgono tsa babereki.
   - Go rulaganya le go romela Leano la Dikgono tsa mo Tirongkgono (Workplace Skills Plan [WSP]) le Pegelo ya Ngwaga le Ngwaga ya Katiso (Annual Training Report [ATR]) kwa Lekgotleng la Dithutego Tsa Meepo (Mining Qualification Authority [MQA]) jaaka go tlhalosiwa mo Skills Development Act 97 wa 1998 le Mine Health and Safety Act (karolo 10) ka go buisana le lekgotla la babereki.
   - Go kgothaletsa babereki go itokafatsa malebana le go tsweledisa dithuto tsa bone le go leka go tlamela ka thuso ya madi go ya ka ditlhokego tsa kgwebo (tshwetso ya Impala).
   - Dikgato tsa HRD di tsamaisana le go diragatsa dithulaganyo tsa Tekatekano ya Batho mo Tirong (Employment Equity) le jaaka go kwadilwe mo Tšhateng ya Moepo, dikarolo 2,4, 2,4.6 le 2,4.8.

b. Thuto ya Bagolo le Katiso (Adult Education and Training [AET])
c. Boithutelatiro (18,1 le 18,2)
d. Mananeo a Tlhabololo ya Dikgono (Mananeo a Dikgono a SETA)
e. Dikgono tse di ka Dirisiwang go Sele
   i. Babereki ba Dikgono tsa Tirisanommogo le ba Bangwe
   ii. Tiro ya mo Ofising/ Karolo 189
f. Katiso ya Ditiro tsa Botlhokwa
g. Kgatelopele ya Tiro
h. Katiso e e Akofisiwang /Itlhaganedisiwang
i. Go Tlhaba ba Bangwe Botlhale
j. Dibasari
   i. Tsa mo teng ga Setlamo (18,1)
   ii. Tsa ka ntle g a Setlamo (18,2)
k. Boithutelatiro jwa Baalogi ba Yunibesithi le Go Ithutela go Nna le Maitemogelo.



Impala e dira ka thata go dira tumalanong le Karolo 101 ya MPRDA le go tlhomamisa gore babereki botlhe ba ka metlha mo moepong kgotsa ba ba berekang ka konteraka ba kgona go tsenela Mananeo a Tlhabololo ya dikgono tsa babereki a a rulaganngwang kgotsa a a laolwang ke moepo ka boone kgotsa ke a a laolwang ke dikhampani tse di berekang ka konteraka. Go tlhomilwe dinako le mekgele ya lenaneo lengwe le lengwe tumalanong le togamaano ya kgwebo ya HRD, mme kgatelopele e tla begiwa mo Dipegong tsa ngwaga le ngwaga tsa SLP tsa Impala.

## 2.2. GO DIRA TUMALANONG LE MOLAO WA TLHABOLOLO YA DIKGONO

### *2.2.1. Tshobokanyo*

Impala e dira tumalanong le dipatlafalo tsa melao yotlhe e e maleba ya tlhabololo ya dikgono, mmogo le Molao wa Tlhabololo ya Dikgono (Skills Development Act (wa bo 97 wa ka 1998), Molao wa Lekgethwana wa Tlhabololo ya Dikgono (Skills Development Levies Act [No. 9 wa 1999]), Molao wa Tekatekano mo Tirong (Wa bo 55 wa ka 1998) le Molao wa Dikamano la Badiri (Wa bo 66 wa ka 1995).

*Lenaanethalo 2.1. Go Dira Tumalanong le Molao wa Tlhabololo ya Bokgoni le Tirisano le SETA*

| | | |
|---|---|---|
| **Leina la SETA** | Mining Qualifications Authority (MQA) | |
| **Nomoro ya go ikwadisa mo SETA** | L520713662 & L410713855 | |
| **Tlhomamiso ya go tlhoma Skills Motlhatlheledi wa Tlhabololo ya** | Internally Appointed SDF per Operation | |
| **Ditiro** | Rustenburg | Madirelo a go Itshekisa Manya |
| **Bosupi jwa go romelwa ga leano la dikgono tsa kwa lefelong la tiro** | 2023 – 25 Motsheg. 2023<br>2022 – 30 Motsheg. 2022<br>2021 – 02 Ngwanaa. 2021<br>2020 – 16 Ngwanaa 2020<br>2019 - 01 Phukwi 2019 | 2023 - 15 Motsheg. 2023<br>2022 - 12 Moranang 2022<br>2021 - 10 Mopitlwe 2021<br>2020 - 22 Seet 2020<br>2019 - 12 Moranang 2019 |



### *2.2.2. Go Duela Ditefiso tsa Tlhabololo ya Dikgono (Skills Development Levies [SDL])*

Khamphani e duela SARS Ditefiso tsa yone tsa Tlhabololo ya Bokgoni jwa Tiro ya 1% ya tuelo ya mmereki kgwedi le kgwedi jaaka molao o batla.

### *2.2.3. Dithomelo tsa WSP-ATR*

Jaaka Molao wa Tlhabololo ya Dikgono o batla, khampani e tswelela ka go ikemisetsa go dira tumalanong le molao wa tlhabololo ya dikgono; Ditogamaano tsa Dikgono mo Tirong le Dipegelo tsa Ngwaga le Ngwaga tsa Katiso di romelwa ngwaga le ngwaga jaaka go laelwa ke Molao wa Tlhabololo ya Dikgono.

### *2.2.4. Go Tlhongwa ga Motlhatlheledi wa Tlhabololo ya Dikgono (Skills Development Facilitator [SDF])*

Impala e tlhomiwe SDF ya yone ya Tiro nngwe le nngwe. Khampani eno e dirile gore e nne le tirisano le MQA mme e tswelela go tokafatsa tsela e e tlhaloganyang ka yone dilo tse di farologaneng tse di tlhokegang mo go tlhabololeng dikgono le mekgwa e e molemo thata. SDF e na le maikarabelo a go rulaganya le go diragatsa dithulaganyo tsa Khampani tsa Tlhabolola ya dikgono tsa babereki. Gape SDF  o na le boikarabelo jwa go simolola le go tsweledisa komiti ya tlhabololo ya dikgono,  tirisano le SETA le go laola dithuso tsa madi tsa katiso.

### *2.2.5. Komiti ya Tlhabololo ya Dikgono*

Go tlhomilwe Komiti ya Tlhabololo ya Dikgono ya semolao, Foramo ya Thuto le Dikgono, tse ka tekatekano di emetseng batho ba ditso tsotlhe le ba bong jo bo sa tshwaneng tse di nang le babereki le botsamaisi, ba ba akaretsang badiri le batsamaisi. Gareng ga dilo tse dingwe, komiti eno e na le boikarabelo jwa:

1. Go kopana ka metlha go buisana ka dikgang tse di malebana le tlhabololo ya dikgono.
2. Go rotloeletsa ditiro tse di amanang le tlhabololo ya dikgono.
3. Go buisana ka maitlamo a dithulaganyo tsa katiso le go di dira ditlapele.
4. Go buisana ka dithulaganyo tsa katiso.
5. Go buisana ka dithulaganyo tsa tswelelopele ya tiro/tlhatlhamano ya ditiro tsa go fitlhelela mokgele wa tiro.
6. Go emela banaleseabe ba ba maleba le go ba naya pegelo ka tlhabololo ya dikgono.



7. Go kopana ka metlha go latedisa kgatelopele ya katiso, go lemoga dikarolo tse di nang le mathata le go akantsha ditharabololo.
8. Go boloka direkoto tse di siameng sentle tsa katiso
9. Go bega kgatelopele fa e bapisiwa le dithulaganyo/ mekgele e e lhomilweng

### *2.2.6. Go Naya Mananeo /Mafelo a Katiso Tetlelelo-Semmuso*

Mafelo a Tlhabolola ya dikgono tsa babereki a Impala Platinum a neilwe tetlelelo-semmuso ka 9001:2015. Impala Platinum Limited – Rustenburg Operations e neilwe tetlelelo-semmuso ka botlalo ke Mining Qualifications Authority (MQA) mo mananeong otlhe a a kwadisitsweng mo Seta. Gape e neilwe tetlelelo-semmuso ke Quality Council of Trades and Occupations (QCTO) mabapi le thutego e e kwadisitsweng ya QCTO le go kwadisiwa ke NAMB mabapi le ditiro tsa diatla tsotlhe tse di kwadisitsweng, le Transport Education and Training Seta (TETA) ya mananeo a Metšhini e e Tsholetsang dilo.

Dintlha tse dingwe mabapi le Mafelo a Katiso le dikago tse moepo o di dirisang di ka bonwa mo go Annexure B.

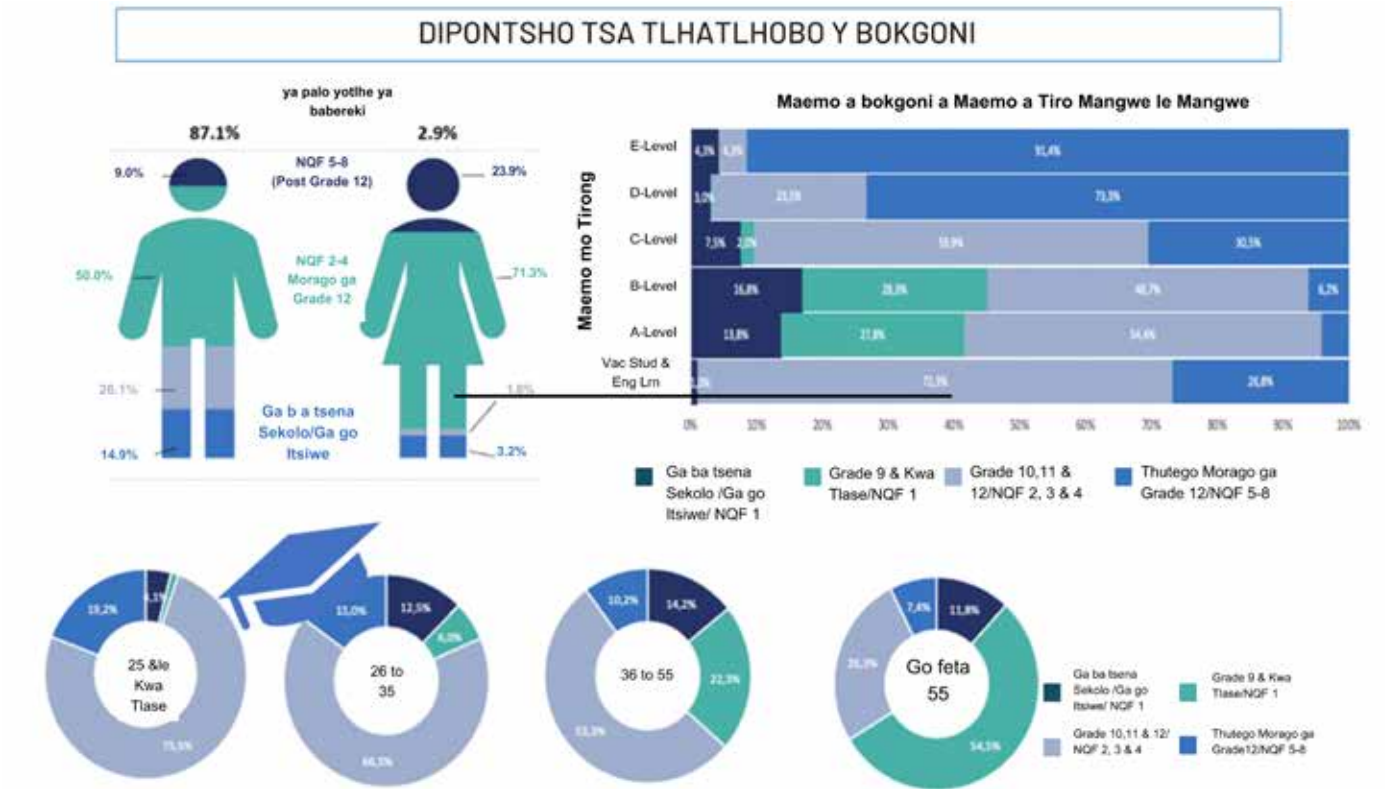
## 2.3. MAEMO A THUTEGO YA BABEREKI

Impala e ne ya dira thatlhobo ya dikgono tsa mo teng ga setlamo ka 2022 le 2023 go tlhomamisa gape maemo a mo nakong eno a thutego ya babereki ba yone. Tshedimosetso e e kgobokantsweng, gammogo le dilo tse di tlhokegang le tse di diragalang mo tirong ke tsone motheo wa dithulaganyo tsa Tlhabololo ya Dikgono mo teng ga khampani.

Maduo a Tlhatlhobo ya Dikgono a ka bonwa go Setshwantsho 2.1. Dintlha ka botlalo tsa dikgono tsa Babereki di ka bonwa go Annexure D. Maemo a thutego a babereki ba Impala a tshwaragantswe le Setshwantsho 2.2 (Foromo Q).



*Setshwantsho 2.1. Tshobokanyo ya tse di Bonweng ka Tlhatlhobo ya Bokgoni*



*Lenaanethalo 2.2. Palo le maemo a thutego ya babereki ba mo Impala (Foomo Q)*

| | | | Banna | | | | Basadi | | | | Paloyotlhe | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **MAEMO** | **MAEMO A NQF** | **TSAMAISO YA BOGOLOGOLO** | **Moafrica** | **Wa Mmala** | **Mointia** | **Mosweu** | **Moaforika** | **Wa Mmala** | **Mointia** | **Mosweu** | **Banna** | **Basadi** |
| **Kakaretso Thuto le Katiso (GET)** | **1** | Ga go itsiwe | 1077 | 5 | 5 | 51 | 103 | 2 | 0 | 3 | **1138** | **108** |
| | | Ba bas a Tsenang Sekolo | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | **0** | **0** |
| | | Kereiti 0/Pre | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | **0** | **0** |
| | | Kereiti 1/Sub A | 62 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | **62** | **2** |
| | | Kereiti 2/Sub B | 450 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | **450** | **3** |
| | | Kereiti 3/Std 1/ABET 1 | 261 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | **261** | **1** |
| | | Kereiti 4/Std 2 | 1373 | 0 | 0 | 2 | 14 | 0 | 0 | 0 | **1375** | **14** |
| | | Kereiti 5/std3/ABET 2 | 1534 | 1 | 0 | 8 | 42 | 0 | 0 | 0 | **1543** | **42** |
| | | Kereiti 6/Std 4 | 732 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | **732** | **2** |
| | | Kereiti /Std 5 ABET 3 | 3482 | 1 | 0 | 40 | 42 | 0 | 0 | 6 | **3523** | **48** |
| | | Kereiti 8/Std 6 | 2258 | 1 | 0 | 4 | 53 | 0 | 0 | 0 | **2263** | **53** |
| | | Kereiti 9/Std 7/ABET 4/NQF Lev.1 | 61 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | **61** | **0** |
| **Further Education and Training (FET)** | **2** | Kereiti 10/Std 8/N1 | 1816 | 2 | | 25 | 83 | 0 | 0 | 2 | **1843** | **85** |
| | **3** | Kereiti 11/Std 9/N2 | 3158 | 4 | 0 | 63 | 312 | 0 | 0 | 2 | **3225** | **314** |
| | **4** | Kereiti 12/Std 10/N3 | 7558 | 29 | 2 | 313 | 2124 | 5 | 2 | 44 | **7902** | **2175** |
| **Higher Education and Training (HET)** | **5** | Higher Certificates / Adv NCV | 239 | 0 | 0 | 33 | 133 | 0 | 0 | 5 | **272** | **138** |
| | **6** | Diplomas / Adv Certificates | 180 | 1 | 1 | 23 | 191 | 1 | 1 | 7 | **205** | **200** |
| | **7** | Bachelor's Degrees / Adv Diplomas | 145 | 6 | 4 | 29 | 145 | 0 | 3 | 14 | **184** | **162** |
| | **8** | Higher / Hons / Degrees / Prof Qual | 58 | 5 | 3 | 20 | 43 | 0 | 2 | 7 | **86** | **52** |
| | **9** | Master's Degree | 14 | 1 | 3 | 8 | 7 | 0 | 1 | 1 | **26** | **9** |
| | **10** | Doctorates | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | **1** | **0** |
| **TOTAL** | | | **24459** | **56** | **18** | **619** | **3300** | **8** | **9** | **91** | **25152** | **3408** |

*Foromo Q: Mokgele o akaretsa Rustenburg le Tiro ya Madirelo a go Itshekisa aanya*







## 2.4 THULAGANYO YA TLHABOLOLO YA DIKGONO

Boikaelelo jwa Thulaganyo ya Tlhabololo ya Dikgono ke go netefatsa gore tikologo le boeteledipele/tsamaiso ya khamphani ka bobedi di dira gore go nne le mokgwa wa go rotloetsa go tswelela pele ka go ithuta le go tlhabolola dikgono tsa badiri botlhe le gore dithuso tsotlhe tsa go ithuta di felela ka go ithuta botshelo jotlhe.

Karolo eno e bontsha dithulaganyo tsa HRD tse moepo o itlamileng go di diragatsa jaaka karolo ya maitlamo a one ka SLP malebana le:

a. Thuto ya Bagolo le Katiso (Adult Education and Training [AET])
b. Tsweledi so ya Boithutelatiro (18,1 le 18,2)
c. Mananeo a Tlhabololo ya Dikgono (Mananeo a Dikgono tsa a SETA)
d. Dikgono tse di ka Dirisiwang go Sele
    i. Babereki ba Dikgono tsa Tirisanommogo le ba Bangwe
    ii. Tiro ya mo Ofising/ Karolo 189
e. Go Katisediwa ya Ditiro tsa Botlhokwa
f. Kgatelopele ya Tiro
g. Katiso e e Akofisiwang /Itlhaganedisiwang
h. Go Tlhaba ba Bangwe Botlhale
i. Dibasari
    i. Tsa mo Teng ga Setlamo (18,1)
    ii. Tsa ka Kwantle ga Setlamo (18,2)
j. Boithutelatiro jwa Baalogi ba Yunibesithi le Go Ithutela Maitemogelo

Mo karolong nngwe le nngwe e Impala e itlamileng ka mekgele e e rileng mo go yona, go bontshitswe tshegetso ka madi a a rileng mo dingwageng tse tlhano (5) tse di latelang. Madi a a tla newang ke a mekgele e e tlhomilweng mo SLP 4 fela.

Manaanethalo otlhe a go kwadilweng mo go one dipalo tsa mananeo a baithuti ke a batho ba ba sa tswang go tsewa bosheng fela, ga go akarediwe ba ba tswelelang ka gonne re ka bega fela motho a le mongwe yo o solegelwang molemo, ka thuso nngwe le nngwe, ka ngwaga. Ditiro tsa mo teng ga setlamo tsa go bega di tswelela pele go ela tlhoko gore go na le tswelelopele mme kwa bofelong di kopana le MQA.



### *2.4.1. Thuto ya Bagolo le Katiso (Adult Education and Training [AET])*

Ke se Impala e batlang go se dira go tlhomamisa gore babereki botlhe ba yone ba itse go buisa, go kwala le go buisana ka Seesemane (go kgona go buisa le go kwala) go tlhomamisa gore ditaelo dipe fela le/kgotsa dintlha tsa boitekanelo le pabalesego di tlhaloganngwa sentle go dira gore babereki ba tlhagise e seng tiro fela mme gape le go tlhomamisa pabalesego ya bone ka go kgona go buisa puisano epe e e kwadilweng mo dibotong tsa dikitsiso, dipampitshana, jalo jalo.

#### 2.4.1.1. Tiro ya AET

Jaaka karolo ya boikemisetso jwa yone jwa go tlhabolola motheo wa thuto ya babereki ba yone, Impala e tsentse tirisong Lenaneo la go Kgona go Ithuta go Bala le go Kwala le Dipalo, go tlhomamisa gore babereki botlhe ba na le kgona go ithuta go ya pele. Lenaneo leno le na le Thuto le Katiso ya Bagolo (Adult Education and Training [AET]) e boikaelelo ka yone e leng go naya baithuti ba bagolo thuto le katiso ya boleng jo bo siameng fa go ntse go tlhomamisiwa gore baithuti botlhe ba newa tšhono ya go nna le dikgono tsa go buisa le go kwala le go itse dipalo (go fitlha go Maemo 4 a AET).

Mo godimo ga moo, Impala e tla tswelela ka katiso ya Thutego 1 (NQF) e e feletseng. Matseno ka Lefapha la Meepo le Diminerale go fitlha nako ya go ikwadisetsa thutego eo e fela, gammogo le Foundational Learning Competency (FLC).

Mo nakong eno go rutwa dithuto tse di latelang mme di tla tswelela di rutwa, go tsamaisana le thutego e babereki ba yone ba e tlhokang:

a. Pre-AET (Lenaneo la go baakanyetsa baithuti AET).
b. AETya Maemo 1: Tlhaeletsano le Dipalo.
c. AET ya Maemo 2: Tlhaeletsano, Dipalo, le go Katisediwa Botshelo.
d. AET ya Maemo 3:Tlhaeletsano, Dipalo, Go Katisediwa Botshelo, le Saense ya Tlhago.
e. AET ya Maemo 4: Tlhaeletsano, Dipalo, Go Katisediwa Botshelo, le Saense ya Tlhago.
f. NQF Maemo 1: Matseno ka Lefapha la Meepo le Diminerale (ka nako yotlhe e lenaneo leno le ikwadiseditsweng ka yone)
g. FLC: Foundational Learning Competency (Bokgoni jwa Thuto ya Motheo).



**2.4.1.2. Leano la Tiragatso ya AET**

Mekgele e e beilweng ke ya gore babereki ba tsenele AET go tokafatsa kitso ya bone ya go buisa, le go kwala ga babereki botlhe le go dira gore ba kgone go simolola ditiro tsa go fitlhelela mokgele wa tiro ya bone tsa go tlhabolola dikgono tgsa bone mo nakong e e tlang. Babereki ba tla kgona go bona dithuto tsa nako e e tletseng le tsa nakwana go fitlhelela mekgele ya bone.

Tlhatlhobo ya dikgono e e dirilweng ka 2023 e tla tswelela go kaela dithulaganyo tsa go thapiwa ga baithuti ba SLP 4.

Go tlhomamisa gore go na le koketsego ya palo ya babereki ba ba kwadiseditsweng AET, go rulagantswe dikgato tse di latelang:

a. Go nna le seabe ga botsamaisi ka selekanyo se segolwane, segolo thata jwa Merero ya Babereki, Botsamaisi jwa Tlhagisotiro le Ditlhogo tsa Mafapha;
a. Go bulegelwa ke mokgele wa tiro ya ga babereki ba ba fitlhelelang AET ya maemo 4.
b. Dithuto tsa AET tsa nako e e tletseng di okeditswe go dira gore go nne bonolo mo babereking ba go leng thata go tla dithutong tseno morago ga tiro gore ba kgone go nna teng mo go tsone. Gore go fitlhelelwe mekgele, go tlamelwa ka thuso ya madi , le fa go ntse jalo seno ke kaelo fela mme ga se molao wa gore moepo o dire jang.

Go oketsa dikgono tsa babereki ba thutego e e kwa tlase ga Kereiti ya 9 ka dithuto tsa Dipalo, Go Buisa le go Kwala, Mmetshe le Puisano gore ba tshwanelegele go tlhatlosiwa maemo mo tirong tumalanong le dithuto tse ba di ithutetseng le dipatlafalo tsa teng. Seno se tla fitlhelelwa ka go rulaganyetsa gore baithuti ba rona ba AET ba atlege. Ka go leka go dira tiro ya boleng jo bo kwa godimo le go ruta baithuti mananeo a tlhamoseŠwa le a a maleba go katiso maemo mangwe le mangwe a thuto e ba e rutwang.

**2.4.1.3. Mekgele ya AET**

Lenaanethalo le le fa tlase le naya tshobokanyo ya mekgele ya SLP ya Moepo malebana le AET ya Badiri ba yone ba Moepo. Go tlhomela badiri ba maemo a a rileng mokgele ya Babereki ba nako e e tletseng kgotsa ba nakwala gantsi ke kgwetlho ka ntlha ya diphetogo tsa babereki mo ditšhafong tsotlhe le mafapha a a ka nnang a farologana fa dingwaga di ntse di tlhatlologana. Fa e le gore go ka se kgonege go



fitlhelela mekgele mo maemong a a rileng kgotsa go tsaya babereki go ba ruta, go tla fokodiwa le/kgotsa go tla okediwa palo ya babereki ba ba tseelwang go katisiwa go tlhomamisa gore mokgele wa ngwaga le ngwaga ka kakaretso o a fitlhelelwa. Thulaganyo ya dithuto dingwe le dingwe tsa maemo a AET ke dingwedi tse 6.

*Lenaanethalo 2.3. Thulaganyo ya AET ya Babereki ba mo Moepong (School of Excellence Rustenburg)*

| Maemo a AET | Mekgele le dinako | | | | | |
|---|---|---|---|---|---|---|
| **Babereki** | **2024 (Ngwaga 1)** | **2025 (Ngwaga 2)** | **2026 (Ngwaga 3)** | **2027 (Ngwaga 4)** | **2028 (Ngwaga 5)** | **PALOYOTLHE 2024-2028** |
| Pele ga AET | 20 | 15 | 15 | 15 | 15 | **80** |
| AET 1 | 40 | 48 | 48 | 45 | 40 | **221** |
| AET 2 | 45 | 50 | 50 | 45 | 40 | **230** |
| AET 3 | 35 | 35 | 35 | 30 | 30 | **165** |
| AET Level 4/NQF1 | 42 | 42 | 42 | 40 | 40 | **206** |
| **FLC** | 8 | 0 | 0 | 0 | 0 | **8** |
| Paloyotlhe | 190 | 190 | 190 | 175 | 165 | **910** |
| Tśhelete e e Newang | **R27624000** | **R27624000** | **R27624000** | **R25728000** | **R25728000** | **R134328000** |

*Tlhokomediso:Togoleano la AET la Babereki ba Moepo: Rustenburg fela*
**FLC ga e na mokgele e le phetogo mo go emisiweng ga molao*

**2.4.1.4. Maduo a Lenaneo la AET**

Lenaanethalo le le fa tlase le naya tshobokanyo ya mekgele ya SLP ya Moepo malebana le AET ya Badiri ba yone ba Moepo. Go tlhomela badiri ba maemo a a rileng mokgele ya Babereki ba nako e e tletseng kgotsa ba nakwala gantsi ke kgwetlho ka ntlha ya diphetogo tsa babereki mo ditšhafong tsotlhe le mafapha a a ka nnang a farologana fa dingwaga di ntse di tlhatlologana. Fa e le gore go ka se kgonege go fitlhelela mekgele mo maemong a a rileng kgotsa go tsaya babereki go ba ruta, go tla fokodiwa le/kgotsa go tla okediwa palo ya babereki ba ba tseelwang go katisiwa go tlhomamisa gore mokgele wa ngwaga le ngwaga ka kakaretso o a fitlhelelwa. Thulaganyo ya dithuto dingwe le dingwe tsa maemo a AET ke dingwedi tse 6.

Morago ga go wetsa thuto ya maemo a AET, moithuti o newa setifikeiti sa dikgono. Mo godimo ga diphelelo tse di tlhotlheletsang batho tsa go naya babereki ba rona



katiso ya dikgono tsa dipalo le go kgona go buisa le go kwala (segolo thata malebana le AET Maemo 1 le 2 ya Dikgono tsa Botshelo), AET ya Maemo 4 le FLC, e tlhofofaletsa batsayakarolo ba ba atlegileng go kgona go nna le dithuto tsa go bona Disetifikeiti tsa Go Thuba Maje tsa DMR, Artisan Aid ya Maemo 2 le dithuto tsa go kgona go Okamela Bodirelo.

**2.4.1.5. Setlhopha sa ba ba tlhophetsweng AET (Ka Nako Yotlhe kgotsa e se Ka Nako Yotlhe)**

Maemo a a tlhokegang gore mmereki a tsenele AET ke go nna le thutego e e kwa tlase ga Kereiti ya Borobongwe (9) ka nako ya go dira kopo le/kgotsa go tlhophiwa go ya ka Placement Assessment gore a tsenele AET Pre-AET kgotsa Maemo 1-4. Seno se dirwa go ya ka tlhatlhobo ya thutego ya bokgoni e e dirwang, Tumalanong le dithulaganyo tsa tatelano ya dishafote le maano a kgwebo a tiro nngwe le nngwe, le tumalanong le IDP ya motho ka bongwe.

## *2.4.2. Togomaano ya Boithutelatiro*

**2.4.2.1. Tiro ya Boithutelatiro**

Maemo a a tlhokegang gore mmereki a tsenele AET ke go nna le thutego e e kwa tlase ga Kereiti ya Borobongwe (9) ka nako ya go dira kopo le/kgotsa go tlhophiwa go ya ka Placement Assessment gore a tsenele AET Pre-AET kgotsa Maemo 1-4. Seno se dirwa go ya ka tlhatlhobo ya thutego ya bokgoni e e dirwang, Tumalanong le dithulaganyo tsa tatelano ya dishafote le maano a kgwebo a tiro nngwe le nngwe, le tumalanong le IDP ya motho ka bongwe.

Thulaganyo eno e tlhomamisa gore batsayakarolo ba solegelwa molemo ke maitemogelo a a mosola mo tirong ya meepo le go amogela katiso e e tlhomamisitsweng mo thutong ditiro tseno tse di tlhophilweng. Moepo ono o dira maiteko otlhe go dira gore go nne le dikamano tsa go dira sentle le di-SETA tse di maleba le banei ba katiso le thuto go rulaganyetsa go diragadiwa ga mananeo a Boithutelatiro sentle.

**2.4.2.2. Togomaano ya Tiragatso ya Boithutelatiro**

Meepo e rulaganyetsa go thapa baithuti go tsamaelana le leano la kgwebo le ditlhokego tsa mo tirong go tshegetsa mekgele ya moepo ya tekatekano mo ditirong e e ka nnang ya sekasekiwa gangwe le gape. Ditlhokego tsa go ithuta tse di lebeletsweng mo dingwageng tse tlhano tse di latelang di bontshiwa go Lenaanethalo



2.4. Mekgele eno e ile ya dira gore go akanyediwe maitemogelo a khampani go tla go fitlha jaanong. Go ikaegilwe ka mefuta ya batho ba ba mo lefelong le tiro e dirwang mo go lone, Impala Platinum e e tsepamisa mogopolo thata mo go tseyeng karolo ga HDP le WIM malebana le Mananeo a Boithutelatiro go thusa go fitlhelela Leano la Tekatekano mo Tirong la moepo ono le se se tlhokiwang mo SLP. Impala e tla kgaoganya Boithutelatiro jwa go Dira ka Diatla gareng ga baithuti ba 18.1 le 18.2. Batho ba 18.2 ba ba thapiwang bosheng ba tla tsewa bogolo jang mo metseng e moepo o leng mo go yone, mafelo a a romelang babereki, le kwa kgaolong ya Bojanala. Gore go fitlhelelwe mekgele, madi a a tla newang a bontshiwa mo lenaanethalong (table) lengwe le lengwe fa go tlhokega. Seno se naya kaelo mabapi le ditshenyegelo tse di fopholediwang mme ga se sa go gore se bontsha kgatelopele e e dirilweng ke moepo.

**2.4.2.3. Mekgele ya Boithutelatiro**

Mananeothalo a a fa tlase a bontsha mekgele ya boithutelatiro a Impala mo sebakeng sa dingwaga di le tlhano (5) go lebeletswe leano la tlhabololo ya bokgoni, WSP le ATR, go akaretsa le ditlhokiwa tsa kgwebo tsa khamphani eno le maano a tekatekano mo tirong go fitlhelela mekgele e e batliwang.

Go tlhokega go tlhaloganya boleele jwa thulaganyo nngwe le nngwe e e kwadilweng mo lenaanethalong la mokgele fa go akanngwa ka dipalo tse di solofetsweng tsa go atlega ka ngwaga. Tsweetswee tlhokomela gore sebaka sa go tshwanelegela go nna Moithutelatiro wa Tiro ya Diatla ke dingwaga di le tharo (3) go simolola ka nako ya go ikwadisa; dipalo tsa batho ba ba ikwadisang di tsamaisanngwa le baithuti ba ba fetsang dithuto tsa bone gore ka metlha go dirwe gore e nne palo e e batliwang ya baithuti. Mekgele ya katiso e tlhomilwe go ya ka maemo a katiso mangwe le mangwe (Ba Tiro ya Diatla le ba ba Seng ba Tiro ya Diatla) mme eseng ditiro tse di rileng (ka sekai Moitse wa Motlakase) mo maemong a palo ya baikwadisi ba basha ngwaga le ngwaga. Dithuto tse di rileng di tla tlhomamisiwa ngwaga le ngwaga go ya ka maemo, go ikaegilwe ka se kgwebo e se tlhokang. Mekgele ya go ithutela tiro ya diatla e kgaogantswe go ya ka Karolo 18.1 (babereki ba mo teng ga setlamo) le 18.2 (baithuti ba ba sa berekeng) le go ya ka se khamphani e se tlhokelang kgwebo ya yone. Boithutelatiro ya Diatla bo tla akaretsa dithutego tse di latelang, Motlakase, Go Tsenya le go Lomaganya Metšhini, go dira Diboelara, Go Baakanya Dienjene tsa Disile, Go Nitamisa ya Didirisiwa Kitso Didirisiwa.



Boithutelatiro ya Diatla ya Boenjenere jotlhe ke thuto ya dikgwedi tse 36 mme DMR Blasting yone ke ya dingwaga tse pedi, mme WED, Geology L2, taolo ya Strata le tse dingwe ke tsa dikgwedi tse 18. Tlhaeletsano e e malebana le go bapatsa, go tlhopha, go botsolotsa, le go tlhatlhoba tlhaloganyo, le go tsenya babereki mo tirong e dirwa le banaleseabe ba ba mo teng ga setlamo le ba ba kwa ntle ga setlamo pele ga tiro ya go thapa. Fa go le maleba, banaleseabe ba ba maleba ba nna ba romelelwa tshedimosetso e e tshwanetseng.

*Lenaanethalo 2.4a. Togomaano ya ba ba Tseelwang Boithutelatiro (Ba Tiro ya Diatla le ba Eseng ba Tiro ya Diatla- Sekolo sa Boinjinere: Rustenburg le Madirelo a go Itshekisa Manya*

| BA BA TSEELWANG BOITHUTELATIRO | Mekgele le dinako | | | | | |
|---|---|---|---|---|---|---|
| Babereki le Ba Eseng Babereki | 2024 (Ngwaga 1) | 2025 (Ngwaga 2) | 2026 (Ngwaga 3) | 2027 (Ngwaga 4) | 2028 (Ngwaga 5) | TOTAL 2024-2028 |
| Boinjeniere (Modira-ka-Diatla) - 18.1 | 24 | 17 | 23 | 11 | 17 | **92** |
| Boinjeniere (Modira-ka-Diatla) - 18.2 | 26 | 20 | 26 | 14 | 20 | **106** |
| Paloyotlhe | 50 | 37 | 49 | 25 | 37 | **198** |
| **Tşhelete e e Newang** | **R61 353 782** | **R57 795 009** | **R53 262 709** | **R56 758 472** | **R53 283 980** | **R282 453 953** |

*Tlhokomediso: Togoleano la Ba ba Tseelwang Boiithutelatiro (Ba Tiro ya Diata le ba Eseng ba Tiro ya Diatla): e akaretsa Rustenburg le Madirelo a go Itshekisa Manya*

*Lenaanethalo 2.4b. Sekolo sa Meepo: Rustenburg*

| BATHO BA BA TSEELWANG BOITHUTELATIRO | Mekgele le dinako | | | | | |
|---|---|---|---|---|---|---|
| Babereki le Ba Eseng Babereki | 2024 (Ngwaga 1) | 2025 (Ngwaga 2) | 2026 (Ngwaga 3) | 2027 (Ngwaga 4) | 2028 (Ngwaga 5) | PALOYOTLHE 2024-2028 |
| DMR Blasting Certificate (Ba Eseng ba Tiro ya Diatla) - 18.1 le 18.2 | 60 | 60 | 40 | 40 | 40 | **240** |
| Winding Engine Driver (Ba Eseng ba Tiro ya Diatla) - 18.1 | 4 | 0 | 4 | 0 | 4 | **12** |
| Paloyotlhe | 64 | 60 | 44 | 40 | 44 | **252** |
| **Tşhelete e e Newang** | **R10 587 562** | **R10 587 562** | **R8 240 672** | **R8 240 672** | **R8 240 672** | **R45 897 141** |

*Tlhokomediso: Ba ba Tseelwang Baithutelatiro (Ba Eseng ba Tiro ya Diatla): Rustenburg fela*
**Tsweetswee elatlhoko gore moepo o katisa fela 18,1 (babereki ba one) mo mananeong ano.*



#### 2.4.2.4. Maduo a Lenaneo la Boithutelatiro

Dithuto tsa go ithuta go dira tiro ya diatla di golagantswe le kharikhulamo ya borutegi ya QCTO, mme baithuti ba fiwa disetifikeiti tsa kgwebo ya diatla fa ba fitlheletse maduo otlhe a a tlhokegang a go ithuta. Mananeo a go ithuta mme E se ga Tiro ya Diatla go remeletswe thata mo babereking ba ba nnang le setifikeiti sa Go Thuba Maje sa DMRE mme ba tla newa setifikeiti le laesense ya go thuba maje ya DMRE, seno se akaretsa gape le Learner Winding Engine Drivers le tse boithutelatiro ya diatla bo se batlang gangwe le gape mabapi le boithutelatiro jwa Geology le kgotsa Strata Control (jo bo sa beelwang mekgele epe). Babereki ba ba nang le DMRE Blasting ba ka tlhomiwa go nna Babereki ba Meepo go ikaegile ka gore a kgwebo e a ba batla ka nako eo (ga go patelesege go naya baithuti tiro fa ba se na go wetsa katiso).

### *2.4.3. Mananeo a Tlhabololo ya Dikgono*

#### 2.4.3.1. Tiro ya Mananeo a Tlhabololo ya Bokgoni

Impala Platinum Limited (Impala), go ya ka Thulaganyo le leano la Tlhabololo ya dikgono tsa babereki, e tla naya katiso ya bokgoni jwa konokono jwa kgwebo go tlhomamisa gore mmereki mongwe le mongwe o nna le tse di tlhokegang semolao mabapi le maemo a gagwe. Go tswelela go tlhabolola le go diragatsa mananeo a a maleba a katiso ya bokgoni fa go tlhokega le fa go a nna teng. Impala e tla tswelela go fetola mananeo a katiso le tlhabololo go nna mananeo a go ithuta kgotsa dithulaganyo tsa bokgoni, jaaka le fa a gololwa ke SAQA le QCTO, go tsenyeletsa mananeo a tlhabololo ya bokgoni a a amanang le tiro fa go tlhokega.

#### 2.4.3.2. Thulaganyo ya go Diragatsa Mananeo a Tlhabololo ya Dikgono

Go ya ka ditlhokego tsa molao wa pabalesego, Impala Rustenburg e tla tswelela go netefatsa gore badiredi ba ba maleba ba tshwanelega go ya ka mananeo a katiso ya dikgono a a neilweng tetlelelosemmuso a Bokgoni A, Bokgoni B, Mothusa go Thuba Maje , le Moemedi wa Botsogo le Pabalesego mo Tirong go ya ka maemo a bone. Dithuso tseno di diragatsa ditlhokego tse di kwa tlase le maitemogelo a tiro, go tlhomamisa gore mongwe le mongwe o tlhomeletswe go dira ka botlalo mo maemong a gagwe mme e tla nna karolo ya katiso ya ntlha ya ba ba sa tswang go tsena mo tirong gammogo le go newa maemo a sele le go tlhatlosiwa maemo mo tirong.

Mo godimo ga mananeo a katiso a a umakilweng fa godimo, go na le mananeo a mangwe gape a katiso  ya a dikgono a a kwadisitsweng go tlhomamisa gore dikgono



di dirisiwe mo ditirong di sele mo Lefapheng, jaaka Mokgwetsi wa Motšhini o o sa Tsamayeng ka Ditšhaene, Mokgweetsi wa Motšhini o o Gogolang Mmu, Motšhini o o Tsamayang mo Ditshiping tsa Seporo le Mokgweetsi wa Selaisi, Motšhini wa tsa Kago, Motšhini o o Laisang Manya mo Teng ga Tšhafo, Tsamaiso ya go Tsenya Metšhini ya Moepo Maatla le dithuto tse di farologaneng tsa dikgono tsa Go Ntsha Dimetale mo Maanyeng le Go sekaseka Disample Tsa Maanya go Bona Gore a Tshwere Eng.

**2.4.3.3. Mekgele ya Lenaane la Tlhabololo ya Dikgono**

Lenaanethalo 2.5 le bontsha maikaelelo a Mananeo a Tlhabololo ya Dikgono mo pakeng ya dingwaga di le tlhano. Mekgele eno e ikaegile ka dipalo tse di solofetsweng tsa letseno la ngwaga le ngwaga jaaka di lemogilwe ka tshedimosetso ya hisetori le ditlhokego tsa dikgono mo isagweng, go tsamaelana le leano la tiro le go tsamaelana le ditlapele tsa dikgono tsa motheo mo Thulaganyong ya Dikgono tsa mo Tirong (Workplace Skills Plan [WSP]). Le fa go ntse jalo, kwa bokhutlong, ba ba ikwadisang mo dithulaganyong tseno ba tla bo ba ikaegile ka ditlhokego tse di amanang le go thapiwa ga batho ba basha kgotsa go newa maemo a sele/go tlhatlosiwa maemo mo tirong.

*Lenaanethalo 2.5. Dithulaganyo tsa Tlhabololo ya Bokgoni*

| LENAANE LA TLHABOLOLO YA BOKGONI | Mekgele le dinako | | | | | |
|---|---|---|---|---|---|---|
| Babereki le ba eseng babereki | 2024 (Ngwaga 1) | 2025 (Ngwaga 2) | 2026 (Ngwaga 3) | 2027 (Ngwaga 4) | 2028 (Ngwaga 5) | PALOYOTLHE 2024-2028 |
| Meepo | 1660 | 1660 | 1347 | 1347 | 1347 | **7361** |
| Boinjinere | 30 | 30 | 30 | 30 | 30 | **150** |
| Laborathori e e Dirang Tiro | 80 | 42 | 42 | 42 | 42 | **248** |
| Tshireletsego | 205 | 195 | 180 | 190 | 180 | **950** |
| E nngwe | 25 | 28 | 26 | 25 | 25 | **129** |
| **Paloyotlhe** | **2000** | **1955** | **1625** | **1634** | **1624** | **8838** |
| **Tšhelete e e Newang** | **0** | **0** | **0** | **0** | **0** | **0** |

Tlhokomediso: Dithulaganyo tsa Manaane a Tlhabololo ya Bokgoni
Rustenburg le Madirelo a go Itshekisa Manya
*Mekgele e bontsha palo ya babereki, Ba Basha ba ba Tserweng, le Go Newa Maemo a Sele



Go remelela mo babereking ba ba nang le katiso ya maemogodimo mo mananeong a a farologaneng a dikgono. Se se tla fitlhelelwa mo sebakeng sa dikgwedi di le 6 mo moithuting mongwe le mongwe le go ya ka thulaganyo ya dikgono. Ka baka la go wela tlase ga tlhwatlhwa ya PGM mo nakong go ama dithulaganyo tsa rona tsa go thapa, mme ka jalo go ama palo ya mekgele ya Dikgono Tsa Konokono tsa HRD. Fa maemo a ntse a tokafala, le go thapiwa ga batho go ntse go tokafala, HRD e tla dira gore ba ba batlang tiro eno ba atlege.

Ga go na Madi a a Newang go dirisiwa mo lenaneong la bokgoni ka gonne le diragala ka nako e le nngwe le dikgato tsa motheo tsa katiso ya ditiro tsa mo teng, mme di tsamaisiwa ke Bakatisi ba Impala Platinum.

**2.4.3.4. Maduo a Lenaane la Tlhabololo ya Bokgoni**

Le fa go wediwa ga dithutego tsa manaane a Bokgoni jwa A, Bokgoni jwa B, Mothusa go Thuba Maje, le Moemedi wa Dikgono Tsa Botsogo le Pabalesego mo Tirong gareng ga babereki ba ba maleba di tla dira gore moepo o dire tumalanong le Molao wa Botsogo le Pabalesego mo Moepong, gape babereki ba ba maleba ba tla newa dithutego tse di neilweng tetlelelosemmuso tse di ka dirisiwang mo lephateng lotlhe la meepo mme ka jalo e le dikgono tse di ka dirisiwang mo intasetering yotlhe ya meepo. Gareng ga dikgono tseno tse di ka dirisiwang go sele go tla nna le Tsa Maemo 2 tsa go Thusa ka Botegeniki Jwa Tiro ya Diatla, Modiri wa Tiro ya go Bora Maje, Mokgweetsi wa Metšhini ya Mabili a a sa Tsamayeng ka Ditšhaene, Mokgweetsi wa Motšhini o o Gogobang Lefatshe, Metšhini e e Tsamayang mo Ditshiping tsa Seporo le Mokgweetsi wa Motšhini o o Laisang Maanya, Tiro ya Kago, Motlatsa-Ditshelo ka Maanya, Maatla a a mo Magareng a Motlakase le dithuto tse di farologaneng tsa dikgono tsa Go Tlhotlha Diminerale le Tlhotlhomiso ya Selekanyo sa Maanya. Go Kgaoganya Diminerale le Maanya, Tlamelo ya Dikarolo Tse di Farologaneng tsa Moepo ka Metsi, Go Amogelwa ga Maanya Pele a Tlhotlhwa, Go Baakanyetsa Disampole go ya go Sekasekwa kwa Laboratoring, Kgato ya Bobedi ya Go Baakanyetsa Disampole go ya go Sekasekwa kwa Laboratoring, Go kgaoganngwa ga Dimmetale Tse di Tlhwatlhwakgolo go dirwa ka Botegeniki jwa Tiriso ya Molelo go Tlhotlhomiso ya Selekanyo sa Maanya le ditiro tsa Boitekanelo le Tshireletsego mo Tirong tsa: Baemedi ba Eseng ba Nako Yotlhe/Mo Tirong le Baemedi ba Lekgotla la



Babereki mo mananeong a Dikgono tsa mo Meepong le Diminerala ba newa tetlelelosemmuso ka MQA SETA, QCTO, CETA le TETA

## *2.4.4. Go Katisediwa Bokgoni jo bo ka Dirisiwang Go Sele*

### 2.4.4.1. Tiro ya Bokgoni jo bo ka Dirisiwang go Sele

Impala, e le karolo ya leano la yona la tlhabololo ya dikgono le thulaganyo ya tsamaiso ya go fokotsa babereki, e tla tlamela ka go katisediwa dikgono tse di ka dirisiwang go sele, e tla tlamela ka ditšhono tsa go ithuta le ka katiso eno, e tla oketsa dikgono tsa babereki tsa go bapadiwa le go thapiwa mo mmarakeng o o bulegileng wa babereki le go tlhomamisa gore mananeo ao a katiso a a fetolwa go tsamaisana le ditlhoko tsa babereki ba mo moepong. Boikaelelo jo bogolo jwa go katisediwa dikgono tse id ka dirisiwang go sele ke go dira gore babereki ba nne le dikgono go netefatsa gore ba ba amilweng ke go fokodiwa ga babereki, ba ba sa kgoneng go bereka, kgotsa go rola tiro ba tla kgona go bona lotseno kgotsa go nna le dikgono tsa go itirela tiro morago ga "Lobaka lwa go dira ga moepo" le/kgotsa tiro ya ga jaana kwa moepong.

Babereki botlhe ba ba rolang tiro kgotsa ba tiro ya bone e emisitsweng ka ntlha ya mabaka a botsogo ba tshwanelegela go tsaya karolo mo go katisediweng dikgono tse e seng tsa meepo. Malebana le go katisediwa dikgono tse di ka dirisiwang go sele, mekgele ya yone e bontshwa mo lenaanethalong le le fa tlase. Babereki ba tlhopha mofuta wa katiso o ba batlang go o dira, mme go rutwa ga dikhoso tseno ga go patelediwe.

### 2.4.4.2. Leano la go Diragatsa Bokgoni jo bo ka Dirisiwang go Sele

Impala, e dirisana mmogo le batlamela ka ditirelo ba ba ka ikanngwang, e tla tswelela go neela katiso ya dikgono e e rulagantsweng ka tsela e e kgethegileng go thusa babereki botlhe, ba ba leng mo tirong le ba ba tlogelang tiro, mme ba kgona go go tlhama ditšhono tsa go ipereka ka nosi ka dinako tsa go fokodiwa ga babereki/go tswala moepo kgotsa go rola tiro pele ga nako kgotsa ba sa kgone go bereka (morago ga ‘nako ya go bereka ga moepo’).

Mekgele e tlhomilwe e le mokgele ka kakaretso wa ngwaga le ngwaga wa katiso ya dikgono tsa tirisano le ba bangwe mo diofising tse di tshwanang le kitso ka tsa ditšhelete, dikgono tsa go dirisa dikhomphiutha, bookamedi, katiso ya bolaodi le



boeteledipele. Mofuta ono wa mananeo a katiso o tla tlhomamisiwa fa o ntse o dirisiwa. Go tlhophiwa gore ke mananeo a dikgono dire tse di ka dirisiwang go sele ka go buisana le Babereki ba ba dirang dipuisano le bolaodi mabapi le se se tlhokiwang ke babereki ka nako eo mme a ka fetoga nako le nako.

Go tla dirwa dithulaganyo tsa madi fa go ka nna le phokotso ya babereki kgotsa fa moepo o ka tswalwa mme go tla buisanngwa ka tseno mo go Karolo 4 le ya 5 ya tokumente eno. Gore go tle go fitlhelelwe mekgele ya ngwaga le ngwaga, go dirwa dipaakanyetso tsa madi, le fa go ntse jalo seno ke kaelo fela mme ga se bontshiwe jaaka mokgele.

**2.4.4.3. Mekgele ya Bokgoni jo bo ka Dirisiwang go Sele**

Thulaganyo ya go katisediwa dikgono tse di ka dirisiwang go sele tsa go dirisana le ba bangwe mo diofising e e dirwang tumalanong le dithulaganyo tsa tlhabololo ya ditiro le mananeo a katiso mo tlhatlhamanong ya ditiro tsa tiro e e leng mokgele, go tlamela ka ka dikgono tsa botlhokwa tse di tlhokegang. Dikhoso tsa dikgono tse di ka dirisiwang go sele/mananeo a e seng a intaseteri ya meepo di kwadilwe ka botlalo mme di tlhalosiwa ka ditherisano le Baemedi ba Lekgotla la Bareki mo Foramong ya Thuto le Dikgono. Disetifikeiti tsa go dira sentle di newa kwa bokhutlong fa khoso e feditswe ka katlego.

*Lenaanethalo 2.6. Dikarolo Tsotlhe tsa HRD: Rustenburg le Madirelo a go Itshekisa Manya*

| BOKGONI JO BO KA DIRISIWANG GO SELE | Mekgele le dinako | | | | | |
|---|---|---|---|---|---|---|
| Babereki | 2024 (Ngwaga 1) | 2025 (Ngwaga 2) | 2026 (Ngwaga 3) | 2027 (Ngwaga 4) | 2028 (Ngwaga 5) | PALOYO TLHE 2024-2028 |
| PC ya Motheo | 35 | 23 | 23 | 23 | 20 | **127** |
| BBS | 80 | 80 | 80 | 80 | 80 | **400** |
| FLS | 80 | 80 | 80 | 80 | 80 | **400** |
| IISP | 80 | 70 | 70 | 70 | 70 | **360** |
| ISP | 80 | 80 | 80 | 80 | 80 | **400** |
| PS: Kitso ya Dikhompuitha ya Motheo | 80 | 80 | 80 | 80 | 80 | **400** |



| BOKGONI JO BO KA DIRISIWANG GO SELE | Mekgele le dinako | | | | | |
|---|---|---|---|---|---|---|
| PS: Kitso Motlakase ya Motheo | 40 | 20 | 20 | 20 | 20 | **120** |
| PS: Kitso ya Motheo ya Diphaephe tsa Mets | 40 | 20 | 20 | 20 | 20 | **120** |
| PS: Kitso ya Motheo ya Thuo ya Dikoko | 30 | 20 | 20 | 20 | 20 | **110** |
| PS: Kitso ya Motheo ya Pepetlo ya Ditshipi le Totšhe e e Segang | 40 | 56 | 55 | 55 | 50 | **261** |
| PS: Bokgoni jwa Boenjinere - Papetloditshipi | 20 | 26 | 26 | 26 | 25 | **124** |
| PS: Bokgoni jwa Bogwebi | 74 | 72 | 71 | 71 | 70 | **368** |
| Dikhoso tsa Bookamedi 1-3 | 70 | 70 | 70 | 70 | 70 | **350** |
| **Paloyotlhe** | **769** | **699** | **694** | **694** | **684** | **3540** |
| **Tšhelete e e Newang** | **R156 000** | **R 156 000** | **R 156 000** | **R 156 000** | **R 156 000** | **R 780 000** |

*Tlhokomediso: Thulaganyo ya Go Katisediwa ya Bokgoni jo bo ka Dirisiwang go Sele ke ya Ba ba Nang le Bogole, Ba ba Rotseng Tiro le Ba ba Kgaotsweng mo Tirong*

**Palo e e kwa godimo ya babereki e e lebeletsweng mo katisong ya Dikgono tsa Botegenike e santse e le kgwetlho ka gore batho ba ba sa kgoneng go bereka ba letlelelwa go tsenela katiso ya dikgono tse di rileng tse di letlelelwang ke ngaka mabapi le botsogo le boitekanelo jwa mmereki yoo.*

#### 2.4.4.4. Maduo a Lenaneo la Dikgolo tse di ka Dirisiwang go Sele

Boikaelelo jwa go naya babereki Katiso ya Dikgono tse di ka Dirisiwang go Sele ke go dira gore babereki ba kgone go thapelwa setheo se sele, maemo, kgotsa intaseteri le/kgotsa go tlhama ditšhono tsa go ipereka ka nako ya go fokodiwa ga babereki/go tswalwa ga moepo kgotsa go rola tiro pele ga nako kgotsa go se kgone go bereka.

### *2.4.5. Go katisediwa tiro ya Konokono*

Kgwebo ya konokono ya Impala ke moepo mme e tla nna e le yone fa moepo ono o ntse o tsweletse. Ka ntlha ya lebaka leno, khampani e tla dirisa karolo e kgolo ya katiso ya yone le didirisiwa tsa yone tsa tlhabololo go tokafatsa dikgono tsa yone le botswerere jwa yone jwa tsa meepo, boenjenere le jwa bodirelo. Dikgono tsa konokono di kaya dikgono tse di leng botlhokwa malebana le go dira ka tsela e e



tlwaelegileng ya lephata. Di akaretsa dikgono tse bathapiwa ba basha mo lefapheng ba tla di tlhokang go tshegetsa tlhagisotiro ya lephata ka pabalesego le dikgono. Gape dikgono tsa konokono di akaretsa dikgono tse dingwe tse babereki ba ba mo lephateng ba di tlhokang go lepalepana le diphetogo, tse di tshwanang le kafa ditlhabololo tse disha tsa thekenoloji di amang tiro ka teng le/kgotsa e ka lejwang jaaka tiro e ntšha ka gone.

**2.4.5.1. Go Katisediwa Tiro ya Konokono**

Moepo o tla tswelela ka go tlhabolola dikgono tsa babereki, go ba tlhokomela ka metlha le go tokafatsa didirisiwa tsa yone tsa katiso mo moepong go katisa babereki mo dikarolong tsa tiro ya yone ya konokono. Mo godimo ga moo, Impala e tla tswelela go tlhatlhelela babereki ba meepo, boenjenere, dimetale le ba madirelo ka maemo a karolo nngwe le nngwe, boithutelatiro jwa katiso e e nang le mananeo a dikgono, jaaka go tlhokega ebile go ka kgonega go ya ka SAQA, QCTO le SETA e e maleba. Impala e tswelela ka go katisetsa babereki Kgwebo ya Konokno ya yone go tlhomamisa gore ba na le dikgono tsa go dira ditiro tse di lebeletsweng. Dikgono tseno ga di botlhokwa fela mo khamphaning mme gape di botlhokwa le mo babereking ba yone gore ba tle ba kgone go tokafatsa tiro ya bone mo isagweng.

Mo godimo ga go katisediwa tiro ya konokono ka thutego nngwe le nngwe, Impala e tla katisa babereki ba ba tswang malatsing a boikhutso go tlhomamisa gore dikgono tsa babereki di tswelela pele go tokafadiwa, ba tlhatlosiwa maemo mo tirong, le go ba itsise ka diphetogo dipe mo ditirong kgotsa mo maemong a bone a tiro. Katiso ya ba ba tswang malatsing a boikhutso e tla tswelela e dirwa ka nako yotlhe ya fa moepo o ntse o dira fa babereki ba boa kwa malatsing a boikhutso le/kgotsa ba boa ba bereka gape go sa kgathalesege gore lebaka ke lefe. Nako ya katiso ya go tsamaisanya babereki le maemo e thusa gore go nne le tshono ya go buisana le badiri ka dintlha tsa botlhokwa (ka dikgang tse di jaaka dithulaganyo tsa AET, dithulaganyo tsa dikgono tse di ka dirisiwang go sele, mokgele wa , go nna le kitso ka dijo, HIV/Aids, jalo le jalo).

Lenaanethalo 2.7b (Foromo R e bontsha diphatlhatiro tse go leng thata go di tlatsa jaanong mo Impala. Diforomo tseno di tla tladiwa ngwaga le ngwaga le go romelwa e le karolo ya pego ya SLP ya Impala ya ngwaga le ngwaga. Impala ga e na diphatlhatiro tse e ka di begang, ka gonne go se na maemo a a nang le dikgwedi di le 12 kgotsa go feta a se na motho.



### 2.4.5.2. Togaleano la Tiragatso ya Go Katisediwa Tiro ya Konokono

Impala e ikemiseditse go katisetsa tlhabololo ya dikgono le katiso ya kgwebo ya konokono ka nako yotlhe e moepo o dirang ka yone jaaka e nnile ya dira mo nakong e e fetileng. Katiso eno e dirwa kwa mafelong a katiso a mo Moepong.

### 2.4.5.3. Mekgele ya Go Katisediswa Tiro ya Konokono

Mekgele ya Go Katisediwa Tiro ya Konokono ya Impala e bontshiwa fa tlase, go tsewa tsia ditlhokego tsa kgwebo tsa khamphani, maano a tekatekano mo tirong ya khamphani ya khamphani gammogo le Dithulaganyo tsa Tlhabololo ya Dikgono tsa Badiri (Individual Development Plans [IDP]). Setlhopha seno se ikaegile ka se Tiro e se tlhokang.

*Lenaanethalo 2.7a Katiso ya Botlhokwa ya Botegeniki jwa Tiro le go Bontshiwa Tiro Babereki ba ba Tswang Malatsing a Boikhutso*

| KATISO YA KONOKONO YA KGWEBO | Mekgele le dinako | | | | | |
|---|---|---|---|---|---|---|
| Babereki | 2024 (Ngwaga 1) | 2025 (Ngwaga 2) | 2026 (Ngwaga 3) | 2027 (Ngwaga 4) | 2028 (Ngwaga 5) | PALOYOTLHE 2024-2028 |
| Katiso ya Botlhokwa ya Tiro | 4925 | 4825 | 4075 | 3985 | 3975 | **21785** |
| Katiso ya mo Tirong Ya Morago ga Malatsi a Boikhutso/Go Bontshiwa Tiro | 8990 | 9090 | 7890 | 7990 | 7690 | **41650** |
| **Paloyotlhe** | **13 915** | **13 915** | **11 965** | **11 975** | **11 665** | **63 435** |

Tlhokomediso: Dithulaganyo tsa Katiso ya Ditiro tsa Konokono: Rustenburg le Madirelo a go Itshekisa Manya
*Mekgele e bontsha palo ya babereki, Babereki ba ba sa Tswang go Thapiwa, le Ba Maemo a Masha le Ba Morago ga Malatsi a Boikhutso/Go Bontshiwa Tiro

### 2.4.5.4. Maduo a go Katisediwa Tiro ya Konokono

Boikaelelo jwa Go Katisediwa Tiro ya Konokono ga se fela go tlhomamisa gore ditiro tsa kgwebo di a bereka mme gape ke go dira gore babereki ba nne le ditshono tsa kgatelopele mo tirong. Mekgele ya tiro e e mo go Mametlelelo C e bontsha maemo a tiro a babereki ba tlhatlosediwang kwa go one gore ba fetse katiso ya bone mo tirong ya konokono go ikaegile ka gore a go na le diphatlhatiro tseo. Mekgele eno ya tiro r bolelwa ka nako ya katiso ya konokono le mananeo a morago ga malatsi a boikhutso le go bontshiwa tiro. Mekgele eno ya ditiro e bontsha fela ditshono tsa kgatelopele ya mo tirong mme ga se gore e raya gore babereki botlhe ba tla gatela pele jalo. Go ntse go ikaegile ka gore a go na le diphatlhatiro.



## 2.5. DIPHATLHATIRO TSE DI THATA GO TLADIWA

Ditiro tse go leng thata go di tlatsa di kaya ditiro tse bathapi ba ketefalelwang ke go bona batho ba ba ka di tlatsang, ka lobaka lo loleele, e seng fela ka gonne go na le tlhaelo e e feletseng mo nageng, mme e le ka ntlha ya lebaka le le lengwe kgotsa a le mmalwa a a latelang (se se bidiwang a tlhaelo e e rileng):

- Lefelo la naga
- Tekatekano mo tirong
- Go kgatlhegelwa ga intaseteri
- Go iketleetsa ga babereki
- Palo e ntsi ya batho ba ba batliwang

MQA e phasalatsa lenaane la bokgoni jo bo tlhaelang ngwaga le ngwaga. Bokgoni jo bo tlhaelang bo ka tswa ka tlhamalalo bo tsamaisana le maemo a mo tirong a go leng thata go a tlatsa. Khampani e tlhomamisa gore e itse ka ga bokgoni jo bo tlhaelang jono le ka ga ditiro tse go leng thata go di tlatsa e le gore go katisiwa go ka dirwa ka tshwanelo. Ka go dira jalo, khamphani e ka kgona go tlhomamisa gore go na le batho ba ba ka thapelwang maemo ao a tiro.
MQA (ka DHET) e bega Diphatlhatiro tse go Leng Thata go di Tlatsa e le maemo a mo tirong a a senang batho dikgwedi tse thataro kgotsa go feta.

Lenaanethalo 2.7b (Foromo R) le bontsha diphatlhatiro tsa ga jaana tse go leng thata go di tlatsa tsa Impala tsa maemo a mo tirong a a ntseng a se na motho dikgwedi di le 12 kgotsa go feta. Diforomo tseno di tla tladiwa ngwaga le ngwaga le go romelwa e le karolo ya pego ya SLP ya Impala ya ngwaga le ngwaga. Gammogo le se se rometsweng ke WSP ya SETA ka Foramo ya Thuto le Dikgono, Diphatlhatiro tse go Leng Thata go di Tlatsa, di begwa le go buisanngwa ka tsone fa di begwa (dikgwedi di le 6 tse di senang motho). Seno se naya tshono ya go tlhomamisa gore go kwalwa dikgoreletsi tsa mo khamphaning tse di lemogilweng tse di thibelang babereki go tlatsa diphatlhatiro, go tlhamiwa ga dithulaganyo tsa go rarabolola dikgoreletsi tseo le go baakanyetsa bakopatiro ba mo teng ga khamphani maemo a tiro a nako e e tlang.



Mo nakong eno, Impala ga e na diphatlhatiro tse e ka di begang, ka gonne go se na maemo a a nang le dikgwedi di le 12 kgotsa go feta a se na motho.

*Lenaanthalo 2.7b. Diphatlhatiro tsse go leng thata go di tlatsa mo dikgweding tse 12 tse di fetileng (Foromo R)*

| KHOUTU YA OFO (MAEMO A TIRO) | PHATLHATIRO E GO LENG THATA GO E TLATSA | MABAKA A GO SA BONALE |
|---|---|---|
| Ga go na Phatlhatiro | Nil | Nil |

## 2.6. TOGOMAANO YA KGATELOPELE MO TIRONG (TLHATLHAMANO YA DITIRO)

### *2.6.1. Tiro ya Kgatelopele mo Tirong*

Impala e tshegetsa mogopolo wa gore mmereki mongwe le mongwe o tshwanetse go newa tshono ya go gola mo go nngwe ya ditsela tsa kgatelopele mo tirong tse di leng teng tsa go tlhatlosiwa maemo mo tirong. Go dira seno, Moepo o dirile ditsela tsa go dira tiro e e rileng tsa thutego nngwe le nngwe go thusa babereki go bona ditsela tse di tshwanetseng tsa go dira tiro e e rileng le go tlwaelana le ditlhokego tsa maemo mangwe le mangwe a tsela ya tiro ya mmereki.

Tsweledi so ya tiro e na ya babereki sedirisiwa se se tswelelang sa go tokafatsa bokgoni jwa bone le kitso e e ka dirang gore ba kgone go dira tiro e ba e dirang mo nakong eno. Babereki ka kakaretso ba nna le seabe thata fa ba dumela gore mothapi wa bone o amegile ka go gola ga bokgoni jwa bone mme o ba naya ditsela tsa go fitlhelela mekgele ya bone ya tiro fa ba ntse ba diragatsa maikaelelo a khampani.

Impala e na le leano le le tlhomameng la go tlhatlosiwa maemo mo tirong le batlhatlhami ba tlhaolwang le go tlhabololwa ga dikgono tsa bone tsa tiro gore ba kgone go newa ditiro tse di tlhokegang tsa ka bonako le tsa nako e e tlang. Go tlhatlosiwa maemo mo tirong mabapi le dithutego tsa konokono go mametleletswe mo go Mametlelelo C.



### *2.6.2. Togomaano ya go Tlhatlosiwa Maemo mo Tirong*

Go bontsha go kopanngwa ga leano la tsweledi so ya tiro kwa Impala Platinum le lenaneo le le anameng la tlhabololo ya bokgoni jwa tiro le ditlhokego tse di rileng tsa go fitlhelela tekatekano mo tirong, go botlhokwa go lemoga dintlha tse di latelang:

- Mekgele ya Leano la Kgatelopele mo Tirong (go Lenaanethalo 2.8.a) e bontsha palo ya babereki (Paterson A4 go ya go C Levels) go tswa mo babereking botlhe ba ba tlileng go tsaya karolo mo mananeong a a tlhophilweng a katiso a a botlhokwa tumalanong le leano la bone la Kgatelopele mo Tirong.
- Ka jalo, thulaganyo ya kgatelopele mo tirong le lenaneo la go rulaganya tlhatlhamano di diragadiwa ka go tlhoma mogopolo ka ditsela tse di sa tshwaneng mo ditlhopheng tse di farologaneng tsa babereki: e ka tswa e le babereki botlhe; kgotsa dikarolo tse di farologaneng tsa babereki. Ka jalo, mananeo ano a bontsha mokgwa o o kopaneng wa go fitlhelela maitlamo a tekatekano mo tirong le tlhabololo ya bokgoni jwa tiro. Dithulaganyo tseno di tsaya tsia. Dikaelo tsa Tšhata ya Meepo jaaka go tlhalosiwa mo dikarolong tsa 2.4.7 le 2.4.8 tsa Tšhata.
- Maano le dithulaganyo tse di bontshiwang mo mananeothalong ano (Manaanethalo (Table) 2.8 go ya go 2.10) di dirisitswe go bontsha maano a go diragatsa di-HDP mo botsamaising jaaka karolo ya thulaganyo ya tekatekano mo ditirong mme ga di a lekanyediwa fela mo babereking ba HDP.

Dithulaganyo tsa kgatelopele mo tirong di tsewa e le tsela ya go tlhalosa ka botlalo kafa babereki ba ka tokafatsang tiro ya bone mo khampaning ka teng. Ke thulaganyo e e tswelelang go tokafatsa bokgoni jwa bone le kitso e e ka dirang gore ba kgone go dira ditiro tsa bone tsa gone jaanong kgotsa go baakanyetsa go tlhatlosiwa maemo mo isagweng. Ditokumente tse di jaaka Leano la Tlhabololo ya Dikgono tsa Motho, Dithulaganyo tsa Kgatelopele mo Tirong, le Dithulaganyo tsa Katiso di naya babereki tshedimosetso ka go simolola tiro le ka ga mananeo a katiso.

Ditsela tsa kgatelopele mo tirong di tla remelela thata mo tlhabololong ya ditšhono tsa go tlhatlosiwa maemo mo tirong, fa boikaelelo jwa tse dingwe e le go tokafatsa bokgoni jwa tiro jwa gone jaanong mo tirong e e tshwanang kgotsa mo maemong a a tshwanang mo thutegong e nngwe, boikaelelo e le go fetola ditsela tsa tiro go bona



ditšhono tsa kgolo tsa nako e e tlang. Thulaganyo ya Kgatelopele mo Tirong ke karolo ya go thusa babereki tse di rulaganyeditsweng moepo.

**2.6.2.1. Dithulaganyo tse di Tlwaelegileng tsa Tiro**

Tumalanong le mofuta wa Impala wa tlhatlosomaemo go fitlhelela mokgele wa tiro, badiri botlhe ba tsenela thulaganyo ya go katisa babereki ba basha e e ba tlhalosetsang ka kgatelopele mo tseleng ya tiro ya bone tse di tlhomilweng go ya ka thutego ya bone. Kgatelopele ya tiro e kaya thulaganyo e motho a ka e tsayang go tokafatsa maemo a gagwe a tiro. Ke thulaganyo ya go dira ditshwetso tsa go ithuta ka nako e telele, go lekalekanya ditlhokego tsa motho tsa go kgotsofala mo mmeleng kgotsa mo tlhaloganyong le ditshono tsa go tlhatlosiwa mo tirong.

Ka tiro e e dirwang ka botlalo ya go tlhalosetsa babereki ka tiro, botlhe ba tlhaloganya gore ba thapilwe go dira eng le gore ba tshwanetse go dira go ya ka maemo afe mo tirong ya bone ka bongwe le mo tirong e ba e dirang mo setlhopheng sa bone/mo lefapheng la bone/mo lefelong la bone. Diporafaele tseno gape e tla nna maemo a ka one go tla tlhomamisiwang ditekanyetso tsa go tlhopha fa go tlhatlhobiwa babereki go bona gore a ba ka tswelela pele.

Ditsela tse di tlwaelegileng tsa tlhatlosomaemo ya go fitlhelela tiro ya mokgele go ya ka thutego nngwe le nngwe e e bontshang dinako, ditlhokego tse di rileng, le ditlhokego go ya ka maemo go thusa babereki go lemoga tlhatlosomaemo e e tshwanetseng ya go fitlhelela tiro ya mokgele, gammogo le go tlwaelana le maemo mo maemong mangwe le mangwe mo tseleng ya tiro e ba e tlhophileng, di tlhalosiwa ka botlalo go Mametlelelo C.

Go latela thulaganyo e e tlwaelegileng ya go bolelela babereki botlhe ka tsela e ba batlang go dira tiro ka yone, go dirwa Dithulaganyo tsa Tlhabololo ya Mongwe le Mongwe go thusa babereki go tokafatsa bokgoni jwa bone. Dithulaganyo tsa tlhabololo tsa mongwe le mongwe di sekasekwa gangwe le gape, mme thuso e neelwa fa go tlhokegang teng le ka nako e e tshwanetseng. Mo godimo ga moo, go rotloetsa batho go batla tiro go dirwa ka go ba naya kaelo ya tiro, go ba ruta, go ba katisa, go ba naya mananeo a go ikatisetsa tiro, dithuto, dikhonferense, diseminara le dithutano, go ithuta tiro mo go ba bangwe le go ba naya mananeo a go ba thusa go simolola tiro.



Lenaanethatlo 2.8a. le bontsha mekgele ya kgatelopele ya thutego nngwe le nngwe e e tlhabololwang ya Impala Platinum Jaaka go ka bonwa, Lenaanethalo (Table) le tlhalosa ka botlalo tsela ya tiro e e tlhomameng e batho ba ba tlhaotsweng ba tla gatelang pele mo go yone (ke gore, tiro ya bone ya ntlha le tiro e ba e dirang) gammogo le thuso e e kgethegileng ya katiso e e dirisitsweng go tlhofofatsa kgatelopele eno mo tirong. Mekgele e ne e theilwe mo thulaganyong ya go tlhabolola bokgoni jwa tiro kwa moepong le maduo a dipuisano le badiri go fitlha jaanong. Dithulaganyo tsa tiro di tshegetsa ka maikaelelo babereki ba ba dirang mo go tlhabololeng bokgoni, katiso le go ithuta go ya pele. Di diretswe go tokafatsa bokgoni jwa babereki ba ba mo maemong a a kwa tlase a tiro go ba baakanyetsa go tlhatloga maemo mo tirong, ditshono tsa go rulaganyetsa baeteledipele ba ka moso le maemo a bookamedi.

### *2.6.3. Mekgele ya Kgatelopele mo Tirong*

Lenaanethatlo (Table) 2.8a. le le fa tlase le tllhalosa mekgele ya kgatelopele ya thutego nngwe le nngwe e e tlhabololwang ya Impala. Mekgele e ikaegile ka mananeo a tlhabololo ya bokgoni jwa tiro le ditšhono tsa go tlhatlosiwa maemo mo tirong mo isagweng kwa moepong le diphetogo tse di ikaegileng ka ditlhokego tsa tiro ka nako eo, tse di akaretsang mananeo a a farologaneng mme di tla begwa ngwaga le ngwaga.

### *2.6.4. Go Rulaganyetsa Baeteledipele ba ka Moso*

Go tlhomamisa tswelelopele ya babereki ba rona, Impala e tlhaola babereki ba e tla nnang baeteledipele ba ka moso fa go tlhokega mme e ba tlamela ka katiso e e tlhokegang (mo teng ga setlamo kgotsa kwa ntle ga sone) gore ba kgone go bona bokgoni jo bosha jo bo tlhokegang mo ditšhonong tsa tiro ya jaanong le ya isagwe jaaka go supilwe mo IDP ya modiri, go rarabolola ditlhaelo tse di lemogilweng tse di tlhokang go rarabololwa ka potlako mo isagweng. Batlhatlhami bangwe go tla begwa ka bone tlase ga potlakiso, kgatelopele mo tirong le go tlhoma sekao, ereka tsone e le mananeo a a rulagantsweng go tlhomamisa gore batlhatlhami ba tlhabololelwa maemo a nako e e tlang.

Impala e remelela mo go tlhabololeng bokgoni jwa basadi gore khampani e kgone go fitlhelela maikaelelo a tekatekano mo tirong mo maemong a a farologaneng. Seno se tla fitlhelelwa ka mananeo a bokgoni malebana le dikarolo tsa thutego le katiso ya maitemogelo. Mo godimo ga moo, thulaganyo ya botlhatlhami mo Balaoding ba



Maemo a Magareng le a a kwa Godimo e ntse ke karolo e Impala e remelelang mo go yone. Bokgoni bo lemogiwa ka dinako tsotlhe mo maemong otlhe mme bokgoni jwa badirakopo ba ba maleba bo tla tlhabololwa ka dithulaganyo tsa go tsweletsa ditiro tsa bone pele, mananeo a katiso e e akofisitsweng, le mananeo a tlhabobotlhale.

Dithuso tse di umakilweng fa godimo ke karolo ya leano la Impala la go tlhomamisa gore go na le kgatelopele mo tirong mo khampaning le gore modiri mongwe le mongwe wa khampani o tla amogela tshwaro e e lekanang le e e siameng, mme o tla fiwa ditšhono tse di tshwanang tsa go tlhabolola ditiro tse di telele le tse di tshwarelelang ka ditšhono tse dintsi tsa kgolo mo khampaning.

Kgatelopele ya tiro e diragala go ya ka ditlhopha/maemo a tiro a intaseteri, se se rayang gore go ikaegile ka bokgoni jwa maemo a ntlha a mothapiwa, bokgoni jwa badiri bo tla tlhabololwa, ba dirisa mekgwa e e farologaneng go ya kwa maemong a a fetang a bone a ga jaana.

Diforamo tsa batho ba ba nang le bokgoni di ntse di tsweletse koo baeteledipele ba tsepamisang maikutlo mo dintlheng tse di farologaneng fa ba batla batho ba ba nang le bokgoni, e leng, dipatlafalo-potlana tsa tiro, dipalo tsa badiri ba ba tlogelang tiro le ba ba thapiwang, dingwaga tsa go tlogela tiro, bokgoni, bokgoni le go dira ka Tekatekano mo Tirong. Seno se direlwa go tlhomamisa gore go dirwa tiro e e siametseng botlhe le e e tshwanang mo ditirong tsotlhe. Kgatelelo e mo go lemogeng batlhatlhami ba ba ka nnang teng ba HDP mo maemong a D le E le F, go tswa mo maemong a C le a C e e kwa Godimo go ya kwa go a D, mo teng ga Maemo a D le Maemo a E/F. Maikaelelo a ngwaga le ngwaga a beetswe batlhatlhami ba ba sa tswang go tlhophiwa mo khamphaning yotlhe, jaaka go bontshitswe go Lenaanethalo 2.8. Dipalo tse di tswelelang pele di tla begwa ngwaga le ngwaga. Batlhatlhami ba bewa leitlho go ya ka go fuduga (phetogo ya kgwebo le go tlhatlosiwa maemo mo tirong) le go siamela ga bone tiro go tla begwa ka metlha mme go tla sekasekwa ngwaga le ngwaga.

Go tlhomamisa gore Diforamo tsa Ditalente di a bereka, go rulaganyediwa ga batlhatlhami go bewa leitlho e bile go go begwa mo maemong a a farologaneng mo khamphaning. Mo Foramong ya Ditalente ya mo tšhafong eno go buisanngwa ka



batho ba ba nang le bokgoni le thulaganyo ya go tlhatlhama ba bangwe mo maemong ao, mme e tshwarwa gangwe mo ngwageng. Kgato ya bobedi ke Foramo ya Babereki ba ba Nang le Ditalente e mo go yone Bakhuduthamaga ba ba nang le Bokgoni ba ba mo Tirong ba etelelang pele mo diforamong tseno, seno le sone se bewa leitlho ngwaga le ngwaga. Boemo jwa boraro ke jwa Setlhopha se se nang le Mokhuduthamaga yo o dirang jaaka modulasetulo wa foramo. Diforamo tsa Setlhopha se se Nang le Ditalente di tshwarwa ngwaga le ngwaga. Dithulaganyo tseno ga di felele fela ka go supa babereki ba ba gaufi le go tlogela tiro, go ipaakanyetsa ga batlhatlhami ba bone, dithulaganyo tsa tlhabololo, go dira le go tlosa diforomo tsa dipegelo, diphanele tsa tiro le dipaka tsa nako.

### *2.6.5 Go Akofisa Mekgele*

Eno ke thulaganyo ya babereki ba ba nang le bokgoni jo bo kwa godimo ba ba setseng ba lemogilwe ba ba supang go dira ka tsela e e kgethegileng, bokgoni le boineelo. Gareng ga tse dingwe, go akofisa go ka dirwa ka  go lemoga go ithuta pele, go tlhomasekao, go katisa, go ithuta tiro ka go ela yo mongwe tlhoko. Go tshwanelega ga batho ba ba lemogilweng go akofisiwa ka kgatelopele (tswelediso) mo tirong ya bone, go akaretsa go tlhatloga ka bonako mo maemong le go feta tsela e e tlwaelegileng ya tsela ya tiro eo.

### *2.6.6. Mekgele ya Kgatelopele mo Tirong*

Lenaanethalo 2.8. le le fa tlase le tllhalosa mekgele ya kgatelopele ya thutego nngwe le nngwe e e tlhabololwang ya Impala. Mekgele e ikaegile ka mananeo a tlhabololo ya bokgoni jwa tiro le ditshono tsa go tlhatlosiwa maemo mo tirong mo isagweng kwa moepong le diphetogo tse di ikaegileng ka ditlhokego tsa tiro ka nako eo, tse di akaretsang mananeo a a farologaneng mme di tla begwa ngwaga le ngwaga.

*Lenaanethalo 2.8a. Dikarolo tsotlhe tsa HRD: Rustenburg le Madirelo a go Itshekisa Manya*

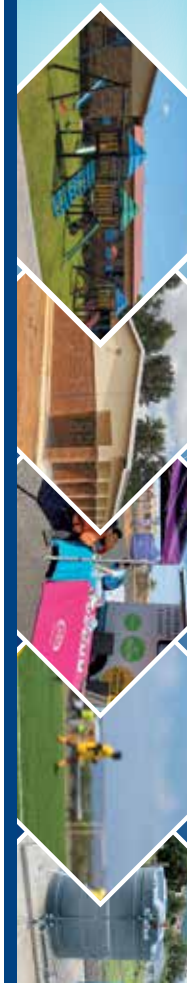
| KGATELOPELE MO TIRONG MEKGELE | Mekgele le dinako | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Thutego ya Jaanong/Maemo | Thuso ya Katiso ya Jaanong | Maemo Mokgele Go Berekela | 2024 (Ngwaga 1) | 2025 (Ngwaga 2) | 2026 (Ngwaga 3) | 2027 (Ngwaga 4) | 2028 (Ngwaga 5) | PALOGOTLHE 2024-2028 |
| Boinjinere | Lenaneo la Moithuti | Tiro ya Diatla/OCC Setifikeiti/ GCC | 74 | 138 | 71 | 72 | 64 | **419** |
| Mmereki wa Tiro ya Diatla/Mookamedi wa Bodirelo/Foromane | Lenaneo la Tlhabololo ya Dikgonotiro tsa Foromane/Mookamedi wa Bodirelo | Lenaneo la Setifikeiti sa Bolaodi jo bo Magareng | 39 | 42 | 40 | 39 | 39 | **199** |
| Meepo | Lenaneo la Baithuti | Setifikeiti sa Tiro/Setifikeiti sa DMRE | 608 | 608 | 444 | 444 | 444 | **2548** |
| Moalogi | Lenaane la Tlhabololo ya Moalogi | Boitemogelo mo Tirong le/Tiro | 28 | 30 | 33 | 34 | 26 | **151** |
| **PALOYOTLHE** | | | **749** | **818** | **588** | **589** | **573** | **3317** |

*Tlhokomediso: Mananeo a Kgatelopele mo Tirong: Rustenburg le Madirelo a go Itshekisa Manya*

*Mekgele e bontsha palo ya babereki









*Lenaanethalo 2.8b. Dikarolo tsotlhe tsa HRD: Rustenburg le Madirelo a go Itshekisa Manya*

| GO LATEDISA KA BONAKO | Mekgele le dinako | | | | | |
|---|---|---|---|---|---|---|
| KATISO YA TIRO YA BOTEGENIKE | 2024 (Ngwaga 1) | 2025 (Ngwaga 2) | 2026 (Ngwaga 3) | 2027 (Ngwaga 4) | 2028 (Ngwaga 5) | PALOYOTLHE 2024-2028 |
| Mmereka ka Diatla wa Maemoagodimo | 5 | 4 | 3 | 2 | 1 | **15** |
| Setifikeiti sa go Thunya (Baepi) | 60 | 60 | 40 | 40 | 40 | **240** |
| Baokamedi wa Shifiti (Baepi ba Pele) | 48 | 48 | 30 | 30 | 30 | **186** |
| **Paloyotlhe** | **113** | **112** | **73** | **72** | **71** | **441** |

*Tlhokomediso: Mananeo a Kgatelopele mo Tirong: Rustenburg le Madirelo a go Itshekisa Manya*

*Mekgele e bontsha palo ya babereki

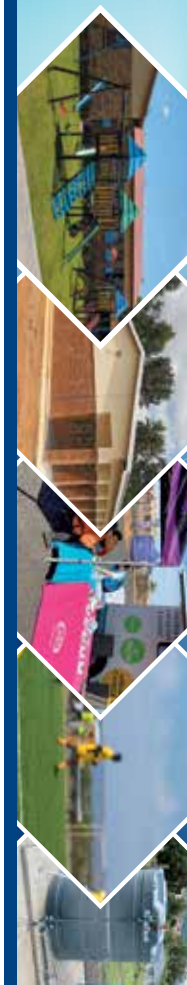
*Lenaanethalo 2.8c. Thulaganyo ya Tlhatlhamano*

| Thutego | 2024 | 2025 | 2026 | 2027 | 2028 | Mekele ya mo Tirong Ngwaga le Ngwaga | Mekgele ya mo Tirong 2024 - 2028 |
|---|---|---|---|---|---|---|---|
| Tselana ya Tiro | Palo ya Batlhatlhami ba HDSA | Palo ya Batlhatlhami ba HDSA | Palo ya Batlhatlhami ba HDSA | Palo ya Batlhatlhami ba HDSA | Palo ya Batlhatlhami ba HDSA | | |
| Meepo | 8 | 8 | 8 | 8 | 8 | 36 | 40 |
| Ditirelo tsa Botegenike | 6 | 6 | 6 | 6 | 6 | | 30 |
| Boenjenere | 4 | 4 | 4 | 4 | 4 | | 20 |
| Merero ya Babereki | 6 | 6 | 6 | 6 | 6 | | 30 |
| Ditirelo tsa Bongaka | 2 | 2 | 2 | 2 | 2 | | 10 |
| Tshireletsego | 2 | 2 | 2 | 2 | 2 | | 10 |
| Tsa Ditšhelete | 4 | 4 | 4 | 4 | 4 | | 20 |
| Go Dira Tiro | 4 | 4 | 4 | 4 | 4 | | 20 |
| Madirelo a go Itshekisa Manya | 2 | 3 | 3 | 4 | 4 | | 16 |
| Ofisikgolo | 4 | 4 | 4 | 4 | 4 | | 20 |
| Dipalotsotlhe | 42 | 43 | 43 | 44 | 44 | 36 | 216 |

*Mekgele e bontsha palo ya babereki









## 2.7. TOGOLEANO LA BOTLHOMASEKAO

### *2.7.1. Togoleano la Botlhomasekao*

#### 2.7.1.1. Maikemisetso a Botlhomasekao

Jaaka karolo ya dithulaganyo tsa yone tsa Tlhabololo ya Dikgono Tsa Babereki, Impala e ititeile sehuba go tlhomela babereki sekao go ya ka dikaelo tse di kwadilweng mo dikarolong 2.4.7 le 2.4.8 tsa Tšhate ya Meepo ya go tlhomela babereki sekao. Go tlhoma sekao go tlhalosiwa jaaka tlhotlheletso, kgakololo, kgotsa kaelo e motlhomasekao a e nayang motho yo o se nang maitemogelo e bile gantsi e le yo mmotlana. Impala Platinum e simolotse ka thulaganyo e e tlhomameng ya botlhomasekao go kgothaletsa babereki go tlhabolola dikgono tsa bone le tsa seporofeshenale mme ka jalo ba tokafatse mokgwa o khamphani e dirang ka one mo mokgweng wa yone wa go remelela mo tiragatsong ya maemoagodimo malebana le batho, go sikara maikarabelo le tlhokomelo.

Lenaneo/Thulaganyo ya Botlhomasekao eno e golagane ka tlhamalalo le Leano la Tlhabololo ya Bokgoni. Gape e tsamaisana thata le Leano la Kgatelopele mo Tirong. Gape leano leno le remeletse mo go thapiweng ga mekgele ya tekatekano mo tirong, baithuti, baithutelatiro, le dibasari. Moepo ono o tla tlhomamisa gore o rulaganya gore go nne le polatefomo/maemo a a tshwanetseng.

#### 2.7.1.2. Togomaano ya go Dira Tiro ya Botlhomasekao

Go tlhomela babereki sekao go tsewa e le mokgwa wa botlhokwa o khampani e ka fitlhelelang maikaelelo a yone ka one a go katisa mme ka go dira jalo ya fitlhelela tekatekano e e bonalang mo tirong mo khampaneng yotlhe go ya ka Thulaganyo ya Tekatekano mo Tirong. Khampani e na le thulaganyo e e tlhomameng ya botlhomasekao badiri e e dirisiwang go tsamaisana le thulaganyo ya go tlhabolola bokgoni jwa babereki mo tirong.

Babereki ba ba jaaka batlhatlhami, badiredi ba ba ithutang, baokamedi ba moepo, le ba ithutang go nna le maitemogelo ba ba tlhokang go tlhomelwasekao ba tla tlhophiwa ka thulaganyo ya go tokafatsa tiro ya bone. Thulaganyo ya Botlhomasekao go e tla baakanya boleng jwa katiso le katiso e e tla tlhokegang go tokafatsa bokgoni jwa



babereki mo tirong. Gareng ga tse dingwe, thulaganyo ya Botlhomasekao e diretswe ba ba Newang Dibasari, Baalogi ba Yunibesithi, Baithutelatiro, Baenjenere ba Bannye le batlhatlhami ka tsela e e berekang ya go tshegetsa mekgele ya bone ya bonalekitso le ya bone ka namana le go abelana bokgoni mo dikamanong tse di solegelang botlhe molemo.

Mo godimo ga moo, go lebeletswe gore babereki botlhe ba ba tlhophilweng jaaka batlhatlhami ba tla nna le batlhomasekao. Batlhomasekao ba nna le seabe mo go tsweledisenng batlhatlhami. Sa botlhokwa thata e tlile go nna go tlhomelwasekao ga batlhatlhami ba HDP ke batlhomasekao ba ba nang le boitemogelo.

**2.7.1.3. Mekgele ya Botlhomasekao**

Lenaneothalo le le fa tlase le tlhalosa mekgele ya babereki ba ba mo Mananeong a Katiso le Babereki ba ba mo thulaganyong ya Tlhatlhamano mme e theilwe mo babereking ba ba thapilweng bosheng ngwaga le ngwaga. Go tla nna le Batlhomasekao bao Batlhomelwasekao ba tla tlhophang mo go bone go thusa le go tlhofofatsa tiro ya botlhomasekao mo thutegong nngwe le nngwe le/kgotsa (ma)lenaneo la katiso.



*Lenaanethalo 2.9. Dikarolo tsotlhe tsa HRD: Rustenburg le Madirelo a go Itshekisa Manya*
*Lenaneothalo leno le bontsha mekgele ya Motlhomelwasekao mo Rustenburg le Boinjeniere yotlhe fela

| LENANEO LA BOTLHOMASEKAO | Mekgele le dinako | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| THUTEGO YA GONE JAANONG/ MAEMO | Thuso ya Katiso ya Bosheng | Maemo a Mokgele wa Maemo go Berekela Go ya Go | 2024 (Y1) | 2025 (Y2) | 2026 (Y3) | 2027 (Y4) | 2028 (Y5) | PALYOTLHE 2024-2028 |
| Boenjinere | Lenaneo la Moithuti | Tiro ya Diatla/Setifikeiti sa OCC/ GCC | 24 | 24 | 22 | 21 | 23 | **114** |
| Modira ka Diatla/Mookamedi wa Polante/ Foromane | Lenaneo la Tlhabololo ya Foromane/Mookamedi wa Bodirelo | Setifikeiti sa Lenaneo la Molaodi wa Magareng | 24 | 23 | 21 | 22 | 22 | **112** |
| Meeppo | Lenaneo la Moithuti | Setifikeiti sa Tiro/Setifikeiti sa DMRE | 24 | 24 | 21 | 22 | 22 | **113** |
| Moalogi | Lenaane la Tlhabololo ya Moalogi | Boitemogelo mo Tirong le/Tiro | 24 | 23 | 21 | 21 | 23 | **112** |
| Babereki | | | 38 | 39 | 39 | 40 | 40 | **196** |
| **PALOYOTLHE** | | | **134** | **133** | **124** | **126** | **130** | **647** |

*Lenaanethalo 2.10. Batlhomasekao*

| BATLHOMASEKAO | 2024 | 2025 | 2026 | 2027 | 2028 | PALOYOTLHE 2024-2028 |
|---|---|---|---|---|---|---|
| Mananeo a Katiso | 52 | 43 | 46 | 44 | 185 | 370 |
| Babereki | 52 | 53 | 53 | 54 | 54 | 266 |
| **Paloyotlhe** | **104** | **96** | **99** | **98** | **239** | **636** |

***Tlhokomediso:*** *Batlhomasekao bangwe ba ka nna ba bonala go feta gangwe - go ya ka palo ya mananeo a ba leng mo go one*
*Lenaanethalo (Table) leno le bontsha mekgele ya Batlhomelwasekao mo Rustenburg le Madirelo otlhe a go Itshekisa Manya fela

### 2.7.1.4. Maduo a Lenaneo la Botlhomasekao

Go kaela babereki go botlhokwa thata go tlhomamisa gore ba rutwa dikgono tsa tiro, kaelo ya katiso ya boleng jo bo mosola, kgolo mo tirong, le go dira ka bojotlhe ga babereki ba ba tlhophilweng.



Go tlhomela babereki sekao go tsewa e le mokgwa wa botlhokwa o khampani e ka fitlhelelang maikaelelo a yone a go katisa mme ka go dira jalo ya fitlhelela tekatekano e e bonalang mo tirong mo khampaning yotlhe go ya ka Thulaganyo ya Tekatekano mo Tirong.

**2.7.1.5. Dibasari tsa Botlhomasekao, Mananeo a Dithuto tsa Yunibesithi/Dipoloma le Boithutelatiro**

Go tlhomelwa sekao ga baithuti mo go umakilwang fa godimo ke karolo ya tiro ya go tlhoma sekao ya Impala Platinum Limited, jaaka go tlhalositswe mo go Karolo ya 2.7.

• **Baithuti ba Basari**

Mo nakong eno Impala e na le baithuti ba le lekgolo le masome a matlhano le borataro (156) ba ba ithutetseng yunibesithi, gammogo le baithuti ba ba tswang kwa Mafelong a a Romelang Babereki le Metse e Meepo e leng mo go Yone (Lenaanethalo 2.11a). Baithuti bano ba tla tlhomelwa sekao makgetlo a le mabedi go ya go a le mararo (2 go ya go 3) ka ngwaga jaaka go bontshitswe mo go Lenaanethalo 2.9 Nako ya Ntlha/Bobedi (1/2) ya go tlhomasekao ka ngwaga kwa ditheong tsa bone tsa thuto e e kwa godimo (baithuti) le tse di setseng ka nako ya tiro ya bone ya malatsi a boikhutso kwa moepong, koo baithuti ba tlhomelwang sekao ka bongwe.

• **Baithuti ba Yunibesethi le Ba ba Dirileng Diploma**

Go tlhomela baithuti ba yunibesethi le ba ba dirileng diploma sekao jaaka go bontshitswe go Lenaanethalo 2.9, tlase ga “Mananeo a Katiso.” e tla dirwa morago ga dikgwedi dingwe le dingwe tse nné. Go tlhoma sekao mono go tlile go tswelela ka nako yotlhe ya lenaneong lengwe le lengwe la Katiso ya.

• **Baithuti ba bangwe ba Boithutelatiro le go Nna le Maitemogelo**

Go tlhomela baithuti bano sekao go tla dirwa morago ga kotara nngwe le nngwe ya ngwaga jaaka go bontshitswe go Lenaanethalo 2.9, tlase ga “Mananeo a Katiso.” Go tlhoma sekao mono go tlile go tswelela ka nako yotlhe ya lenaneo la Katiso ya bone ka go farologana.



## 2.8. BASARI LE THULAGANYO YA BOITHUTELATIRO

### *2.8.1. Thulaganyo ya Dibasari*

#### 2.8.1.1. Tiro ya Thulaganyo ya Dibasari

Thulaganyo ya dibasari ya Impala ke thulaganyo ya dibasari e e buletsweng botlhe e e nang le maikaelelo a go neela babereki ba ba rutegileng mo khampaning ka nako e e tshwanetseng ba ba ka katisediwang go tlhatlosiwa maemo mo tirong le go tswelela pele. Impala Rustenburg Operations e tla tsamaisa dibasari tsotlhe tsa Impala Platimum Limited tse di tshwanetseng go newa.

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#### 2.8.1.2. Thulaganyo ya go Naya Dibasari

Impala e naya babereki le maloko a morafe thuso ya madi e dirisa Thulaganyo ya Dibasari ya yone. Baithuti ba Kereiti 12 ba ba nang le Materiki (ba falotse ditlhatlhobo ka 60% kgotsa kwa tlase mo dithutong tsa Mmetshe, Saense le Seesemane) ba Merafe e Moepo o leng mo go Yone le ba mafelo a a Romelang Babereki. Banewa dibasari ba ba tlhophilweng go ya ka tse di tlhokiwang mo Thulaganyong ya Kgwebo le mofuta wa batho mo Aforika Borwa.

Go naya bana ba mo Morafeng wa Lefelo leno o Moepo o leng mo go one le ba mo Dikolong tse di tshegediwang ka madi tsa Morafe o Moepo o leng mo go One tshono ya go bona thutego ya semolao ka go duelela dithuto ta bone. Seno se tlile go diragala ka go thusa baithuti ba Kereiti 12 gore ba atlege. Go leka go ba naya ditirelo tse di gaisang le go ba naya tshedimosetso ka ga ditheo tse di neilweng tetlelelo-semmuso ya go dira tse ba ka ikwadisang le go nna kwa go tsone go tlhomamisa gore ba rutwa thuto le katiso ya boleng jo bo kwa godimo. Monewa basari mongwe le mongwe o abelwa motlhomasekao wa SME go newa kaelo fa a le mo tseleng ya go ithuta.

**Dibasari Tsa Yunibesithi (Basha ba Eseng ba mo Khamphaning)**

Impala e naya baithuti ba ka tswang kwantle ga khamphani dibasari tsa yunibesithi mo thulaganyong ya dibasari. Badirakopo botlhe ba tla tlhophiwa go ya ka diphitlhelelo tsa bona mo dithutong tsa sekolo fa go ntse go akanyediwa pholisi ya khampani ya Tekatekano mo Tirong le mekgele e e amanang le yone le bokgoni jo bo tlhokegang mo thulaganyong ya kgwebo ya nako e e tlang. Meepo e tla tswelela go leka go



fitlhelela selekanyo sa 80% ya baamogedi ba dibasari ba e leng HDP le fa go le jalo go fitlhelela tekanyetso eno go ikaegile ka go nna teng ga badirakopo ba ba maleba. Ke badirakopo ba ba nang le maduo a a seng kwa tlase ga C fela (60%) ba Mmetshe, Saense le Seesemane ba ba tla akanyediwang. (Lenaanethalo 2.11a).

Go tlhomilwe mekgele go ya ka thutego ya konokono e e letlang gore go nne le go fetofetoga go ya ka ditlhokego tsa tiro le badirakopo ba ba tshwanelegang go fitlhelela mekgele yotlhe mme e seng gore go fitlhelelwe ntlha nngwe le nngwe. Dikarolo tsa go ithuta di tla akaretsa, Boenjenere jwa Meepo go akaretsa le Ditirelo, Boithutadimmetale le Boenjenere jo bo amanang le tsone, Khemeseteri, Boenjenere jwa Metšhini le jwa Motlakase, Ditšhelete le Lefapha la Tsa Badiri, mme e seng fela mo dithutegong tseno. Gore go fitlhelelwe mekgele ya ngwaga le ngwaga, go nna le thulaganyo ya tshegetso ka madi, le fa go ntse jalo seno ke kaelo fela mme ga se bontshiwe e le mokgele.

Basari ya Impala e duelela baithuti dithuto, bonno, dibuka le tuelo ya kgwedi le kgwedi. Badirakopo ba dibasari ba tsewa mo Merafeng ya Lefelo le Moepo o leng mo go Lone, Mafelo a a Romelang Babereki, Rustenburg, Bojanala District le MQA. Impala e rulagantse mofuta wa go naya dibasari ka tsela ya:

- Go rulaganya pholisi ya yone ya basari le tsamaiso.
- Kopo e e rulagantsweng le tsela ya go tlhopha.
- Go baya kgatelopele ya baithuti leitlho le kafa ba dirang ka teng.

**Thuso ya Thuto (Basari ya ba mo Teng ga Khamphani)**
Thuso ya thuto e newa babereki ba ba tshwanelegelang go tsweletsa thuto ya bone le go bona kitso e e kwa godimo e e tsamaelanang le tiro ya bone ka nakwana go fetsa Ditifikeiti tsa Bokgoni kgotsa ditshwanelego tsa thutego ya pele le morago ga dikirii go tsamaelana le IDP ya babereki. Thulaganyo eno e naya mmereki thuso e e tlhokegang ya madi go duelela dithuto le dibuka, go mo naya malatsi a boikhutso a go ya go kwala ditlhatlhobo, go mo naya malatsi a boikhutso a go ya kwa dikolong tsa thuto a a patelesegang fa go tlhokega. (Lenaneothalo 2.11b). Gore go fitlhelelwe mekgele ya ngwaga le ngwaga, go tlamelwa ka thuso ya madi, le fa go ntse jalo, seno ke kaelo fela mme ga se bontshiwe e le molao.



*Lenaanethalo 2.11a. Thulaganyo ya Basari ya ba ba ka Kwantle ga Khamphani (18.2))*

| TOGOLEANO YA DIBASARI TSA KA KWANTLE GA KHAMPHANI | 2024 | 2025 | 2026 | 2027 | 2028 | TOTAL 2024-2028 |
|---|---|---|---|---|---|---|
| Ba Newang Dibasari ka Ngwaga | 25 | 25 | 25 | 25 | 25 | 125 |
| **Palogotlhe ya Banewadibasari ba SLP 4** | **25** | **50** | **75** | **100** | **100** | |
| **Ditšhelete tse di Newang** | **R 4500000** | **R9000000** | **R13500000** | **R18000000** | **R18000000** | **R63000000** |

*Tlhokomediso: Mekgele ya Dibasari e akaretsa Merafe ya Lefelo la Moepo, Mafelo a a Romelang Babereki, Kgaolo ya Bojanala le tse Dingwe.*

Lenaanethalo 2.11b. *Togoleano le Thuso ya Thuto (Dibasari tsa Mo Teng ga Khamphani/Tsa Babereki) (18,1)*

| **DIBASARI TSA BABEREKI** | **Tlhokomediso ya mekgele le dinako: Seno ke kaelo fela. Thulaganyo eno e tshwanetse go nna le dinako tsa khalentara ya mmatota - Ferik go ya go Sedim** | | | | | |
|---|---|---|---|---|---|---|
| **Babereki** | **2024 (Ngwaga 1)** | **2025 (Ngwaga 2)** | **2026 (Ngwaga 3)** | **2027 (Ngwaga 4)** | **2028 (Ngwaga 5)** | **Palogotlhe 2024-2028** |
| Dithuso tsa Thuto ya mo Teng ga Khamphani /Thuso ya Thuto | 52 | 52 | 52 | 52 | 52 | 260 |
| Total | 52 | 52 | 52 | 52 | 52 | 250 |
| **Ditšhelete tse di Newang** | **R6286877** | **R6060534** | **R5850787** | **R5657123** | **R5479076** | **R29334398** |

**Lenaanethato (Table) eno e bontsha mekgele ya lenaneo la Thuso ya Thuto ya babereki mo Rustenburg yotlhe le Madirelo a go Itshekisa Manya otlhe a mo mofuteng wa thuto e ba e tlhophileng*

### 2.8.1.3. Setlhopha sa batlhophelwa Thuso ya Go Ithuta

Babereki botlhe ba ba Tlhomameng ba Impala ba tshwanelegela go bona thuso ya thuto, go ya ka dithulaganyo tsa tatelano ya tiro le dithulaganyo tsa kgwebo go ya ka tiro nngwe le nngwe le go ya ka IDP ya motho. Ka nako ya go Bontshiwa Tiro, go tlhalosiwa thulaganyo ya Thuso ya go Ithuta ya mo Khamphaning, dikopo tse di feletseng di a sekasekwa gore di amogelwe.



#### 2.8.1.4. Togoleano ya go Diragatsa Thulaganyo ya Thuso ya Thuto

Go naya badiri ba nako yotlhe tshono ya go bona thutego e e tlhomameng kgotsa go oketsa thutego e ba setseng ba na le yone. Seno se tlile go kgona ka go thusa babereki ba rona gore ba atlege. Go leka go ba naya ditirelo tse di gaisang le go naya babereki tshedimosetso ka ga ditheo tse di dumeletsweng tse ba ka ikwadisang mo go tsone go tlhomamisa gore ba rutwa thuto le katiso ya boleng jo bo kwa godimo.

#### 2.8.1.5. Maduo a  tsa Thulaganyo ya Dibasari

Maikaelelo a go naya dibasari ke go tlhomamisa gore go na le setlhopha sa babereki ba ba nang le bokgoni ba ba tshwanelegelang go tlatsa ditlhokego tsa nako e e tlang tsa go ngoka basadi ba bo-HDP. Baithuti ba ba newang dibasari gape ba na le maitemogelo a tiro ya bo-HDP ka thulaganyo ya Moithutelatiro wa Moalogi wa Yunibesithi fa ba sena go wetsa dithuto tsa bone ka katlego ka nako e e tlhomilweng.

### *2.8.2. Togomaano ya Boithutelatiro*

#### 2.8.2.1. Tiro ya Boithutelatiro / Go Katisediwa Maitemogelo

Impala e dirisa thulaganyo ya ka mo teng ga khamphani ya katiso ya go tlhabolola baithuti ba ba alogileng e e tsamaelanang le dikaelo tse di newang ke MQA. Moepe ono o naya mananeo a le mmalwa a otlhe a leng kafa tlase ga Thulaganyo ya Boithutelatiro. Ba ntlha ba ba tla tlhophiwang e tla nna baithuti le kgotsa baalogi ba yunibesethi ba mo Metseng ya Moepo ya Mafelo a a Romelang Babereki le Kgaolo ya Bojanala le mafelo a mangwe a a tshegetsang mananeo a baruti a MQA.

#### 2.8.2.2. Togomaano ya Boithutelatiro / Go Katisediwa Maitemogelo

a. ***Tlhabololo ya Baalogi ba Yunibesethi (Ba ba Neng ba Neilwe Dibasari)***

   Impala Platinum Limited e tla tlhabolola baalogi ba yunibesethi ba ba Neng ba Neilwe Dibasari morago ga dithuto tse di latelang, Boithuta Dimmetale le boenjenere jwa Dikhemikale, Khemeseteri, Moepo, Patlisiso, Boenjenere, Boenjenere jwa Tikologo le jwa Maje le dithuto tse dingwe tse di amanang le go epa le dithuto tse di amanang le tse eseng tsa konokono. Baalogi bano ba tla tsenngwa mo lenaneong la tlhabololo go ba baakanyetsa disetifikeiti tsa bokgoni tse di tlhokegang tsa Puso le go ba baakanyetsa go thapiwa. Diporojeke tseno di tsaya dikgwedi di le 24 go ya go di le 36 tse ka tsone go dirwang dipaakanyetso tsa go ba thusa ka madi a go ba tlhokomela.



b. ***Lenaneo la Moithuti wa Boenjenere***

Lenaneo le le rulaganyeditswe go tlhabolola Baenjeniere mo dikarolong tsa boenjenere jwa Metšhine le jwa Motlakase. Mananeo ano a ka tsaya dingwaga di le pedi go ya go di le tharo (2-3) go a fetsa le go dira gore baalogi ba babotlana kgotsa baenjeniere ba dipolotiki ba kgone go tlhomiwa go nna baenjeniere mo lefelong la bone la boithutelo morago ga go maemong a bomankge jwa bone fa ba sena go fetsa ka katlego Sefifikeiti sa Bokgoni (Cerfificate of Competency) sa Puso sa DMRE.

c. ***Boithutelatiro jwa Baalogi ba ka Kwantle ga Khamphani le Katiso ya ba Eseng Bathapiwa***

Impala e naya mananeo a le mmalwa a otlhe a leng kafa tlase ga thulaganyo ya Boithutelatiro. Impala, e dirisana mmogo le morafe, MQA, Diyunibesiti tsa Thekenoloji le Diyunibesiti, e tla tswelela go naya baithuti katiso ya go nna le maitemogelo le go boithutelatiro mo dithutegong tsa botlhokwa le tse e seng tsa botlhokwa tse di tshwanang le boinjinere jwa Go Ithuta Dimetale le Dikhemikale, Khemeseteri, Moepo, Ditšhelete, Lefapha la tsa Badiri, Boenjenere, Patlisiso, Boenjenere jwa Tikologo le jwa Maje. Go newa madi go duelela batho botlhe ba eseng bathapiwa Impala.

d. **Go Katisediwa Maitemogelo / Thuto e e Tsenngwang Tirisong**

Lenaneo le naya baithuti ba Diyunibesithi tsa Thekenoloji le Dikholetšhe tsa FET maitemogelo a tiro ya diatla (P1/P2) a a amanang le dithuto tsa bone, tse di tla dirang gore ba kgone go bona thutego e e maleba morago ga go fetsa ka katlego nako e ba neng ba dira tiro eo ka yone. Nako ya lenaneo leno e ka nna ya nna dikgwedi tse 6 go ya go tse 24 go ikaegile ka se se batliwang mo setheong seo.

e. **Boithutelatiro jwa Baalogi (Ba ba Seng mo Khamphaning)**

Baalogi ba Yunibesethi le ba Diploma ba tla newa boithutelatiro jwa nako e e fitlhang go dikgwedi tse 24 gore ba nne le boitemogelo jo bo tlhokegang jwa mo tirong jo bo amanang le thutego ya bona ka bongwe gore ba kgone go siamela go bereka, Boithutelatiro bo tla dira gore baithuti ba dithuto ta Moepo le tsa Boenjnere ba nne le boitemogelo jo bo tlhokegang go ipaakanyetsa Disetifikeiti tsa Bokgoni (Certificates of Competency) tsa Puso ka go farologana ga bone.



*Lenaanethalo 2.12a. Sekolo sa Botswerere: Rustenburg fela*

| BAALOGI | Mekgele le dinako | | | | | |
|---|---|---|---|---|---|---|
| BA BA NENG BA NEILWE DIBASARI | 2024 (Ngwaga 1) | 2025 (Ngwaga 2) | 2026 (Ngwaga 3) | 2027 (Ngwaga 4) | 2028 (Ngwaga 5) | PALOYOTLHE 2024-2028 |
| Meepo | 9 | 4 | 3 | 4 | 5 | **25** |
| Boenjenere | 1 | 3 | 8 | 7 | 2 | **21** |
| Go Dira Tiro (Go Akaretsa Lab) | 1 | 4 | 0 | 2 | 1 | **8** |
| Ditirelo | 1 | 3 | 6 | 5 | 2 | **17** |
| Paloyotlhe | 12 | 14 | 17 | 18 | 10 | **71** |
| **Ditšhelete tse di Newang** | **R 6912000** | **R11520000** | **R16128000** | **R15360000** | **R9600000** | **R59520000** |

*Lenaanethalo 2.12b. Sekolo sa Botswerere: Rustenburg le Madirelo a go Itshekisa Manya*

| BAALOGI | Mekgele le dinako | | | | | |
|---|---|---|---|---|---|---|
| BA BA NENG BA NEILWE DIBASARI | 2024 (Ngwaga 1) | 2025 (Ngwaga 2) | 2026 (Ngwaga 3) | 2027 (Ngwaga 4) | 2028 (Ngwaga 5) | PALOYOTLHE 2024-2028 |
| Ya Botlhokwa | 5 | 5 | 5 | 5 | 5 | **25** |
| E e Seng ya Botlhokwa | 1 | 1 | 1 | 1 | 1 | **5** |
| **Paloyotlhe** | **6** | **6** | **6** | **6** | **6** | **30** |
| **Tšhelete e e Newang** | **R 1 895 000** | **R 1 967 000** | **R 2 043 320** | **R 2 124 219** | **R 2 209 972** | **R10239512** |

**Tlhokomediso:** Mekgele eno e akaretsa Merafe e Moepo o leng mo go Yone, Mafelo a a Romelang Babereki, Kgaolo ya Bojanala le e Nngwe.

**2.8.2.3 Setlhopha sa batlhophiwa ba ba Neng ba Neilwe Dibasari (Baithutelatiro ba Baalogi ba mo Teng ga Khamphani)**

Se ke Boithutelatiro jwa Baalogi ba Yunibesethi jwa Dingwaga tse pedi jo Impala Platinum Bursary e bo nayang Baalogi ba Yunibesethi ba ba weditseng dithuto tsa bone ka katlego. Boithutelatiro bo newa tumalanong le se se batliwang mo Togomaanong ya Kgwebo.



**Togomaano ya ba ba  Neng ba Neilwe Dibasari**

Go naya ba ba neng ba neilwe dibasari ba ba atlegileng go bona thutego ya bone ka go dirisa thulaganyo ya basari ya gore ba dire tiro ya diatla ya thutego ya bone. Se se kgonwa ka go ba kopanya le batlhomasekao ba Subject Matter Expert (SME) gore ba bone katiso le kaelo fa ba ntse ba le mo loetong lwa bone lwa go ithuta tiro, ka go sala morago le go baya leitlho kgatelopele ya bone ka metlha.

**2.8.2.4 Setlhopha sa batlhophiwa Ba Ba Neng ba Neiwe Dibasari (Baalogi ba Boithutelatiro ba Eseng ba Khamphani)**

Lenaneo la Boithutelatiro jwa Baalogi ba Yunibesithi la dingwaga di le pedi le neelwa ba Baalogile ba Yunibesethi ba Merafe e e Romelang Babereki  ba ba weditseng ka katlego Diploma ya Bosetšhaba / Dikirii / Dikirii ya Onase. Boithutelatiro bo newa tumalanong le se se batliwang mo Togomaanong ya Kgwebo.

**Togoleano ya Baithutelatiro ba Baalogi ba Eseng ba Khamphani:**

Go naya Baalogi ba ba atlegileng go bona thutego ya bone ka go dirisa thulaganyo ya basari ya gore ba dire tiro ya diatla ya thutego ya bone. Seno se tla kgonwa ka go ba golaganya le bao ba ba tlhabang botlhale ba SME gore ba bone katiso le kaelo fa ba ntse ba ithuta tiro ya diatla. Kgatelopele ya bone e tla salwa morago le go bewa leitlho.

**2.8.2.5 Setlhopha sa batlhophelwa Katiso ya go Nna le Maitemogelo le ya Tiro**

Lenaneo la go Katisediwa go Nna le Maitemogelo a Dikgwedi di le Thataro go ya go di le Lesome le Bobedi le rutwa baithuti ba mo Merafeng ya Lefelo le Moepo o Leng mo go Lone le mafelo a a romelang Babereki ba ba ikwadiseditseng go bona thutego kwa Setheong sa Botegeniki se se tlhokang go bo ba na le maitemogelo a go dira tiro kgotsa Mokgwa o o Kopantsweng wa go Ithuta go ka feleletsa thutego ka katlego. Boithutelatiro bo dira tumalanong le dipatlafalo tsa Togomaanong ya Kgwebo.

**Togomaano ya go katisediwa Maitemogelo le Katiso ya mo Tirong**

Go direa baithuti ba ba kwadisitsweng ba dirisiwe tiro ka tlhamalalo go ya ka dipatlafalo tsa logbook/lekewalo la WIL tse di tlhalosiwang ke Setheo sa Botegeniki. Seno se kgonwa ka go ba kopanya le bakatisi gore ba kgone go bona katiso le kaelo mo tirong, ka go sala morago kgatelopele ya bone le go e baya leitlho ka metlha.



#### 2.8.2.6. Maduo a Lenaneo la Boithutelatiro

Lenaneo la go ithutela tiro ga baalogi  le tlhomamisa gore baithuti ba ba nang le dikirii, diploma, kgotsa diploma ya N6 ba nna le bokgoni le maitemogelo a a maleba a a amanang le borutegi jwa bone gore ba siamele go dira tiro. Go ikatisetsa tiro gape go dira gore baalogi ba dithuto tsa Meepo le Boenjenere ba bone kitso e e tlhokegang go ipaakanyetsa Ditifikeiti tsa Bokgoni tsa Puso ka go farologana ga bone. Maitemogelo a mo Tirong a naya baithuti boitemogelo jo bo tlhokegang jwa go dira tiro gore ba kgone go aloga.

## 2.9. TOGOLEANO LA TEKATEKANO MO TIRONG

### *2.9.1. Tshobokanyo*

Impala Platinum Mine e ikemiseditse go nna le babereki ba mefuta e e farologaneng mo tirong le kemedi e e lekalekanang mo maemong otlhe ka gonne tseno ke dilo tse di dirang gore go nne le tshwaragano ya batho, phetogo le go gaisana mo intasetering ya meepo. Go tsamaelana le pono ya khamphani ya go "bula bokgoni jwa badiri botlhe ba yona" le go tsamaelana le Molao wa Tekatekano mo Tirong, le melawana e e kaelang go ya ka Tšhata ya Meepo jaaka e tlhabololwa nako le nako, Impala Platinum Mine e ineetse mo thulaganyong ya:

- Go tlhabolola, go diragatsa le go baya leitlho dipholisi tsa tiro, ditsamaiso, le ditlwaelo go tlhomamisa gore ga go na motho ope yo o kgethololwang ka tsela e e sa siamang (ka tlhamalalo kgotsa ka tsela e e sa tlhamalalang) ka ntlha ya bong, lotso, bogole, bodumedi, dingwaga, puo le mabaka a mangwe a a sa siamang.
- Go oketsa bokgoni jwa khamphani go tsweledisa go nna ya yone mo maemong a a siameng ka go thapa, go tlhopha le go tlhabolola babereki ka bongwe gore ba kgone go dira bokgoni jwa bone ka botlalo;
- Go naya bathapiwa botlhe ka ditshono tsa tlhabololo ka go tsepamisa mogopolo mo go bao ba neng ba kgaphetswe kwa thoko ka nako ya thulaganyo e kgolo ya ditiro tsa ikonomi ka ntlha ya go tlhaolwa ka tsela e e sa siamang;
- Go boloka ditsela tse di lekalekanang mo pakeng e khutshwane go ya go e e fa gare go lwantsha go tlhoka tekatekano ga babereki ga nako e e fetileng ka ntlha ya molao le/kgotsa ditlwaelo tse di tlwaelegileng;
- Go dira gore thulaganyo ya tekatekano ya ditiro e tsamaisane le mekgwa le maikaelelo a khamphani.



### *2.9.2. Tiro*

Impala Platinum Mine e lemoga gore Tekatekano mo Tirong ke selo se se botlhokwa mo kgwebong mme e tswelela go e leba jaaka karolo e e botlhokwa ya letsholo la yone la phetogo ka kakaretso mo maitlamong a yone a go fitlhelela ditlhokego tsa molao tsa Employment Equity Act (EEA) le Molao wa Tlhabololo ya Bokgoni. Mo godimo ga moo, Impala e tla tswelela go leka go fitlhelela maikemisetso a Tšhata ya Meepo, jaaka metheo e e kaelang le sedirisiwa sa pholisi se se tshegetsang maikemisetso a MPRDA, le jaaka karolo ya tiragatso e e siameng e e tswelelang.

Thulaganyo ya Tekatekano mo Tirong mo Moepong wa Impala Platinum e e neng ya romelwa kwa Lefapheng la Ditiro le Babereki e tshegetsa maitlhomo a Tšhata ya Meepo mme khampani e itlama gore e tla tswelela go ikobela melao eno.

Impala Platinum Mine e ititeile sehuba go tlhomamisa gore mekgele e e beilweng e a fitlhelelwa le gore babereki botlhe ba itse ka ga mekgele ya khamphani. Thulaganyo ya Tekatekano mo Tirong e akaretsa maano, mekgele le dithulaganyo tsa go tsamaelana le boremelelo jwa Tšhata ya Meepo le mekgele e e rileng ya Batho ba ba Neng ba sa Tshwarwe Sentle mo Nakong e e Fetileng.

### *2.9.3. Dithulaganyo Tsa Maano a Tiragatso*

#### 2.9.3.1. Melaometheo ya Tekatekano mo Tirong ya Moepo wa Impala Platinum

Moepo wa Impala Platinum o tlhomile mekgele ya go nna le dipalo tse di rileng ngwaga le ngwaga malebana le tekatekano mo tirong. Mo thulaganyong ya go fitlhelela maikaelelo ano, khampani e tla latela melaometheo e e latelang:

- Ga go na motho yo o tla newang maemo a a rileng ntle le fa a tshwanelega sentle le/kgotsa a na le bokgoni;
- Batho ba ba tshwanelegang sentle ba ditlhopha tsa HDP ba tla tsewa pele go tlatsa diphatlhatiro le go tlhatlosiwa maemo mo tirong;
- Ga go na lenaneo la go fokotsa babereki le le patelediwang le le tla dirisiwang gore go fitlhelelwe mekgele ya dipalo tse di rileng;
- Ba ba thapiwang bosheng go tla batliwa gore e bo e le ba ditlhopha tsa HDP gore go fitlhelelwe mekgele ya dipalo tse di rileng;



- Impala Platinum Mine, fa e rulaganya go fitlhelela mekgele ya dipalo, e tla tsaya tsia mabaka a ikonomi le a ditšhelete a ga jaana le a a solofetsweng a a amanang le intaseteri e khampani e dirang mo go yone;
- Khampani e tla akanyetsa go oketsega kgotsa go fokotsega ga palo ya babereki mo nakong e e beilweng gore e kgone go fitlhelela mekgele ya one;
- Bokgoni jwa botlhokwa ka bontsi mo nakong eno bo neilwe batho ba eseng bo-HDP. Maikutlo a a sa siamang a a ka nnang teng ka ntlha ya go diragadiwa ga leano leno a tshwanetse go nna a a kwa tlase. Ka jalo, khamphani e dumela go dirisa pholisi ya go dira dilo ka tsela e e bonalang ka go tlhaeletsana sentle le ba ba tswang kwa ditlhopheng tse e seng tsa HDP mme e tla gatelela gore ditshono tsa bone tsa go tlhatlosiwa maemo di tla fokodiwa gore ba kgone go fitlhelela maikaelelo a a beilweng mo leanong leno.
- Paka ya Thulaganyo ya Tekatekano mo Tirong e tla laolwa ke gore a khamphani e ikobela melao yotlhe e e maleba e e amanang le tekatekano mo tirong, gammogo le melaometheo e e kaelang ya mekgele ya Tšhata ya Meepo.

**2.9.3.2 Taolo ya Dithulaganyo tsa Tekatekano mo Tirong kwa Moepong wa Impala Platinum**

- Khamphani e tlhomile Komiti ya Loago, Diphetogo, le Dituelo, Phetolo
- le Tuelo (ST&R) go tlhomamisa, gareng ga dilo tse dingwe, go tlhamiwa le go diragadiwa ga leano le boikaelelo jwa lone e leng go dira gore go nne tekatekano mo tirong mo gare ga batho ba mefuta yotlhe.
- Go tla buisannngwa ka Mathata a Tekatekano mo Tirong ka diphuthego tsa ST&R mme go tla remelelwa mo go yone fela jaaka go dirisa dikgang tsa togomaano le tsa tiro.
- Boikarabelo jwa komiti bo akaretsa go diragatsa ka katlego mananeo le ditsamaiso tse di tla tsweletsang ponelopele ya phetogo le ditsholofelo tsa setlhopha.

  Seno se kgonwa ka:

  – Go naya Boto tshedimosetso e e feletseng malebana le seemo sa go ikobelwa.



  - Go tlhomamisa gore go tlhamiwa dithulaganyo tsa Phetogo mo maemong a a farologaneng a tiro le gore seabe sa ditheo tse di jalo se tsamaelana le kaelo ya togamaano ya Setlhopha ya Phetolo.
  - Go naya Boto ka pego e e tlhalositsweng ka botlalo ya kgatelopele e e malebana le ditlhokego tsa Diphetolo tsa EE le ditiro tse di tsamaelelanang le yone.
  - Go neela kgakololo le kaelo ka go bapisa le go dirisa mekgwa e e gaisang mo go fetoleng EE le go tlhomamisa gore ditshwetso tsotlhe tse di tserweng ke Boto di a latelwa.
- Mookamedimogolo o neilwe maikarabelo a go diragatsa le go tlhokomela leano leno.
- Go tlhomilwe Dikomiti tse di Etelelang Pele tse di Laolang go Fetolwa ga Maemo a Kgwebo mo maemong a tiro, tse di ikarabelelang mo Komiting e e Etelelang Pele e e Laolang go Fetolwa ga Maemo a Kgwebo ya Setlhopha. Dikomiti tseno tsa tiro di na le boikarabelo jwa go tlhama dithulaganyo tsa babereki ba tsone le go tlhomamisa gore go diragadiwa mananeo a tlhaeletsano, a go nna le kitso le tsa katiso.
- Batsamaisi ba mogala mo Ditirong ba na le maikarabelo a go netefatsa go diragadiwa ga dithulaganyo tseno mo mafelong a bonae.
- Le fa Molao wa Tekatekano o baya maikarabelo a go diragatsa tekatekano ya ditiro mo botsamaising, seabe sa botlhokwa se se tla dirwang ke Impala Platinum Mine mo go diragatseng maikaelelo a thulaganyo eno se tsewa tsia le go amogelwa ke banaleseabe botlhe.
- Babereki botlhe ba itse ka Molao wa Tekatekano mo Tirong le ka tse di batliwang ke Tšhata ya Meepo.

**2.9.3.3 Dithulaganyo tsa Togomaano tsa go dira gore go nne le bo-HDP mo Botsamaising kwa moepong wa Impala Platinum**

Mekgele e e lebeletsweng ya Tekatekano mo tirong mo dingwageng tse tlhano (5) tse di tlang tsa babereki ba moepo kwa Impala Platinum Limited e bontshiwa fa tlase. Mokgele wa bofelo wa mekgele ya EE ke go fitlhelela mekgele e e beilweng go ya ka tse di tlhokiwang ke Tšhata ya Meepo mme gape e boikalelo jwa yone ke go dira go feta mekgele e e beilweng. Go rulaganngwa ga mekgele eno le maano a a tlhalosiwang fa tlase go ne go theilwe mo maemong a a neng a le teng mo Leanong



la Kgwebo, bokgoni jo bo leng teng mo mmarakeng gammogo le go nna teng ga ba ba tlhophetsweng HDP mo thutegong nngwe le nngwe kwa moepong. Mekgele e e beilweng ka fa tlase ga Tšhatae ya Meepo e theilwe mo dikgatong tse moepo o nang le tsone ka go dirisa dipolokelo tsa talente tse di leng teng, le fa go ntse jalo moepo o tla tswelela go leka go fitlhelela se se kwa godimo ga mokgele wa one.

Gore e kgone go fitlhelela mekgele e e beilweng ya tekatekano mo tirong, go tla diragadiwang dikgato tse di latelang:

- **Mananeo a Katiso e e Akofisiwang:** Gore moepo o kgone go nna le palo ya batho ba o ba batang mo nakong e e tlang, go dirisiwa mananeo a katiso e e potlakileng go thusa babereki ba ba tlhaotsweng go akofisa katiso ya bone mo go nngwe ya ditsela tsa tiro tse di leng teng;
- **Kgatelopele mo Tirong:** Batho ba ba ka nnang le bokgoni ba tlhophiwa le go tsenngwa mo thulganyong ya kgatelopele mo tirong (Leba Section 2.6);
- **Go Dirisiwa ga Bokgoni mo Ditirong di Sele:** e ke thulaganyo e batho ba ba nang le bokgoni jwa go dira tiro e e rileng ba rutiwang go fitlha ba nna le bokgoni jwa go maemo a a maleba: Maikaelelo ke go thibela go latlhegelwa ke bokgoni mo go feteletseng mo khampaning, segolo thata mo dikarolong tsa konokono tsa kgwebo;
- **Ba ba Nang le Dibasari:** go tlhomiwa ga baithuti fa ba se na go fetsa dithuto tsa bone kwa ditheong tsa morago ga materiki;;
- **Go Katisediwa Maitemogelo:** e ebile e tla tswelela e newa Baalogi ba Yunibesethi gore ba nne le tshwanelego;
- **Mananeo a Botlhomasekao:** mananeo a a tlhomameng/a a sa tlhomamang, e tla tswelela e dirisiwa mo bathong ba ba nang le bokgoni jo bo kwa godimo ba ba tlhophilweng le ba ba ka nnang mo maemong a botsamaisi.
- **Go tsoma/Go Ngoka Bathapiwa** ba ba nang le ditalenta tse di kwa godimo go ka ditheo tsa go ngoka babereki tse di ikanyegang le mo ditheong tsa thuto e e kwa godimo le tsone di tla dirisiwa fa go tlhokega.
- **Mananeo a dikolo:** a naya kaelo ya tiro mabapi le ditiro tsa mo moepong.

Mo godimo ga dikgato tse di umakilweng fa godimo, go tlhomamisa gore basadi ba na le kemedi mo ditirong tse di amanang le meepo go tla tswelela go dirisiwa dikgato tse di latelang e bile di tla tswelela di dirisiwa diragadiwa kwa Impala Platinum Limited:



- Go dira ditshono tsa go bona dibasari go ngoka basadi le go ba naya tiro ya malatsi ka boikhutso;
- Go dira gore go thapa basadi ba batho bantsho e nne setlapele;
- Go tlhoma Foramo ya Tekatekanyo ya Bong;
- Go rarabolola melelwane e e lemogilweng ya go thapa basadi;
- Go dira gore go nne le thulaganyo ya go emisetsa barolatiro;
- Go lemoga maemo a tiro a go ka tsenngwang basadi mo go one a maemo-C;
- Go sekaseka makgotla a Ditalente le ditiro tsa go laola botlhatlhami.

### *2.9.4. Komiti ya Tekatekano mo Tirong*

Impala Platinum Limited le Dikomiti tsa Operational Transformation Steering Committees di tla nna le seabe sa botlhokwa mo go tsamaiseng dithulaganyo tsa togomaano e e tlhalositsweng fa godimo. Mathata a botlhokwa a tla rarabololwa e le setlapele ke Komiti ya Diphetogo e e Etelelang Pele mme a ka nna a felela ka gore ditogomaano tse dingwe tse di latelang di diragadiwe ke Dikomiti tseno:

- Go baya leitlho go tlhomiwa ga maloko a setlhopha sa HDP;
- Go bayaleitlho go tlhophela babereki ba HDP go tlhatlhama mo mafapheng le/kgotsa dikaroo le go tlhomamisa gore mananeo a go katisa le go tlhabolola a a diragadiwa;
- Go bona gore a go ka nna le ba ba ka tlhatlosiwang maemo a ditlhopha tsa HDP mo tirong;
- Go tlhomamisa gore babereki ba ditlhopha tsa HDP ga ba tsamaisiwe;
- Go fetola dipholisi, ditsamaiso le ditlwaelo tse go lemogilweng fa di na le dikgoreletsi mo go diragatseng tekatekano ya ditiro le go fitlhelela mekgele e e beilweng ke molao;
- Paka ya Thulaganyo ya Tekatekano mo Tirong e tla laolwa ke gore a khamphani e ikobela melao yotlhe e e maleba e e amanang le tekatekano mo tirong, gammogo le mekgele ya MPRDA.

### *2.9.5. Thulaganyo ya Tekatekano mo Tirong ya DoEL le Dipego*

Thulaganyo ya Tekatekano mo Tirong mo Moepong wa Impala Platinum e e neng ya romelwa kwa Lefapheng la Ditiro le Babereki ebile e tshegetsa maitlhomo a Tšhata ya Meepo. Khampani e romela Dipego tsa EE ngwaga le ngwaga kwa Lefapheng la Babereki jaaka go tlhokega go ya ka molao.



### *2.9.6. Tšhata ya Meepo - HDP, Basadi ba HDP le mokgele wa EE*

Fa go tlhomiwa mekgele eno, go tsewa tsia mabaka a ikonomi le a madi a a leng teng le a go lebeletsweng gore a ka nna teng a a amanang le intaseteri e khampani e dirang mo go yone. Gape khampani e tla akanyetsa go oketsega kgotsa go fokotsega ga palo ya babereki mo nakong e e beilweng gore e kgone go fitlhelela mokgele wa yone.

Lenaanethatlo le le fa tlase, le naya mekgele e e lebeletsweng ya Tekatekano mo Tirong mo dingwageng tse tlhano tse di tlang (5) kwa Impala Platinum Limited ya babereki mme mokgele o mogolo e le go fitlhelela mekgele ya Tšhate ya Moepo.

*Lenaanethalo 2.13 Thulaganyo ya Tekatekano mo Tirong*

| MAEMO | MOKGELE O O AKANTSHITSWENG | MEKGELE E MESHA YA MC | 2024 | 2025 | 2026 | 2027 | 2028 |
|---|---|---|---|---|---|---|---|
| Boto | Babereki ba HDP | 50% | 50% | 50% | 50% | 50% | 50% |
| | Basadi ba HDP | 20% | 20% | 20% | 20% | 20% | 20% |
| Bokhuduthamaga/ Bookamedi jo kwa Godimo | Babereki ba HDP | 50% | 50% | 50% | 50% | 50% | 50% |
| | Basadi ba HDP | 20% | 20% | 20% | 20% | 20% | 20% |
| Bookamedi jwa Maemogodimo | Babereki ba HDP | 60% | 63% | 63% | 63.5% | 63.5% | 64% |
| | Basadi ba HDP | 25% | 21% | 21.5% | 22% | 22.5% | 22.5% |
| Bookamedi jwa Maemogare | Babereki ba HDP | 60% | 71% | 71% | 71.5% | 71.5% | 72% |
| | Basadi ba HDP | 25% | 30% | 30% | 30.5% | 31% | 31% |
| Bookamedi jwa Maemo a a kwa Tlasegement | Babereki ba HDP | 70% | 87% | 87% | 87% | 87% | 87% |
| | Basadi ba HDP | 30% | 20% | 20% | 20.5% | 21% | 21.5% |
| Batho ba ba nang le Bogole | | 1,50% | 1.5% | 1.5% | 1.5% | 1.5% | 1.5% |
| Jwa Konokono le jwa Botlhokwa | | 60% | 89% | 89% | 89% | 89% | 89% |

Kwa bokhutlong jwa paka e e fetileng ya SLP III, kemedi ya basadi ba ba mo maemong a a kwa godimo a HDP e ne ya wela kwa tlase ga 25% e e neng e beilwe ke Tšhata ya Meepo mme seno e ne e le ka ntlha ya maemo a ga jaana a ditlhotlhwa tsa tshipi tse di kwa tlase. Go solofetswe gore ditlhotlhwa tsa ditshipi di tla tswelela di le ka fa tlase ga kgatelelo mo nakong e telele, ka jalo, di tlile naya Impala kgwetlho ya go tlhoma mekgele e e tekanyetso ya Tšhata ya Meepo ya 25%. Go na le ponelopele ya khampani e e bontshang gore palo ya babereki e tla fokotsega ka 10% mo dingwageng tse tharo tse di tlang. Le fa go ntse jalo, khampani eno e ntse e nitame mo maitekong a yone a go leka go oketsa palo ya basadi ba yone ba HDP, go akaretsa le go oketsa palo ya basadi ba ba berekang mo maemong a ditiro tsa yone tsotlhe.

## 2.10. THUSO YA MADI YA HRD

Lenaneothalo le le fa tlase le sobokanya ditshwanelo tsa madi tsa karolo ya HRD jaaka e dirilwe fa godimo. Ela tlhoko gore go tsentswe koketso ya ngwaga le ngwaga go tsamaelana le Implats Group Standardised Escalations jaaka se se latelang: FY23 6,0%; FY24 4,5%; FY25 5,0%; FY26 5,0%; le FY27 5,0%.

Lenaanethalo 2.14. Tŝhelete e e Newang ya Tlhabololo ya Dikgono Tsa Babereki

| HRD budget | 2024 (Ngwaga 1) | 2025 (Ngwaga 2) | 2026 (Ngwaga 3) | 2027 (Ngwaga 4) | 2028 (Ngwaga 5) | PALOYOTLHE 2024-2028 |
|---|---|---|---|---|---|---|
| AET | R 27 624 000 | R 27 624 000 | R 27 624 000 | R 25 728 000 | R 25 728 000 | **R 134 328 000** |
| Boithutelatiro (Tiro ya Diatla) | R 61 353 782 | R 57 795 009 | R 53 262 709 | R 56 758 472 | R 53 283 980 | **R 282 453 952** |
| Boithutelatiro (Tiro e e Seng ya Diatla) | R 10 587 562 | R 10 587 562 | R 8 240 672 | R 8 240 672 | R 8 240 672 | **R 45 897 140** |
| Mananeo a Bokgoni jo bo ka Dirisiwang go Sele | R 156 000 | R 156 000 | R 156 000 | R 156 000 | R 156 000 | **R 780 000** |
| Thulaganyo ya Basari ya ba Eseng ba Khamphani | R 4 500 000 | R 9 000 000 | R 13 500 000 | R 18 000 000 | R 18 000 000 | **R 63 000 000** |
| Dibasari tsa Babereki | R 6 286 877 | R 6 060 534 | R 5 850 787 | R 5 657 123 | R 5 479 076 | **R 29 334 397** |
| Baalogi ba Yunibesethi (Ba ba Neng ba na le Dibasari) | R 6 912 000 | R 11 520 000 | R 16 128 000 | R 15 360 000 | R 9 600 000 | **R 59 520 000** |
| Baithutelatiro ba Baalogi le Bakatisiwa ba ba Batlang Maitemogelo (Ba Eseng ba Khamphani) | R 1 895 000 | R 1 967 000 | R 2 043 320 | R 2 124 219 | R 2 209 972 | **R10 239 511** |
| **DITŜHELETE TSE DI NEWANG** | **R 119 315 221** | **R 124 710 105** | **R126 805 488** | **R132 024 486** | **R122 697 700** | **R625 553 000** |

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## KAROLO YA BORARO:

# TLHABOLOLO YA MORAFE WA MOEPO



## 3.1. TSHEDIMOSETSO YA TLHALOSO YA IKONOMI LE LOAGO

### *3.1.1. Tlhaloso ya lefelo*

Impala Platinum Limited e  mo teng ga Mmasepala wa Selegae wa Rustenburg, e leng mmasepala mongwe wa ba batlhano ba selegae ba ba mo Mmasepaleng wa Kgaolo wa Bojanala mo Porofenseng ya Bokone-Bophirima. Morafe o moepo o leng mo go one o na le metse e le 17 le metse ya mekhukhu  jaaka go bontshitswe mo mmapeng o o fa tlase. Metse eno ka bontsi e mo lefatsheng la Royal Bafokeng Nation (RBN). Ke metse e le meraro fela ya eno, e e leng gaufi le moepo,  e e leng mo lefatsheng le e seng la RBN, mo Seraleng, mo Meriting le kwa Freedom Park.

*Setshwantsho 3.1. Mmapa o o bontshang lefelo le moepo o leng mo go lone le merafe e moepo o leng mo go yone.*




*Motswedi: Motswedi-tshedimosetso: Pego ya 2016 ya RBN PULA Mmapa o thadilwe ke by Beulah Africa Consulting 2022*



Go ya ka PULA Report (2016) ya Royal Bafokeng Nation (RBN), morafe o moepo o leng mo go one (merafe ya Royal Bafokeng) o na le palo ya batho ba le 128 900, gammgo le Motse wa Mekhukhu wa Freedom Park. Fa go akanngwa ka palo e e fopholediwang ya 2011 ya Seraleng le Meriting (metse e e seng ya Bafokeng e bile e sa akarediwa mo PULA), palogotlhe ya baagi ba morafe o moepo o leng mo go one e ka fopholediwa go batho ba le 153 408. Seno ke 21% ya palo yotlhe ya batho ba masepala wa selegae. Lefelo leno le nnile le phokotsego ya 4.8% gareng ga dingwaga tsas 2011 le 2016. Go ya ka PULA 2016 ya RBN, seno se ka tswa se bakwa ke go oketsega ga go tlhoka tiro ga batho mo kgaolong le maemo a a sa siamang a boitekanelo mo metseng se se dira gore batho ba fuduge.

### *3.1.2. Tshedimosetso ya Tshobokanyo ya Ikonomi le Loago ya Lefelo*

Tlhaloso ya motheo ya baagi e tla dirwa mo maemong a le mararo, e leng: kgaolo, mmasepala wa selegae, gammogo le mo maemong a morafo o moepo o leng mo go one. Ke fela ka go tlhaloganya dipharologano le go tshwana ga maemo a a farologaneng mo go ka kgonegang go tlhaloganya ditlamorago ka botlalo. Tlhaloso ya motheo e tla itebaganya thata le kgaolo ya Royal Bafokeng Nation koo go nang le ya morafe o moepo o leng mo go one.

Metswedi ya tshedimosetso e e dirisitsweng go dira tshedimosetso ya dipalopalo ke e e latelang mme e tshwanetse go tlhalosiwa jaaka disete tsa tshedimosetso tse di farologaneng jaaka di ne di kokoanngwa mo dingwageng tse di farologaneng. Disete tsa tshedimosetso e ne e le metswedi ya IHS Markit Regional eXplorer tokololo ya 2112, StatsSA 2016, le PULA 2011 le 2016. Go ne ga ntshiwa le go sekasekwa disete tsa bosheng tsa tshedimosetso tse di dirilweng ke metswedi eno ya tshedimosetso ya mafelo a a batliwang, go dira gore go nne le tshedimosetso ka ga ditshono tsa tlhabololo le dikgoreletsi tse di amang morafe o moepo o leng mo go one le tikologo ya one.

Go botlhokwa go ela tlhoko gore sete ya tshedimosetso e e dirisitsweng mo metseng ya Meriting le Seraleng e siilwe ke nako (StatsSA, 2011) mme e tlhoka go tlhabololwa fa go gololwa tshedimosetso e ntsha ya Census ka 2022. Tshedimosetso e e dirisitsweng mo metseng eno e ne ya fopholediwa e le ya ngwaga wa 2016 go tsamaisanya Pego ya PULA 2016 ya RNB le StatsSA 2016.

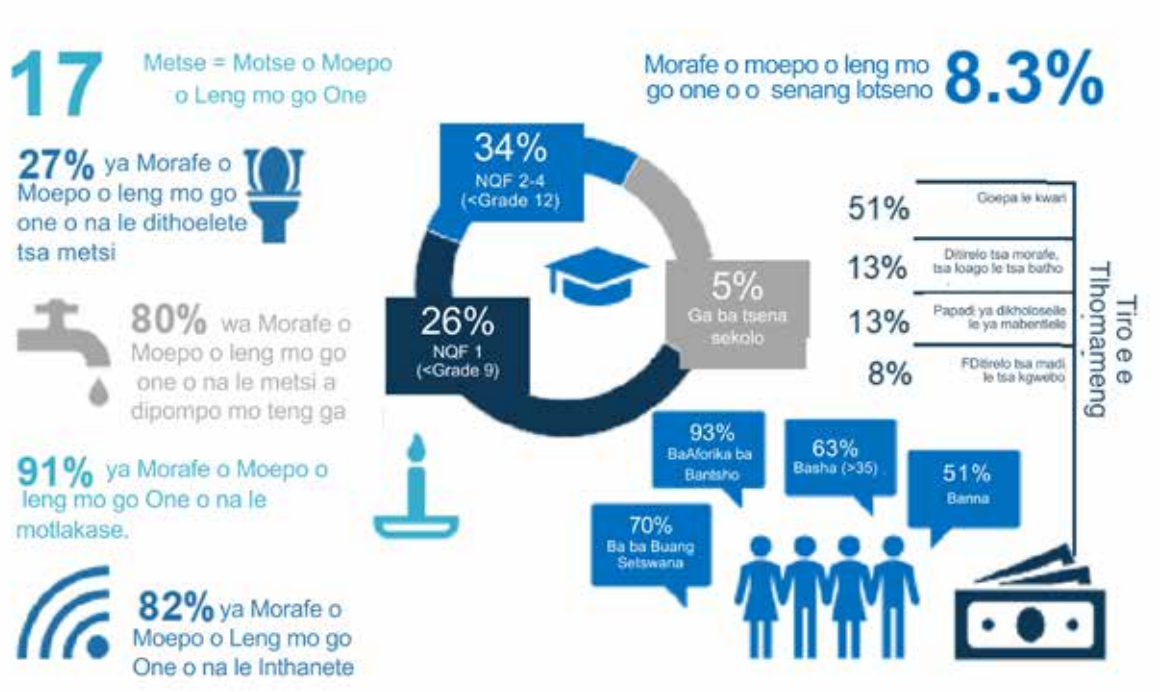


*Lenaanethalo 3.1. Metswedi ya tshedimosetso ya ikonomi le loago*

| Lefatshe | Metswedi e e dirisitswengn le letlha |
|---|---|
| Mmasepala wa Kgaolo wa Bojanala | IHS Markit Regional eXplorer tokololo 2112 (2020), Botsamaisi jwa kgwebo le merero ya setso le StatsSA 2016. |
| Mmasepala wa Selegae wa Rustenburg | IHS Markit Regional eXplorer tokololo 2112 (2020), tshedimosetso ya Quantec 2021 le StatsSA 2016. |
| Metse e moepo o leng mo go yone (Metse e le 37) | Dipego tsa Royal Bafokeng Nation PULA (2011 le PULA 2016)<br>Tshedimosetso ya Royal Bafokeng Nation PULA go tsenwe mo webosaeteng ka 25-28 Diphalane 2022 |

Setshwantsho se se fa tlase se sobokanya tshedimosetso ya loago le ikonomi ya Morafe o Moepo o Leng mo go One mo mmasepaleng wa selegae le wa kgaolo wa one. Tse di latelang ke tshobokanyo ya tshedimosetso ya ikonomi le loago ya morafe o moepo o leng mo go one.

*Setshwantsho 3.2. Tshedimosetso ya ikonomi le loago ya tshobokanyo ya morafe o moepo o leng mo go one*




*Motswedi: PULA Report 2016 ya RBN le tshedimosetso ya webosaete e bonwe ka Diphal 2022, tshedimosetso ya StatsSA (2016), ditshwantsho ka Beulah Africa Consulting (2022)*

### *3.1.3. Lefapha la Ditiro le Diintaseteri*

Karolo eno e sekaseka lefapha le le tlhomameng la ditiro mo mmasepaleng wa selegae. Boikaelelo jwa seno ke go dira gore go nne le kitso ka ga maemo a bokgoni a a tlhokegang mo lephateng le le leng teng la go thapiwa le le tsenang mo mmarakeng wa babereki wa mo nakong eno.

Lefapha la meepo ke intaseteri e kgolo thata e e nayang ditiro mo mmasepaleng o moepo o leng mo go one (51%). Lone le latelwa ke Ditirelo tsa Morafe, Loago le tsa Motho (13%), mme gammogo le intaseteri ya Kgwebokgolo le Thekiso ya Dilo le yone e le 13%.

Palo e e fa tlase e bontsha gore go feta 60% ya batho ba ba berekang ba mo Rustenburg ga bana bokgoni ka botlalo. Seno se dirwa ke maemo a a kwa tlase a thutego a a bontshiwang fa tlase. Le fa go ntse jalo, seno ga se dire gore madirelo a meepo a se ka a kgona go naya batho ba ba sa rutegang thata le ba ba nang le bokgoni jo bo kwa tlase ditiro.

*Setshwantsho 3.3. Maemo a bokgoni jwa batho ba ba thapilweng le lefapha le le tlhomameng*



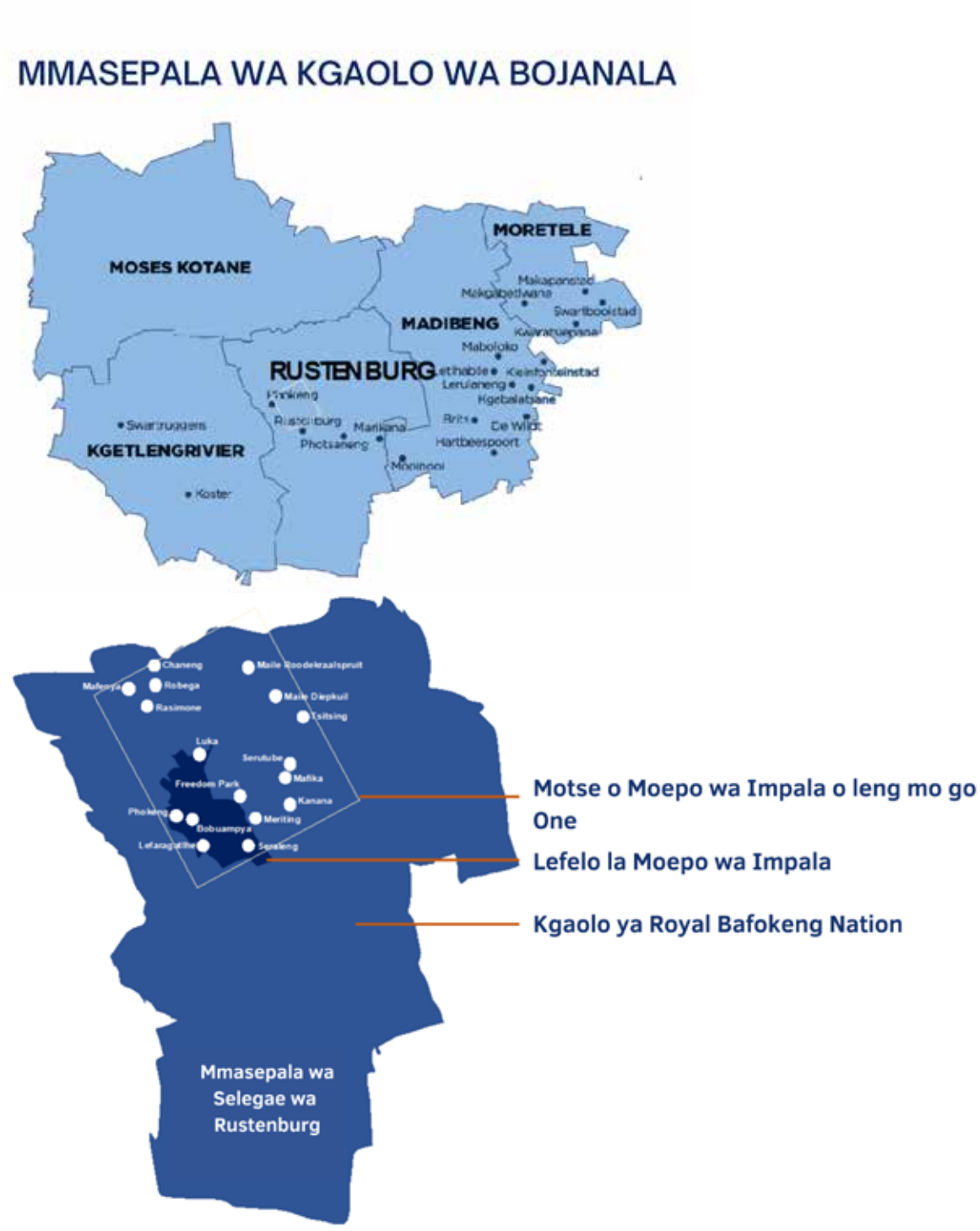

*Motswedi: Tshedimosetso ya Quantec 2021, ditshwantsho ka Beulah Africa, 2022*

### *3.1.4. Pono ya Loago le Ikonomi ya Mmasepala o Moepo o Leng o go One*

Palo e e fa tlase e bontsha lefelo le moepo o leng mo go lone malebana le botsamaisi/melelwane ya polotiki yotlhe ya lone e e maleba.



*Setshwantsho 3.4. Lefelo la porojeke ya moepo mo teng ga kgaolo, mmasepala wa selegae le melelwane ya tsamaiso ya Royal Bafokeng Nation.*



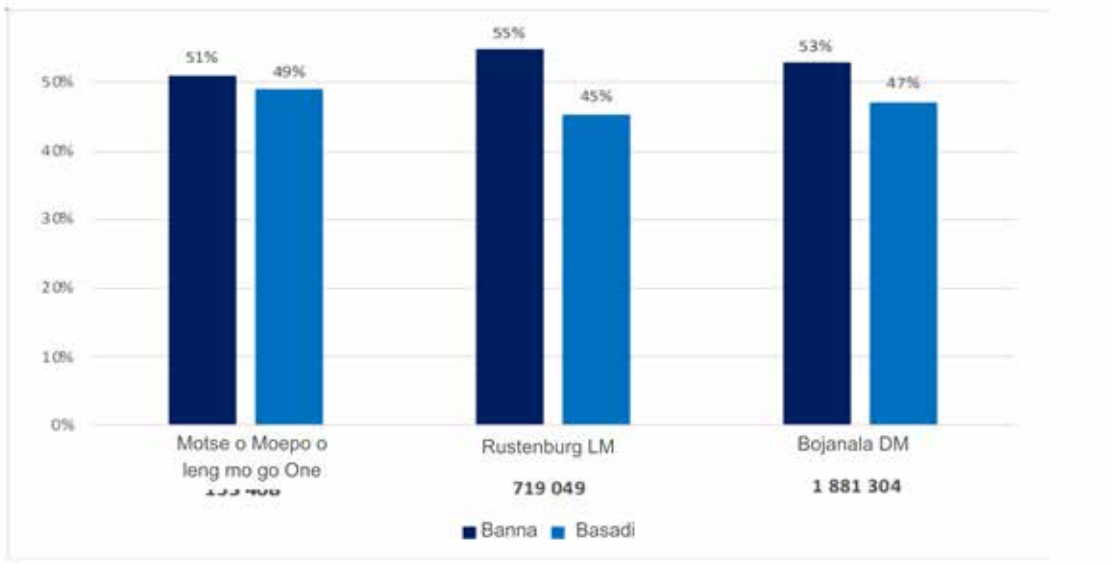

*Motswedi: Boto ya Kgaoganyo ya Mmasepala ya 2022, ditshwantsho ka BA Consulting (2022)*

### 3.1.4.1. Palo ya morafe

Mokgwa o o sa fetogeng mo maemong a selegae le a kgaolo ya mmasepala ke gore diperesente tsa banna di lebega di le kwa godimo go le gonnye go feta tsa basadi. Seno se ka tswa se bakwa ke ikonomi ya kgaolo e e tlhotlhelediwang ke lefapha la meepo (le le laolwang ke banna) ka gonne mo maemong a porofense, diperesente tsa basadi (52%) di kwa godimo go sekae go feta tsa banna.

Kerafo e e latelang e bontsha palo ya batho le go kgaoganngwa ka bong ga maemo a bommasepala ba kgaolo go ya kwa maemong a setšhaba se se amogelang badiri

*Setshwantsho 3.5. Palo ya batho le go kgaoganngwa ka bong ga morafe o moepo o leng mo go one*

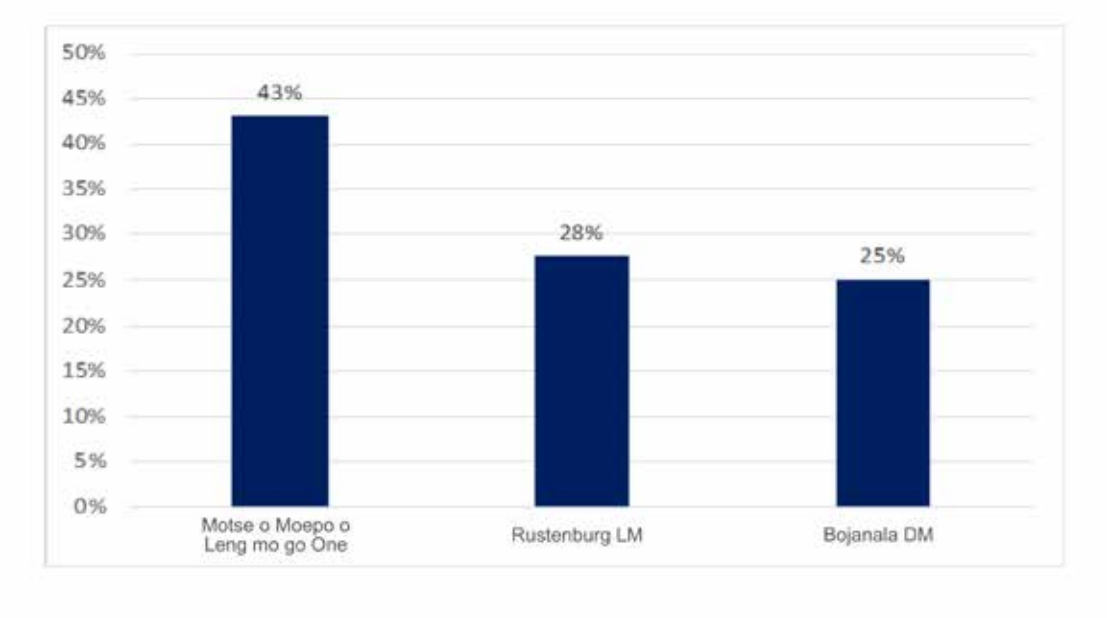



*Motswedi: RBN PULA Report 2 016 le IHS Markit Regional eXplorer, ditshwantsho ka Beulah Africa, 2 022*

### 3.1.4.2. Palo ya batho ba ba sa berekeng le khumanego

Selekanyo sa botlhokatiro mo setšhabeng se kwa godimo thata fa se bapisiwa le selekano sa botlhokatiro mo maemong a selegae le a kgaolo ya mmasepala. Palo ya batho ba ba senang ditiro e supa sentle gore khumanego e ntse jang mo lefelong leo. Go ya ka PULA ya 2016, batho ba ba fetang 37% ba ba neng ba botsolotsiwa ka nako ya fa go ne go kwalwa pego eno ka 2016, ba ne ba bolela gore maloko a malapa a bone a ne a tshwerwe ke tlala mo malatsing a le 30 a a fetileng a potsolotso eno.

*Setshwantsho 3.6. Palo ya batho ba ba sa berekeng ba morafe o moepo o leng mo go one*



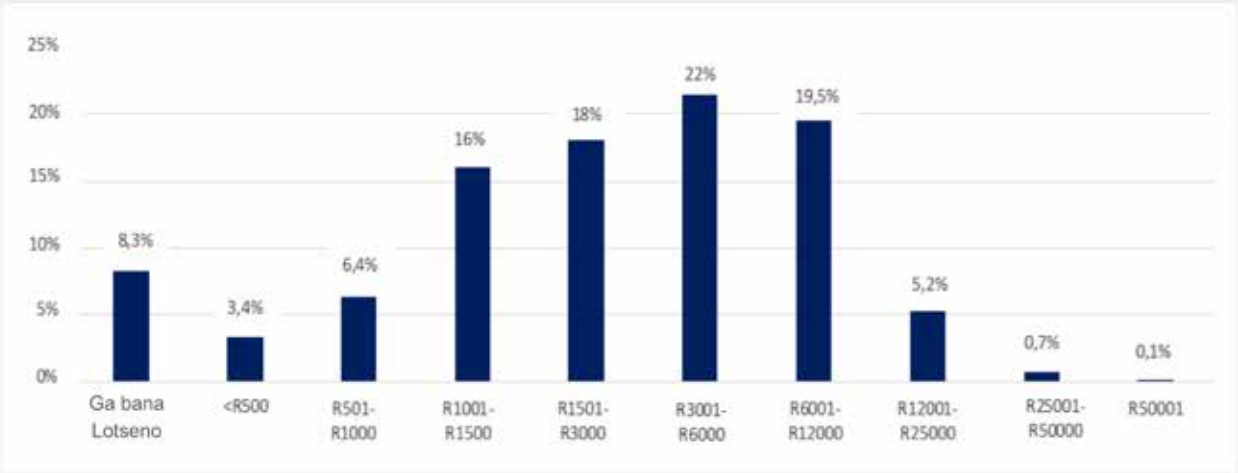

*Motswedi: IHS Markit Regional eXplorer, ditshwantsho ka Beulah Africa, 2022*

Mo e ka nnang 33% ya malapa a wela ka fa tlase ga maemo 5 a Tekanyetso ya Maemo a Botshelo (Living Standards Measure [LSM]). Maemo ano keTERAFOTEe e amanang le palo ya batho ba ba nang le thutego e kgolwane mme ba ka kgona go go reka dilo tsa mo ntlong ka bontsi mme ba amogela madi a a kwa tlase ga R122 ka kgwedi. Go ya ka mmasepala wa selegae, mo e ka nnang 50% ya baagi ba yone ba tshelela mo lehumeng, fa go dirisiwa tekanyetso e e kwa godimo ya lehuma ya R1 227 ka motho ka kgwedi.

**3.1.4.3. Lotseno**

Bontsi jwa malapa a amogela lotseno lwa R6 000 ka kgwedi, mme maloko a mangwe a lelapa ga a kgone go tsenya sengwe go oketsa madi a a lekanang le one ka ntlha ya go tlhoka tiro Leloko le le lengwe mo go a le lesome le bobedi ga le na lotseno, e leng 8,3% ya malapa a morafe o moepo o leng mo go one.

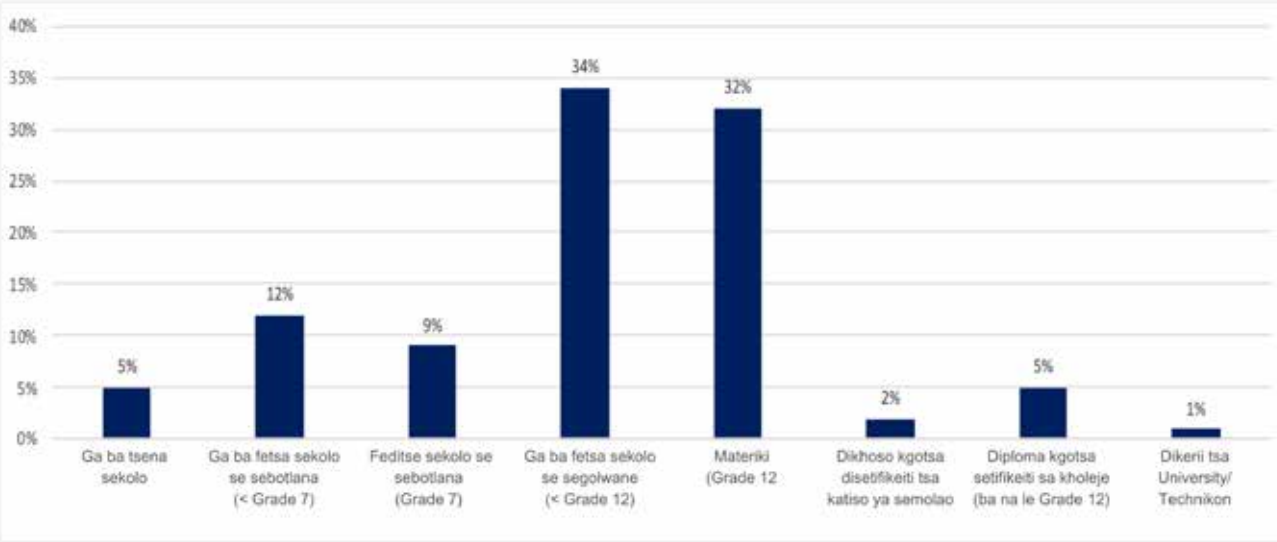
*Setshwantsho 3.7 Selekanyo sa lotseno mo morafeng o moepo o leng mo go one*




**3.1.4.4. Maemo a thutego**

Go itse go bala le go kwala mo go tlhokegang go tlhalosa bokgoni jwa go bala le go kwala jo bo lekaneng gore motho a kgone go lebana le dilo tse a di tlhokang mo botshelong jwa letsatsi le letsatsi - go akaretsa le dilo tse a di tlhokang kwa tirong. Go itse go bala le go kwala go thusa batho go tsena mo mmarakeng wa babereki le go thusa mo kgolong ya ikonomi mme ka jalo go fokotsa lehuma Bokgoni jwa go bala le go kwala mo morafeng o moepo o leng mo go one bo feta 96%. Mokgwa o o tshwanang o kgona go bonwa mo maemong a bommasepala, mo go nang le 88% ya batho ba ba kgonang go bala le go kwala Seno se ka bakwa ke mananeo a katiso ya AET a a simolotsweng ke ditheo tsa meepo mo mmasepaleng. Mo e ka nnang 69% ya matlo otlhe a meepo a mo kgaolong ya Rustenburg. Fa tlase fano go na le maemo a a kwa godimo a thuto a setlhopha sa baagi ba ba nang le dingwaga tse di fetang 20.

*Setshwantsho 3.8. Maemo a a kwa godimo a thuto (dingwaga tse 20+) mo lefelong la thuto*




*Motswedi: PULA Report 2 016 ya RBN, ditshwantsho ka Beulah Africa, 2022*

Go ya ka palo e e fa godimo, go na le palo ya botlhokwa ya (60%) ya batho ba dingwaga tse di fetang 20 ba ba senang materiki. Se ke maemo a a supang gore bontsi jwa baagi ba na le selekanyo se se rileng sa thuto. Seno ke selo se se tshwenyang ka gonne se ama selekanyo sa lotseno lwa baagi gammogo le selekanyo sa go kgona go bona ditiro tse di duelang madi a mantsi. Ke karolo e potlana fela ya baagi (8%) e e nang le dithuto tsa yunibesithi le/kgotsa tsa Technikon.

### 3.1.4.5. Boitekanelo

Kgaolo ya Bojanala e na le dikgwetlho di le mmalwa tsa botsogo jaaka go bontshiwa mo Lenaanethalo le le fa tlase. Mo godimo ga leroborobo la COVID, mmasepala ono wa kgaolo o santse o na le kgwetlho e e sa feleng ya ditshwaetso tsa HIV. Go bonwa se e tshwanang mo mmasepaleng wa lefelo mo ditshwaetso tsa HIV di ntseng di oketsega.

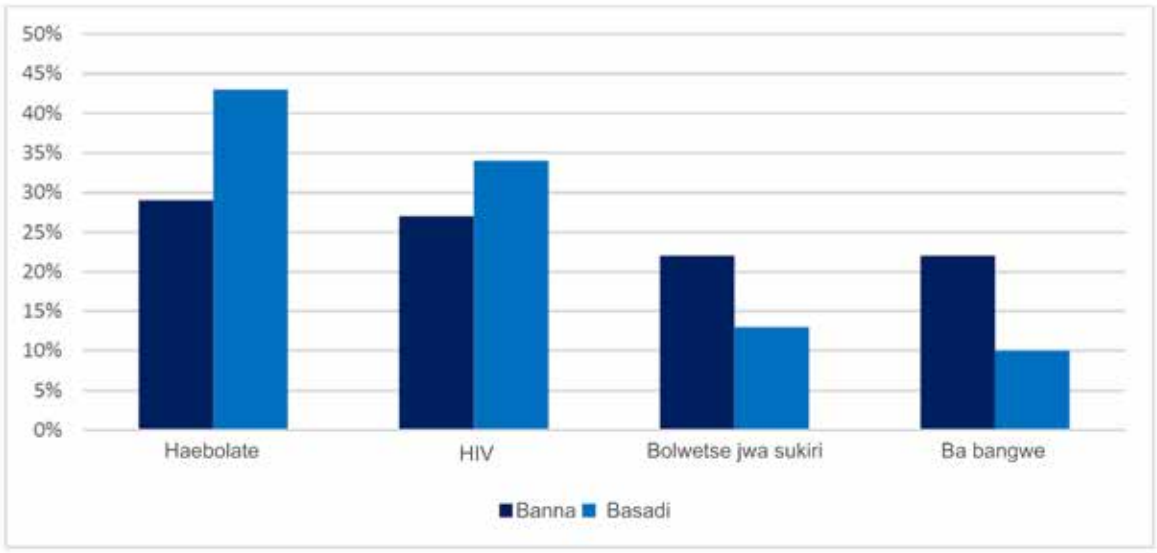
*Lenaneothalo 3.2. Malwetse a dipalo tse di kwa godimo mo bagolong le bana mo Kgaolong ya Bojanala (2020)*

| | Bagolo | | Bana |
|---|---|---|---|
| 1 | HIV/AIDS le a a Tsamaisanang le TB | 1 | Bolwetse jwa Letshololo |
| 2 | Bolwetse jwa TB | 2 | Tshwaetsego ya mosele wa makgwafo o o kwa tlase |
| 3 | Tshwaetsego ya mosele wa makgwafo o o kwa tlase | 3 | Mathata a go tshola pele ga nako |
| 4 | Malwetse a Haebolate | 4 | Go sa Gopeng Okosejene ka Nako ya Tsalo |
| 5 | Dikotsi tsa Bolwetse jwa boboko | 5 | Mathata a a amanang le HIV/AIDS |
| 6 | Tirisodikgoka Gareng ga Batho | 6 | Phepelotlase gammogo le phephelotlase e e masisi thata |
| 7 | Letshogo le legolo ka baka la dikotsi tse dikoloi mo tseleng | 7 | Tshwaetsego ya madi a lesea |

*Motswedi: CogTA 2 020, ditshwantsho ka Beulah Africa, 2 022*

Go ya ka PULA Report 2016 ya RBN, banna ba ba nwang melemo ya bolwetse jo bo sa foleng ba fokotsegile ka diperesente di le 22 fa ba bapisiwa le basadi. Le fa gone seno e ka tswa e le sesupo sa gore go na le basadi ba le bantsi ba ba lwalang go na le banna, gape se ka tswa se kaya gore basadi ba rata go ya kwa tliliniking gantsi go feta banna. Seno se ka tswa se bakwa ke gore banna ga ba na nako le bopelotelele jwa go ema mo meleng e meleele kwa ditleliniking go na le go batla tiro le go tlhokomela malapa a bone.

*Setshwantsho 3.9. Palo e e fopholediwang ya bagolo ba ba dirisang molemo wa bolwetse jo bo sa foleng mo morafeng o moepo o eng mo go one*



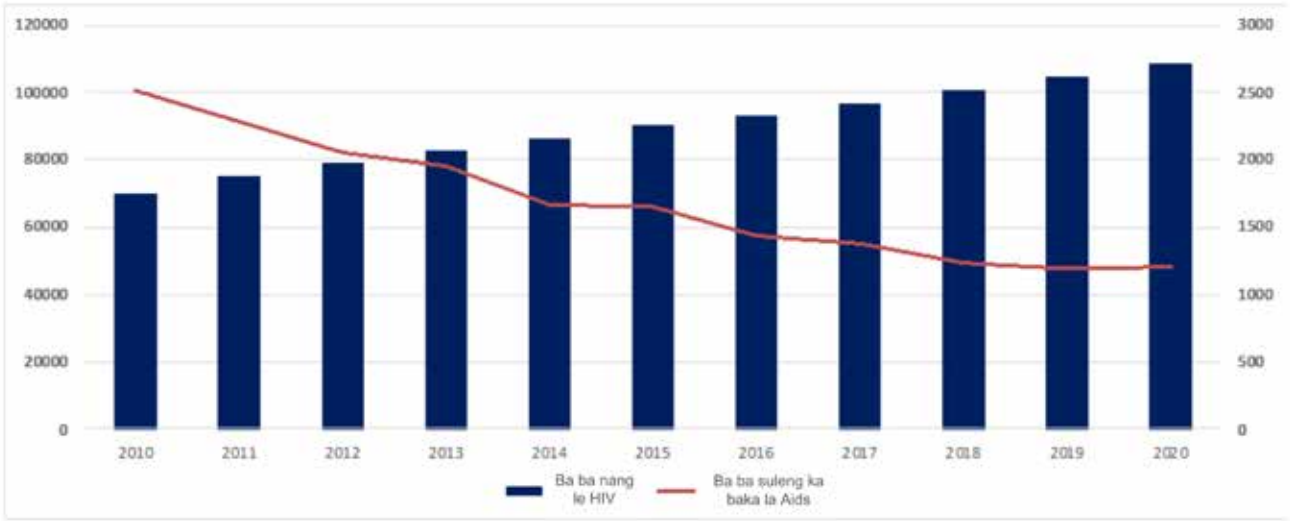

*Motswedi: PULA Report 2 016 ya RBN, ditshwantsho ka Beulah Africa, 2022*



Setshwantsho se se fa godimo se bontsha kafa dipalo tseno di lebegang ka teng mo mafelong a a rileng mme se bontsha palo e e fopholediwang ya banna le basadi ba ba dirisang melemo ya bolwetse jo bo sa foleng mo morafeng o moepo o leng mo go one. Bontsi jwa bagolo ba ba nwang molemo wa bolwetse jo bo sa foleng, ba na le haebolate e latelwa ke HIV.

Le fa gone palo ya batho ba ba tshwaeditsweng ke HIV e ntse e oketsega, palo ya batho ba ba swang ka ntlha ya yone e ntse e fokotsega le fa go le jalo. Seno se ka dirwa ke lenaneo la HIV&AIDS le le simolotsweng ke masepala wa selegae leo le mananeo a mangwe a lefelo leo a a dirang gore go nne motlhofo go bona di-ARV le tlhokomelo ya boitekanelo ka kakaretso.

*Setshwantsho 3.10. Ditshwaetso tsa HIV le dintsho tse di bakilweng ke AIDS mo go bommasepala ba selegae (2010-2020)*




*Motswedi: Tshedimosetso ya Quantec 2021, ditshwantsho ka Beulah Africa, 2022*

### 3.1.4.6. Bokebekwa

Go ya ka Thulaganyo ya Tlhabololo e e Kopantsweng la Rustenburg LM (2017-2022), bokebekwa bo fokotsegile ka 5,83% magareng ga 2010 le 2020 mo Rustenburg. Masepala wa selegae selekgae o ne wa atlega go gaisa dikgaolo tse dingwe tsa kgaolo mo go fokotseng selekanyo sa bokebekwa. Le fa go ntse jalo, go ka solofelwa koketsego mo dingwageng tsa morago ga COVID jaaka baagi ba tswelela go lebana le dikgwetlho tse di tlisitsweng ke COVID le ikonomi e e ntseng e wela kwa tlase.



Go ya ka PULA Report 2016 ya RNB, tsela e batho ba mo lefelong le ba nnang mo go lone ba ikutlwang ka yone ka pabalesego e farologana go ya ka gore ke motshegare kgotsa ke bosigo. Baagi ba na le go ikutlwa ba sireletsegile thata motshegre go na le bosigo. Pono ya tshireletsego e ne ya wela kwa tlase 80% (motshegare) go ya go 28% (bosigo). Seno se ka nna sa bo se bontsha gore lefelo leno ga le na dipone tse di lekaneng le gore mapodise ga a tlhatlhobe lefelo leno mo diureng tsa bosigo.

### 3.1.2.7. Go kgona go nna le dikago tsa maemo a a tlwaelegileng

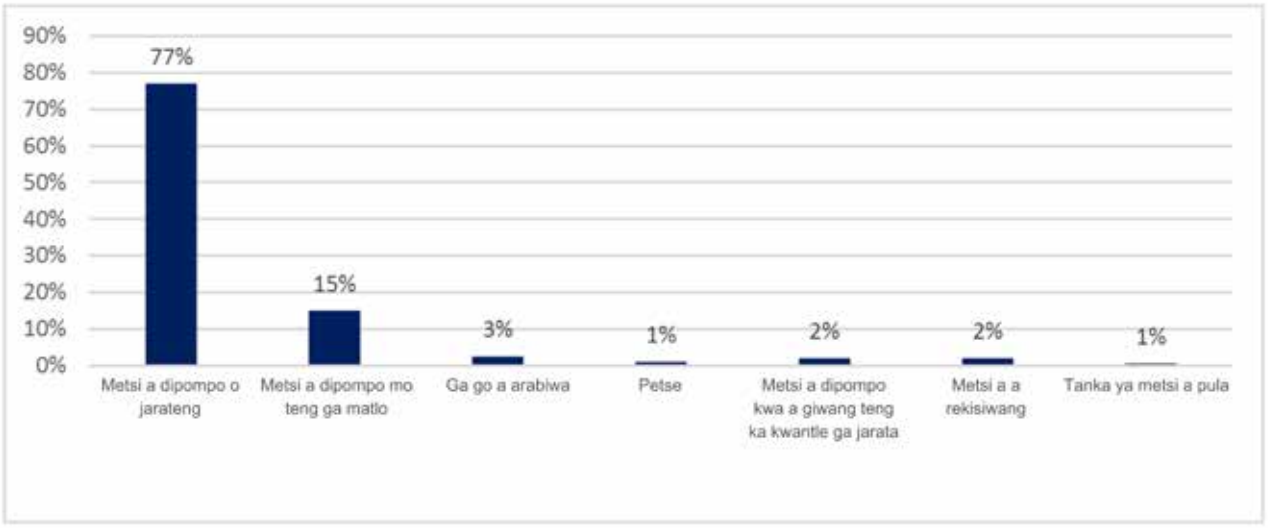
Dipalo tse di mo dipalong tse di fa tlase di bontsha gore bontsi jwa malapa a a mo lefelong le  moemo o leng mo go lone a kgona go bona ditirelo tsa motheo. Go nna teng ga dikago tse dikgolo go kaya gore go tokafadiwa ga dikago gape go ka dirwa bonolo ka ntlha ya gonne go na le dikago tse dikgolo mo lefelong leo. Seno gape se raya gore maemo a botshelo a mangwe a malapa ke a a tlotlegang. Le fa go ntse jalo, fa go akanngwa ka mafelo mangwe a a leng teng a go sa nneng ka fa molaong, go bonala sentle gore malapa mangwe ga a kgone go bona ditirelo tse di lekaneng.

*Go Kgona go Bona Metsi*

Palo e e fa tlase e bontsha mofuta wa kgona go bona metsi mo balelapa bangwe le bangwe ba nang le one mo morafeng o moepo o leng mo go one. Malapa otlhe a a ka nnang 77% mo morafeng o moepo o leng mo go one a na le metsi a a mo diphaepheng a tswa mo jarateng ya bone. Ke ba sekae fela (15%) ba ba nang le metsi a a mo dipompong tsa mo matlong a bone. Mo mafelong a mekhukhu, go kgona go bona metsi go lebega go le kwa tlase mo ba le bantsi ba gang metsi ka kwantle mo dipolotong dingwe mme bangwe ba reka metsi mo morekising wa metsi. Go ya ka PULA Report 2016 ya RBN, malapa a le gaufi le 30% a mo matlong ya mekhukhu ba reka metse.



*Setshwantsho 3.11. Go kgona go bona metsi mo metseng e moepo o leng mo go yone*

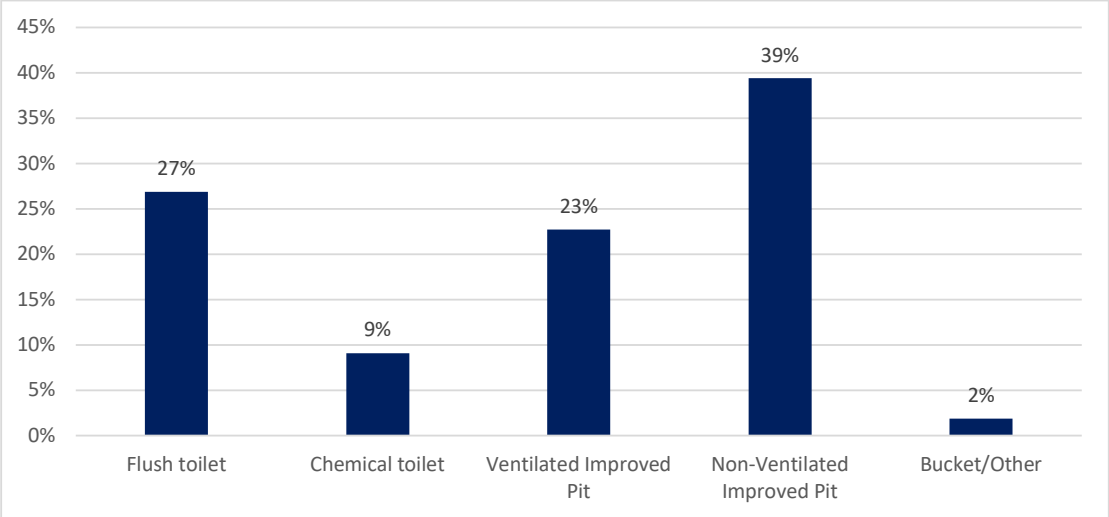



*Source: Go kgona go bona metsi mo metseng e moepo o leng mo go yone*

*Ntsholeswe ya matlwana a boithusetso*

Palo e e latelang e bontsha mofuta wa go ntsha leswe la matlwana a boithusetso le ntlo nngwe le nngwe e nang le lone mo morafeng o moepo o leng mo go one. Matlwana a boithomelo a a ka kwantle ga kago e santse e le one mofuta wa ntsholeswe e e dirisiwang thata mo motseng o moepo o leng mo go one. Ba feta 60% ba dirisa matlwana a boithomelo a a kwa kwantle. Go feta fela kotara ya beng ba matlo ba dirisa matlwana a boithusetso a a nang le metsi (26.9%), fa palo e nnye ya bone ba dirisa matlwana a boithusetso a dikhemikhale (9.1%) le dikgamelo (1.9%). Lefa dipalo tseno di tshwenya, go nnile le ditokafatso mo ntsholesweng mo merafeng e moepo o leng mo go yone gareng ga 2011 le 2016. Tiriso ya matlwana a boithusetso a a nang le metsi mo magaeng e oketsegile go tswa go 12% go ya go 25% mo dingwageng tse tlhano. Ka tsela e e tshwanang, tiriso ya matlwana a boithusetso a mosima a a tokafaditsweng ka go nna le mowa e oketsegile go tswa go 18% go ya go 22%

*Setshwantsho 3.12. Go kgona go nna le ntsholeswe mo motseng o moepo o leng mo go one*



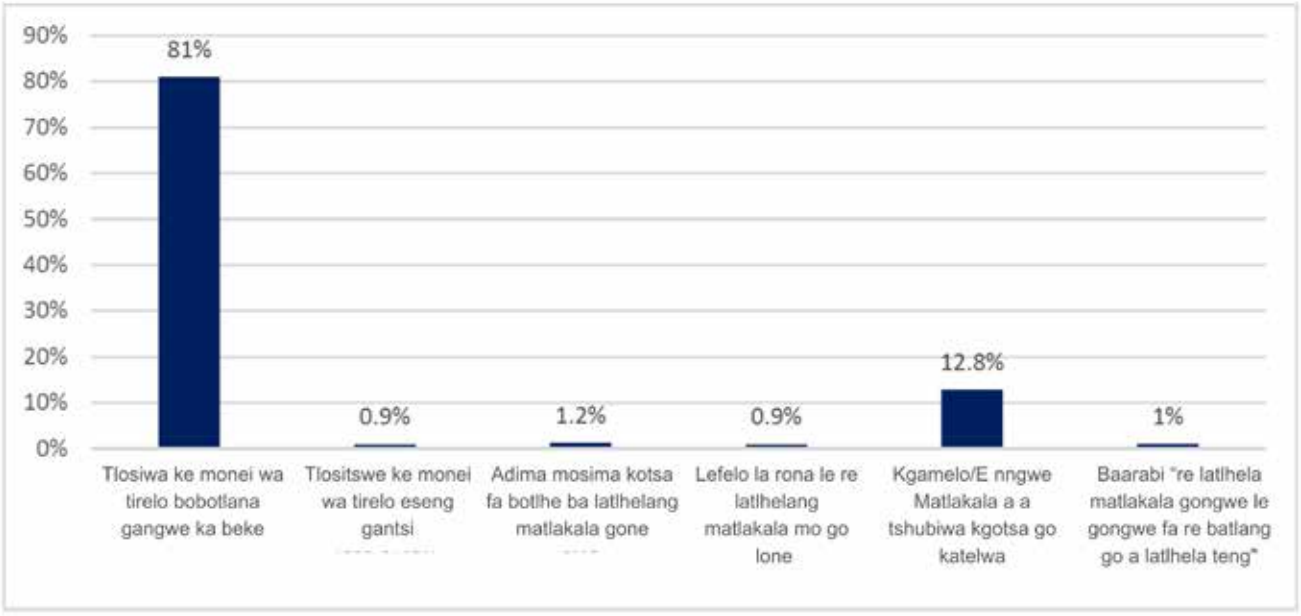

*Source: PULA Report 2 016 ya RBN, ditshwantsho ka Beulah Africa, 2022*

*Go Tloswa ga Matlakala*

Bontsi jwa malapa (81%) mo metseng ya semolao e moepo o leng mo go yone matlakala a bone a tlosiwa ke monei wa tirelo bobotlana gangwe ka beke. Mo mafelong a matlo a mekhukhu, ke fela 28,5% ya malapa a a ntshediwang matlakala beke le beke ke monei wa tirelo eno. Go ya ka PULA Report 2016 ya RBN, go feta halofo (55.1%) ya malapa a a nnang mo matlong a mekhukhu a katela kgotsa a fisa matlakala a bone ka ntlha ya go sa kgone go bona ditirelo tsa mmasepala le tsa RBN tsa go tlosa matlakala mo mafelong ano. Setshwantsho se se fa tlase fano se bontsha palo ya diperesente tsa malapa a a nang le thulaganyo ya go latlha matlakala.



*Setshwantsho 3.13. Go kgona go ntshediwa matlakala mo motseng o moepo o leng mo go one*

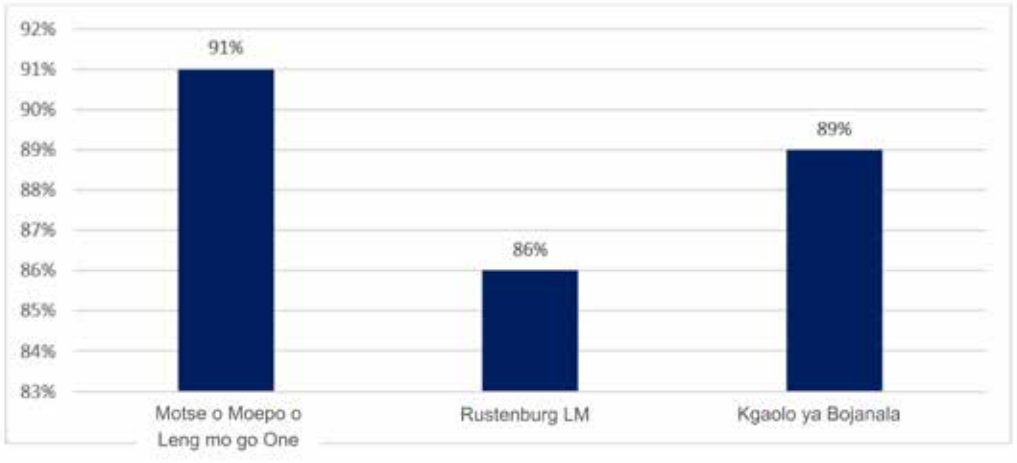



*Motswedi-tshedimosetso: PULA Report 2 016 ya RBN, ditshwantsho ka Beulah Africa, 2022*

*Motlakase*

Setshwantsho se se fa tlase se bontsha diperesente tsa malapa a a nang le motlakase o o dirisediwang go bonesa. Morafe o moepo o leng mo go one o na le go feta 90% ya malapa a one a a nang le motlakase wa go bonesa. Ke 30% fela ya matlo a mekhukhu a a nang le motlakase mo metseng e moepo o leng mo go yone. Mmasepala wa selegae le wa kgaolo o lebega o dira sentle mo go tlameleng bontsi jwa malapa a mo kgaolong ka motlakase, le fa go ntse jalo, go sa ntse go tlhokega go dira go le gontsi bogolo jang kwa mafelong a metse ya mekhukhu.

*Setshwantsho 3.14. Go kgona go bona motlakase mo motseng o moepo o leng mo go one*




*Motswedi: PULA Report 2 016 ya RBN, ditshwantsho ka Beulah Africa, 2022*

## 3.2. DITLAMORAGO TSA TIRO YA MOEPO

### *3.2.1. Ditlamorago Tse di sa Siameng*

Go tokafatsa tlhabololo ya ikonomi ya selegae mo kgaolong ya Mmasepala wa Selegae wa Rustenburg (Rustenburg Local Municipal [RLM]), Impala Platinum e tshegetsa maiteko a LED a a tsweledisiwang ka SLP ya yone le maiteko a mangwe a Corporate Social Investment (CSI) (a a tshwanang le go tshegetsa thuto, tlhokomelo ya boitekanelo, go tshela sentle, le maiteko a metshameko). Moepo e duelela diporojeke tsa Local Economic Development (LED), tlhabololo ya ditoropo, le go tokafatsa morafe di kopantswe.

Seabe sa moepo mo tlhabololong ya ikonomi ya Mmasepala wa Selegae wa Rustenburg e ama thata matshelo a batho ba ba nnang mo Mmasepaleng ono ka go agiwa ga dikago le go newa ga ditirelo tse di tshwanetseng go tokafatsa matshelo a batho. Ereka bontsi jwa malapaTERAFOTEa mo metseng a ntse a oketsega, go tla nna le tlhokego e e tswelelang ya thulaganyo ya go agiwa le go newa ga matlo.

Thuso ya Impala mo LED e dirwa ka tirisanommogo le bomphato ba porojeke ba ba maleba ka tsadisomadi ya botlhokwa le togomaano e e tsweledisiwang tumalanong le tsela e e rotloelediwang ya puso malebana le LED.



### *3.2.2. Ditlamorago Tse di sa Siamang*

Le fa go na le ditsela tse tse dintsi tse di siameng tse meepo amang batho ka tsone, ka maswabi go na le ditlamorago tse di sa siamang tse di sa lebelelwang tsa ditiro tsa moepo ka kakaretso.

Molao wa Tlhabololo ya Ditsompelo Tsa Diminerale le Peteroliamo (2002), Karolo 39 (1) ((2) ((3) o tlhalosa gore moepo mongwe le mongwe o o nang le tshwanelo ya go dira o tshwanetse go dira Tshekatsheko ya Diphelelo Tsa mo Tikologong (Environmental Impact Assessment [EIA]) le go baakanya Thulaganyo ya go Laola Tikologo (Environmental Management Programme [EMP]) e tiro ya yone ya go baya leitlho le tlhatlhobo ya go bega e leng karolo ya botlhokwa e Impala e tswelelang go itlama go tlhomamisa gore go nna le tlhokomelo le go baya ditshedi leitlho malebana le ditiro tsa yone tsa moepo go lwantsha diphelelo tse di sa siamang.

Moepo o lemoga gore diphelelo tsa one tse di sa siamang ga di ame tikologo fela mme gape di ama le boitekanelo jwa batho ba merafe e moepo o leng mo go yone. Lenaanethalo (Table) le le fa tlase le bontsha go ama ditlamorago tse di siameng ka tlwaelo le go ama merafe e moepo o leng mo go yone ka tsela e e sa siamang. Impala Platinum e na le setlhopha se se tlhagafetseng sa Tirisanommogo le Banaleseabe se se tswelelang go baya leitlho le go rarabolola mathata fa a nna teng.

*Lenaanethalo 3.3. Tshekatsheko ya go Amega ga Batho (Social Impact Assessent [SIA]) mo go ka Diragalang*

| Go Ama ka Tsela e e Siameng | Go Ama ka Tsela e e sa Siamang |
|---|---|
| • Ditshono tsa go Bona Tiro<br>• Tokafatso ya dikago tse go rutelwang mo go tsone<br>• Go tlhatlosiwa ga dikago ka LED tsa diporojeke tseno.<br>• Koketsego mo lotsenong le dirisa madi mo merafelong ya lefelo leno.<br>• Ditshono tsa katiso tsa maloko a morafe<br>• Tlhabololo ya bokgoni | • Tiro e kgolo ya ditirelo tsa boitekanelo tse di ntseng di le teng<br>• Koketsego ya dikoloi mo metseng e diporojeke di dirwang mo go yone<br>• Botsogo jwa morafe le malwetse a a tshelanwang (a thobalano)<br>• Go sa utlwane ga baagi le batlabosheng<br>• Go agiwa ga mekhukhu<br>• Koketsego ya dipalo tsa bokebekwa<br>• Kgotlhang malebana le tiro le ditshono tsa tlhabololo le bokgoni |



Mo godimo ga ditlamorago tse di fa godimo, ka nako ya go tsaya karolo ga morafe, baagi ba ne ba tlhagisa go sa itumela le dingongorego tsa bone tse di tlhalositsweng fa tlase:

1. Tlhaelo ya ditshono tsa go reka dilo ga dikgwebo tsa mo lefeloong leno.
2. Go nna le metsi a mantsi
3. Go thubega ga matlo ka baka la ditiro tsa go epa

Impala Platinum e itlama go tswelela pele e sekaseka dingongorego le diphelelo tse di sa siamang le go tlhomamisa gore go tsewa dikgato tsa go di fokotsa. Mo godimo ga moo, go tla nna go tlhomilwe mogopolo mo go direng gore moepo o nne le diphelelo tse di siameng mo  morafeng.

## 3.3. DITHULAGANYO TSA TLHABOLOLO YA SELEGAE LE YA POROFENSE

Go tlhomamisa gore diporojeke tsotlhe tse IMPLALA e di dirang di tsamaelana le maemo a lefelo leo, go ne ga latelwa leano la dikarolo tse tharo. Sa ntlha: go sekaseka tshedimosetso ya loago le ikonomi ya lefelo leo, sa bobedi: go buisana le di-IDP tsa puso ya selegae gammogo le dithulaganyo tse dingwe tse di maleba tsa tlhabololo (tshedimosetso ya maemo a bobedi), mme sa boraro: go kokoanya tshedimosetso ya ntlha ka tiro ya go tsaya karolo ga morafe.

### *3.3.1. Ditlhoko tsa IDP ya Mmasepala wa Selegae le tsa Tlhabololo*

Thulaganyo ya Tlhabololo e e Kopantsweng ya mmasepala (Integrated Development Plan [IDP]), gammogo le Dithulaganyo tsa Tlhabololo tsa Diporofense le tsa Mmasepala wa Kgaolo di ne tsa sekasekiwa go tlhaloganya ditlhokego tsa tlhabololo le mekgwa e e leng teng mo lefelong leo. Ereka metsana yotlhe e moepo o leng mo go yone e wela ka fa tlase ga Royal Bafokeng Region, Royal Bafokeng Master Plan 2035 le yona e ne ya sekasekiwa go go nna le  ditemogo tse dingwe mabapi le pono ya tlhabololo ya lefelo. Seno se direlwa go tlhomamisa gore go na le tumalano le dithuso tsotlhe tsa tlhabololo tse di simolotsweng ke ditheo tse di farologaneng tsa tlhabololo mo kgaolong, tse di tshwanang le puso le Royal Bafokeng Nation.



Ditlapele tse di tlhophilweng tsa tlhabololo tse Bokone Bophirima bo ikaelelang go tsamaisana le National Development Plan (NDP) ka yone ka North West Provincial Development Plan (PDP 2030) ke tse di latelang:

1. Ikonomi le tiro
2. Ditsamaiso tsa ikonomi
3. Ikonomi ya metseselegae e e kopantsweng le e e akaretsang
4. Matlo a batho le phetolo ya lefelo
5. Ikonomi ya metseselegae e e kopantsweng le e e akaretsang
6. Go aga lefelo le le nang le bokgoni le tlhabololo
7. Go lwantsha boferefere
8. Go fetola morafe le go kopanya porofense

Thulaganyo ya Tlhabololo ya Porofense ya Bokone Bophirima ya (North West Provincial Development Plan) (2030) e tshegediwa ke District Integrated Development Plan (2022-2027), e e batlang go tlhomamisa gore dilo tse di botlhokwa tse di tlhalositsweng mo PDP 2030 di a diragadiwa mo Kgaolong. Mmasepala wa Kgaolo wa Bojanala fa o dira ditlapele tsa one, o ne wa buisana le bommasepala ba one botlhe ba batlhano mme wa dira lenaane la ditlhoko tsa one tse e leng ditlapele. Ditlapele tse di kwadilweng fa tlase, di tswa mo ditlhokegong tse di lemogilweng ka kakaretso tsa baagi mo maemong a dikgotla mme di romelwa kwa mmasepaleng wa kgaolo go tlhalosa thulaganyo e e dirwang mo maemong a selegae le a kgaolo. Ditlhokego tse di bontshitsweng mo Lenaanethalo le le fa tlase ke Ditlapele tsa Kgaolo tse eleng ditlapele tsotlhe tsa bommasepala ba selegae.

*Lenaanethalo 3.4. Lenaane la ditlhoko tsa morafe tse di rulagantsweng ka botlhokwa jwa tsone mo Bojanala District Municipality (2021)*

| Mofuta | Lefelo la Botlhokwa |
|---|---|
| **Kago** | Metsi le ntsholeswe |
| | Ditsela le Metsia morwalela |
| | Motlakase |
| **Mathata a Ikonomi** | Tlhabololo ya Ikonomi |
| **Tlhabololo le Thulaganyo** | Thulaganyo ya Tiriso ya Lefatshe le Matlo |
| **Dikalo tsa Loago** | Dikago tsa morafe (diholo, mabapa a motshameklo e dilaeborari) |
| **Taolo ya Tšhelete** | Taolo ya Tšhelete |

Motswedi: Bojanala District Municipality IDP (2022-2027)



Kgaolo eno e tshwaile diporojeke tse di latelang tse di nang le seabe se segolo mo Masepaleng wa Selegae wa Rustenburg.

*Lenaanethalo 3.5. Lenaane la Diporojeke tse di Amang Mmasepala wa Selegae wa Rustenburg*

| Leina la Porojeke | Boikelelo jwa Porojeke | Ketelelopele | Bajete | Sebaka |
|---|---|---|---|---|
| **1. Go emisediwa ga kago ya metsi a bogologolo** | Fokotsa go kgorelediwa ga tse dingwe le koketso ya boleng jwa metsi | BPDM | Dimilione tse 200 (tse di tshwanetseng go abelanwa le bommasepala ba bangwe ba le 4) | Go feta dingwaga di le 3 |
| **2. Go dira ga motlakase ka dilatlhiwa** | Provision of electricity | BPDM | Dimilione tse 13 (tse di tshwanetseng go abelanwa le bommasepala ba bangwe ba le 4) | Go feta dingwaga di le 3 |
| **3. Bookelo jwa Rustenburg jwa Dithuto tsa Morago ba Materiki** | Go tokafatsa maemo a tlhokomelo ya botsogo | BPDM | Dibilione tse 3 | Go feta dingwaga di le 3 |
| **4. Porojeke ya Matlo ya Marikana (Diyuniti tse 3000).** | Go naya matlo le dikago tsa batho | BPDM | Dibilione tse 500 | Go feta dingwaga di le 2 |
| **5. Tlhabololo ya Boemelafofane jwa** | Go rotloeletsa Bojanala, dikago tsa katiso tsa difofane, le go dirwa ga ditiro | BPDM | Dibilione tse 32 | Go feta dingwaga di le 10 |

*Motswedi: Mmasepala wa Kgaolo wa Bojanala IDP (2022-2027)*

Thulaganyo ya Tlhabololo e e Kopantsweng ya Mmasepala wa Selegae wa Rustenburg e tshegetsa IDP ya Kgaolo, le yona e agile dikago tsa botlhokwa tsa tlhabololo jaaka go bontshitswe mo mmapeng o o fa tlase. Bogolo jwa Morafe o Moepo o Leng mo go One wa Impala Platinum Limited o mo Mafelong a Northern, Boitekong le Phokeng.

*Setshwantsho 3.15: Dikago tsa Tlhabololo tsa Mmasepala wa Selegae wa Rustenburg*




*Motswedi: Mmasepala wa Selegae wa Rustenburg (2022-2027 (2022-2027)*

Lenaneothalo le le latelang le bontsha palo ya diporojeke/ditshono tse di tshwailweng ke mmasepala wa selegae go aga ditlhopha tsa matlo di le tharo tsa tlhabololo tse di leng maleba mo morafeng o moepo o leng mo go one.



*Lenaanethatlo 3.6. Ditshono tse di tlhophilweng ke mmasepala wa selegae go aga ditlhopha tsa matlo di le tharo tsa tlhabololo tse di leng maleba mo morafeng o moepo o leng mo go one.*

| Setlhopha sa Matlo a Tlhabololo | Diporojeke tse di Tshwailweng/Ditshono |
|---|---|
| **Setlhopha sa Matlo a Bokone**<br><br>• A akaretsa Toropo e Ntśha ya Tsitsing,<br>• Letamo la Vaalkop le metse ya selegae gammogo le Hartbeestfontein, Tantanana, Maile Monnakato le Kopman. | 1. Go tshwaiwa ga lefatshe le le gaufi ka boikaelelo jwa Temothuo ya mo Motsesetoropong.<br>2. Go tlhatlosiwa maemo ga Dikago tsa Metshameko se di leng teng<br>3. Go tshwaiwa ga Erf 4477 le 4478 Lethabong<br>4. Go newa ga lefelo la dikhutsana /legae la Bagodi<br>5. Go tshwaiwa ga madirelo a borulelo jwa dinotshe<br>6. Go fudusiwa ga Taxi Rank le go Tlhabololwa ga laeborari e e Ntseng e le Teng<br>7. Go tlhabololwa le go atolosiwa ga laeborari e e ntseng e le teng kwa Erf 3540 Lethabong<br>8. Kago ya matlo ya maemogodimo<br>9. Lefelo la Kgwebo (Mmolo)<br>10. Lekeishane la Tsitsing la Green Technology.<br>11. Paraka ya madirelo |
| **Setlhopha sa Matlo a Boitekong**<br><br>• A akaretsa ditlhopha tsa matlo a semolao le mekhukhu ya mo Boitekong, Kanana, Meriting.<br>• Mafelo a Freedom Park.<br>• Lefelo leno a togomaano le kwa lefelong la meepo lefelong la meepo mme ke lefelo la kgolo ya kwa bokone-borwa la Rustenburg | 1. Go tshwaiwa ga lefelo la Temothuo ya mo Motsesetoropong<br>2. Go agiwa ga ofisi ya Poso<br>3. Lefelo la semolao la metshameko<br>4. Lefelo la dikhutsana<br>5. Tikwatikwe ya mabentlele ya Sunrise |
| **Setlhopha sa Matlo a Phokeng**<br><br>• A akaretsa Phokeng le Luka.<br>• melelwane ya Rustenburg go ya kwa borwa ka R104.<br>• Lefelo leno la togomaano gape ke kgaolokgolo ya RBN. | 1. Boremelelo jwa bongaka jwa Phokeng<br>2. Go tshwaiwa ga lefatshe gaufi ka boikaelelo go Simolola Ditiro tsa Themothuo ya Metsesetoropo. |



Leano la Royal Bafokeng Nation's Master Plan 2035 le gatelela dintlha tsa botlhokwa tsa tlhabololo tse di tlhomilweng ke Mmasepala wa Porofense, wa Kgaolo le wa Selegae.. Tsamaisanyo e e ntseng e le teng eno ya ditlhabololo tse di tshwanetseng go dirwa pele e tokafatsa ditshono tsa kamano e e siameng magareng ga moepo le banaleseabe mo motseng o moepo o leng mo go one. Morafe o moepo o leng mo go one o mo Metseng e le 17 ya e 29 ya mo Kgaolong ya Royal Bafokeng.

Togoleano le Legolo (Master Plan) la 2035 le na le Dikgato tse 3 tse di Tshwanetseng go Dirwa tse di tshegediwang ke mekgele e le mmalwa ya ikonomi le loago. Lenaanethalo le le fa tlase le bontsha Dikgato tse di Tshwanetseng go Tsewa gammogo le mmekgele ya tsone.

*Lenaanethalo 3.7. Lenaane la ditlapele tsa tlhabololo ya Royal Bafokeng le mekgele*

| Dikarolo tsa Dikgto tse di Tshwaneteng o Tsewa | Mekgele |
|---|---|
| **Go Tlhabolola Batho:**<br>Maemo a botshelo a a botoka a batho botlhe ka go tokafatsa boleng jwa botshelo le go tshela sentle ga batho | 1. Go Tokafatsa Boleele jwa Botshelo<br>2. Go Tokafatsa Thuso ya Ba Ba mo Kotsing<br>3. Go Tokafatsa go Kgona go Bala le go Kwala le go Itse Dipalo<br>4. Go Tlhomamisa gore ban a le Dilo tsa Botlhokwa |
| **Go Tlhabolola Batho**<br>Maemo a botshelo a a botoka a batho botlhe ka go tokafatsa boleng jwa botshelo le go tshela sentle ga batho | 1. Go tlhomamisa gore go na le maemo a a seng kotsi, a botsogo jo bo siameng le a tlhago a a kgatlhang.<br>2. Go sireletsa le go tlhokomela se re leng sone le boswa jwa setso.<br>3. Go tlhomamisa gore go na le puso e e siamang le boeteledipele mo dithulaganyong tsa rona tse di tlwaelegileng, tsa go dira ditirelo le tsa kgwebo |
| **Tsweledi so le Kgolo:**<br>Go tlotla dilo tse re nang le tsone jaaka dithoto tse di tlhwatlhwakgolo le go kgona go dira kgolo e e akaretsang ba bangwe le go thapiwa ga batho ka nako e telele | 1. Botlhokomedi jwa dilo tsa rona tse re di tlhakanetseng tsaq kgwebo<br>2. Go nna le seabe mo tlhabololong ya ikonomi ya lefelo, go tlhamiwa ga ditiro le lotseno ka botlalo |

*Motswedi: Leanolegolo la RBN la 2035*



## 3.4. DITIRO TSA GO TSAYA KAROLO GA MORAFE

### *3.4.1. Thulaganyo ya go Tsaya Karolo ga Morafe*

Thulaganyo ya go tsaya karolo ga morafe mo go tlhabololeng SLP4 eno e ne ya tlhamiwa ke setlhopha sa moepo sa Dipuisano le Banalaseabe. Dikgato tse di latelang di ne tsa supiwa e le thulaganyo e e tshwanetseng go dirisiwa ya go tsamaisa ditiro tsa go tsaya karolo ga morafe:

*Setshwantsho 3.16. Dikgato tsa Tiro ya go Tsaya Karolo ga Morafe*

**TSHEKATSHEKO YA MOTHEO**

1. Lemoga mafelo a botlhokwa
2. Porofaele ya Ikonomi le Loago
3. Bayapele Dikarolo tsa di Tshwanetseng go Tlhabololwa tsa SLP4
4. Tlhopha diporojeke tse di maleba tsa IDP
5. Tshwaya diporojeke tse di maleba tsa RBN Masterplan

- Diporojeke tse di maleba di thailwe mo mafelong a botlhokwa a khamphane a a tshwanetseng go tlhabololwa pele.
- Diporojeke di le 3 tsa lefelo lengwe le lengwe le eleng setlapele di tshwanetse go kopiwa mo go RBN.

**GO TSAYA KAROLO GA MORAFE**

7. Dikitsiso tsa Morafe
   - Dikitsiso tsa pampiri ya dikgang
   - Kitsiso ya radio
8. Tshwaya mafapha a botlhokwa a puso a go tshwanetseng ga buisanngwa le one
9. Diphuthego tsa Batho ba ba Nang le Kgatlhego le ba ba Amegang
10. Diphuthego tsa pegelo ya Batho ba ba Nang le Kgatlhego le ba ba Amegang
11. Diphuthego tsa Tswelelopele/Kamogelo le RLM le RBA

Impala Stakeholder Relations le Tlhabololo ya Ikonomi le Loago di tshwanetse go go nna teng kwa diphuthegong tsa ka kwantle.

**DIPUISANO LE MORAFE**

12 **Phuthego 1:** Dikgosana, Makhanselara a RBN le a Dikgotla a Metse Yotlhe 17
- Itsise ka tiro ya tlhabololo ya SLP 4 le mafelo a ditlapele
- Kopa Makhanselara a a maleba go naya diporojeke tse 3 tsa SLP 4

13 **Phuthego 2:** Dikgosana, , Makhanselara a RBN Cllrs le a Kgotla a mafelo a ditlapele
- Itsise diporojeke tse di tlhophilweng pele tsa LED go naya tshwaelo
- Kopa Makhanselara a Kgosana le a kgotla go itsise morafe ka diporojeke

14. **Phuthego 3:** Dikgosana, le Makhanselara a Kgotla a mafelo a ditlapele
- Itsise lenaane le le konetsweng la diporojeke tsa LED gore di tsenngwe mo SLP 4
- Kopa Makhanselara a Kgosana le a kgotla go itsise morafe ka diporojeke tsa LED tse di tsenngwang mo SLP 4

Monei wa Ditirelo yo o Ikarabelelang (Batumile) le Impala Stakeholder Relations ba tshwanetsene go nna teng kwa diphuthegong tsotlhe tsa Morafe.

**TUMALANO YA DIPOROJEKE TSA LED**

15 Bayapele diporojeke go ya ka mafelo a botlhokwa a khamphane a a tshwanetseng go tlhabololwa

16 Diphuthego tsa kamogelo le RLM le RBA

17 Nna le makwalo a kamogelo a RLM le RBA

18. Phuthego ya pontsho ya porojeke ya LED le DMRE





### *3.4.2. Dipuisano le Morafe*

Dipuisano le morafe di ne tsa tshwarwa go dirisiwa thulaganyo ya Impala ya go Tsaya Karolo ga Morafe e e bontshitsweng mo setshwantshong sa 3.14 e e tswang mo tshwetsong ya moepo ya go supa diporojeke tsa mafelo a a tlhabolotsweng a ditlapele. Thulaganyo eno ga se ya mofuta o le mongwe fela mme ka jalo ka metlha e fetolwa gore e tshwanele maemo a setšhaba a e dirisiwang mo go one.

#### 3.4.2.1. Dintlha ka Tiro ya go Tsaya Karolo ga Morafe

Thulaganyo ya go Tsaya Karolo ga Morafe e ne ya rulaganngwa ka go rulaganya dikopano tsa letsatsi le le lengwe le batsayakarolo ba ba amegang le ba ba nang le kgatlhego go tswa kwa metseng e le 6 ya ntlha e moepo o leng mo go yone. Boikaelelo jwa diwekeshopo e ne e le go bontsha tse di bonweng mo tshekatshekong ya ntlha le go nna le diporojeke di ka nna 3 mo karolong nngwe le nngwe e e beilweng kwa pele jaaka go tlhalositswe mo thulaganyong ya go tsaya karolo ga morafe.

Fa go se na go tlhophiwa palo ya diporojeke, go ne ga rulaganngwa gore go tshwarwe dipuisano tse dingwe le Batho botlhe ba ba Amegang le ba ba Nang le Kgatlhego go itsise diporojeke tse di tshwanetseng go dirwa pele tsa SLP 4.

Lenaneothalo (Table) la go naya tshobokanyo ya maemo a a kwa godimo ya tse di bonweng le go tlhatlologana ga Diphitlhelelo tse di Batlegang tse di lemogilweng le diporojeke tsa motse mongwe le mongwe le bonthsiwa go Lenaanethalo 3.8 fa tlase.

Mametlelelo F e tla nna le didiriswa tsotlhe tse di dirisitsweng ka nako ya thulaganyo ya go puisano. Dintlha tse dingwe gape, tse di jaaka lekwalo la go itsise baeteledipele ba setšhaba ka wekeshopo, makwalo a taletso ya wekeshopo, agenda ya wekeshopo, thulaganyo ya wekeshopo, le lenaane la ba ba nnileng teng di teng.



Lenaanethalo 3.8a. *Tshobokanyo ya tse di bonweng ka nako ya go Tsaya Karolo ga Morafe mo Motseng mongwe le mongwe wa lefelo le moepo o leng mo go one*

| Morafe | Maemo a Botlapele | Maemo a Tlhabololo |
|---|---|---|
| ***Kanana*** | Ditsela tsa mo Teng ga Motse | Dikago le Ditsela |
| | Ofisi ya Kgotla | Dikago le Ditsela |
| | Mafelo a Metshameko | Metshameko, Botsweretshi, le Setso |
| ***Seraleng*** | Lefelo la motshameko<br><br>Community Hall | Metshameko, Botsweretshi, le Setso<br>Dikago le Ditsela le Tshireletsego ya Morafe |
| | Community Library | Dikago le Ditsela le Tlhabololo ya Thuto |
| ***Meriting*** | Borogo jwa Dinao /Jwa Batsamayakadinao | Dikago le Ditsela |
| | Lefelo la Metshameko | Metshameko, Botsweretshi, le Setso |
| | Ditsela tsa mo Teng ga Motse | Dikago le Ditsela |
| ***Luka*** | Ditsela tse mo Teng ga Motse | Dikago le Ditsela |
| | Fetolela Molotlegi go nna Sekolo sa botegenike | Dikago le Ditsela<br>Tlhabololo ya Thuto le ya Dikago le Ditsela |
| ***Phokeng*** | Ditsela tsa mo Teng ga Motse | Dikago le Ditsela |
| | Tikwatikwe e e Dirisediwang Dilo tse di Farologaneng | Dikago le Ditsela le Tshireletsego ya Morafe |
| | Mosele wa go Ntsha Metsi a Morwalela<br>Ditsela tsa mo Teng ga Motse | Dikago le Ditsela<br><br>Dikago le Ditsela<br><br>Dikago le Ditsela |
| ***Lefaragatlha*** | Ditsela tsa go Ntsha Metsi a Morwalela<br>Ditsela tsa mo Teng ga Motse<br>Ditsela tsa go Ntsha Metsi a Morwalela | Dikago le Ditsela<br><br>Dikago le Ditsela<br>Dikago le Ditsela |
| | Ditsela tsa mo Teng ga Motse | Dikago le Ditsela |

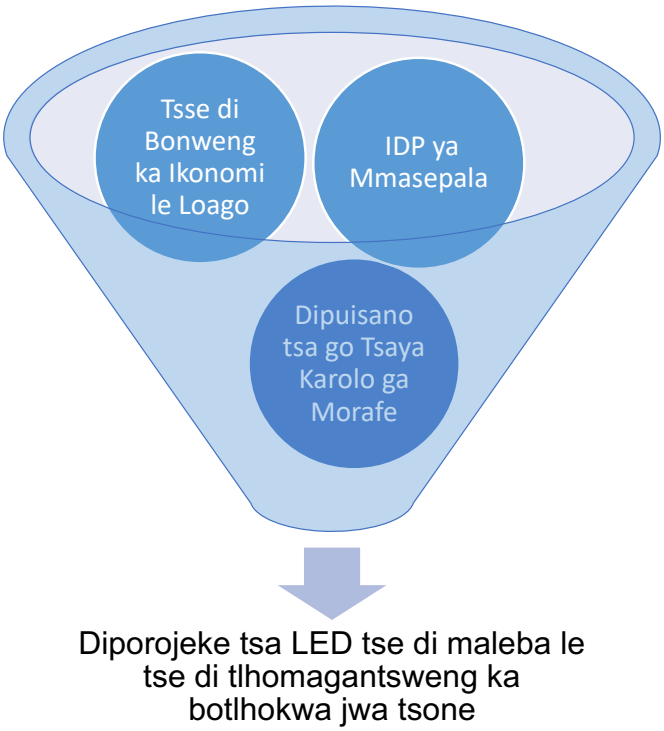


### *3.4.3. Tshekatsheko ya tshedimosetso le go tlhophiwa ga porojeke*

Go tlhomamisa gore go tsenngwa mananeo a a maleba, a a botlhokwa mo SLP, go tsentswe metswedi e le menè ya tshedimosetso:

- Dilo tsa mmatlota tse di kgethegileng tsa moepo go tswa mo go tse di bonweng fa go dirwa tlhatlhobo ya bokgoni jwa babereki, dikarolo tse di remeletseng mo porojekeng, le/kgotsa dithulaganyo tsa tiragatso;
- Dipalopalo tsa Ikonomi le Loago tse di bontshang dilo tsa tlhabololo tsa mmatota mo lefelong;
- Dithulaganyo tsa puso tsa lefelo go akarediwa le togomaano a tlhabololo a porofense, Dithulaganyo tsa Tlhabololo tse di Kopanetsweng tsa Mmasepala wa Selegae, le Dithulaganyo tse dingwe tsa Togomaano tsa Lephata (Sector Department Strategic Plans);
- Tshedimosetso ya botlhokwa e e tserweng ka ditiro tsa Go Tsaya Karolo ga Morafe.

*tshwantsho 3.17. Tiro ya go tlhophiwa ga porojeke*





### *3.4.4 Mafelo a a Romelang Babereki*

Impala e ikemiseditse go nna le seabe mo tlhabololong ya loago le ikonomi ya mafelo a magolo a a romelang babereki. Diporojeke tsa tlhabololo ya morafe mo mafelong ano di ne tsa tlhophiwa ka dikopo tse di neng di rometswe ke baeteledipele ba morafe jaaka Makgotlataolo a Dikolo (School governing Bodies (SGB)], baeteledipele ba Setso le DMRE.

Lenaneothalo (Table) le le latelang le bontsha dikopo tse di amogetsweng go tswa mo mafelong a a romelang babereki le go akanyediwa ga tsone gore SLP e tsenngwe mo tirisong.

Lenaanethalo 3.8b: *Tshobokanyo ya tshekatsheko ya tse di tlhokiwang mo Mafelong a a Romelang Babereki*

| Lefelo le le romelang babereki | Ditlhoko tsa morafe go ya ka kopo nngwe le nngwe |
|---|---|
| **Eastern Cape**, Mmasepala wa kgaolo wa OR Tambo | • Go sa kgone go bona metsi sentle le ntsholeswe ya matlwana a boithusetso mo dikolong.<br>• Dikago tsa sekolo tse di sa lekanang tse di tshwanang le kago ya diphaposiborutelo le ya botsamaisi ya maloko a babereki<br>• Tlhaelo ya tshegetso ya kgwebo ya balemi ba ba dijwalo ba ba leng teng<br>• Palo e e kwa godimo ya batho ba ba tlhokang tiro |
| **Bokone Bophirima**, Mmasepala wa kgaolo wa Dr Ruth Segomotsi Mompati | • Dikago le ditsela tse di sa lekanang tse di tshegetsang sekolo tse di tshwanang le boapeelo jwa sekolo le terata.<br>• Metsi a sekolo a a seyong ka metlha. |

Go ne ga dirwa ditshekatsheko tsa dilo tse di tlhokiwang tsa porojeke nngwe le nngwe go tlhaloganya bomasisi jwa dikgwetlho tsa morafe tse di tshwanetseng go diragadiwa. Dipego tseno di tshwaragantswe le seno tlase ga Mametlelelo F ya SLP.



## 3.5. DIPOROJEKE TSA TLHABOLOLO YA MORAFE

### *3.5.1. Diporojeke tsa Impala tsa Tlhabololo ya Ikonomi ya Lefelo*

Go ya ka mabaka a a latelang a a fa godimo, diporojeke tsa morafe tsa Impala Platinum Limited tsa tlhabololo di ne tsa tlhophiwa ka thulaganyo ya go kgobokanya tshedimosetso, go e sekaseka, go buisana le go baya dilo tse di botlhokwa kwa pele.

Lenaanethatlo (Table) 3.13 LED la Diporofaele tsa Porojeke e e fa tlase le na le tshobokanyo ya diporojeke tse di tlhophilweng tsa SLP 4 mo pakeng ya 2023-2028 gammogo le bajete ya tsone. Diporojeke tseno di ne tsa bewa kwa pele ka tirisanommogo le bommasepala ba ba maleba, Royal Bafokeng Administration le Traditional Council. Bosupi jwa go Tsaya Karolo ga Morafe ka kakaretso le kamogelo ya dipuisano le ditheo tsotlhe tse go neng ga dirisanwa le tsone bo kafa tlase ga Mametlelelo F.

Mo pakeng ya dingwaga tse tlhano (5) tse di latelang, Impala Platinum Limited e dirile ditsholofetso tsa diporojeke tse di tlhalositsweng mo manaanethalong (tables) a 3.9.1 go fitlha go 3.9.11: Diporofaele tsa Diporojeke tsa Tlhabololo ya Ikonomi ya Selegae.
.

## *Lenaanethalo 3.9.1 Go agiwa ga ditsela tse di mo teng ga motse wa Kanana*

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Leina la porojeke:** | **Go Agiwa ga ditsela tsa mo teng ga motse wa Kanana** | | **Go tlhalosiwa ga porojeke:** | | **Kago** | | | | | |
| **Tlhaloso:** | Ka nako ya go tsaya karolo ga morafe wa Kanana, le jaaka go tlhalositswe mo go Royal Bafokeng Nation's Development Wishlist ya ngwaga wa 2022-2023, go ne ga bolelwa gore ke ga botlhokwa jo bogolo gore ditsela tsa mo teng ga motse di dirwe tsa mokwakwa. Mo nakong eno ditsela tsa mo motseng ke ditsela tse di sa kitlanang tsa mmu tse gantsi di nnang le dikhuti mme go nna thata go di kgabaganya, bogolo jang ka paka ya dipula.<br><br>Boikaelelo jwa porojeke e e tshitshintsweng ke go dira ditsela tseno tsa mo teng ga motse go nna tsa mokwakwa, go tokafatsa thata go kgona go tsena mo mafelong a a rileng ka pabalesego. Matheriale o o tlileng go dirisiwa go dira ditsela mokwakwa o tla akanyetsa tsela e lefelo le leng ka yone le jioloji ya motse go tlhomamisa gore e tla nna lobaka lo loleele. Ditsela tse di katisitsweng sentle di tla dira gore<br>go nne motlhofo e bile go babalesegile go tsamaya mo maemong a bosa a a sa itumediseng, go dira gore go nne le pabalesego mo setšhabeng, pabalesego ya dikoloi, le pabalesego le tshireletsego ya bana ba sekolo. Moepo ono o itlamile go tshegetsa maiteko ano a go tokafatsa ditsela tse di mo Kanana, go tlhomamisa gore baagi ba mo motseng ono ba nna le dikago le ditsela tse di botoka. | | | | | | | | | |
| **Ke mang yo o simolotseng porojeke eno:** | Royal Bafokeng Administration | | **Dinomoro tsa GPS Coordinates:** | | Lefelo ga le ise le tlhomiwe. | | | | | |
| **Lefelo le porojeke e leng mo go lone:** | **Mmasepala wa Kgaolo:** | **Mmasepala wa Selegae** | **Leina la Motse le Kgotla:** | **Letlha la tshimololo ya porojeke:** | **Letlha la bokhutlo jwa porojeke:** | **Ditiro** | | | | **+/-50** |
| | Bojanala Platinum | Rustenburg | Kanana, Kgotla 23 | FY 2026 | FY 2027 | Basadi | Ga go itsiwe | Banna | | Ga go itsiwe |
| **Tlhagisotiro** | **Lefelo la tiro ya botlhokwa:** | **Sesupi sa tiro ya botlhokwa:** | **Setheo se se ikarabelelang:** | **FY 2024** | **FY 2025** | **FY 2026** | **FY 2027** | **FY 2028** | | **Bajete Yotlhe:** |
| | Tshireletsego e e tokafaditsweng ya ditsela tsa batsamaya kadinao | 1,3 km ya ditsela tse di mokwakwa tse di tshwailwengs. | Impala Platinum Limited le Morafe | 0,00 | 0 | R4 816 873 | R7 658 828 | 0,00 | | **R12 475 702** |
| | | | | **Tsa botlhokwa tse di tshwanetseng go dirwa go ya ka nako e e beilweng** | | | | | | |
| | | | | · Thulaganyo le Selekanyo sa Tiro (EIA fa go tlhokega)<br>· Go ntsha dithendara le tshwetso<br>· Tshimololo ya ditiro | | | · Tlhatlhobo le tshimololo ya tiro (fa go tlhokega)<br>· Go rolela tiro | | | |
| **Nako e e magareng:** | Porojeke eno e batla go nna le dikonteraka le go thapa batho ba lefelo leno ba ba sa berekeng ba mo morafeng o moepo o leng mo go one. | | | | | | | | | |
| **Nako e telele:** | Go tokafatsa kgono ya go tsena ka ditsela mo gare ga metse le mo teng ga yone, ka gonne go dira jalo go tokafatsa ditiro tsa ikonomi le go tlhomamisa pabalesego mo ditseleng, segolo jang mo baneng ba sekolo ka nako ya maemo a loapi a a sa siamang. | | | | | | | | | |
| **Dikgolagano le maiteko a mangwe a tlhabololo:** | Porojeke e golagane le IDP ya 2022-2027 ya Mmasepala wa Selegae wa Rustenburg, ditsebe 191 & 376, e e rulaganyeditseng go tlhabolola le go aga ditsela tsa mo teng ga motse wa Kanana le go tsena mo go one e le nngwe ya diporojeke tse di tshwanetseng go dirwa ka tirisano mmogo le lefapha la RLM le ditsela le dipalamo. | | | | | | | | | |
| **Togoleano ya Tsweledi so:** | Go tla dirwa dithulaganyo tsa go tshegetsa ka nako ya fa go dirwa tsela go tlhomamisa gore dikgwebo tsa mo lefelong leo le babereki di nna le seabe. Porojeke eno e tla rolelwa Royal Bafokeng Administration e le bomphato le lefapha la ditsela le dipalamo gore e nne yone e e e laolang le go e tlhokomela. | | | | | | | | | |
| **Letlha la go fetsa tiro le thulaganyo ya go rola porojeke:** | Fa porojeke eno e sena go wediwa, e tla rolelwa Royal Bafokeng Administration gore e tswelele ka go e laola le go e tlhokomela, e le bomphato le badirimmogo ba bone ba tlhabololo ba ba tshwanang le lefapha la mmasepala wa Ditsela le Dipalamo. Memorantamo wa Tumalano (Memorandum of Understanding [MoU]) gareng ga Impala Platinum Limited le Mmasepala wa Selegae wa Rustenburg di tla bo di le teng ka nako ya go rolela tiro. | | | | | | | | | |



IMPALA
Member of the Implats Group





## *Lenaanethalo 3.9.2 Go Agiwa ga Borogo jwa Dinao mo Meriting*

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| **Leina la** | **Go Agiwa ga Borogo jwa Dinao mo** | | | **Go tlhalosiwa ga porojeke:** | **Kago** | | | | |
| **Background:** | Ka nako ya go tsaya karolo ga morafe kwa Motseng wa Meriting, go agiwa ga borogo jwa dinao go ne ga tsewa e le selo se se tshwanetseng go dirwa pele. Mo nakong eno, go tsena mo Meriti Secondary School go kgorelediwa thata ke dikhuti tsa metsi le ditereini tse di bulegileng tse metsi a pula a tsenang ka tsone mo tseleng e baithuti ba e dirisang go ya sekolong. Dikhuti tseno tsa metsi tsa tlhago tse gantsi di leng mesima e megolo, e e sa khurumediwang di kgobokanya metsi ka gonne go sena ditsamaiso tse di lekaneng tsa go ntshetsa metsi ao kwa ntle mme di nna maswe thata ka nako ya dipula. Di baka dikotsi tse dikgolo, tse di akaretsang go kgangwa ke metsi, go gobala fa o wa le go tsenwa ke malwetse a a bakwang ke metsi. Sekolo seno se mo lefelong le le kwa tlase le le nang le metsi, mme seno se dira gore se tlhaselwe motlhofo ke merwalela, e leng selo se se dirang gore go nne thata go tsena mo go sone.<br><br>Go fokotsa dikgwetlho tseno, borogo jono jo bo tshitshintsweng bo tla nna borogo jo bo akgegang. Mofuta ono wa borogo o itsege ka tsela e o dirilweng ka yone e e kgatlhang e bile e na le popego e e gogoropo, e leng selo se se kgatlhang go lejwa le se se agilweng ka botswerere. Borogo jono bo tla nna. boleele jwa dimetara di ka nna 200, mme bo tla akaretsa mafelo a a amilweng thata ke mesima ya metsi le merwalela. Kago eno e tla agiwa ka konkoreite e e thatafaditsweng e e tla kgonang go emelana le maemo a tikologo a kgaolo eo,<br>go akaretsa dipula tse dikgolo le merwalela e e ka nnang teng.<br><br>Ditselana tsa borogo jono di tla nna bophara jo bo lekaneng gore baithuti botlhe ba kgone go tsamaya ka pabalesego, mme go tla nna le dilo tse dingwe tse di tla ba sireletsang tse di jaaka ditshipi tse di ka fa mathoko tse di ba sireletsang le dilo tse di dirang gore motho a se ka a relela fa a tsamaya mo go jone. TMaikaelelo a thulaganyo eno ke go dira gore go nne le tsela e e ka ikanngwang le e e babalesegileng ya go ya kwa sekolong, ka go dira jalo go tokafatsa go nna gone kwa sekolong le go fokotsa dikotsi le mathata a botsogo a a amanang le maemo a a kotsi a a leng teng gone jaanong. | | | | | | | | |
| **Ke mang yo o simolotseng porojeke eno:** | Mmasepala wa Selegae wa Rustenburg | | | **Dinomoro tsa GPS:** | 25°36'0.97"S, 27°15'26.96"E. | | | | |
| **Lefelo le porojeke e leng mo go lone** | **Mmasepala wa Kgaolo::** | **Mmasepala wa Selegae:** | **Leina la Motse le la Kgotla:** | **Letlha la tshimolol o ya porojeke:** | **Letlha bokhuto jwa projeke:** | **Ditiro** | | | **+/-30** |
| | Bojanala Platinum | Rustenburg | Meriting, Kgotla 12 | FY 2026 | FY 2027 | Mosadi | Gago itsiwe | Monna | Ga go itsiwe3 |
| **Tlhagisotiro** | **Mafelo a tiro ya botlhokwa:** | **Sesupi sa tiro ya botlhokwa:** | **Setheo se se ikarabelelang:** | **FY 2024** | **FY 2025** | **FY 2026** | **FY 2027** | **FY 2028** | **Bajete Yotlhe:** |
| | · Go tla sekolong mo go tokafeteng ka nako ya dipula.<br>· Dira gore e nne lefelo le go babalesegileng gore morafe o kgabaganye mesele ya metsei e e leng teng watercourses. | · Borogo jwa batsamaya ka dinao bo dirilwe fa go leng kwa tlase | Impala Platinum Limited le Morafe | 0,00 | 0,00 | R3 483 160 | R5 538 224 | 0,00 | **R9 021 384** |
| | | | | **Tsa botlhokwa tse di tshwanetseng go dirwa go ya ka nako e e** | | | | | |
| | | | | · Go ntsha dithendara le tshwetso<br>· Tshimololo ya ditiro | | | Tlhatlhobo le tshimololo ya go Rolela tiro | | |
| **Nako e e magareng** | Porojeke eno e batla go nna le dikonteraka le go thapa batho ba lefelo leno ba ba sa berekeng ba mo morafeng o moepo o leng mo go one. | | | | | | | | |
| **Nako e telele:** | Go tokafadiwa ga kgono ya go tsena le go kgabaganya ka pabalesego mo Motseng wa Meriting magareng ga mafelo | | | | | | | | |
| **Dikgolagano le maiteko a mangwe a tlhabololo:** | Porojeke e tsamaelana le Mmasepala wa Selegae wa Rustenburg IDP 2022-2027 (ts. 341) mo go ageng borogo jwa batsamaya ka dinao jwa Meriting magareng ga sekolo le morafe. | | | | | | | | |
| **Togoleano ya Tswelediso:** | Go tla dirwa dithulaganyo tsa go thusa ka nako ya fa go agiwa borogo go tlhomamisa gore dikgwebo tsa mo lefelong leo le babereki ba nna le seabe. Porojeke eno e tla rolelwa Mmasepala wa Selegae wa Rustenburg gore e e laole le go e tlhokomela. | | | | | | | | |
| **Letlha la go fetsa tiro le thulaganyo ya go rola porojeke:** | Fa porojeke eno e sena go wediwa, e tla neelwa Mmasepala wa Selegae wa Rustenburg gore e nne yone e laolang le go tlhokomela kago eno. MoU gareng ga Impala Limited le Mmasepala wa Selegae wa Rustenburg di tla bo di le teng ka nako ya go rolela tiro. | | | | | | | | |

## *Lenaanethalo 3.9.3 Go Agiwa ga Holo ya Sekolo kwa Seraleng Primary School*

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Leina la porojeke** | **Agiwa ga Holo ya Morafe mo Motseng wa Seraleng** | | | **Go tlhalosiwa ga porojeke** | | | **Kago** | | | | | |
| **Tlhaloso** | Baagi ba Seraleng ba supile gore go agiwa ga holo ya morafe e tshwanetse go nna yone setlapele. Baeteledipele ba selegae ba ne ba gatelela botlhokwa jwa go nna le lefelo le le kgethegileng.. Go rotloeletsa go dirisana ga morafe le go tshwaragana ga batho. Gone jaanong, dikopano tsa morafe di tshwarelwa mo diphaposing sekolo, tse di sa siamelang dikopano, tse di ntseng jalo.<br><br>Holo ya morafe e e kopelwang e tla dira gore go nne le ditshono tse dintsi tsa go kopana ga batho. E tla nna lefelo la dikopano tsa morafe, ditiragalo, le ditiro tsa boitlosobodutu tse di tshwanang le metshameko ya mo teng ga kago jaaka di-aerobics, karate le tse dingwe. Boikaelelo jwa setheo seno ke go tshegetsa dilo tse di tlhokiwang ke batho le setso sa morafe wa Seraleng, se dira gore go nne le lefelo le le solegelang baagi molemo ka ditsela tse di farologaneng. | | | | | | | | | | | |
| **Ke mang yo o simolotseng porojeke eno::** | Mmasepala wa Selegae wa Rustenburg | | | **Dinomoro tsa GPS:** | | | 25°36'20.96"S, 27°15'05.42"E | | | | | |
| **Lefelo le porojeke e leng mo go lone** | **Mmasepala wa Kgaolo:** | **Mmasepala wa Selegae:** | **Leina la Motse le la Kgotla:** | **Letlha la go simolola ga porojeke:** | | **Letlha la go khutla ga porojeke:** | | **Ditiro** | | | **+/-50** | |
| | Bojanala Platinum | Rustenburg | Seraleng, Kgotla 41 | FY 2027 | | FY 2028 | | Basadi | Ga go itsiwe | Banna | Ga go itsiwe | |
| **Tlhagisotiro** | **Mafelo a tiro ya botlhokwa:** | **Sesupi sa tiro ya botlhokwa:** | **Setheo se se ikarabelelang:** | **FY 2024** | **FY 2025** | **FY 2026** | **FY 2027** | | **FY 2028** | | **Bajete yotlhe:** | |
| | Go agiwa ga holo ya motse e e nang le legora go e dikologa, boemisetso jwa dikoloi, matlwana a boithomelo . | E e berekang sentle Holo ya motse e e nang le:<br>Matlwana a Boithusetso Boemisetso jwa Dikoloi jo bo Mokwakwa Legora le le dikologang | Impala Platinum Limited Le Morafe | 0,00 | 0,00 | 0,00 | R3 839 526 | | R6 104 846 | | **R9 944 372** | |
| | | | | **Tsa botlhokwa tse di tshwaneteng go dirwa go ya ka nako e e beilweng** | | | | | | | | |
| | | | | . Thulaganyo le Selekanyo sa Tiro (EIA fa go tlhokega)<br>. Go ntsha dithendara le tshwetso Tshimololo ya ditiro | | | | | Tlhatlhabo le tshimololo ya go Rolelatiro | | | |
| **Nako e e magareng:** | Porojeke eno e batla go nna le dikonteraka le go thapa batho ba lefelo leno ba ba sa berekeng ba mo morafeng o moepo o leng mo go one | | | | | | | | | | | |
| **Nako e telele:** | Go rotloetsa go tshela sentle, go tshegetsa basha mo metshamekong le go rotloetsa ditiro tse di etelelwang pele ke basha tsa go momaganya setšhaba mo baaging | | | | | | | | | | | |
| **Dikgolagano le maiteko a mangwe a tlhabololo:** | Porojeke e tsamaelana le IDP ya Masepala wa Selegae wa Rustenburg 2022-2027 ts. 491 e e gatelelang gore go tshwanetse ga agiwa holo ya morafe kwa Seraleng | | | | | | | | | | | |
| **Leano la go tsweledisa:** | Meepo le lefapha la mmasepala la tlhabololo ya metse le tla rulaganya porojeke eno gore e dirwe sentle le go tlhomamisa gore go dirisiwa lefelo leno ka botlalo. Go tla dirwa dithulaganyo tsa go thusa fa go agiwa holo eno go tlhomamisa gore dikgwebo tsa mo lefelong leo le badiri ba nna le seabe. | | | | | | | | | | | |
| **Letlha la go fetsa tiro le thulaganyo ya go rola porojeke:** | Fa porojeke e sena go wediwa, e tla rolelwa lefapha la tlhabololo ya metse la mmasepala gore le tswelele ka go laola le go tlhokomela dikago tseo. Go tla nna le tumelano magareng ga Impala Platinum Limited le Mmasepala wa Selegae wa Rustenburg ka nako ya go rolelwa ga yone. | | | | | | | | | | | |



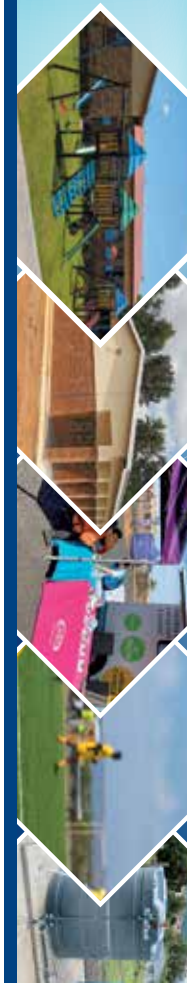
IMPALA
Member of the Implats Group



## *Lenaanethalo 3.9.4 Go agiwa ga ditsela tsa mo teng ga motse wa Luka*

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Leina la porojeke:** | **Go agiwa ga ditsela tse mo teng ga motse wa Luka** | | | **Go tlhalosiwa ga porojeke:** | | | **Kago** | | | | |
| **Tlhaloso:** | Ka nako ya go nna le seabe ga setšhaba kwa Luka, go ne ga lemogiwa gore setšhaba se tlhoka ditsela tse di siameng tsa mo teng ga motse go netefatsa gore go nna motlhofo go tsena le go dirisa ditsela tseno ka nako ya maemo a bosa a a sa siamang. Ditsela tse di leng teng gone jaanong mo lefelong leno ke ditsela tse di sa kitlanang tsa mmu tse gantsi di nang le dikhuti mme go nna thata go di kgabaganya, segolobogolo ka dinako tsa dipula.<br>Boikaelelo jwa porojeke e e tshitshinngwang ke go dira ditsela tseno tsa mo teng tsa mokwakwa, go tokafatsa thata go kgona go tsena mo mafelong a a rileng ka pabalesego. Matheriale wa go dira mokwakwa o o dirisiwang o tshwanetse go akanyetsa lefelo le le sa tshwaneng le a mangwe le lefatshe la motse go tlhomamisa gore mokwakwa oo o nna nako e telele o sa senyege. Ditsela tse di dirilweng mokwakwa sentle di tla dira gore go nne motlhofo le go babalesega go tsamaya fa maemo a bosa a le maswe, go tla tokafatsa pabalesego ya morafe, pabalesego ya dikoloi, le pabalasego le tshireletsego ya bana ba sekolo. Moepo o ikemiseditse go tshegetsa maiteko ano a go tlhabolola ditsela tsa mo teng ga motse wa Luka, go tlhomamisa gore go nna le dikago le ditsela tse di botoka tsa baagi ba motse. | | | | | | | | | | |
| **Ke mang yo o simolotseng porojeke eno:** | | Mmasepala wa Selegae wa Rustenburg | | **Dinomoro tsa GPS:** | | | 25°36'20.96"S, 27°15'05.42"E | | | | |
| **Lefelo le porojeke e leng mo go lone:** | **Mmasepala wa Kgaolo:** | **Mmasepala wa Selegae:** | **Leina la Motse le Kgotla :** | **Letlha la go simolola ga porojeke:** | | **Leina la bokhutlo jwa porojeke:** | | **Ditiro** | | | **+/-50** |
| | Bojanala Platinum | Rustenburg | Luka, Kgotla 4 | FY 2027 | | FY 2028 | | Basadi | Ga go itsiwe | Banna | Ga go itsiwe |
| **Tlhagisotiro:** | **Lefelo la tiro ya botlhokwa:** | **Sesupi sa tiro ya botlhokwa:** | **Setheo se se ikarabelelang:** | **FY 2024** | **FY 2025** | **FY 2026** | **FY 2027** | **FY 2028** | | | **Bajete Yotlhe:** |
| | Tshireletsego e e tokafaditsweng ya tsela ya batsamaya ka dinao le ya dikoloi, bogolo jang ka nako ya maemo a bosa a a maswe. | 1,3 km ya ditsela tsa mokwakwa le ditsela tse di tlhophilweng. | Impala Platinum Limited le Morafey | 0,00 | 0,00 | 0,00 | R5 105 886 | R8 118 358 | | | **R13 224 244** |
| | | | | **Tsa botlhokwa tse di tshwanetseng go dirwa go ya ka nako e e beilweng** | | | | | | | |
| | | | | · Thulaganyo le Selekanyo sa Tiro (EIA fa go tlhokega)<br>· Go ntsha dithendara le katlholo<br>· Tshimololo ya ditiro | | | | · Tlhatlhobo le tshimololo ya tiro fa go tlhokega)<br>· Go rolelwa tiro | | | |
| **Nako e e magareng:** | Porojeke eno e batla go nna le dikonteraka le go thapa batho ba lefelo leno ba ba sa berekeng ba mo morafeng o moepo o leng mo go one | | | | | | | | | | |
| **Ya nako e telele:** | Go tokafatsa go kgona go bonwa gareng ga metse le mo teng ga yone, ka go dira jalo go tokafatsa ditiro tsa ikonomi le go tlhomamisa pabalesego mo ditseleng, segolo jang mo baneng ba sekolo ka nako ya maemo a loapi a a sa siamang. | | | | | | | | | | |
| **Dikgolagano le maiteko a mangwe a tlhabololo:** | Porojeke eno e tsamaelana le IDP ya Mmasepala wa Selegae wa Rustenburg tsebe 444, e e tlhophelng go agiwa (ka mokwakwa) le go tlhokomela ga ditsela tsa mo teng ga motse wa r Luka jaaka nngwe ya diporojeke tse di tshwanetseng go dirwa go tshwaraganwe le lefapha la RLM la ditsela le dipalamo. | | | | | | | | | | |
| **Leano la go tsweledisa:** | Go tla dirwa dithulaganyo tsa go tshegetsa ka nako ya fa go dirwa tsela go tlhomamisa gore dikgwebo tsa mo lefelong leo le babereki di nna le seabe. Porojeke eno e tla rolelwa | | | | | | | | | | |







## *Lenaanethalo 3.9.5 Go Agiwa ga Community Center kwa Phokeng*

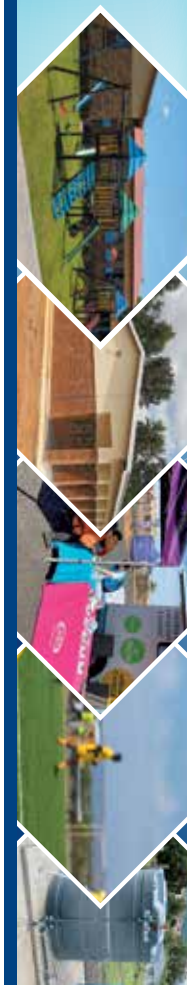
<table>
<tr><td>Leina la porojeke:</td><td colspan="2">Go Agiwa ga Community Centre kwa Phokeng</td><td colspan="2">Go tlhalosiwa ga porojeke</td><td colspan="4">Kago</td></tr>
<tr><td>Thaloso</td><td colspan="7">Ka nako ya go tsaya karolo ga morafe kwa Phokeng, go ne ga gatelelwa gore lefelo la boitlosobodutu la morafe le tlhokega jaaka setlapele. Holo ya morafe e e neng e ntse e le teng e fetotswe go nna sekolo sa IT ke Royal Bafokeng Administration (RBA), go tlogela morafe o sena lefelo le le kgethegileng la dikopano tsa batho le la ditiro tsa go itlosa bodutu.<br><br>Porojeke e e tshitshinngwang eno e akaretsa go agiwa ga lefelo le lesha la setšhaba le le tla nnang lefelo la ditiragalo tsa setšhaba, dikopano le ditiro tse dingwe. Boikaelelo jwa setheo seno ke go rotloeletsa go tshwaragana ga batho ka go ba naya lefelo le maloko a setšhaba a ka kopanang mo go lone, go tsaya karolo mo ditiragalong, le go dira ditiro tse di farologaneng tsa boitlosobodutu. Lefelo leno le tla dirwa gore le go kgonwe go direla ditiro tse di farologaneng mo go lone, go tlhomamisa gore le tshwanelegela dilo tse di farologaneng tse setšhaba sa Phokeng di se tlhokang.</td></tr>
<tr><td colspan="2">Ke mang yo o simolotseng porojeke eno:</td><td colspan="2">Mmasepala wa Selegae wa Rustenburg</td><td colspan="2">Dinomoro tsa GPS</td><td colspan="2">25°36'20.96"S, 27°15'05.42"E</td></tr>
<tr><td rowspan="2">Lefelo le porojeke e leng mo go lonet:</td><td>Mmasepala wa Kgaolo:</td><td>Mmasepala wa selegae:</td><td>Leina la Motse le la Kgotla:</td><td>Letlha la tshimololo ya porojeke:</td><td>Letha la bokhutlo jwa porojeke:</td><td colspan="3">Ditiro</td><td>+/-80</td></tr>
<tr><td>Bojanala Platinum</td><td>Rustenburg</td><td>Phokeng, Ward 4</td><td>FY 2026</td><td>FY 2027</td><td>Basadi</td><td>Ga e itsiwe</td><td>Basna</td><td>Ga go itsiwe</td></tr>
<tr><td rowspan="4">Tlhagisotiro</td><td>Lefelo la tiro ya botlhokwa:</td><td>Sesupi sa tiro ya botlhokwa:</td><td>Setheo se se ikarabelelang:</td><td>FY 2024</td><td>FY 2025</td><td>FY 2026</td><td>FY 2027</td><td>FY 2028</td><td>Bajete Yotlhe:</td></tr>
<tr><td rowspan="3">Community centre e e kgonng go dirisiwa ya morafe wa Phokeng</td><td>Community Centre<br>Mafelo a boithusetso Khišhine<br>Lefelo la Ofisi<br>Boemisetso jwa Dikoloi jo bo Mokwakwa<br>Legora le le dikologang.</td><td rowspan="3">Impala Platinum Limited le Morafe</td><td>0,00</td><td>0,00</td><td>R5 040 195</td><td>R3 561 738</td><td>0,00</td><td>R8 601 934</td></tr>
<tr><td colspan="5">Tsa botlhokwa tse di tshwanetseng go dirwa go ya ka nako e e beilweng</td><td rowspan="2"></td></tr>
<tr><td colspan="3">· Thulaganyo le Selekanyo sa Tiro (EIA fa go tlhokega)<br>· Go ntsha dithendara le katlholo<br>· Tshimololo ya ditiro</td><td colspan="2">· Tlhatlhobo<br>· Go rolelwa</td></tr>
<tr><td>Nako ya magareng:</td><td colspan="7">Porojeke eno e batla go nna le dikonteraka le go thapa batho ba lefelo leno ba ba sa berekeng ba mo morafeng o moepo o leng mo go one..</td></tr>
<tr><td>Nako e telele:</td><td colspan="7">Di-Community Centre di thusa go aga baagi ba ba maatlla, ba ba itekanetseng le ba ba matlhagatlhaga le go rotloeletsa go tshwaragana ga batho mo metseng</td></tr>
<tr><td>Dikgolagano le maiteko a mangwe a tlhabololo:</td><td colspan="7">Porojeke eno e dumalana le IDP ya Mmasepala wa Selegae wa Rustenburg tsebe 448, e e bontshang gore go tlhokega community centre kgotleng eno.</td></tr>
<tr><td>Leano la go tsweledisa:</td><td colspan="7">Porojeke eno e tla rulaganyediwa ke moepo le Royal Bafokeng Administration (Infraco) gore e agiwe sentle le go tlhomamisiwa gore dikago tseno di dirisiwa ka botlalo. Go tla dirwa dithulaganyo tsa go tshegetsa ka nako ya fa go dirwa tsela go tlhomamisa gore dikgwebo tsa mo lefelong leo le babereki di nna le seabe.</td></tr>
<tr><td>Letlha la go fetsa tiro le thulaganyo ya go rola porojeke:</td><td colspan="7">Fa porojeke eno e se na go wediwa e tla rolelwa mmasepala mmogo le badirammogo le yone ba tlhabololo, e leng Royal Bafokeng Administration gore ba dire tiro e e tswelelang ya botsamaisi le tlhokomelo ya kago eno. gareng ga Impala Limited le Mmasepala wa Selegae wa the Rustenburg di tla bo di le teng ka nako ya go rolela tiro.</td></tr>
</table>

## *Lenaanethalo 3.9.6 Go agiwa ga ditsela tsa mo teng ga motse wa Phokeng*

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Leina la porojeke** | **Go agiwa ga ditsela tsa mo teng ga** | | | **Go tlhalosiwa ga porojeke:** | | | **Kago** | | | |
| **Tlhaloso:** | During public participation in Phokeng, it was highlighted that the community requires proper internal roads to ensure easy access and usability, ka nako ya maemo a bosa a a maswe. Ditsela tse di leng teng gone jaanong ke tsa mmu o o sa kitlanang o gantsi o nang le dikhuti mme go nna thata go tsamaya mo go one. Segolobogolo ka paka ya dipula fa go nna thata go tsamaya mo go tsone, di kgoreletsa pharakano ya dikoloi le ya batsamaya ka dinao.<br><br>Go rarabolola mathata ano, moepo o rulaganyetsa go dira gore ditsela tse di mo teng ga one e nne tsa mokwakwa, ka boikaelelo jwa go tokafatsa maemo a ditsela ka kakaretso. Ka dilo tse di tla dirisiwang go dira mokwakwa go tla akanyediwa go sa tlwaelega ga lefatshe la motse ono go tlhomamisa gore tsela e tsaya nako e telele e sa senyege. Porojeke eno e tsepamisitse mogopolo mo go tokafatseng pabalesego ya baagi, pabalesego ya dirori le tshireletsego ya bana ba ba tsenang sekolo, go dira gore baagi ba Phokeng ba nne le dikago le ditsela tse di babalesegileng le tse di ikanyegang. | | | | | | | | | |
| **Ke mang yo o simolotseng porojeke eno:** | Mmasepala wa Selegae wa Rustenburg | | | **Dinomoro tsa GPS:** | | | 25°35'53.20"S, 27° 8'14.26"E | | | |
| **Lefelo le porojeke e leng mo go lone:** | **Mmasepala wa kgaolo:** | **Mmasepala wa selegae:** | **Leina la Motse le Kgotla:** | **Porojeke e a simolola:** | | **Porojeke e a fela:** | | **Ditiro** | | **+/-50** |
| | Bojanala Platinum | Rustenburg | Phokeng, Kgotla 6 | FY 2027 | | FY 2028 | | Basadi | Ga go itsiwe Banna | Ga go itsiwe |
| **Tlhagisotiro** | **Lefelo la tiro ya botlhokwa:** | **Sesupi sa tiro ya botlhokwa:** | **Setheo se se ikarabelelang:** | **FY 2024** | **FY 2025** | **FY 2026** | **FY 2027** | **FY 2028** | | **Bajete Yotlhe:** |
| | Tshireletsego e e tokafaditsweng y ya batsamaya ka dinao le ya dikoloi | 13 km ya Ditsela tsa mokwakwa tse di tshwailweng | Impala Platinum Limited le morafey | 0,00 | 0,00 | 0,00 | R5 191 401 | R8 254 327 | | **R13 445 727** |
| | | | | **Tsa botlhokwa tse di tshwanetseng go dirwa go ya ka nako e e beilweng** | | | | | | |
| | | | | · Thulaganyo le Selekanyo sa Tiro (EIA fa go tlhokega)<br>· Go ntsha dithendara le katlholo<br>· Tshimololo ya ditiro | | | | | Tlhatlhobo le tshimololo ya tiro fa go tlhokega)<br>Go rolelwa tiro | | |
| **Nako e e magareng:** | Porojeke eno e batla go nna le dikonteraka le go thapa batho ba lefelo leno ba ba sa berekeng ba mo morafeng o moepo o leng mo go one. | | | | | | | | | |
| **Nako e telele:** | Go tokafatsa kgono ya go tsena mo gare ga metse le mo teng ga yone, ka go dira jalo go tokafatsa ditiro tsa ikonomi le go tlhomamisa pabalesego mo ditseleng, segolo jang mo baneng ba sekolo ka nako ya maemo a loapi a a sa siamang. | | | | | | | | | |
| **Dikgolaganо le maiteko a mangwe a tlhabololo:** | Porojeke eno e tsamaelana le IDP ya Mmasepala wa Selegae wa Rustenburg tsebe 448, e e rulaganyetsang go dirwa ga (mokwakwa) le go tlhokomela ditsela tse di tsenang mo teng ga in Phokeng motse wa Phokeng e e nngwe ya diporojeke tse di tshwanetseng go dirwa go dirisanngwa le lefapha la ditsela le dipalamo. | | | | | | | | | |
| **Leano la go tsweledisa:** | Go tla dirwa dithulaganyo tsa go tshegetsa ka nako ya fa go dirwa tsela go tlhomamisa gore dikgwebo tsa mo lefelong leo le babereki di nna le seabe. Porojeke eno e tla rolelwa Royal Bafokeng Administration e le bomphato le lefapha la ditsela le dipalamo gore e nne yone e e e laolang le go e tlhokomela. | | | | | | | | | |
| **Letlha la go fetsa tiro le thulaganyo ya go rola porojeke:** | Fa porojeke eno e sena go wediwa, e tla rolelwa Royal Bafokeng Administration gore e tswelele ka go e laola le go e tlhokomela, e le bomphato le badirimmogo ba bone ba tlhabololo ba ba tshwanang le lefapha la mmasepala wa Ditsela le Dipalamo. MoU gareng ga Impala Platinum Limited le Mmasepala wa Selegae wa Rustenburg di tla bo di le teng ka nako ya go rolela porojeke | | | | | | | | | |







## *Lenaanethalo 3.9.7 Go baakanngwa le go atolosiwa ga dikago tsa Keledi Secondary School*

Go tlhomiwa ga ditanka tsa go beeletsa metsi a pula le kgolagano ya megala kwa W.M Ranuga Senior Primary School (Lefelo le le Romelang Babereki)

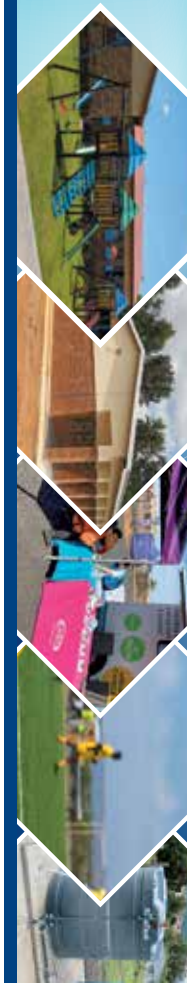
| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Leina la porojeke:** | **Go baakanngwa le go atolosiwa ga dikago tsa Keledi Secondary School** | | | **Go tlhalosiwa ga porojeke:** | | | **Tiro:** | | | | |
| **Tlhaloso** | Ka nako ya ditherisano le metse e moepo o leng mo go yone, moepo o ne wa bolelelwa ka dikgwetlho dingwe malebana le dikago tsa sekolo mo metseng eo. Keledi Secondary School, ,se pele e e neng e le sekolo se segolwane se se neng se tsenwa ke bana ba merafe e e neng ya tshwarwa ka letsogo la molema mo nakong e e fetileng ba motse wa Kgale, Bobuanja, Lefaragatlhe, le go fitlha kwa Chaneng, Robega, Motse wa Rasimone le wa Freedom Park. Mo nakong eno sekolo seno ga se na dikago tse di lekaneng tsa go tshola palo ya baithuti le barutabana ba ba rutang mo sone. Dikago tse di leng teng mo nakong eno di senyegile mme di tlhoka go baakanngwa. Sekolo seno se na le baithuti ba ka nna 823 le barutabana ba le 26 ba ba rutang mo metseng e e mo tikologong.<br><br>Mogokgo o ne a kwalela Impala lekwalo ka 2021 a kopa gore go thusiwe ka go baakanya dikolo. Mo godimo ga moo, ka nako ya ditherisano le Lefapha la Thuto, sekolo sa Keledi Secondary School se ne sa kopelwa gore se akanyediwe gore se thusiwe le go tshegediwa ka SLP 4. Boikaelelo jwa porojeke eno ke gore go agiwe diphaposiborutelo di le 4 di na le matlwana a boithusetso le ofisi ya babereki, go tlhabololwe laborathori ya saense le lebala la metshameko. Seno se direlwa go tokafatsa matshelo le boleng jwa thuto ya bana. | | | | | | | | | | |
| **Ke mang yo o simolotseng porojeke eno:** | | Mmasepala wa Selegae wa Rustenburg | | **Dinomoro tsa GPS** | | | 25°36'20.96"S, 27°15'05.42"E | | | | |
| **Lefelo le porojeke e leng mo go lone:** | **Mmasepala wa Kgaolo:** | **Mmasepala wa Selegae:** | **Leina la Motse le Kgotla:** | **Letlha le tshimololo ya porojeke:** | **Letlha la bokhutlo jwa porojeke:** | **Ditiro** | | | **+/-80** | | |
| | Bojanala | Rustenburg | Phokeng, Kgotla 5 | FY 2026 | FY 2027 | Basadi | Ga go itsiwe | Banna | Unknown | | |
| **Tlhagisotiro:** | **Lefelo le tiro ya botlhokwa:** | **Sesupi sa tiro ya botlhokwa:** | **Setheo se se ikarabelelang:** | **FY 2024** | **FY 2025** | **FY 2026** | **FY 2027** | **FY 2028** | **Bajete Yotlhe:** | | |
| | · Dikago tse di tokafaditsweng tsa sekolo.<br><br>· Go fokotsa go tlala thata ga bana mo tlelaseng.<br><br>· Lefelo le le botoka la go ruta/go ithuta ga barutwana le barutabana. | · Go aga diphaposiborutelo tse 4 tse dingwe di na le mafelo a boithusetso le paposi ya babereki.<br><br>· Ntšhafatso ya Laborathori.<br><br>· Ntšhafatso ya Laborathori | Impala Platinum Limitedle Morafe | 0,00 | 0,00 | R 6 488 591 | R 8 406 330 | 0,00 | **R 14 894 921** | | |
| | | | | **Tsa botlhokwa tse di tshwanetseng go dirwa go ya ka nako e e beilweng** | | | | | | | |
| | | | | · Thulaganyo le Selekanyo sa Tiro (EIA fa go tlhokega)<br>· Go ntsha dithendara le katlholo<br>· Tshimololo ya ditiro | | | · Tlhatlhobo le tshimololo ya tiro<br>· Go rolela tiro | | | | |



IMPALA
Member of the Implats Group

## *Lenaanethalo 3.9.8 Go tlhomiwa ga ditanka tsa go beeletsa metsi a pula le kgolagano kwa W.M Ranuga Senior Primary School (Lefelo le le Romelang Babereki)*

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Leina la porojeke:** | **Go tlhomiwa ga ditanka tsa go beeletsa metsi a pula le kgolagano kwa W.M Ranuga Senior Primary School (LSA)** | | | **Tlhaloso ya porojeke:** | **Kago** | | | | | | |
| **Thaloso:** | Ka 2015 Lefapha la Thuto ya Motheo le ne la ntsha pego e e bontshang gore 3% ya dikolo di ne di se na metsi le thulaganyo ya go tlosa leswe la matlwana a boithusetso. dikolong ka bontsi mo mmasepaleng ono se santse se le maswe. Mo pegong ya tshekatsheko re bone gore ga go na dipompo tsa metsi mo lefelong leno. Go ya ka Lefapha la Thuto (DoE) le bontsha gore moithuti mongwe le mongwe o tlhoka dilitara di le 5 ka letsatsi (go se na matlwana a boithomelo a a tlhatswang leswe) se se dirang gore go tlhokege dilitara di le 100 ka letsatsi (malatsi a le 20 a sekolomo kgweding). Ka ntlha ya baithuti ba le 116 ba ba kwadisitsweng mo sekolong ka nako ya tshekatsheko ya seno, go tlhokega palogotlhe ya dilitara di le 11600 ka kgwedi..<br><br>Porojeke eno e batla go rarabolola dikgwetlho tsa bothata jwa metsi ka go tlhoma ditsamaiso tsa go belela metsi a pula le go oketsa dilo tsa go boloka metsi go thusa go fokotsa dikgwetlho tsa bothata jwa metsi. | | | | | | | | | | |
| **Who initiated the project:** | Mnasepala wa Selegae wa Mhlontlo | | | **Dinomoro tsa GPS10 03 2025** | 31°21'12.4"S 28°30'50.7"E | | | | | | |
| **Ke mang yo o simolotseng porojeke eno:** | **Mmasepala wa Kgaolo:** | **Mmasepala wa Selegae:** | **Leina la Motse le la Kgotl name and Ward:** | **Letlha la tshimololo ya porojeke:** | **Letlha la bokhutlo jwa porojeke:** | **Ditiro** | | | | | **+/-15** |
| | O.R. Tambo | Mmasepala wa Selegae wa Mhlontlo | Tolweni / Tsolo | FY 2027 | FY 2027 | Basadi | Ga go itsiwe | Banna | Ga go itsiwe | | |
| **Tlhagisotiro** | **Lefelo la tiro ya botlhokwa:** | **Sesupi sa tiro ya botlhokwa** | **Setheo se se ikarabelelang:** | **FY 2024** | **FY 2025** | **FY 2026** | **FY 2027** | **FY 2028** | **Bajete Yotlhe:** | | |
| | ITokafatsa letlhoko la metsi ka ditanka tse di beeletsang metsi a pula le tse dingwe tsa go a boloka | · Ditanka tsa go beeletsa metsi a pula le kgolaganyo<br><br>· Motswedi wa metsi a a nowang | Impala Platinum Limited le Morafe | 0,00 | 0,00 | 0,00 | R1 509 039 | 0,00 | **R1 509 039** | | |
| | | | | **Tsa botlhokwa tse di tshwaneteng go dirwa go ya ka nako e e beilweng** | | | | | | | |
| | | | | · Thulaganyo le Bogolo<br>· Go ntsha dithendara le katlholo<br>· Tshimololo ya ditiro<br>· Tlhatlhobo le go rolelwa | | | | | | | |
| **Nako e e magareng:** | Porojeke eno e batla go nna le dikonteraka le go thapa batho ba lefelo leno ba ba sa berekeng ba mo morafeng o moepo o leng mo go one | | | | | | | | | | |
| **Nako e telele:** | Go kgona go tsena mo go tokafaditsweng mo lefelong le le siametseng go ithuta | | | | | | | | | | |
| **Dikgolagano le maiteko a mangwe a tlhabololo:** | Porojeke eno e tumalanong le ditlhokego tse di tlhophilweng ke Lefapha la Thuto mo porofenseng | | | | | | | | | | |
| **Leano la go tsweledisa:** | Go tla tlhamiwa ditheo tsa tshegetso go tlhomamisa gore dikgwebo tsa lefelo leno le babereki ba nna le seabe. Porojeke eno e tla rolelwa Lefapha la Thuto gore le e laole le go e tlhokomela.. | | | | | | | | | | |
| **Letlha la go fetsa tiro le thulaganyo ya go rola porojeke:** | Fa porojeke eno e sena go wediwa, e tla rolelwa Lefapha la Thuto gore le tswelele ka go laola kago eno le go e tlhokomela. MoU gareng ga Impala Platinum Limited le Lefapha la Thuto di tla bo di le teng pele ga nako ya go rolelwa porojeke. | | | | | | | | | | |



## Lenaanethalo 3.9.9 Go thubiwa ga matlo a mmu le go aga diphaposiborutelo di le 5 le kago ya botsamaisi kwa Sikitini Primary School (Lefelo le le Romelang Babereki)

| | | | |
|---|---|---|---|
| **Leina la porojeke:** | **Go thuba le go aga diphaposiborutelo tse dingwe di le 5 le kago ya botsamaisi kwa Sikitimi Primary School (LSA)** | **Go tlhalosiwa ga porojeke:** | **Kago** |
| **Background:** | Ka 2015, Lefapha la Thuto ya Motheo le ne la ntsha pego e e bontshang gore 3% ya dikolo di ne di se na metsi le ntsholeswe ya matlwana a boithusetso mo lefelong leo. Seemo sa mo dikolong di le dintsi gompieno di santse di le mo seemong se se maswe. Tshekatsheko ya bosheng ya ditlhokego tsa Sikitini Primary gape e supile gore diphaposi tsa borutelo tse di leng teng ke matlo a mmu, gape go santse go tlhokega dikago tse dingwe tsa botlhokwa.<br><br>Porojeke eno e ikaeletse go rarabolola ditlhaelo tseno ka go aga diphaposi tsa borutelo di le tlhano le kago ya Botsamaisi, matlwana a boithomelo a VIP, le go tlhoma ditsamaiso tsa go gelela metsi a pula gammogo le go tokafatsa bokgoni jwa go boloka metsi go thusa go fokotsa dikgwetlho tsa tlhaelo ya metsi. | | |
| **Ke mang yo o simolotseng porojeke eno:** | Mmasepala wa Selegae wa Ngquza Hill | **Dinomoro tsa GPS:** | 25°36'20.96"S, 27°15'05.42"E |

| **Lefelo le porojeke e leng mo go lone:** | **Mmasepala wa Kgaolo:** | **Mmasepala wa Se Municipality:** | **Leina la Motse le Kgotla:** | **Letlha la tshimololo ya porojeke:** | **Letlha la bokhutlo jwa porojeke:** | **Ditiro** | | | **+/-50** |
|---|---|---|---|---|---|---|---|---|---|
| | O.R. Tambo | Ngquza Hill | Flagstaff | FY 2026 | FY 2027 | Basadi | Ga go Itsiwe | Banna | Ga go itsiwe |

| | **Lefelo la tiro ya botlhokwa:** | **Sesupi sa tirop ya botlhokwa:** | **Setheo se se ikarabelelang:** | **FY 2024** | **FY 2025** | **FY 2026** | **FY 2027** | **FY 2028** | **Bajete Yotlhe:** |
|---|---|---|---|---|---|---|---|---|---|
| **Tlhagisotiro** | · ITokafatsa letlhoko la metsi ka go gelela metsi a pula<br><br>· Dira gore go nne le lefelo la go ithuta<br><br>· Go dira gore go nne le lefelo le le sireletsegileng la babereki ba mo sekolong. | · Go thuba dikago tsa diphaposiborutelo tsa mmu<br><br>· Go aga diphaposiborutelo di le 5 tsa ditena<br><br>· Kabo ya botsamaisi<br><br>· Tljoma ditanka tse di gelelang metsi a pula<br><br>· Tsenya motswedi wa metsi a a nowang<br><br>· Go aga matlwana a boithusetso a VIP | Impala Platinum Limited le Morafe | 0,00 | 0,00 | R6 682 376 | R5 795 442 | 0,00 | **R12 477 818** |
| | | | | **Tsa botlhokwa tse di tshwanetseng go dirwa go ya ka nako e e beilweng** | | | | | |
| | | | | Thulaganyo le Selekanyo sa Tiro (EIA fa go tlhokega)<br><br>Tendering and adjudication | | | · Tlhatlhobo le tshimololo ya tiriso<br><br>· Go rolelwa porojeke | | |

| | |
|---|---|
| **Nako e e magareng** | Porojeke eno e batla go nna le dikonteraka le go thapa batho ba lefelo leno ba ba sa berekeng ba mo morafeng o moepo o leng mo go one. |
| **Nako e telele:** | Go kgona go tsena mo go tokafaditsweng mo lefelong le le siametseng go ithuta. |
| **Dikgolagano le maiteko a mangwe a tlhabololo:** | Porojeke eno e tumalanong le ditlhokego tse di tlhophilweng ke Lefapha la Thuto mo porofenseng |
| **Leano la go tsweledisa:** | Go tla tlhamiwa ditheo tsa tshegetso go tlhomamia gore dikgwebo tsa lefelo leno le babareki ba nna le seabe. Porojeke eno e tla rolelwa Lefapha la Thuto gore le e laole le go e tlhokomela. |
| **Letlha la go fetsa tiro le thulaganyo ya go rola porojekee:** | Fa porojeke eno e sena go wediwa, e tla rolelwa Lefapha la Thuto gore le tswelele ka go laola kago eno le go e tlhokomela. MoU gareng ga Impala Platinum Limited le Lefapha la Thuto di tla bo di le teng pele ga nako ya go rolelwa porojeke. |





## *Lenaanethalo 3.9.10 Kago ya Boapeelo, Bopakelo jwa Dikoloi, le legora kwa Sekhing Primary School (Lefelo le le Romelang Babereki)*

<table>
<tr><td>Leina la porojeke:</td><td colspan="3">Go agiwa ga Boapeelo, Bopakelo jwa Dikoloi le legora kwa Sekhing Primary School. (LSA)</td><td>Tlhaloso ya porojeke:</td><td colspan="4">Kago</td></tr>
<tr><td>Tlhaloso:</td><td colspan="7">Ka 5 Ferikgong 2024, go ne ga amogelwa kopo ya thuso go tswa kwa sekolong le kwa Setlhopheng se se Laolang sa Sekolo (SGB), ba kopa thuso ya go aga dikagole ditsela tsa sekolo.<br>Following a physical inspection of the school and a meeting held with the school leadership, the SGB le Masepala wa selegae, go ne ga tlhomamisiwa gore go tla dirwa tiro e e botlhokwa thata ya go dira gore go nne le petse ya metsi, legora le le dikaganyeditseng, bopakelo jwa dikoloi, le go aga ntlwana ya boapeelo jo bosha jwa sekolo. Tiro ya porojeke eno e tla remelela mo go rarabololeng dikgato tse di botlhokwa tseno go tokafatsa tikologo ya go ithuta, go gatelelwa thata boitekanelo le ntsholeswe ya matlwana a boithomelo.</td></tr>
<tr><td colspan="2">Ke mang yo o simolotseng porojeke eno:</td><td colspan="2">Mmasepala wa Kgaolo wa Dr Ruth Segomotsi Mompati</td><td>Dinomoro tsa GPS</td><td colspan="3">25°36'20.96"S, 27°15'05.42"E</td></tr>
<tr><td rowspan="2">Lefelo le porojeke e leng mo go lone:</td><td>Mmasepala wa Kgaolo:</td><td>Mmasepala wa Selegae:</td><td>Leina la Motse le Kgotla:</td><td>Letlha tshimololo ya porojeke:</td><td>Letlha la bokhutlo jwa porojeke:</td><td colspan="2">Ditiro</td><td>+/-15</td></tr>
<tr><td>Mmasepala wa Kgaolo wa Dr Ruth Segomotsi Mompati</td><td>Mmasepala wa Selegae wa Greater Taung</td><td>Sekhing</td><td>FY 2026</td><td>FY 2027</td><td>Basadi<br>Ga go itsiwwe</td><td>Banna</td><td>Ga go itsiwe</td></tr>
<tr><td rowspan="3">Tlhagisotiro:</td><td>Lefelo la tiro ya botlhokwa:</td><td>Sesupi sa tiro ya botlhokwa:</td><td>Setheo se se ikarabelelang:</td><td>FY 2024</td><td>FY 2025</td><td>FY 2026</td><td>FY 2027</td><td>FY 2028</td><td>Bajete Yotlhe:</td></tr>
<tr><td>· Go tlamela sekolo ka metsi a a sa kgaotseng Go tswa mo sedibeng se se borilweng<br>· Go ikobela ditaelo tsa pholo le ditekanyetso tsa tshireletsego mo boapeelong jo bosha jwa sekolo<br>· Improvement in school security</td><td>· Boapeelo jo bosha jwa sekolo<br>· Legora le le dikologang<br>· Borehole equipment and additional storage tanks<br>· Boemisetso jwa dikoloi</td><td>Impala Platinum Limited le Morafe</td><td>0,00</td><td>0,00</td><td>R3 574 377</td><td>R2 525 893</td><td></td><td>R6 100 270</td></tr>
<tr><td colspan="9">Tsa botlhokwa tse di tshwaneteng go dirwa go ya ka nako e e beilweng<br>· Thulaganyo le Bogolo jwa Tiro<br>· Go ntsha dithendara le katlholo<br>· Tshimololo ya ditiro<br>· Tlhatlhobo<br>· Go rolelwa porojeke</td></tr>
<tr><td>Nako e e magareng:</td><td colspan="7">Porojeke eno e batla go nna le dikonteraka le go thapa batho ba lefelo leno ba ba sa berekeng ba mo morafeng o moepo o leng mo go one..</td></tr>
<tr><td>Nako e telele:</td><td colspan="7">Go kgona go tsena mo go tokafaditsweng mo lefelong le le siametseng go ithuta</td></tr>
<tr><td>Dikgolagano le maiteko a mangwe a tlhabololo:</td><td colspan="7">Porojeke eno e tumalanong le ditlhokego tse di tlhophilweng ke Lefapha la Thuto mo porofenseng</td></tr>
<tr><td>Leano la go tsweledisa</td><td colspan="7">Go tla tlhamiwa ditheo tsa tshegetso go tlhomamia gore dikgwebo tsa lefelo leno le babareki ba nna le seabe. Porojeke eno e tla rolelwa Lefapha la Thuto gore le e laole le go e tlhokomela.</td></tr>
<tr><td>Letlha la go fetsa tiro le thulaganyo ya go rola porojeke:</td><td colspan="7">Fa porojeke e sena go wediwa, e tla rolelwa Lefapha la Thuto gore le tswelele pele le laola le go tlhokomela dikago le ditsela tseno. . MoU gareng ga Impala Platinum Limited le Lefapha la Thuto di tla bo di le teng pele ga nako ya go rolelwa ga porojeke.</td></tr>
</table>

## *Lenaanethalo 3.9.11 Go Tshegetsa Porojeke ya Temothuto ya the Cofimvaba Lefelo le le Romelang Babereki)*

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| **Leina la Porojeke:** | **Go Tshegetsa Porojeke ya Temothuto ya Cofimvaba. (LSA)** | | | **Tlhaloso ya porojeke:** | | **Go dira lotseno** | | | |
| **Tlhaloso:** | Porojeke ya mmidi ya Mcambalala kwa Cofimvaba e ne ya emisa go nna le thobo ka 2018 ka ntlha ya go senyega ga legora la yone le dikgwetlho tse beng ba leruo ba neng ba lebana le tsone.Impala Platinum e tlisitse legora le le ntša ka Phukwi 2024 le kopilwe ke Letona la Lefapha la Diminerale le Maatla, mo boemong jwa balemi ba mmidi ba Mcambalala. Balemirui jaanong ba batla go tswelela ka tiro ya bone ya temothuo koo legora la dikilometara tse 6 le neng la isiwa teng. Boikaelelo jwa legora leno ke go dira goretinue with their farming activity where the 6km fence was delivered. The project aims to build a go kgone go nna le mogolagang wa temo ya mmedi o o tla tlamelang balemi ba ka nna 70 le malapa a bone. | | | | | | | | |
| **Ke mang yo o simolotseng porojeke:eno:** | Ntsika Yethu Local Municipality | | | **Dinomoro tsa GPS:** | | 31° 89'29S 27°48'58E | | | |
| **Lefello le porojeke e leng mo go lone:** | **Mmasepala wa Kgaolo:** | **Mmasepala wa Selegae:** | **Leina la Motse le Kgotla:** | **Letlha la tshimololo ya porojeke:** | **Letlha la bokhutlo jwa porojeke:** | **Ditiro** | | | **+/-20** |
| | Mmasepala wa Kgaolo wa Chris Hani | Ngquza Hill | Cofimvaba | FY 2025 | FY 2028 | Basadi | Ga go itsiwe | Banna | Ga go itsiwe |
| **Tlhagisotiro** | **Lefelo la tiro ya botlhokwa:** | **Sesupi sa tiro ya botlhokwa:** | **Setheo se se ikarabelelang:** | **FY 2024** | **FY 2025** | **FY 2026** | **FY 2027** | **FY 2028** | **Bajete Yotlhe:** |
| | · Go Tlhamiwa ga Ditiro ka tlhabololo ya temothuo | · Tsweledisa balemi ba le 70 ba mmidi bas ba ka tsweledisiwang.<br>· Go naya ditshwaelo ka tlhagisotiro<br>· Go newa ga sedirisiwa sa temo go ya ka tshekatsheko ya se se tlhokiwang | Impala Platinum Limited, Kapa Botlhaba Lefapha la Temothuo le Tlhabololo ya Metseselegae ya le Morafe | 0,00 | R429 603 | R844 208 | R948 553 | R688 300 | R2 910 666 |
| | | | | **Tsa botlhokwa tse di tshwaneteng go dirwa go ya ka nako e e beilweng** | | | | | Lefapha la Temothuo le Tlhabololo ya Metseselegae (Department of Agriculture and Rural Development [DRDAR]) le naya katiso ya lefapha, bothomasekao, tshegetso ya setegenike ka kakaretso mo nakong yotlhe e ka karolo ya sekao sa bomphato – le e e newang ke Impala Platinum |
| | | | | | Tshekatsheko ya Setegeniki le ya ditlhoko<br>Dira tokumnte ya ditumalanao tsa kgwebo ya thekiso le theko b | Go naya balemi le badirisani-mmogo tshegetso ya setegenike | Tshekatsheko ya bofelo ya setegenike e e thailweng mo kgatelopeleng<br>Ditshwaelo tsa tlhagiso-dikuno ya go tlhagola diheketara tse 40. | Rolela DRDAR tiro ya tshegetso ya setegenike Sedirisiwa go ya ka tshekatsheko ya ditlhoko e tshwanetse go newa go tlhomamisa tsweledisi ya nako e telele ya ditiro tsa temothuo go ya ka tshekatsheko ya ditlhoko | |
| **Nako ya magareng:** | Boikaelel jwa Porojeke eno ke go tlhola ditiro mo setšhabeng sa selegae tsa temo ya mmidi go simolola ka diheketara di le 60 kwa legora le neng la fediwa teng. | | | | | | | | |
| **Nako e telele:** | Go tlhabolola dikgono tsa balemi ba mmidi ba ba ka tsweledisiwang ba ba ka atolosetsang ditiro tsa bone tsa temothuo go ya kwa lefatsheng le lengwe le le ka lengwang ereka go tla bo go na le madi a a abilweng. | | | | | | | | |
| **Dikgolagano le maiteko a mangwe a tlhabololo:** | Porojeke eno e dumalana le dilo tse Lefapha la Temothuo le Tlhabololo ya Metseselegae la Porofense eno le di tlhokang | | | | | | | | |
| **Togoleano ya Tswelediso:** | Porojeke eno e rulagantswe ka tsela e e tla dirang gore thuso ya botegeniki, go tokafadiwa ga maemo a kgwebo, go golaganngwa le mebaraka le badirammogo di kgone go tlhomamisa gore porojeke eno e tsweledisiwe ka lobaka lo loleele.<br>Gape go tla tlhophiwa ba ba tla nnang badirammogo fa porojeke e simologa gore ba tle ba kgone go thusana ka nako e telele. Go tla tlhamiwa Memorantamo wa Tumalano (MoU) o o tla tlhalosang ka botlalo kafa go rolelwa diporojeke le tswelediso ya nako e telele go tla dirwang ka teng.. | | | | | | | | |
| **Letlha la go fetsa tiro le thulaganyo ya go rola porojeke:** | Fa porojeke e sena go wediwa le go rolelwa balemi ba mmidi ba Mcambalala ka Sedimonthole 2028, Lefapha la Temothuo le Tlhabololo ya Metseselegae le tla tswelela go ba ema nokeng. MoU gareng ga Impala Platinum Limited le DRDAR e tla bo e le teng pele ga go rolelwa porojeke. | | | | | | | | |





## 3.6. MAEMO A MATLO LE BONNO

### *3.6.1. Seemo sa Matlo mo Nakong Eno kwa Impala Platinum Limited*

Impala Platinum Limited e dirile kgatelopele e e siameng thata ka togoleano la yone la matlo fa e sale le simololwa ka 2007. Go tloga ka nako eo, leano leno le ne la dumalanngwa le Molao wa puso wa Maemo a Matlo le Botshelo wa Intaseteri ya Diminerala wa 2019. Impala e simolotse go dira dithulaganyo tsa go nna mong wa matlo mme e atlegile go aga le go rekisetsa babereki diyuniti di le 3 795 le 10% batho fela ka nako ya go diragatsa leano la yone la matlo go simolola ka 2007.

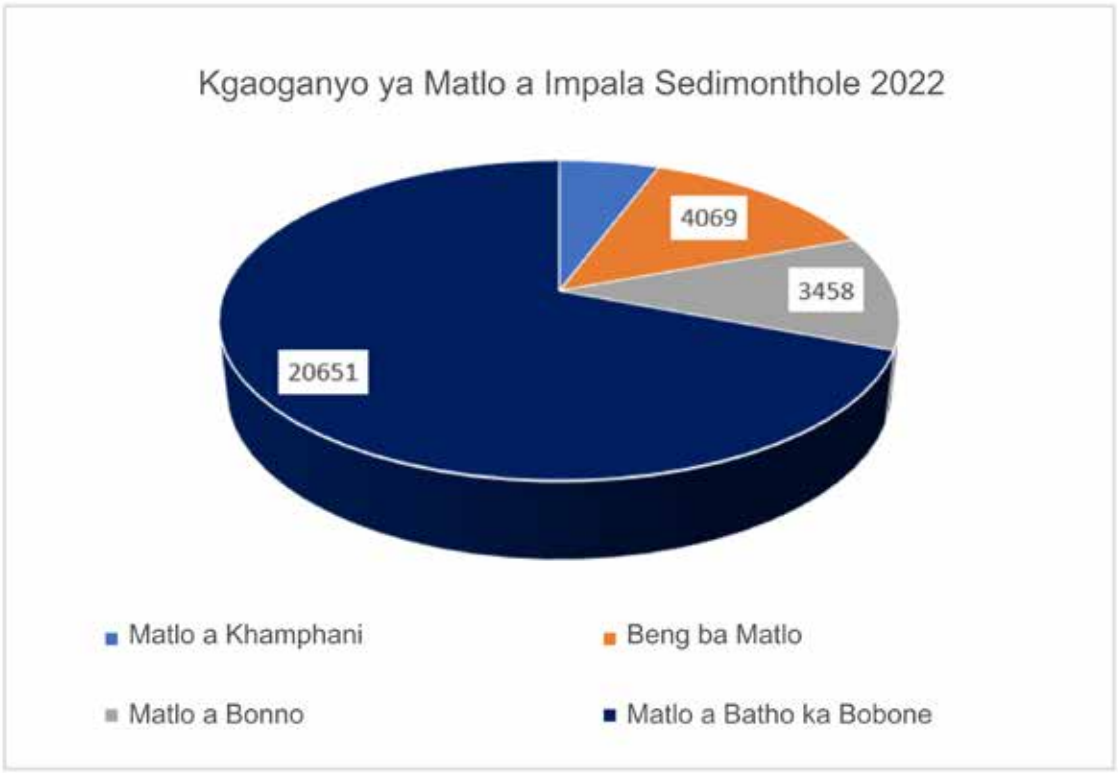
Impala e kgonne go fedisa lenaane la batho ba ba letetseng go nna le matlo ka go naya babereki matlo a a farologaneng mme ba remeletse thata mo goreng ba nne le matlo a bone. Seno se dirile gore Impala gape e rentisetse borakonteraka le batho fela matlo.

**Babereki ba dirisa mefuta e e farologaneng ya bonno jaaka:**

1. Matlo a a hirisiwang a a leng a khampani (Mofuta wa Matlo a Impala)
2. Dithulaganyo tsa go nna le matlo a bone se Impala e dirang gore go kgonege
3. Matlo a batho fela a mo re berekang teng le mo tikologong;
4. Dihosetele tse di fetotsweng go nna diyuniti tsa malapa tse di ka rentisiwang:
5. Matlo a a lekaneng motho a le mongwe kwa bonnong jwa batho mo kagong ya Impala Platinum Limited



*Setshwantsho 3.18.Matlo a  Impala*




## *3.6.2. Melaometheo ya Pholisi ya Matlo ya Impala Platinum Limited*

**3.6.2.1. Mafoko a boikaelelo**

Impala Platinum Limited e lemoga gore go thusa badiri ka bonno jo bo tshwanetseng ke karolo e e botlhokwa ya maitlamo a yone a go tokafatsa matshelo a batho mo mafelong a e dirang mo go one. Impala Platinum Limited e dumalana le kgopolo ya gore babereki ba tshwanetse go nna le bamalapa a bone mo tikologong e e ritibetseng, e e itekanetseng le e e sireletsegileng e go go ya tirong go seng kgakala thata. Sekgala seo sa go ya tirong se tlhomilwe go nna dikilometara di le masome a marataro (60) go tswa kwa lefelong la tiro.

**3.6.2.2. Boikaelelo**

Pholisi ya matlo e batla go naya moepo kaelo mabapi le go rulaganya gore go nne le matlo a a tshwanetseng, bonno, le dilo tse di amanang le go tokafatsa boitekanelo jwa babereki mme ka tsela eno go thusa gore go kgonege go diragatsa maikaelelo ka kakaretso a kgwebo ya Impala Platinum Limited.



#### 3.6.2.3. Dikaelo

Tsela e Impala Platinum Limited e dirisanang le kgang ya matlo ka gone ke go dira gore go nne le dilo tse di tla dirang gore babereki ba kgone go tlhopha bonno ka gone ka tsela e e siameng. Ditogamaano tsa tiro malebana le matlo le bonno di setse di tlhomilwe go ya ka thulaganyo e e:

- Rotloeletsang babereki go nna le matlo a bone le go ba thusa gore ba nne beng ba matlo.
- Tlhomamisang gore babereki ba matlo a motho a le mongwe ba nne ba le bosi mo diphaposing.
- Thibelang le/kgotsa sa kgothaletseng go agiwa ga mekhukhu mo lefelong le khamphani e dirang mo go lone ka go naya babereki matlo a a seng tlhwatlhwagodimo a ba ka a tlhophang.

#### 3.6.2.4. Melaometheo

Melaometheo ya botlhokwa e e kaelang togamaano eno ya matlo a a ka kgonwang, fa go ntse go dirwa ditiro tse di farologaneng, e akaretsa:

- Moepo ono o tla nna o ntse o le mothapi yo o nang le maikarabelo yo o tla tlhomamisang gore babereki ba nna le mafelo a bonno a a siameng sentle le go thusa babereki go nna beng ba matlo fa go kgonega;
- Le fa moepo o dirisa matlo a le mabedi (2) a batho ba bong bo le bongwe a go nnang motho a le mongwe mo phaposing nngwe le nngwe, go dumelwa gore a tla tlhokomelwa gore a nne a ntse a le siame sentle;
- Pholisi ya moepo ya matlo e tsamaisana le go ngokiwa ga babereki, dituelo, mananeo a tlhabololo ya ikonomi ya selegae le Maemo a Matlo le a Botshelo a Indaseteri ya Diminerale. Seno se direlwa go tlhomamisa gore go nna le tsela e e akaretsang dilo tse dintsi fa go ntse go dirwa ditiro tse di farologaneng le go thusa gore go nne le tharabololo e e tla nnelang ruri le fa moepo o sa tlhole o bereka.

### *3.6.3. Thulaganyo ya Togomaano*

Impala Platinum Limited e tshegetsa Molao wa Matlo le Maemo a Botshelo wa 2019 wa Intaseteri ya Dimenerale wa Pusong ya Naga go tlhomamisa gore go agiwa ditoropo tse di nnelang ruri go na le metsana ya meepo. Ka lebaka leno, thulaganyo ya leano la Moepo la go direla babereki ba one matlo le akaretsa:



#### 3.6.3.1. Thuso ya madi ya ba ba nnang kgakala

Khampani eno e naya babereki botlhe ba yone madi a go ba thusa gore ba nne le bonno jo bo siameng.

#### 3.6.3.2. Matlo a Motho a le Mongwe

Impala Platinum Limited e naya bonno jwa motho a le mongwe mo matlong a yone a a fetotsweng go nna a batho ba le 2 a a kgonang go nna bonno jwa babereki ba le 4 000 ba ba sa nyalang motho a le mongwe phaposi nngwe le nngwe.

#### 3.6.3.3. Maiteko a gore batho ba nne le matlo a bone

Impala Platinum e dumela mo botshelong jwa tlholego jwa lelapa mme e rotloetsa batho go nna le matlo a bone ka mo go ka kgonegang ka teng go tlhomamisa gore babereki ba nna le ba malapa a bone mo matlong a a siameng. Impala Platinum e thusa babereki ba yone ba ba rekang matlo ka madi mo thulaganyong ya rona ya go nna beng ba matlo mme ba sa duele morokotso. Boikaelelo ka thulaganyo eno ke go rulaganyetsa babereki go re ba kgone go nna le madi a a tshwanetseng, mo ditheong tsa ditšhelete, gore ba kgone go reka matlo a a tshwanetseng le go nna beng ba matlo mo lefapheng le le tlhomameng. Pholisi ya Impala ke go aga le go rekisa matlo fa fela e le gore babereki ba tlhoka diyuniti tseno.

Impala e rotloetsa gore babereki botlhe ba nne le matlo a bone gape e ba thusa ka madi, e leng:

- Go naya babereki ba ba rekang matlo mo porojekeng ya Matlo a Impala dilouno tse di senang morokotso.
- Go naya babereki ba ba rekang matlo a khamphani a ba nnang mo go one.
- Go naya babereki ba ba rekang matlo a a seng a porojeke ya Impala mme e le mo sekgaleng sa dikilometara di le 60 go tswa mo moepong ka Tšhelete ya Thuso ya go Nna le Ntlo.

#### 3.6.3.4. Go bega

Moepo o tla bega ka kgatelopele ya one malebana le leano la go aga matlo a badiri ba one mo pegong ya ngwaga le ngwaga ya SLP.



## 3.6.4 Boiketleetso jwa Impala

### 3.6.4.1 Motse wa Platinum

Go ya ka karolo 102 e e Fetotsweng e e dumeletsweng go fokotsa palogotlhe ya diyuniti tse di tshwanetseng go agiwa kwa Platinum Village go nna 2128, ga jaana go Phase 4 ya Platinum Village e e nang le diyuniti di le 500 e santse e ise e agiwe. Tiro ya go aga phase 4 e setse e simolotse mme go rulagantswe gore e tla wediwa ka 2026. Go agiwa le go rekisiwa ga diyuniti tseno go ikaegile ka gore batho ba batla go nna le matlo a bone. Ka baka leo diyuniti tseno di tlile go agiwa jaaka di batliwa.

Lenaneothalo (Table) le le fa tlase, le bontsha mekgele e e lebeletsweng e e iketleeleditsweng mo dingwageng tse tlhano (5) tse di tlang kwa Impala Platinum Limited go wetsa Phase 4 ya Platinum Village.

Ela tlhoko gore mekgele eno e ikaegile ka se babereki ba se tlhokang mme Impala e tla tswelela go aga diyuniti tseno kwa Platinum Village fa fela babereki ba ntse ba di reka.

*Lenaanethalo 3.10. Thulaganyo ya Matlo le Maemo a Go Tshela*

| MATLO | 2024 | 2025 | 2026 | 2027 | 2028 | PALOYOTLHE 2024-2028 |
|---|---|---|---|---|---|---|
| Motse wa Platinum Kgato 4 | 170 | 170 | 160 | 0 | 0 | **500** |
| Tśhelete e e Newang | **39 000 000** | **39 000 000** | **39 000 000** | **0** | **0** | **R 117 000 000** |

**Tlhokomediso: Mekgele e bontsha ba basha ba ba thapiwang ngwaga le ngwaga*



## 3.7. DIKGATO TSA GO TLAMELA KA DIJO TSA DIKOTLA

### *3.7.1. Tshobokanyo*

Impala Platinum Limited e na le matlo a le mabedi a bonno a batho ba ba sa nyalang a a ka tsayang babereki ba le 4 000 ba ba sa nyalang. Bokgoni jwa moepo jwa go tlhotlheletsa ka tlhamalalo mofuta wa dijo tse di jewang  mme ka go dira jalo gore bontsi jwa babereki ba one ba ja dijo tse di nang le dikotla ke jo bo seng kalo. Le fa go ntse jalo, moepo o lemoga botlhokwa jwa go ruta babereki ka dijo tse di nang le dikotla tse di lekaneng mo dijong tsa bone gore ba tokafatse botsogo le boitekanelo jwa babereki le gore babereki ba nne le matswela mo tirong. Impala e naya babereki botlhe ba ba berekang kafa tlase ga lefatshe dipakete tsa dijo tse di nang le menontshane tsatsi le letsatsi.

### *3.7.2. Dithulaganyo tsa Togomaano*

Lenaneo la Impala Platinum Limited la dijo tse di nang le dikotla le ka kgaoganngwa dikarolo di le pedi (2), e leng tse mesola ya tsone e bonalang ka tlhamalalo le tse mesola ya tsone e sa bonaleng ka tlhamalalo fa dijo tsa teng di jewa.

#### 3.7.2.1. Mesola e e Bonalang ka Tlhamalalo

Mananeo ano a lebisitse sa ntlha, go babereki ba ba dirisang matlo a khamphani a a nnang motho a le mongwe mme sa bobedi, babereki ba ba berekang ka nako ya dishifiti tsa bone. Boikaelelo jwa lenaneo leno ke:

- Go dirisa ditirelo tsa ngaka ya dijo go gakolola ka dijo tse di tshwanetseng le go dirisa dimenyu ka tshwanelo;
- Go tlhomamisa gore ngaka ya dijo e etela mafelo a bonno kgapetsa kgapetsa (ngwaga le ngwaga) a ba a bega se a se boneng mabapi le dijo tse baagi ba di jang;
- Go naya babereki dijo tse di lekaneng, tsa dikotla tse di tshwanetseng ka nako ya dishifiti tsa bone. Go tlhophilwe Monei wa Tirelo yo o tlhagafetseng mme o naya babereki diphuthelwana tsa Future Life-Twin Pouch. Dijo tse di tlhophilweng tseno di tla sekasekiwa nako le nako mme di fetolwe fa go tlhokega.



#### 3.7.2.2. Mesola e e sa Bonaleng ka Tlhamalalo

Dithulaganyo di lebesitse go babereki botlhe ba bangwe ba ba sa diriseng matlo a khamphani a phaposi e le nngwe. Go rulaganya malebana le eno go tla akaretsa:

- Go rulaganyetsa go fepiwa ka dijo tse di tshwanetseng, tse di nang le dikotla tsa babereki ka go kgothaletsa ditheo tse di farologaneng tsa poraefete tsa dijo tse di berekelang moepo kgotsa mo tikologong ya one go rekisetsa babereki dijo tse di ntseng jalo;
- Bookelo jwa Impala bo simolola matsholo a ka metlha a go naya batho kitso le go tlhomamisa gore mmereki mongwe le mongwe o tlhatlhobiwa boitekanelo ngwaga le ngwaga;
- Impala Hospital e rotloeletsa go nna le kitso ka ga tiriso ya dijo tsa tlaleletso tsa batho ba ba tshwaeditsweng ke HIV/AIDS.

## 3.8. LEANO LA KGATELOPELE YA THEKO YA DILO

### *3.8.1. Tshimololo le Tlhaloso*

Impala e simolotse loeto lwa phetoLo malebana le theko ya dilo, lo lo tshegediwang ke leano le le akaretsang le le batlang tokafatso e e tswelelang, Theko ya Dilo ka Kakaretso, tse di Ratiwang gammogo le maiteko a Tlhabololo ya Kgwebo le a Batlamedi (Enterprise and Supplier Development) a a leng botlhokwa thata le go ama ga one ka 2028.

Thulaganyo eno e tlhalosa maikaelelo a botlhokwa, mekgele, le dithuso ke motheo wa ditiro tsa Impala tsa go diragatsa maitlamo a  yone a SLP.

Mo kopong ya Tshekatsheko ya Boatlhodi, Kgotlatshekelokgolo e bone gore tšhata e e akanyediwang go ya ka Karolo 100 ya MPRDA ya molawana o o tlamang, ke sedirisiwa sa pholisi. Mo godimo ga moo, Kgotlatshekelokgolo e ne ya beela kwa thoko dithulaganyo tse di rileng tsa Tšhata III ya Meepo. Morago ga Tshekatsheko ya Boatlhodi, melawana e e sa tlhomamang ya Tšhata III ya Meepo e tshwanetse go dirisiwa jaaka melaometheo e e kaelang go diragatsa Maikemisetso a Phetogo ya MPRDA. Fa re akanya ka Tshekatsheko ya Boatlhodi le fa go na le melawana mengwe e e akaretsang ya Tšhata ya Meepo (2018), gammogo le karolo ya Theko ya Dilo e e Akaretsang, Morekisi le Tlhabololo ya Dikgwebo, kafa go kgonegang ka teng, Impala



e sa ntse e iketleeleditse go dira tumalanong le dikeletso tsa phetogo tsa MPRDA mme e tla tswelela go leka ka natla go diragatsa Maikemisetso ano ka go dirisa melawana e e akaretsang e e beetsweng kwa thoko jaaka melaometheo e e kaelang.

Leano leno le mekgele di thailwe mo tiragatsong ya nako e e fetileng ya Impala le jaaka e kaelwa ke dikarolo tse di farologaneng tsa Tšhata ya Meepo, South African Manufactured Goods and Services ka go latelana ga tsone.

- Mo maemong a: South African Manufactured Goods, Impala e kgonne go tswelela e sa kgaotse le go feta mekgele ya go dira ka tshwanelo mabapi le Dikhamphani tsa Batho ba ba Neng ba Tshwarwa ka Lebogo la Molema mo Nakong e e Fetileng (Historically Disadvantaged Persons Owned Companies [HDPOC]) ≥51%, Dikhamphani tse Beng ba Tsone Eleng Basadi (Women Owned Companies [WOC]) kgotsa Dikhamphani tse Beng ba Tsone Eleng Basha (Youth Owned Companies [YOC]) ≥51% le go Dira Tumalanong le BEE ≥25% le Maemo 4 kgotsa a a Botoka mo nakong e e fetileng. Mo dingwageng di le 5 tse di latelang, Impala e ikaelela go boloka tiragatso eno le go ikobela ka botlalo mo dikarolong tse di umakilweng fa godimo ka mokgele wa (70%) ka kakaretso o kgaogantswe ka (21%) - HDPC ≥51%, (5%) WOC kgotsa YOC ≥51% le (44%) Tumalanong le BEE ya ≥25% le Maemo 4 kgotsa a a Botoka. (Leba Lenaanethalo 3.14).

- Mo maemong a: South African Manufactured Services, Impala e kgonne e sa kgaotse le go dira go feta selekanyo mo Ditirelong tsa HDPOC ≥51% le Tumalano le BEE mme e nnile le dikgwetlho ka WOC ≥51% le YOC ≥51%. Fa re akanya ka tiragatso e e fetileng mo dikarolong tseno, Impala e ikaeletse go tlhatlosa maiteko a yone le go tokafatsa tiragatso mo go tsone gore e kgone go fitlhelela melaometheo e e kaelang ya Tšhata ya Meepo ka 2028. (Bona Lenaanethalo 3.14).

Leano leno le baya kwa pele theko ya dilo mo batlameding ba HDPOC, WOC le YOC go tlhokomela le go tokafatsa tiragatso, le go tlhomamisa gore tiragatso ya jaanong ga e boele morago mo dingwageng tse 5 tse di tlang. Go tswalwa ga dishafote di le 3 tse di berekang mo go lebeletsweng, mo nakong ya SLP 4, go tla felela ka phokotso ya ditshenyegelo tsa HDPOC, WOC le YOC mme ka baka leo go tla ama mekgele ka tsela e kgolo. Dithulaganyo tsa theko di tla bewa leitlho le go sekasekiwa ka nako e e



tswelelang go fitlhelela mekgele e e bontshiwang fa tlase, e e tla begwang mo Dipegelong tsa Ngwaga le Ngwaga tsa SLP.

*Lenaanethalo 3.11. Mekgele ya Thulaganyo ya Theko ya Dilo*

| MAEMO A BATLAMEDI BA TŠHATA YA MEEPO | Mokgele wa MC % | FY 2024 | FY 2025 | FY 2026 | FY 2027 | FY 2028 |
|---|---|---|---|---|---|---|
| **Dilo tse di Dirwang mo Aforika Borwa** | **70** | **70.0%** | **70.0%** | **70.0%** | **70.0%** | **70.0%** |
| Tsa Batho Pele ba Neng ba sa Tshwarwa sentle le go Laolwa ke Bone | 21 | 21.0% | 21.0% | 21.0% | 21.0% | 21.0% |
| Tsa Basadi le tse di Laolwangke Bone | 5 | 5.0% | 5.0% | 5.0% | 5.0% | 5.0% |
| Tsa Basha le tse di Laolwabg ke Bone | | | | | | |
| Tse di Tumalanong le BEE | 50 | 44.0% | 44.0% | 44.0% | 44.0% | 44.0% |
| **Ditirelo** | **80** | **73.0%** | **74.6%** | **75.6%** | **76.2%** | **78.0%** |
| Tsa Batho Pele ba Neng ba sa Tshwarwa sentle le go Laolwa ke Bone | 50 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% |
| Tsa Basadi le tse di Laolwangke Bone | 15 | 9.6% | 10.6% | 11,6% | 12.2% | 13.0% |
| Tsa Basha le tse di Laolwabg ke Bone | 5 | 3.4% | 4.0% | 4.0% | 4.5% | 5.0% |
| Tse di Tumalanong le BEE | 10 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% |

### *3.8.2. Diporojeke tsa Tsweledisa ya Motlamedi wa Kgwebo*

Diporojeke tsa Tlhabololo ya Motlamedi wa Kgwebo tse di tlhophilweng di tsamaelana le tsela ya go tshegetsa tsweledisa ya ikonomi ya selegae mo metseng e moepo o leng mo go yone. Diporojeke di rulaganyetsa tsweledisa ya Bagwebi, go tokafatsa kgaisano ya dikhamphani tsa selegae tsa di-SMME le tse beng ba tsone e leng batho bantsho le go thusa gore theko ya dilo e oketse tiriso ya madi ya BEE.

Mo SLP 2, Impala e ne ya tsweledisa bagwebi ba le 40, ba e neng e le ka nako ya FY19 go ya go FY23, ka kakaretso dikhamphani tseno di ne tsa naya madi a a fetang R600m gore a dirisiwe, mme dikhamphani tse Pele di Neng di Tshwarwa ka Lebogo la Molema, R230m e ne ya dirisiwa mo dikhamphaning tse Beng ba Tsone Eleng



Basadi gammogo le R8m e e neng ya dirisiwa mo dikhamphaning tse Beng ba Tsone Eleng tsa Basha.

Mo SLP 3, go ne ga dirwa phetolo mme ga remelelwa mo go thuseng dikhamphani tse di iseng di siamele go gweba le moepo, gore di ipaakanye. Phetogo ya boremelelo e amana le kgatelelo e kgolo ya di-SMME tsa baagi tse di neng di batla (ka ditshupetso) ditshono tsa gore moepo o reke dilo tsa tsone. Le fa go ntse jalo, bontsi jwa di-SMME tseno di ne di sa siamela go gweba ka jalo go ne go na le tlhokego e kgolo ya go thusa dikhamphani tseno gore di nneng mo maemong a di kgonang e bile di siametse go gweba le moepo.

Lefa go dirisiwa ga madi mo dikhamphaning tseno go ne go le kwa tlase thata, ka nako ya FY19 go ya go FY23, dikhamphani tseno tse 40 fa di kopane di ne tsa ntsha madi a a fetang R54m gore a dirisiwe mo dikhamphaning tse Pele di Neng di Tshwerwe ka Lebogo la Molema, R20m e dirisiwe mo dikhamphaning tsa Beng ba Tsone e Leng Basadi gammogo le R9m e dirisiwe mo  dikhamphaning tse Beng ba Tsone Eleng Basha.

Moepo wa Impala o tla tlhama le go tlhokomela tiro ya Tsweledisо ya Kgwebo le ya Batlamedi ka mananeo a a tshwanang le Mananeo a a Tlhomameng a Tsweledisо ya Dikgwebo le Batlamedi le ditirelo tse di dikgolo tse di newang ke Economic Inclusive Centre ya meepo e e leng teng ga jaana e e tshwanang le dithuto tsa nako e khutshwane, lefelo la diofisi le le tlhakanetsweng, go kgona go tsena mo di-boardroom le diofisi, mafelo a dikhomphiutha le diporintara le a go sekena. Dintlha tsa mananeo a mangwe a ESD a a rulaganyeditsweng le tshegetso di tlhalosiwa mo lenaanethalong (table) 3.13.

Leano leno gape ke la go tlhoma letlole la ESD go thusa di-SMME (ka dilouno tsa morokotso o o kwa tlase) go dira dikgwebisano tsa bone le Moepo. Thuso ya pele le ya morago ga louno/tsweledisо ka go katisa le go tlhomela sekao e tla golaganngwa le letlole go thusa di-SMME mo tirong ya go dira kopo mme gape le go di baya mo seemong se se siameng gore di kgone go laola dikonteraka tsa tsone le go duela dilouno tseno.

*Lenaanethalo 3.12 Tlhabololo ya Kgwebo le Go Tlamela ka Ditirelo (Enterprise and Supplier Development [ESD])*

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| **Leina la porojeke:** | **Tswelediso ya SMME** | | **Go tlhalosa porojeke:** | | | **Tswelediso ya Kgwebo le Motlamedi (Enterprise and Supplier Development [ESD]) (ESD)** | | | |
| **Tlhaloso:** | Go rulaganyetsa tlhabololo ya borakgwebo, go tokafatsa kgaisano ya dikhamphani tsa selegae tsa SMME le tsa batho bantsho, le go thusa go ketsa theko ya dilo<br>go oketsa tiriso madii ya BBBEE, re tla simolola le go tlhokomela tiro ya Tsweledislo ya Dikgwebo le Motlamedi ka dithulaganyo tse di tshwanang le Mananeo a Tswelediso ya Dikgwebo tse di Tlhomameng le Motlamedi le bogolo jwa ditirelo tse di newang kwa Economic Inclusion Centre tse di tshwanang le dikhoso tsa nako e khutshwane, diofisi tse di tlhakanetseng, le go kgona go tsena mo diphaposing tsa boto le diofisi, diteishene tsa dikhomphiutha le metšhine ya go porinta le go sekena. Karolo ya tswelediso ya kgwebo le na le diphetogo tse dintsi thata tse di sa Feleng. Ka baka leno, Lefapha la ESD le tshwanetse go kgona go fetola se lenaneo la lone le se dirang go diragatsa diphetogo tseno. Ka jalo, dintlha ka<br>mananeo ano a ka nna a fetoga lefa go ntse jalo. Impala e iketleeditse go dira tumalanong le molamotheo wa Tlhabololo ya SMME le Motlamedi wa Kgwebo go ya ka selekanyo sa bajete ya yone. | | | | | | | | |
| **Ke mang yo o simolotseng porojeke en:** | | **Mmasepala wa Selegae wa Rustenburg** | | **Dinomoro tsa GPS** | | 25°32'26.1"S 27°12'04.1"E<br>**EIC location** | | | |
| **Lefelo le porojeke e leng mo go lone::** | **Mmasepala wa Kgaolo:** | **Mmasepala wa Selegae:** | **Lena la Motse le Kgotla:** | **Letlha la tshmololo ya porojeke:** | **Letlha la bokhutlo jwa porojeke:** | **Ditiro** | | | **Ga go itsiwe** |
| | Bojanala Platinum | Rustenburg | Metse e Impala e Leng mo go Yone | FY 2024 | FY 2028 | Basadi | Ga go Itsiwe | Banna | Ga go itsiwe |
| **Tlhagisotiro: Tswelediso ya SMME ya dikgwebo tsa lefelo** | **Lefelo la tiro ya botlhokwa:** | **Sesupi sa tiro ya botlhokw:** | **Setheo se se ikarabelelang::** | **FY 2024** | **FY 2025** | **FY 2026** | **FY 2027** | **FY 2028** | **Bajete yotlhe:** |
| | | | | R 9m | R 19m | R 20m | R 20m | R 20m | **R88m** |
| | Mananeo a a tlhomameng a ESD | Palo yotlhe ya Basolegelwamolemo ba le 80 | Impala ESD | 20 | 40 | 40 | 40 | 40 | |
| | Letlole la ESD | Basolegelwamolemo ba le 40 | Impala ESD | | 5 | 10 | 15 | 10 | |
| | Thuso/Tswelediso e e tsamaisanang le Letlole | Basolegelwamolemo ba le 80 | Impala ESD | | 20 | 20 | 20 | 20 | |
| **Tlhagisotiro: Economic Inclusion Centre** | Ditirelo tsa EIC | 2000 (400 Baetei / basolegelwamolemo ba le ka ngwaga) | Impala ESD | 400 | 400 | 400 | 400 | 400 | |
| **Nako e e magreng:** | Go tlhabolola le go dirisa tiro ya Tlhabololo ya Batlamedi (Kgodiso) go akaretsa: Kgodiso ya setlhopha se se tlhophilweng sa Beng ba Dikgwebo ba Dikhamphane tsa Maemo 1 ba ba nang le dikonteraka tse di leng teng, Go Tlhoma sekao le tswelediso ya ba-Maemo1 ba ba nang le dikonteraka tse disha gammogo le go batla SD ba ba tlhaga (Lenaneo le le remeletseng mo go tswelediseng di-SMME gore di siamele go dirisa ditshono tsa dithendara). | | | | | | | | |
| **Nako e telele:** | Go tlhomiwa ga letlole la SMME go thusa di- SMME (ka dilouno) gore ba kgone go dira dituedisano tsa tsone le Moepo. | | | | | | | | |
| **Dikgolagano le maiteko a mangwe a tlhabololo:** | Tiro ya ESD e golagane thata le diporojeke tse di dirwang ke SLP 4th (Dikago le ditsela) mo Di-SMME di newang newang ditshono tsa kaelo le botlhomasekao Tirelo ya ESD e na gape le kgolagano e e tlhamaletseng le Go Rekwa ga Dilo tse di Akarediwang mo teng ga moepo le Mmasepala wa Selegae wa Rustenburg (IDP 2022-2017 ts. 333) e e bontshang gore Di-SMME di tlhoka katiso. . | | | | | | | | |
| **Togoleano ya Tswelediso::** | Mananeo a ESD ga a remelele fela mo di-SMME tse di ka nnang tsa gwebisana le moepo mme gape di naya setlhopha se segolo sa di-SMME bokgoni jwa go dira ditiro tse di farologaneng tsa kgwebo tse eseng tsa meepo go fokotsa go ikaega ka moepo le go thusa gore di tsweledisiwe le morago ga moepo o sa tlhola o bereka. | | | | | | | | |
| **Letlha la go fetsa le thulaganyo ya go rola porojeke** | ESD ke tiro e e tswelelang e e se kitlang e ema fa kokomana eno ya SLP e fela. Le fa go ntse jalo, maiteko a a rileng a tla nna le leano la go tswa mo go one ka go dirisana mmogo le balekane ba lephata la ntshetsopele ba lephata la meepo, jaaka baokamedi ba LED ba mmasepala, Royal Bafokeng Nation, Lefapha la Kgwebo le Madirelo, SEDA jalo le jalo. | | | | | | | | |

## 3.9. MADI A A NEWANG E LE A TLHABOLOLO YA METSE

*Lenaanethalo 3.13. Madi a a newang e le a Tlhabololo ya Metse*

| TLHABOLOLO YA IKONOMI YA SELEGAE | 2024 | 2025 | 2026 | 2027 | 2028 | PALOYO 2024-2028 TLHE |
|---|---|---|---|---|---|---|
| Tlhabololo ya Kgwebo le Tlamelo | R 9 000 000 | R 19 000 000 | R 20 000 000 | R 20 000 000 | R 20 000 000 | R 88 000 000 |
| Go dirwa ga ditsela tsa mo teng tsa Kanana | R 0 | R | R 4 816 873 | R 7 658 828 | | R 12 475 701 |
| Go dirwa ga ditsela tse di mo teng ga Luka | R 0 | R | R 0 | R 5 105 886 | R 8 118 358 | R 13 224 244 |
| Go dirwa ga ditsela tse di mo teng tsa Phokeng | R 0 | R 0 | R 0 | R 5 191 401 | R 8 254 327 | R 13 445 728 |
| Go agiwa ga borogo jwa Dinao mo Meriting | R 0 | R 0 | R 3 483 160 | R 5 538 224 | | R 9 021 384 |
| Go Agiwa ga Community Centre mo Phokeng | R 0 | R 0 | R 5 040 195 | R 3 561 738 | | R 8 601 933 |
| Go Agiwa ga Holo ya Sekolo kwa Seraleng Primary School | R 0 | R 0 | R | R 3 839 526 | R 6 104 846 | R 9 944 372 |
| Go baakanngwa le go atolosiwa ga dikago tsa Keledi Secondary School | R 0 | R 0 | R 6 488 591 | R 8 406 330 | R 0 | R 14 894 921 |
| Mafelo a a Romelang Babereki-Go thuba matlo a mmu le go aga diphaposiborutelo tse 5 le kago ya botsamaisi kwa Sikitini Primary School | R 0 | R 0 | R 6 682 376 | R 5 795 442 | R 0 | R 12 477 818 |
| Mafelo a a Romelang Babereki-Go tlhomiwa ga ditanka tsa go beeletsa metsi a pula le kgolagano ya megala kwa W.M. Ranuga Senior Primary School | R 0 | R 0 | R | R 1 509 039 | R 0 | R 1 509 039 |
| Mafelo a a Romelang Babereki- Porojeke e e Tshegetsang ya Temothuo ya Cofimvaba | R 0 | R 429 603 | R 844 208 | R 948 553 | R 688 300 | R 2 910 666 |
| Mafelo a a Romelang Babereki-Go Agiwa ga Boapeelo, Bopakelo jwa Dikoloi le teratsa ya molelwane kwa Sekhing Primary School | R0 | R 0 | R 0 | R 3 574 377 | R 2 525 893 | R 6 100 270 |
| Maemo a Matlo le Bonno | R 39 000 000 | R 39 000 000 | R 39 000 000 | R 0 | R 0 | R 117 000 000 |
| TŠHELETE E E NEWANG | **R 48 000 000** | **R 58 429 603** | **R 86 355 404** | **R 71 129 346** | **R 45 691 724** | **R 309 606 78** |

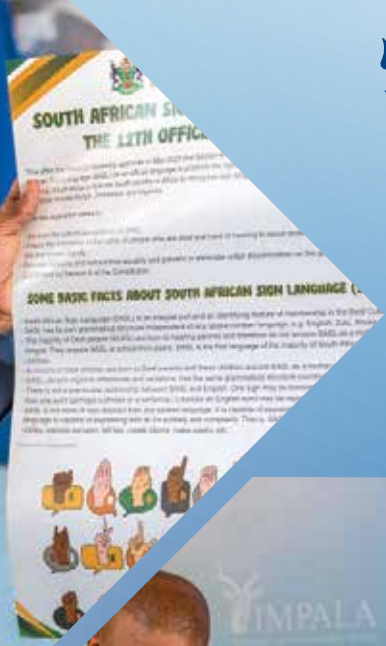
*Ela tlhoko gore tlhatlogo ya ngwaga le ngwaga le ya VAT e tsentswe mo mading a a newang*

IMPLATS
EXCELLENCE IN PGMs

IMPALA
Member of the Implats Group

















## KAROLO YA BONÉ:

# GO FOKOTSA LE GO KGAOLA BABEREKI MO TIRONG



## 4.1. TSHOBOKANYO LE MAITLAMO

Molaomotheo wa botlhokwa o o tshegetsang ka bobedi Lenaneo la one la Tlhabololo ya Babereki (le le nayang kaelo mabapi le Katiso ya Bokgoni jo bo ka Dirisiwang go Sele, AET, Mananeo a Boithutelatiro, jalo jalo) le Lenaneo la Tlhabololo ya Ikonomi ya Selegae (le le tlhalosang ditokafatso tsa tlhabololo e e tsweledisiwang, dipholisi tsa matlo jalo jalo) ke go dira ditiro mo teng ga SLP ya Impala Platinum ya Rustenburg. Le fa go ntse jalo, fa moepo o tswalwa, e ka tswa e le ka tsela e e ka se kang ya tilwa kana e sa lebelelwa, se segolo se se diragalang ke go latlhegelwa ke ditshono tsa go bona tiro. Ka jalo, karolo ya botlhokwa ya SLP ke go dira ditsela le dithulaganyo tsa go thibela go latlhegelwa ke ditiro kgotsa fa go sa kgonege go tila seno, go dirisa maano a a tshwanetseng go tokafatsa kafa go amega ga loago le ikonomi ka baka la go fokodiwa ga ditiro le/kgotsa go tswala ga moepo mo go ka nnang ga diragala go ka amang merafe le ikonomi ka teng.

Maikemisetso a magolo a maano a a tshwanetseng simololwa e le a nako yotlhe e moepo o berekang ka one a tsamaelana le tsamaisosentle ya ‘Togoleano ya Loago’ ya Lefapha la Babereki gammogo le Molao mme a akaretsa:

- Thibelo ya tatlhegelo ya ditiro jaaka e tlhalosiwa fa tlase.
- Fa go latlhegelwa ke ditiro go ka se ka ga tilwa go fokotsa bogolo jwa go latlhegelwa ke ditiro ka ntlha ya go rulaganngwa sesha kgotsa go kgaolwa ga babereki mo tirong;
- Go rulaganyetsa seno, go ya ka fa go kgonegang ka teng, go bona ditshono tse dingwe tsa tiro mo khampaning;
- Go rulaganya ka katiso e e tsweletseng ya kgwebo ya motheo le go dirisa leano la katiso ya bokgoni jo bo ka dirisiwang go sele jo bo sa amaneng le meepo go kgona go dirisa mananeo a katiso e e maleba gore babereki ba ba amegileng ba nne ba eme sentle mo ikonoming mo teng kgotsa ka kwa ntle ga khamaphani kgotsa intaseteri;
- Go tila, go thibela kgotsa go fokotsa go amega ga batho le ikonomi ka tsela e e sa siamang mabapi le babereki, mo baagi, mo ikonoming ya selegae le ya kgaolo le mo mafelong a a romelang babereki fa go ka tlhokega gore babereki ba kgaolwe mo tirong kgotsa moepo o tswalwe ka dithulaganyo tsa tsweledisi ya ikonomi ya selegae jaaka go tlhalositswe mo Leanong;



- Go tlhomamisa gore ditiro tse di maleba tsa go laola go tswalwa ga moepo sentle di rulagantswe mo dingwageng tse nné (4) go ya go tse tlhano (5) pele ga go tswalwa ga moepo mo go rulagantsweng;
- Go bolela sentle le go botsa gammogo le go buisana le go tlhabolola maano le dithulaganyo tse di kopanetsweng le banaleseabe ba ba botlhokwa, ka dithulaganyo tsa Future Forum, ka nako yotlhe e moepo o berekang ka yone ka mathata a a tlhalositsweng fa godimo.

Togoleano ya go kgaola babereki mo tirong ga Impala Platinum Limited le go ba fokotsa go tsamaisana le molao o o laolang tiro eno (LRA 66 ya 1995). Go tla bodiwa le ba mekgatlho e e latelang, molao le dikaelo le go akanyediwa ka nako epe fela fa go tshwarwa dipuisano ka go kgaola babereki le go ba fokotsa:

- Lefapha la Tiro le Babereki (Department of Employment and Labour [DoEL]).
- Khomishine ya Tharabololo, Botsereganyi le Katlholo (Commission for Conciliation, Mediation and Arbitration).
- Molao wa Dikamano le Babereki wa bo-66 wa ka 1995 (Labour Relations Act 66 wa 1995 (LRA).
- Molao wa Tlhabololo ya Ditswammung Tsa Diminerale le Peteroliamo wa bo-28 wa ka 2002 .
- Tlhomamisetso ya Ditiro ya Kopano ya Boporesidente, Diphalane 1998 (Declaration of the Presidential Jobs Summit, October 1998).

Jaaka go batliwa, leano la khamphani la go fokotsa le go kgaola babereki mo tirong le tla akaretsa dikarolo tse di tlhalosiwang fa tlase.



## 4.2. FUTURE FORUM

### *4.2.1. Go Tlhomiwa ga Future Forum*

Future Forum ya Impala Platinum Limited e na le banaleseabe ba ba latelang:

- Baemedi ba makgotla a babereki otlhe a a tlotlegang, babareki, le mekgatlho.
- Baemedi ba botsamaisi jo bo kwa godimo go ya tshwetso ya Mokhuduthamaga wa Impala Platinum Limited ba ba akaretsang, mme e se bone fela, baemedi ba botsamaisi mo dikarolong tsa Merero ya Babereki (Human Resources) (gammogo le katiso le tlhabololo, morafe, le tsadisomadi ya batho, jalo le jalo), ditiro le ditšhelete.
- Botsamaisi bo tlhomile Future Forum fa SLP e ne e simolola, e bereka sentle e bile e kopana kotara ya ngwaga nngwe le nngwe.

### *4.2.2. Tiro ya Future Forum*

Di-Future Forum di tla tswelela go kopana ka metlha ka nako yotlhe ya tiro ya moepo go tsweledisa, go diragatsa le go buisana ka maano le dithulaganyo tsa go thibela kgotsa go dirisana ka tsela nngwe le go fokodiwa ga babereki ba le bantsi kgotsa go tswalwa ga ditiro tsa moepo. Go tshwarwa ga diphuthego gangwe le gape go tla okediwa fa go na le dikgang tse di masisi tse di tshwanetseng go rarabololwa ka bonako.

Agenda ya di-Future Forum e akaretsa mme e se tsone fela:

- Go lotlegwa ga tshedimosetso yotlhe e e maleba gore baemedi ba foramo ba kgone go tsenela ditherisano le dipuisano tse di nang le mosola, le go dira ditshwetso. Se se tla akaretsa ditshupo tsa lefatshe le tsa selegae tsa ikonomi le tsa ditšhelete, mabaka a a amang intaseteri ya meepo ka kakaretso le lefapha la meepo ya polatinamo ka mo go kgethegileng, tshedimosetso ya ditšhelete, dithulaganyo tsa ngwaga le ngwaga tsa kgwebo le tsa babereki, boleele jwa nako e ditiro di dirwang ka yone, dikoketso tse di lebeletsweng kgotsa go fokotsa/go tswala le kafa babereki, morafe le ikonomi e ka nnang ya amiwa ka teng ka seo.
- Go lemoga le go sekaseka mathata le dikgwetlho tse ditiro tseno di lebaneng le tsone bogolo jang fa di ka dira gore go fokodiwe babereki le/kgotsa moepo o tswalwe.



- Go tlhamiwa ga ditogomaano le dithulaganyo tsa go dirisana le mathata a a tlhophilweng le dikgwetlho.
- Go tlhamiwa ga ditogomaano le dithulaganyo tsa go thibela go latlhegelwa ke ditiro fa go kgonega.
- Go tlhamiwa ga ditogomaano le dithulaganyo tsa go fokotsa go latlhegelwa ke ditiro le go thibela ditlamorago tse di sa siamang tse go fokotsa babereki le go tswalwa ga moepo go ka nnang le tsone mo babereking, mo morafeng le mo ikonoming.
- Go diragadiwa ga ditigomaano tse go dumalanweng ka tsone le dithulaganyo tsa go dira tiro.
- Tshekatsheko ya mananeo a katiso ya bokgoni jo bo ka dirisiwang go sele le mananeo a tlhabololo ya ikonomi ya lefelo.
- Ditogomaano tsa puisano go tlhomamisa gore babereki botlhe le banaleseabe ba bangwe ba itsisiwe ka metlha ka ditshwetso tsa foramo, ditogomaano le dithulaganyotsa go dira tiro.
- Go tlhatlhoba le go bega, ka Dipego tsa Ngwaga le Ngwaga tsa SLP tsa Impala Platinum Limited, katlego le tswelelopele ya mananeo otlhe a go laola tatlhegelo ya ditiro le mananeo a go laola go kgaolwa ga babereki mo tirong a a rulaganyeditsweng le go dirisiwa mo dinakong tsa go fokotsa babereki kgotsa mo nakong e e tshwanetseng morago ga go tswala ga moepo.



## 4.3. DITSELA TSA GO BOLOKA DITIRO LE GO TILA GO LATLHEGELWA KE DITIRO LE GO FOKOTSEGA GA DITIRO

### *4.3.1. Maikemisetso*

Go ya ka Karolo 52 (1) (a) le (b) ya MPRDA, mabapi le lemoga tlhokego ya go fokotsa ditiro tsa meepo kwa Impala Platinum Limited, fa selekanyo sa lotseno lwa poelo ya tiro e e maleba se ka nna kwa tlase ga palogare ya diperesente di le thataro mo pakeng e e tswelelang ya dikgwedi di le lesomepedi (12) kgotsa fa diperesente di le lesome (10%) kgotsa go feta tsa babereki (kgotsa babereki ba ba fetang makgolo a matlhano (500)) ba ka tshwanela go kgaolwa mo tirong, go tla dirwa thulaganyo e e tseneletseng ya ditherisano le Future Forum le Lefapha la Babereki, mme go tla dirisiwa Karolo 189 ya Molao wa Dikamano tsa Badiri fa ditherisano di sena go wediwa. Boto ya Diminerala le Tsweledi so ya Meepo e tla itsisiwe, mme go tla dirwa tumalanong le Kaelo epe fela ya Tona.

### *4.3.2. Thulaganyo ya Togomaano*

#### 4.3.2.1. Dipuisano le go Dira Thulaganyo ka Future Forum

- Go solofetswe gore ditlhokego dipe fela tse di ka nnang teng tsa go fokotsa kgotsa go tswala moepo di tla lemogiwa ka nako ya dipuisano tse di tsweletseng, dipuisano le ditherisano ka nako ya dikopano tsa Future Forum ka boyone.
- Dithulaganyo tsotlhe tsa maano tse di tlhomilweng ke Future Forum di tla diragadiwa ka maikaelelo a go tila go latlhegelwa ke ditiro. Dithulaganyo le ditogamaano di tla sekasekwa gangwe le gape go tlhomamisa gore di tshwanela maemo a a leng teng ka nako ya fa go akanngwa ka go tswalwa ga moepo kgotsa go fokodiwa ga babereki.
- Future Forum e tla sekaseka maemo a ikonomi le palo ya babereki ba ba ka nnang ba amiwa ke go fokodiwa ga babereki kgotsa go tswalwa ga moepo.
- Future Forum e tla buisana le go tlhama maano le dithulaganyo tsa ditiro tse di tla dirisiwang go tila go latlhegelwa ke ditiro.

#### 4.3.2.2. Ditogamaano tse di ka Nnang tsa Dirwa le dithulaganyo go tila go latlhegelwa ke tiro

Impala ga e bonelepele go fokodiwa ga babereki gope kgotsa go tswalwa ga moepo ka nako ya SLP 4. Ka baka la dinako tse di farologaneng tsa go dira ga dishafote tse di farologaneng mo lefelong la Moepo wa Impala wa Rustenburg, dishafote dingwe di



ka nna tsa tswala ka nako ya SLP ya nako eno. Le fa gone dishafote tseno di ka nna tsa tswalwa, ga go solofelwe gore go tla fokodiwa babereki ka gonne babereki ba ba amilweng ke seno ba ka nna ba romelwa kwa dishafoteng tse dingwe.

Ditogomaano le dithulaganyo tsa go thibela go latlhegelwa ke ditiro di tla akaretsa mme e se tsone fela:

- Go ithaopelwa go kgaolwa mo tirong pele ga nako ga babereki ba ba tshwanelegang go ya ka melao e e maleba ya provident fund/penshene;
- Go emisiwa ka nakwana ga go bereka diura tsa morago ga tiro, dithulaganyo tsa go abelana tiro, malatsi a boikhutso ka nako e khutshwane le a a lelefaditsweng;
- Go ka romelwa kwa mafapheng a mangwe a Impala Platinum Limited/Refineries kgotsa kwa ditirong tse dingwe tsa Impala Platinum Limited Group, morago ga katiso e e maleba fa go tlhokega;
- Go tlogela go ngoka babereki ba basha go fitlha Impala Platinum Limited e leka go tlatsa diphatlhatiro tse di senang batho ka babereki ba ba mo teng ga khamphani;
- Fa go le maleba e bile go kgonega, go emisa go thapiwa ga babereki ba nakwana le/kgotsa ba ba berekang ka konteraka;
- Mo mabakeng a go akanngwang go tswala moepo kgotsa go fokotsa palo ya babereki, maemo mangwe le mangwe a tiro, a a nnang teng ka ntlha ya go tlogela tiro, go rola tiro, loso kgotsa go lelekiwa mo tirong, ka nako ya pele ga go fokotsa babereki, kgotsa go tswalwa ga moepo, a tla sekasekwa ka kelotlhoko pele ga phatlhatiro e tladiwa gore go kgonege gore go nne le go fokotsega ga palo ya babereki ka tsela ya tlholego, mme ka go dira jalo go tilwe go latlhegelwa ke ditiro le go kgaolwa ga babereki mo tirong mo go sa tlhokegeng;
- Ka nako ya fa ditiro di ntse di tsweletse, go tla nna le katiso e e tsweletseng e e dumelelwang e e amanang le meepo go naya babereki bokgoni jo bongwe gore ba tswelele ba kgona go itshedisa le fa go ka direga gore ba kgaolwe mo tirong;
- Mo nakong yotlhe ya fa moepo o ntse o dira, Impala Platinum Limited e tla nna e leka go tlhomamisa gore moepo o tswelele pele o bereka ka go nna e sekaseka dithulaganyo tsa one tsa kgwebo le ditsadisomadi tsa diporojeke tse



dikgolo go ya ka maemo a ikonomi le a a amanang le mebaraka e o dirang mo go yone. Tiro e e tsweletseng ya tlhabololo ya kgwebo e tla thusa ka tlhamalalo tshireletsego ya babereki mo ditirong;

- Mo godimo ga moo, e tla naya tshegetso ka metlha ya diporojeke tsa tlhabololo e e ka tsweledisiwang, ka mananeo a yone a Tlhabololo ya Ikonomi ya Selegae, (Karolo 3.3) mo metseng e e romelang babereki e tla tswelela go thusa ka go tlhama ditshono tsa ditiro le go tlhomamisa gore e tsweledisiwe ka nako e telele. Maiteko a go reka dilo mo lefelong leno fa go kgonegang (Karolo 3.6) gammogo le katiso ya kgwebo e e tsamaelanang le seo le go naya dikgwebo tsa lefelo leno bokgoni jo bongwe go tla fokotsa gape go tlhoka tshireletsego mo ditirong ga babereki ba mo lefelong leno.

**4.3.2.3. Go diragatsa karolo 189 ya Molao wa Dikamano le Babereki wa 1995 (o o fetotsweng)**

Tiragatso ya Karolo 189 le 189 (A) ya Molao wa Dikamano le Babereki e tla nna maleba fa ditogomaano le dithulaganyo tsa ditherisano tsa Future Forum di setse di feditswe, go latlhegelwa ke ditiro go ka se tilwe mme go akanyediwa go kgaola babereki mo tirong.

Go tla dirwa tumalanong ka botlalo le tse di letlelelwang ke Karolo 189 le 189(A) ya Molao wa Dikamano le Babereki kgotsa fa go na le ditumalano tsa botlhe tse di setseng di le teng magareng ga mekgatlho ya babereki le botsamaisi tse di khanselang ditaelo tsa Molao wa Dikamano le Babereki, go tla latelwa ditsamaiso tse di tlhalositsweng mo ditumalanong tseno tsa botlhe. Mathata a a latelang a maleba mo ditherisanong tse di tla dirwang le mekgatlho e e maleba ya babereki/baemedi ba babereki:

- Go tlhomamisa gore go dumalanwa le melaometheo e e amogelwang lefatshe ka bophara ya go kgaola babereki mo tirong ka tsela e e siameng, go akaretsa go buisana le go rerisana le baemedi ba ba tlhophilweng ba babereki ba mo moepong;
- Go ikobela ditumalano tsa botlhe gareng ga mokgatlho wa babereki le khampani;
- Go lotlegwa ga tshedimosetso yotlhe e e maleba;
- Dikgato tsa go tila kgotsa go fokotsa go lelekwa ga babereki jaaka go tlhalosiwa mo tumalanong ya botlhe.



#### 4.3.2.4. Kitsiso ka Bathati ba Puso

Morago ga dipuisano ka Future Forum le mekgatlho e e itsegeng ya babereki mme fa go bonala sentle gore maano le dithulaganyo ga di atlege mo go thibeleng go latlhegelwa ke ditiro, khampani e tla itsise Boto ya Diminerala le Tlhabololo ya Meep (Minerals and Mining Development Board) go ya ka Karolo 52 (1) (a) ya MPRDA ka tlhokego ya go fokotsa/go tswala moepo fa go tlhokega fa moepo o ntse o bereka dingwaga di ka nna nne (4) go ya go di le tlhano (5) pele ga bokhutlo jwa go bereka ga one. Balaodi ba puso ba tla itsisiwe ka nako ya go tswala le/kgotsa go fokotsa tiro, go nna le dipuisano tse di tsweletseng, maiteko a a botlhokwa le dithulaganyo jaaka go builwe ka tsone mo di-Future Forum. Dipegelo tsa kgatelopele tsa gangwe le gape di tla romelwa kwa mafapheng a a tlhokegang, fa go tlhokega, go akaretsa le Khansele ya Kgakololo ya Togoleano ya Selegae le Tlhagisotiro (Social Plan and Productivity Advisory Council) le Lefapha la Puso ya Porofense le ya Selegae. Go tla dirwa tumalanong le taelo ya Boto go fitlhelela dikgato tsa go baakanya jaaka go kailwe ke Boto.

#### 4.3.2.5. Go Dira Tumalanong le Kaelo ya Tona

Khampani e tla ikobela dikgato dipe fela tsa go baakanya le melawana le maemo a a ka tlhomamisiwang ke Tona. Khampani e tla tlhomamisa ka go kwala gore e ikobetse taelo mme e tsere dikgato tsa go baakanya tse di tlhomilweng ke Tona. Go tla newa dipego tsa ka metlha tsa kgatelopele malebana le go latelwa ga melao, fa go tlhokega.



## 4.4. DITSELA TSA GO NAYA DITHARABOLOLO DI SELE LE DITSAMAISO TSA GO DIRA GORE BATHO BA SE KA BA LATLHEGELWA KE TIRO FA GO SA KGONEGE GO TILA TATLHEGELO YA DITIRO

### *4.4.1. Maikemisetso*

Go ya ka Karolo 52 (1) (a) le (b) ya MPrDA, fa poelo ya lotseno ya tiro e e maleba e le kwa tlase ga palogare ya 6% ka nako e e tswelelang ya dikgwedi di le lesomepedi (12) kgotsa fa 10% kgotsa go feta ya babereki (kgotsa babereki ba palo e e fetang makgolo a matlhano (500)) ba tshwanela go kgolwa mo tirong, fa go lemogiwa gore babereki ba tshwanetse go fokodiwa kgotsa go emisa ditiro tsa moepo mo Impala Platinum Operations le mo go ka nnang ga diragala gore babereki ba latlhegelwe ke ditiro ka baka la ditiro tseno, go tla tshwarwa dipuisano tse di tseneletseng kwa Future Forum, go tla dirwa tumalanong le Karolo 189 le 189(A) go dirisana le tshedimosetso ka go kgaolwa ga babereki mo tirong, Boto ya Diminerala le Tlhabololo ya Meepo e tla itsisiwe mme go tla dirwa tumalanong le dikgato dipe tsa go baakanya le dikaelo go ka tshwetso ya ga Tona.

### *4.4.2. Thulaganyo ya Togomaano*

#### 4.4.2.1. Dipuisano le go Dira Thulaganyo ka Future Forum

Go tla nna le thulaganyo e e tseneletseng ya go buisana ka Future Forum fa maiteko a leano le dithulaganyo tse di akantshiwang ke foramo eno di sa atlegeng mo go thibeleng go latlhegelwa ke ditiro. Mo mabakeng a go latlhegelwa ke ditiro go sa kgonegeng go tilwa, Future Forum e tla sekaseka le go akantsha dithulaganyo tsa togamaano tse di tla sekasekiwang mmogo le ditharabololo tse dingwe le go dira gore ditiro tsa babereki ba ba amilweng ke seno di sireletsege.

- Future Forum e tla sekaseka maemo a ikonomi le a mangwe a a ka felelang ka go latlhegelwa ke ditiro le go buisana ka palo ya babereki ba ba ka nnang ba amiwa ke go fokotsa kgotsa go tswalwa ga moepo.
- Future Forum e tla buisana ka maano le dithulaganyo tsa tiro tse di tla dirisiwang go dira gore ditiro tsa babereki ba ba ka nnang ba amiwa ke go latlhegelwa ke ditiro di sireletsege.



**4.4.2.2. Ditharabololo tse dingwe le ditogomaano tsa go dira gore ditiro di sireletsege**

Ditharabololo tse dingwe tse di ka nnang teng le maano a go dira gore go nne le tshireletsego ya ditiro a a tla sekasekiwang ke di-Future Forum a ka akaretsa, mme e se one fela:

- Ditsela tsa go ngotla palo ya babereki ba go ka nnang ga diragala gore ba amiwe ke go kgaolwa ga babereki mo go akanyediwang;
- Palo ya babereki ba ba tla katisiwang e tla oketsega go tsamaelana le palo ya babereki ba go nang le kgonego ya gore ba kgaolwe mo tirong. Go tla dirwa tshwetso ya gore go dirisiwe katiso efe morago ga tshekatsheko e e tseneletseng ya bokgoni jo bo tlhokegang mo lefelong la tiro, mo mafelong a a romelang babereki gammogo le mo nageng ka kakaretso. Seno se tla tlhomamisa gore babereki ba katisiwa mo dikarolong tse ba ka kgonang go bona tiro mo go tsone fa ba ka kgaolwa mo tirong. Boikaelelo jo bogolo ke go tlhomamisa gore babereki ba ba kgaolwang mo tirong ba katisiwa ka tshwanelo gore ba kgone go tswelela ba na le tsela ya go itshedisa fa ba se na go kgaolwa mo tirong;
- Fa go lebeletswe gore moepo o tlile go tswala kgotsa gore babereki bangwe ba tlile go kgaolwa, phatlhatiro nngwe le nngwe e e nnang teng ka baka la go tlogela tiro kgotsa go rola tiro, loso kgotsa go lelekwa mo tirong, ka nako ya pele ga go fokodiwa ga babereki kgotsa go tswalwa ga moepo e tla sekasekwa ka kelotlhoko pele ga phatlhatiro eo e ka tladiwa gore go kgonege gore babereki ba fokotsege ka tsela e e tlwaelegileng, ka go dira jalo go fokodiwa go latlhegelwa ke ditiro le go kgaolwa ga babereki mo tirong;
- Mananeo a Tlhabololo ya Ikonomi ya Selegae a a tshwanetseng go diragadiwa e le karolo ya SLP (Karolo 3) a diretswe go tlhama dikgwebo tsa nako e telele le ditiro tsa kgwebo e e ka tsweledisiwang le tsa ikonomi tse di sa ikaegang ka ditiro tsa meepo;
- Khampani e tla dirisana le Lefapha la Babereki, bathapi ba bangwe mo lefelong la tiro le mafelo a a romelang babereki go bona ditshono tsotlhe tse di ka nnang teng tsa go thapiwa le diphatlhatiro. Bathapiwa ba ba amegang ba tla newa tshedimosetso e e tlhabolotsweng gangwe le gape mme ba tla newa thuso e e tlhokegang go dira kopo ya diphatlhatiro;



- Go naya bagwebi thuso le tsweledisо ya di-SMME ka mafelong a dikgwebo tse dinnye tse di tlhomilweng le batlamedi ba bangwe ba ditirelo ba ba maleba mo kgaolong e e maleba;
- Lenaneo la Tlhabololo ya Dikgono tsa Babereki (jaaka go tlhalositswe mo go Karolo 2) le tla tlhomamisa gore babereki ba newa katiso ya bokgoni jo bo amogetsweng le jo bo tlhomamisitsweng. Bokgoni jo bo amogetsweng bo ka dirisiwa go sele mo lefapheng la meepo kgotsa, ka tsela e nngwe, mo mafapheng a a farologaneng a madirelo kgotsa ka ditsela tse dingwe tsa dikgwebo (di-SMME kgotsa di-BEE).

**4.4.2.3. Go Dirisa Karolo 189 ya Molao wa Dikamano le Babereki wa 1995 (O o fetotsweng)**

Ditherisano mo Future Forum di dirilwe ka botlalo mme go latlhegelwa ke ditiro ga go ka ke ga tilwa, se se letlelelwang ke Karolo ya 189 le 189(A) ya Molao wa Dikamano le Badiri gammogo le ditaelo tse di dumalanyweng mo tumalanong ya botlhe tse di tla diragadiwang. Go tla simololwa tiro ya dipuisano le mokgatlho wa babereki o o amogetsweng mme go tla akaretsa dikarolo tsotlhe tse di tlhalositsweng mo LRA le mo ditumalanong tsa botlhe. Dikgang tse di tshwanang le ditsela tsa go fokotsa go kgaolwa ga babereki mo tirong, nako ya go kgaolwa ga babereki mo tirong le go fokodiwa ga dituelo di tla sekasekiwa ke khampani le baemedi ba babereki. Dithulaganyo tsotlhe le dikgang tse dingwe tse go dumalanweng ka tsone ka nako ya tiro ya ditherisano di tla diragadiwa,

**4.4.2.4. Kitsiso ya Boto**

Morago ga ditherisano ka Future Forum, ke gore, le makgotla/mekgatlho ya babereki e e tlotliwang, le fa go bonala gore ditogomaano le dithulaganyo ga di atlege mo go thibeleng tatlhegelo ya ditiro, khamphani e tla itsise Boto ya Diminerala le Tlhabololo ya Meepo  go ya ka Karolo 52 (1) (a) le (b) ya MPRDA fa poelo ya lotseno ya tiro e e maleba e le kwa tlase ga palogare ya 6% ka nako e e tswelelang ya dikgwedi di le lesomepedi (12) kgotsa fa 10% kgotsa go feta ya babereki (kgotsa babereki ba palo e e fetang makgolo a matlhano (500)) ba tshwanela go kgolwa mo tirong. Go tla dirwa dikitsiso tse di ntseng jalo fa go tlhokega ka nako ya fa moepo o ntse o dira le dingwaga di ka nna nnè (4) go ya go di le tlhano (5) pele moepo o tswalwa. Balaodi ba puso ba tla itsisiwe ka nako ya go tswala le/kgotsa tiro ya go fokotsa babereki,



ditherisano tse di tsweletseng, maiteko a togomaano le dithulaganyo jaaka go buisantswe mo Future Forum. Morago go tla romelwa dipego ka tswelopele kwa mafapheng a a botlhokwa, go akaretsa le Khansele ya Kgakololo ya Togomaano ya Loago le Tlhagisotiro le Lefapha la Puso ya Porofense le ya Selegae, fa go tlhokega. Go tla dirwa tumalanong le kaelo ya Boto gore go tle go fitlhelelwe dikgato tsa go baakanya tse di tlhomilweng ke Boto.

**4.4.2.5. Dipuisano ka Go Kgaolwa ga Babereki mo Tiro mo Nnang ga Diragala**

Mo mabakeng a ditsela tsotlhe tsa go tila go latlhegelwa ke ditiro di dirisitsweng ka botlalo mme go akanngwa gore go ka nna ga nna le go kgaolwa ga babereki mo tirong, go tla dirisiwa togoleano ya dipuisano tse di tseneletseng morago ga dipuisano le tumalano kwa Future Forum. Puisano ka dintlha tse go tlotliwang ka tsone kwa diforamong, dithulaganyo tsa togoleano le tiragatso ya tsone e tla nna karolo ya agenda ya dikopano tse di tlwaelegileng tsa foramo. Morago ga kopano nngwe le nngwe ya Foramo ya Isagwe, babereki botlhe ba tla itsisiwe ka dikgang tse go buisantsweng ka tsone le ka dithulaganyo tsa leano tse go dumalanyweng ka tsone kwa Foramo ya Isagwe.

Mo mabakeng a go sa kgonegeng go tila go kgaolwa ga babereki mo tirong, go tla dirisiwa ditsela tse di latelang go tlhomamisa gore go nna le dipuisano tse di nang le matswela le babereki botlhe: makwalodikgang a botsamaisi, lekwalodikgang la Mowa wa go Bereka Jaaka Setlhopha, Quest Hotline, dibidio, dithulaganyo tsa PA, imeile le intranet, diboto tsa phasalatso, diboto tsa tlhaeletsano (diboto tsa dikitsiso), dikopano tse di kopanetsweng tsa mokgatlho wa babereki le botsamaisi, diforamo tsa tlhaeletsano le diwekeshopo.

Baemedi ba mekgatlho ya babereki gape ba tla buisana ka dikgang tse di tswang mo dipuisanong tsa Future Forum tsa ka nako ya dikopano tsa Lekala la bone le Komiti gammogo le mo dikopanong tse dikgolo tse di tshwarwang le babereki. Mathata a go tshwanetseng ga buisanngwa ka one fa go akanyediwang go kgaola babereki mo tirong a tla akaretsa mme e se one fela:

- Mabaka a go akanyetsa go kgaolwa ga babereki mo tirong;
- Dithulaganyo tsa togamaano tse go dumalanyweng ka tsone ke Foramo ya Isagwe go tila le go fokotsa ditatlhegelo tsa ditiro;



- Palo ya babereki e ka nna ya amiwa ke go kgaolwa ga babereki mo tirong;
- Dintlha tsa mananeo a a okeditsweng a dikatiso tsa bokgoni jo bo ka dirisiwang go sele le kafa a ka bonwang ka teng;
- Mananeo a LED le ditshono tsa ditiro tse dingwe tse babereki ba ba ka nnang ba kgaolwa mo tirong ba ka di bonang;
- Ditshono tsa ditiro tse dingwe le thuso e e tla newang babereki go kgona go bona ditshono tseno;
- Nako ya go kgaola babereki mo tirong le go fokodiwa ga madi a babereki ba tlileng go a duelwa;
- Thuso e e tlileng go newa babereki le bamalapa a bone go a dirisa le kafa go kgaolwa ga babereki mo tirong go tlileng go ama maikutlo a bone ka teng;
- Thuso epe fela e nngwe e e tlileng go newa babereki.

Dikhansele tsa selegae/Puso tsa kwa dikgaolong tse tiro e dirwang mo go tsone di tla emelwa le go nna le seabe mo MCLF mme ka jalo di tla itsisiwe ka botlalo ka ga go kgaolwa ga babereki mo tirong gotlhe mo go ka nnang ga diragala.

Dinako tsa dipuisano di tla tshwarwa le makoko a e seng karolo ya MCLF, ke gore, baemedi ba Puso ya Selegae go tswa kwa mafelong a a romelang babereki, mafapha a puso ya naga, dikgwebo tse dingwe tse di ikaegileng ka intaseteri ya meepo gammogo le maphata a mangwe a a ka nnang le kgatlhego mo go kgaolweng ga babereki mo tirong a a ka amiwang ke gone. Dipuisano tsa batho ba lebane di tla tshwarwa gore mathata a kgone go rarabololwa le go buisanngwa ka one. Mo godimo ga moo, makoko otlhe a a umakilweng fa godimo gammogo le makoko a mangwe a a supilweng ke Foramo ya Isagwe le MCLF a tla itsisiwe ka lekwalo.

Khampani e tla dira dikitsiso tsa bobegadikgang le/kgotsa go tshwara dikhonferense tsa bobegadikgang fa go tlhokega go itsise bobegadikgang gore ba kgone go bona tshedimosetso e e boammaaruri le e e ikanyegang malebana le go kgaolwa ga batho mo tirong. Go tla newa tsa bosheng tsa bobegadikgang ka metlha.



## 4.5. GO LAOLWA GA GO KGAOLWA GA BATHO MO TIRONG

### *4.5.1. Maikemisetso*

Fa go ka kgonega gore go latlhegelwa ke ditiro go thibelwe, Impala Platinum Limited e tla dirisa thulaganyo e e nang le dilo tse di latelang, mme e se tsone tsotlhe:

- Ditherisano.
- Dipuisano ka go kgaolwa ga batho mo tirong mo go ka nnang ga diragala.
- Kitsiso ya Boto ya Diminerala le Tlhabololo ya Meepo.
- Go diragatsa Karolo 189 ya Molao wa Dikamano le Badiri, 1995.

### *4.5.2. Thulaganyo ya Togomaano*

Fa e le gore moepo o tla batliwa gore o simolole tiro ya go fokotsa babereki kgotsa go tswala moepo (go ya ka maitlamo a a fa godimo) go tla dirwa thulaganyo e e latelang:

#### 4.5.2.1. Ditherisano

Gore e dire tiro ya ditherisano e e nang le mosola, Impala Platinum Limited e itlama go:

- Buisana le makoko otlhe jaaka go batlega go ya ka ditumalano tsa makgotla a babereki.
- Buisana le babereki ba ba amegileng kgotsa ditlhopha.
- Batla le go leka go fitlhelela tumalano le makoko a a rerisanang ka dikgato tse di maleba go tila go kobiwa mo tirong, go fokotsa go kobiwa mo tirong, go fetola nako ya go kobiwa mo tirong le go fokotsa ditlamorago tse di sa siamang tsa go kobiwa mo tirong.
- Batla le go leka go fitlhelela tumalano le makoko a a rerisanang ka ga mokgwa wa go tlhopha baberki ba ba tshwanetseng go kobiwa mo tirong le go fokodiwa ga ditshwanelo tsa madi a babereki bao ba tshwanetseng go a duelwa.
- Naya makoko a a rerisanang tshedimosetso e e kwadilweng go ya ka tse di batliwang ke Molao wa Ditsalango le Babereki.



#### 4.5.2.2. Dipusano ka go kgaolwa ga babereki mo tirong mo go ka nnang ga diragala

Go tla dirisiwa togamaano ya dipuisano tse di tseneletseng fa e le gore go ka nna ga diragala gore babereki ba kobiwe mo tirong morago ga dipuisano le tumalano kwa Future Forum.

- Babereki ba tla itsisiwe gore bangwe ba ka nna ba kgaolwa mo tirong ka dinako tsa diragala gore go kgaolwa mo tirong go simololwe.
- Go tla nna le diputhego tse di tswelelang tsa go buisana le babereki fa go kgaolwa ga babereki go simololwa.
- Go tla buisanngwa le babereki ka tshedimosetso e e latelang.
    - Mabaka a go kgaolwa ga babereki mo tirong mo go akanyediwang
    - Dithulaganyo tsa maano a a dirisiwang ke Future Forum go tila le go fokotsa go latetlhegelwa ke ditiro.
    - Palo ya babereki ba ba ka nnang ba amiwa ke go kgaolwa ga babereki mo tirong.
    - Dintlha ka mananeo a a ka atolosiwang a bokgoni le kafa a ka kgonang go bonwa ka gone.
    - Ditshono tsa ditiro di sele tsa babereki ba ba ka nnang ba kgaolwa mo tirong.
    - Nako ya go kgaolwa ga babereki mo tirong le go fokodiwa ga dtitshwanelo tsa madi a a tlileng go duelwa babereki.
    - Thuso e e ka newang babereki le malapa a bone go dirisana le kafa go kgaolwa mo tirong go a amileng mo maikutlong ka teng.
    - Thuso epe fela e nngwe e e tla newang babereki.
- Go itsise makoko a mangwe a a amegileng a a tshwanang le mafelo a romelang babereki le bommasepala ka ga go kgaolwa ga babereki mo tirong mo go ka nnang ga diragala kwa moepong ka go dirisa Future Forum.

#### 4.5.2.3. Itsise Boto ya Diminerala le Tlhabololo ya Moepo

Boto ya Dimenerala le Tlhabololo ya Moepo e tla itsisiwe jaaka go tlhokega go ya ka Karolo 52 (1) (b) ya MPRDA, fa go kgaolwa ga babereki ba le 500 mo tirong kgotsa 10% ya babereki, go ya fela ka gore ke efe e e kwa tlase, go tlile go diragala mo nakong ya dikgwedi di le 12; le Tona ya Babereki fa go kgaolwa ga babereki mo tirong ba le 500 kgotsa 10% ya babereki, go ya fela ka gore ke efe e e kwa godimo, go akanyediwa. Go tla dirwa tumalanong le dikaelo tsa Tona.



**4.5.2.4. Diragatsa Karolo 189 ya Molao wa Dikamano le Babereki, 1995.**

Fa go ka diragala gore babereki ba fokodiwe le go kgaolwa mo tirong, go tla simololwa dipuisano le babereki go ya ka karolo ya 189 ya Molao wa Dikamano le Babereki (66) wa 1995, o o fetotsweng (Labour Relations Act [LRA]), le tumalano epe fela ya botlhe e e leng teng (leba karolo e e malebana le tiro ya go buisana).

Ditsamaiso tse di tshwanetseng go rulaganngwa fa go ka se kgonege go tila go latlhegelwa ke ditiro di akaretsa:

- Go nna le lenaane la maina le dintlha tsa go ikgolaganya le babereki ba ba tlogedisitsweng tiro ka gonne tiro ya bone e ka dirwa ke ba bangwe fa go ka nna le diphatlhatiro dingwe.
- Go Kwala di-CV.
- Ditopo tsa go duelwa UIF.
- Makwalo a puelelo.
- Go thusiwa ka ditheo tsa go bona tiro.
- Thuso ya go itsise dibanka mabapi le go duelwa ga dilouno.
- Go naya disetifikeiti tsa tirelo.
- Go isiwa mo ditirong tsa maemo a tuelo e e kwa tlase.
- Go naya diofisi tsa thuso ya kemonokeng mabapi le go batla ditiro tse dingwe (e leng, diofisi tse di nang le fekese, mogala, metšhine ya go dira dikhopi)).

Ke boikaelelo jwa Impala Platinum Limited go thapa batho ba ba nang le bokgoni jwa botlhokwa ka tsela e e ka tsweledisiwang. Seno se tla tlhomamisa gore batho bano ba ka tlhomamisediwa ditiro lefa kgwebo e ntse e ya kwa godimo le kwa tlase.

Go ka nna ga akanyediwa ditsela di sele mo pholising ya nako e e tlang ka tsela e e latelang:

- Bakatisediwatiro ga ba na go kgaolwa mo tirong pele ga dikonteraka tsa bone di fela fa ba ise ba dumelelwe ke SETA. Konteraka ya bone e ka nna ya newa mothapi yo mongwe. Bakatisediwatiro ba ka akanyediwa go thapiwa mo diphatlhatirong tse dingwe go fitlha go nna le diphatlhatiro tse di tshwanetseng.
- Banaledibasari, ba ba ithutelang kitso ya motlakase le ba ithutelang boporokeremara: babereki bano ga ba na go kgaolwa mo tirong ka nako ya mananeo a bone a katiso mme ba tla akanyediwa fela morago ga go wetsa dithuto tsa bone go ya ka bokgoni le maemo.



- Ga go na mothapiwa ope yo o tla newang nothise kgotsa a kgaolwa mo tirong ka nako ya khunologo ya ngwaga le ngwaga, ya bolwetse, ya botsetsi kgotsa ya maikarabelo a lelapa, e bile ga a na go newa nothise e e ntseng jalo ka nako e le nngwe le khunologo ya mofuta oo, ntle le khunologo ya bolwetse.

Dintlha tse di botlhokwa tsa go amega ka tsela e e sa siamang ga babereki jaaka ba dirisana le kgang e e thata eno ke go nna go ntse go akanyediwa ditiro tse di nayang bokgoni jo bo ka dirisiwang go sele le puisano.

## 4.6. DITSELA TSE DI KA TOKAFATSA GO AMEGA LOAGO LE IKONOMI MALEBANA LE BATHO, DIKGAOLO, LE DIIKONOMI FA GO KGAOLWA GA BABEREKI MO TIRONG KGOTSA TSWALWA GO TLHOMAMISIWA

### *4.6.1. Maikemisetso*

Le fa mananeo a Tsweledi so ya Dikgono tsa Babereki le Ikonomi ya Loago a a tlhalositsweng mo go Karolo 2 le 3 ya tokumente eno a dirilwe le go rulaganngwa gore a dirisediwe go baakanyetsa kgolo e e tswelelang ya ikonomi le loago mo merafeng ya lefelo ka nako yotlhe e tiro e tsweletseng ka yone, go sa ntse go tla tlhokega gore go tsewe dikgato tsa go laola kafa seo se amang merafe ya lefelo leo ka teng le merafe e babereki ba tswang mo go yone ka nako ya go fokodiwa ga babereki le go tswalwa ga moepo.

Karolo eno e tlhalosa ditsela tse di tlileng go dirisiwa go thibela, kafa go kgonegang ka teng, kafa go kgaolwa ga babereki mo tirong le batho ba tlileng go amiwa ka teng ke go tshwalwa ga moepo le go kgaolwa ga babereki mo tirong. Thulaganyo e e tseneletseng e e tla dirwang e kopantswe le banaleseabe ba ba amegileng le mafapha a a maleba a puso e tla tlhokega dingwaga di ka nna nné (4) go ya go di le tlhano (5) pele ga moepo o tswalwa. Ka jalo kgaolo eno ga e kgone go naya thulaganyo ya bofelo ya go tswala kgotsa ya morago ga go tswala ya ditiro tse di malebana le kafa loago le ikonomi di tlileng go ama ka teng. Lone lebaka fela la gore merafe ya metseselege le ya lotseno lo lo kwa tlase e ikaegile ka ditiro ka nako e telele le dira gore thulaganyo ya go tswala moepo e nne e e fetofetogang le e e tshwanetseng go dirisiwa dithulaganyo tseo tsa morafe tse di leng teng ka nako ya go tswalwa ga



moepo. Ka jalo, gone jaanong ga go kgonege go bonela pele maemo a loago le a ikonomi mo lefelong leo ka nako ya go tswala moepo.

Impala ga e solofele gore go tswalwa ga dishafote go tla nna ama loago le ikonomi, mme le fa gone dishafote di ka tswa di tswetswe ka nako ya SLP 4, ga go solofelwe gore go tla fokodiwa babereki ka ntlha ya seo, mme go solofetswe gape gore babereki ba tla fudusediwa kwa dishafoteng tse dingwe. Fa dishafote di tswalwa, mme babereki ba romelwa go sele; babereki ba tla nna mo dikgaolong tse ba nnang mo go tsone gone jaanong; mme go tla nna le dipalangwa tse di tla ba isang kwa tirong.

### *4.6.2. Thulaganyo ya Togomaano*

#### 4.6.2.1. Patlisiso ya go Amega ga Ikonomi le Loago fa go tswalwa moepo

Jaaka go ntse ka lenaneo lengwe le lengwe le legolo la tlhabololo, bagakolodi ba ba kgethegileng ba tla dira tshekatsheko ya seabe sa ikonomi ya loago (socio-iconomic impact analysis [SEIA) pele ga go simololwa thulaganyo e e tlhalositsweng sentle ya go tswala moepo. SEIA e tla simololwa dingwaga di le nné (4) go ya go di le tlhano (5) pele ga moepo o tswalwa mme e tla tshegediwa ke tirisanommogo le diforamo ka bobedi.

#### 4.6.2.2. Puisano le banaleseabe

Thulaganyo ya go tswalwa ga moepo e tla gatelela thata gore go nne le dipuisano tse di tseneletseng le tse di tlhaloganngwang le banaleseabe botlhe. Go na le kgonagalo ya gore go ka nna le kganetso mme e tshwanetse go fokodiwa mo banaleseabeng, jaaka dikgwebo tsa selegae, tse di nang le dipoifo le matshwenyego a a utlwalang mabapi le go tswalwa ga moepo. Ditherisano le dipuisano le ditlhopha tsa banaleseabe ba mo merafeng e moepo o leng mo metseng ya yone, mafapha a a maleba a puso le diforamo tsa kgwebo tsa selegae le tsone di tla tshwarwa ka MCLF.

Thulaganyo ya go tswalwa ga moepo e tla gatelela thata gore go nne le dipuisano tse di tseneletseng le tse di tlhaloganngwang le banaleseabe botlhe. Go na le kgonagalo ya gore go ka nna le kganetso mme e tshwanetse go laolwa ke banaleseabe, jaaka dikgwebo tsa selegae, tse di nang le dipoifo le matshwenyego a a utlwalang malebana le go tswalwa ga moepo. Ditherisano le dipuisano le ditlhopha tsa banaleseabe ba mo merafeng e moepo o leng mo metseng ya yone, mafapha a a maleba a puso le diforamo tsa kgwebo tsa selegae le tsone di tla dirwa ka MCLF.



**4.6.2.3. Dithulaganyo tsa Togomaano le Taolo ya Amega ga Loago le Ikonomi**

Jaaka go ntse ka Lenaneo la Tlhabololo ya Babereki la Impala Platinum Limited, Lenaneo la Tlhabololo ya Ikonomi ya Selegae (Karolo 3.2) le tla diragadiwa mo nakong yotlhe ya fa go ntse go dirwa tiro ka maikaelelo a magolo a go tlhomamisa gore thuso epe fela e e neelwang ke dikgwebo le thuso ya LED , e tla nna e e tsweletseng, e bile e tla solegela batho ba ba e batlang molemo morago ga go tswalwa ga moepo. Go ntse fela jalo le ka go dirisana le batlamedi ba ditirelo le dithoto tsa selegae ka Leano la Kgatelopele ya Thekiso (Karolo 3.5). Go tla dirwa maiteko otlhe, mo nakong ya fa ditiro di ntse di tsweletse, go thusa go katisa borakgwebo ba lefelo leo ba ba tlamelang ka dilwana kgotsa ditirelo go netefatsa gore ba na le bokgoni jo bo tshwanetseng jwa go tsamaisa dikgwebo tse dinnye tse di dirang sentle tse di ka rekang mo ditirong tse dingwe tsa meepo tsa lefelo leo mme gape di ka farologanya tirelo ya tsone kgotsa mefuta ya didirwa mme gongwe le go rekela madirelo a mangwe a e seng a meepo.

Le fa go na le maano ano mo nakong yotlhe ya tiro, go itse ka ga go tswalwa le go latlhegelwa ke kgwebo kgotsa ditsela tsa go thusa go ka gakgamatsa maloko a morafe wa lefelo leo mme go ka tlhokega thuso ka nako go ba thusa go fetogela mo tikologong le mo mogopolong o o sa tsamaisaneng le Impala Platinum Limited Rustenburg kgotsa Madirelo a go Itshekisa Manya. Dipuisano tse di ntseng jalo di tla dirwa ka MCLF, le ditsela tse dingwe tse di tlhomilweng tsa dipuisano jaaka go tlhalositswe fa godimo (Karolo 4.4.2). Ke ka ditsela tseno tse ditlhokego tse di rileng le/kgotsa ditlhokego tsa katiso di tla lemogiwang tse Impala Platinum Limited e ka nnang ya thusa ka tsone mo nakong ya go fokotsa babereki. Thuso e e tlhokegang e ka se ka ya rulaganyediwa ka botlalo pele ga nako ya go fokotsa babereki ka gonne dilo tse morafe o di tlhokang le katiso e e tlhokegang di tla fetoga le go fetofetoga ka metlha. Lefa go ntse jalo, thuso ya go nna jalo e ka nna ya akaretsa tse di latelang:

- Thuso ya bagwebi ba mo lefelong leno ka go dirisa maranyane a a tlhomilweng, ditheo tsa puso malebana le seno le ditheo tsa NGO tse di nang le maitemogelo.
- Go dira gore go nne le bomphato jwa batho le morafe jo boikaelelo e leng go kgotsofatsa ditlhokego tse di rileng mo morafeng, e ka tswa e le mabapi le dikago, go oketsa bokgoni kgotsa go tlhabolola bokgoni.



- Fa go rerisanwa le Mine Lease Agreement ya rona, akanyetsa go ka dirisa dikago tsa moepo tsa bogologolo/ tse di sa dirisiweng morago ga go fokodiwa ga babereki le go tswala moepo ka botlalo (mafelo a katiso, dikago tsa diofisi, jalo jalo.).
- Thulaganyo ya go katisa batho ka go ba naya bokgoni jo bo ka dirisiwang go sele go tlhomamisa gore babereki ba kgona go nna le tiro e e tlhomameng le go tswelela ba kgona go itshedisa le fa moepo o sena go tswalwa.
- Ditirelo tsa Bogakolodi tsa babereki le fa go tlhokega, bamalapa a bone go tlhomamisa gore ba tlhomeletswe go lebana le mathata a a ka nnang teng a go latlhegelwa ke tiro.
- Go Kgona go Dirisa Mafelo a Kgakololo Mabapi le Ditiro mo metseng ya lefelo la bone kgotsa mo Mafelong a a Romelang Babereki a a maleba.
- Thuso ya go ikwadisa jaaka motho yo o batlang tiro (kwa Lefapheng la Babereki le le maleba, kwa setheong sa ditiro kgotsa kwa meepong e mengwe e e mo lefelong leo), go batla tiro le go dira kopo ya tiro.
- Go tlhomamisa gore bokgoni jotlhe le/kgotsa maitemogelo a a bonweng fa batho ba ntse ba bereka kwa Impala Platinum Limited Operations a na le tumelelo le setifikeiti se se maleba.
- Thuso ya mmereki yo o dirang kopo ya UIF le thuso epe fela e sele fa a e tlhoka.
- Go naya thuso ya thulaganyo ya ditšhelete malebana le ditshwanelo tsa madi a a tshwanetseng go duelwa fa batho ba kgaolwa mo tirong, dipenshene le/kgotsa matlole a pabalesego jalo le jalo go tlhomamisa, fa go tlhokega, tiriso e e maleba le/kgotsa tshomarelo ya ditšhelete morago ga go kgaolwa ga babereki mo tirong.

**4.6.2.4. Thulaganyo ya Morago ga go Tswalwa ga moepo**

Ditogomaano tsa tsamaiso ya nako ya morago ga go tswalwa ga moepo e tla dirwa le MCLF mo tirong ya go rulaganya go tswalwa ga moeop. Go tla dirwa maano a a tla thibelang go ikaega ka batho ba bonang dithuso tsa madi le go rotloetsa gore batho le dikgwebo di ikemela ka nosi mo setšhabeng go tlhomamisa gore go nna le tswelelo morago ga go tswalwa ga moepo. Ditherisano tse di tswelelang le maemo a bogakolodi a a ka nnang a rulaganngwa ka MCLF a tla dirisiwa go tlhomamisa gore mananeo le dithulaganyo di tswelela go nna le mesola e e ka tsweledisiwang le e e berekang. Go tswelela go nna le seabe ga puso ya selegae le magosi mo tsamaisong eno go tla nna botlhokwa mo tirong eno ya tsamaiso ya morago ga go tswalwa ga moepo.



*Lenaanethalo 4.1. Go katisetsa Bokgoni jo bo ka Dirisiwang go Sele*

| PHOKOTSO BABEREKI | 2024 | 2025 | 2026 | 2027 | 2028 | PALOYOTLHE 2024-2028 |
|---|---|---|---|---|---|---|
| Bokgoni jo bo ka Dirisiwang go Sele go sele | 120 | 120 | 120 | 120 | 120 | **600** |
| Tšhelete e e Newang | **R 1 100 000** | **R 1 100 000** | **R 1 100 000** | **R 1 100 000** | **R 1 100 000** | **R 5 500 000** |

**4.6.2.5. Diporojeke tse di rulaganyeditsweng go thapa babereki ba ba kgaotsweng mo tirong.**

Go rotloeletsa go dirwa ga ditiro mo mafelong a a mo tikologong, Impala Platinum Limited e tla sekaseka kgonego ya go simolola kgotsa go atolosa dithulaganyo tsa tlhabololo ya metseselegae le dithuso tsa tlhabololo ya selegae tse di tla rotloetsang go tlhamiwa ga ditiro kgotsa ditiro tsa ikonomi kwa Impala Platinum Limited le mo mafelong a a mabapi.

Fa e le gore moepo wa Impala Platinum o tshwanela go tswalwa, go tla sekasekiwa dikgato tse dingwe tse di latelang:

Fa go rerisanwa le banaleseabe ba ba maleba go tla sekasekiwa kgonego ya go naya maiteko ape a a santseng a le teng babereki ba ba kgaotsweng mo tirong kgotsa balaodi ba lefelo kgotsa ditlhopha dipe tse dingwe tse di nang le maikarabelo mabapi le melawana le ditsamaiso tse di dumalanweng kgotsa tse di tlhomilweng ke kgwebo.

Go tla akanyediwa, morago ga go buisana le banaleseabe ba ba maleba, gore a go ka kgonega go dirisa madi go abela babereki ba ba tlogetsweng mo tirong kgotsa morafe didirisiwa, lefatshe le dikago le didirisiwa tse dingwe ka tsela e e tla ba solegelang molemo, segolobogolo fa boleng jwa mebaraka jwa didirisiwa tseo bo sa dire gore di rekisiwe mo mmarakeng o o senang dithibelo dipe mme ba ba di newang ba kgona go di boloka le go di dirisa ka botlalo.

Ka tirisanommogo le bommasepala ba lefelo leo, go tla tlhomiwa diporojeke pele ga moepo o tswalwa tse di tla netefatsang gore lefatshe le moepo o leng mo go lone le dirisa lefatshe ka tsela e e siameng. Seno se tla solegela babereki le maloko a morafe molemo go tlhomamisa gore lefelo leno le nna le amogela ditiro tsa ikonomi. Gape go tla nna le dipuisano le mmasepala go bona gore dikago di ka dirisiwa sentle thata jang morago ga go tswalwa ga moepo.



## 4.7. DITŠHELETE

Impala Platinum Limited e itlama go dira thusa ka tšhelete ya go fokotsa kgotsa go kgaola babereki ka nako ya fa moepo o tswalwa. Letlole leno le tla akaretsa ditshenyegelo tsa go fokotsa babereki, ditshenyegelo tsa go katisa babereki le dituelo dipe fela tse di saletseng kwa morago tse di tshwanetseng go duelwa babereki (ka sekai, go bereka diura tse dingwe gape kgotsa malatsi a khunologo), gammogo le ditshenyegelo tse dingwe gape tse di amanang le go dirisiwa ga Thulaganyo ya go Fokotsa le go Kgaola Babereki mo Tirong jaaka go tlhalositswe mo go SLP.

Ka baka la Nako ya go Bereka ga Moepo wa tiro eno e e okeditsweng, ga go solofelwe gore moepo o tla tswalwa mo nakong e e gaufi. Le fa go ntse jalo, Impala Platinum Limited e ititeile sehuba gore fa moepo o ntse o bereka, e tla ruta babereki ba yone go nna le bokgoni jo bo ka dirisiwang go sele go ya ka mekgele e e tlhalositsweng mo go Lenaanethalo 4.1 le le fa godimo. Ditshenyegelo tseno di bontshiwa mo lenaanethalong (table) le le fa tlase, mme e seng mo manaanethalong a HRD mo go karolo 2.

Lenaanethalo (Table) le le fa tlase le sobokanya maitlamo a tsa madi a Bokgoni jo bo ka Dirisiwang go Sele jaaka a ne a dirilwe fa godimo jaaka karolo ya thulaganyo ya go Fokotsa Babereki. Bajete e e rulaganyeditsweng bokgoni jo bo ka dirisiwang go sele e akaretsa ditshwanelo tsa madi a a tshwanetseng go duelwa babereki ba ba kgaolwang mo tirong ba ba amiwang ke Kgaolo 189.

*Lenaanethalo 4.2. Madi a a newang Tsamaiso ya go Fokodiwa ga Babereki*

| PHOKO TSO YA BATHO MO TIRONG | 2024 | 2025 | 2026 | 2027 | 2028 | PALOYOTLHE 2024-2028 |
|---|---|---|---|---|---|---|
| Bokgoni jo bo ka Dirisiwang go Sele | 120 | 120 | 120 | 120 | 120 | **600** |
| Tšhelete e e Newang | **R 1 100 000** | **R 1 100 000** | **R 1 100 000** | **R 1 100 000** | **R 1 100 000** | **R 5 500 000** |

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## KGAOLO YA BOTLHANO:

# TŠHELETE E E NEWANG



## 5.1. TŠHELETE E E NEWANG

*Go ya ka Karolo 23(1)(e) "Tona o tshwanetse go rebola tshwanelo ya go epa fa modirakopo a duetse madi le go dira ditsela tse dingwe tsa leano le le beilweng la loago le la babereki".* Karolo eno e ikaeletse go tlhalosa boikaelelo jwa Impala Platinum Limited jwa go thusa karolo nngwe le nngwe ya kokomana ya bo-4 ka madi ya Togoleano ya Loago le Babereki ka nako e e maleba ya dingwaga tse 5 ka nako ya go bereka ga moepo.

Go dirilwe dithulaganyo mo thulaganyong ya ditšhelete ya tse di batliwang ke molao tse di tshwanetseng tiro eno. Le fa go ntse jalo, go tshwanetse ga elwa tlhoko gore dikakanyetso tseno di theilwe mo dithulaganyong tsa kgwebo tse di leng teng mo Impala Platinum Limited le mo mebarakeng le mo maemong a ikonomi a a amanang le tiro eno. Fa go tlhokega gore go dirwe diphetogo mo dikakanyong tseno, di tla begiwa mo Pegong ya Ngwaga le Ngwaga ya SLP, gammogo le mo Pegong ya Ngwaga le Ngwaga ya Thulaganyo ya SLP, fa go tlhokega. Mo godimo ga moo, Impala e tla dira kopo ya diphetogo mo go SLP e e dumeletsweng, jaaka go bontshiwa mo go Karolo 102 le Melawana 44 le 45 ya MPRDA.

### *5.1.1. Tšhelete e e Newang ya HRD*

Lenaanethalo (Table 5.1) le sobokanya madi a a newang ke Impala Platinum Limited SLP mo dingwageng tse tlhano (5) tse di latelang mabapi le Togoleano ya Tlhabololo ya Dikgono tsa Babereki. Ela tlhoko gore bajete yotlhe ya katiso e e akareditsweng mo SLP ga e lekane le 5% ya madi a a duelwang ka ngwaga, ka gonne go na le katiso e nngwe e e diragadiwang e e sa akarediwang mo go SLP. Le fa go ntse jalo, khampani eno e dumalana le melao ya Tšhata ya Moepo mo ntlheng eno.

*Lenaanethalo 5.1. Tšhelete e e Newang ya Tlhabololo ya Dikgono Tsa Babereki*

| HRD | 2024 | 2025 | 2026 | 2027 | 2028 | PALOYOTLHE 2024-2028 |
|---|---|---|---|---|---|---|
| AET | R 27 624 000 | R 27 624 000 | R 27 624 000 | R 25 728 000 | R 25 728 000 | **R 134 328 000** |
| Boithutelatiro (Tiro ya Diatla) 18,1 le 18,2 | R 61 353 782 | R 57 795 009 | R 53 262 710 | R 56 758 472 | R 53 283 981 | **R 282 453 953** |
| Boithutelatiro (Jo e seng jwa tiro ya diatla) 18,1 le 18,2 | R 10 587 563 | R 10 587 563 | R 8 240 672 | R 8 240 672 | R 8 240 672 | **R 45 897 141** |
| Lenaneo la Bokgoni jo bo ka Dirisiwang go Sele | R 150 000 | R 150 000 | R 150 000 | R 150 000 | R 150 000 | **R 780 000** |
| Thulaganyo ya Dibasari tsa ba ba Seng mo Khamphaning (18,2) | R 4 500 000 | R 9 000 000 | R 13 500 000 | R 18 000 000 | R 18 000 000 | **R 63 000 000** |
| Dibasari tsa Babereki (18,1) | R 6 286 877 | R 6 060 534 | R 5 850 787 | R 5 657 124 | R 5 479 077 | **R 29 334 398** |
| Baalogi (Ba eseng ba dibasari) | R 6 912 000 | R 11 520 000 | R 16 128 000 | R 15 360 000 | R 9 600 000 | **R 59 520 000** |
| Baithutelatiro ba Baalogi ba Yunibesethi le Bakatisediwa Boitemogelo (Ba Eseng ba Khamphani) | R 1 895 000 | R 1 967 000 | R 2 043 320 | R 2 124 219 | R 2 209 972 | **R 10 239 512** |
| **TŠHELETE E E NEWANG** | **R 119 315 222** | **R124 710 106** | **R126 805 489** | **R132 24 487** | **R 122 697 701** | **R625 553 005** |

### *5.1.2. Tšhelete e e Newang ya LED*

Lenanethalo (table) le le fa tlase le bontsha go kgaoganngwa ga madi a neilweng a diporojeke tsa Tlhabololo ya Ikonomi ya Selegae.

*Lenaanethalo 5.2. Madi a go thusitsweng ka one a diporojeke tsa LED*

| TLHABOLOLO YA IKONOMI YA SELEGAE | 2024 | 2025 | 2026 | 2027 | 2028 | PALOY OTLHE 2024-2028 |
|---|---|---|---|---|---|---|
| Tlhabololo ya Kgwebo le Tlamelo | R 9 000 000 | R 19 000 000 | R 20 000 000 | R 20 000 000 | R 20 000 000 | R 88 000 000 |
| Go dirwa ga ditsela tsa mo teng tsa Kanana | R 0 | R | R 4 816 873 | R 7 658 828 | | R 12 475 701 |
| Go dirwa ga ditsela tse di mo teng ga Luka | R 0 | R | R 0 | R 5 105 886 | R 8 118 358 | R 13 224 244 |
| Go dirwa ga ditsela tse di mo teng tsa Phokeng | R 0 | R 0 | R 0 | R 5 191 401 | R 8 254 327 | R 13 445 728 |
| Go agiwa ga borogo jwa Dinao mo Meriting | R 0 | R 0 | R 3 483 160 | R 5 538 224 | | R 9 021 384 |
| Go Agiwa ga Community Centre mo Phokeng | R 0 | R 0 | R 5 040 195 | R 3 561 738 | | R 8 601 933 |
| Go Agiwa ga Holo ya Sekolo kwa Seraleng Primary School | R 0 | R 0 | R | R 3 839 526 | R 6 104 846 | R 9 944 372 |
| Go baakanngwa le go atolosiwa ga Keledi Secondary School | R 0 | R 0 | R 6 488 591 | R 8 406 330 | R 0 | R 14 894 921 |
| Mafelo a a Romelang Babereki-Go thuba matlo a mmu le go aga diphaposiborutelo tse 5 le kago ya botsamaisi kwa Sikitini Primary School | R 0 | R 0 | R 6 682 376 | R 5 795 442 | R 0 | R 12 477 818 |
| Mafelo a a Romelang Babereki-Go tlhomiwa ga ditanka tse di gelelang metsi le kgolaganyo ya megala kwa W.M. Ranuga Senior Primary School | R 0 | R 0 | R | R 1 509 39 | R 0 | R 1 509 39 |
| Mafelo a a Romelang Babereki- Tshegetso ya Porojeke ya Cofimvaba | R 0 | R 429 603 | R 844 208 | R 948 553 | R 688 300 | R 2 910 666 |
| Mafelo a a Romelang Babereki-Go Agiwa ga Boapeelo, Bopakelo jwa Dikoloi le terata ya molelwang kwa Sekhing Primary School | R 0 | R 0 | R 0 | R 3 574 377 | R 2 525 893 | R 6 100 270 |
| Maemo a Matlo le Bonno | R 39 000 000 | R 39 000 000 | R 39 000 000 | R 0 | R 0 | R 117 000 000 |
| TŠHELETE E E NEWANG | **R 48 000 000** | **R 58 429 603** | **R 86 355 404** | **R 71 129 346** | **R 45 691 724** | **R 309 606 78** |







### *5.1.3. Thuso ya Madi a Taolo ya Go Fokodiwa le go Kgaolwa ga Babereki mo Tirong*

Lenaneothalo (Table) le le fa tlase le bontsha go kgaoganngwa ga madi a a newang go Laola go Fokodiwa le go Kgaolwa ga Babereki mo Tirong.

Madi a katiso e e tsweletseng ya kgwebo ya konokono a go duelela mananeo a a amanang a moepo a katiso ya bokgoni jo bo ka dirisiwang go sele (Karolo 2.4.3) a tla newa a tswa mo Bajeteng ya Tlhabololo ya Dikgono tsa Babereki ya ngwaga le ngwaga ya katiso le tlhabololo ya dikgono tsa babereki ya Impala Platinum Mine e le ya bokgoni jo bo tlhokwang ke babereki ngwaga le ngwaga le go tsamaisana le leano la kgwebo. Mo godimo ga moo, moepo o tla naya madi a bokgoni jo bo ka dirisiwang go sele jo bo sa amaneng le meepo a tswa mo go Letlole la Bokgoni jo bo ka Dirisiwang go Sele ka nako yotlhe e Moepo o Berekang.

Ka dinako tsa go kgaolwa ga babereki mo tirong, mmereki mongwe le mongwe o tla newa katiso e nngwe gape go rulaganyetsa ditirelo tse dingwe tsa taolo ya go kgaolwa ga babereki mo tirong mo go dirwang ke moepo jaaka go tlhalositswe mo go Karolo 4 ya tokumente eno. Madi ano a tla newa ke Impala Platinum Limited a tswa mo bajeteng ya SLP. Seno se tla dirwa mo godimo ga dithulaganyo tsa dituelo tsa babereki ba ba kgaolwang mo tirong tse di tla rulaganngwang go ya ka molao o o leng teng wa go kgaola babereki mo tirong le ka go buisana le makgotla a a maleba a a emelang babereki le/kgotsa mekgatlho ya babereki fa go tlhokega.

*Lenaanethalo 5.3. Tšhelete e e Newang ya Tsamaiso ya go Fokodiwa ga Babereki*

| PHOKOTSO YA BABERKI | 2024 | 2025 | 2026 | 2027 | 2028 | PALOYOTLHE 2024-2028 |
|---|---|---|---|---|---|---|
| Babereki ba bokgoni jo bo ka dirisiwang go sele | 120 | 120 | 120 | 120 | 120 | 600 |
| Tšhelete e e Newang | **R 1 100 000** | **R 1 100 000** | **R 1 100 000** | **R 1 100 000** | **R 1 100 000** | **R 5 500 000** |

## 5.2. TŠHELETE E E NEWANG E E KOPANTSWENG YA 2024-2028

Tšhelete e e kopantsweng ya ngwaga le ngwaga ya SLP e e bontshiwang mo Lenaanethalo 5.4 fa tlase.

*Lenaanethalo 5.4. Tšhelete e e kopantshweng ya SLP ngwaga le ngwaga*

| TŠHELETE E E NEWANG | 2024 | 2025 | 2026 | 2027 | 2028 | PALOYOTLHE 2024 - 2028 |
|---|---|---|---|---|---|---|
| Tlhabololo ya Babereki | R 119 315 221 | R 124 710 106 | R 126 805 489 | R 132 024 487 | R 122 697 701 | R 625 553 004 |
| Tlhabololo ya Ikonomi ya Selegae | R 48 000 000 | R 58 429 603 | R 86 355 404 | R 71 129 346 | R 45 691 724 | R 309 606 078 |
| Phokotsobabereki | R 1 100 000 | R 1 100 000 | R 1 100 000 | R 1 100 000 | R 1 100 000 | R 5 500 000 |
| **DDIPALOTSOTLHE** | **R 168 415 221** | **R 184 239 709** | **R 214 260 893** | **R 204 253 833** | **R 169 489 425** | **R 940 659 082** |





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## KAROLO YA BORATARO:

# MAIKEMISETSO



## 6.1. MAIKEMISETSO A IMPALA PLATINUM LIMITED

Nna, _____ yo ke saenneng fa tlase ebile ke neilwe dithata sentle ke _____ (khamphani) ke ikemisetsa go dira tumalanong le, tshedimosetso, dibatliwa, boikemisetso, le maemo jaaka a tlhalositswe mo togoleanong ya loago le ya babereki.

E saennwe kwa _____ mo letsatsing leno_____ la _____ 2023.

Mosaeno wa motho yo o nang le boikarabelo _____

Maemo____ _____

## 6.2. TUMELELO YA LEFAPHA LA DITSWAMMUNG

**E DUMELETSWE**

E saennwe kwa _____ mo letsatsing leno _____ la _____ 2023.

Mosaeno wa motho yo o ikarabelelang _____

Maemo _____

## 6.3. PUISANO LE BABEREKI LE BANALESEABE

Kgwebo ya meepo e itlama go tlhalosa SLP ya yone, fa e sena go dumelelwa, ka dithulaganyo tse di farologaneng le ka Seesimane le ka puo ya lefelo leno go tlhomamisa gore babereki botlhe le banaleseabe ba morafe ba fiwa tshono ya go tlhaloganya tokumente eno le se e se kayang, go ya ka Molawana wa MRPDA wa 46A.



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# IMPALA PLATINUM LIMITED

# TOGOLEANO LA LOAGO LE BABEREKI (SLP 4)

2024 – 2028

**Letsatsi la thomelo:**
02 Lwetse 2023

# MAMETLELELO

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# MAMETLELELO A

## LEFELO LE BABEREKI BA TSWANG KWA GO LONE



## OFISIKGOLO MAFELO A BABEREKI BA TSWANG KWA GO ONE

| Kgaolo (Porofense) | Toropo | Palo ya leina la bofelo | % ya Babereki ba mo Lefelong le le Romelang Babereki |
|---|---|---|---|
| Kapa Botlhaba | Lusikisiki | 2 | |
| | Port Elizabeth | 1 | |
| | Queenstown | 2 | |
| **Paloyotlhe ya Kapa Botlhama** | | **5** | 4% |
| Free State | Kroonstad | 1 | |
| | Lengau | 1 | |
| | Welkom | 1 | |
| **Paloyotlhe ya Free state** | | **3** | 3% |
| Gauteng | Alberton | 2 | |
| | Aspen Hills | 1 | |
| | Benoni | 5 | |
| | Boksburg | 1 | |
| | Brakpan | 3 | |
| | Centurion | 7 | |
| | Edenvale | 1 | |
| | Germiston | 3 | |
| | Ingwavuma | 1 | |
| | Johannesburg | 24 | |
| | Katlehong | 1 | |
| | Kempton Park | 4 | |
| | Kosmosdal | 1 | |
| | Krugersdorp | 1 | |
| | Magaliessig | 1 | |
| | Midrand | 4 | |
| | Olifantsfontein | 1 | |
| | Pretoria | 10 | |
| | Pretoria North | 1 | |
| | Randburg | 3 | |
| | Rietvalleirand | 1 | |
| | Riverglen | 1 | |
| | Roodepoort | 2 | |
| | Sandton | 2 | |
| | Soshanguve | 1 | |
| | Springs | 4 | |
| **Paloyotlhe ya Gauteng** | | **86** | 72% |



| Kgaolo (Porofense) | Toropo | Palo ya leina la bofelo | % ya Babereki ba mo Lefelong le le Romelang Babereki |
|---|---|---|---|
| Kwa-Zulu Natal | Durban | 1 | |
| | Ladysmith | 1 | |
| | Mgangeni Location | 1 | |
| | Phoenix | 1 | |
| | Pietermaritzburg | 1 | |
| **Paloyotlhe ya Kwa-Zulu Natal** | | **5** | 4% |
| **Limpopo** | Jane Furse | 1 | |
| | Polokwane | 1 | |
| | Thohoyandou | 1 | |
| | Tzaneen | 1 | |
| **Paloyotlhe ya Limpopo** | | **4** | 3% |
| Mpumalanga | Middelburg | 1 | |
| **Paloyotlhe ya Mpumalanga** | | **1** | 1% |
| Bokone Bophirima | Lichtenburg | 1 | |
| | Mmakau | 1 | |
| | Rustenburg | 12 | |
| **Paloyotlhe ya Kapa Bokone** | | **14** | 12% |
| Western Cape | Cape Town | 1 | |
| | Constantia | 1 | |
| **Paloyotlhe ya Kapa Bophirima** | | **2** | 2% |
| **Dipalotsotlhe** | | **120** | 100% |



## IMPALA PLATINUM LIMITED - RUSTENBURG

## LEFELO LE BABEREKI BA TSWANG KWA GO LONE

| Lefelo le le Romelang Babereki (Porofense/Nagas) | Lefelo le le Romelang Babereki (Toropo) | Palo ya Babereki ba mo Moepong (Babereki ba mo Moepong) | % ya Babereki go ya ka Lefelo le le Romelang Babereki |
|---|---|---|---|
| Kapa Botlhaba | Alice | 1 | |
| | Aliwal North | 18 | |
| | Barkly East | 5 | |
| | Bisho | 2 | |
| | Bizana | 249 | |
| | Buffalo City | 1 | |
| | Burghersdorp | 1 | |
| | Butterworth | 73 | |
| | Cala | 35 | |
| | Cofimvaba | 97 | |
| | Dordrecht | 3 | |
| | Dutywa | 2 | |
| | East London | 56 | |
| | Elliot | 6 | |
| | Elliotdale | 677 | |
| | Engcobo | 302 | |
| | Flagstaff | 229 | |
| | Fort Beaufort | 1 | |
| | Gcuwa | 2 | |
| | Ga Rapulana | 1 | |
| | Gatyana | 1 | |
| | Herschel | 290 | |
| | Idutywa | 479 | |
| | Indwe | 4 | |
| | Hofmeyr | 1 | |
| | Keiskamahoek | 1 | |
| | Kentani | 116 | |
| | King Williams Town | 99 | |
| | Lady Frere | 20 | |
| | Lady Grey | 5 | |
| | Libode | 766 | |
| | Lusikisiki | 489 | |
| | Maclear | 10 | |
| | Mdantsane | 1 | |
| | Middledrift | 15 | |
| | Mount Ayliff | 84 | |
| | Mount Fletcher | 91 | |
| | Mount Frere | 121 | |
| | Mqanduli | 726 | |
| | Ngqeleni | 690 | |
| | Nqamakwe | 55 | |
| | Peddie | 14 | |
| | Port Elizabeth | 13 | |



| Lefelo le le Romelang Babereki (Porofense/Nagas) | Lefelo le le Romelang Babereki (Toropo) | Palo ya Babereki ba mo Moepong (Babereki ba mo Moepong) | % ya Babereki go ya ka Lefelo le le Romelang Babereki |
|---|---|---|---|
| | Port St. Johns | 235 | |
| | Queenstown | 56 | |
| | Qubu | 1 | |
| | Qumbu | 168 | |
| | Qungu | 2 | |
| | Qamata | 1 | |
| | Sterkspruit | 18 | |
| | Stutterheim | 2 | |
| | Tabankulu | 403 | |
| | Tsolo | 161 | |
| | Tsomo | 65 | |
| | Ugie | 2 | |
| | Umtata | 428 | |
| | Ubombo | 1 | |
| | Whittlesea | 2 | |
| | Willowvale | 91 | |
| **KAPA BOTLHABA** | | **7488** | **26,3%** |
| Free State | Allanridge | 13 | |
| | Bethlehem | 26 | |
| | Bloemfontein | 156 | |
| | Bethulie | 1 | |
| | Bothaville | 19 | |
| | Botshabelo | 35 | |
| | Bultfontein | 5 | |
| | Clocolan | 4 | |
| | Edenburg | 1 | |
| | Ficksburg | 106 | |
| | Fouriesburg | 24 | |
| | Frankfort | 1 | |
| | Harrismith | 5 | |
| | Heilbron | 2 | |
| | Hennenman | 3 | |
| | Hertzogville | 1 | |
| | Hobhouse | 1 | |
| | Koffiefontein | | |
| | Kroonstad | 14 | |
| | Ladybrand | 20 | |
| | Matjhabeng | 11 | |
| | Odendaalsrus | 38 | |
| | Parys | 4 | |
| | Phutaditjaba | 9 | |
| | Qwa Qwa | 7 | |
| | Reddersburg | 1 | |
| | Sasolburg | 1 | |
| | Smithfield | 1 | |
| | Stilte Park | 1 | |
| | Thaba Nchu | 80 | |
| | Theronville | 8 | |



| Lefelo le le Romelang Babereki (Porofense/Nagas) | Lefelo le le Romelang Babereki (Toropo) | Palo ya Babereki ba mo Moepong (Babereki ba mo Moepong) | % ya Babereki go ya ka Lefelo le le Romelang Babereki |
|---|---|---|---|
| | Theunissen | 16 | |
| | Ventersburg | 3 | |
| | Viljoenskroon | 6 | |
| | Virginia | 31 | |
| | Vrede | 3 | |
| | Welkom | 132 | |
| | Wepener | 27 | |
| | Wesselbron | 5 | |
| | Winburg | 2 | |
| | Witzieshoek | 65 | |
| | Zastron | 32 | |
| **FREE STATE Paloyotlhe** | | **920** | **3,2%** |
| GAUTENG | Alberton | 9 | |
| | Benoni | 27 | |
| | Boksburg | 15 | |
| | Brakpan | 4 | |
| | Bronkhorstspruit | 3 | |
| | Carletonville | 180 | |
| | Daveyton | 1 | |
| | Dobsonville | 1 | |
| | Evander | 1 | |
| | Fochville | 30 | |
| | Ga-Rankuwa | 1 | |
| | Germiston | 63 | |
| | Hammanskraal | 28 | |
| | Heidelberg | 2 | |
| | Johannesburg | 234 | |
| | Kempton Park | 12 | |
| | Krugersdorp | 46 | |
| | Lenasia | 7 | |
| | Mabopane | 28 | |
| | Mamelodi | 1 | |
| | Midrand | 4 | |
| | Nigel | 6 | |
| | Pretoria | 147 | |
| | Randfontein | 47 | |
| | Roodepoort | 15 | |
| | Sebokeng | 25 | |
| | Sosanquve | 1 | |
| | Soweto | 4 | |
| | Springs | 29 | |
| | Themba | 9 | |
| | Vanderbijlpark | 9 | |
| | Vereeniging | 75 | |
| | Westonaria | 46 | |
| **GAUTENG** | | **1110** | **3,9%** |
| Kwazulu Natal | Amanzimtoti | 1 | |
| | Bayview | 1 | |



| Lefelo le le Romelang Babereki (Porofense/Nagas) | Lefelo le le Romelang Babereki (Toropo) | Palo ya Babereki ba mo Moepong (Babereki ba mo Moepong) | % ya Babereki go ya ka Lefelo le le Romelang Babereki |
|---|---|---|---|
| | Bergville | 2 | |
| | Bulwer | 1 | |
| | Chatsworth | 1 | |
| | Desainagar | 1 | |
| | Durban | 32 | |
| | Emanguzi | 1 | |
| | Empangeni | 14 | |
| | Ermelo | 1 | |
| | Eshowe | 4 | |
| | Estcourt | 1 | |
| | Glencoe | 1 | |
| | Greytown | 1 | |
| | Hammarsdale | 1 | |
| | Harding | 28 | |
| | Hlabisa | 3 | |
| | Hluhluwe | 5 | |
| | Howick | 1 | |
| | Ingwavuma | 66 | |
| | Ixopo | 13 | |
| | Jozini | 6 | |
| | Kokstad | 9 | |
| | Ladysmith - Natal | 3 | |
| | Manguzi | 3 | |
| | Mahlabatini | 17 | |
| | Matatiele | 266 | |
| | Melmoth | 11 | |
| | Mkuze | 7 | |
| | Mtubatuba | 7 | |
| | Newcastle | 10 | |
| | Nkandhla | 1 | |
| | Nongoma | 82 | |
| | Nqutu | 1 | |
| | Pietermaritzburg | 16 | |
| | Pinetown | 4 | |
| | Pongola | 15 | |
| | Port Shepstone | 2 | |
| | Richmond - Natal | 1 | |
| | Stanger | 2 | |
| | Tugela Ferry | 4 | |
| | Ubombo | 3 | |
| | Ulundi | 3 | |
| | Umlazi | 1 | |
| | Umzimkulu | 52 | |
| | Vryheid | 16 | |
| **KWAZULU NATAL Total** | | **721** | **2,5%** |
| Mpumalanga | Acornhoek | 7 | |
| | Amersfoort | 1 | |
| | Balfour | 1 | |



| Lefelo le le Romelang Babereki (Porofense/Nagas) | Lefelo le le Romelang Babereki (Toropo) | Palo ya Babereki ba mo Moepong (Babereki ba mo Moepong) | % ya Babereki go ya ka Lefelo le le Romelang Babereki |
|---|---|---|---|
| | Barberton | 6 | |
| | Belfast | 4 | |
| | Burgersford | 47 | |
| | Carolina | 1 | |
| | Delmas | 1 | |
| | Ermelo | 4 | |
| | Ehlanzeni | 1 | |
| | Groblersdal | 17 | |
| | Hazyview | 3 | |
| | Kinross | 1 | |
| | Komatipoort | 23 | |
| | Kriel | 2 | |
| | Kwaggafontein | 1 | |
| | Lydenburg | 3 | |
| | Malelane | 10 | |
| | Marbel Hall | 1 | |
| | Mbombela | 1 | |
| | Middelburg | 5 | |
| | Middleburg - Tvl | 1 | |
| | Nelspruit | 143 | |
| | Nkangala | 2 | |
| | Nsikazi | 3 | |
| | Ogies | 1 | |
| | Piet Retief | 6 | |
| | Schoemansdal | 1 | |
| | Secunda | 4 | |
| | Shongwe Mission | 1 | |
| | Skukuza | 1 | |
| | Standerton | 3 | |
| | White River | 4 | |
| | Witbank | 16 | |
| **MPUMALANGA Paloyotlhe** | | **326** | **1,1%** |
| Bokone Bophirima | Bafokeng | 8 | |
| | Bapong | 30 | |
| | Bethanie | 24 | |
| | Bleskop | 19 | |
| | Bloemhof | 1 | |
| | Boitekong | 327 | |
| | Bojanala | 21 | |
| | Boons | 3 | |
| | Borolelo | 2 | |
| | Boschdal | 9 | |
| | Boshoek | 8 | |
| | Botlhabela | 1 | |
| | Brits | 43 | |
| | Buffeslpoort | 1 | |
| | Cashan | 30 | |
| | Cassel | 1 | |



| Lefelo le le Romelang Babereki (Porofense/Nagas) | Lefelo le le Romelang Babereki (Toropo) | Palo ya Babereki ba mo Moepong (Babereki ba mo Moepong) | % ya Babereki go ya ka Lefelo le le Romelang Babereki |
|---|---|---|---|
| | Chaneng | 429 | |
| | Christiana | 2 | |
| | Coligny | 1 | |
| | Debraka | 4 | |
| | Delareyville | 95 | |
| | Derby | 7 | |
| | Diepkuil (maile) | 2 | |
| | Donkerhoek | 3 | |
| | Dinokana | 191 | |
| | Ditsobotla | 1 | |
| | Elandsheuwel | 1 | |
| | Fochville | 2 | |
| | Freedom Park | 88 | |
| | Ganyesa | 545 | |
| | Geelhout Park | 142 | |
| | Gopane | 107 | |
| | Grootfontein | 2 | |
| | Haartebeesfontein | 8 | |
| | Ikageng | 15 | |
| | Itsoseng | 20 | |
| | Kanana | 450 | |
| | Karlienpark | 3 | |
| | Klerksdorp | 24 | |
| | Kopman | 5 | |
| | Kopman (Maile) | 7 | |
| | Kosmos | 1 | |
| | Koster | 22 | |
| | Kraalhoek | 8 | |
| | Kroondal | 9 | |
| | Ledig | 111 | |
| | Leeudoringstad | 1 | |
| | Lefaragatlhe | 224 | |
| | Lehurutshe | 45 | |
| | Lesung | 2 | |
| | Lethabong | 72 | |
| | Letlhabile | 19 | |
| | Lichtenburg | 125 | |
| | Luka | 902 | |
| | Mabeskraal | 125 | |
| | Madikwe | 287 | |
| | Mafenya | 1 | |
| | Mafika | 1 | |
| | Mafeteng | 23 | |
| | Mafikeng | 783 | |
| | Magong | 4 | |
| | Mahikeng | 4 | |
| | Maile | 79 | |
| | Maile Extention | 2 | |



| Lefelo le le Romelang Babereki (Porofense/Nagas) | Lefelo le le Romelang Babereki (Toropo) | Palo ya Babereki ba mo Moepong (Babereki ba mo Moepong) | % ya Babereki go ya ka Lefelo le le Romelang Babereki |
|---|---|---|---|
| | Maile(Kopman) | 1 | |
| | Maile Rooikraal | 1 | |
| | Maile Diepkuil | 5 | |
| | Majakaneng | 4 | |
| | Mamerotse | 3 | |
| | Mankwe | 3 | |
| | Marico | 1 | |
| | Marikana | 21 | |
| | Matlosana | 4 | |
| | Meriteng | 111 | |
| | Mfidikwe | 4 | |
| | Mmabatho | 17 | |
| | Mmankwe | 1 | |
| | Mogajana | 9 | |
| | Mogono | 3 | |
| | Mogwase | 56 | |
| | Molopo | 17 | |
| | Monakato | 87 | |
| | Mooinooi | 17 | |
| | Mosenthal | 49 | |
| | Moses Kotane | 6 | |
| | Northam | 4 | |
| | Odi | 1 | |
| | Olifants Nek | 3 | |
| | Orkney | 43 | |
| | Paardekraal | 38 | |
| | Pampierstad | 13 | |
| | Phalane | 18 | |
| | Phatsima | 6 | |
| | Phella | 6 | |
| | Phokeng | 642 | |
| | Photsaneng | 10 | |
| | Pilansberg | 34 | |
| | Potchefstroom | 5 | |
| | Protea Park | 106 | |
| | Pudimoe | 33 | |
| | Rankelenyane | 25 | |
| | Rasimone | 5 | |
| | Rhenosterfontein | 2 | |
| | Robega | 5 | |
| | Rooikraal | 2 | |
| | Rooikraal (maile) | 1 | |
| | Rustenburg | 4038 | |
| | Safari Gardens | 30 | |
| | Sandfontein | 9 | |
| | Saulspoort | 200 | |
| | Schweizer Reneke | 9 | |
| | Seraleng | 11 | |



| Lefelo le le Romelang Babereki (Porofense/Nagas) | Lefelo le le Romelang Babereki (Toropo) | Palo ya Babereki ba mo Moepong (Babereki ba mo Moepong) | % ya Babereki go ya ka Lefelo le le Romelang Babereki |
|---|---|---|---|
| | Serutube | 28 | |
| | Silwerkrans | 143 | |
| | Stilfontein | 15 | |
| | Sun City | 2 | |
| | Sun Rise Park | 73 | |
| | Swartklip | 3 | |
| | Swartruggens | 13 | |
| | Tantanana | 1 | |
| | Taung | 679 | |
| | Thabazimbi | 5 | |
| | Thekwana | 12 | |
| | Tlapeng | 4 | |
| | Tlapa | 8 | |
| | Tlaseng | 12 | |
| | Tlhabane | 334 | |
| | Tlhakgameng | 141 | |
| | Tsitsing | 119 | |
| | Tweelaagte | 11 | |
| | Ventersdorp | 19 | |
| | Vryburg | 472 | |
| | Wolmaranstad | 4 | |
| | Zeerust | 186 | |
| | Zinniaville | 1 | |
| **Paloyotlhe ya BOKONE BOPHIRIMA** | | **13536** | **47,5%** |
| Kapa Bokone | Barkley West | 2 | |
| | Hartswater | 17 | |
| | Kimberley | 26 | |
| | Kuruman | 824 | |
| | Mankurwane | 3 | |
| | Upington | 2 | |
| **Paloyotlhe ya KAPA BOKONE** | | **874** | **3,1%** |
| Limpopo | Atok | 7 | |
| | Bela Bela | 6 | |
| | Bochum | 3 | |
| | Bosbokrand | 1 | |
| | Burgesfort | 35 | |
| | Bushbuckridge | 164 | |
| | Driekop | 68 | |
| | Capricorn | 1 | |
| | Ellisras | 8 | |
| | Giyani | 65 | |
| | Jane Furse | 3 | |
| | Koloti | 2 | |
| | Lebowakgomo | 3 | |
| | Lephalale | 6 | |
| | Louis Trichardt | 21 | |
| | Malamulele | 19 | |
| | Messina | 4 | |



| Lefelo le le Romelang Babereki (Porofense/Nagas) | Lefelo le le Romelang Babereki (Toropo) | Palo ya Babereki ba mo Moepong (Babereki ba mo Moepong) | % ya Babereki go ya ka Lefelo le le Romelang Babereki |
|---|---|---|---|
| | Mutale | 3 | |
| | Mokopane | 9 | |
| | Modjadjiskloof | 1 | |
| | Mopani | 1 | |
| | Mphogodiba | 1 | |
| | Naboomspruit | 1 | |
| | Nebo | 1 | |
| | Nylstroom | 2 | |
| | Phalaborwa | 21 | |
| | Pietersburg | 10 | |
| | Polokwane | 330 | |
| | Potgietersrus | 5 | |
| | Sekhukhune | 15 | |
| | Sekwati | 1 | |
| | Seshego | 3 | |
| | Sibasa | 13 | |
| | Soekmekaar | 1 | |
| | Steelpoort | 3 | |
| | Superbia | 1 | |
| | Tafelkop | 1 | |
| | Thohoyandou | 26 | |
| | Thulamahashe | 1 | |
| | Tzaneen | 35 | |
| | Vhembe | 4 | |
| | Vuwani | 1 | |
| | Warmbaths | 4 | |
| | Ximhgwe | 1 | |
| | Zebediela | 2 | |
| **Paloyotlhe ya POROFENSE YA LIMPOPO** | | **913** | **3,2%** |
| Kapa Bophirima | Grahamstown | 1 | |
| | Cape Peninsula | 3 | |
| | Cape Town | 1 | |
| | Groot Brakrivier | 1 | |
| | Kyayelitsha | 1 | |
| | Dysseldorp | 1 | |
| | Mosselbay | 3 | |
| | Protea Heights | 1 | |
| | Robertson | 1 | |
| | Worcestor | 3 | |
| **Paloyotlhe ya KAPA BOPHIRIMA** | | **16** | **0,1%** |
| Botswana | | | |
| **Paloyotlhe ya BOTSWANA** | | **82** | **0,3%** |
| Lesotho | | | |
| **Paloyotlhe ya LESOTHO** | | **1407** | **4,9%** |
| Mocambique | | | |
| **Paloyotlhe ya MOCAMBIQUE** | | **1051** | **3,7%** |
| Swaziland | | | |



| Lefelo le le Romelang Babereki (Porofense/Nagas) | Lefelo le le Romelang Babereki (Toropo) | Palo ya Babereki ba mo Moepong (Babereki ba mo Moepong) | % ya Babereki go ya ka Lefelo le le Romelang Babereki |
|---|---|---|---|
| **Paloyotlhe ya SWAZILAND** | | **52** | **0,2%** |
| Zimbabwe | | | |
| **Paloyotlhe ya ZIMBABWE** | | **6** | **0,0%** |
| **E nngwe** | | | |
| | | **2** | |
| **Dipalotsotlhe** | | **28504** | **100,0%** |



# IMPALA PLATINUM LIMITED - MADIRELO A GO ITSHEKISA MAANYA LEFELO LE BABEREKI BA TSWANG KWA GO LONE

| Kgaolo (Porofense) | Lefelo le le Romelang Babereki (Toropo) | Palo ya babereki (Palo ya Leina la ntlha) | % ya babereki go ya ka LSA |
|---|---|---|---|
| **Botswana** | Palapye | 1 | |
| | Tonota | 1 | |
| **Paloyotlhe ya Botswana** | | **2** | **0%** |
| **Kapa Botlhaba** | Alicedale | 1 | |
| | Bisho | 1 | |
| | Bizana | 2 | |
| | Butterworth | 1 | |
| | Cala | 1 | |
| | Cathcart | 1 | |
| | Confimvaba | 1 | |
| | East London | 1 | |
| | Elliotdale | 1 | |
| | Engcobo | 2 | |
| | Flagstaff | 1 | |
| | Idutywa | 1 | |
| | Isigangala | 1 | |
| | Keiskammahoek | 1 | |
| | Kentane | 1 | |
| | Libode | 1 | |
| | Matatiele | 3 | |
| | Molteno | 1 | |
| | Mount Frere | 2 | |
| | Mthatha | 3 | |
| | Ngqeleni | 2 | |
| | Ntabankulu | 2 | |
| | Oyster Bay | 1 | |
| | Port Elizabeth | 1 | |
| | Seymour | 1 | |
| | Tsolo | 1 | |
| **Paloyotlhe ya Kapa Botlhaba** | | **35** | **4%** |
| **Free State** | Bloemfontein | 2 | |
| | Petrus Steyn | 1 | |
| | Phuthaditjhaba | 3 | |
| | Sasolburg | 1 | |
| | Ventersburg | 2 | |
| | Warden | 1 | |
| | Welkom | 1 | |



| Kgaolo (Porofense) | Lefelo le le Romelang Babereki (Toropo) | Palo ya babereki (Palo ya Leina la ntlha) | % ya babereki go ya ka LSA |
|---|---|---|---|
| | Witsieshoek | 3 | |
| | Zastron | 1 | |
| **Paloyotlhe ya Free State** | | **15** | **2%** |
| **Gauteng** | Alberton | 4 | |
| | Benoni | 55 | |
| | Boksburg | 25 | |
| | Brakpan | 101 | |
| | Brakpan North | 1 | |
| | Bronkhorstspruit | 1 | |
| | Cloverdene | 1 | |
| | Devon | 1 | |
| | Etwatwa | 2 | |
| | Florida | 1 | |
| | Germiston | 7 | |
| | Grasmere | 1 | |
| | Halfway House | 2 | |
| | Hammanskraal | 2 | |
| | Heidelberg | 2 | |
| | Johannesburg | 11 | |
| | Johannesburg South | 1 | |
| | Katlehong | 2 | |
| | Kempton Park | 12 | |
| | Krugersdorp | 3 | |
| | Kwaxuma | 1 | |
| | Lehurutshe | 1 | |
| | Mamelodi | 1 | |
| | Meyerton | 1 | |
| | Nigel | 41 | |
| | Olifantsfontein | 1 | |
| | Pimville | 1 | |
| | Polokwane | 2 | |
| | Pretoria | 11 | |
| | Randburg | 1 | |
| | Randfontein | 1 | |
| | Roodepoort | 2 | |
| | Sandton | 1 | |
| | Sebokeng | 4 | |
| | Soshanguve | 2 | |
| | Soweto | 4 | |
| | Springs | 352 | |
| | Tsakane | 1 | |
| | Vanderbijlpark | 1 | |



| Kgaolo (Porofense) | Lefelo le le Romelang Babereki (Toropo) | Palo ya babereki (Palo ya Leina la ntlha) | % ya babereki go ya ka LSA |
|---|---|---|---|
| | Vereeniging | 1 | |
| | Witfontein | 1 | |
| **Paloyotlhe ya Gauteng** | | **666** | **69%** |
| **Kwa-Zulu Natal** | Amanzimtoti | 1 | |
| | Bergville | 1 | |
| | Dannhauser | 1 | |
| | Donnybrook | 1 | |
| | Dundee | 1 | |
| | Durban | 9 | |
| | Emondlo | 1 | |
| | Empangeni | 2 | |
| | eThekwini | 1 | |
| | Ezakheni | 1 | |
| | Harding | 2 | |
| | Highflats | 1 | |
| | Hlabisa | 1 | |
| | Howick | 1 | |
| | Inanda | 1 | |
| | Kagiso | 1 | |
| | Ladysmith | 1 | |
| | Mahlabatini | 3 | |
| | Mondlo | 1 | |
| | Newcastle | 2 | |
| | Nongoma | 2 | |
| | Nqutu | 1 | |
| | Paulpietersburg | 2 | |
| | Pietermaritzburg | 2 | |
| | Pongola | 6 | |
| | Port Shepstone | 1 | |
| | Ulundi | 1 | |
| | Umbumbulu | 1 | |
| | Umkomaas | 1 | |
| | Umlazi | 1 | |
| | Umzimkhulu | 5 | |
| | Umzinto | 1 | |
| | Utrecht | 1 | |
| | Vryheid | 1 | |
| | Wasbank | 2 | |
| **Paloyotlhe ya Kwa-Zulu Natal** | | **61** | **6%** |
| **Lesotho** | Butha Buthe | 1 | |
| | Maseru | 1 | |



| Kgaolo (Porofense) | Lefelo le le Romelang Babereki (Toropo) | Palo ya babereki (Palo ya Leina la ntlha) | % ya babereki go ya ka LSA |
|---|---|---|---|
| **Paloyotlhe ya Lesotho** | | **2** | **0%** |
| **Limpopo** | Bakone | 1 | |
| | Bela-Bela | 1 | |
| | Bochum | 1 | |
| | Burgersfort | 6 | |
| | Dennilton | 1 | |
| | Dichoeung | 1 | |
| | Driekop | 3 | |
| | Elim | 2 | |
| | Ga Mashashane | 1 | |
| | Gakgapane | 1 | |
| | Giyani | 1 | |
| | Glen Cowie | 2 | |
| | Groblersdal | 8 | |
| | Jane Furse | 3 | |
| | Kutama | 1 | |
| | Lebowakgomo | 1 | |
| | Limpopo | 1 | |
| | Louis Trichardt | 8 | |
| | Malamulele | 1 | |
| | Manavhela Village | 1 | |
| | Marble Hall | 3 | |
| | Mokopane | 4 | |
| | Moletsi Kanana | 1 | |
| | Nebo | 1 | |
| | Phokwane | 1 | |
| | Polokwane | 24 | |
| | Potgietersrus | 1 | |
| | Sekhukhune | 2 | |
| | Soekmekaar | 1 | |
| | Steelpoort | 1 | |
| | Thabazimbi | 1 | |
| | Thohoyandou | 5 | |
| | Tzaneen | 1 | |
| | Vuwani | 1 | |
| | Waterberg | 1 | |
| **Paloyotlhe ya Limpopo** | | **93** | **10%** |
| **Mpumalanga** | Balfour | 2 | |
| | Belfast | 1 | |
| | Bronkhorstspruit | 5 | |
| | Bushbuckridge | 5 | |
| | Delmas | 3 | |



| Kgaolo (Porofense) | Lefelo le le Romelang Babereki (Toropo) | Palo ya babereki (Palo ya Leina la ntlha) | % ya babereki go ya ka LSA |
|---|---|---|---|
| | Dennilton | 1 | |
| | Dumbe | 1 | |
| | Ehlanzeni | 1 | |
| | Ermelo | 3 | |
| | Gert Sibande | 1 | |
| | Hazyview | 7 | |
| | Komatipoort | 1 | |
| | Kwaggafontein | 2 | |
| | Kwamhlanga | 3 | |
| | Leslie | 1 | |
| | Malelane | 1 | |
| | Marble Hall | 1 | |
| | Maromeng | 1 | |
| | Mbombela | 2 | |
| | Mdujana | 1 | |
| | Middelburg | 1 | |
| | Mkhuhlu | 1 | |
| | Mpuluzi | 1 | |
| | Nelspruit | 6 | |
| | Piet Retief | 1 | |
| | Secunda | 2 | |
| | Siyabuswa | 1 | |
| | Sundra | 1 | |
| | Thulamahashe | 1 | |
| | Witbank | 2 | |
| | Ximhungwe | 1 | |
| **Paloyotlhe ya Mpumalanga** | | **61** | **6%** |
| **Kapa Bokone** | Danielskuil | 1 | |
| | Kimberley | 1 | |
| | Pampierstad | 1 | |
| **Paloyotlhe ya Kapa Bokone Paloyotlhe** | | **3** | **0%** |
| **Bokone Bophirima** | Brits | 1 | |
| | Coligny | 1 | |
| | Delareyville | 1 | |
| | Hammanskraal | 1 | |
| | Klerksdorp | 1 | |
| | Lerato | 1 | |
| | Lichtenburg | 1 | |
| | Mafikeng | 5 | |
| | Mahikeng | 1 | |
| | Mmabatho | 2 | |



| Kgaolo (Porofense) | Lefelo le le Romelang Babereki (Toropo) | Palo ya babereki (Palo ya Leina la ntlha) | % ya babereki go ya ka LSA |
|---|---|---|---|
| | Pomfret | 1 | |
| | Rustenburg | 9 | |
| | Stella | 1 | |
| | Taung | 2 | |
| | Vryburg | 2 | |
| | Wolmaranstad | 1 | |
| | Zeerust | 1 | |
| **Paloyotlhe ya Bokone Bophirima** | | **32** | **3%** |
| **Swaziland** | Mbabane | 1 | |
| **Paloyotlhe ya Swaziland** | | **1** | **0%** |
| **Dipalotsotlhe** | | **971** | **100%** |

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# MAMETLELELO B

## MEFELO LE DIKAGO TSA KATISO TSE DI TLHOMAMISITSWENG TSA MOEPO



## MAFELO LE DIKAGO TSA KATISO TSE DI TLHOMAMISITSWENG TSA MOEPO

| Lefelo | Thutego | Setlhopha se se Tlhomamisang |
|---|---|---|
| **Sekolo sa Boinjinere: Boithutelatiro** | **Boithutelatiro**<br>• Mechanical Fitter<br>• Makheneke wa Dikoloi tsa Disele<br>• Moitse wa Motlakase<br>• Boilermaker<br>• Rigger | QCTO: NAMB |
| **Sekolo sa Boinjenere: Dithutego tsa Bokgoni** | **Dithutego tsa Bokgoni jwa Tiro:**<br>• Mechanical Fitter<br>• Makheneke wa Dikoloi tsa Disele<br>• 0002Moitse wa Motlakase<br>• Boilermaker<br>• Rigger | MQA |
| **Sekolo sa Meepo: Dithutego tsa Bokgoni** | **Dithutego tsa Bokgoni jwa Tiro:**<br>• Competent A<br>• Competent B<br>• Blasting Assistant<br>• Moemedi wa Boitekanelo le Tshireletsego mo Tirong<br>• Trackless Mining<br>• DMRE Blasting Certificate | MQA |
| **Sekolo sa go Dira Tiro: Dithutego tsa Bokgoni** | **Dithutego tsa Bokgoni jwa Tiro**:<br>• Paakanyo ya Disampole le Tshekatsheko ya Didirisiwa<br>• Go kgaoganngwa ga dimetale tsa botlhokwa ka molelo wa mogote o mogolo.<br>• Paakanyo ya sampole ya ntlha mo laborathoring ya tshekatsheko<br>• Paakanyo ya sampole ya maemo a bobedi mo laborathoring ya tshekatsheko<br>• Go kitlana ga manya<br>• Go Kokobala ga Leswe<br>• Kamogelo ya Manya<br>• Kgolagano ya Ditsela tsa Metsi<br>• Go thuba le go tlhatlhoba<br>• Go Sila Diminerala | MQA/TETA |
| **Thuto le Katiso ya Bagodi** | Pele ga AET<br>Maemo 1 – Puisano le Dipalo<br>Maemo 2 – Pusano le Dipalo<br>Maemo 3 – Puisano, Dipalo, Life Orientation le Natural Science | MQA |
| | Maemo 4 – Puisano, Dipalo, Life Orientation le Natural Science<br>NQF 1 – Mining Electives/Unit Standards<br>FLC –Kitso ya Dipalo le Puisano | |

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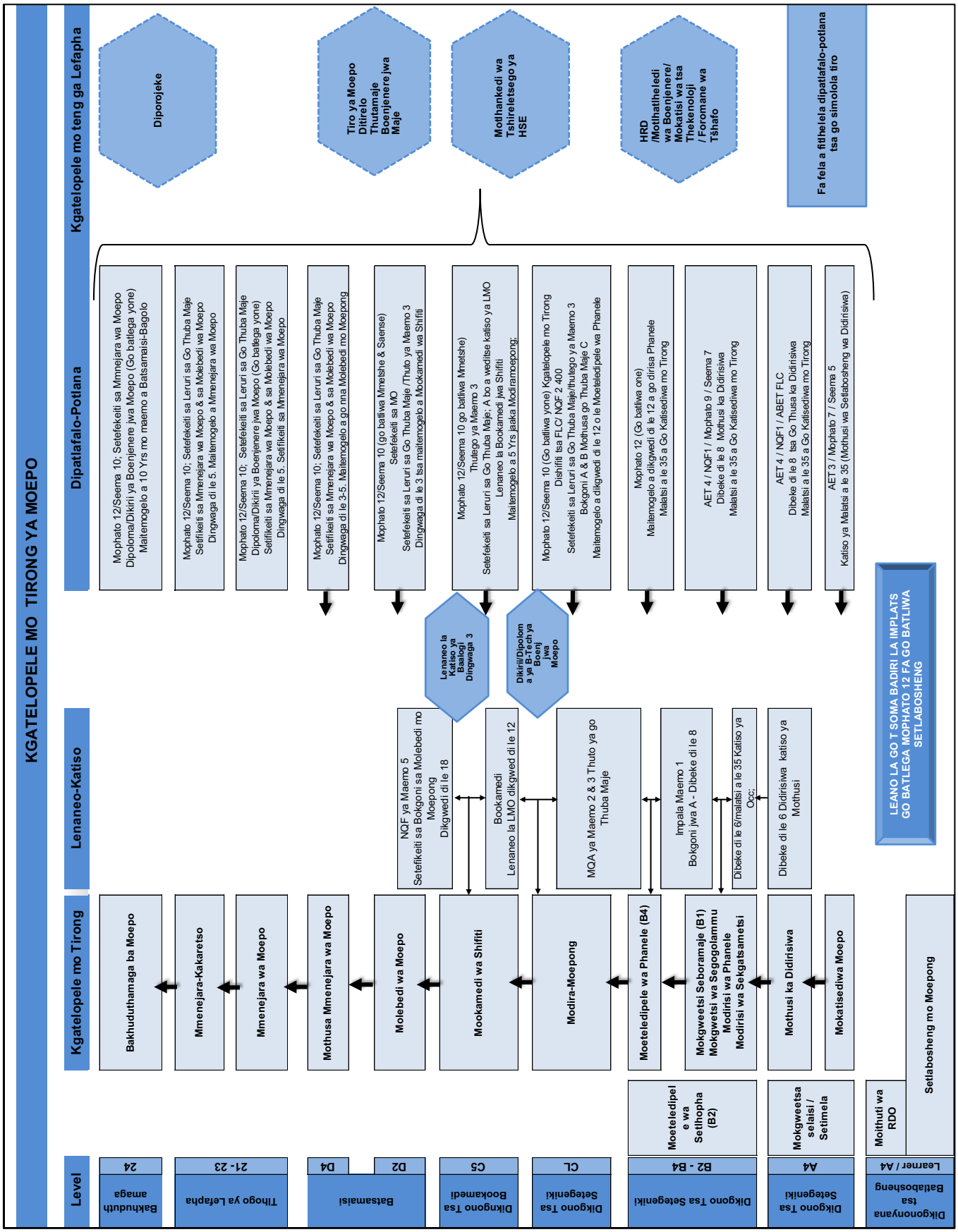
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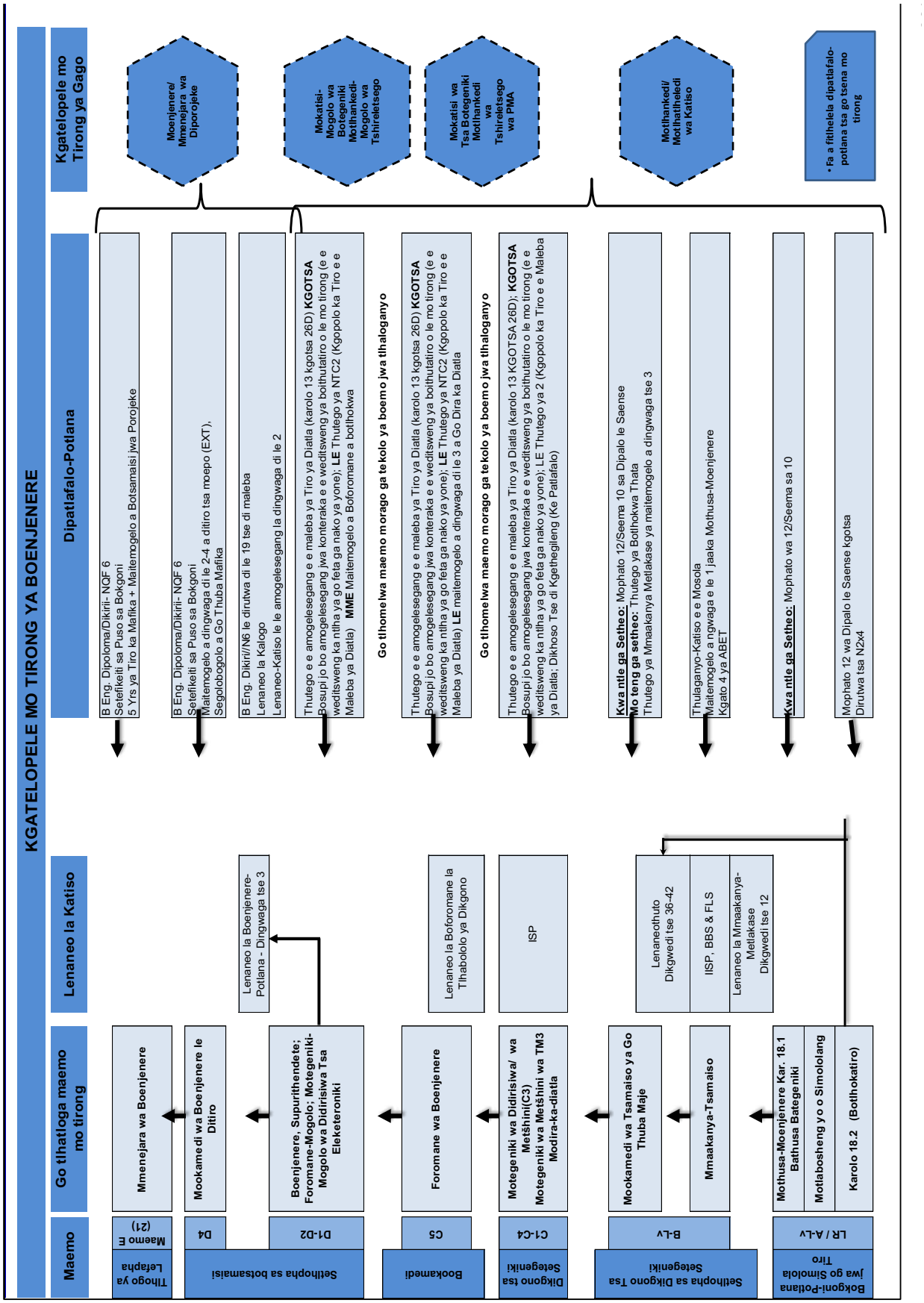


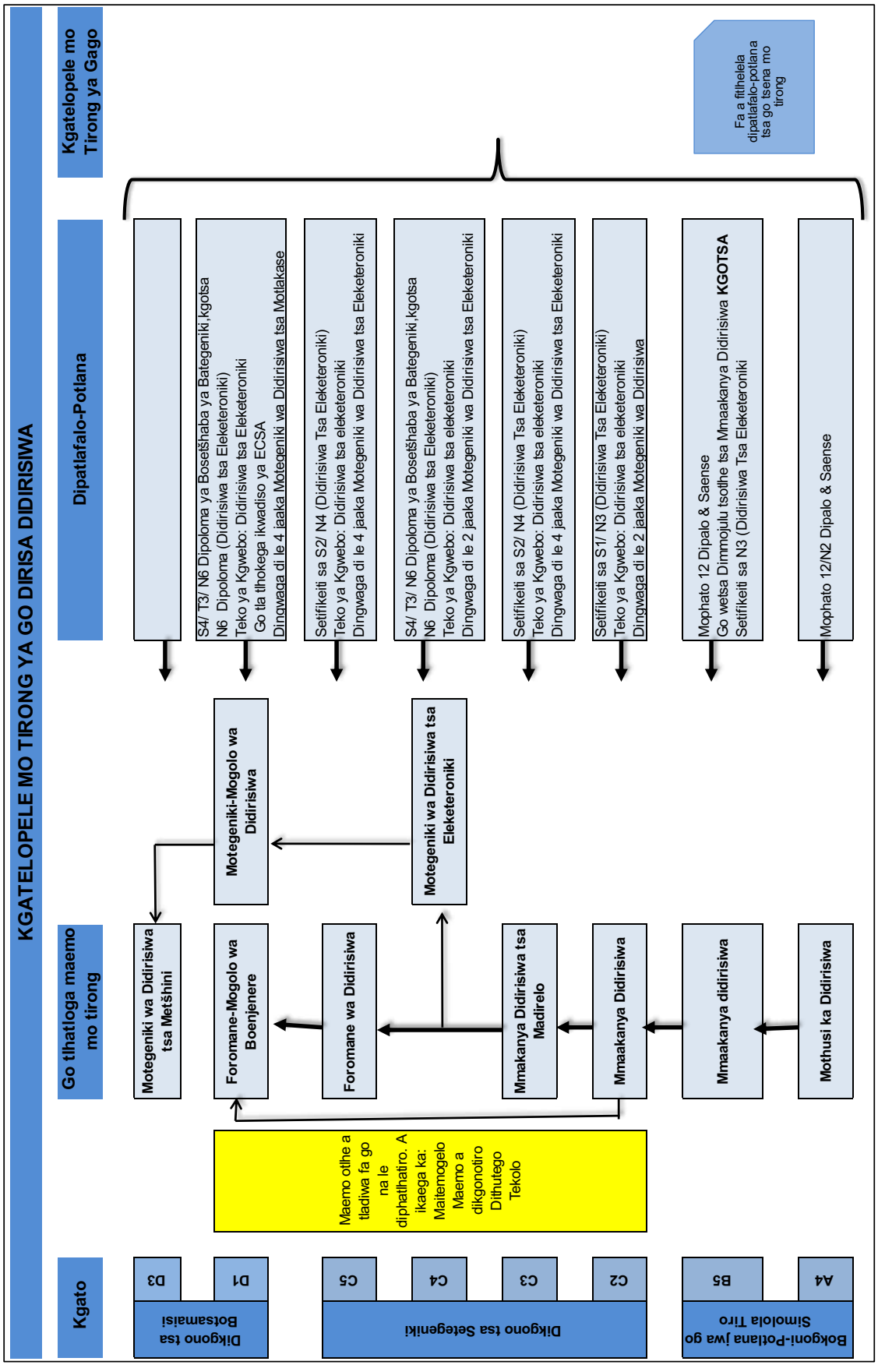

# MAMETLELELO C

## DIKGATO TSA KGATELOPELE MO TIRONG

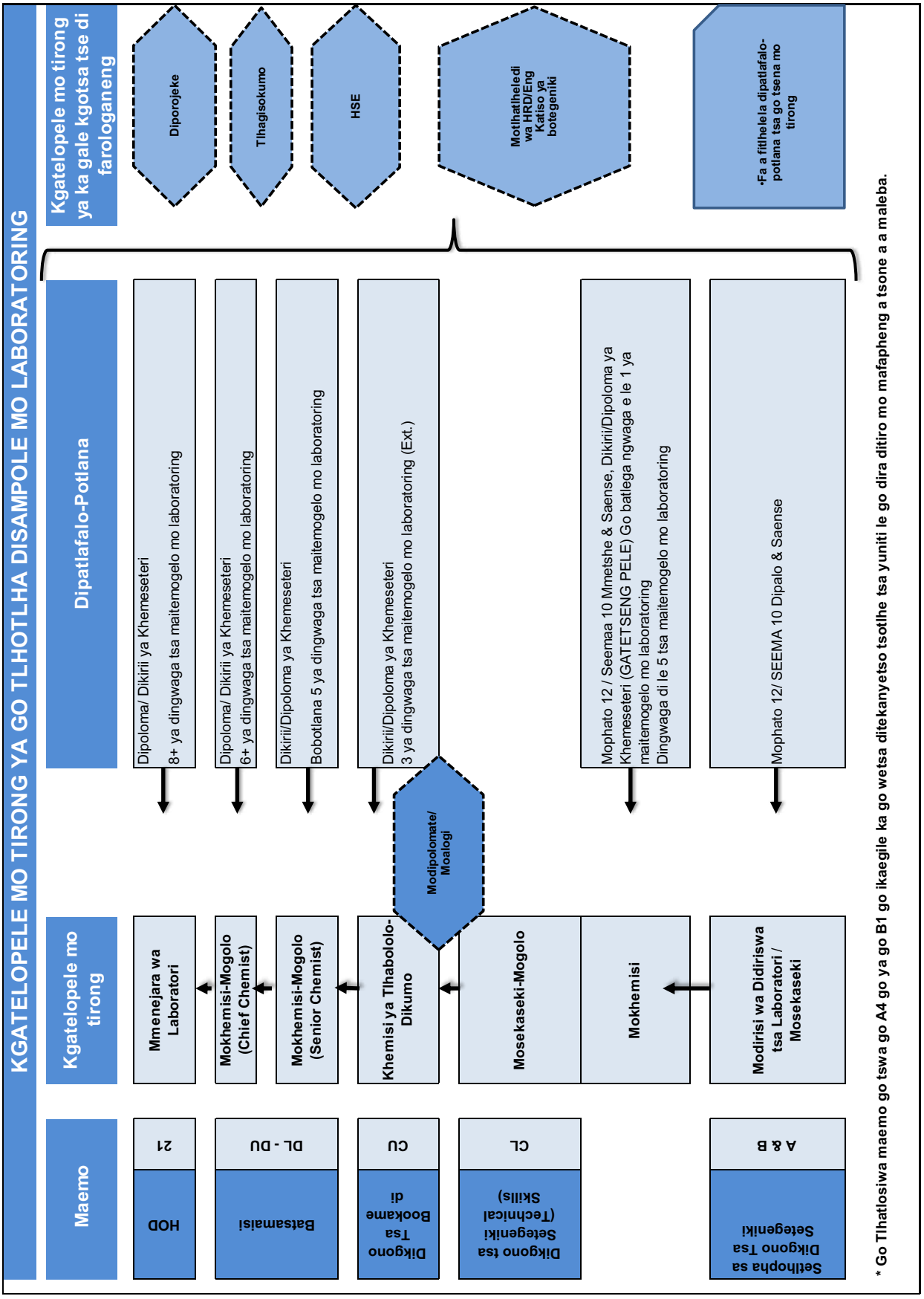



KGATELOPELE MO TIRONG YA MOEPO
Level
Kgatelopele mo Tirong
Lenaneo-Katiso
Dipatlafalo-Potlana
Kgatelopele mo teng ga Lefapha
Diporojeke
Tiro ya Moepo Ditirelo Thutamaje Boenjenere jwa Maje
Mothankedi wa Tshireletsego ya HSE
HRD /Motlhatlheledi wa Boenjenere/ Mokatisi wa tsa Thekenoloji / Foromane wa Tshafo
Fa fela a fitlhelela dipatlafalo-potlana tsa go simolola tiro
Mophato 12/Seema 10; Setefekeiti sa Mmnejara wa Moepo Dipoloma/Dikiriri ya Boenjenere jwa Moepo (Go batlega yone) Maitemogelo a 10 Yrs mo maemo a Batsamaisi-Bagolo
Mophato 12/Seema 10; Setefekeiti sa Leruri sa Go Thuba Maje Setifikeiti sa Mmenejara wa Moepo & sa Molebedi wa Moepo Dingwaga di le 5. Maitemogelo a Mmenejara wa Moepo
Mophato 12/Seema 10; Setefekeiti sa Leruri sa Go Thuba Maje Dipoloma/Dikiriri ya Boenjenere jwa Moepo (Go batlega yone) Setifikeiti sa Mmenejara wa Moepo & sa Molebedi wa Moepo Dingwaga di le 5. Setifikeiti sa Mmenejara wa Moepo
Mophato 12/Seema 10; Setefekeiti sa Leruri sa Go Thuba Maje Setifikeiti sa Mmenejara wa Moepo & sa Molebedi wa Moepo Dingwaga di le 3-5. Maitemogelo a go nna Molebedi mo Moepong
Mophato 12/Seema 10 (go batliwa Mmetshe & Saense) Setefekeiti sa MO Setefekeiti sa Leruri sa Go Thuba Maje /Thuto ya Maemo 3 Dingwaga di le 3 tsa maitemogelo a Mookamedi wa Shifiti
Mophato 12/Seema 10 go batliwa Mmetshe) Thutego ya Maemo 3 Setefekeiti sa Leruri sa Go Thuba Maje; A bo a weditse katiso ya LMO Lenaneo la Bookamedi jwa Shifiti Maitemogelo a 5 Yrs jaaka Modiramoepong;
Mophato 12/Seema 10 (Go batliwa yone) Kgatelopele mo Tirong Dishifiti tsa FLC/ NQF 2 400 Setefekeiti sa Leruri sa Go Thuba Maje/thutego ya Maemo 3 Bokgoni A & B Mothusa go Thuba Maje C Maitemogelo a dikgwedi di le 12 o le Moeteledipele wa Phanele
Mophato 12 (Go batliwa one) Maitemogelo a dikgwedi di le 12 a go dirisa Phanele Malatsi a le 35 a Go Katisediwa mo Tirong
AET 4 / NQF1 / Mophato 9 / Seema 7 Dibeke di le 8 Mothusi ka Didirisiwa Malatsi a le 35 a Go Katisediwa mo Tirong
AET 4 / NQF1 / ABET FLC Dibeke di le 8 tsa Go Thusa ka Didirisiwa Malatsi a le 35 a Go Katisediwa mo Tirong
AET 3 / Mophato 7 / Seema 5 Katiso ya Malatsi a le 35 (Mothusi wa Setlabosheng wa Didirisiwa)
Lenaneo la Katiso ya Baalogi Dingwaga 3
Dikiriri/Dipolom a ya B-Tech ya Boenj jwa Moepo
LEANO LA GO T SOMA BADIRI LA IMPLATS GO BATLEGA MOPHATO 12 FA GO BATLIWA SETLABOSHENG
NQF ya Maemo 5 Setefikeiti sa Bokgoni sa Molebedi mo Moepong Dikgwedi di le 18
Bookamedi Lenaneo la LMO dikgwed di le 12
MQA ya Maemo 2 & 3 Thuto ya go Thuba Maje
Impala Maemo 1 Bokgoni jwa A - Dibeke di le 8
Dibeke di le 6/malatsi a le 35 Katiso ya Occ;
Dibeke di le 6 Didirisiwa katiso ya Mothusi
Bakhuduthamaga ba Moepo
Mmenejara-Kakaretso
Mmenejara wa Moepo
Mothusa Mmenejara wa Moepo
Molebedi wa Moepo
Mookamedi wa Shifiti
Modira-Moepong
Moeteledipele wa Phanele (B4)
Mokgweetsi Seboramaje (B1) Mokgwetsi wa Segogolammu Modirisi wa Phanele Modirisi wa Sekgatsametsi
Mothusi ka Didirisiwa
Mokatisediwa Moepo
Setlabosheng mo Moepong
Moeteledipele wa Setlhopha (B2)
Mokgweetsa selaisi / Setimela
Moithuti wa RDO
24
21- 23
D4
D2
C5
CL
B2 - B4
A4
Learner / A4
Bakhuduthamaga
Tlhogo ya Lefapha
Batsamaisi
Dikgono Tsa Bookamedi
Dikgono Tsa Setegeniki
Dikgono Tsa Setegeniki
Dikgono Tsa Setegeniki
Dikgononyana tsa Batlabosheng

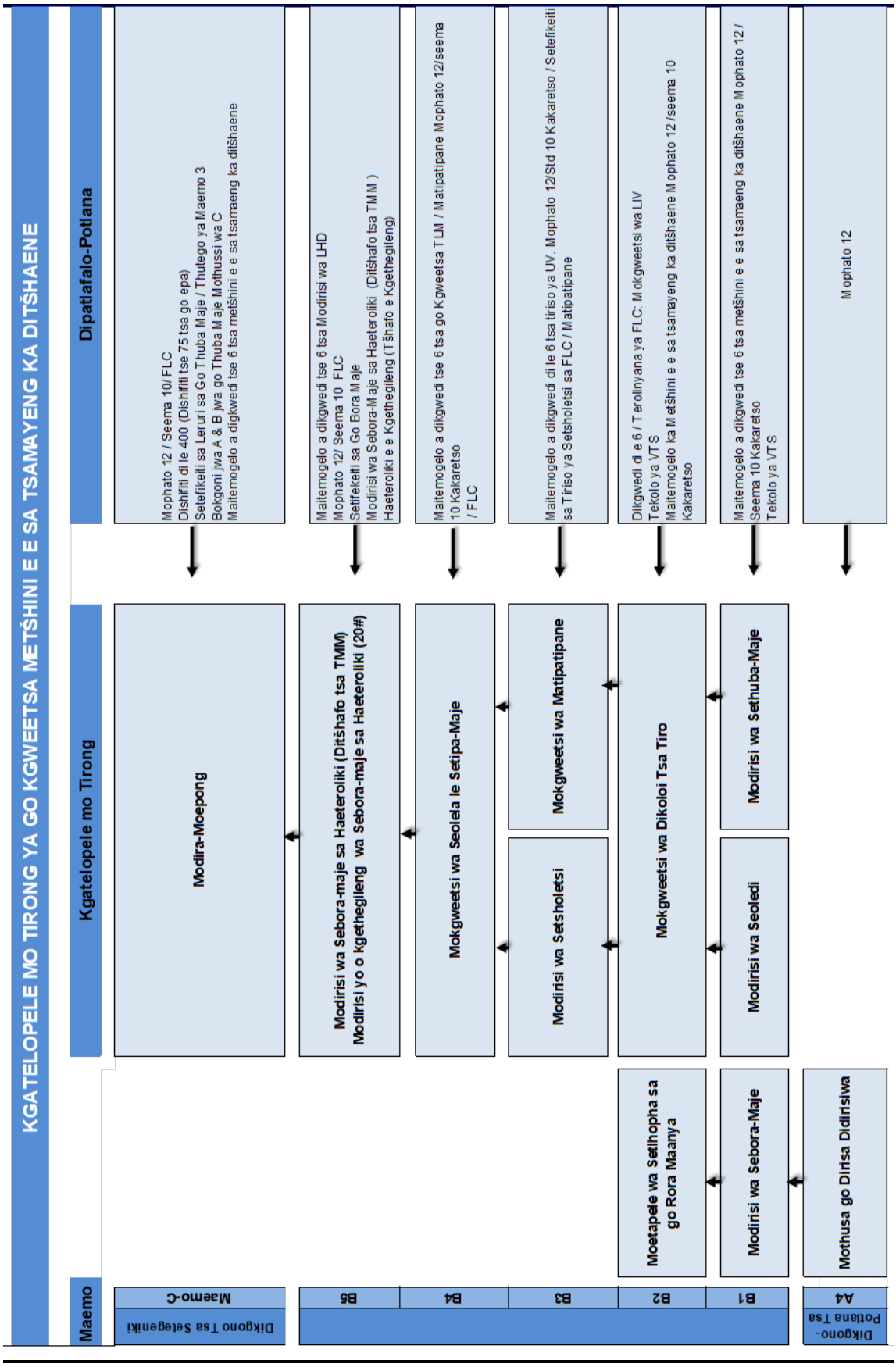

KGATELOPELE MO TIRONG YA BOENJENERE
Maemo
Go tlhatloga maemo mo tirong
Lenaneo la Katiso
Dipatlafalo-Potlana
Kgatelopele mo Tirong ya Gago
Moenjenere/ Mmenejara wa Diporojeke
Mokatisi- Mogolo wa Botegeniki Motlhankedi- Mogolo wa Tshireletsego
Mokatisi wa Tsa Botegeniki Motlhankedi wa Tshireletsego wa PMA
Motlhankedi/ Motlhatlheledi wa Katiso
• Fa a fitlhelela dipatlafalo-potlana tsa go tsena mo tirong
Bokgoni-Potlana Jwa go Simolola Tiro
LR / A-Lv
Setlhopha sa Botsamaisi
D1-D2
D4
Maemo E (21)
Thlogo ya Lefapha
Setlhopha sa Dikgono Tsa Setegeniki
B-Lv
Dikgono tsa Setegeniki
C1-C4
Bookamedi
C5
Setlhopha sa botsamaisi
D4
Maemo E (21)
Thlogo ya Lefapha
Mothusa-Moenjenere Kar. 18.1 Bathusa Bategeniki
Motlabosheng yo o Simololang
Karolo 18.2 (Botlhokatiro)
Mmaakanya-Tsamaiso
Mookamedi wa Tsamaiso ya Go Thuba Maje
Motegeniki wa Didirisiwa/ wa Metšhini(C3) Motegeniki wa Metšhini wa TM3 Modira-ka-diatla
Foromane wa Boenjenere
Boenjenere, Supurithendete; Foromane-Mogolo; Motegeniki-Mogolo wa Didirisiwa Tsa Eleketeroniki
Mookamedi wa Boenjenere le Ditiro
Mmenejara wa Boenjenere
Lenaneothuto Dikgwedi tse 36-42
ISP, BBS & FLS
Lenaneo la Mmaakanya-Metlakase Dikgwedi tse 12
ISP
Lenaneo la Boforomane la Tlhabololo ya Dikgono
Lenaneo la Boenjenere-Potlana - Dingwaga tse 3
Mophato 12 wa Dipalo le Saense kgotsa Dirutwa tsa N2x4
Kwa ntle ga Setheo: Mophato wa 12/Seema sa 10
Thulaganyo-Katiso e e Mosola
Maitemogelo a ngwaga e le 1 jaaka Mothusa-Moenjenere
Kgato 4 ya ABET
Kwa ntle ga Setheo: Mophato 12/Seema 10 sa Dipalo le Saense
Mo teng ga setheo: Thutego ya Botlhokwa Thata
Thutego ya Mmaakanya Metlakase ya maitemogelo a dingwaga tse 3
Thutego e e amogelesegang e e maleba ya Tiro ya Diatla (karolo 13 KGOTSA 26D); KGOTSA Bosupi jo bo amogelesegang jwa konteraka e e weditsweng ya boithutatiro o le mo tirong (e e weditsweng ka ntlha ya go feta ga nako ya yone); LE Thutego ya 2 (Kgopolo ka Tiro e e Maleba ya Diatla; Dikhoso Tse di Kgethegileng (Ke Patlafalo)
Go tlhomelwa maemo morago ga tekolo ya boemo jwa thaloganyo
Thutego e e amogelesegang e e maleba ya Tiro ya Diatla (karolo 13 KGOTSA 26D) KGOTSA Bosupi jo bo amogelesegang jwa konteraka e e weditsweng ya boithutatiro o le mo tirong (e e weditsweng ka ntlha ya go feta ga nako ya yone); LE Thutego ya NTC2 (Kgopolo ka Tiro e e Maleba ya Diatla) LE maitemogelo a dingwaga di le 3 a Go Dira ka Diatla
Go tlhomelwa maemo morago ga tekolo ya boemo jwa thaloganyo
Thutego e e amogelesegang e e maleba ya Tiro ya Diatla (karolo 13 kgotsa 26D) KGOTSA Bosupi jo bo amogelesegang jwa konteraka e e weditsweng ya boithutatiro o le mo tirong (e e weditsweng ka ntlha ya go feta ga nako ya yone); LE Thutego ya NTC2 (Kgopolo ka Tiro e e Maleba ya Diatla) MME Maitemogelo a Boforomane a botlhokwa
Thutego e e amogelesegang e e maleba ya Tiro ya Diatla (karolo 13 kgotsa 26D) KGOTSA Bosupi jo bo amogelesegang jwa konteraka e e weditsweng ya boithutatiro o le mo tirong (e e weditsweng ka ntlha ya go feta ga nako ya yone); LE Thutego ya NTC2 (Kgopolo ka Tiro e e Maleba ya Diatla) Go Thuba Mafika
B Eng. Dipoloma/Dikiri- NQF 6
Setefikeiti sa Puso sa Bokgoni
Maitemogelo a dingwaga di le 2-4 a ditiro tsa moepo (EXT).
Segolobogolo a Go Thuba Mafika
B Eng. Dipoloma/Dikiri- NQF 6
Setefikeiti sa Puso sa Bokgoni
5 Yrs ya Tiro ka Mafika + Maitemogelo a Botsamaisi jwa Porojeke
B Eng. Dikiri//N6 le dirutwa di le 19 tse di maleba
Lenaneo la Kalogo
Lenaneo-Katiso le le amogelesegang la dingwaga di le 2


KGATELOPELE MO TIRONG YA GO DIRISA DIDIRISIWA
Kgatelopele mo Tirong ya Gago
Dipatlafalo-Potlana
Go tlhatloga maemo mo tirong
Kgato
Fa a fitlhelela dipatlafalo-potlana tsa go tsena mo tirong
Mophato 12/N2 Dipalo & Saense
Mophato 12 Dipalo & Saense
Go wetsa Dimmojulu tsotlhe tsa Mmaakanya Didirisiwa KGOTSA
Setifikeiti sa N3 (Didirisiwa Tsa Eleketeroniki)
Setifikeiti sa S1/ N3 (Didirisiwa Tsa Eleketeroniki)
Teko ya Kgwebo: Didirisiwa tsa eleketeroniki
Dingwaga di le 2 jaaka Motegeniki wa Didirisiwa
Setifikeiti sa S2/ N4 (Didirisiwa Tsa Eleketeroniki)
Teko ya Kgwebo: Didirisiwa tsa eleketeroniki
Dingwaga di le 4 jaaka Motegeniki wa Didirisiwa tsa Eleketeroniki
S4/ T3/ N6 Dipoloma ya Bosetšhaba ya Bategeniki,kgotsa
N6 Dipoloma (Didirisiwa tsa Eleketeroniki)
Teko ya Kgwebo: Didirisiwa tsa eleketeroniki
Dingwaga di le 2 jaaka Motegeniki wa Didirisiwa tsa Eleketeroniki
Setifikeiti sa S2/ N4 (Didirisiwa Tsa Eleketeroniki)
Teko ya Kgwebo: Didirisiwa tsa eleketeroniki
Dingwaga di le 4 jaaka Motegeniki wa Didirisiwa tsa Eleketeroniki
S4/ T3/ N6 Dipoloma ya Bosetšhaba ya Bategeniki,kgotsa
N6 Dipoloma (Didirisiwa tsa Eleketeroniki)
Teko ya Kgwebo: Didirisiwa tsa Eleketeroniki
Go tla tlhokega ikwadiso ya ECSA
Dingwaga di le 4 jaaka Motegeniki wa Didirisiwa tsa Motlakase
Motegeniki-Mogolo wa Didirisiwa
Motegeniki wa Didirisiwa tsa Eleketeroniki
Mothusi ka Didirisiwa
Mmaakanya didirisiwa
Mmaakanya Didirisiwa
Mmakanya Didirisiwa tsa Madirelo
Foromane wa Didirisiwa
Foromane-Mogolo wa Boenjenere
Motegeniki wa Didirisiwa tsa Metšhini
Maemo otlhe a tladiwa fa go na le diphatlhatiro. A ikaega ka:
Maitemogelo
Maemo a dikgonotiro
Dithutego
Tekolo
A4
B5
C2
C3
C4
C5
D1
D3
Bokgoni-Potlana jwa go Simolola Tiro
Dikgono tsa Setegeniki
Dikgono tsa Botsamaisi

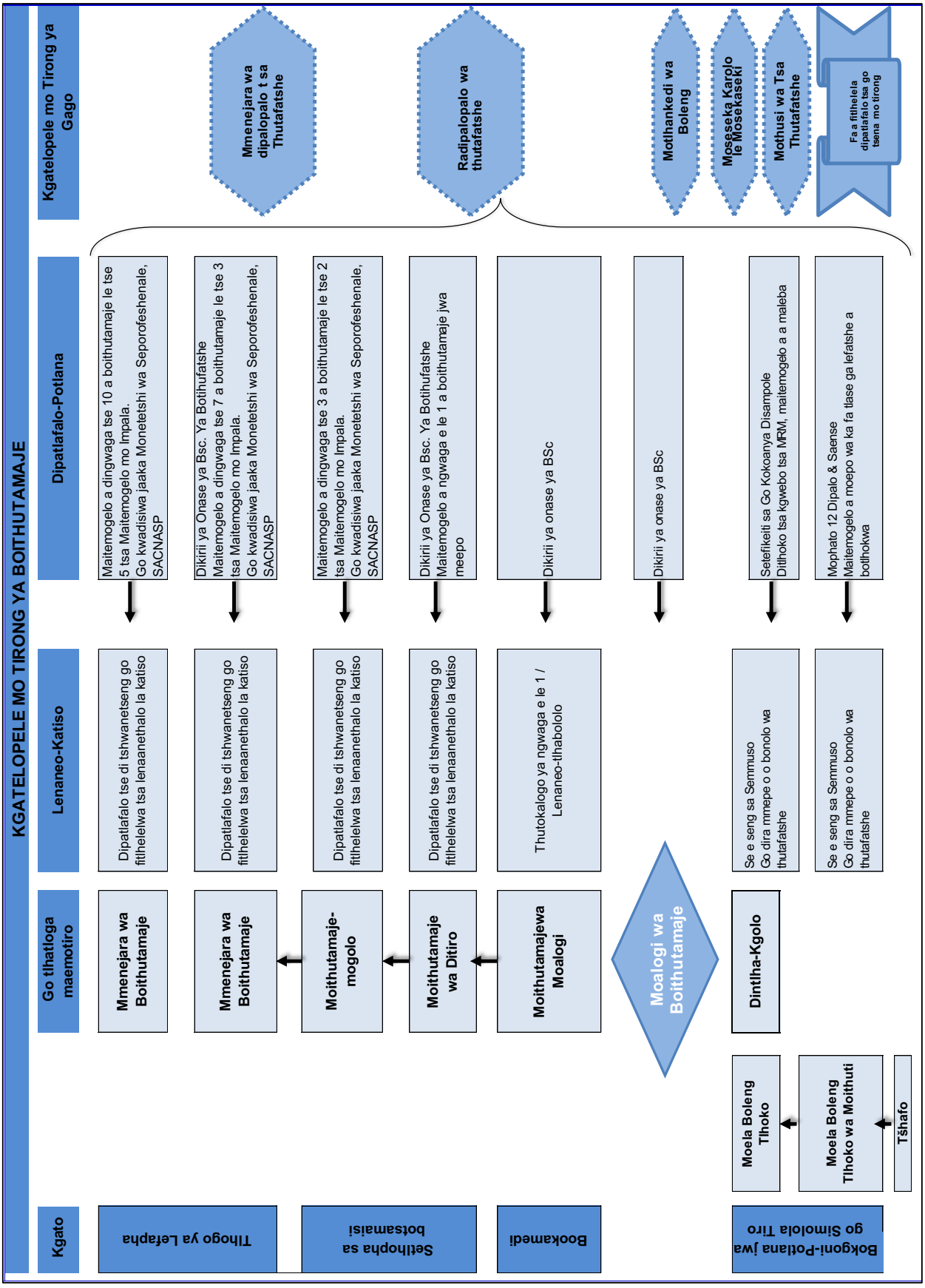




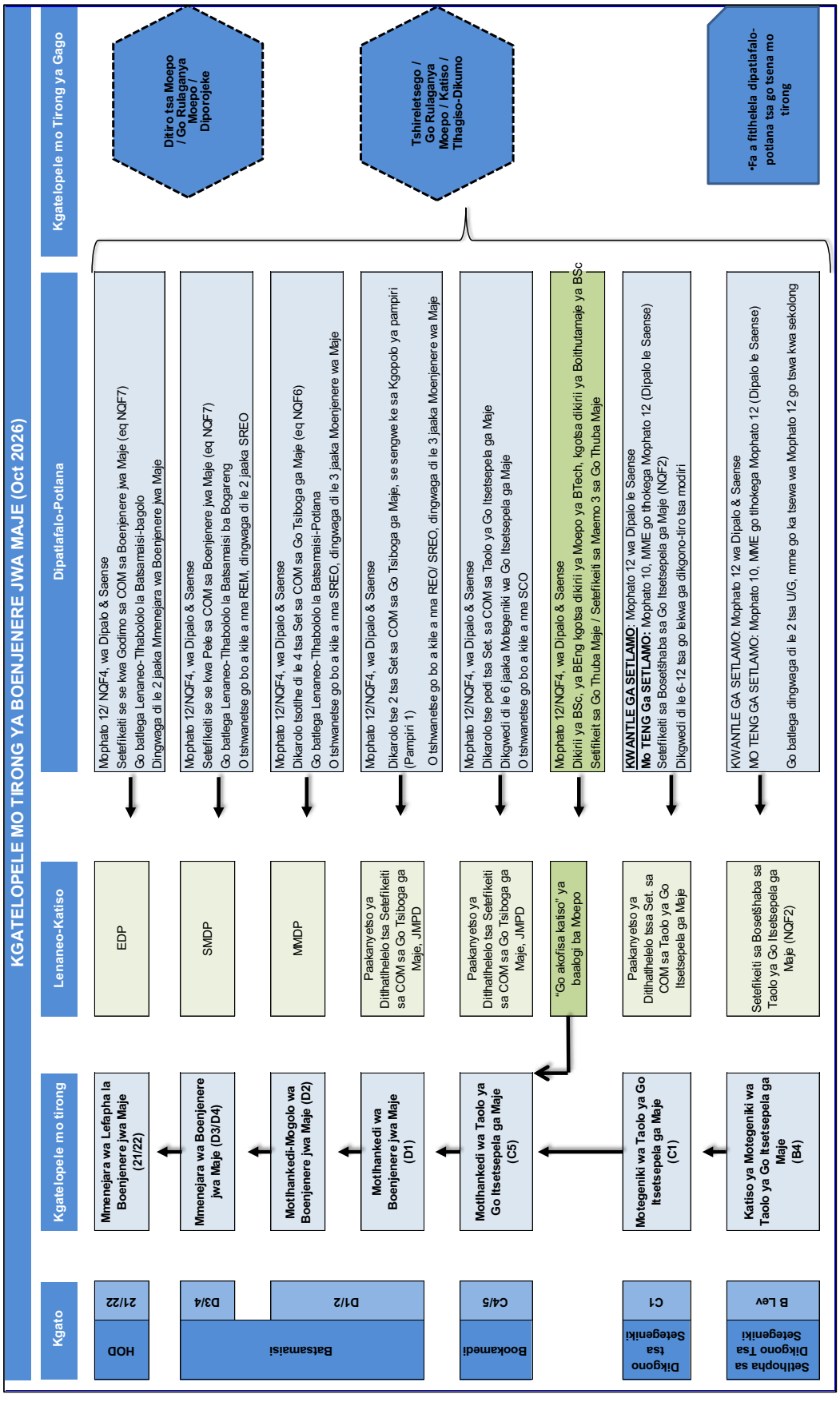

* Go Tlhatlosiwa maemo go tswa go A4 go ya go B1 go ikaegile ka go wetsa ditekanyetso tsotlhe tsa yuniti le go dira ditiro mo mafapheng a tsone a a maleba.

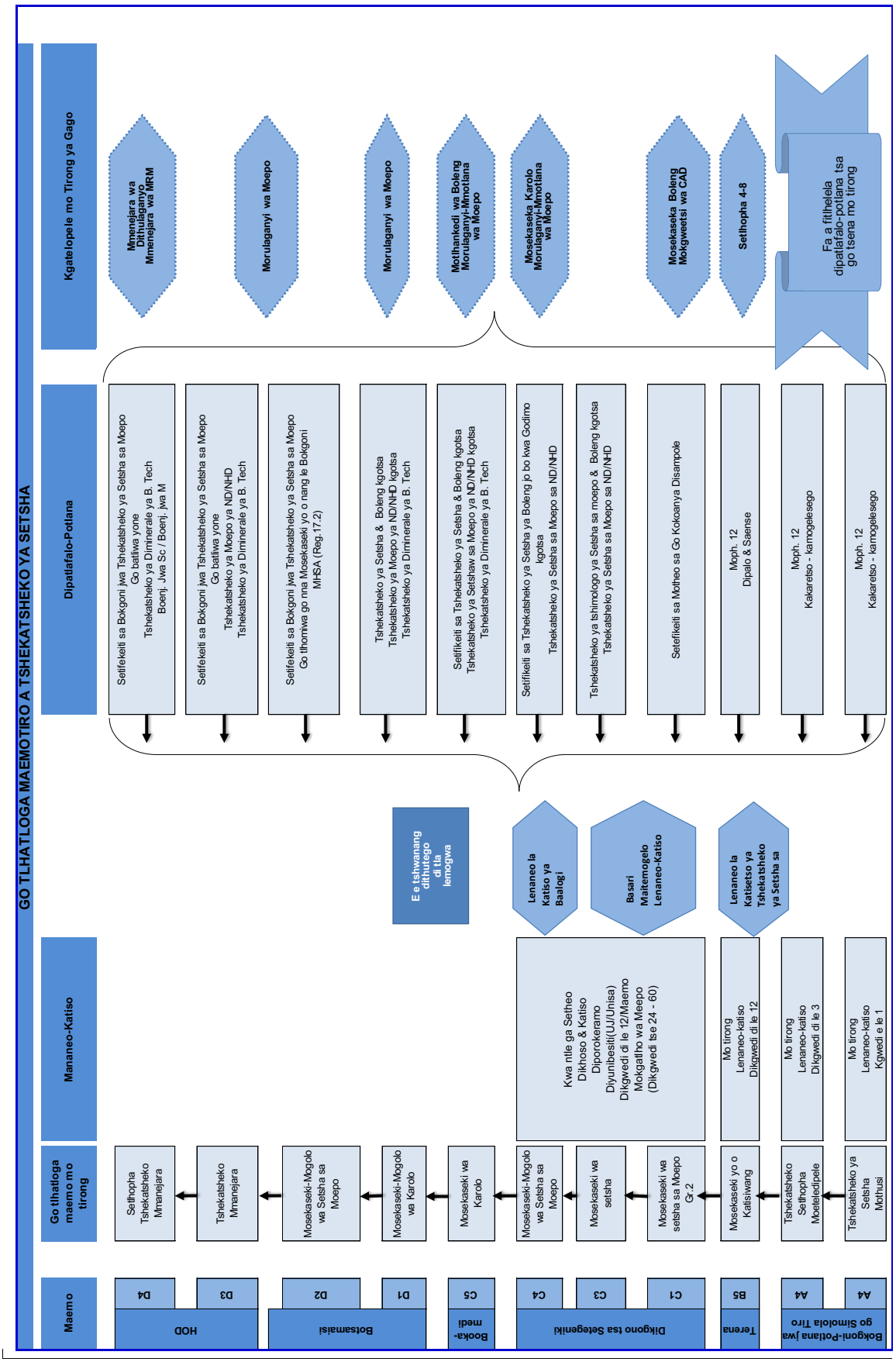

KGATELOPELE MO TIRONG YA GO KGWEETSA METŠHINI E E SA TSAMAYENG KA DITŠHAENE
Maemo
Kgatelopele mo Tirong
Dipatlafalo-Potlana
Dikgono Tsa Setegeniki
Maemo-C
B5
B4
B3
B2
B1
A4
Dikgono-Potlana Tsa
Modira-Moepong
Modirisi wa Sebora-maje sa Haeteroliki (Ditšhafo tsa TMM)
Modirisi yo o kgethegileng wa Sebora-maje sa Haeteroliki (20#)
Mokgweetsi wa Seolela le Setipa-Maje
Mokgweetsi wa Matipatipane
Modirisi wa Setsholetsi
Mokgweetsi wa Dikoloi Tsa Tiro
Modirisi wa Sethuba-Maje
Modirisi wa Seoledi
Moetapele wa Setlhopha sa go Rora Maanya
Modirisi wa Sebora-Maje
Mothusa go Dirisa Didirisiwa
Mophato 12 / Seema 10/ FLC
Dishifiti di le 400 (Dishifiti tse 75 tsa go epa)
Setefikeiti sa Leruri sa Go Thuba Maje / Thutego ya Maemo 3
Bokgoni jwa A & B jwa go Thuba Maje Mothussi wa C
Maitemogelo a dikgwedi tse 6 tsa metšhini e e sa tsamaeng ka ditšhaene
Maitemogelo a dikgwedi tse 6 tsa Modirisi wa LHD
Mophato 12/ Seema 10 FLC
Setifekeiti sa Go Bora Maje
Modirisi wa Sebora-Maje sa Haeteroliki (Ditšhafo tsa TMM )
Haeteroliki e e Kgethegileng (Tšhafo e Kgethegileng)
Maitemogelo a dikgwedi tse 6 tsa go Kgweetsa TLM / Matipatipane Mophato 12/seema 10 Kakaretso / FLC
Maitemogelo a dikgwedi di le 6 tsa tiriso ya UV. Mophato 12/Std 10 Kakaretso / Setefikeiti sa Tiriso ya Setsholetsi sa FLC / Matipatipane
Dikgwedi di e 6 / Terolinyana ya FLC: Mokgweetsi wa LIV Tekolo ya VTS
Maitemogelo ka Metšhini e e sa tsamayeng ka ditšhaene Mophato 12 /seema 10 Kakaretso
Maitemogelo a dikgwedi tse 6 tsa metšhini e e sa tsamaeng ka ditšhaene Mophato 12 / Seema 10 Kakaretso Tekolo ya VTS
Mophato 12

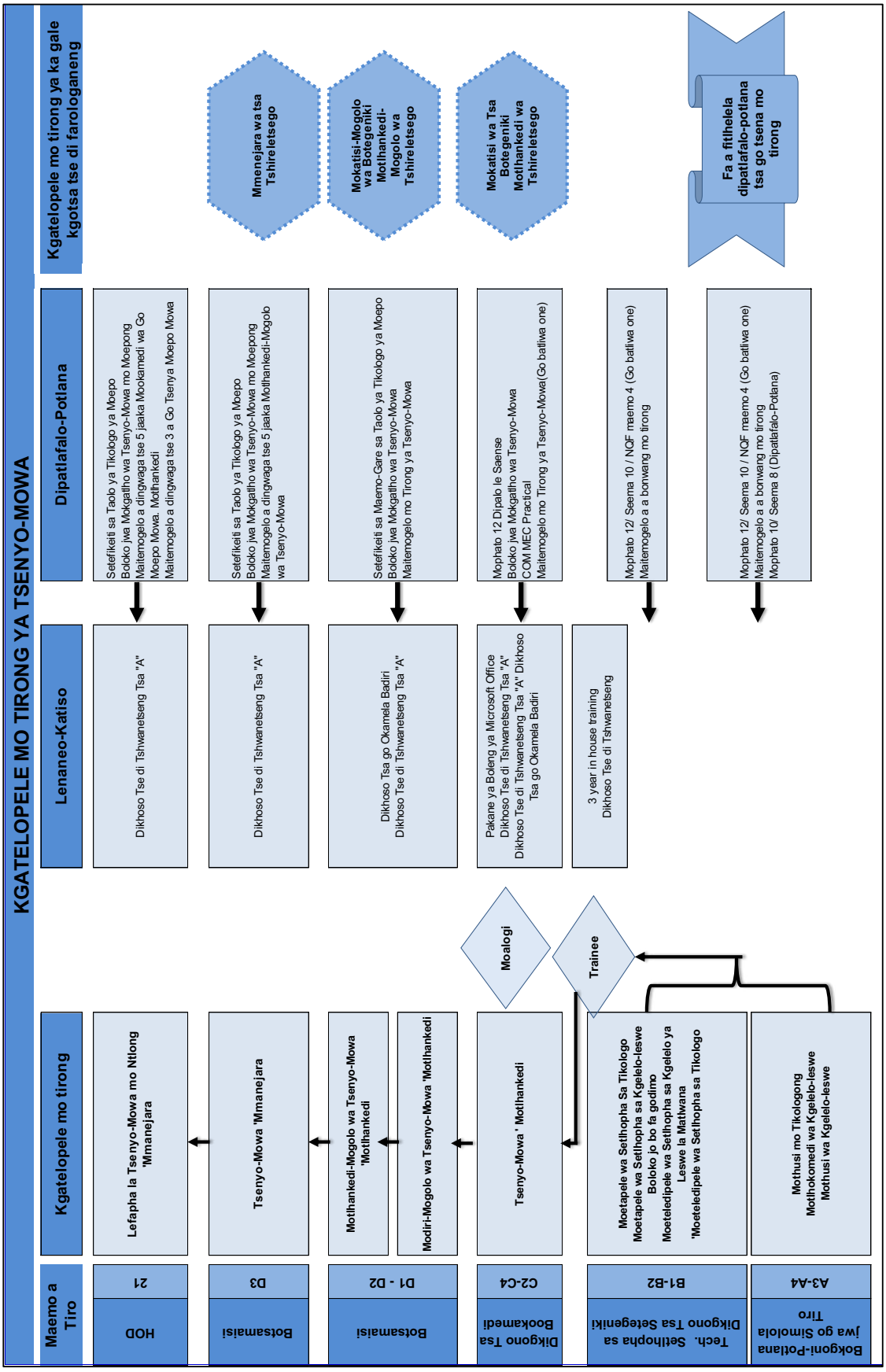



KGATELOPELE MO TIRONG YA BOITHUTAMAJE
Kgato
Go thatloga maemotiro
Lenaneo-Katiso
Dipatlafalo-Potlana
Kgatelopele mo Tirong ya Gago
Bokgoni-Potlana jwa go Simolola Tiro
Setlhopha sa botsamaisi
Tlhogo ya Lefapha
Bookamedi
Dintlha-Kgolo
Moela Boleng Tlhoko
Moela Boleng Tlhoko wa Moithuti
Tshafo
Moithutamajewa Moalogi
Moithutamaje wa Ditiro
Moithutamaje-mogolo
Mmenejara wa Boithutamaje
Moalogi wa Boithutamaje
Thutokalogo ya ngwaga e le 1 / Lenaneo-tlhabololo
Dipatlafalo tse di tshwanetseng go fitlhelelwa tsa lenaanethalo la katiso
Se e seng sa Semmuso Go dira mmepe o o bonolo wa thutafatshe
Dikirii ya onase ya BSc
Dikirii ya Onase ya Bsc. Ya Botihufatshe Maitemogelo a ngwaga e le 1 a boithutamaje jwa meepo
Maitemogelo a dingwaga tse 3 a boithutamaje le tse 2 tsa Maitemogelo mo Impala. Go kwadisiwa jaaka Monetetshi wa Seporofeshenale, SACNASP
Dikirii ya Onase ya Bsc. Ya Botihufatshe Maitemogelo a dingwaga tse 7 a boithutamaje le tse 3 tsa Maitemogelo mo Impala. Go kwadisiwa jaaka Monetetshi wa Seporofeshenale, SACNASP
Maitemogelo a dingwaga tse 10 a boithutamaje le tse 5 tsa Maitemogelo mo Impala. Go kwadisiwa jaaka Monetetshi wa Seporofeshenale, SACNASP
Setefikeiti sa Go Kokoanya Disampole Ditlhoko tsa kgwebo tsa MRM, maitemogelo a a maleba
Mophato 12 Dipalo & Saense Maitemogelo a moepo wa ka fa tlase ga lefatshe a botlhokwa
Mmenejara wa dipalopalo t sa Thutafatshe
Radipalopalo wa thutafatshe
Motlhankedi wa Boleng
Moseseka Karolo le Mosekaseki
Mothusi wa Tsa Thutafatshe
Fa a fitlhelela dipatlafalo tsa go tsena mo tirong

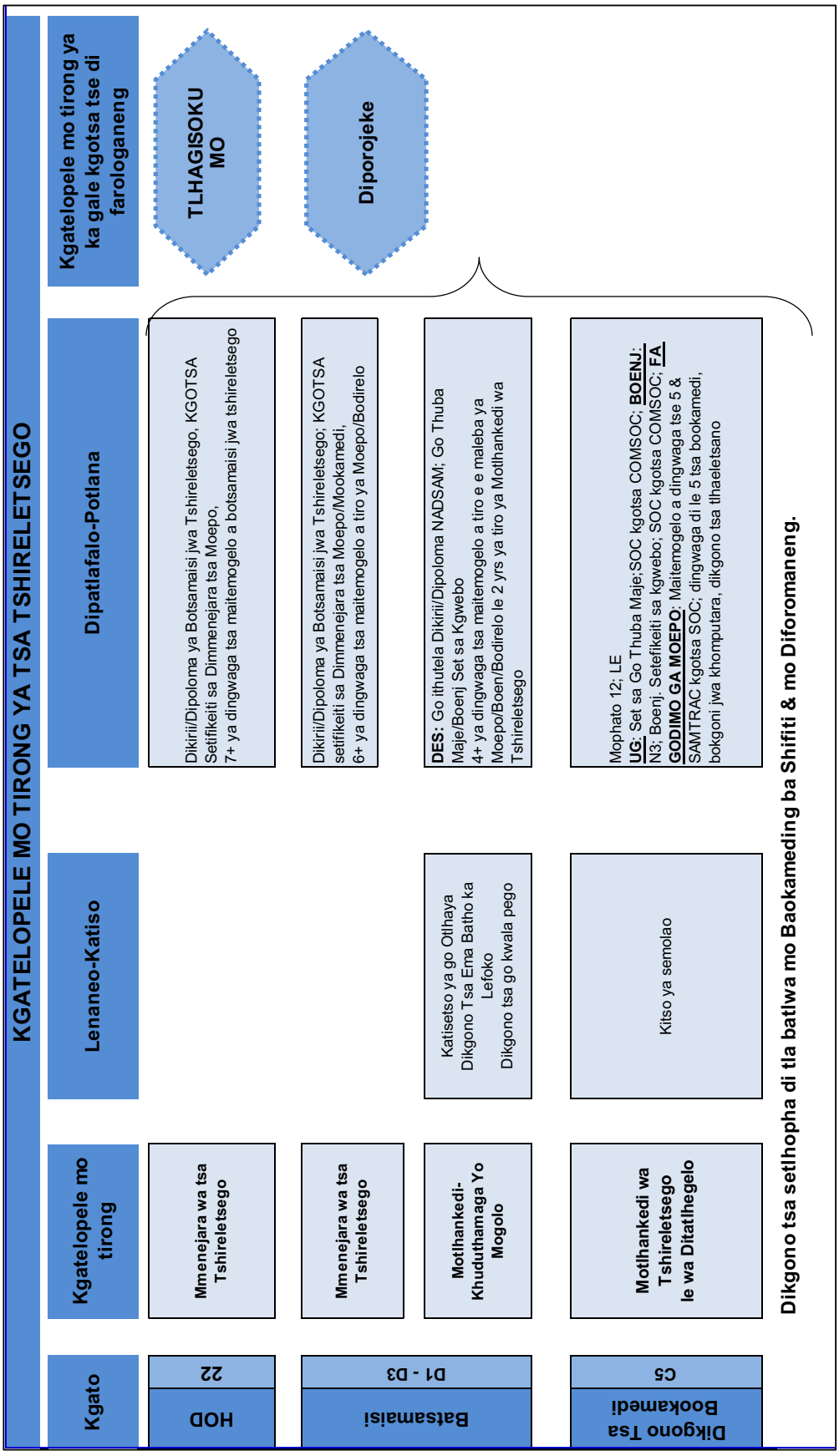



KGATELOPELE MO TIRONG YA BOENJENERE JWA MAJE (Oct 2026)
Kgatelopele mo Tirong ya Gago
Ditiro tsa Moepo / Go Rulaganya Moepo / Diporojeke
Tshireletsego / Go Rulaganya Moepo / Katiso / Tlhagiso-Dikumo
•Fa a fithelela dipatlafalo-potlana tsa go tsena mo tirong
Dipatlafalo-Potlana
Lenaneo-Katiso
Kgatelopele mo tirong
Kgato
Mophato 12/ NQF4, wa Dipalo & Saense
Setefikeiti se se kwa Godimo sa COM sa Boenjenere jwa Maje (eq NQF7)
Go batlega Lenaneo- Tlhabolo la Batsamaisi-bagolo
Dingwaga di le 2 jaaka Mmenejara wa Boenjenere jwa Maje
EDP
Mmenejara wa Lefapha la Boenjenere jwa Maje (21/22)
HOD
21/22
Mophato 12/NQF4, wa Dipalo & Saense
Setefikeiti se se kwa Pele sa COM sa Boenjenere jwa Maje (eq NQF7)
Go batlega Lenaneo- Tlhabolo la Batsamaisi ba Bogareng
O tshwanetse go bo a kile a nna REM, dingwaga di le 2 jaaka SREO
SMDP
Mmenejara wa Boenjenere jwa Maje (D3/D4)
D3/4
Mophato 12/NQF4, wa Dipalo & Saense
Dikarolo tsotlhe di le 4 tsa Set sa COM sa Go Tsiboga ga Maje (eq NQF6)
Go batlega Lenaneo- Tlhabolo la Batsamaisi-Potlana
O tshwanetse go bo a kile a nna SREO, dingwaga di le 3 jaaka Moenjenere wa Maje
MMDP
Motlhankedi-Mogolo wa Boenjenere jwa Maje (D2)
D1/2
Batsamaisi
Mophato 12/NQF4, wa Dipalo & Saense
Dikarolo tse 2 tsa Set sa COM sa Go Tsiboga ga Maje, se sengwe ke sa Kgopolo ya pampiri (Pampiri 1)
O tshwanetse go bo a kile a nna REO/ SREO, dingwaga di le 3 jaaka Moenjenere wa Maje
Paakanyetso ya Dithathlelelo tsa Setefikeiti sa COM sa Go Tsiboga ga Maje, JMPD
Motlhankedi wa Boenjenere jwa Maje (D1)
Mophato 12/NQF4, wa Dipalo & Saense
Dikarolo tse pedi tsa Set. sa COM sa Taolo ya Go Itsetsepela ga Maje
Dikgwedi di le 6 jaaka Motegeniki wa Go Itsetsepela ga Maje
O tshwanetse go bo a kile a nna SCO
Paakanyetso ya Dithathlelelo tsa Setefikeiti sa COM sa Go Tsiboga ga Maje, JMPD
Motlhankedi wa Taolo ya Go Itsetsepela ga Maje (C5)
C4/5
Bookamedi
Mophato 12/NQF4, wa Dipalo & Saense
Dikirii ya BSc, ya BEng kgotsa dikirii ya Moepo ya BTech, kgotsa dikirii ya Boithutamaje ya BSc
Setifikeit sa Go Thuba Maje / Setefikeiti sa Maemo 3 sa Go Thuba Maje
"Go akofisa katiso" ya baalogi ba Moepo
Mophato 12/NQF4, wa Dipalo le Saense
KWANTLE GA SETLAMO: Mophato 12 wa Dipalo le Saense
Mo TENG Ga SETLAMO: Mophato 10, MME go tlhokega Mophato 12 (Dipalo le Saense)
Setefikeiti sa Boseṭšhaba sa Go Itsetsepela ga Maje (NQF2)
Dikgwedi di le 6-12 tsa go lekwa ga dikgono-tiro tsa modiri
Paakanyetso ya Dithathlelelo tssa Set. sa COM sa Taolo ya Go Itsetsepela ga Maje
Motegeniki wa Taolo ya Go Itsetsepela ga Maje (C1)
C1
Dikgono tsa Setegeniki
KWANTLE GA SETLAMO: Mophato 12 wa Dipalo & Saense
MO TENG GA SETLAMO: Mophato 10, MME go tlhokega Mophato 12 (Dipalo le Saense)
Go batlega dingwaga di le 2 tsa U/G, mme go ka tsewa wa Mophato 12 go tswa kwa sekolong
Setefikeiti sa Boseṭšhaba sa Taolo ya Go Itsetsepela ga Maje (NQF2)
Katiso ya Motegeniki wa Taolo ya Go Itsetsepela ga Maje (B4)
B Lev
Setlhopha sa Dikgono Tsa Setegeniki

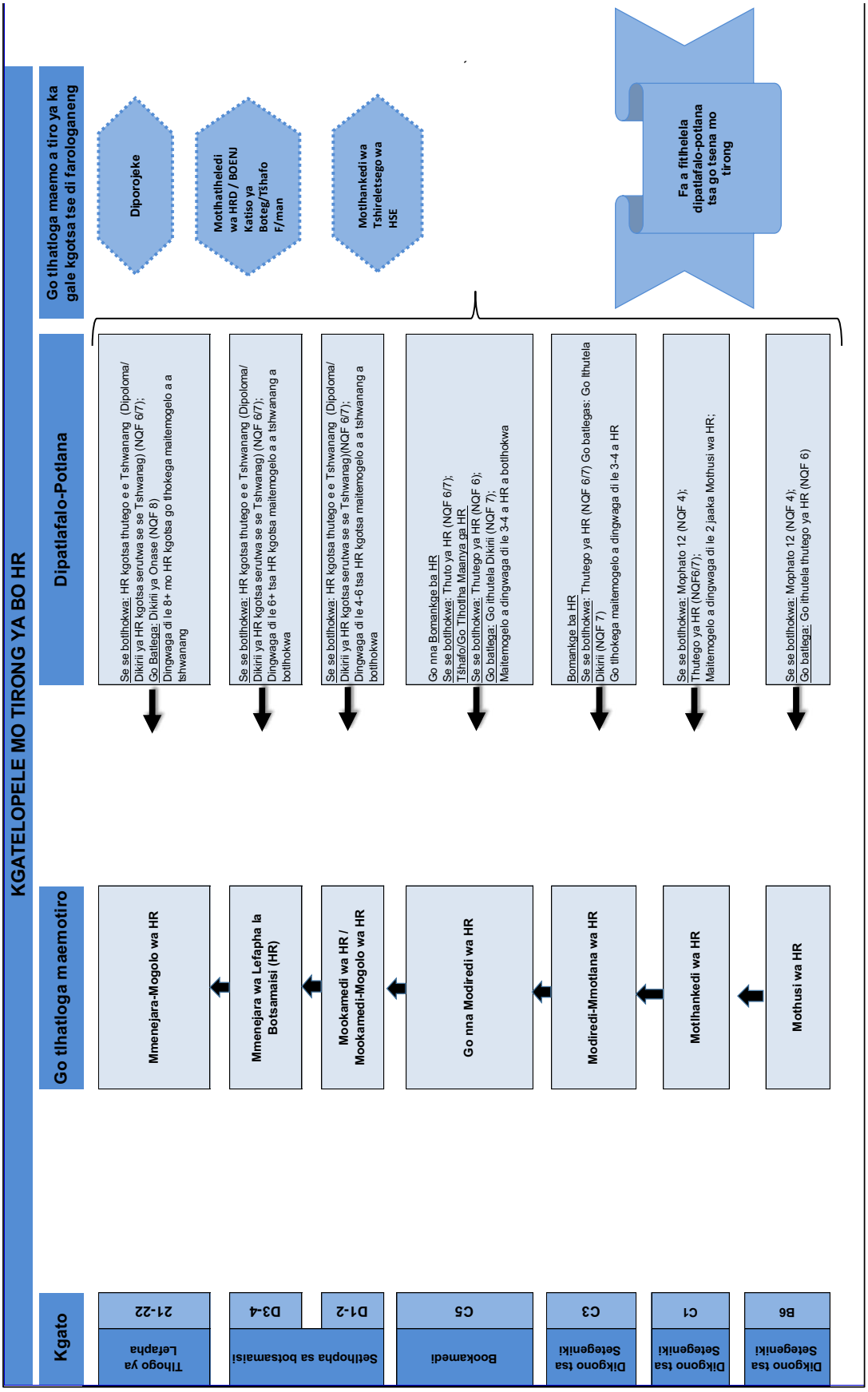

GO TLHATLOGA MAEMOTIRO A TSHEKATSHEKO YA SETSHA
Maemo
Go tlhatloga maemo mo tirong
Mananeo-Katiso
Dipatlafalo-Potlana
Kgatelopele mo Tirong ya Gago
Bokgoni-Potlana jwa go Simolola Tiro
A4
A4
Terena
B5
Dikgono tsa Setegeniki
C1
C3
C4
Booka-medi
C5
Botsamaisi
D1
D2
HOD
D3
D4
Tshekatsheko ya Setsha Moithusi
Tshekatsheko Setlhopha Moeteledipele
Mosekaseki yo o Kaitsiwang
Mosekaseki wa setsha sa Moepo Gr.2
Mosekaseki wa setsha
Mosekaseki-Mogolo wa Setsha sa Moepo
Mosekaseki wa Karolo
Mosekaseki-Mogolo wa Karolo
Mosekaseki-Mogolo wa Setsha sa Moepo
Tshekatsheko Mmanejara
Setlhopha Tshekatsheko Mmanejara
Mo tirong Lenaneo-katiso Kgwedi e le 1
Mo tirong Lenaneo-katiso Dikgwedi di le 3
Mo tirong Lenaneo-katiso Dikgwedi di le 12
Kwa ntle ga Setheo Dikhoso & Katiso Diporokeramo Diyunibesiti(UJ/Unisa) Dikgwedi di le 12/Maemo Mokgatlho wa Meepo (Dikgwedi tse 24 - 60)
E e tshwanang dithutego di tla lemogwa
Lenaneo la Katiso ya Baalogi
Basari Maitemogelo Lenaneo-Katiso
Lenaneo la Katisetso ya Tshekatsheko ya Setsha sa
Moph. 12 Kakaretso - kamogelesego
Moph. 12 Kakaretso - kamogelesego
Moph. 12 Dipalo & Saense
Setefikeiti sa Motheo sa Go Kokoanya Disampole
Tshekatsheko ya Ishimologo ya Setsha sa moepo & Boleng kgotsa Tshekatsheko ya Setsha sa Moepo sa ND/NHD
Setifikeiti sa Tshekatsheko ya Setsha ya Boleng jo bo kwa Godimo kgotsa Tshekatsheko ya Setsha sa Moepo sa ND/NHD
Tshekatsheko ya Setsha & Boleng kgotsa Tshekatsheko ya Diminerale ya B. Tech
Setifikeiti sa Tshekatsheko ya Setsha & Boleng kgotsa Tshekatsheko ya Setshaw sa Moepo ya ND/NHD kgotsa Tshekatsheko ya Diminerale ya B. Tech
Setifikeiti sa Bokgoni jwa Tshekatsheko ya Setsha sa Moepo Go tlhomiwa go nna Mosekaseki yo o nang le Bokgoni MHSA (Reg.17.2)
Setifikeiti sa Bokgoni jwa Tshekatsheko ya Setsha sa Moepo Go batliwa yone Tshekatsheko ya Moepo ya ND/NHD Tshekatsheko ya Diminerale ya B. Tech
Setifikeiti sa Bokgoni jwa Tshekatsheko ya Setsha sa Moepo Go batliwa yone Tshekatsheko ya Diminerale ya B. Tech Boenj. Jwa Sc / Boenj. jwa M
Fa a fitlhelela dipatlafalo-potlana tsa go tsena mo tirong
Setlhopha 4-8
Mosekaseka Boleng Mokgweetsi wa CAD
Mosekaseka Karolo Morulaganyi-Mmotlana wa Moepo
Mothankedi wa Boleng Morulaganyi-Mmotlana wa Moepo
Morulaganyi wa Moepo
Morulaganyi wa Moepo
Morulaganyi wa Moepo
Mmenejara wa Dithulaganyo Mmenejara wa MRM


KGATELOPELE MO TIRONG YA TSENYO-MOWA
Kgatelopele mo tirong ya ka gale kgotsa tse di farologaneng
Mmenejara wa tsa Tshireletsego
Mokatisi-Mogolo wa Botegeniki Motlhankedi-Mogolo wa Tshireletsego
Mokatisi wa Tsa Botegeniki Motlhankedi wa Tshireletsego
Fa a fitlhelela dipatlafalo-potlana tsa go tsena mo tirong
Dipatlafalo-Potlana
Lenaneo-Katiso
Kgatelopele mo tirong
Maemo a Tiro
Setefikeiti sa Taolo ya Tikologo ya Moepo
Boloko jwa Mokgatho wa Tsenyo-Mowa mo Moepong
Maitemogelo a dingwaga tse 5 jaaka Mookamedi wa Go Moepo Mowa. Motlhankedi
Maitemogelo a dingwaga tse 3 a Go Tsenya Moepo Mowa
Dikhoso Tse di Tshwanetseng Tsa "A"
Lefapha la Tsenyo-Mowa mo Ntlong 'Mmanejara
HOD
21
Setefikeiti sa Taolo ya Tikologo ya Moepo
Boloko jwa Mokgatho wa Tsenyo-Mowa mo Moepong
Maitemogelo a dingwaga tse 5 jaaka Motlhankedi-Mogolo wa Tsenyo-Mowa
Dikhoso Tse di Tshwanetseng Tsa "A"
Tsenyo-Mowa 'Mmanejara
Botsamaisi
D3
Setefikeiti sa Maemo-Gare sa Taolo ya Tikologo ya Moepo
Boloko jwa Mokgatho wa Tsenyo-Mowa
Maitemogelo mo Tirong ya Tsenyo-Mowa
Dikhoso Tsa go Okamela Badiri
Dikhoso Tse di Tshwanetseng Tsa "A"
Motlhankedi-Mogolo wa Tsenyo-Mowa 'Motlhankedi
Modiri-Mogolo wa Tsenyo-Mowa 'Motlhankedi
Botsamaisi
D1 - D2
Mophato 12 Dipalo le Saense
Boloko jwa Mokgatho wa Tsenyo-Mowa
COM MEC Practical
Maitemogelo mo Tirong ya Tsenyo-Mowa(Go batliwa one)
Pakane ya Boleng ya Microsoft Office
Dikhoso Tse di Tshwanetseng Tsa "A"
Dikhoso Tse di Tshwanetseng Tsa "A" Dikhoso Tsa go Okamela Badiri
Tsenyo-Mowa ' Motlhankedi
Moalogi
Dikgono Tsa Bookamedi
C2-C4
Mophato 12/ Seema 10 / NQF maemo 4 (Go batliwa one)
Maitemogelo a a bonwang mo tirong
3 year in house training
Dikhoso Tse di Tshwanetseng
Trainee
Moetapele wa Setlhopha Sa Tikologo
Moetapele wa Setlhopha sa Kgelelo-leswe
Boloko jo bo fa godimo
Moeteledipele wa Setlhopha sa Kgelelo ya Leswe la Matwana
'Moeteledipele wa Setlhopha sa Tikologo
Tech. Setlhopha sa Dikgono Tsa Setegeniki
B1-B2
Mophato 12/ Seema 10 / NQF maemo 4 (Go batliwa one)
Maitemogelo a a bonwang mo tirong
Mophato 10/ Seema 8 (Dipatlafalo-Potlana)
Mothusi mo Tikologong
Motlhokomedi wa Kgelelo-leswe
Mothusi wa Kgelelo-leswe
Bokgoni-Potlana jwa go Simolola Tiro
A3-A4

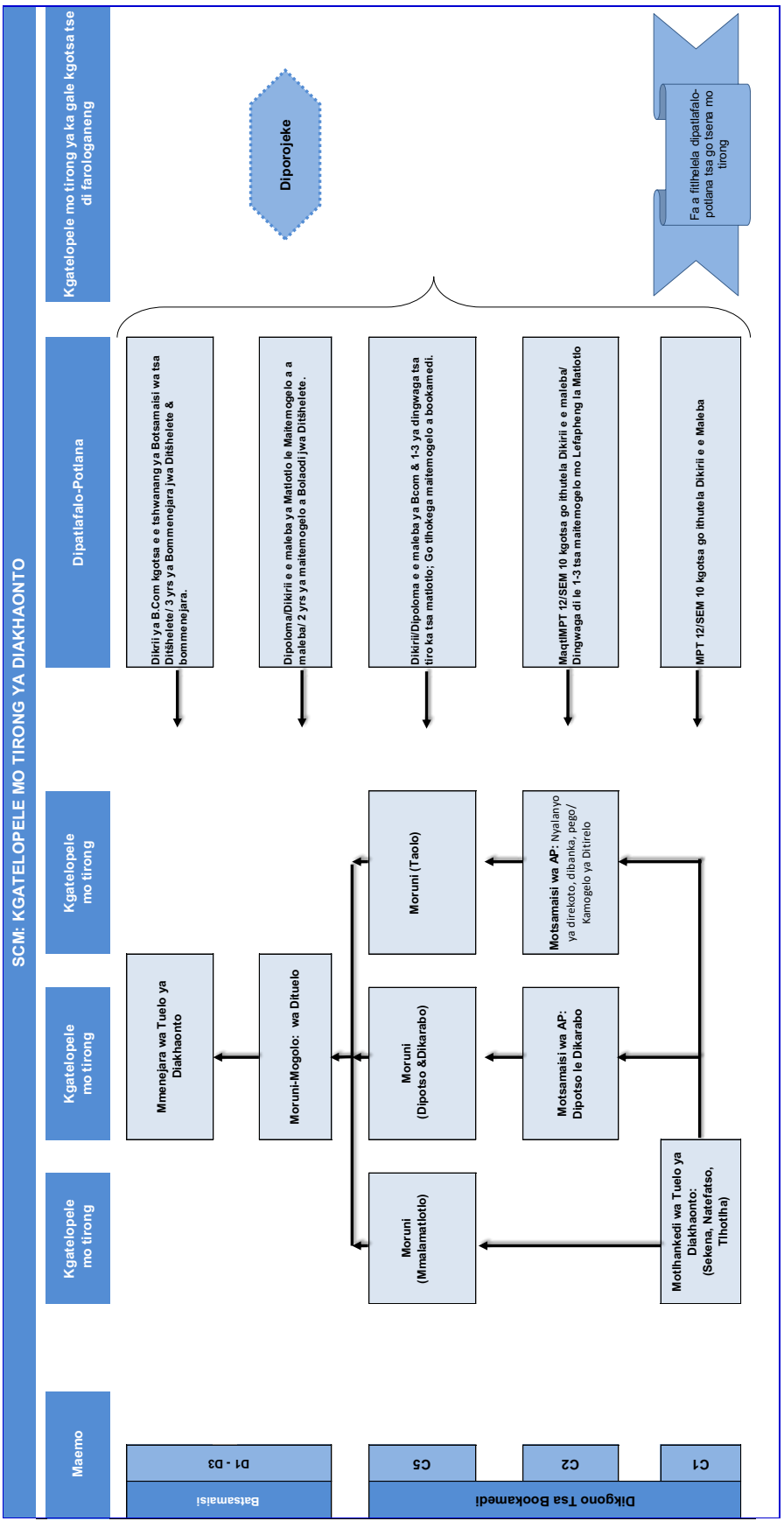


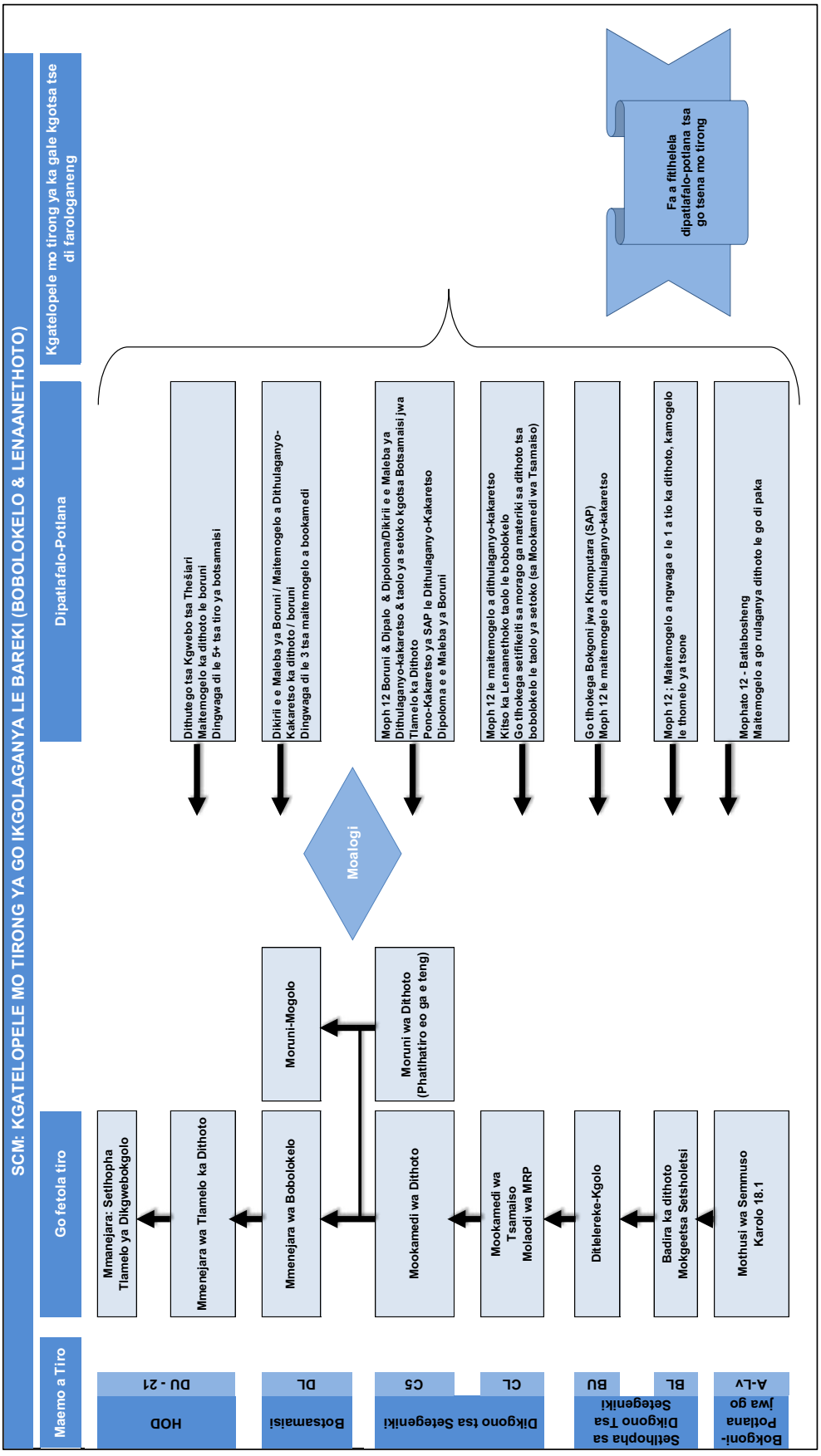

KGATELOPELE MO TIRONG YA TSA TSHIRELETSEGO
Kgato
Kgatelopele mo tirong
Lenaneo-Katiso
Dipatlafalo-Potlana
Kgatelopele mo tirong ya ka gale kgotsa tse di farologaneng
HOD
22
Mmenejara wa tsa Tshireletsego
Dikirii/Dipoloma ya Botsamaisi jwa Tshireletsego, KGOTSA Setifikeiti sa Dimmenejara tsa Moepo, 7+ ya dingwaga tsa maitemogelo a botsamaisi jwa tshireletsego
Batsamaisi
D1 - D3
Mmenejara wa tsa Tshireletsego
Dikirii/Dipoloma ya Botsamaisi jwa Tshireletsego; KGOTSA setifikeiti sa Dimmenejara tsa Moepo/Mookamedi, 6+ ya dingwaga tsa maitemogelo a tiro ya Moepo/Bodirelo
Motlhankedi-Khuduthamaga Yo Mogolo
Katisetso ya go Otlhaya Dikgono Tsa Ema Batho ka Lefoko
Dikgono tsa go kwala pego
DES: Go ithutela Dikirii/Dipoloma NADSAM; Go Thuba Maje/Boenj Set sa Kgwebo
4+ ya dingwaga tsa maitemogelo a tiro e e maleba ya Moepo/Boen/Bodirelo le 2 yrs ya tiro ya Motlhankedi wa Tshireletsego
Dikgono Tsa Bookamedi
C5
Motlhankedi wa Tshireletsego le wa Ditatlhegelo
Kitso ya semolao
Mophato 12; LE
UG: Set sa Go Thuba Maje;SOC kgotsa COMSOC; BOENJ: N3; Boenj. Setefikeiti sa kgwebo; SOC kgotsa COMSOC; FA GODIMO GA MOEPO: Maitemogelo a dingwaga tse 5 & SAMTRAC kgotsa SOC; dingwaga di le 5 tsa bookamedi, bokgoni jwa khomputara, dikgono tsa tlhaeletsano
TLHAGISOKU MO
Diporojeke
Dikgono tsa setlhopha di tla batlwa mo Baokameding ba Shifiti & mo Diforomaneng.

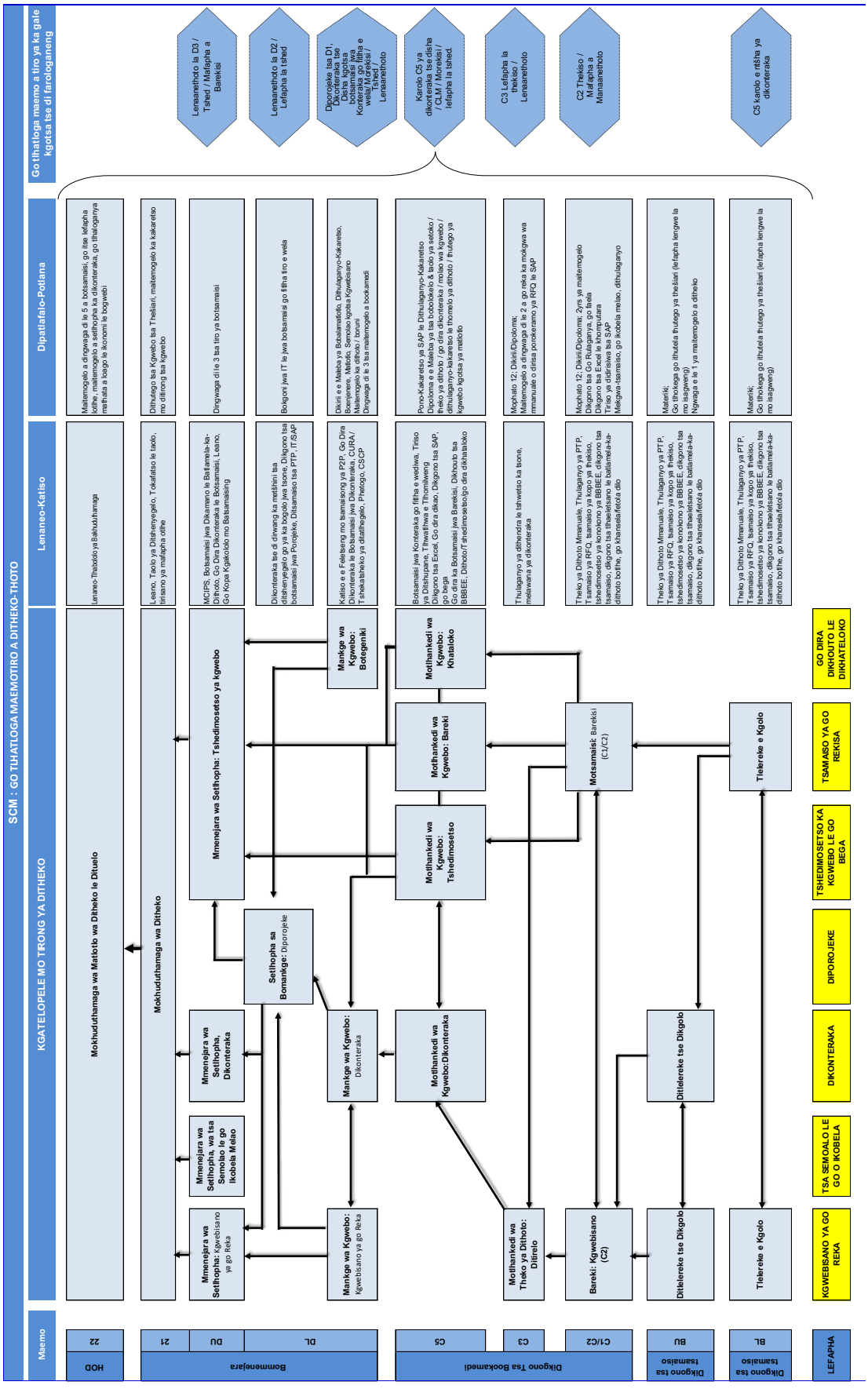



KGATELOPELE MO TIRONG YA BO HR
Kgato
Go tlhatloga maemotiro
Dipatlafalo-Potlana
Go tlhatloga maemo a tiro ya ka gale kgotsa tse di farologaneng
B6
C1
C3
C5
D1-2
D3-4
21-22
Dikgono tsa Setegeniki
Dikgono tsa Setegeniki
Dikgono tsa Setegeniki
Bookamedi
Setlhopha sa botsamaisi
Tlhogo ya Lefapha
Mothusi wa HR
Mothankedi wa HR
Modiredi-Mmotlana wa HR
Go nna Modiredi wa HR
Mookamedi wa HR / Mookamedi-Mogolo wa HR
Mmenejara wa Lefapha la Botsamaisi (HR)
Mmenejara-Mogolo wa HR
Se se bolhokwa: Mophato 12 (NQF 4);
Go batlega: Go ithutela thutego ya HR (NQF 6)
Se se bolhokwa: Mophato 12 (NQF 4);
Thutego ya HR (NQF6/7);
Maitemogelo a dingwaga di le 2 jaaka Mothusi wa HR;
Bomankge ba HR
Se se bolhokwa: Thutego ya HR (NQF 6/7) Go batlegas: Go ithutela Dikiriì (NQF 7)
Go tlhokega maitemogelo a dingwaga di le 3-4 a HR
Go nna Bomankge ba HR
Se se bolhokwa: Thuto ya HR (NQF 6/7);
Tshafo/Go Tlholtha Maanya ga HR
Se se bolhokwa: Thutego ya HR (NQF 6);
Go batlega: Go ithutela Dikiriì (NQF 7);
Maitemogelo a dingwaga di le 3-4 a HR a bolhokwa
Se se bolhokwa: HR kgotsa thutego e e Tshwanang (Dipoloma/ Dikiriì ya HR kgotsa serutwa se se Tshwanag)/(NQF 6/7);
Dingwaga di ie 4-6 tsa HR kgotsa maitemogelo a a tshwanang a bolhokwa
Se se bolhokwa: HR kgotsa thutego e e Tshwanang (Dipoloma/ Dikiriì ya HR kgotsa serutwa se se Tshwanag) (NQF 6/7);
Dingwaga di ie 6+ tsa HR kgotsa maitemogelo a a tshwanang a bolhokwa
Se se bolhokwa: HR kgotsa thutego e e Tshwanang (Dipoloma/ Dikiriì ya HR kgotsa serutwa se se Tshwanag) (NQF 6/7);
Go Batlega: Dikiriì ya Onase (NQF 8)
Dingwaga di ie 8+ mo HR kgotsa go tlhokega maitemogelo a a tshwanang
Diporojeke
Motlhatlheledi wa HRD / BOENJ Katiso ya Boteg/Tshafo F/man
Motlhankedi wa Tshireletsego wa HSE
Fa a fitlhelela dipatlafalo-potlana tsa go tsena mo tirong

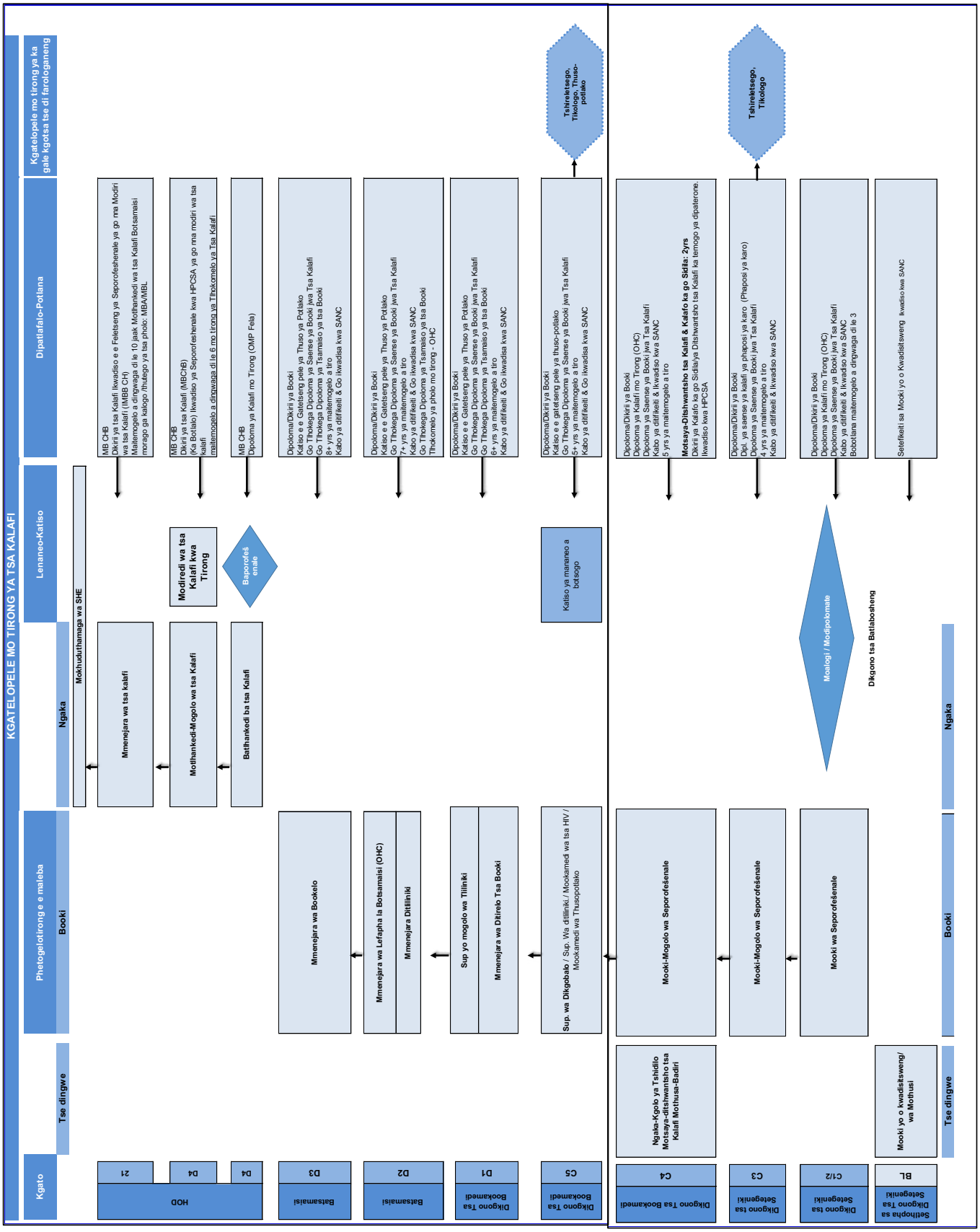
KGATELOPELE MO TIRONG YA BO HRD (BOTEGENIKI)
Kgato
Kgatelopele mo Tirong
Lenaneo-Katiso
Dipatlafalo-Potlana
Kgatelopele mo tirong ya ka gale kgotsa tse di farologaneng
Setlhopha
Kgato ya A & B
Tihabololo ya Dikgono tsa RDO
Lefelo la go rafa maanya la RDO
Mokgwetsi wa Serori
Boenj. Mothusi, Modirisi wa Bodirelo
Motlhokomela-didirisiwa, mothusi ka Didirisiwa
Modirisi wa Segogola Maanya
Badirisi ba TMM
Se se bothokwa: Mophato 10 (NQF 2);
Go batlega: Mophato 12 (NQF; N3)
Fa a fitlhelela dipatlafalo-potlana tsa go tsena mo tirong
HR/Botegeniki jo bo amanang le yone
B7
Dikgono tsa Setegeniki
Motlhatlheledi wa Katiso
Mosekaseki, Molekanyetsi set sa ISO. Moeteledipele L3 Set. sa Katiso ya Mokatisi
Se se bothokwa: Mophato 10;
Thutego ya bothokwa Mophato 12
Maitemogelo a 2 yrs UG / TMM a tsa tikologo; KGOTSA a 2 Yrs a Mmakanya Metlakase (Boenj.)
C1
Dikgono tsa Setegeniki
Go tlhotlha Min./Eng./TMM/ Motlhankedi wa Katiso/ Modiramoepong
OETDP
Mankge wa senutwa
Mophato 12; Kgato 3 ya Katiso set. Sa Mokatisi.; Go bona set. Sa Mosekaseki & le set. Sa ISO.
Maitemogelo a botlhatlheledi jwa 2 yrs; KGOTSA a 3 yrs mo tirong ya TMM; KGOTSA maitemogelo a 5 yrs a Bodirelo; Melawana ya MOEPO & TMM; Set. Sa Go Thuba maje
C3
Dikgono tsa Setegeniki
Motlhankedi wa Katiso
OETDP
Mophato 12; Kgato 3 set. Sa Katiso ya Mokatisi.; Go bona set. Sa Mosekaseki & le set. Sa ISO
Maitemogelo a botlhatlheledi jwa 3 yrs; OR maitemogelo a 4 yrs a tikologo ya TMM; KGOTSA maitemogelo a 5 yrs a Bodirelo;
Melawana ya MOEPO & TMM; Set. Sa Go Thuba maje
C5
Dikgono Tsa Bookamedi jwa Badiri
Motlhankedi-Katiso / Mokatisi wa Setegeniki / Mokatisi wa Setegeniki TMM / Motlhami wa Mokatisi wa Setegeniki: & Tihabololo / Moithuti wa Moalogi
IMDP;
Setifikeiti sa Kgato 4 sa ETDP
Modipolomat e/ Moalogi
Mophato 12 / Set. sa Thutego e e tshwanang, Mosekaseki & Modereitara
Maitemogelo a 3 yrs mo mofuegng wa tiro (Mookamedi wa Tshifefi/Modiritiro & Foromane kgotsa Motlhankedi wa Katiso); Set. Sa Go Thuba Maje/Tiro; Maitemogelo a 5 yrs a tikologo ya TMM
Maitemogelo a 5 yrs a tiro nngwe ya D & D
Bodirelo: Dipoloma ya ETDP
D 1-2 D3
Batsamaisi
Mokatisi-Mogolo wa Botegeniki/ Motlhankedi-Mogolo wa Katiso
IMDP;
Kgato 5 ETDP;
MMDP
Set sa MO/Tirodiatla Maitemogelo a tiro ya 3-5 Yrs mo tirong ya bookamedi mo (Min./Eng. / TMM / Met.)
Bodirelo: Dipoloma ya ETDP
HR/Botegeniki jo bo amanang le yone
2I
Tlhogo ya Lefapha
Mmenejara wa Katiso
Dikiriri kgotsa Dipoloma ya HRD kgotsa tiro e e tshwanang; Set sa MO/Set sa Tiro-diatla.;
Maitemogelo a 5 Yrs a botsamaisi (HRD)
Mmenejara wa Lefapha wa Katiso
Dikiriri kgotsa Dipoloma-Godimo;
Maitemogelo a a Maleba a 5yrs a Batsamaisi ba Bogareng (HRD)
HR/Botegeniki jo bo amanang le yone

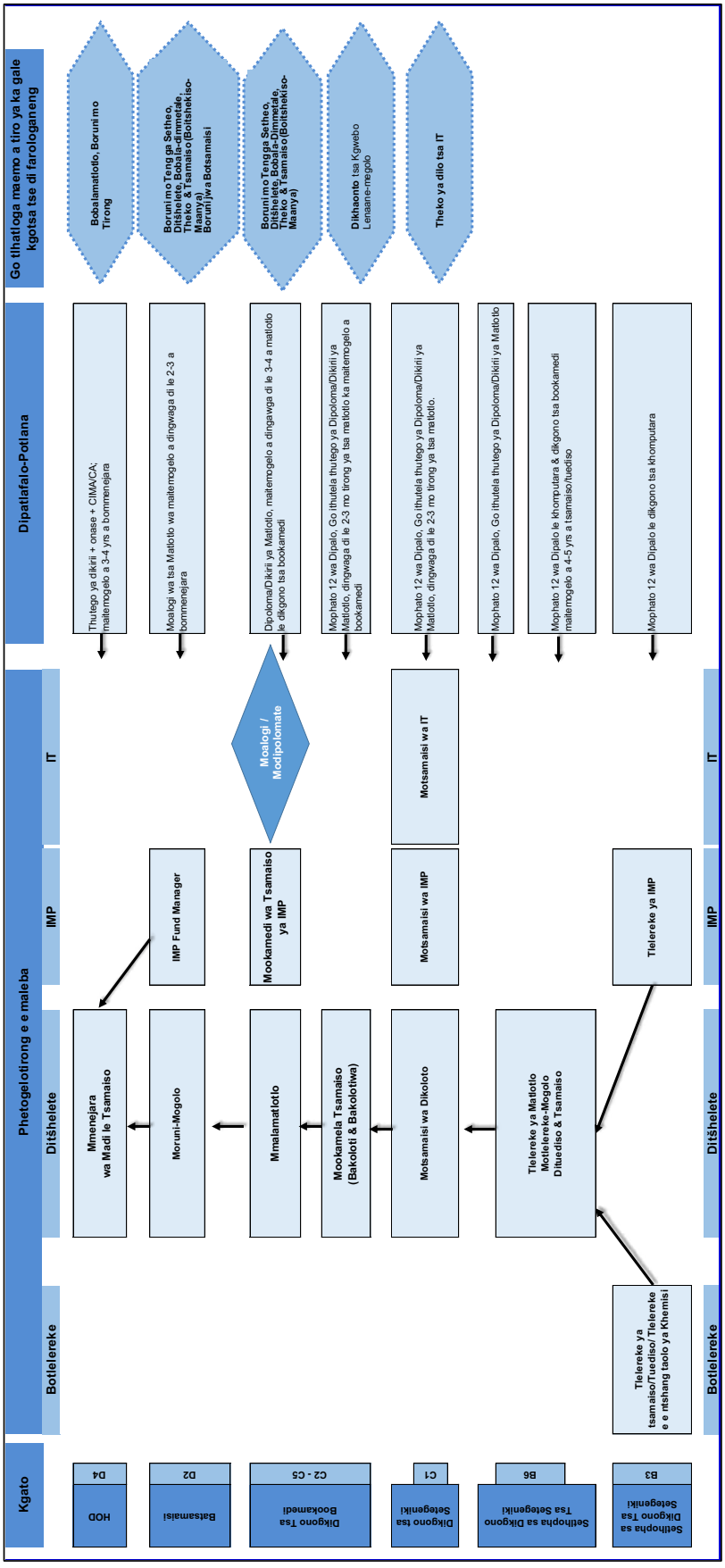

SCM: KGATELOPELE MO TIRONG YA DIAKHAONTO
Kgatelopele mo tirong ya ka gale kgotsa tse di farologaneng
Diporojeke
Fa a fitlhelela dipatlafalo-potlana tsa go tsena mo tirong
Dipatlafalo-Potlana
Dikiri ya B.Com kgotsa e e tshwanang ya Botsamaisi wa tsa Ditšhelete/ 3 yrs ya Bommenejara jwa Ditšhelete & bommenejara.
Dipoloma/Dikiri e e maleba ya Matlotlo le Maitemogelo a a maleba/ 2 yrs ya maitemogelo a Bolaodi jwa Ditšhelete.
Dikiri/Dipoloma e e maleba ya Bcom & 1-3 ya dingwaga tsa tiro ka tsa matlotlo; Go tlhokega maitemogelo a bookamedi.
MaqtlMPT 12/SEM 10 kgotsa go ithutela Dikiri e e maleba/ Dingwaga di le 1-3 tsa maitemogelo mo Lefapheng la Matlotlo
MPT 12/SEM 10 kgotsa go ithutela Dikiri e e Maleba
Kgatelopele mo tirong
Moruni (Taolo)
Motsamaisi wa AP: Nyalanyo ya direkoto, dibanka, pego/ Kamogelo ya Ditirelo
Kgatelopele mo tirong
Mmenejara wa Tuelo ya Diakhaonto
Moruni-Mogolo: wa Dituelo
Moruni (Dipotso &Dikarabo)
Motsamaisi wa AP: Dipotso le Dikarabo
Kgatelopele mo tirong
Moruni (Mmalamatlotlo)
Motlhankedi wa Tuelo ya Diakhaonto: (Sekena, Natefatso, Tlhotlha)
Maemo
D1 - D3
Batsamaisi
C5
C2
C1
Dikgono Tsa Bookamedi


SCM: KGATELOPELE MO TIRONG YA GO IKGOLAGANYA LE BAREKI (BOBOLOKELO & LENAANETHOTO)
Kgatelopele mo tirong ya ka gale kgotsa tse di farologaneng
Dipatlafalo-Potlana
Go fetola tiro
Maemo a Tiro
Fa a fitlhelela dipatlafalo-potlana tsa go tsena mo tirong
Dithuto go tsa Kgwebo tsa Thešiari
Maitemogelo ka dithoto le boruni
Dingwaga di le 5+ tsa tiro ya botsamaisi
Dikiriì e e Maleba ya Boruni / Maitemogelo a Dithulaganyo-Kakaretso ka dithoto / boruni
Dingwaga di le 3 tsa maitemogelo a bookamedi
Moph 12 Boruni & Dipalo & Dipoloma/Dikiriì e e Maleba ya Dithulaganyo-kakaretso & taolo ya setoko kgotsa Botsamaisi jwa Tlamelo ka Dithoto
Pono-Kakaretso ya SAP le Dithulaganyo-Kakaretso
Dipoloma e e Maleba ya Boruni
Moph 12 le maitemogelo a dithulaganyo-kakaretso
Kitso ka Lenaanethoko taolo le bobolokelo
Go tlhokega setifikeiti sa morago ga materiki sa dithoto tsa bobolokelo le taolo ya setoko (sa Mookamedi wa Tsamaiso)
Go tlhokega Bokgoni jwa Khomputara (SAP)
Moph 12 le maitemogelo a dithulaganyo-kakaretso
Moph 12 ; Maitemogelo a ngwaga e le 1 a tio ka dithoto, kamogelo le thomelo ya tsone
Mophato 12 - Batlabosheng
Maitemogelo a go rulaganya dithoto le go di paka
Moalogi
Moruni-Mogolo
Moruni wa Dithoto (Phathatiro eo ga e teng)
Mmanejara: Setlhopha Tlamelo ya Dikgwebokgolo
Mmenejara wa Tlamelo ka Dithoto
Mmenejara wa Bobolokelo
Mookamedi wa Dithoto
Mookamedi wa Tsamaiso Molaodi wa MRP
Ditlelereke-Kgolo
Badira ka dithoto Mokgeetsa Setsholetsi
Mothusi wa Semmuso Karolo 18.1
HOD
DU - 21
Botsamaisi
DL
Dikgono tsa Setegeniki
CL
C5
Setlhopha sa Dikgono Tsa Setegeniki
BU
BL
Bokgoni-Potlana jwa go
A-LV


SCM : GO TLHATLOGA MAEMOTIRO A DITHEKO-THOTO
Maemo
KGATELOPELE MO TRONG YA DITHEKO
Lenaneo-Katiso
Dipatlafalo-Poilana
Go tlhatloga maemo a tiro ya ka gale kgotsa tse di farologaneng
HOD
Bommenejara
Dikgono Tsa Bookamedi
Dikgono tsa tsamaiso
Dikgono tsa tsamaiso
LEFAPHA
22
21
DU
DL
C5
C3
C1/C2
BU
BL
Mokhuduthamaga wa Matlotlo wa Ditheko le Dituelo
Mokhuduthamaga wa Ditheko
Mmenejara wa Setlhopha: Tshedimosetso ya kgwebo
Mankge wa Kgwebo: Botegenki
Mothankedi wa Kgwebo: Khatalioko
Mothankedi wa Kgwebo: Bareki
Mothankedi wa Kgwebo: Tshedimosetso
Setlhopha sa Bomankge: Diporojeke
Mmenejara wa Setlhopha, Dikonteraka
Mankge wa Kgwebo: Dikonteraka
Mothankedi wa Kgwebo:Dikonteraka
Mmenejara wa Setlhopha, wa tsa Semolao le go Kobela Molao
Mmenejara wa Setlhopha: Kgwebisano ya go Reka
Mankge wa Kgwebo: Kgwebisano ya go Reka
Mothankedi wa Theko ya Dithoto: Ditirelo
Bareki: Kgwebisano (C2)
Ditlelereke tse Dikgolo
Tlelereke e Kgolo
Motsamisi: Bareki (C1/C2)
Ditlelereke tse Dikgolo
Tlelereke e Kgolo
Lenaneo-Thatobolo ya Bakhuduthamaga
Leano, Taolo ya Ditshenyegelo, Tokafatso le taolo, tirisano ya mafapha otlhe
MCIPS, Botsamaisi jwa Dikampano le Batlamela-ka-Ditlhoto, Go Dira Dikonteraka le Botsamaisi, Leano, Go Kopa Kgakolodo mo Batsamaising
Dikonteraka tse di dirwang ka metshini tsa ditshenyegelo go ya ka bogolo jwa tsone, Dikgono tsa botsamaisi jwa Porojeke, Ditsamaiso tsa PTP, IT/SAP
Katiso e e Fetetsang mo tsamaisong ya PPP, Go Dira Dikonteraka le Botsamaisi jwa Dikontaraka, CLRA/ Tshekatshelo ya ditlaithegelo, Phetogo, CSCP
Botsamaisi jwa Konteraka go fitha e wediwa, Tiriso ya Ditshupane, Tlhwatlhwa e Tlhomilweng Dikgono tsa Excel, Go dira dikao, Dikgono tsa SAP, go bega Go dira ka Botsamaisi jwa Barekisi, Dikhoutlo tsa BBBEE , Dithoto/ Tshedimosetso/go dira dikhatalioko
Thulaganyo ya dithendra le tshwetso ka tsone, meslwana ya dikonteraka
Theko ya Dithoto Mmanuale, Thulaganyo ya PTP, Tsamaiso ya RFQ, tsamaiso ya kopo ya thekiso, tshedimosetso ya konokono ya BBBEE, dikgono tsa tsamaiso, dikgono tsa tlhaeletsano le batlamela-ka-dithoto botlhe, go khansela/fetola dikgolo
Theko ya Dithoto Mmanuale, Thulaganyo ya PTP, Tsamaiso ya RFQ, tsamaiso ya kopo ya thekiso, tshedimosetso ya konokono ya BBBEE, dikgono tsa tsamaiso, dikgono tsa tlhaeletsano le batlamela-ka-dithoto botlhe, go khansela/fetola dikgolo
Theko ya Dithoto Mmanuale, Thulaganyo ya PTP, Tsamaiso ya RFQ, tsamaiso ya kopo ya thekiso, tshedimosetso ya konokono ya BBBEE, dikgono tsa tsamaiso, dikgono tsa tlhaeletsano le batlamela-ka-dithoto botlhe, go khansela/fetola dikgolo
Dithulego tsa Kgwebo tsa Thelsiari, maitemogelo ka kakaretso mo ditlrong tsa kgwebo
Dingwaga di le 3 tsa tiro ya botsamaisi
Bolgoni jwa IT le jwa botsamaisi go fitha tiro e wela
Dikiri e e Maleba ya Botsalamafofo, Dithulaganyo-Kakaretso, Boenjenere, Matlotlo, Semolao kgotsa Kgwebisano Maitemogelo ka dithoto / boruni Dingwaga di le 3 tsa maitemogelo a bookamedi
Poro-Kakaretso ya SAP le Dithulaganyo-Kakaretso Dipdoma e e Maleba ya tsa bobolokelo & arolo ya setoko / Bokgoni jwa Kgwebisano, Dithulaganyo-kakaretso / dithulaganyo-kakaretso le thomelo ya dithoto / thulego ya kgwebo kgotsa ya maitlotlo
Mophato 12; Dikiri/Dipdoma; Maitemogelo a dingwaga di le 2 a go reka ka mokgwa wa mmanuale o dirisa porokeramo ya RFQ le SAP
Mophato 12; Dikiri/Dipdoma; 2yrs ya maitemogelo Dikgono tsa Go Rulaganya, go feela Dikgono tsa Excel le khomputara Tiriso ya didirisiwa tsa SAP Mekgwa-tsamaiso, go kobela melao, dithulaganyo
Materiki; Go tlhokega go tlhutela thutego ya theilari (lefapha lengwe la mo isagweng) Ngwaga e le 1 ya maitemogelo a dithoko
Materiki; Go tlhokega go tlhutela thutego ya theilari (lefapha lengwe la mo isagweng)
Lenaneithoto la D3 / Tshed / Mafapha a Bareksi
Lenaneithoto la D2 / Lefapha la tshed
Diporojeke tsa D1, Dikonteraka tse Dishta kgotsa Bokgoni jwa Konteraka go fitha e wela/ Moreksi / Tshed / Lenaneithoto
Karolo C5 ya dikonteraka tse di dsha / CLM / Moreksi / Iefapha la tshed.
C3 Lefapha la thekiso / Lenaneithoto
C2 Thekiso / Mafapha a Manaanetholo
C5 karolo e ntsha ya dikonteraka
GO DIRA DIKHOUTO LE DIKHATELOKO
TSAMAISO YA GO REKISA
TSHEDIMOSETSO KA KGWEBO LE GO BEGA
DIPOROJEKE
DIKONTERAKA
TSA SEMOALO LE GO O KOBELA
KGWEBISANO YA GO REKA




KGATELOPELE MO TIRONG YA TSA KALAFI
Kgato
Tse dingwe
Photogelotirong e e maleba
Booki
Ngaka
Mokhuduthamaga wa SHE
Lenaneo-Katiso
Dipatlafalo-Potlana
Kgatelopele mo tirong ya ka gale kgotsa tse di farologaneng
Mmenejara wa tsa kalafi
Batlhankedi ba tsa Kalafi
Mothankedi-Mogolo wa tsa Kalafi
Modiredi wa tsa Kalafi kwa Tirong
Baporofesenale
Katiso ya mananeo a botsogo
Mmenejara wa Bookelo
Mmenejara wa Lefapha la Botsamaisi (OHC)
Mmenejara Ditliliniki
Sup yo mogolo wa Tililniki
Mmenejara wa Ditirelo Tsa Booki
Sup. wa Dikgobalo / Sup. Wa ditliliniki / Mookamedi wa tsa HIV / Mookamedi wa Thusopotlako
Mooki-Mogolo wa Seporofesenale
Mooki-Mogolo wa Seporofesenale
Mooki wa Seporofesenale
Ngaka-Kgolo ya Tshidilo Motsaya-ditshwantsho tsa Kalafi Mothusa-Badiri
Mooki yo o kwadisiswerg/ wa Mothusi
HOD
Batsamaisi
Batsamaisi
Dikgono Tsa Bookamedi
Dikgono Tsa Bookamedi
Dikgono tsa Setegeniki
Dikgono tsa Setegeniki
Dikgono tsa Setegeniki
Setlhopha sa Dikgono Tsa Setegeniki
21
D4
D4
D3
D2
D1
C5
C4
C3
C1/2
BL
MB ChB
Dikiri ya tsa Kalafi Ikwadiso e e Feletseng ya Saporofesenale ya go rna Modiri wa tsa Kalafi (IMBB CH)
Mallemogelo a dingwaga di le 10 jaak Molthankedi wa tsa Kalafi Botsamaisi morago ga kakgo /thutego ya tsa pholo; MBA/MBL
MB ChB
Dikiri ya tsa Kalafi (MBChB)
(Ka Botlalo) Ikwadiso ya Saporofesenale kwa HPCSA ya go rna modiri wa tsa kalafi
MB ChB
Dipoloma ya Kalafi mo Tirong (OMP Fela)
Dipoloma/Dikiri ya Booki
Katiso e e Gatetseng pele ya Thuso ya Potlako
Go Tlhokega Dipoloma ya Saense ya Booki jwa Tsa Kalafi
Go Tlhokega Dipoloma ya Tsamaiso ya tsa Booki
8+ yrs ya maitemogelo a tiro
Kabo ya ditirkeiti & Go ikwadisa kwa SANC
Dipoloma/Dikiri ya Booki
Katiso e e Gatetseng pele ya Thuso ya Potlako
Go Tlhokega Dipoloma ya Saense ya Booki jwa Tsa Kalafi
7+ yrs ya maitemogelo a tiro
Kabo ya ditirkeiti & Go ikwadisa kwa SANC
Go Tlhokega Dipoloma ya Tsamaiso ya tsa Booki
Tlhokomelo ya pholo mo tirong - OHC
Dipoloma/Dikiri ya Booki
Katiso e e Gatetseng pele ya Thuso ya Potlako
Go Tlhokega Dipoloma ya Saense ya Booki jwa Tsa Kalafi
Go Tlhokega Dipoloma ya Tsamaiso ya tsa Booki
6+ yrs ya maitemogelo a tiro
Kabo ya ditirkeiti & Go ikwadisa kwa SANC
Dipoloma/Dikiri ya Booki
Katiso e e gatetseng pele ya thuso-potlako
Go Tlhokega Dipoloma ya Saense ya Booki jwa Tsa Kalafi
5+ yrs ya maitemogelo a tiro
Kabo ya ditirkeiti & Go ikwadisa kwa SANC
Tshireletsego, Tikologo, Thuso-potlako
Dipoloma/Dikiri ya Booki
Dipoloma ya Kalafi mo Tirong (OHC)
Dipoloma ya Saense ya Booki jwa Tsa Kalafi
Kabo ya ditirkeiti & Ikwadiso kwa SANC
5 yrs ya maitemogelo a tiro
Motsaya-Ditshwantsho tsa Kalafi & Kalafo ka go Sidila: 2yrs
Dikiri ya Kalafo ka go Sidila/ya Ditshwantsho tsa Kalafi ka temogo ya dipaterone.
Ikwadiso kwa HPCSA
Dipoloma/Dikiri ya Booki
Dipl. ya saense ya kalafi ya phaposi ya karo (Phaposi ya karo)
Dipoloma ya Saense ya Booki jwa Tsa Kalafi
4 yrs ya maitemogelo a tiro
Kabo ya ditirkeiti & Ikwadiso kwa SANC
Tshireletsego, Tikologo
Dipoloma/Dikiri ya Booki
Dipoloma ya Kalafi mo Tirong (OHC)
Dipoloma ya Saense ya Booki jwa Tsa Kalafi
Kabo ya ditirkeiti & Ikwadiso kwa SANC
Bobotlane maitemogelo a dingwaga di le 3
Setefikeiti sa Mooki yo o Kwadisiswerg Ikwadiso kwa SANC
Moalogi / Modipobomate
Dikgono tsa Batlabosheng
Ngaka
Booki
Tse dingwe


Go thatloga maemo a tiro ya ka gale kgotsa tse di farologaneng
Bobalamatlotlo, Borunimo Tirong
Borunimo Tenga ga Setheo, Ditšhelete, Bobala-dimmetalé, Theko & Tsamaiso (Botshekiso-Maanya) Borunijwa Botsamaisi
Borunimo Tenga ga Setheo, Ditšhelete, Bobala-dimmetalé, Theko & Tsamaiso (Boitshekiso-Maanya)
Dikhaonto tsa Kgwebo Lenaane-megolo
Theko ya dilo tsa IT
Dipatlafalo-Potlana
Thutego ya dikiriti + onase + CIMA/CA; maitemogelo a 3-4 yra a bommenejara
Moalogi wa tsa Matlotlo wa maitemogelo a dingwaga di le 2-3 a bommenejara
Dipoloma/Dikiriti ya Matlotlo, maitemogelo a dingwaga di le 3-4 a matlotlo le dikgono tsa bookamedi
Mophato 12 wa Dipalo, Go ithutela thutego ya Dipoloma/Dikiriti ya Matlotlo, dingwaga di le 2-3 mo tirong ya tsa matlotlo ka maitemogelo a bookamedi
Mophato 12 wa Dipalo, Go ithutela thutego ya Dipoloma/Dikiriti ya Matlotlo, dingwaga di le 2-3 mo tirong ya tsa matlotlo.
Mophato 12 wa Dipalo, Go ithutela thutego ya Dipoloma/Dikiriti ya Matlotlo
Mophato 12 wa Dipalo le khomputara & dikgono tsa bookamedi maitemogelo a 4-5 yra a tsamaiso/tuediso
Mophato 12 wa Dipalo le dikgono tsa khomputara
Phetogelotirong e e maleba
IT
IMP
Ditšhelete
Botlelereke
Moalogi / Motlpolomate
Motsamaisi wa IT
Mookamedi wa Tsamaiso ya IMP
Motsamaisi wa IMP
IMP Fund Manager
Tlelereke ya IMP
Mmenejara wa Madi le Tsamaiso
Moruni-Mogolo
Mmalamatlotlo
Mookamela Tsamaiso (Bakoloti & Bakolotiwa)
Motsamaisi wa Dikoloto
Tlelereke ya Matlotlo Motlelereke-Mogolo Dituediso & Tsamaiso
Tlelereke ya tsamaiso/Tuediso/ Tlelereke e e ntshang taolo ya Khemisi
Kgato
D4
HOD
D2
Batsamaisi
C2 - C5
Dikgono Tsa Bookamedi
C1
Dikgono tsa Setegeniki
B6
Setlhopha sa Dikgono Tsa Setegeniki
B3
Setlhopha sa Dikgono Tsa Setegeniki

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IMPALA
Member of the Implats Group




# MAMETLELELO D

## FOROMO S

## FOROMO S

| | Banna | | | | Basadi | | | | Merafe ya Batswakwa | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **MAEMO A TIRO** | Moaforika | Wa Mmala | Mointia | Mosweu | Moaforka | Wa Mmala | Mointia | Mosweu | Basadi | Banna | |
| Botsamaisi jwa maemoagodimo (Paterson Level F) | 2 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 0 | **6** |
| Bolaodi jwa maemoagodimo (Paterson Level E) | 46 | 6 | 6 | 41 | 15 | 0 | 4 | 13 | 3 | 0 | **134** |
| Bomankge ba ba nang le tshwanelego le maitemogelo a boitseanape le bolaodi jwa maemo a a magareng (Paterson Level D) | 218 | 15 | 19 | 164 | 12 | 3 | 10 | 47 | 6 | 1 | **615** |
| Mmereki yo o nang le bokgoni jwa botegenike le yo o nang le tshwanelego ya mmereki wa bolaodi jwa maemo a mabotlana baokamedi diforomane le bosupurinthente (Paterson Level C) | 3052 | 24 | 6 | 400 | 863 | 7 | 4 | 68 | 138 | 2 | **4564** |
| Bokgoni jo bo sa felelang le go dira ditshwetso ka kelotlhoko (Paterson Level B) | 7653 | 15 | 6 | 63 | 1052 | 4 | 4 | 17 | 1111 | 4 | **9929** |
| Senang bokgoni le go dira ditshwetso sentle<br><br>(Paterson Level A) | 10750 | 8 | 0 | 5 | 1552 | 0 | 0 | 0 | 996 | 56 | **13 367** |
| **PALOYOTLHE YA BA KA NAKO YOTLHE** | **21721** | **68** | **37** | **675** | **3614** | **14** | **24** | **145** | **2254** | **63** | **28615** |
| BABEREKI BA E SENG BA NAKO YOTLHE | 102 | 1 | 0 | 2 | 132 | 0 | 1 | 2 | 1 | 3 | **241** |
| **DIPALOTSOTLHE** | **21823** | **69** | **37** | **677** | **3746** | **14** | **25** | **174** | **2255** | **63** | **28856** |

*Tlhokomediso: Seemo sa moepo go fitlha ka Seetebosigo 2024*

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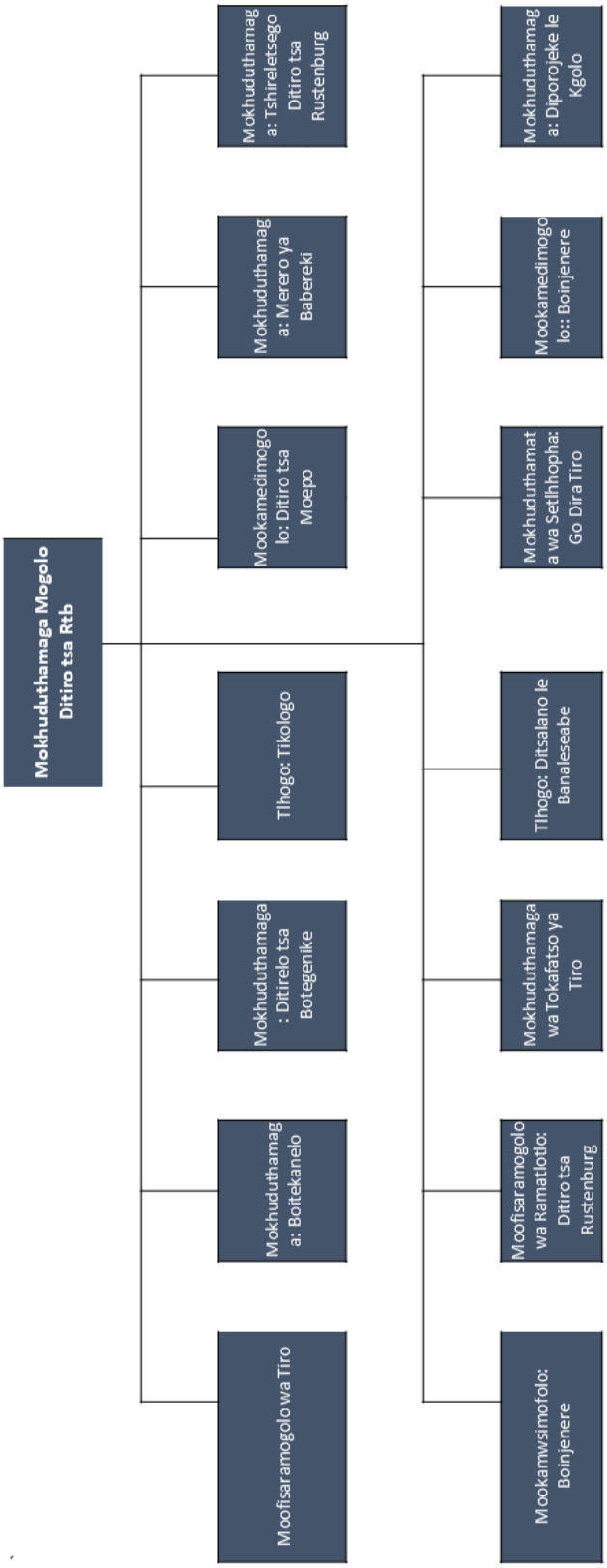

# MAMETLELELO E

## TLHATLHAMANO YA MAEMO A TIRO



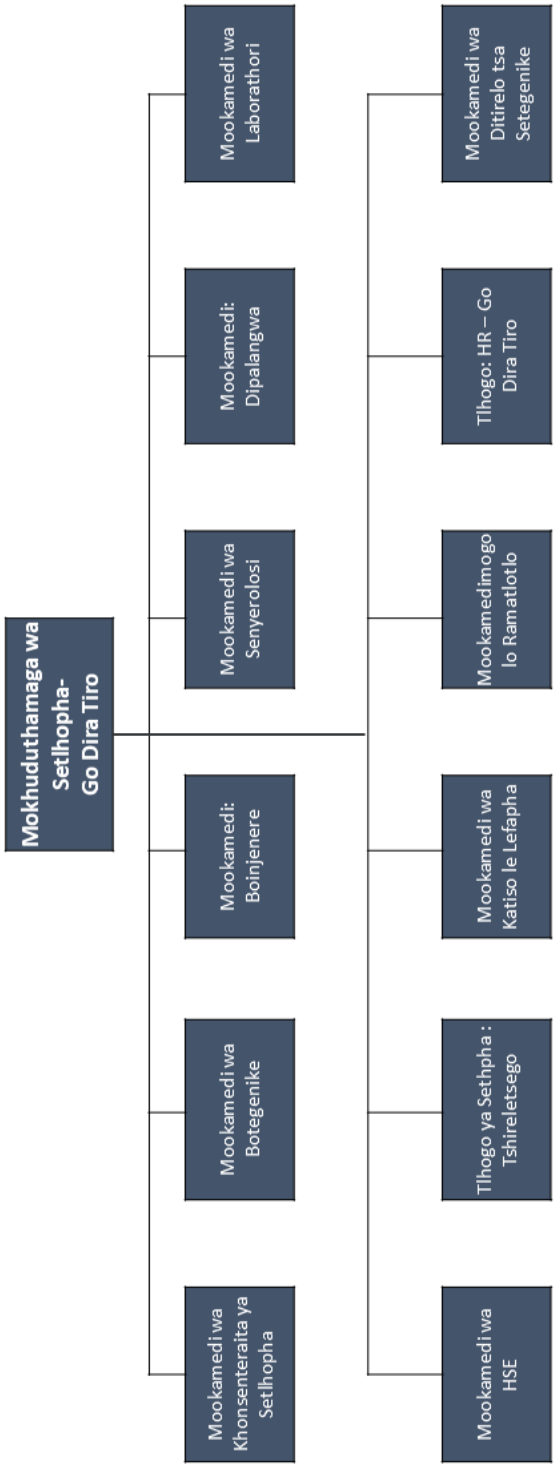
TLHATLHAMANO YA MAEMO A TIRO

# BOKHUDUTHAMGA



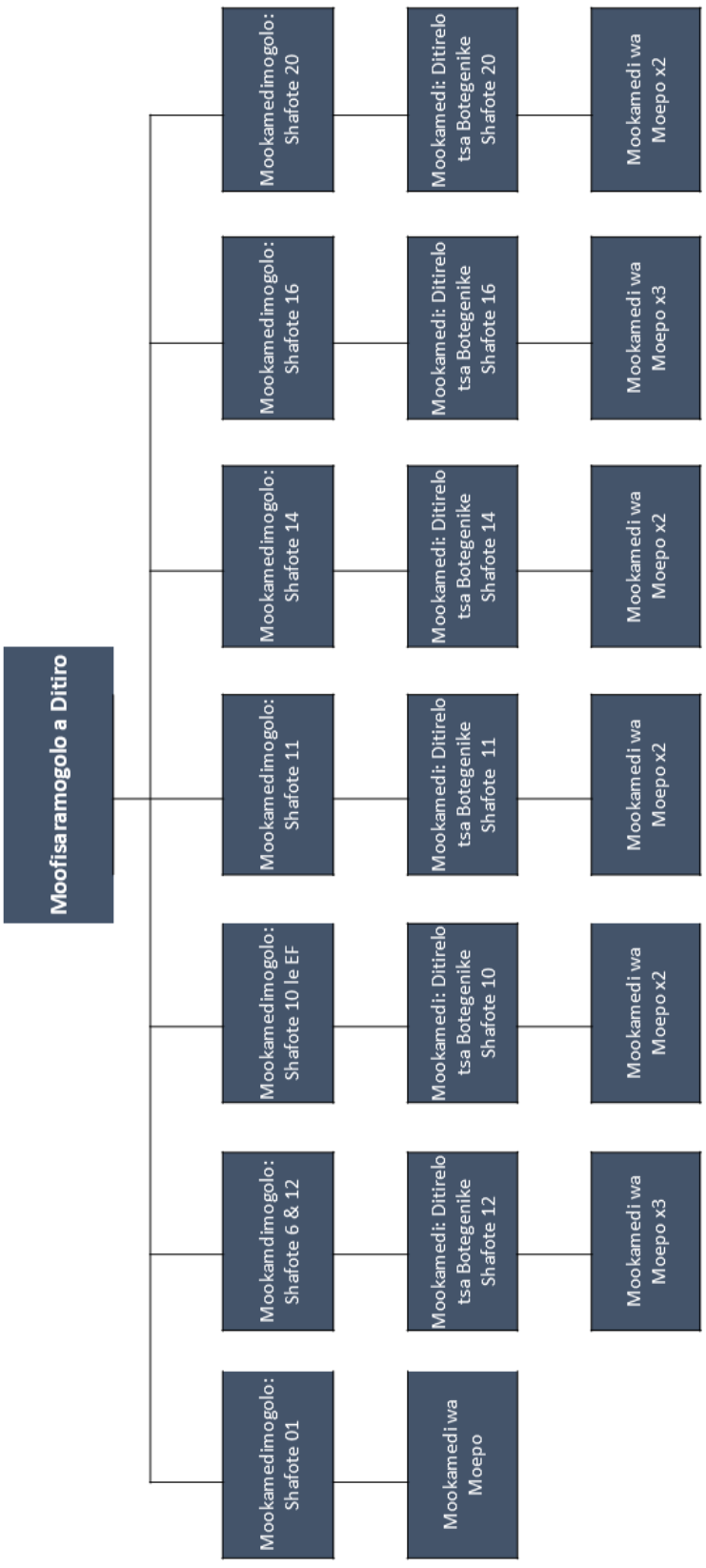


# GO DIRWA GA DITIRO



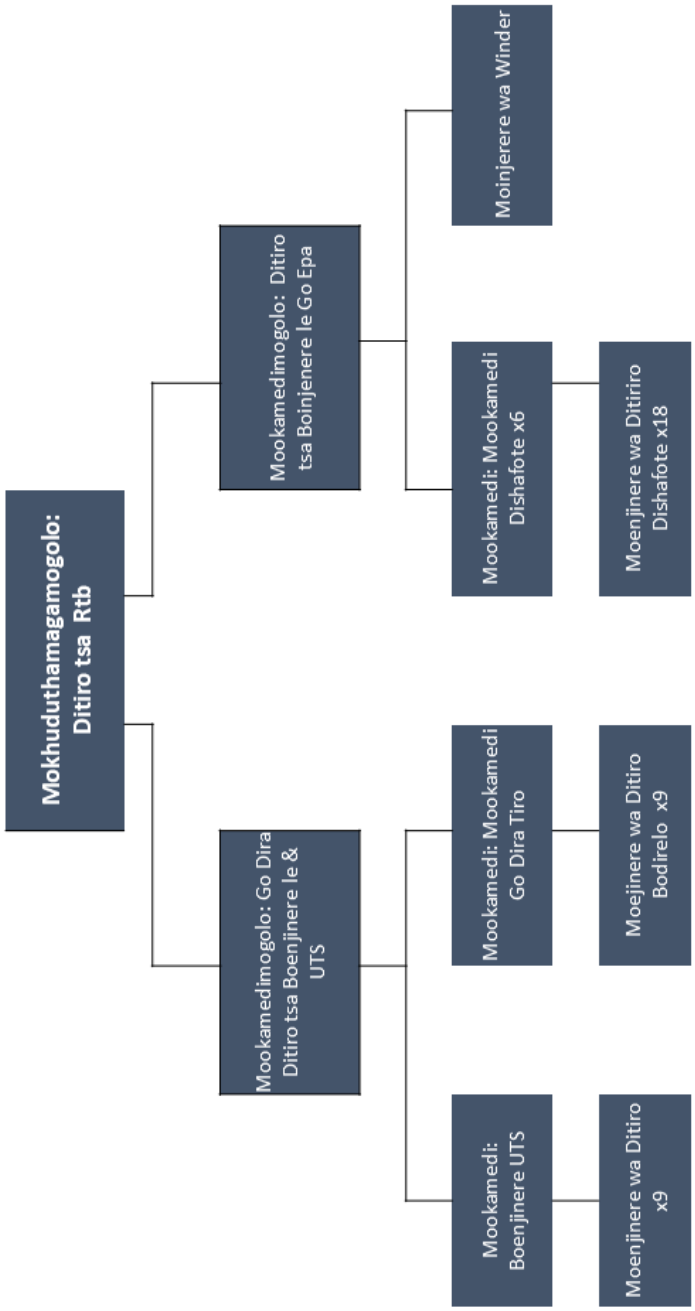


# DITIRO TSA GO EPA



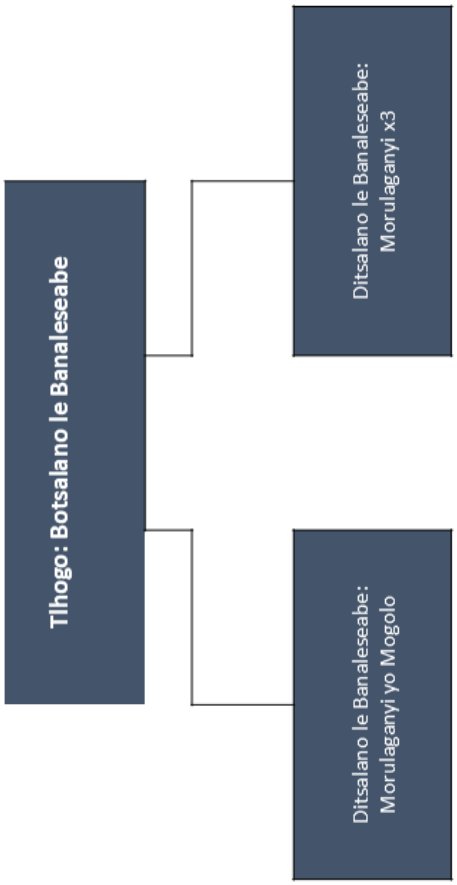


## BOINJENERE


Mokhuduthamagamogolo: Ditiro tsa Rtb
Mookamedimogolo: Ditiro tsa Boinjenere le Go Epa
Moinjerere wa Winder
Mookamedi: Mookamedi Dishafote x6
Moenjinere wa Ditiriro Dishafote x18
Mookamedimogolo: Go Dira Ditiro tsa Boenjinere le & UTS
Mookamedi: Mookamedi Go Dira Tiro
Moejinere wa Ditiro Bodirelo x9
Mookamedi: Boenjinere UTS
Moenjinere wa Ditiro x9

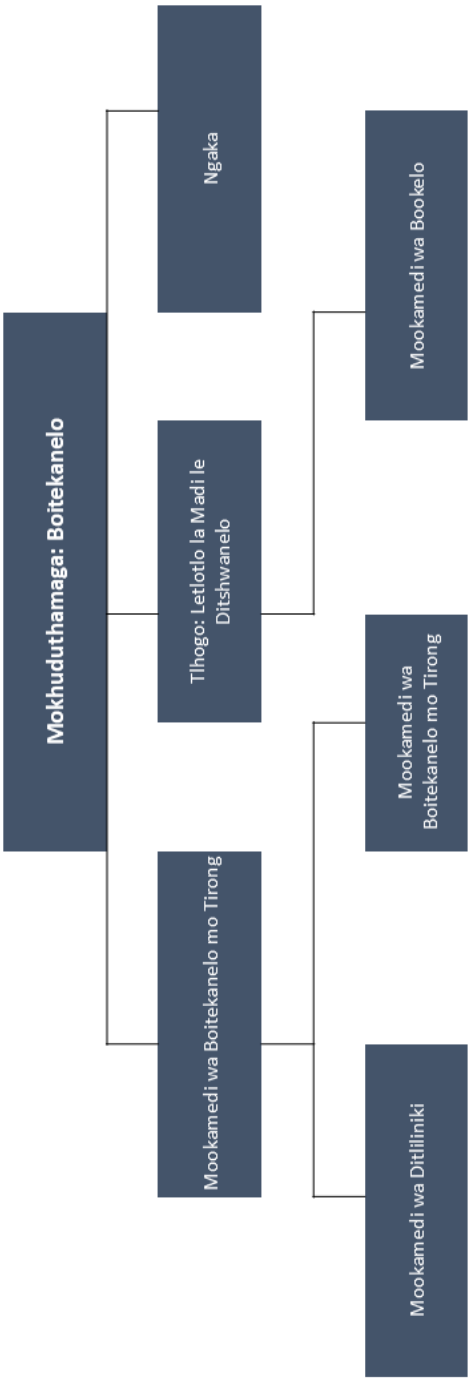


# DITSALANO LE BANALESEABE



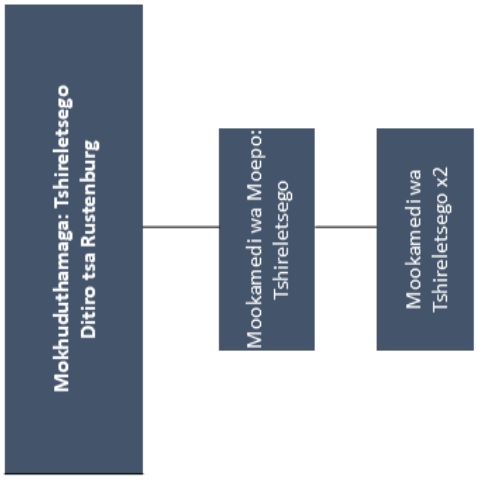


BOITEKANELO



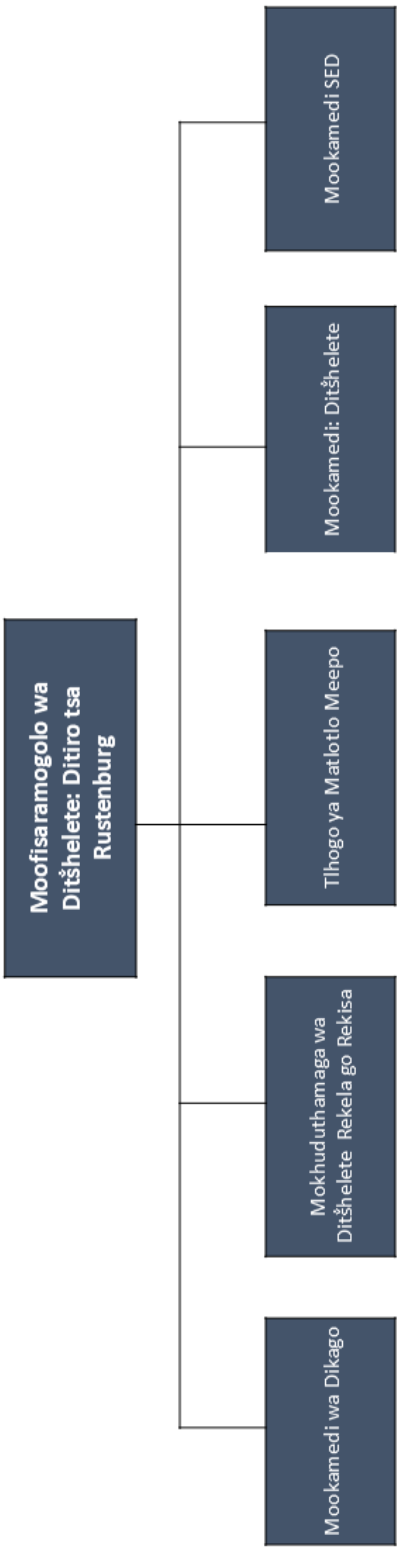


# TSHIRELETSEGO



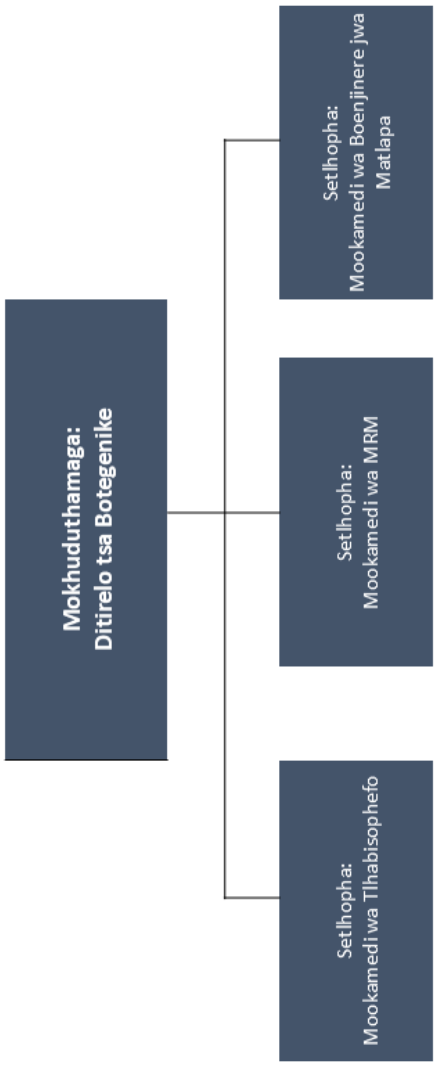


# TSA DITŠHELETE

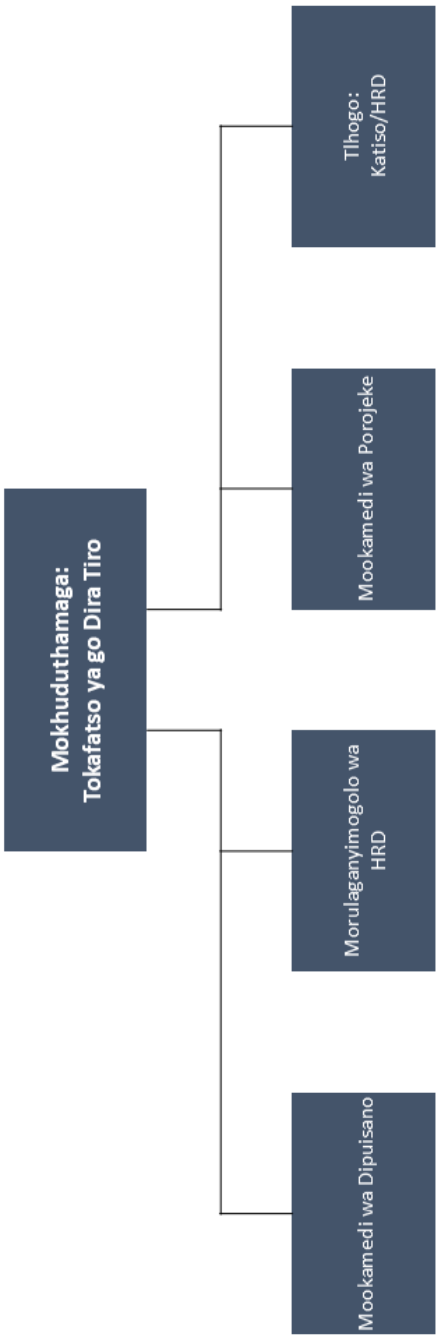




# DITIRELO TSA BOTEGENIKE

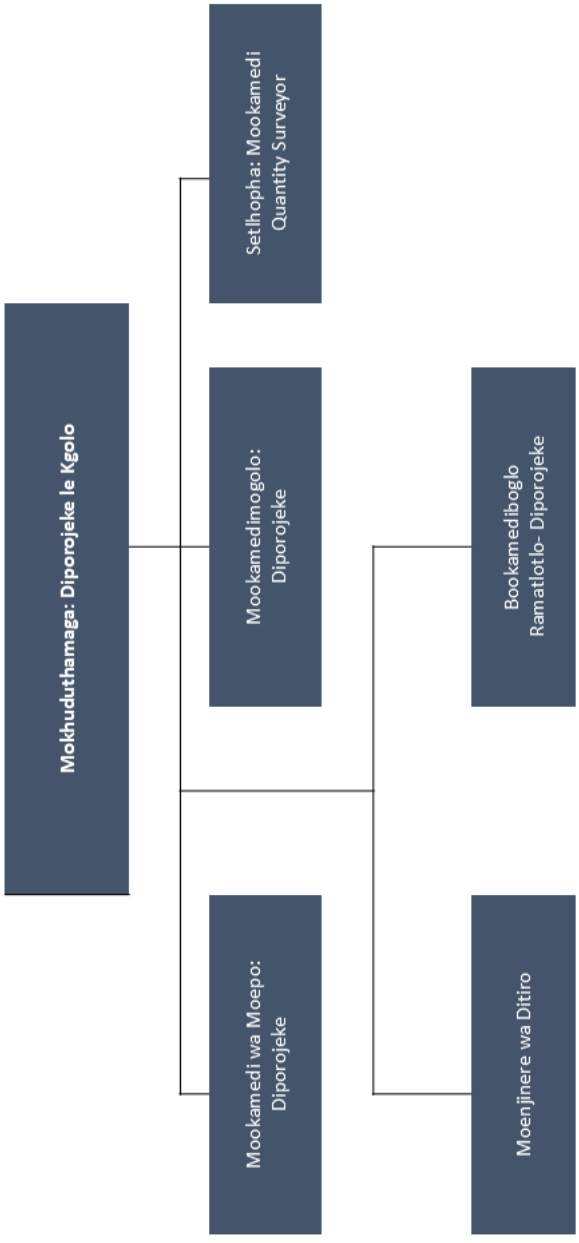


# TOKAFATSO YA KGWEBO





## DIPOROJEKE


Mokhuduthamaga: Diporojeke le Kgolo
Setlhopha: Mookamedi Quantity Surveyor
Mookamedimogolo: Diporojeke
Bookamedibogolo Ramatlotlo- Diporojeke
Mookamedi wa Moepo: Diporojeke
Moenjinere wa Ditiro

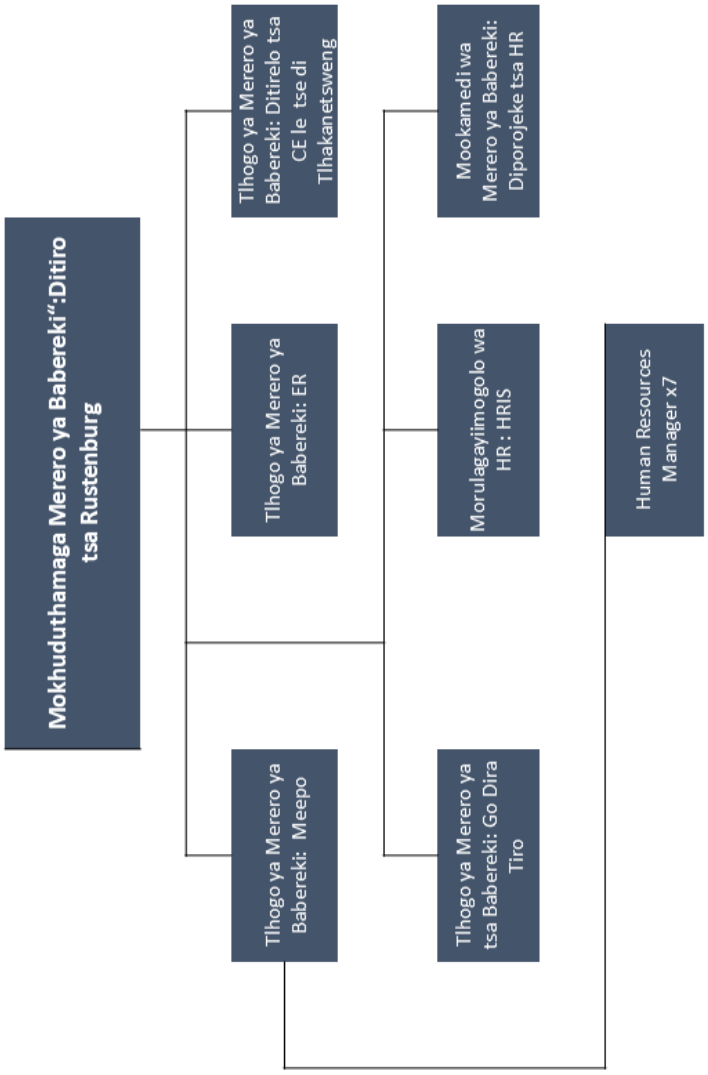


# TIKOLOGO

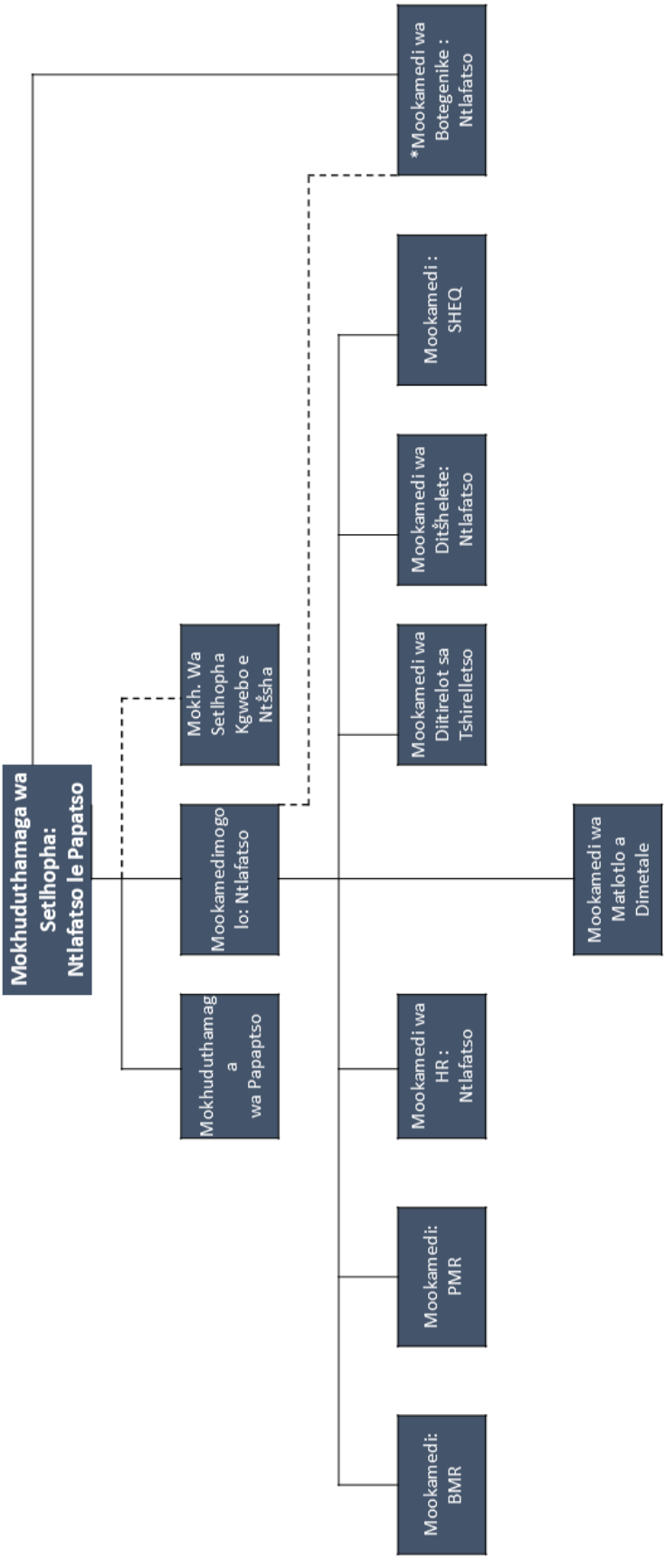

Tlhogo: Wa Tsa Tikologo
Mookamedi wa Tikologo x4
Mookamedi wa Tikologo
Mookamedi wa Tikologo



# MERERO YA BABEREKI



# BOOKAMEDIBOGOLO JWA NTLAFATSO



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# MAMETLELELO F

## PHETOFOLIO YA BOSUPI JWAA GO TSAYA KAROLO GA MORAFE



## PHOTEFOLIO YA BOSUPI JWA GO TSAYA KAROLO GA MORAFE

**PEGO YA TSHOBOKANYO YA TIRO YA GO TSAYA KAROLO GA MORAFE YA TOGOLEANO LA LOAGO LE BABEREKI 4 (SLP 4) YA IMPALA PLATINUM LIMITED**

Impala Platinum e simolotse ka thulaganyo ya go tlhabolola Togoleano la Loago le Babereki 4 la yone ka 2022, mme Batumile Investments (Pty) Ltd e ne ya tlhophiwa go tsamaisa thulaganyo ya go tsaya karolo ga morafe.

Impala e kgaogantse tiro ya Go Tsaya Karolo ga Morafe dikarolo di le Nné:

A. Karolo ya ntlha ya ditherisano e ne e le le Banaleseabe, bao e leng Mafapha a Puso a a amegang ka tlhabololo ya loago ya Morafe wa Meepo. Dikopano tsa banaleseabe ba botlhokwa tse di lemogilweng di ne tsa tshwarwa ka malatsi a a latelang:

1. Mmasepala wa Selegae wa Rustenburg: 23 February 2023
2. Royal Bafokeng Administration: 09 March 2023
3. Lefapha la Boitekanelo: 20 February 2023
4. Lefapha la Thuto ya Motheo: 22 February 2023
5. Lefapha la Tlhabololo ya Loago: 23 February 2023
6. Lefapha la Bojanala: 22 February 2023

Boikaelelo jwa karolo ya ntlha ya ditherisano e ne e le go naya banaleseabe pegelo le go itsise le go tlhalosa maikaelelo a moepo a go nna le seabe mo go supeng porojeke ya LED ya SLP.
Togoleano la go tsaya karolo ga morafe le ne la fetolwa morago ga dipuisano tseo, ka go ne go lebeletswe gore go tlile go nna le dikgwetlho tse di amanang le dipuisano le baagi.



Karolo ya bobedi e ne e le go rerisana le morafe ka diphuthego tsa morafe tsa Batho ba ba Nang le Kgatlhego le ba ba Amegang ka 29 Seetebosigo 2023.

Boikaelelo jwa phuthego eno e ne e le go rerisana le banaleseabe go letla tlhotlheletso ya bone mo diphelelong kgotsa mo ditshwetsong, go itsise bannaleseabe ka ga thulaganyo eno le diphelelo tse di ikaeletsweng, le go letla banaleseabe go tsaya karolo mo tlhabololong ya SLP 4

B. Karolo ya boraro ya kopano ya puisano le metse e le merataro (6) e go remeletsweng mo go yone pele e ne ya tshwarwa ka matlha a a latelang:

| | | |
|---|---|---|
| 1. | Phokeng (Ward 5): | 08 Phatwe 2023 |
| 2. | Lefaragatlhe (Ward 6): | 08 Phatwe 2023 |
| 3. | Luka (Ward 4): | 08 Phatwe 2023 |
| 4. | Seraleng (Ward 41): | 02 Phatwe 2023 |
| 5. | Meriting (Ward 12): | 02 Phatwe 2023 |
| 6. | Kanana (community 23): | 31 Phatwe 2023 |

C. Karolo ya boné ya go nna le seabe e ne ya tswelela go buisana le RLM le RBA mo thulaganyong eno yotlhe ya LED ya SLP 4. MCLEF le Future Forum le tsone di ne tsa tlhalosediwa ka thulaganyo ya go lolamisa le tumelelo.

Dikopano tsa go dumelela RLM le RBA di ne tsa tshwarwa ka 15 Phatwe 2023 go itsise ditlhokego tse di tlhophilweng tse di supilweng ke baagi. Mo godimo ga moo, kopano e ne e le ya go tlhomamisa gore diporojeke tse di tla nnang tsa setlapele tsa SLP 4 di ne di tsamaisana le diporojeke tse di setseng di amogetswe ka dithulaganyo tsa mmasepala wa selegae gore ke tse morafe o di batlang.

Mametlelelo D e e mo setsholadifaeleng sa POE e na le lenaane lotlhe la Dikeletso (Wishlist) le le amogetsweng go tswa mo baaging le banaleseabe ba bangwe ba botlhokwa ba mo morafeng.

Porojeke ya IMPALA ya go tsaya karolo ga morafe e ne ya latela thulaganyo e e latelang ya go rulaganya ditlapele:

- Diporojeke tse di neng tsa supiwa mo Leanong la Tlhabololo le le Kopantsweng la Mmasepala wa Selegae wa Rustenburg 2022-2027 le Dikeletso tsa Royal Bafokeng Nation wa 2022 - 2023 jaaka setlapele ka nako ya dipuisano mo metseng e le 6 e e tlang pele.
- Diporojeke tse tharo tse e neng e le ditlapele ka nako ya dipuisano le baeteledipele ba morafe (Mafapha a Puso, RBA, Kgosana, le Makhanselara le ba bangwe) kgotsa dilo tse di tlhokwang ke batho tse moepo o neng o kopile gore morafe o thuse ka tsone.
- Diporojeke mo bajeteng e e lekaneng ya SLP 4
- Go tlhophiwa ga porojeke go tlhomamisa gore metse yotlhe e merataro (6) ya botlhokwa e na le bobotla porojeke e le nngwe (1) e e amanang le yone ka tlhamalalo.

***Lenaanethalo A: Lenaane le le latelang la diporojeke tsa ditlapele e ne e le tse di tlhophilweng labofelo***

| SETLHOGO SA POROJEKE | TLHALOSO | POROJEKE YA (MOTSWEDI) | POROJEKE LEFELO (MOTSE) |
|---|---|---|---|
| Lefelo la Metshameko | Go agiwa ga lefelo la metshameko le le tla dirisiwang ke morafe. Baeteledipele ba umakile gore ba solofela gore go agiwe lefelo la metshameko le le tshwanang le la Barseba. | IDP 191 & 376 | Kanana |



| | | | |
|---|---|---|---|
| Ditsela le Metsi a morwalela | Go agiwa ga ditsela tse disha bobotlana 9km go na le ditsamaiso tse di siameng tsa go ntsha metsi a morwalela | Ga go itsiwe | Kanana |
| Diofisi tsa Kgotla | Go agiwa ga diofisi tsa Makgotla | Ga go itsiwe | Kanana |
| Laeborari | Laeborari ya Motse e e tlogang e dirisiwa ke Baagi ba metse ya Meriting le Sondela | IDP 491 | Seraleng |
| Mabala a Motshameko | Lefelo la metshameko (go tlhabololwa ga Lefelo la Metshameko) | IDP 491 | Seraleng |
| Holo ya Motse | Go tlhabololwa ga Holo ya Morafe e Ntšha e e tla dirisiwang ke Sekolo | IDP 491 | Seraleng |
| Mabala a Metshameko | Lefelo la metshameko (go tlhabolola Metshameko e e leng teng) | IDP 171 | Meriting |
| Ditsela tsa mo Teng ga Motse | Ditsela tsa mo teng ga motse mo dikgotleng tse 12 le marogonyana bogolo jang mo Ext 2 meriting | IDP 341 | Meriting |
| Ditsela tse disha tsa mo teng ga motse | Ditsela tse disha (tsa mo teng ga motse tse di golaganyang) Makgokgwana, Ratshufi and Kgale; | Keletso ya RBA 2022-2023 | Phokeng |
| Ditokafatsa tsa Dikago le Ditsela tsa Metsi | Ditokafatso tsa dikago le ditsela tsa metsi Tlhabololo ya Seteishene sa Lefaragatlhe; | Keletso ya RBA 22-23 IDP 447 | Phokeng, Lefaragatlhe |
| Sekolo | Fetola sekolo sa Molotlegi gore e nne Sekolo sa botegenike | Keletso ya RBA 2022-2023 IDP 444 | Luka |
| Ditsela | Ditsela tsa mo teng ga motse | Keletso ya RBA 2022-2024 | Luka |
| Lefelo la Ditiriso tse Dintsi | Lefela la Ditiriso tse Dintsi | Ga go itsiwe | Phokeng |

Morago ga dipuisano tse dingwe le baeteledipele ba motse le tiro ya moepo ya go tlhomamisa ditlhokego tsa botlhokwa thata tse di supilweng ka tshedimosetso ya bobedi, go ne ga tlhophiwa diporojeke tse di latelang tsa bofelo:

- Go dirwa ga ditsela tsa mo teng ga Kanana
- Go dirwa ga ditsela tsa mo teng ga Luka



- Go dirwa ga ditsela tsa mo teng ga Phokeng
- Go dirwa ga borogo jwa Dinao mo Meriting
- Go agiwa ga Community Centre
- Go agiwa ga Community Hall mo Seraleng*
- Go tlhabololwa le go atolosiwa ga Dikago tsa Keledi Secondary School

*Tsweetswee ela tlhoko gore kwa tshimologong porojeke e e ne ya romelwa e le Lebaka la Metshameko, le fa go ntse jalo morago ga go utlwa ka baeteledipele ba morafe gore Mmasepala wa Selegae wa Rustenburg (Rustenburg Local Municipality [RLM]) o tla dira lebala la Metshameko kwa Seraleng, moepo o ne wa romela kopo ya semolao kwa mmasepaleng go fetola porojeke eo go nna holo.

Lebala la Metshameko le ne le kwadilwe e le setlapele sa 1 mme Holo ya Baagi yone e ne ya kwalwa jaaka setlapele sa 2 ke Morafe wa Seraleng ka nako ya dithulaganyo tsa rona tsa ditherisano.



**PEGO YA TSHOBOKANYO YA TSHEKATSHEKO YA DITLHOKO TSA LEFELO LE LE ROMELANG BABEREKI - TOGOLEANO YA LOAGO LE BABEREKI YA IMPALA PLATINUM LIMITED (SLP 4)**

**Go thuba matlo a mmu le go aga diphaposiborutelo di le 5 le kago ya botsamaisi kwa Sekolong se Sebotlana sa Sikitini**

Jaaka karolo ya tsela ya moepo ya Go Dira go Feta se se Batliwang malebana le Tlhabololo ya Loago le Ikonomi ka kakaretso mo mafelong a moepo le a a romelang babereki, Impala e tlhaotse dikolo di le mmalwa mo teng ga Kapa Botlhaba go thusa fale le fale. Go ya ka pego ya Lefapha la Thuto ya Motheo ya 2015 ya dikago tsa dikolo, 3% ya dikolo e ne e sa kgone go bona metsi, ntsholeswe la matlwana a boithusetso le dikago le ditsela tse di siameng mo lefelong leo. Seemo mo dikolong dingwe gompieno se santse se le maswe.

Ka 2022 Impala e dirile ditshekatsheko tsa ditlhokego tsa sekolo se se tlhophilweng (Tsweetswee bona Mametlelelo 4 ya Photefolio ya SLP4 ya Bosupi (Portfolio of Evidence [PoE]) ya dikhopi tsa ditshekatsheko, ditshwantsho le dintlha tsa kopano eo. Tiro ya tshekatsheko ya ditlhokego e bontshitse gore Sekolo se Sebotlana sa Sikitini se gareng ga dikolo tse di tla tlhokang bajete e e bonalang go rarabololang dikgwetlho tsotlhe tsa sone. Morago ga moo go ne ga dirwa tshwetso ya go akaretsa sekolo ka fa tlase ga dibajete tsa SLP4 go tlhomamisa gore dikgwetlho tseo di rarabololwa sentle.



Banaleseabe, segolobogolo District Director for Coastal Schools ba ne ba lebogela bopelonomi jo jwa moepo mme ba ne ba tlhomamisa gore dikago tsa sekolo di tshwanetse go tokafadiwa jaaka setlapele mo kgaolong eo.

**Go tlhomiwa ga ditanka tse di beeletsang metsi a pula le kgolaganyo ya megala kwa W.M Ranuga Senior Primary School**

Jaaka karolo ya tsela ya moepo ya Go Dira go Feta se se Batliwang malebana le Tlhabololo ya Loago le Ikonomi ka kakaretso mo mafelong a moepo le a a romelang babereki, Impala e tlhaotse dikolo di le mmalwa mo teng ga Kapa Botlhaba go thusa fale le fale. Go ya ka pego ya Lefapha la Thuto ya Motheo ya 2015 mabapi le dikago tsa dikolo, 3% ya dikolo e ne e sa kgone go bona metsi, ntsholeswe la matlwana a boithusetso le dikago le ditsela tse di siameng mo lefelong leo. Seemo mo dikolong dingwe gompieno se santse se le maswe.

Ka 2022 Impala e dirile ditshekatsheko tsa ditlhokego tsa sekolo se se tlhophilweng (Tsweetswee bona Mametlelelo 4 ya Photefolio ya SLP4 ya Bosupi (Portfolio of Evidence [PoE])) ya dikhopi tsa ditshekatsheko, ditshwantsho le dintlha tsa kopano eo. Tiro ya tshekatsheko ya ditlhokego e bontshitse gore Sekolo se Sebotlana sa W.M Ranuga Senior se gareng ga dikolo tse di tla tlhokang bajete e kgolwanyane go dirisana le dikgwetlho tsotlhe tsa yone. Morago ga moo go ne ga dirwa tshwetso ya go akaretsa sekolo mo dibajeteng tsa SLP4 go tlhomamisa gore dikgwetlho tseo di rarabololwa sentle.



Banaleseabe, segolobogolo District Director for Coastal Schools ba ne ba lebogela bopelonomi jo jwa moepo mme ba ne ba tlhomamisa gore go tlhokega gore go tokafadiwe dikago tsa sekolo jaaka setlapele mo kgaolong eo.

**Annexures F1-F4 di na le tshedimosetso ya botho e e laolwang ke Molao wa Tshireletso wa go Fega Tshedimosetso ya Botho. Fa o tlhoka go bona tshedimosetso eno, ka kopo latela mokgwa wa PAIA (Protection of Access to Information Act).**

**Tshegetso ya Porojeke ya Temothuo ya Cofimvaba.**

Motlotlegi Tona Gwede Mantashe wa Lefapha la Ditsompelo tsa Diminerale le Maatla (Mineral Resources and Energy [DMRE]) o ne a ikgolaganya le Implats ka 2023 go thusa ka porojeke ya go teratelela kwa Kapa Botlhaba kwa Motseng wa Mcambalala mo Mmasepaleng wa Selegae wa Itsika Yethu, Kgaolo ya Chris Hani.

Go lengwa ga dijwalo gaufi le Motse wa Mcambalala, go ne go dirwa ka tlhagafalo gareng ga 2013 le 2018. Balemirui gantsi ba ne ba lema mmidi wa Maemo Ntlha (Grade 1) mme bontsi jwa thobo e ne ya rekisediwa porojeke ya Ncorha Dairy. Thobo eo gape e ne ya dirisiwa go itshedisa le go fepa diphologolo. Porojeke eno e ne ya tsewa e atlegile thata.

Fa nako e ntse e tsamaya terata e ne ya senyega ka ntlha ya mabaka a tikologo mme ditiro tsa temothuo di ne tsa emisiwa ka ntlha ya polase le diphologolo tse dingwe tse di senyang dijalo. Balemirui ba motse oo ba ne ba batla go tsosolosa thobo ya dijalo mme ba supile kgaolo ya diheketara di le 74 kwa ba batlang go simolola go lema gape teng.

Go teratelela naga eo go tla tlhomamisa tiriso e e siameng ya lefatshe le tshireletso ya dijalo mo diphologolong mme thobo ya dijalo e tla netefatsa matshelo a a tswelelang a morafe wa balemirui.

Impala Platinum e weditse porojeke ya go teratelela ka Phukwi 2024 ka tsela ya go dira ya bannaleseabe ba le bantsi ba ba berekang le Mafapha a Ditsompelo Tsa Diminerale le Maatla kwa Kapa Botlhaba, Lefapha la Tlhabololo ya Metseselegae le Phetogo ya Temothuo (Department of Rural Development and Agrarian Reform [DRARD], morafe le bothati jwa setso. Fa go se na go fediwa Impala Platinum e ne ya



ya kopiwa gore a e ka kgona go thusa ka tshegetso ya tlhagisotiro go netefatsa gore lefelo le le terateletsweng jaanong le ka lemiwa.

Tshekatsheko ya ditlhokego e ne ya dirwa ka DRARD go bona gore go na le ditlhokego tsa tlhagisotiro di le kana kang le gore balemirui ba ka tswelela jang ka tiro ya bone ya temothuo kwa terata ya 6km e isitsweng teng. Boikaelelo jwa porojeke eno ke go aga mogolagang wa ditiro tsa thobo ya mmidi e e ka tsweledisiwang e e tla tshegetsang balemirui ba ka nna 70 le malapa a bone.



**Go agiwa ga Boapeelo, Bopakelo jwa Dikoloi le legora kwa Sekhing Primary School**

Ka 5 Ferikgong 2024, go ne ga amogelwa kopo ya thuso go tswa kwa sekolong le Lekgotlataolo la Sekolo (School Governing Body [SGB]), se batla thuso ya go dira gore go agiwe dikago le ditsela tsa sekolo. Morago ga go tlhatlhoba sekolo ka bosone le phuthego e e neng ya tshwarwa ka di 12 tsa Phatwe 2024, le boeteledipele jwa sekolo, SGB le Mmasepala wa selegae, mafelo a e leng ditlapele a ne a tlhomamisiwa e le a go ka epiwang petse, go teratelela, bopakelo jwa dikoloi, le go agiwa ga lefelo la boapeelo jwa sekolo.

Bogolo jwa porojeke eno bo tla remelela mo go rarabololeng mafelo ano a setlapele go tokafatsa tikologo ya go ithuta, go remeletswe thata mo botsogong le ntsholeswe ya matlwana a boithusetso.

**Ditshwaelo tsa Bokhutlo**

Impala Platinum Limited e na le dinako tse di tlhomilweng le Thulaganyo e e tswelelang ya Dipuisano le Banaleseabe e e tla tlhofofatsang ditlhaeletsano tsotlhe mo motseng. SLP 4 e e romelwang le Photefolio ya Bosupi (Portfolio of Evidence [POE]) e na le tshedimosetso e e latelang:

- Mametlelelo F1 – Dipapatso le Lenaane la Batho ba ba Nang le Kgatlhego le ba ba Amegang la SLP 4
- Mametlelelo F2 – Ditsela tsa go Buisana le Banaleseabe
- Mametlelelo F3 – Dintlha tsa Dipuisano le Banaleseabe le Direjisetara tsa go Nna Teng, Lenaanekeletso (Whishlist) la Dipuisano le Banaleseabe
- Mametlelelo F4- Ditshekatsheko tsa Ditlhokego le makwalo a Kamogelo

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