



## ZIJIN GARATAU MOEPO WA PLATINUM

(yeo pele e bego e tsebja e le Moepo wa Platinum wa Garatau)

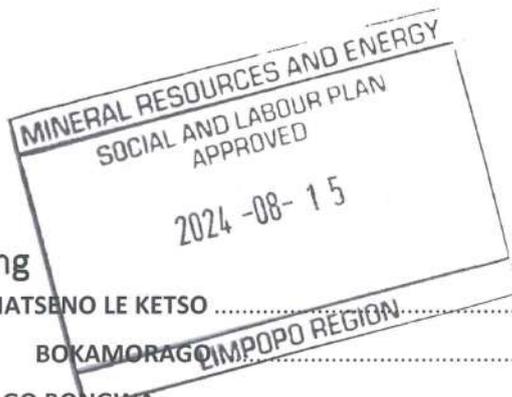
## LEANO LA LEAGO LE LA BAŠOMI LA MOLOKO WA 3

2024 -2028 ya go swana le yona

**Tšhupetšo: LP30/5/1/2/2/203MR**

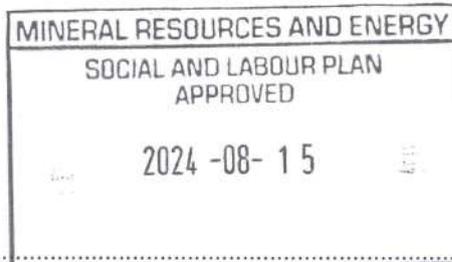
E boeeditšwe: 18 Phupu 2024





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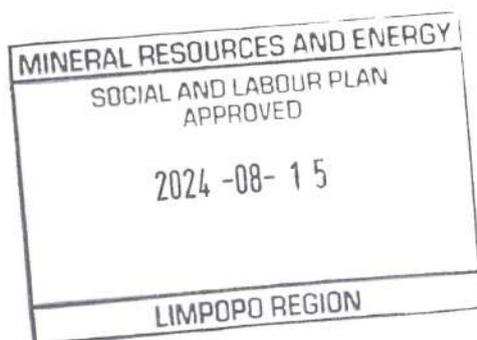
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## DIKHUŠOŠO LE DIKAROLONMPO REGION

KHUTSHETŠO	GO RA GORE
AET	Adult Education and Training (Thuto le Tlhahlo ya Batho ba Bagolo)
BEE	Black Economic Empowerment (Matlafatšo ya Ekonomi ya Bathobaso)
CV	Curriculum Vitae (Kharikhulamo Vitae)
DMRE	Department of Mineral Resources and Energy (Kgoro ya Methopo ya Diminerale le Enetši)
DoL	Department of Labour (Kgoro ya Bašomi)
DTI	Department of Trade and Industry (Kgoro ya Kgwebišano le Intasteri)
ED	Enterprise Development (Tlhabollo ya Kgwebo)
EE	Employment Equity (Tekatekano ya Mešomo)
EAP	Economically Active Population (Baagi bao ba nago le Mafolofolo Moruong)
EIA	Environmental Impact Assessment (Tekolo ya Kgahlamelo ya Tikologo)
FY	Financial Year (Ngwaga wa Ditšhelete)
GET	General Education and Training (Thuto ya Kakaretšo le Tlhahlo)
HDSAs	Historically Disadvantaged South Africans (MaAfrika Borwa ao a Hlomphegago ka Histori)
HET	Higher Education and Training (Thuto ya Godimo le Tlhahlo)
HRD	Human Resources Development (Tlhabollo ya Methopo ya Bašomi)
HRDP	Human Resources Development Programme (Lenaneo la Tlhabollo ya Methopo ya Bašomi)
ICDP	Individual Career Development Plan (Leano la Tlhabollo ya Mošomo wa Motho ka Noši)
IDPs	Integrated Development Plans (Merero ya Tlhabollo ye e Kopantšwego)
JV	Joint Venture (Kgwebo ya Mohlakanelwa)
LDP	Leadership Development Programme (Lenaneo la Tlhabollo ya Boetapele)
LED	Local Economic Development (Tlhabollo ya Ekonomi ya Selegae)
LEDP	Local Economic Development Programme (Lenaneo la Tlhabollo ya Ekonomi ya Selegae)
LOM	Life of Mine (Bophelo bja Ka)
MDP	Management Development Programme (Lenaneo la Tlhabollo ya Taolo)
MPRDA	Minerals and Petroleum Resources Development Act (no. 28, 2002). (Molao wa Tlhabollo ya Methopo ya Diminerale le Petroleamo (no. 28, 2002))
MQA	Mining Qualifications Authority (Bolaodi bja Mangwalo a Thuto ya Meepo)
NQF	National Qualifications Framework (Tlhako ya Mangwalo a Thuto ya Bosetšhaba)
NSDP	National Spatial Development Perspective (Pono ya Tlhabollo ya Sebaka ya Bosetšhaba)
PDP	Personal Development Plan (Leano la Tlhabollo ya Botho)
PGDS	Provincial Growth and Development Strategy (Leano la Kgolo le Tlhabollo ya Profense)
RSA	Republic of South Africa (Republiki ya Afrika Borwa)
SETA	Sector Education and Training Authority (Bolaodi bja Thuto le Tlhahlo ya Lekala)
SD	Supplier Development (Tlhabollo ya Moabi)
SLP	Social and Labour Plan (Leano la Leago le la Bašomi)

SMMEs	Small, Medium, and Micro Enterprises (Dikgwebo tše Nnyane, tša Magareng, le tše Nnyane)
TBC	To Be Confirmed (Go Tiišwa)
UIF	Unemployment Insurance Fund (Sekhwama sa Inšorensense ya Tlhokego ya Mešomo)
VCT	Voluntary Counselling and Testing (Keletšo le Teko ya Boithaopo)
WIM	Women in Mining (Basadi ba Meepong)
WSP	Workplace Skills Plan (Leano la Mabokgoni a Lefelo la Mošomo)



MINERAL RESOURCES AND ENERGY
SOCIAL AND LABOUR PLAN APPROVED
2024 -08- 15
LIMPOPO REGION

# KAROLO YA 1: MATSENO



Leano la Leago le la Bašomi (SLP), la letšatšikgwedi la 2019 go fihla ka 2023, le tla fela ka Dibatsela 2023. Gomme thomelo ye ya Leano la Leago le la Bašomi e šoma bjalo ka tlhokego ya gore re thome ka phethagatšo ya SLP mo lebakeng la mengwaga ye 5 ye e tlogo thoma ka la 01 Pherekong 2024 le e fela ka di 31 Dibatsela 2028.

Re ikgafile go boloka maemo a godimodimo a boitshwaro bja kgwebo le boitshwaro, gammogo le **go obamela melao le melawana goya le ka fao e Šomago**, go bega le go utolla ga dikhamphani, le ditaba tše dingwe ka moka tšeo di tšewago e le tšeo di šireletšago dikgahlego tše kaone tša **beng ba dišere** ba khamphani. Ka ge go le bjalo, re ikgafile ka botlalo go netefatša gore ditiro tša bona di ingwadiša go maikemišetšo a Tšhata ya Meepo le Molao wa Tlhabollo ya Methopo ya Diminerale le Petroleamo (MPRDA), Molao wa No.28 wa 2002.

Maikemišetšo a Leano la Leago le la Bašomi (Molawana wa 41 wa Melawana ya MPRDA) ke go:

- Go tšwetša pele mešomo le go tšwetša pele boiketlo bja leago le ekonomi ya maAfrika Borwa ka moka.
- Go tsenya letsogo phetošong ya intasteri ya meepo; le
- Netefatša gore moswari wa ditokelo tša meepo o tsenya letsogo go tlhabollo ya ekonomi ya leago ya mafelo ao ba šomago go ona.
- Go šomiša le go katološa motheo wa mabokgoni wo o lego gona bakeng sa maatlafatšo ya MaAfrika Borwa ao a Hlokago Histori le go hlankela setšhaba.

Moepo o tla tšwela pele, mo lebakeng la mengwaga ye 5 yeo e tlogo thoma kadi (01 Pherekong 2024– 31 Dibatsela 2028), go netefatša gore maikemišetšo ao atla fihlelelwa gwa phethagatšwa Leano le la Leago le la Bašomi.

## 1.2. GO BONGWA

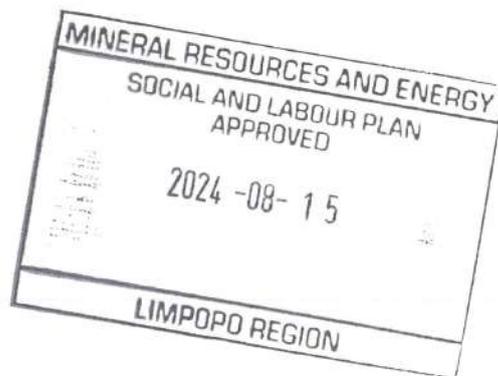
Nkwe Platinum Limited (khamphani yeo e hlomilwego ka Bermuda) ke khamphani yeo e laolwago ka botlalo ya Sehlopha sa Meepo sa Zijin. Nkwe Platinum Limited ke moswari wa 74% ya karolo ye e sa aroganywago ka go Tokelo ya Meepo mabapi le Moepo wa Platinum wa Zijin Garatau "Moepo", karolo ye e šetšego ya 26% ye e sa aroganywago e swerwe ke Genorah Resources (Pty) Limited.

Nkwe Platinum Limited e thwetše Afrika Borwa Zijin Platinum (Pty) Ltd (khamphani ya yona ya ka fasana) bjalo ka rakonteraka wa yona wa meepo go laola ditiro tša letšatši le letšatši ka Moepong legatong la yona.

Moepo o hwetšwa Sethong sa Bohlabela sa Bushveld Complex, mo e ka bago 25 km ka leboa-bodikela bja Steelpoort le 30 km bodikela-leboabodikela bja Burgersfort ka Profenseng ya Limpopo, Afrika Borwa. Nkwe Platinum Limited khamphani ya meepo ya PGM, ke khamphani yeo e laolwago ka botlalo ya Sehlopha sa Meepo sa Zijin.

Zijin Mining Group ke sehlopha se segolo sa meepo sa dinaga tše dintši seo se ineetšego go nyakišiša le go hlabolla gauta, koporo, le methopo ye mengwe ya diminerale lefaseng ka bophara, gomme se akaretša go hlwekiša, go šoma, kgwebo, le dikgwebo tše dingwe go fihla bokgoleng bjo bo loketšego.

Bokgoni bja go šoma bja Moepo bo letetšwe go ba palogare ya ditone tše dimilione tše 3.6 tša ore ka ngwaga ge bokgoni bjo bo tletšego bo fihleletšwe ka morago ga mengwaga ye mmalwa. Bophelo bja moepo bo akanyetšwa go feta mengwaga ye 29 gomme ge o šetše o šomile ka botlalo, o tla thwala batho ba kgauswi le 2500.





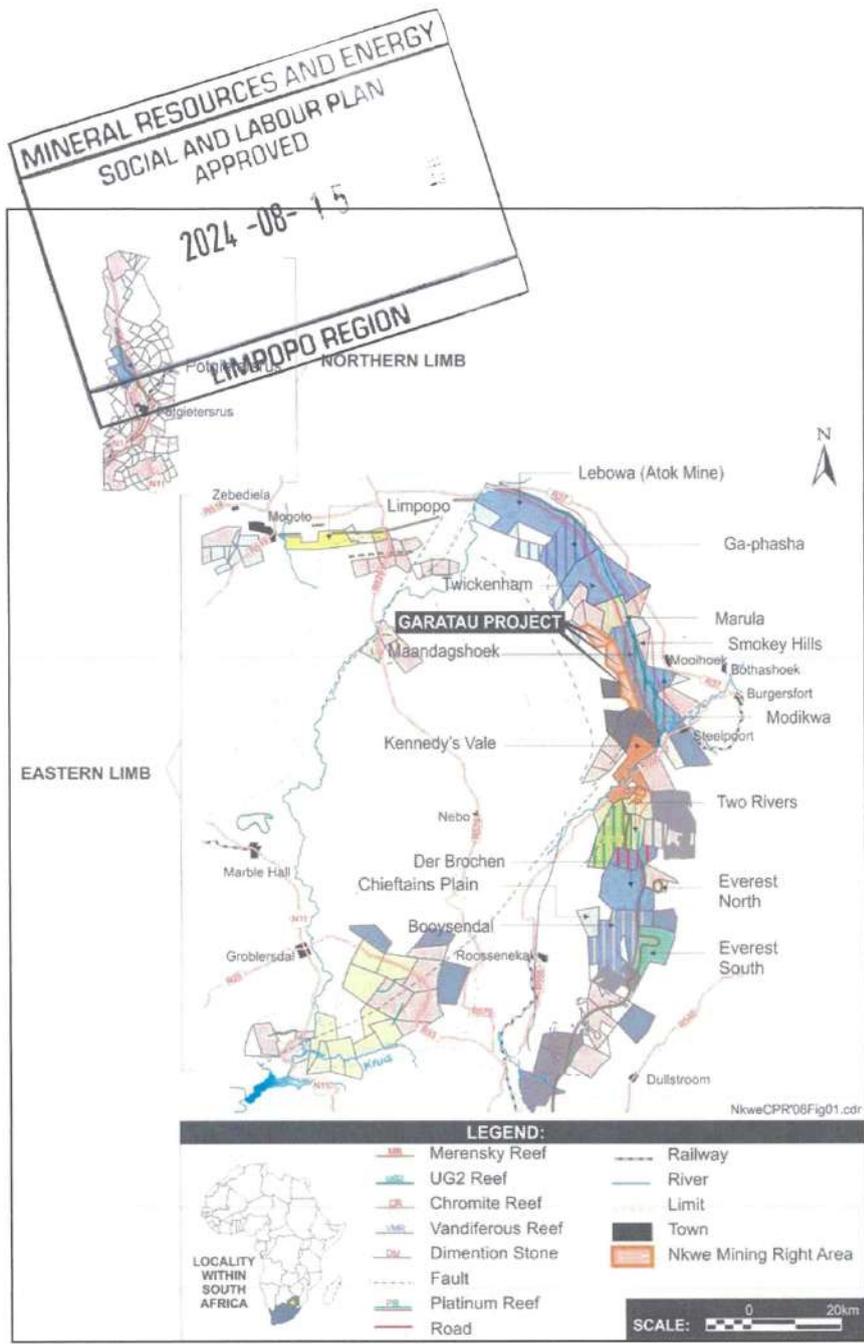
**1.3. KETELELO YA KETSO**

<b>Leina la Khamphani (Moswari wa Tokelo ya Meepo)</b>	Nkwe Platinum Limited (74%) and Genorah Resources (Pty) Ltd (26%)
<b>Leina la Moepo/Tshepedišo ya Tšweletšo</b>	Moepo wa Platinamo wa Zijin Garatau
<b>Aterese ya Mmele ya Mine:</b>	Phaka ya Ofisi ya Woodlands, Moago wa 18 , Lebato la 2, 20 Woodland Drive, Woodmead, Sandton
<b>Aterese ya Mmele ya Mine:</b>	POSTNET SUITE 316, PRIVATE BAG X29, GALLO MANOR, GAUTENG, 1052
<b>Aterese ya Imeile</b>	zdube@zijinplatinum.co.za
<b>Nomoro ya Mogala ya Mine:</b>	+27 10 591 3989
<b>Nomoro ya Fekse ya Mine:</b>	+27 10656 4409
<b>Nomoro ya Sellathekeng</b>	+27 83 310 4220
<b>Lefelo la Moepo goba Tshepetšo ya Tšweletšo</b>	<b>Profense:</b> Limpopo <b>Mebasepala ya Selegae:</b> Fetakgomo Tubatse and Makhuduthamaga <b>Sekhukhune District Municipality</b>
<b>Phahlo</b>	PGM – Platinamo, Palladium, Rhodium, Ruthenium, Iridium le Osmium, Gauta, Koporo, Nikele, Cobalt, Sebabole (go tšweletša Esiti ya Sebabole) yeo e amanago le PGM le Chrome Ore
<b>Bophelo bja ka</b>	Mengwaga ye 29
<b>Ngwaga wa Ditšhelete:</b>	Disemere
<b>Nako ya go Bega: SLP</b>	2024
<b>Nako ya go Bega - Tšhata ya Meepo:</b>	2024 - 2028
<b>Letšatšikgwedi la thomelo ya go bega - Tšhata ya Meepo:</b>	31 March ya ngwaga o mongwe le o mongwe
<b>Motho yo a Ikarabelago:</b>	Mr. Zamani Dube

Setlogo sa thutafase sa bašomi	Toropo	Ka nageng Mmasepala	Profense
Setšhaba sa moepo	Burgersfort	Fetakgomo and Makhuduthamaga	Limpopo
Lefelo la go romela bašomi	Lebelela Ditafola tše di lego ka mo tlase Tafola ya Kakaretšo: Mafelo a go Romela Bašomi (Bašomi)		

*Lenaneo la 1: Ketapele*

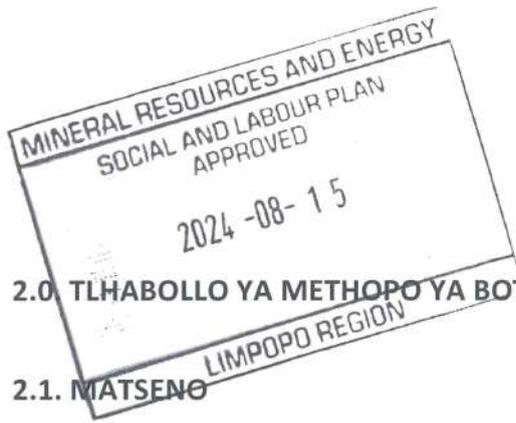




Seswantšho 1: Lefelo la Moepo wa Platinum wa Zijin Garatau

MINERAL RESOURCES AND ENERGY  
SOCIAL AND LABOUR PLAN  
APPROVED  
2024 -08- 15  
LIMPOPO REGION

**KAROLO YA 2:  
TLHABOLLO YA METHOPO  
YA BATHO**



## 2.0 TLHABOLLO YA METHOPO YA BOTHO: Molawana wa 46 (b) .

### 2.1. MATSENO

Moepo, ka ditiro tša wona, o ikgafile go tlabollo le phetošo ya ditšhaba tše di amegilego tše di šomago ka gare ga tšona. Go fihlelela maikemišetšo a yona a phetogo le tlabollo, Moepo o na le nepo ye maatla go thwala le tlabollo ya bašomi ba wona le maloko a setšhaba sa selegae.

Pholisi ya rena ya Tlhahlo le Tlabollo e nyaka go rarolla tlabollo ya bašomi ba yona le go kgomarela ditlamo tša molao gomme e itlama go hlola tikologo yeo go yona bašomi ba tlogo hlabollwa go hloma bašomi ba bokgoni, go godiša tsebo, le go hlola dibaka tša mošomo moo go kgonegago. Leano la rena la Tlabollo ya Methopo ya Bašomi le lemoga seabe seo tlhahlo, le tlabollo ya bašomi ba yona di ka se dirago go fihlelela maikemišetšo a yona a togamaano le dilo tše di tlogo pele.

Karolo ye e tla hlaloša Mananeo a Tlabollo ya Methopo ya Bašomi a Moepo bjalo ka ge go nyakega ke Molawana wa 46 wa Melawana ya MPRDA. Sebopego sa karolo se theilwe godimo ga mokgwa wa motheo wa tlabollo ya methopo ya bašomi wo o šomišwago ke bobedi Moepo le borakontraka ba wona, go bontšha ka fao:

- Dinyakwa tša tshepedišo di fetšetšwa go Leano la Bašomi.
- Leano la Bašomi le laetša diprofaele tša maemo le ditsela tša mošomo.
- Peakanyo ya tekatekano ya mešomo mabapi le maAfrika Borwa ao a hlokago historing (HDSA) ka go taolo le basadi ka meepong e tsentšwe ka gare ga Leano la Bašomi.
- Ditlhahlobo tša Mabokgoni le Merero ya Tlabollo ya Motho ka Noši (IDP) di šomišwa go ela sekgoba sa mabokgoni le go fepa ka gare ga Leano la Tlabollo ya Mabokgoni la bašomi.
- Leano la Tlabollo ya Mabokgoni le akaretša tšhomišo ya mananeo a Tlhahlo bjalo ka ge a hlalošitšwe ditafole tše di lego ka mo tlase.
- tlhahlo le tlhahlo di šomišwa go thekga Leano la Tlabollo ya Mabokgoni.

Le ge e le gore tše dingwe tša mediro ya meepo le ya tshepedišo di dirwa ka go dira dikonteraka, go na le mokgwa wo o tlwaelegilego go Lenaneo la Tlabollo ya Methopo ya Bašomi ya kopanelo gomme borakontraka ba šoma kgauswi le Moepo go netefatša gore mekgwa ya maleba ya phethagatšo le ya go bega e a šoma go phethagatša dinyakwa tša MPRDA.

Moepo o thwetše Mofahloši wa Tlabollo ya Mabokgoni (SDF) go thuša ka phethagatšo ye e šomago gabotse ya Kgwebo ya Tlabollo ya Mabokgoni ya tshepedišo. Re tla kgomarela ditlhahlo tša Bolaodi bja Mangwalo a Mangwalo a Meepo (MQA) mabapi le go romelwa ga ngwaga le ngwaga ga Leano la Mabokgoni a Lefelo la Mošomo (WSP) le Pego ya Ngwaga le Ngwaga ya Tlhahlo (ATR).

## Kobamelo ya Molao wa Tlhabollo ya Mabokgoni

<b>Lebitso la SETA</b>	Bolaodi bja Mangwalo a Thuto ya Meepo
<b>Nomoro ya ngwadišo le SETA ye e lebanego</b>	L280812449
<b>Go thwala Mofahloši wa Tlhabollo ya Mabokgoni Netefatšo (Leina)</b>	Thembakazi Chagonda
<b>Bohlatse bja thomelo ya Leano la Mabokgoni a Lefelo la Mošomo (WSP) le Pego ya Ngwaga le Ngwaga ya Tlhahlo (ATR) .</b>	E romelwa Ngwaga le Ngwaga



## 2.2. THUTO LE THLAHLO YA BATHO BA BAGOLO (AET)

Lenaneo la 2: Thuto le Tlhahlo ya Batho ba Bagolo (AET).

LENANEO	2024			2025			2026			2027			2028			PALOMOKA
	Go Tsenya mo go Mpsha	Tšwela pele.	Palo Mok a	Go Tsenya mo go Mpsha	Tšwela pele.	Palo Mok a	Go Tsenya mo go Mpsha	Tšwela pele.	Palo Mok a	Go Tsenya mo go Mpsha	Tšwela pele.	Palo Mok a	Go Tsenya mo go Mpsha	Tšwela pele.	Palo Mok a	
Tlhahlo ya Batho ba Bagolo le Thuto (AET)	0	0	1	1	0	1	0	1	0	1	0	1	1	0	1	4
PALOMOKA	0	0	1	1	0	1	0	1	0	1	0	1	1	0	1	4
TEKANYETŠO	0		R30 0000			R40 000										R180 0000
DITLHAHLOBO	<p>Maiteko a peleng a go phethagatša AET (nakong ya SLP 1) ka gare ga ditšhaba tša rena tša baamogedi ba moepo ga se a atlega. Ditšhaba tša rena tša meepo di ile tša gana lenaneo le mo e lego gore khamphani e ile ya swanelwa ke go amogela sekolo sa AET seo se lego gona setšhabeng seo se lego kgole le ditiro tša yona gore e dule e obamela melao. Ka morago ga ditlho tša peleng tseo di kopanego le tšona le go dirišana le DMRE, khamphani e lahile AET mananeong a yona a bobedi a SLP (SLP 2). Ga bjale, Moepo o na le bašomi ba mmalwa, gomme o sa gola gomme ka go realo ke batšwasehlabele ba mmalwa fela bao go letetšwego gore ba swanelegele AET. Lega go le bjalo, ge e ba go swanetše go ba le le ge e le efe go thwala mo gogolo goba go thwala bonkgetheng bao ba nago le maitemogelo bao ba nago le maemo a Thuto ya ka fase ga FET/NQF L2, mananeo ao a AET a tla okeletšwa ka fao mananeong a ka moso a SLP.</p>															

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### 2.3. THUPELO YA KGWEBO YA MOTHEO

Lenaneo 3: Kakaretšo ya mananeo a Tlhahlo ya Kgwebo ya Motheo ao a swanetšego go phethagatšwa.

DIKGORO	MANANEO A BOKGONI	FY2024		FY2025		FY2026		FY2027		FY2028		PALOMOKA
		Tebanyo		Tebanyo		Tebanyo		Tebanyo		Tebanyo		
Mafapha ka moka	Tlhahlo ya Kgwebo ya Motheo (dithuto tša tlhokomelo, Ditshelete tša bao e sego tša ditshelete, taolo ya profšeke, bj.bj.)	15		20		25		30		35		125
<b>PALOMOKA</b>		15		20		25		30		35		125
<b>TEKANYETŠO</b>		R250 000,00		R280 000,00		R333 000,00		R349 300,00		R439 230,00		<b>R1 651 530.00</b>
<b>DITLHAHLOBO</b>	Tlhahlo ya motheo ya kgwebo e šupa mohuta wa tlhahlo yeo e nyakegago ke bašomi go šoma dikarolong tša bona tša bjale. Mohuta wo wa tlwaetšo o mpshafatšwa ngwaga le ngwaga gomme, maemong a mantši, o nyakegago bakeng sa merero ya go thwala bašomi le bakeng sa ge bašomi e le ba bafsa ba sa tšwa go tsenela khamphani.											

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## 2.4 GO ITHUTA

### 2.4.1.1. LENANEO LA GO ITHUTA - BAŠOMI (18.1)

Lenaneo 4: Boikgato bja Dithuto tša Khamphani (Ka gare) 18



MANANEO	2024		2025		2026			2027			2028			PALOMOK A
	Go Tsenya mo go Mpsha	Tšwel a pele.	Go Tsenya mo go Mpsha	Tšwel a pele.	Tšwel a pele.	Go Tsenya mo go Mpsha	Tšwel a pele.	Palo moka	Go Tsenya mo go Mpsha	Tšwel a pele.	Palo moka	Go Tsenya mo go Mpsha	Tšwel a pele.	
Meepeo ya go epa Boenišeneare	5	5	0	5	5	0	5	5	0	5	5	0	5	10
<b>PALOMOKA</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>10</b>
<b>TEKANYETŠO</b>	<b>R250 000,00</b>	<b>R275 000,00</b>		<b>R302 500,00</b>			<b>R332 750,00</b>			<b>R366 025,00</b>			<b>R1 526 275,00</b>	
<b>DITLHAHLOBO</b>	Moepeo o tla thwala di-intake tše pedi (2) tša phethagatšo le ya mathomo mo ngwageng wa (2024) le ya bobedi ka (2027). Mokgwa wo o tla thuša khamphani ka taolo ye e šomago gabotse le ye e šomago gabotse ya go sepetiša mananeo ge go fiwa gore moepeo o sa le legatong la go hlongwa. Ka nako ye nngwe le ye nngwe ya go amogela, palo ya baholegi e a lekana gomme e tla lebelelwa go tšwa ditšhabeng tša rena tšeo di romelago bašomi.													

2.4.2. LENANEO LA BITHUTO - LA KA NTLHA (18.2)

MANANEO	2024			2025			2026			2027			2028			PALOMOKA
	Go Tsenya mo go Mpsha	Tšwela pele	Go Tsenya mo go Mpsha	Tšwela pele	Go Tsenya mo go Mpsha	Tšwela pele	Go Tsenya mo go Mpsha	Tšwela pele	Go Tsenya mo go Mpsha	Tšwela pele	Go Tsenya mo go Mpsha	Tšwela pele	Go Tsenya mo go Mpsha	Tšwela pele	Go Tsenya mo go Mpsha	
NC: Mešomo ya Meepeo NQF Maemo a 2.																
NC: Thekgo ya Sethekniki ya Meepeo (Dinyakišišo, Go tšea mehlala, Thutafase)	5	5	0	0	5	5	0	0	5	5	0	0	5	5	10	
Bophelo bjo Botse bja Mošomong																
Rakgwebo wa mohlagaše, Modiri wa boiler, Modiri wa go lokiša, Rigger ya go dira dillo	5	5	0	0	5	5	0	0	5	5	0	0	5	5	10	
<b>PALOMOKA</b>																
<b>TEKANYETŠO</b>	R350 000,00		R385 000,00		R423 500,00		R465 850,00		R512 435,00		R2 136 785,00					

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**DITLHAHLOBO**

Moepo o tla thwala di-intake tše pedi (2) tša phethagatšo le ya mathomo mo ngwageng wa (2024) le ya bobedi ka (2027). Mokgwa wo o tla thuša khamphani ka taolo ye e šomago gabotse le ye e šomago gabotse ya go sepetša mananeo ge go fiwa gore moepo o sa le legatong la go hlongwa. Ka nako ye nngwe le ye nngwe ya go amogela, palo ya baholegi e a lekana gomme e tla lebelelwa go tšwa ditšhabeng tša rena tšeo di romelago bašomi. Go palomoka ya ditšhelete tšeo di tsentšwego, go tla ba le Tlhabollo ye hlano (5) yeo e sego ya Batšweletši ba Diatla le Tlhabollo ye hlano (5) ya Batšweletši ba Diatla.

*Lenaneo la 5: Lenaneo la go ithuta - la ka ntle 18.2*



## 2.5. BOKGONI BJA GO SWARA

Lenaneo la 6: Lenaneo la dithuto tša bokgoni bjo ba rwalago

MANANEO	FY2024		FY2025		FY2026		FY2027		FY2028		PALOMOKA
	Tebanyo		Tebanyo		Tebanyo		Tebanyo		Tebanyo		
Basic Plumbing, House Tubing le Wiring, Moago wa Motheo, Welding ya Motheo, Bobefi ba Motheo	15	0	0	0	0	0	10	0	0	0	25
<b>PALOMOKA</b>	15	0	0	0	0	0	10	0	0	0	25
<b>TEKANYETŠO</b>	<b>R300 000.00</b>		<b>0</b>		<b>0</b>		<b>R203 670.75</b>		<b>0</b>		<b>R503 670.75</b>
<b>DITLHAHLOBO</b>	<p>Moepo o tšea mabokgoni a go rwala e le mabokgoni ao a ka šomišwago ke mohola go ikhola gore ba ikeme ka leago le moruong. Ge e phethagatša mabokgoni a go rwala, khamphani e lemoga gore bobedi bašomi le bao ba sa thwetšwego ka bobedi ba ka holega mananeong a bjalo.</p> <p>Re amogela gore, ka lebaka la gore moepo o sa le mo legatong la wona la protšeke ya go hlongwa ka nako ye telele ya bophelo ge kgato ya protšeke e phethilwe, nako e ka fihla yeo ka yona bašomi ba tlogo gapeletšega go nyaka mešomo ye mengwe. Ka fao, re ikgafile go netefatša gore bašomi ba fiwa mabokgoni a go rwala. Leano la khamphani ke go diriša “<i>ponišho ya kgahlego</i>” tshepedišo yeo ka yona bašomi ba tlogo laetša dikgetho tša bona go ya ka mabokgoni ao ba ratago go a hwetša.</p> <p>Leano la rena mabapi le tlhahlo ya mabokgoni a go rwala ke go tsepelela go mabokgoni ao bašomi ba bego ba tla laetša polelo ya bona le dikgetho go ona, le moo go bonagalago go se na lebaka la go fokotša tekanyo, go fa sebaka go bao e sego bašomi ka gare ga ditsšhaba tšeo di romelago bašomi. Ge go aba tše bjalo go bao e sego bašomi, mabokgoni ao a kgethilwego e tla ba ao a ka nyakegago ke intasteri.</p> <p>Melao ya motheo yeo e lego motheo wa tswaetšo ya mabokgoni a go rwala ke:</p> <ul style="list-style-type: none"> <li>• go netefatša gore mabokgoni a bašomi ao a lego gona a lemogwa gomme, moo go kgonegago, mangwalo a thuto a tlhahlo ye nngwe a lemogwa bosetšhaba; le</li> <li>• go kgontšha bašomi go dula ba le mafolofolo mo ekonoming ka morago ga go fokotšwa mošomong goba go tswalelwa ga moepo.</li> </ul> <p>Ka go nyalantšha mananeo a yona a tlhabollo ya mabokgoni le Tlhako ya Bosetšhaba ya Mangwalo a Thuto (NQF) le maemo a yuniti, Moepo o tla netefatša gore tlhabollo ye bjalo ya mabokgoni e a lemogwa</p>										

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bosetšhaba gomme, ka fao, e a rwala. Ka tsela ye bašomi ba Moepong ba tla fiwa bokgoni bja go dula ba le mafolofolo moruong. Go feta fao, kabo ya mabokgoni a go rwala ao a sa amanago le meepo e tla agwa ka gare ga Leano la Tlhabollo ya Mabokgoni. Sa mafelelo, letlole le tla hwetšagala go nolofatša bašomi bao ba lego maemong ao a sa nyakegego go hwetša tlhahlo ya dithuto tše kopana go ba kgontšha go dula ba le mafolofolo moruong setšhabeng.

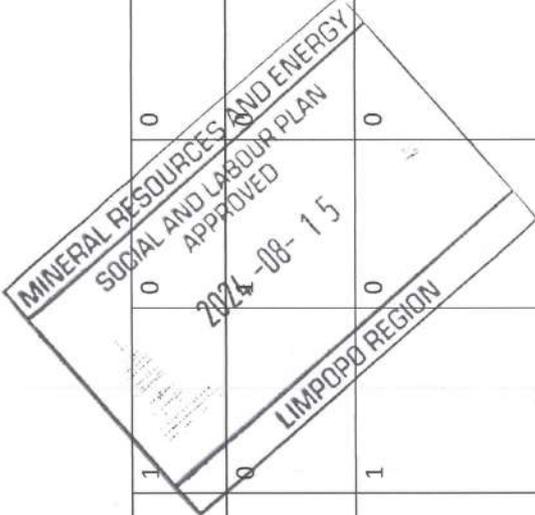
**Tafola** ka godimo e bontšha tše dingwe tša tlhahlo ya mabokgoni yeo ga bjale e lebelelwago bjalo ka yeo e rwalago ka gare le ka ntle ga intasteri ya meepo.



## 2.6. LENANEO LA KGWEBO YA MOŠOMO

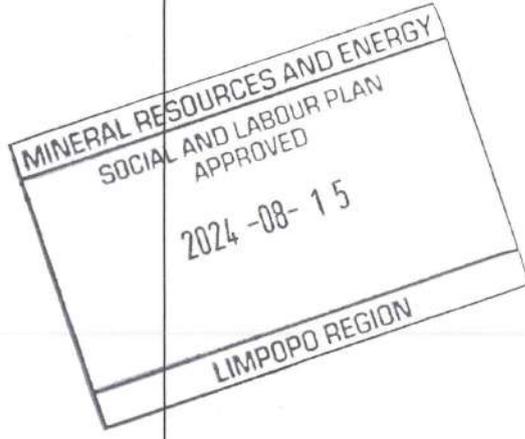
Lenaneo la 7: Lenaneo la tšwelapele ya mošomo

LEINA LA LENANEO	MAEMO A BJALE	MAEMO A TLHATHALO	TEBANYO				
			FY2024	FY2025	FY2026	FY2027	FY2028
Tlhabollo ya Mong wa Shift	Moepi wa moepo	Molaodi wa Tšweletšo (meepo)	0	0	1	0	0
Tlhabollo ya Mohlahlobi wa Diminerale	Mohlahlobi wa Naga	Mohlahlobi wa Meepo	1	0	0	0	0
Tlhabollo ya Moetapele wa Sehlopha	RDO	Moetapele wa Sehlopha sa Meepo	1	0	1	0	1
Tlhabollo ya Mohlankedi wa Tlhallo / SDF	Molaodi wa Tlhallo	Mohlankedi wa Tlhallo / SDF / Mohlankedi wa Talente	0	1	0	0	0
Lenaneo la Tlhabollo ya Bašomi ba Diatla	Moithuti Mošomi wa diatla - Mohlagase	Rakgwebo wa mohlagase	0	0	0	1	0
Lenaneo la Tlhabollo ya Bašomi ba Diatla	Moithuti Modiri wa diatla - Modiri wa boiler	Modiri wa boiler	0	0	0	0	0
Lenaneo la Tlhabollo ya Bašomi ba Diatla	Moithuti Mošomi wa diatla Rigger	Rigger ya go dira dilo	0	0	0	1	0
Tlhabollo ya Bašomi ba Meepo	Moithuti wa Meepo	Moepi wa moepo	0	0	0	0	2
Tlhabollo ya Semmušo ya HR	Motho yo a ithutelago mošomo wa HR	Mothuši wa HR / Molaodi / Molaodi wa Tlhallo	0	0	0	1	0



Lenaneo la Tlhabollo ya Taolo ya Bagolo	Molebeledi wa Moepo	Molaodi wa moepo	0	1	0	0	0
Lenaneo la Tlhabollo ya Taolo ya Magareng	Setsebi sa Bohlweki bja Mošomo / Molaodi wa Tikologo	Molaodi wa Tikologo	1	0			0
Tlhabollo ya Setfikeiti sa Molaodi wa Moepo	Molepi yo Mogolo	Molaodi wa Moepo / Molaodi wa Methopo ya Diminerale / Molaodi wa Ditirelo tša Sethekniki tša Moepo	0	1	0	0	0
<b>PALOMOKA</b>			3	2	3	4	3
<b>TEKANYETŠO</b>			R165 000,00	R181 500,00	R199 650,00	R219 615,00	R241 576,50
			<b>R1 007 341,50</b>				
<p>Ditšwelopele tša mošomo di lebanya lefelo la kgalemo le la tshepedišo leo di ikemišeditšego go lona, gomme melapo ya mošomo ye e fapanego e ka hlalošwa. Meela ya mešomo ya meepo ya ka fase ga mmu, mohlala, e tla ba meepo, boentšenerere le ditirelo tše di abelanwago, moo moela wa mošomo wa meepo o tlogo amana le mediro ya tshepedišo ye e amanago le meepo.</p> <p>Maikemišetšo a tšwelopele ya mošomo ke go thekga tlhatlamanano go ya dikarolong tše bohlokwa ka mokgatlong. Bašomi bao ba hlaotšwego go holega go tšwa go tšwelopele ya mošomo e tla ba bašomi bao gape ba tšewago bjalo ka bahlahlami bao ba ka bago gona go dikarolo tše bohlokwa le maemo ao a hlaotšwego bjalo ka khamphaning.</p> <p>Kgatelopele ya mošomo e bontšha ka fao batho ba ka tšwelago pele go tšwa maemong a mangwe go ya go a mangwe ka gare ga moela wa mošomo ka tlhabollo ya mabokgoni le bokgoni bjo bo oketšegilego. Ditšwelopele tša mošomo di hlaloša gape le <b>dinyakwa tša fase</b> bakeng sa maemo a mangwe le a mangwe gammogo le bonnyane bja tlwaetšo/maitemogelo ao a nyakegago; ka fao, go šoma bjalo ka tlhako ya peakanyo go laetša ka fao batho ba swanetšego go tlwaetšwa le go hlallwa gore ba hlalošetšwe maemong ka gare ga leano la bašomi. Borakontraka ka moka ba swanetše go latela mokgwa</p>							
<b>DITLHAHLOBO</b>							

wo o swanago le wa Moepo. Le ge e le gore go sepela go putla melapo ya mošomo go a kgonega, kudukudu maemong a fase, metšhene ye bjalo ke ka mokgekolo.



## 2.7. LENANEO LA KELETŠO

Lenaneo la 8: Lenaneo la boeletši.

MANANEO A KELETŠO LE GO HLAHLOBA	FY2024		FY2025		FY2026		FY2027		FY2028		PALOMOKA
	Tebanyo		Tebanyo		Tebanyo		Tebanyo		Tebanyo		
Tlhahlo ya Boeletši le Bokatiši (yeo e lebantšhiitšwego kudu go Baithuti le Balaodi)	10		10		10		10		10		50
<b>PALOMOKA</b>											
<b>TEKANYETŠO</b>	R28 958,82		R31 854,70		R35 040,17		R38 544,19		R42 398,61		<b>R176 796,49</b>
<b>BAELETŠI</b>	E abetšwe										
	3		3		3		3		3		
<b>PALOMOKA</b>											<b>R176 796,49</b>

### LEANO LA PHETHAGATŠO YA BOLETŠI/BOHLAHLI

Ka gare ga tlhako ya tlhabollo ya mabokgoni, Moepo o fapantšha magareng ga tlhahlo le tlhahlo ka tsela ye e latelago:

**Bohlahl** ke kamanano yeo e dumelelanago ka bobedi yeo e tšwetšwego pele ge nako e dutše e eya gomme e reretšwe go tšwetša pele thuto le tlhabollo ya profeseane ya mošireletši. Ke mošomo wo o nabilego wo go wona mošomi yo a nago le maitemogelo a fetišetšago mabokgoni go mošomi yo monyenyane (mošireletši), ka tsela ya profesenale kudu, e sego fela bokgoni eupša gape le maitemogelo, maikutlo le dika tšeo di hlalago motho yo a atlegilego. Maikemišetšo a tlhahlo ke go kaonafatša bokgoni (tsebo, bokgoni, maikutlo) a bašomi go fihlelela dinyakwa tša bjale le tša ka moso tša mošomo. Bohlahli bo thuša le go thekga bašomi go laola dithuto tša bona go godiša bokgoni bja bona, go hlabollla mabokgoni a bona, go kaonafatša mošomo wa bona, le go gola go ba dikarolo tše mpsha.

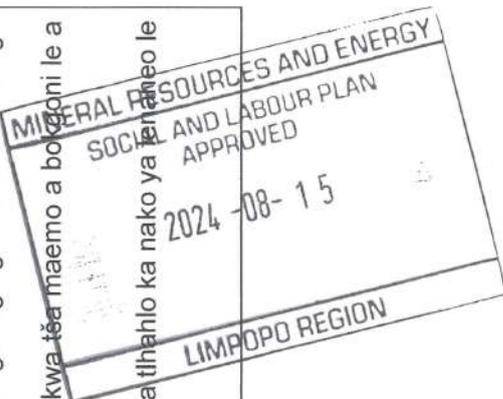
**Go ruta** ke tshepedišo ya mošomong, ya tirišano, le ya tlhabollo yeo e amanago le dipolelo tše di itšego tša go ithuta tša lenaneo la tlhahlo goba tlhabollo moo mohlahli a kgontšhago moithuti go hwetša ditharollo tša gagwe, go utolla dibaka tše mpsha le go phethagatša ditiro. Bokatiši bo nolofatša sebaka sa baithuti, tikologong ye e bulegilego le ye e bolokegilego, go kwagala dikgopolo, go hlagaša matshwenyego a bona le go rulaganya maemo. Se se kgontšha baithuti ba go itokišeletša gakaone go fetoša boitšhwaro goba go dira mmapa wa maano a tiro. Molaotheo wa motheo ke gore baithuti ba tla ba le didirišwa tše kaone gomme se se tla oketša beng ba bona ba diprotšeke, mafelalong ba ba le khuetšo ye botse go boitšhepo bja bona, kgotsofalo ya mošomo le tshepedišo ya mošomo.

Le ge go na le go swana mo gogolo magareng ga dikarolo, mohlali o šoma bjalo ka mofahloši ka go theeletša, go botšiša dipotšišo, le go kgontšha bao ba tlwaetšwego go utolla seo se swanetšego maemo a bona. Mohlahli e ka ba gape setsebi sa ditaba seo se kgonago go hlahlha baithuti go ditharollo tše di nepagetšego.

Ka lehlakoreng le lengwe, baeletši ba šomiša maitemogelo a bona go hlahlha le go laela moithuti go finlelela dinyakwa tša maemo a bokgoni le a taolo.

Mabapi le Lenaneo la rena la Tlhabollo ya Mabokgoni baithuti ka moka ba tla abelwa mohlali gomme ba tla hwetša tlhahlo ka nako ya lenaneo le le itšego la tlhahlo goba tlhabollo.

Lenaneo la 7 ka godimo e laetša dipheho tša kabo ya Bohlahli.



## 2.8. DITHUTO TŠEO DI KOPANTŠWEGO TŠA MOŠOMO/THUPETŠO YA TLHABOLOLO YA DIALOGA

Lenaneo la 9: Thuto ye e Kopantšwego ya Internship/Mošomo/Thuto ya Tlhabollo ya Dialoga

PROGRAMMES	2024		2025			2026			2027			2028			PALOMOKA
	Go Tsenya mo go Mpsha	Tšwela pele.	Go Tsenya mo go Mpsha	Tšwela pele.	Palo Moka	Go Tsenya mo go Mpsha	Tšwela pele.	Palo Moka	Go Tsenya mo go Mpsha	Tšwela pele.	Palo Moka	Go Tsenya mo go Mpsha	Tšwela pele.	Palo Moka	
Boentšeneare bja Meepo, Thutafase, Go Lekola															
Diminerale, Boentšenerere bja Metallurgical, Boentšenerere bja Mohlagase, Boentšenerere bja Metšhene, Taolo ya Palokego, Taolo ya	1	0	1	0	1	1	0	1	1	0	1	1	0	1	

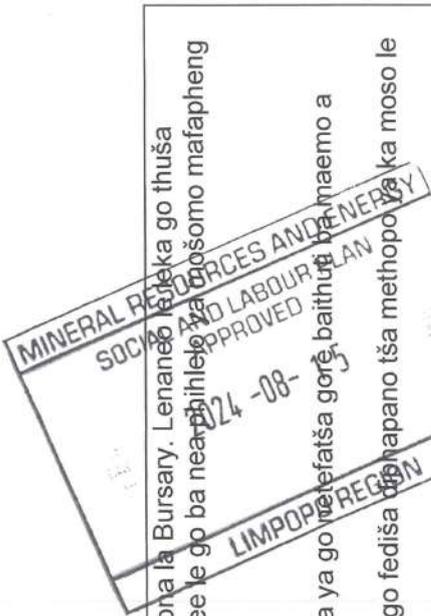


2.9. LENANEO LA BURSARY – LA KA NTLHA (Ba sa šomego)

Lenaneo la 10: Lenaneo la Besari – la ka ntlhe



LEFELO LA GO ITHUTA	2024		2025		2026		2027		2028		PALOMOKA
	Go Tsenya mo go Mpsha	Tšwela pele.	Go Tsenya mo go Mpsha	Palo mok a	Tšwela pele.	Go Tsenya mo go Mpsha	Palo mok a	Tšwela pele.	Go Tsenya mo go Mpsha	Palo mok a	
Boentšeneare Meepo, Boentšeneare Metallurgical, Boentšeneare Mohlagase, Boentšeneare Metšhene, Taolo ya Ditšhelete, Taolo ya Methopo ya Batho, Tlahlolobo ya Diminerale, Thutafase, Taolo ya Polokego, Taolo ya Tikologo, Bohiweki bja Mošomo, b.j.bj.	5	5	0	5	0	5	5	5	0	10	10
<b>PALOMOKA</b>	5	5	0	5	0	5	5	5	0	10	10
<b>TEKANYETŠO</b>	R264 000,00		R290 400,00		R319 440,00		R351 384,00		R386 522,00		R1 611 746,00



**DITLHAHLOB**

Re lemoga mohola wa go thuša baithuti nakong ya dithuto tša bona ka Lenaneo la yona la Bursary. Lenaneo le tšeka go thuša barutwana, go fihlelela dithefelo tša go ingwadiša le ditshenyagalelo tša go ithuta, gotee le go ba nea baithuti ya mošomo matapheng a bona a go ithuta nakong ya maikhutšo.

Lenaneo la Mine's Bursary le tla akaretša melawana ye e latelago ya motheo:

- kgokagano le MQA le dihlongwa tša dithuto tša godimo ke karolo ye bohlokwa ya go tšhetšha gore baithuti ba maemo a godimo ba a lemogwa gomme tlhahlo e maleba go dinyakwa tša kgwebo.
- kabo ya dibasari go baithuti bao ba lemogilwego bao ba ka tsenyago letsogo go fediša tšhapano tša methopopo ya ka moso le tlhalelo ya mabokgoni.
- Di-busar tše di ka, go ya ka tshepedišo ya mošomo nakong ya dikabo tša dibasari, di fiwa mananeo a tlhabetlo ya dialoga goba a go ithutela mošomo; le
- kgokagano le tshepedišo ya peakanyo ya bašomi le go ngwalwa ka go Leano la Mabokgoni a Lefelo la Mošomo.

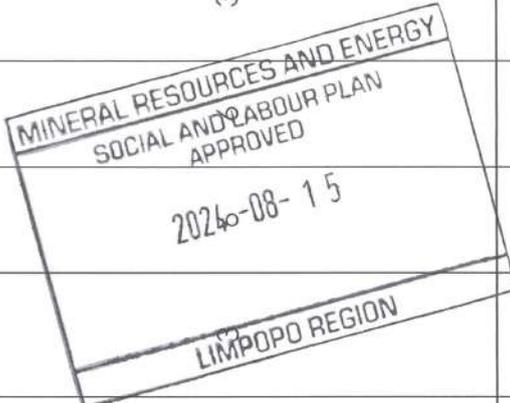
Re ikgafile go aba dibasari tše mpsha tše 5 ka mengwaga ye 2 le go thekga go fihla go palomoka ya dibasari tše 10 ka nako ya mengwaga ye 5. Se se ka feletša ka baithuti ba bantši ba dibasari go feta tšeo di ka amogelwago ke tlhokego ya ka moso ya bašomi lefapheng leo le laeditšwego. Le ge go le bjalo, re tla tšwetša pele Lenaneo la yona la Disarari go laetša thekgo ya yona ya tekatekano ya mešomo le magato a magato a tišetšo go tsenya letsogo go kaonafatšo ya letamo la mabokgoni ka gare ga intasteri. **Lenaneo la 1** ka godimo e laetša dithuto tšeo re tšago di ela hloko bakeng sa kabo ya dibasari le kokešetšo ye e letetšwego ya dibasari mo lebakeng la mengwaga ye mehlangano.

**2.10. LENANEO LA BURSARY/THUSO YA THUTO (E thwetsweng/E ka hare)**

*Lenaneo la 11: Lenaneo la bursary ya ka gare*

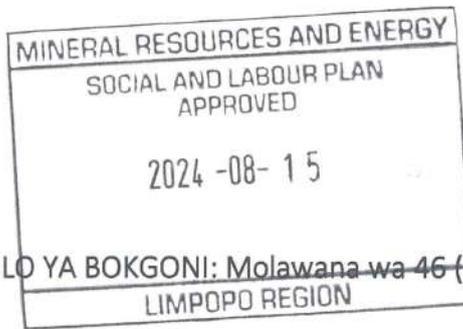
LEFELO LA GO ITHUTA	2024		2025		2026		2027		2028		PALOMOKA	
	Go Tsenya mo go Mpsaha	Tšwel a pele	Go Tsenya mo go	Tšwel a pele	Go Tsenya mo go	Tšwel a pele	Go Tsenya mo go	Tšwel a pele	Go Tsenya mo go	Tšwel a pele	PALO MOK A	PALO MOK A

			Mpsh a		Mpsh a		Mpsh a		Mpsh a		Mpsh a	
Boenišeneare bja Meepo, Boenišenere bja Metallurgical, Boenišenere bja Mohlagase, Boenišenere bja Meišhene, Taolo ya Diišhelete, Taolo ya Methopo ya Batho, Tlhalobo ya Diminerale, Thutafase, Taolo ya Polokego, Taolo ya Tikologo, Bohlweki bja Mošomo, bj.bj, Mananeo a Tlhabollo ya Taolo	3	0	3	6	6	3	6	3	6	3	9	15
<b>PALOMOKA</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>6</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>9</b>	<b>15</b>
<b>TEKANYETŠ</b> <b>O</b>	R159 500,00		R175 450,00			R192 995,00		R212 294,50		R233 523,95		<b>R973 763,45</b>
<b>COMMENTS</b>	<p>Re lemoga mohola wa go thuša baithuti nakong ya dithuto tša bona ka Lenaneo la yona la Bursary. Lenaneo le leka go thuša barutwana, go fihlelela ditefelo tša go ingwadiša le diitshenyagalelo tša go ithuta, gotee le go ba nea phihlelo ya mošomo mafapheng a bona a go ithuta nakong ya maikhušo.</p> <p>Lenaneo la rena la Bursary le tla akaretša melawana ye e latelago ya motheo:</p> <ul style="list-style-type: none"> <li>• kgokagano le MQA le dihlongwa tša dithuto tša godimo ke karolo ye bohlokwa ya go netefatša gore baithuti ba maemo a godimo ba a lemogwa gomme tlhahlo e maleba go dinyakwa tša kgwebo.</li> <li>• kabo ya dibasari go baithuti bao ba lemogilwego bao ba ka tsenyago letsogo go fediša diphapano tša methopo ya ka moso le tlhaelelo ya mabokgoni.</li> <li>• Dibasari tše di ka, go ya ka tshepedišo ya mošomo nakong ya dikabo tša dibasari, di fiwa mananeo a tlhabollo ya dialoga goba a go ithutela mošomo; le</li> <li>• kgokagano le tshepedišo ya peakanyo ya bašomi le go ngwalwa ka go Leano la Mabokgoni a Lefelo la Mošomo.</li> </ul>											



Re ikgafile go aba dibasari tše mpsha tše 3 ngwaga o mongwe le o mongwe le go thekga go fihla go palomoka ya dibasari tše 15 ka nako ya mengwaga ye 5. Se se ka feletša ka baithuti ba bantši ba dibasari go feta tšeo di ka amogelwago ke tlhokego ya ka moso ya bašomi lefapheng leo le laeditšwego. Le ge go le bjalo, re tla tšwetša pele Lenaneo la yona la Disarari go laetša thekgo ya yona ya tekatekano ya mešomo le magato a tišetšo go tsenya letsogo go kaonafatšo ya letamo la mabokgoni ka gare ga intasteri. **Lenaneo la 1**ka godimo e laetša dithuto tšeo re tlogo di ela hloko bakeng sa kabo ya dibasari le kokešego ye e letetšwego ya dibasari mo lebakeng la mengwaga ye mehiano.





3.0. LEANO LA TLHABOLOLO YA BOKGONI: Molawana wa 46 (b) (i) le Molawana wa 11 (1) (g)

Foromo ya Q – Profaele ya Bašomi ba Moepo

Lenaneo la 12: Foromo ya Q - Profaele ya Bašomi ba Moepo

Lepanta	NQF	Min mokitlane ka Qual. (Bakeng sa go tšwa) .	Rerile e le ka organogram e akantšwego	Monna				Mosadi				Palomoka		
				Moafrika	E mebalaba	Moindia	Tšhweu	Moafrika	E mebalaba	Moindia	Tšhweu	Monna	Mosadi	Palomoka
Thuto le Tlhahlo ya Kakaretšo (GET)	1		Ga go na Thuto ya Sekolo	0	0	0	0	0	0	0	0	0	0	0
			Kereiti ya 0 / Pele ga ABET	0	0	0	0	0	0	0	0	0	0	0
			Kereiti ya 1 / Sub A	0	0	0	0	0	0	0	0	0	0	0
			Kereiti ya 2 / Sub B	0	0	0	0	0	0	0	0	0	0	0
			Mphato wa 3 / Std 1 / ABET 1	0	0	0	0	0	0	0	0	0	0	0
			Mphato wa 4 / Std 2	0	0	0	0	0	0	0	0	0	0	0
			Kereiti ya 5 / Std 3 / ABET 2	0	0	0	0	0	0	0	0	0	0	0
			Kereiti ya 6 / Std 4	0	0	0	0	0	0	0	0	0	0	0
			Kereiti ya 7 / Std 5 / ABET 3	0	0	0	0	0	0	0	0	0	0	0
			Grade 8 / Std 6	0	0	0	0	0	0	0	0	0	0	0
Thuto le Tlhahlo ya Tšwetšopele (FET)	2		Kereiti ya 9 / Std 7 / ABET 4	2	0	0	0	0	0	0	0	2	0	2
	3		Kereiti ya 10 / Std 8 / N1 / NCV Maemo a 1	13	0	0	0	2	0	0	0	13	2	15
	4		Kereiti ya 11 / Std 9 / N2 / NCV Maemo a 2	7	0	0	0	4	0	0	0	7	4	11
Thuto le Tlhahlo ya Godimo (HET)	5	120 (120)	Kereiti ya 12 / Std 10 / N3 / NCV Maemo a 3	23	0	0	3	5	0	0	0	26	5	31
	6	120 (120) / 360 (240)	Ditfikeiti tša Godimo	7	0	0	0	2	0	0	0	7	2	9
	7	120 (120) / 360/480+ (120)	Setifikeiti sa Maemo a Godimo / Diploma	5	0	0	2	4	0	0	1	7	5	12
			Diploma ya Maemo a Godimo / bachelor's degree (B-tech	10	0	0	6	3	1	0	2	16	6	22

			/ Dikgato tša Pele)											
	8	120 (120)	Diploma ya ka morago ga dithuto tša godimo / Degree ya Honors	4	0	1	0	2	0	0	1	5	3	8
	9	180 (120)	Legoro la Master's	0	0	1	3	0	0	0	0	4	0	4
	10	360 (360)	Legoro la Bongaka	0	0	0	0	0	0	0	0	0	0	0
Sa tsebjego	11	N/A	Sa tsebjego	0	0	0	0	0	0	0	0	0	0	0
<b>PALOMOKA</b>				<b>71</b>	<b>0</b>	<b>2</b>	<b>14</b>	<b>22</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>87</b>	<b>27</b>	<b>114</b>

### 3.1. TEKANYETSO YA MEŠOMO

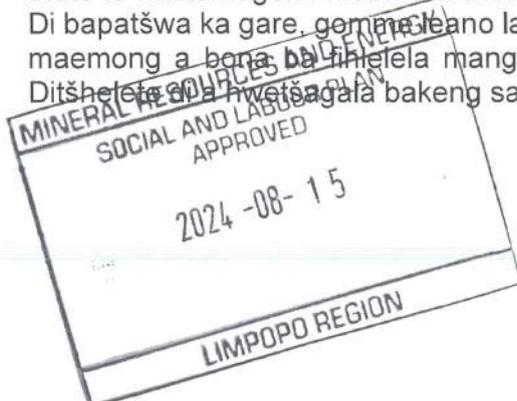
Pholisi ya Tekatekano ya Mešomo ya Moepo e ikemišeditše go hloma tlhako ye e nabilego ya mokgwa wa khamphani wa Tekatekano ya Mešomo. Re lemoga histori ya Afrika Borwa yeo e feleleditšego ka go kgaphelwa ka ntle ga dihlopha tše di kgethilwego, ditšhaba tša meepo, le basadi ka gare ga mokgwa wo mogolo wa ekonomi le intasteri ya meepo.

Tshepedišo e ikgafile go tshepedišo ya tekatekano ya mešomo bjalo ka mokgwa wa go fediša kgethollo ka gare ga mokgatlo le go tšwetša pele menyetla ya go lekana. Moepo o dumela gore Tekatekano ya Mešomo ke karolo ye bohlokwa ya go aga bašomi bao ba šomago gabotse le bao ba emelago le go netefatša tekatekano go ralala le boto ka gare ga bašomi ba yona. Ka fao Moepo o tla hlama Leano le Tshekatsheko ya phethagatšo ya Tekatekano ya Mešomo go netefatša gore bašomi ba HDSA ba a hlabollwa le gore diphetho di ka fihlelelwa maemong ka moka. Se se tla sepelelana le Leano le Tshekatsheko ya Tekatekano ya Mešomo ya Moepo bjalo ka ge e dumeletšwe le go dumelelwa ke Kgoro ya Mešomo le Bašomi.

#### 3.3.1. Maano a go thekga tekatekano ya mešomo:

##### **Go bewa ga diposo tše di se nago selo bjalo ka diposo tša tlabollo:**

Maemo ao a se nago selo a ka fetoga bokgoni bja tlabollo ka dinyakwa tše mmalwa tša thuto le maitemogelo. Maemo a a swanetše go nolofatša go thwala ga leloko la HDSA. Di bapatšwa ka gare ga moepo leano la tlabollo le hlongwa go netefatša gore bao ba lego maemong a bona ba fihlelela mangwalo a thuto goba maitemogelo ao a nyakegago. Ditšhelele tša tšwetšagala bakeng sa tšwaetšo efe goba efe goba dinyakwa tša tlabollo.





### 3.3.2. Mananeo a go ithutela mošomo a setšhaba:

Se se lebišitše tlhokomelo go dialoga, batho bao ba nago le mangwalo a mahlatse le badiplomate. Mananeong a go ithutela mošomo, go ka elwa hloko gape go lokišetša batho ka bomong bakeng sa maemo a maemo a pele a profeshenale.

### 3.3.3. Peakanyo ya tatelano / Taolo ya talente ya bašomi:

Bašomi ba hlabollwa gore ba ikemišetše go tlatša dikgoba tša mošomo ge tše bjalo di tšwelela.

### 3.3.4. Go thwala le go kgetha:

Maano a go thwala le go kgetha a lebišitšwe go fihlelela go thwala bonkgetheng bao ba nago le maswanedi a maleba go tšwa dihlopheng tše di kgethilwego.

### 3.3.5. Diphetho tša boleng:

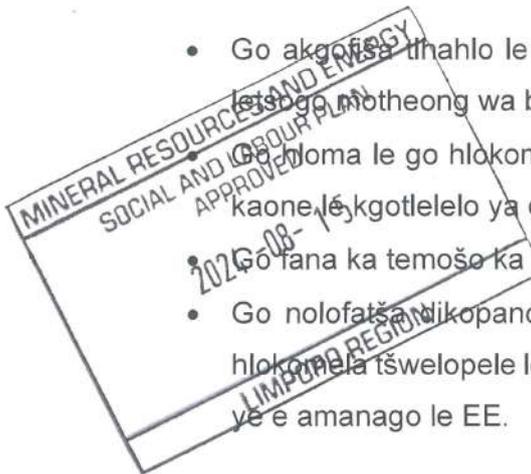
- Go hlola temošo ya ditaba tša tekatekano ya mešomo ka dibopego tše di hlomilwego
- Dira mananeo a maleba a go fapafapana go bašomi ka moka go hlola temošo ya ditaba tša go fapafapana le taolo ya tšona.

### 3.3.6. Phetogo mo Tšhomišong:

Tshepedišo ye e nyaka seelo sa go ya go ile sa phetogo mabapi le tekatekano ya mešomo le phetogo.

Tshepedišo e ikgafile go dintlha tše di latelago tša bogareng tša go tsepelela phetogong ya yona ya nako ye telele le leano la EE:

- Go bea diphetho tša ngwaga ka ngwaga tšeo di reretšwego go rarolla profaele ya badudi bao ba šomago ka ekonoming ya naga.
- Go phegelela go ba pepeneneng ditshepedišong tša go thwala, go hlatlošetšwa maamong, le go bea mošomo



- Go akaretša tlhahlo le tlabollo ya dihlopha tseo di hlokago historing go tsenya lešego motheong wa bona wa bokgoni le tšwetšopele ya mošomo.
- Go tloama le go hlokomela setšo sa mokgatlo seo se tšwetšago pele kwešišo ye kaone le kgotlelelo ya ditlogo tše di fapanego tša bašomi ka moka.
- Go tana ka temošo ka go tšwela pele ka go taolo ya go fapafapana
- Go nolofatša dikopano tša EE tša kotara le bašomi bao ba rulagantšwego go hlokomela tšwelopele le go hlokomela poledišano ye e tšwelago pele ka ga merero ye e amanago le EE.

### 3.3.7. Go hlokomela leano la tekatekano ya mešomo:

#### Maikemišetšo:

- Go fihlelela boemedi bja HDSA maemong a godimo a mokgatlo.
- Go boloka talente ka ditsenogare tše di itšego
- Go laola go fapafapana
- Taolo le tlhokomelo ya mananeo a EE.

Taolo ya ditsenogare tša maleba tša tlabollo go bašomi  
Leano la phethagatšo:

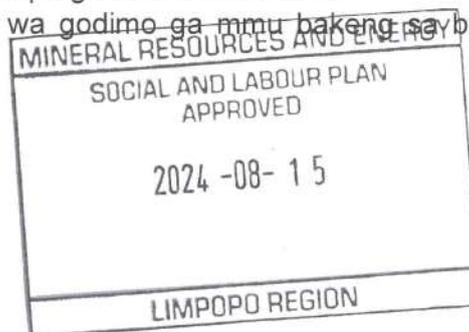
- Tshekatsheko ye e tšwelago pele le phethagatšo ya maano a tekatekano ya mešomo
- Hlokomela diphetho tša EE kotara ka yuniti ya kgwebo ye e šomago.
- Tekolo ye e tšwelago pele le go hlokomela tshepedišo ye e latetšwego go šupa le go boloka talente mo tshepedišong.

### 3.3.8. Basadi ka meepo, go fapafapana ga bona le go akaretšwa.

Go ya ka histori, basadi ba ile ba kgaphelwa ka ntle go tšea maemo a meepo. Ka gare ga tikologo ya meepo, basadi ka setšo ba be ba thwetšwe ka gare ga dikarolo ka go dithuto tša ditirelo, ka go realo tlhohlo e bile go akaretša basadi ka dikarolong tša bolebeledi tšeo e sego tša setšo tšeo di kgokaganego thwii le kgwebo ya motheo ya meepo.

Tshepedišo ye e tseba ka ga seabe seo se ka bago gona sa basadi go tshepedišo ya meepo, gomme ka go realo e netefatša gore batho ka moka ba swarwa ka go lekana, ka toka le ntle le kgethollo. Ka go realo, taolo ya go fapafapana e bohlokwa kudu go netefatša gore basadi ba kopanywa ka tikologong yeo e nago le banna kudu, ka mokgwa wo o elago hloko tlhago ya go fapafapana ya intasteri ya meepo. Ditlhohlo tšeo di tlogo rarollwa, bjalo ka leano la lebaka le letelele la go akaretšwa ga basadi meepong bjalo ka ge go lokeleditšwe ka mo tlase:

- Go hlohleletša go fapafapana le temošo ya tekatekano ya bong
- Go lwela diphetogo tša boitshwaro bja leago le tša monagano gare ga bašomi ba banna.
- Go hlama phaephe ya go šupa, go hlabolla le go kaonafatša boemedi bja bašomi ba basadi bao ba nago le bokgoni maemong a bolebeledi ka dithutong tša motheo.
- Go tsenywa tirišong ka botlalo go lokišetša basadi ditlhohlo tša go šoma ka sephiring.
- Go beeletša ka dinolofatšing tša madulo le tša dintlo tša go fetošo go hlokomela bašomi ba basadi, go akaretšwa PPE le dinolofatši tša go hlapa tšeo di nago le mekotla ya bohlweki.
- Kabo ya dinolofatši tša peakanyo ya lapa go bašomi ba basadi
- Nolofatšo ya mošomo wo mongwe wa godimo ga mmu bakeng sa bašomi ba baimana



### 3.3.9. Profaele ya Bašomi

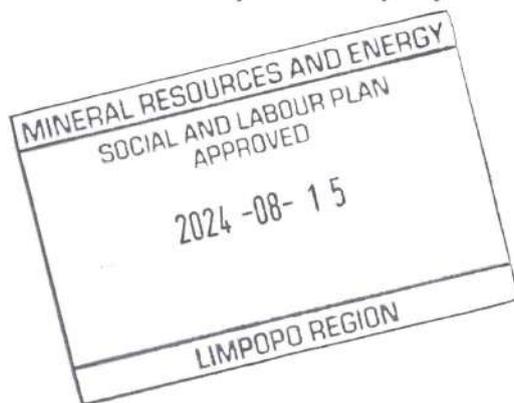
*Lenaneo la 13: Profaele ya bašomi*

<b>Maemo a Mošomo</b>	<b>Boemo bja nnete FY2023 (1 Dibatsela 2023)</b>
Taolo ya Godimo	6
Bolaodi bjo bo phagamego (e) .	8
Ditsebi tše di nago le maswanedi a profešenale le maitemogelo le taolo ya magareng (d) .	10
Bašomi bao ba nago le bokgoni ba setegeniki le bao ba nago le maswanedi a thuto, balaodi ba banyenyane, baokamedi, diforamo, le baokamedi (c) .	27

Go tšea dipheho tša bokgoni bjo bo sego kae le tša temogo (b) .	19
Go tšea dipheho mo go se nago bokgoni le mo go hlalošitšwego (a)	6
<b>PALOMOKA YA SEBELE</b>	<b>76</b>
<b>Bašomi bao e sego ba sa ruri</b>	<b>38</b>
<b>PALOMOKA</b>	<b>114</b>

Bašomi ba bjale ba theilwe godimo ga dinyakwa tša tshepedišo tšeo di fetogago go ya ka dinyakwa tša protšeke. Bašomi go tloga ka la 1 Dibatsela 2023 e be e le\_114\_ (go sa balwe borakontraka). Moepo o ela hloko taba ya gore borakontraka ba motheo ba meepo bafe goba bafe (borakontraka bao ba begwago) bao ba swaregilego go phethagatša diprotšeke tše di itšego mo mengwageng ye 5 ya SLP ye, ba tla swanelwa ke go obamela dinyakwa tša MPRDA, Karolo ya 101 ya Molao, go akaretšwa go bega go Kgoro ya Methopo ya Diminerale le Enetši (DMRE) ka ngwaga ka ngwaga. Re tla netefatša kobamelo ya borakontraka bao ba begwago ka ditumellano tša dikonteraka.

#### 3.4.0. Profaele ya Bašomi ya Bjale



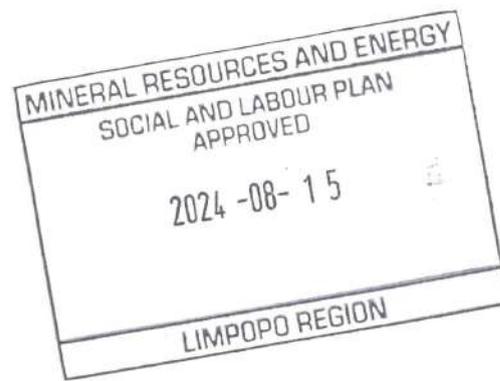
2024-08-15

LIMPOPO REGION

	Motho e motona				Motho e motshehadi				Palomoka	Baahi ba Kantle ho Naha		Kakaretso
	A		I		A		I			Motho e motona	Motho e motshehadi	
	C	W	C	W	C	W	C	W				
Maemo a Mosebetsi												
Tsamaiso e holimo	0	0	1	0	0	0	0	1	2	4	0	6
<b>EAP TEBELLO</b>	<b>26,0%</b>	<b>3,0%</b>	<b>0,9%</b>	<b>4,5%</b>	<b>17,5%</b>	<b>2,0%</b>	<b>0,6%</b>	<b>3,5%</b>	<b>58%</b>			
<b>TŠEBELETSO</b>	<b>0</b>	<b>0</b>	<b>16,7%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>16,7%</b>	<b>33,3%</b>				
Tsamaiso e phahameng	3	0	1	1	1	1	0	0	7	1	0	8
<b>EAP TEBELLO</b>	<b>30,4%</b>	<b>3,5%</b>	<b>1,0%</b>	<b>4,5%</b>	<b>18,3%</b>	<b>2,1%</b>	<b>0,6%</b>	<b>3,5%</b>	<b>63,9%</b>			
<b>TŠEBELETSO</b>	<b>37,5%</b>	<b>0</b>	<b>12,5%</b>	<b>12,5%</b>	<b>12,5%</b>	<b>12,5%</b>	<b>0</b>	<b>87,5%</b>				
Litsebi tse hloahloa le tse nang le boiphihlelo le tsamaiso ea bohareng	5	0	0	3	0	0	0	8		1	1	10
<b>EAP LITLHOKOMELO</b>	<b>35,7%</b>	<b>4,1%</b>	<b>1,2%</b>	<b>4,5%</b>	<b>20,9%</b>	<b>2,4%</b>	<b>0,7%</b>	<b>73%</b>				
<b>TŠEBELETSO</b>	<b>50%</b>	<b>0</b>	<b>0</b>	<b>30%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>80%</b>				
Basebetsi ba nang le litsebo tsa theknoloji le tsa thuto, batsamaisi ba bacha, baokameli, liforomane le batsamaisi	19	0	0	2	5	0	1	27		1	0	28
<b>EAP LITŠOANTŠISO</b>	<b>42,7%</b>	<b>5,0%</b>	<b>1,4%</b>	<b>4,5%</b>	<b>22,5%</b>	<b>2,6%</b>	<b>0,8%</b>	<b>83%</b>				
<b>TŠEBELETSO</b>	<b>67,9%</b>	<b>0</b>	<b>0</b>	<b>7,1%</b>	<b>17,9%</b>	<b>0</b>	<b>3,6%</b>	<b>96,4%</b>				

Ho etsa liqeto tse nang le tsebo le boikhethelo	13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	19	0	0	19
<b>EAP LITŠOANTŠISO</b>	<b>43.6%</b>	<b>5.0%</b>	<b>1.8%</b>	<b>4.9%</b>	<b>35.8%</b>	<b>4.1%</b>	<b>0.9%</b>	<b>3.9%</b>	<b>100%</b>										
<b>TŠEBELETSO</b>	<b>68.4%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>31.6%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>100%</b>										
Ho etsa liqeto tse se nang litsebo le tse hlaloang	0	0	0	0	6	0	0	0	6							6	0	0	6
<b>EAP LITŠOANTŠISO</b>	<b>43.6%</b>	<b>5.0%</b>	<b>1.8%</b>	<b>4.9%</b>	<b>35.8%</b>	<b>4.1%</b>	<b>0.9%</b>	<b>3.9%</b>	<b>100%</b>										
<b>TŠEBELETSO</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>100%</b>										
KAOFELA KHABANE	39	0	2	6	18	1	0	2	68							7	1	1	76
Basebeletsi ba Nakwana	32	0	0	0	4	0	0	1	37							1	0	0	38
KAKARETSO E FELLETSENG	71	0	2	6	22	1	0	3	105							8	1	1	114

MINERAL RESOURCES AND ENERGY  
 SOCIAL AND LABOUR PLAN  
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 2024 -08- 15  
 LIMPOPO REGION



**KAROLO EA 3:**

**MANANEEO A Ntlafatso ea**

**MORUO EA LEHAE**

## 4.0. TLHABOLOLO YA EKONOMI YA SEGAE

### 4.1. Matseno

Tshepetšo e lemoga gore kgwebo ya meepo ya Platinum e na le ditlamorago tše kgolo tša ekonomi, tša leago, le tikologo tše di swanetšego go elwa hloko nakong ya bophelo bja meepo. Karolo ye ya Leano la Leago le la Bašomi e tla lebelela ditaba tše di fapafapanego ka ga LED go dikologa setšhaba sa meepo le mafelo ao a romelago bašomi.

Maikemišetšo a magolo a tihabollo ya setšhaba sa moepo ke go tsenya letsogo ka mo go nago le mohola tihabollong ya setšhaba, bobedi go ya ka bogolo le khuetšo, go ya ka melawana ya laesense ya leago ya go šoma.

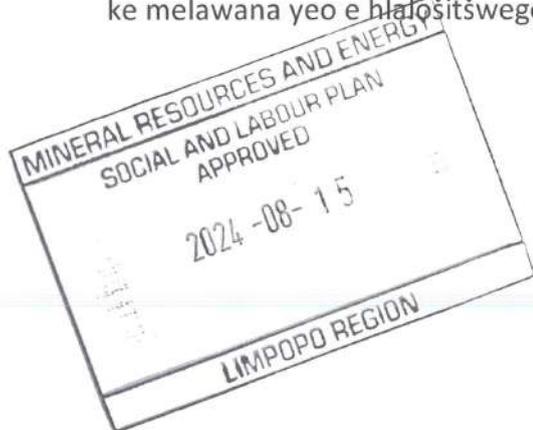
### 4.2. Mokgwa wa Mine's wa go diriša LED

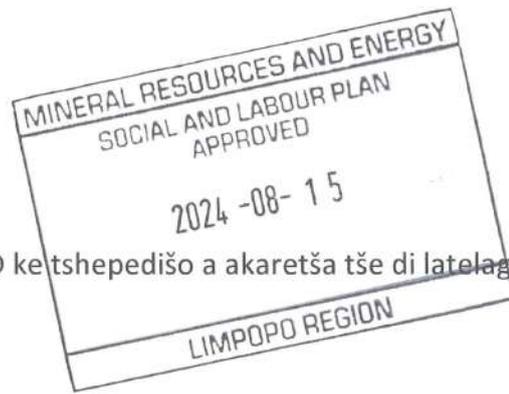
LED ke karolo ye bohlokwa ya rena go dira kgwebo. Tabakgolo ke go phagamišwa ga ditšhaba tše tshepedišo e tšeago phesente ye bohlokwa ya bašomi ba yona go tšwa go tšona. LED ya Operation's e lebeletše kudu ka fao moepo o tlogo rarolla dinyakwa tša ekonomi ya leago tša tikologo ya wona ya selegae le dilete tše moepo o hwetšago bašomi ba wona go tšwa go ona.

### 4.3. Thekgo ya rena ya LED ka ditšhabeng tša meepo le tša go romela bašomi.

Tshepedišo ye e batamela taba ya LED ka mebušo ya selegae le balaodi ba mebasepala go ba le khuetšo go diekonomi tša selegae, kudukudu ka ditšhabeng tša meepo le tša go romela bašomi. Tshepedišo ye, e filwe mošomo wa go hloma dibopego tša kgokagano le dibopego tša selete le tša mmušo wa selegae mafelong ao e šomago go ona. Mokgwa wo wa go tšea karolo o tla netefatša gore maitapišo ka moka a tshepedišo, ka lefapheng la tihabollo ya ekonomi, a hlamilwe le go phethagatšwa bjalo ka karolo ye bohlokwa ya maano a ekonomi le tihabollo ye e kopantšwego ya balaodi ba selegae.

Thekgo ya LED ke tshepedišo ditšhabeng tša meepo le tša go romela bašomi e hlahlwa ke melawana ye e hlalositšwego ditemaneng tše di latelago.





#### 4.4. LED tsepamisa maikutlo libakeng tse

Mafelo a go tsepelela bakeng sa thekgo ya LED ke tshepedišo a akaretša tše di latelago:

- Tlhabollo ya mananeokgoparara
- Phokotšo ya bodiidi
- Tlhabollo ya setšhaba
- Tlholo ya mešomo
- Tlhabollo ya Ekonomi

Merero ya protšeke ya LED yeo go dumelelanwego ka yona le mebasepala ya selegae ka ditšhabeng tša meepo le tša go romela bašomi, go ya ka SLP ye, e tla laetša mafelo ao a lebanlšwego go ya ka tše di lego ka mo godimo gomme e lla laetša gape bogulo bja protšeke ye nngwe le ye nngwe, go fa mohlala, go ya ka palo ya mešomo yeo e hlotšwego goba baholegi bao ba nepišitšwego ba protšeke. Tekolo ye e tšwelago pele ya diprotšeke tša LED nakong ya tshepedišo ya phethagatšo e tla netefatša gore diprotšeke ga di eme eupša di boeeditšwe go ya ka dinyakwa tše di fetogago le go netefatša go tšwela pele. Diprotšeke tše mpsha tša LED go tlaleletša go tšeo di lemogilwego ka go SLP ye le tšona di tla lemogwa ka therišano le bakgathatema ka moka ba maleba.

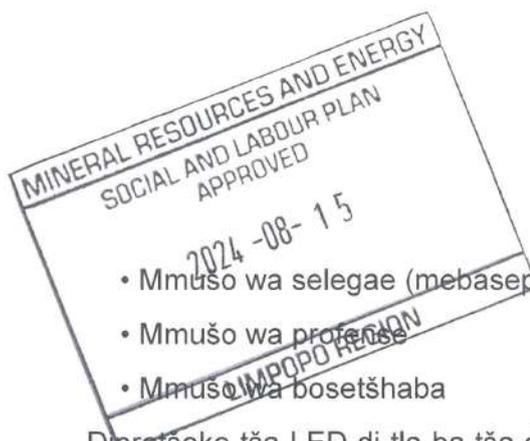
#### 4.5. LED tšebetso bakgweetsi

Thekgo ya LED ke tshepedišo ditšhabeng tše di fapafapanego tša meepo le tša go romela bašomi e sepedišwa ke tše di latelago:

- Merero ya tlhabollo ye e kopantšwego (IDP) le/goba maano a tlhabollo ya ekonomi ya selegae a mebasepala, bobedi maamong a selete le a masepala
- Maano a kgolo le tlhabollo ya profense
- Dinapo tša bosetšhaba ka ga tlhabollo ya ekonomi, tlhabollo ya mananeokgoparara, tlhabollo ya leago, le go fediša bodiidi
- Maikemišetšo a tlhabollo ya ekonomi ya leago dinageng tšeo di romelago bašomi bakeng sa mafelo ao Moepo o hwetšago bašomi ba wona go ona.
- Dibopego tša foramo tša tirišano le tša go tšea karolo (mahlakore a mabedi le bakgathatema) le balekane ba tlhabollo ya ekonomi ya selegae
- Go tsenela thwii le dibopego tša setšhaba

#### 4.6. Beng ba LED

Mošomo wo mogolo wa kgwebo wa tshepedišo ye ke wa meepo gomme thekgo ya LED ke karolo ye bohlokwa ya leano la rena la tlhabollo ya go ya go ile. LED ke boikarabelo ba mantlha ba ditheo tse latelang:



- Mmušo wa selegae (mebasepala) .
- Mmušo wa profeshona
- Mmušo wa bosetšhaba

Diprotseke tša LED di tla ba tša dibopego tša mmušo wa selegae go tloga mathomong gomme moo se se sego bjalo, khamphani e tla netefatša gore bakgathatema ka moka ba selegae, go akaretšwa mebasepala ya selegae, ba a rerišana goba ba tšea karolo diprotšekeng tše bjalo.

#### 4.6.1.1. Maikarabelo a LED a Operation:

Bjalo ka moagi wa dikhamphani yo a nago le maikarabelo, tshepedišo mmogo le ditheo tše dingwe tša lekala la phraebete tšeo di amogelago boagi bja dikhamphani, ga e dumele gore mošomo wa LED bjalo ka ge e le wa mmušo fela. Re dumela gore LED ke karolo ya bohlokwa ya kgwebo ya rena gomme re fihlelela se ka:

- Go sepetša ditiro tša meepo tše di nago le poelo le tša go ya go ile tšeo di hloago dibaka tša mešomo, di godiša diekonomi tša ka nageng ka thekgo ya mediro ya kgwebo le go tsenya letsogo go ditseno tša motšhelo tša mmušo.
- Go tšea karolo medirong ka moka yeo e ikemišeditšego go tšwetša pele LED setšhabeng.
- Go aba methopo ka ditšhabeng tša meepo le tša go romela bašomi go tšwetša pele le/goba go thekga LED.

#### 4.6.2.2. Mokgwa wa kgwebo go LED

Go swana le mediro ka moka ya kgwebo ka gare ga khamphani, melawana ya kgwebo e dirišwa go thekgo ya LED go ditšhaba tšeo di amogelago baeng le ditšhaba tšeo di romelago bašomi.

Se se fihlelelwa ka go netefatša poelo ya peeletšo ye nngwe le ye nngwe ya LED ka tše di latelago:

##### a) Kgahlamelo:

Protšeke ye nngwe le ye nngwe ya LED yeo e thekgwago e swanetše go ba le khuetšo ye botse setšhabeng sa meepo goba lefelong la go romela bašomi. Kgahlamelo e ka ba, go fa mohlala, ka mokgwa wa mananeokgoparara ao a kaonafetšego, mešomo ye e hlotšwego, bodiidi bjo bo fokoditšwego, setšhaba seo se nago le bokgoni, le go tšea karolo mo go oketšegilego mo ekonoming ke maloko a setšhaba.

a) Tlhabollo:

Protšeke ye nngwe le ye nngwe ya LED yeo e thekgwago e swanetše go ba le nepo ya yona ya mathomo ya go hlabbolla setšhaba seo se nepišitšwego.

b) Nepišo:

Go netefatša gore nepo, baholegi ba itšego ba tla lemogwa bakeng sa protšeke ye nngwe le ye nngwe ya LED yeo e thekgwago.

c) Go tšwela pele:

Go bohlokwa gore pele ga ge protšeke ye nngwe le ye nngwe ya LED e thekgwa, dinyakišišo tša maleba tša kgonagalo le tša go tšwela pele di dirwe. Diprotšeke tša LED ga se tša swanela go ithekga ka nako ye telele ka go ba gona ga ditiro tša meepo.

d) Go hwetša le go boloka dilaesense tša meepo:

Thekgo ya LED ka ditšhabeng tša meepo le tšeo di romelago bašomi e swanetše go tsenya letsogo go khamphani go ba le tokelo ya go dira ditiro tša meepo go ya ka dipeakanyetšo tša MPRDA. Lega go le bjalo, morero e tla ba go feta dinyakwa tša molao ka mehla go sepelelana le leano la yona la go ba badudi ba dikhamphani.

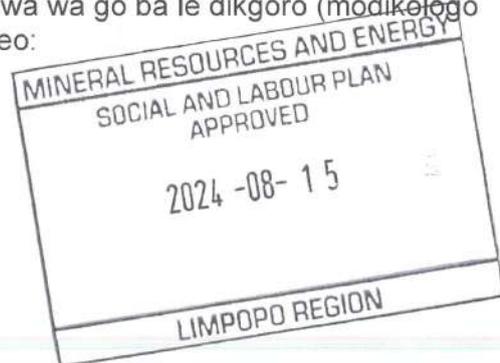
Molaotheo wa taolo ya protšeke le tshepedišo ya taolo le netefatšo.

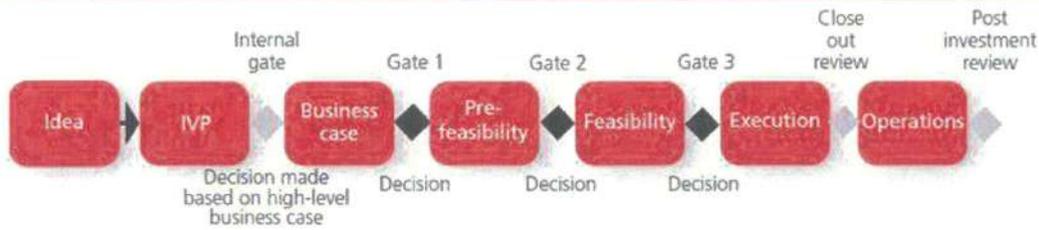
Taolo ya protšeke le go ela ke ye nngwe ya mafelo a bohlokwa ao a lebantšwego ka gare ga Moepo, gomme e dirišwa gape ke tshepedišo.

Re na le diprotšeke tša go fapafapana tša kgolo ya organic le kaonafatšo ya tshepedišo tšeo di lebišitšwego go oketša bophelo bja meepo gomme ka go realo re netefatše poelo ya lebaka le letelele le dibaka tša mešomo tša lebaka le letelele.

Re laola dibaka tša dipeeletšo le diprotšeke ka go šomiša tshepedišo ya semmušo ye e nago le dikgoro tša kgato go netefatša maemo a maleba a taolo le netefatšo. Tshepetšo ye e sepelelana le mekgwa ye mekaone ya lefase. Re na le mošomo wa taolo ya diprotšeke wo o nago le boemedi maamong a khuduthamaga yeo e hlokomelago diprotšeke tšeo di dirwago ka sehlopheng.

Katlego ya go phethagatša diprotšeke tše ntši e fihlelelwa ka go phethagatša melawana ye e tiilego ya taolo ya diprotšeke ya profešenale go thekga mokgwa wa go ba le dikgoro wo o hlalošitšwego ka mo godimo. Mokgwa wa go ba le dikgoro (modikologo wa bophelo bja porojeke) o akaretšwa ka tsela yeo:





Mokgwa wo, le ge go le bjalo, o ka se dirišwe go diprotšeke ka moka tšeo re beeletšago go tšona. Balekane ba rena ba LED/borakontraka le ge go le bjalo ba tla hlohleletšwa go latela mekgwa ye ka ditikologong tša bona ka go latelana go netefatša go logaganya le thekgo ya LED. Re tla thuša go hlabolla mabokgoni a moo go kgonegago. Molaotheo wa bohlokwa mo ke gore porojeke ye nngwe le ye nngwe ya LED e be le leano la porojeke la maleba leo le akaretšago maemo a nyakegago a tlhalošo.

Ka go diriša melawana ya maleba ya taolo ya protšeke, meholo ye e latelago e tla lemogwa:

- Palo ya diprotšeke tša LED tšeo di phethagaditšwego ka katlego e tla oketšega.
- Go tšwela pele ga diprotšeke tša LED go tla oketšega.
- Go kgonagala ga diprotšeke tša LED go tla laolwa pele ga phethagatšo.
- Tekanyo ya diprotšeke tša LED katlego e fihlelelwa gabonolo.
- Pušo le netefatšo di bontšhwa semmušo.

Rena, ge re kgopelwa ke balekane ba LED, re tla thuša gape goba ra fana ka bokgoni bja taolo ya diprotšeke go hlokomela diprotšeke tša LED tša sehlopha le go netefatša gore melawana ya taolo ya diprotšeke ya profeshenale e a latelwa bjalo ka karolo ya phethagatšo ya SLP ye. Le mo, mokgwa wo o ka se dirišwe go diprotšeke ka moka tšeo re beeletšago go tšona.

#### 4.7.7. Diporojeke tse di LED ka SLP

Diprotšeke tša LED tšeo di lego ka go SLP ya Tšhomišo di latela melawana ye e lego ka mo godimo ka dikelohloko tše di latelago:

- Merero ya thekgo ya LED ga e eme, eupša e tla lekolwa ka mehla le bakgathatema ba maleba, kudukudu mebasepala, bakeng sa dibaka tša kaonafatšo ye e tšwelago pele le go netefatša gore dikholego tše kgolo tša tlhabollo ya ekonomi di a fihlelelwa.
- Diprotšeke tša LED di tla dula di sepelelana le maikemišetšo a LED bjalo ka ge a hlagišitšwe ke melawana ya MPRDA le ya MPRDA.

Tekolo ya diprotšeke tša LED e tla ba kgafetšakgafetša le ye e tšwelago pele, ka bakgathatema ka moka ba kgatha tema go akaretšwa eupša e sego fela mebasepala, Meepo, le DMRE.



#### 4.8.8. Tlhabollo ya ekonomi ya leago

Tlhabollo ya ekonomi ya leago e akaretša dipeeletšo ka diprotšekeng tše di amanago le HIV/AIDS, tlhomo ya mešomo, phokotšo ya bodiidi, tšwetšopele ya polokego ya setšhaba le nolofatšo ya maatlafatšo ya ekonomi ya bathobaso (BEE).

Thušo ya ditšhelete ya diprotšeke, mananeo le ditiragalo e lebelelwa go ya ka dinyakwa tšeo di lemogilwego e ka ba ka mo nageng goba nageng.

#### 4.9. Maikarabelo ago bega

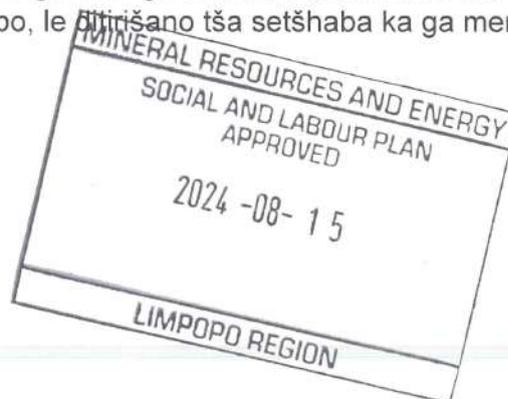
Go tsenywa tirišong ga SLP ye, gammogo le go lokišetša le go romela pego ya ngwaga ka ngwaga ke tshepedišo, ke maikarabelo a moepo ka otee gomme mafelelong e na le maikarabelo go Khuduthamaga ye e hlokometšego meepo ya Afrika Borwa go netefatša gore maano a phethagatšwa ka katlego.

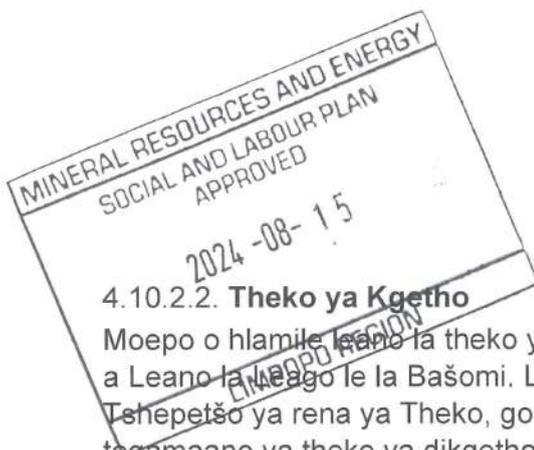
#### 4.10.1. LEANO LA THEKO LE KGWEBO

##### 4.10.1.1. Matseno

Re dumela gore theko e kgatha tema ye bohlokwa phetošong ya naga ya ekonomi ya Afrika Borwa gomme elemente ye ya Leano la yona la Leago le la Bašomi e tsenya tirišong didirišwa ka moka tša ketane ya kabo ya Moepo le bokgoni bja go hlola ka go ya go ile dibaka tša kgwebo go tšhuma entšene ya tlhabollo ya bosetšhaba ye e nabilego nakong le ka morago ga moo nako ye e nyakegago ya mengwaga ye mehlano, go thoma kgauswi le ditiro tša rena ka mo go kgonegago, go tšwetša pele ditšhaba tša rena tša meepo.

Maikemišetšo a leano le ke go laetša boikgafo bja Moepo go oketša tšhelete ye e dirišitšwego go rekeng ga dithoto le ditirelo go tšwa go ditheo tša BEE ka ditšhabeng tša rena tša selegae moo go kgonegago le go kgonagala ka ditšhelete, mo lebakeng le lengwe la mengwaga ye mehlano. Go tšwela pele ga dikgwebo tša SMME go akaretša go feta fela tlholo ya dibaka tša theko gomme go akaretša dielemente tše di amanago tša maitapišo a tlhabollo ya dikgwebo, le ditirišano tša setšhaba ka ga merero ye e lebanego le theko ya selegae.





#### 4.10.2.2. Theko ya Kgetho

Moepo o hlamilile leano la theko ya kgetho go netefatša gore o aba ka ntle ga maitlamo a Leano la Matšatši le la Bašomi. Leano la Theko ya Kgetho le tšentswe ka go Pholisi le Tšhepetšo ya rena ya Theko, gomme le sepelelana ka botlalo le kokwane ya rena ya togamaano ya theko ya dikgetho go netefatša ditšhaba tša meepo tša go ya go ile.

Boemo bja Moepo kgahlanong le dipheho tše di boeleditšwego tša tšhatara ya meepo Re šomiša dipotšišo tše di latelago go ela boikgafo bja yona kgahlanong le dipheho tše di boeleditšwego tša tšhatara ya meepo:

- Na khamphani e file di-HDSA maemo a moabi yo a kgethilwego?

Re file di-HDSA maemo a moabi yo a kgethilwego bjalo ka ge go bonagala medirong ye e latelago yeo e thomilwego ka go lebanya bakeng sa morero wo:

- Moepo o abetše mothopo wo o neetšwego go taolo le tlhokomelo ya baabi ba maemo a BEE le netefatšo.

- Moepo o amogetše nako ye e kgethegilego ya tefelo yeo e netefatšago gore di-SMME's tšeo di ruilweng ke HDSA di lefša ka nako ya tefelo ya matšatši a šupago go netefatša go tšwela pele ga tšona ga ditšhelete le go elela ga tšhelete.

- Moepo o tšere sephetho sa go khutsufatša bontši bja nako ya dikonteraka go oketša kgafetšakgafetša ya dithendara tša wona go dumelela bao ba tsenago ba bafsa ba bantši go tšea karolo dithendara tša wona. Ga re thekge dikonteraka le ge e le dife tšeo di "tala ka mehla."

- Moepo o tšere sephetho sa go bapatša dithendara mo wepsaeteng ya wona le Kgorong ya theko, se se dirwa go dumelela baabi bao ba obamelago BEE go hwetša phihlelelo ya dibaka tša theko motheong wa dithendara wo o bulegilego le wo o lekanago.

- Dipheho di beilwe bakeng sa bonnyane bja tšhomišo ya theko go baabi bao ba obamelago BEE bakeng sa Moepo go sepelelana le dipheho tša bjale tša tšhatara ya meepo.

- Re ikgokaganya le dikgwebo tša HDSA ka maitapišo a Matšatši a Baabi go šupa ditaba le mathata ao baabi ba bannyane ba itemogelago ona ge ba šomana le rena gomme ka kopanelo re hwetše ditharollo tša go fediša mapheko.

- Na khamphani e lemogile maemo a bjale a theko go tšwa go dikhamphani tša HDSA go ya ka dithoto tša khapethale, didirišwa, le ditirelo?

Kgoro ya rena ya theko e tla tšwela pele go lekantšhwa ka ga tshepedišo ye e dirišitšwego ya theko ya BEE gomme e laolwa le go hlokomelwa go fihla bokgoleng bjo bo swanago le bja ditšhupetšo tša rena tše dingwe tša ditšhelete. BEE yeo e dirišitšwego e sekasekwa go ya ka tšhomišo ya tšhelete ya khapethale, ya tšhomišo le ya tirelo gomme pego e thekgwa ke dikerafo tšeo di laetšago:

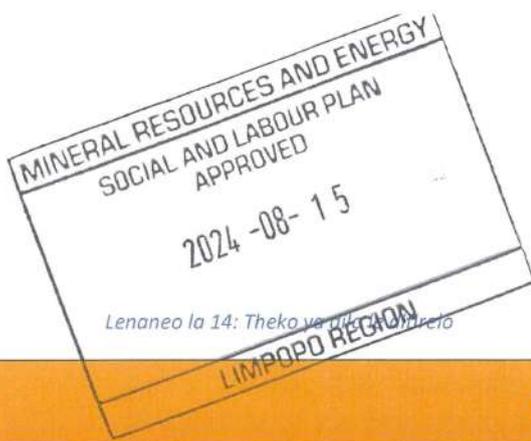
- Tšhomišo ya BEE ka tokelo ya meepo bjalo ka phesente ya palomoka ya tšhomišo ya temogo.
- Ditshenyegelo tša theko ya BEE ka profense.
- Na khamphani e bontšhitše boikgafo bja tšwelopele ya theko go tšwa go dikhamphani tša HDSA mo nakong ya mengwaga ye meraro go ya go ye mehlano go ya ka dithoto tša khapethale, didirišwa tša tšhomišo, le ditirelo, gomme boikgafo bo phethagaditšwe go fihla bokgoleng bofe?

Re na le diphetho tše di tiilego tša Setheo sa BEE seo se dirišitšwego, go ya ka karata ya dintlha ya Tšhata ya Meepo ye e boleditšwego. Diphetho di bewa bakeng sa dithoto tša khapethale, didirišwa tša tšhomišo le ditshenyegelo tša tirelo, gomme tshepedišo kgahlanong le diphetho tše e lekantšwe le go begwa kotara le kotara.

Maikemišetšo a leano le ke go laetša boikgafo bja rena bja go oketša tšhelete ye e dirišitšwego go rekeng dithoto le ditirelo go tšwa go ditheo tša BEE ka ditšhabeng tša rena tša selegae moo go kgonegago le go kgonega ka ditšhelete, mo lebakeng le lengwe la mengwaga ye mehlano. Go tšwela pele ga dikgwebo tša SMME go akaretša go feta fela go hlolwa ga dibaka tša theko gomme go akaretša dikarolo tše di amanago tša maitapišo a tlhabollo ya dikgwebo, le ditirišano tša setšhaba ka ga merero ye e lebanego le theko ya selegae, ka ge Moepo o le mo legatong la go thoma, diphetho tša theko di tla fetoga nako le nako go fihlela moepo o fihla dinomoro/diphetho tše di kgethilwego tšeo di theilwego godimo ga Tšhata ya Meepo III, PP le SED (Theko ya Kgetho le Tlhabollo ya Kgwebo ya Baabi)

Dinepo tše di dirišitšwego tša theko ya BEE-setheo tša nako ya 2024 go fihla ka 2028 di theilwe godimo ga dinyakwa tša Tšhata ya Meepo gomme ke tše di latelago:





## THEKO YA GO THEKO

Reka dithoto / didirišwa / ditirelo tše di tšweleditšwego ka mo nageng go tšwa go dikhamphani tšeo di obamelago BEE.

TLHALOŠO	2024	2025	2026	2027	2028
Theko ya Dithoto tša Motsemošate	15%	45%	55%	70%	75%
Theko ya Ditirelo	30%	45%	55%	70%	80%
Theko ya Didirišwa tše di Dirišwago	20%	45%	55%	70%	100%
Baabi ba Ditšhaba tše Dintši	5%	5%	3%	3%	3%

## 4.11. Tlhabollo ya Kgwebo le ya Baabi

### 4.11.1. Matseno

Moepo o tšea tlamo ya wona ya Tlhabollo ya Dikgwebo le Baabi ka hlogo kudu. ESD e tla dirišana kgauswi le Ketane ya Phepelo go netefatša koketšego ya tšhomišo ya HDSA le BEE ya selegae.

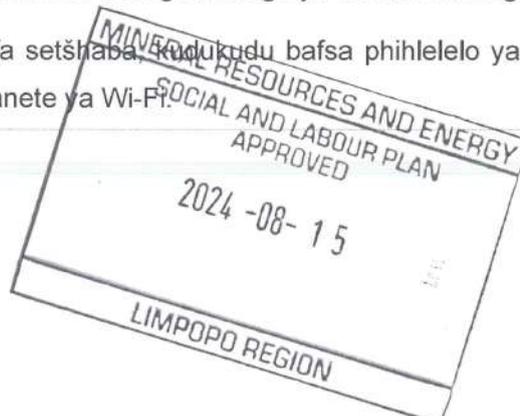
Bjalo ka karolo ya maikarabelo a rena a leago go ditšhaba, re ikgafile go tlhabollo ya ekonomi ya selegae ya go ya go ile ka gare le go dikologa ditšhaba tšeo re epago go tšona. Kgoro ya rena ya Tlhabollo ya Ekonomi ya Selegae ke seabe se bohlokwa go tlhabollo ya dikgwebo gomme e šomiša ka mo go kgonegago dikhamphani tša selegae tša BEE le HDSA ka phethagatšong ya diprotšeke tšeo di reretšwego go hola le tlhabollo ya ekonomi ya leago ya setšhaba sa moepo.

Kgoro ya Theko e tšwela pele go ba le ditšhupetšo ka dikomiti tša maano tša ka gare (i.e., Komiti ya Dithendara, Komiti ya Difoka tša Theko, le Komiti ya Barekiši). Kgoro ya Tlhabollo ya Dikgwebo le Baabi e netefatša gore lenaneo la phetogo le kwešišwa ka dikomiti tšeo ka moka ge dipetho di tšewa. Moepo o tla ntšha ESD go baabi ba ditirelo ba selegae le go tlwaetša ditšhaba tša bona tšeo di ka bago gona go ba di-SMME tše di kgethilwego.

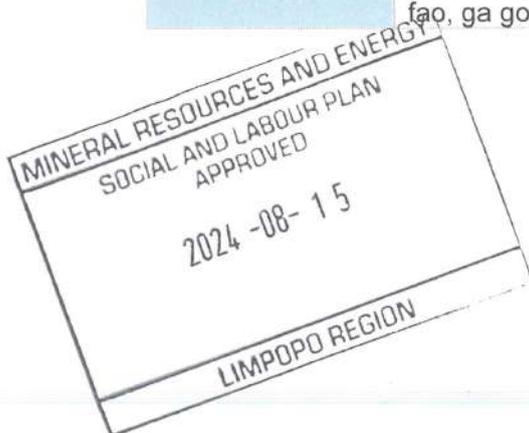
#### 4.12. DIPROJEKE TŠA TLHABOLOLO YA EKONOMI YA SEGAE TŠEO DI ITLAGO

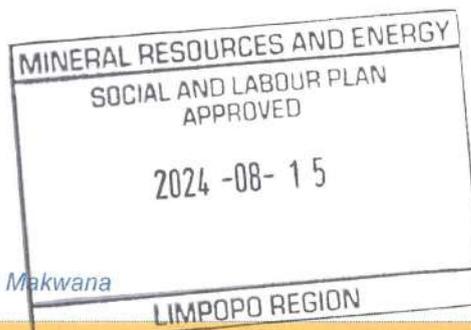
Lenaneo la 15: Protšeke ya LED ya setšhaba sa De Kom

<b>PROJEKE YA 1</b>	<b>DE KOM COMMUNITY HALL – FETAKGOMO TUBATSE LOCAL MUNICIPALITY</b>
<b>TEKANYETSO YA LED</b>	R 2 500 000
<b>Go hlopha</b>	Protšeke ya Phokotšo ya Bodiidi le Tšwetšopele ya Setšhaba
<b>Lefelo le baholegi</b>	De Kom – Motse wa Ga Komane (Ward 12, FTLM) .
<b>Matšatsikgwedi</b>	Protšeke e tla phethagatšwa ka Ngwaga wa 2024. • Pherekong 2024 go fihla ka Dibatsela 2024
<b>Setheo se se nago se le maikarabelo</b>	Zijin Garatau Platinum Mine
<b>Babapadi ba tema</b>	Moepo wa Platinum wa Zijin Garatau, Mmasepala wa Selegae wa Fetakgomo Tubatse
<b>Lemorago la Protšeke</b>	Setšhaba sa De Kom ga bjale ga se na holo ya setšhaba ya go swara dikopano le mešomo. Go e na le moo, setšhaba se gapeletšega go swara diboka ka tlase ga dihlare goba tikologong e bulegilego go sa šetšwe boemo bja leratadima. Ka fao projeke ye e tla thuša setšhaba go ikgantšha ka lefelo la maleba la go šireletša ge go na le dikopano le meletlo ye mengwe ya setšhaba. Nakong ya kago ya holo ye, go tla ba le mešomo go setšhaba sa selegae seo se tlogo thuša ka kago gomme projeke ye gape e tla ba karolo ya go fediša bodidi, kudukudu go bafsa bao ba sa šomego bao e tlogo ba karolo ya sehlopha sa kago.
<b>Maikemišetšo a Protšeke</b>	<ul style="list-style-type: none"> <li>• Maikemišetšo a magolo a projeke ye ke go fana ka hola ya merero ye mentši go setšhaba sa De Kom.</li> <li>• Go fa setšhaba seriti sa botho gore se kgone go swara dikopano ka fase ga tikologo ye e šireleditšwego.</li> <li>• Go fa setšhaba, kudukudu bafsa phihlelelo ya kgokagano ya inthanete ya Wi-Fi.</li> </ul>



	<ul style="list-style-type: none"> <li>Go hloma mešomo ka ge bašomi ba selegae ba tla thwala bakeng sa mešomo ka moka yeo e nyakago bašomi ba bantši.</li> </ul>
<b>Ditšweletšwa tša Protšeke</b>	<ul style="list-style-type: none"> <li>Holo ya setšhaba ya merero ye mentši yeo e phethilwego ka botlalo.</li> </ul>
<b>Dipoelo / Di-KPA / Di-KPI</b>	<ul style="list-style-type: none"> <li>Tlholo ya letseno go maloko a setšhaba ao a tlogo tšea karolo phethagatšong ya protšeke.</li> <li>Tšhireletšo ya setšhaba go maemo a bosoa a thata ge go swarwa dikopano.</li> <li>Phetišetšo ya mabokgoni ao a amanago le kago go akaretšwa go rema dițena.</li> <li>Setšhaba se ka tsenela diprotšeke tša go tšweletša letseno go swana le go hira holo ya setšhaba bakeng sa ditragalo le mešomo ya praebete.</li> </ul>
<b>Palo le go hlopha mešomo</b>	<ul style="list-style-type: none"> <li>Mešomo ya nakwana yeo e nago le bokgoni bjo bo sego kae e tla hlolwa nakong ya phethagatšo ya protšeke.</li> <li>Bonyane bja bafsa ba 15 (banna ba 8 ba Maafrica le basadi ba 7 ba Maafrica) bao ba tlogo thwala nakong ya phethagatšo ya protšeke.</li> <li>NB: Tlaleletšo ye e tletšego ya mešomo yeo e tlogo hlolwa e tla laolwa ke nyakišišo ye e feletšego ye e kgonegago.</li> </ul>
<b>Palo le go hlopha mešomo</b>	<p>Polelo ya projeke e tlemilwe go kago ya holo ya setšhaba, yeo e nago le didirišwa tša Wi-Fi goba inthanete, le go fencing holo ya setšhaba. Ge tše di boletšwego ka mo godimo di šetše di agilwe le go hlongwa, protšeke ye e tla tšewa e feletše gomme ya gafelwa Mmasepala. Ka fao, ga go nyakege leano la go tšwa.</p>

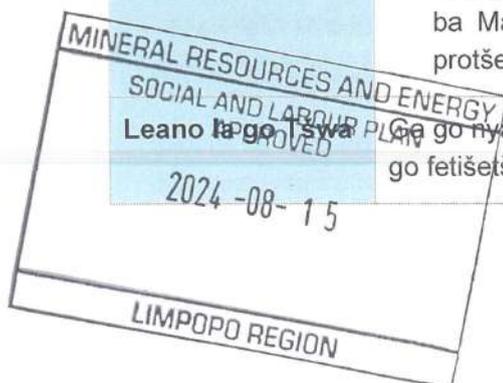


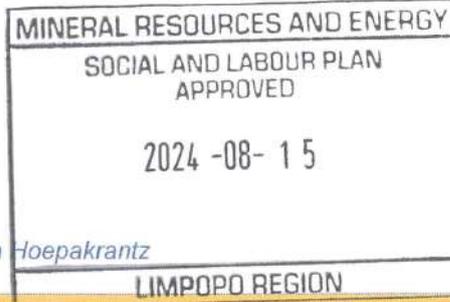


Lenaneo la 16: Protšeke ya LED ya setšhaba sa Makwana

PROJEKE YA 2	PROJEKE YA KABO YA METSI YA MAKWANA – MAKHUDUTHAMAGA MMASEPALO WA SEGAE
Tekanyetsokabo ya LED	R1 500 000
Go hlopha	Protšeke ya Phokotšo ya Bodidi le Tšwetšopele ya Setšhaba
Lefelo le baholegi	Setšhaba sa Makwana (Ward 15) .
Matšatšikgwedi	Pherekgong 2024 go fihla ka Dibatsela 2024
Setheo se se nago le maikarabelo	Moepo wa Platinamo wa Zijin Garatau
Babapadi ba tema	Moepo wa Platinum wa Zijin Garatau, Mmasepala wa Selegae wa Makhuduthamaga
Lemorago la Protšeke	<p>Afrika Borwa e lebane le mathata a mmalwa ka go netefatša gore methopo ya yona ya meetse e hlwekile ebile e le ye ntši ka mo go lekanego go ka šomišwa. Gare ga mathata a.</p> <ul style="list-style-type: none"> <li>• Mafelo a pula ya fase le komelelo</li> <li>• Boleng bjo bo fokolago bja meetse</li> <li>• Dinolofatši tša go hlwekiša meetse tša masepala tšeo di sa šomego gabotse le tšeo di sa šomego gabotse</li> <li>• Reticulation ya meetse ye e sa lekanego</li> </ul> <p>Selete sa Sekhukhune ka go lekana se lebane le ditlhohlo tše kgolo tša tlhaelelo ya meetse. Nakong ya ditirišano tša setšhaba tša LED le tša mmasepala, go tšweletše ka maatla kudu gore setšhaba sa Makwana se amegile kudu ke ditlhohlo tša tlhaelelo ya meetse.</p> <p>Ka go MLM IDP taba ya tlhaelelo ya meetse e ahlaahlwa kudu, gomme tlhaelelo ya meetse e ama mohlwaela wa ditaba tše dingwe tša tlhabollo ka mmasepaleng, tšeo di akaretšago – kabo ya ditirelo tša masepala, mediro ya bolemirui bja go iphediša le temo ya kgwebo.</p>
Maikemišetšo a Protšeke	<ul style="list-style-type: none"> <li>• Maikemišetšo a magolo a projeke ye ke go aba kabo ya meetse ya motheo ya go ya go ile go setšhaba sa Makwana.</li> <li>• Go fokotša palomoka ya go šalela morago ga nyakego ya meetse motseng wa Makwana.</li> <li>• Go hloma mešomo ka ge bašomi ba selegae ba tla thwala bakeng sa mešomo ka moka yeo e nyakago bašomi ba bantši.</li> </ul>

	<ul style="list-style-type: none"> <li>• Go Kaonafatša boleng bja bophelo ka phihlelelo ye kaone ya meetse.</li> <li>• Go hlola bokgoni bja dibaka tše mpsha tša ekonomi.</li> </ul>
<b>Ditšweletšwa tša Protšeke</b>	<ul style="list-style-type: none"> <li>• Bonyane mekoti ya meetse ye mene (4) yeo e swanetšego go phulwa mafelong ao a loketšego thutafase ya meetse le/goba go tsošološa melete ya kgale/ye e lego gona.</li> <li>• Mekoti ka moka ya go bora go ba le diforamo tša sekontiri le legora la palisade.</li> <li>• Molete o mongwe le o mongwe wa go bora o swanetše go ba le pompo ya meetse ( pompo ya meetse ya 4 x 1) .</li> <li>• Diphaephe tša meetse</li> <li>• Bonyane tanka ya Jojo ya dilitara tše 10 000 ka moleteng wa go bora (ditanka tša Jojo tša dilitara tše 4 x 10 000) .</li> <li>• Bonyane dipompo tše pedi (2) tša meetse ka moleteng wa go bora (dipompo tše 4 x 2) .</li> <li>• Diforo tše pedi (2) tša meetse a diphoofolo tšeo di swanetšego go tsenywa.</li> <li>• Pego ya phethagatšo ya protšeke.</li> </ul> <p>NB: Go ka dirwa diphaephe tša tlaleletšo le go hloma dipompo tša kgatelelo (palo yeo e sa tsebjego mo nakong ye) bakeng sa mafelo ao ka gare ga motse wa Makwana moo melete yeo e phuntšwego e ka bago e sa neelane ka meetse a lekanego</p>
<b>Dipoelo / Di-KPA / Di-KPI</b>	<ul style="list-style-type: none"> <li>• Tlholo ya letseno go maloko a setšhaba ao a tlogo tšea karolo.</li> <li>• Kabo ya meetse ya go ya go ile ya setšhaba sa Makwana.</li> <li>• Phetišetšo ya mabokgoni a go hloma tharollo ya meetse.</li> <li>• Setšhaba se ka itlhama ka diprotšeke tša go tšweletša letseno tšeo di nyakago meetse.</li> </ul>
<b>Palo le go hlopha ga mešomo</b>	<p>Mešomo ya nakwana yeo e nago le bokgoni bjo bo sego kae e tla hlopha ka nakong ya phethagatšo ya protšeke.</p> <ul style="list-style-type: none"> <li>• Bonyane bja bafsa ba 10 (banna ba 5 ba Maafrica le basadi ba 5 ba Maafrica) bao ba tlogo thwala nakong ya phethagatšo ya protšeke.</li> </ul> <p>Go go nyakege leano la go tšwa ka ge taelo ya Khamphani e fela ka go fetišetšwa ga protšeke ya meetse go setšhaba le Mmasepala.</p>

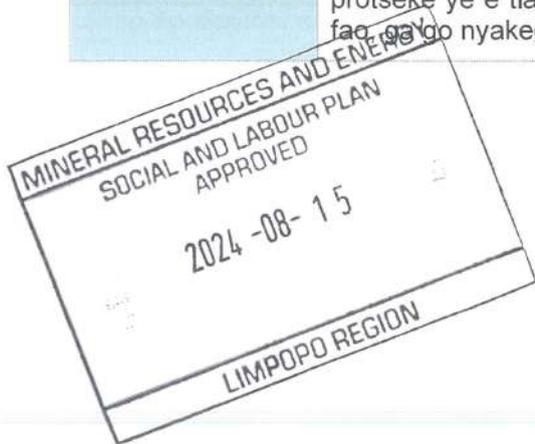


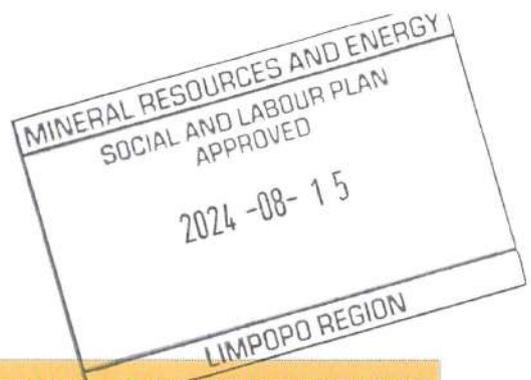


Lenaneo la 17: Protšeke ya LED ya setšhaba sa Hoepakrantz

<b>PROJEKE YA 3</b>	<b>HOEPAKRANTZ HOLO YA SETŠHABA – MAKHUDUTHAMAGA MMASEPALO WA SEGAE</b>
<b>BUDGET YA LED</b>	R 2 500 000
<b>Go hlopha</b>	Protšeke ya Mananeokgoparara (Tšwetšopele ya Setšhaba).
<b>Lefelo le baholegi</b>	Hoepakrantz - Motse wa Mabhedla (Lebato la 15, MLM) .
<b>Matšatšikgwedi</b>	Protšeke e tla phethagatšwa ka Ngwaga wa 2025. <ul style="list-style-type: none"> <li>Pherekong 2025 go fihla ka Dibatsela 2025</li> </ul>
<b>Setheo se se nago se le maikarabelo</b>	Moepo wa Platinamo wa Zijin Garatau
<b>Babapadi ba tema</b>	Moepo wa Platinum wa Zijin Garatau, Mmasepala wa Selegae wa Makhuduthamaga
<b>Lemorago la Protšeke</b>	<p>Setšhaba sa Mabhedla ga bjale ga se na holo ya setšhaba ya go swara dikopano le mešomo. Go e na le moo, setšhaba se gapeletšega go swara diboka ka tlase ga dihlare goba tikologong e bulegilego go sa šetšwe boemo bja leratadima. Ka fao projeke ye e tla thuša setšhaba ka lefelo la maleba la go šireletša ge go na le dikopano le meletlo ye mengwe ya setšhaba.</p> <p>Nakong ya boitšhidullo bja LED scoping, tlhokego ya ka pela ya holo ya setšhaba ka Hoepakrantz e ile ya tšweletšwa go mmasepala, le kgopelo ya gore holo ya setšhaba e ngwadilwe ka go IDP ya Mmasepala. Khamphani e ikemišeditše go phethagatša protšeke ye go hola ditšhaba tšeo di amogelago baeng.</p> <p>Nakong ya kago ya holo ye, go tla ba le mešomo go setšhaba sa selegae seo se tlogo thuša ka kago gomme projeke ye gape e tla ba karolo ya go fediša bodiidi, kudukudu go bafsa bao ba sa šomego bao e tlogo ba karolo ya sehlopha sa kago.</p>
<b>Maikemišetšo a Protšeke</b>	<ul style="list-style-type: none"> <li>Maikemišetšo a magolo a projeke ye ke go fana ka holo ya merero ye mentši go setšhaba sa Hoepakrantz. Go fana ka seriti sa botho setšhabeng gore ba kgone go swara dikopano ka fase ga tikologo ye e šireleditšwego.</li> <li>Go fa setšhaba, kudukudu bafsa phihlelelo ya kgokagano ya inthanete ya Wi-Fi.</li> </ul>

	<ul style="list-style-type: none"> <li>Go hloma mešomo ka ge bašomi ba selegae ba tla thwala bakeng sa mešomo ka moka yeo e nyakago bašomi ba bantši.</li> </ul>
<b>Ditšweletšwa tša Protšeke</b>	<ul style="list-style-type: none"> <li>Holo ya setšhaba ya merero ye mentši yeo e phethilwego ka botlalo.</li> <li>Dithaele, di pentilwe le ka siling ya marulelo.</li> <li>Didirišwa tša inthanete tša Wi-Fi</li> <li>Fencing ya holo ya setšhaba le go neela</li> <li>Go thwala batho ba lefelong leo kudu bafsa</li> <li>Pego ya phethagatšo ya protšeke</li> </ul>
<b>Dipoelo / Di-KPA / Di-KPI</b>	<ul style="list-style-type: none"> <li>Tiholo ya letseno go maloko a setšhaba ao a tlogo tšea karolo.</li> <li>Tšhireletšo ya setšhaba go maemo a boso a thata ge go swarwa dikopano.</li> <li>Phetisetšo ya mabokgoni ao a amanago le kago go akaretšwa go rema ditena.</li> <li>Setšhaba se ka tsenela diprotšeke tša go tšweletša letseno go swana le go hira holo ya setšhaba bakeng sa ditiragalo le mešomo ya praebete.</li> </ul>
<b>Palo le go hlopha mešomo ga</b>	<ul style="list-style-type: none"> <li>Mešomo ya nakwana yeo e nago le bokgoni bjo bo sego kae e tla hlopha nakong ya phethagatšo ya protšeke.</li> <li>Bonyane bja bafsa ba 15 (banna ba 8 ba Maafrica le basadi ba 7 ba Maafrica) bao ba tlogo thwala.</li> </ul> <p>NB: Tlaleletšo ye e tletšego ya mešomo go hlopha e tla laolwa ke nyakišišo ye e feletšego ye e kgonegago.</p>
<b>Leano la go Tšwa</b>	<p>Polelo ya projeke e tlemilwe go kago ya holo ya setšhaba, yeo e nago le didirišwa tša inthanete tša Wi-Fi, le go fencing holo ya setšhaba. Ge tše di boletšwego ka mo godimo di šetše di agilwe le go hlongwa, protšeke ye e tla tšewa e feletše gomme ya gafelwa Mmasepala. Ka fao go nyakege leano la go tšwa.</p>



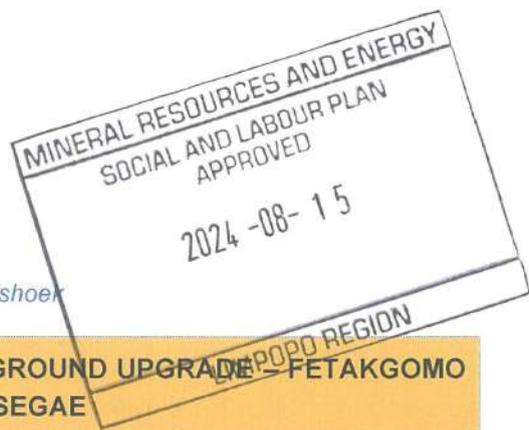


Lenaneo la 18: Protšeke ya LED ya setšhaba sa Garatouw

<b>PROJEKE YA 4</b>	<b>HOLO YA SETŠHABA YA GARATOUW - FETAKGOMO TUBATSE MMASEPALO WA SEGAE</b>
<b>TEKANYETSO YA LED</b>	R 4 000 000
<b>Go hlopha</b>	Protšeke ya Mananeokgoparara (Tšwetšopele ya Setšhaba).
<b>Lefelo le baholegi</b>	Garatouw – Motse wa Ga Mpuru (Lebato la 12, FTLM) .
<b>Matšatšikgwedi</b>	Protšeke e tla phethagatšwa ka Ngwaga wa 2026 -2028. • Nako: Pherekong 2026 go fihla ka Dibatsela 2028
<b>Setheo se se nago le maikarabelo</b>	Moepo wa Platinamo wa Zijin Garatau
<b>Babapadi ba temaplayers</b>	Zijin Garatau Platinum, Mmasepala wa Selegae wa Fetakgomo Tubatse
<b>Lemorago la Protšeke</b>	<p>Setšhaba sa Ga Mpuru ga bjale ga se na holo ya setšhaba ya go swara dikopano le mešomo. Go e na le moo, setšhaba se gapeletšega go swara diboka ka tlase ga dihlare goba tikologong e bulegilego go sa šetšwe boemo bja leratadima. Ka fao projeke ye e tla thuša setšhaba go ikgantšha ka lefelo la maleba la go šireletša ge go na le dikopano le meletlo ye mengwe ya setšhaba.</p> <p>Nakong ya kago ya holo ye, go tla ba le mešomo go setšhaba sa selegae seo se tlogo thuša ka kago gomme projeke ye gape e tla ba karolo ya go fediša bodiidi, kudukudu go bafsa bao ba sa šomego bao e tlogo ba karolo ya sehlopha sa kago.</p>
<b>Maikemišetšo a Protšeke</b>	<ul style="list-style-type: none"> <li>• Maikemišetšo a magolo a projeke ye ke go fa setšhaba sa Ga Mpuru holo ya merero ye mentši.</li> <li>• Go fa setšhaba seriti sa botho gore se kgone go swara dikopano ka fase ga tikologo ye e šireleditšwego.</li> <li>• Go fa setšhaba, kudukudu bafsa phihlelelo ya kgokagano ya inthanete ya Wi-Fi.</li> </ul>

	<ul style="list-style-type: none"> <li>Go hloma mešomo ka ge bašomi ba selegae ba tla thwala bakeng sa mešomo ka moka yeo e nyakago bašomi ba bantši.</li> </ul>
<b>Ditšweletšwa tša Protšeke</b>	<ul style="list-style-type: none"> <li>Holo ya setšhaba ya merero ye mentši yeo e phethilwego ka botlalo.</li> <li>Dithaele, di pentilwe le ka siling ya marulelo.</li> <li>Didirišwa tša inthanete tša Wi-Fi</li> <li>Fencing ya holo le go neela</li> <li>Go thwala batho ba lefelong leo kudu bafsa</li> <li>Pego ya phethagatšo ya protšeke</li> </ul>
<b>Dipoelo / Di-KPA / Di-KPI</b>	<ul style="list-style-type: none"> <li>Tiholo ya letseno go maloko a setšhaba ao a tlogo tšea karolo phethagatšong ya protšeke.</li> <li>Tšhireletšo ya setšhaba go maemo a boso a thata ge go swarwa dikopano.</li> <li>Phetišetšo ya mabokgoni ao a amanago le kago go akaretšwa go rema ditena.</li> <li>Setšhaba se ka tsenela diprotšeke tša go tšweletša letseno go swana le go hira holo ya setšhaba bakeng sa ditiragalo le mešomo ya praebete.</li> </ul>
<b>Palo le go hlopha mešomo ga</b>	<ul style="list-style-type: none"> <li>Mešomo ya nakwana yeo e nago le bokgoni bjo bo sego kae e tla hlolwa nakong ya phethagatšo ya protšeke.</li> <li>Bonyane bja bafsa ba 15 (banna ba 8 ba Maafrica le basadi ba 7 ba Maafrica) bao ba tlogo thwala nakong ya phethagatšo ya protšeke.</li> <li>NB: Tlaleletšo ye e tletšego ya mešomo yeo e tlogo hlolwa e tla laolwa ke nyakišišo ye e feletšego ye e kgonegago.</li> </ul>
<b>Leano la go Tšwa</b>	<p>Polelo ya projeke e tlemilwe go kago ya holo ya setšhaba, yeo e nago le didirišwa tša Wi-Fi goba inthanete, le go fencing holo ya setšhaba. Ge tše di boletšwego ka mo godimo di šetše di agilwe le go hlongwa, protšeke ye e tla tšewa e feletše gomme ya gafelwa Mmasepala. Ka fao, ga go nyakege leano la go tšwa.</p>

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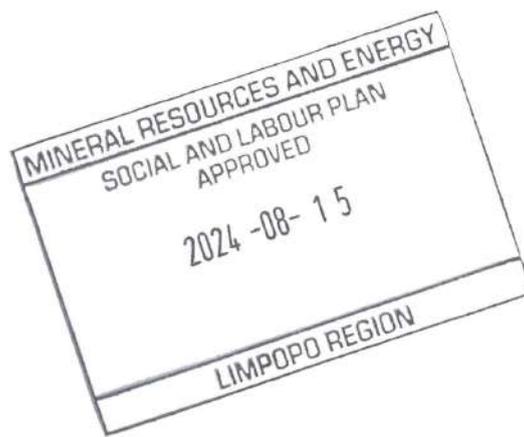


Lenaneo la 19: Protšeke ya LED ya setšhaba sa Maandagshoek

<b>PROJEKE YA 5</b>	<b>MAANDAGSHOEK SPORTS GROUND UPGRADE – FETAKGOMO TUBATSE MMASEPALO WA SEGAE</b>
<b>TEKANYETSO YA LED</b>	R3 500 000
<b>Go hlopha</b>	Protšeke ya Mananeokgoparara (Tšwetšopele ya Setšhaba).
<b>Lefelo baholegi</b>	Maandagshoek – Motse wa Ga Mamphahlane (Lebato la 12, FTLM) .
<b>Matšatšikgwedi</b>	Protšeke e tla phethagatšwa ka Ngwaga wa 2026 -2028. <ul style="list-style-type: none"> <li>Nako: Pherekong 2026 go fihla ka Dibatsela 2028</li> </ul>
<b>Setheo se nago maikarabelo</b>	Moepo wa Platinamo wa Zijin Garatau
<b>Babapadi tema</b>	Moepo wa Platinum wa Zijin Garatau, Mmasepala wa Selegae wa Fetakgomo Tubatse
<b>Lemorago Protšeke</b>	<p>Setšhaba sa Ga Mamphahlane ga bjale ga se na lepatlelo la dipapadi la maleba leo le nago le grandstand le dinolofatši tša go hlapa. Bjalo ka karolo ya maitapišo a ekonomi ya leago le mananeo a CSI, khamphani e thekga ka tšhelete ditiragalo tša dipapadi go akaretšwa dithonamente tša kgwele ya maoto. Maikemišetšomagolo a ditiragalo tša dipapadi ke go matlafatša le go hlohleletša bafsa ba setšhaba sa selegae go fihlelela maemo a maswa le go ba thekga maitekong a bona a dipapadi.</p> <p>Ka ge go le bjalo, moepo o tla kaonafatša lepatlelo la bjale la dipapadi motseng wa Ga Mamphahlane go amogela palo ya mediro ya dipapadi ya go fapana le go ya ka dinyakwa tša ditšhaba tša selegae le dikolo. Ka lebaka la mohuta le bogolo bja protšeke, mokgwa wa phethagatšo wa dikgato o tla thongwa. Kgato ya 1, ya dikaonafatšo e tla akaretša kago ya grandstand le dinolofatši tša go hlapa bjalo ka ge go hlalošitšwe ka botlalo ka go SLP ya bjale.</p> <p>Nakong ya kago, go tla ba le mešomo go setšhaba sa selegae seo se tlogo thuša ka kago gomme protšeke ye gape e tla ba karolo ya go fediša bodidi, kudukudu go bafsa bao ba sa šomego bao e tlogo ba karolo ya sehlopha sa kago.</p> <p>NB: Bogolo le bokgoni bja grandstand di tla laolwa ke nyakišišo ye e feletšego ya kgonagalo.</p>

<b>Maikemišetšo a Protšeke</b>	<ul style="list-style-type: none"> <li>• Maikemišetšo a magolo a projeke ye ke go aba lepatlelo la dipapadi leo le kaonafaditšwego go setšhaba sa Ga Mampahlane.</li> <li>• Go fana ka grandstand bakeng sa babogedi nakong ya ditiragalo tša dipapadi</li> <li>• Go fana ka dinolofatši tša go hlapa bakeng sa go dirišwa nakong ya ditiragalo tša dipapadi.</li> <li>• Go hlokomela, ka kakaretšo, maemo a maleba a tlhwekišo le bohlweki nakong ya ditiragalo tša dipapadi</li> <li>• Go hloma mešomo ka ge bašomi ba selegae ba tla thwala bakeng sa mešomo ka moka yeo e nyakago bašomi ba bantši.</li> </ul>
<b>Ditšweletšwa tša Protšeke</b>	<p>Kgato ya 1: .</p> <ul style="list-style-type: none"> <li>• Grandstand yeo e phethilwego ka botlalo bakeng sa babogedi.</li> <li>• Dinolofatši tša go hlapa tšeo di phethilwego ka botlalo tšeo di nago le meetse a go ela.</li> <li>• Go thwala batho ba lefelong leo kudu bafsa</li> <li>• Pego ya phethagatšo ya protšeke</li> </ul>
<b>Dipoelo / Di-KPA / Di-KPI</b>	<ul style="list-style-type: none"> <li>• Tlholo ya letseno go maloko a setšhaba ao a tlogo tšea karolo phethagatšong ya protšeke.</li> <li>• Kabo ya tlhwekišo ya maleba le maemo a bohlweki nakong ya ditiragalo tša dipapadi.</li> <li>• Phetišetšo ya mabokgoni ao a amanago le kago go akaretšwa go rema ditena le go tsenya diphaephe tša meetse.</li> </ul>
<b>Palo le go hlopha ga mešomo</b>	<ul style="list-style-type: none"> <li>• Mešomo ya nakwana yeo e nago le bokgoni bjo bo sego kae e tla hlolwa nakong ya phethagatšo ya protšeke.</li> <li>• Bonyane ba bafsa ba 30 (banna ba Maafrika ba 15 le basadi ba Maafrika ba 15) bao ba tlogo thwala nakong ya phethagatšo ya protšeke.</li> <li>• NB: Tlaleletšo ye e tletšego ya mešomo yeo e tlogo hlolwa e tla laolwa ke nyakišišo ye e feletšego ye e kgonegago.</li> </ul>
<b>Leano la go Tšwa</b>	<p>Nako ya porojeke e ne e tlameletsoe ho kaho ea grandstand le <b>botswelomare(ablution)</b> dithusaleago. Ge tše di boletšwego ka mo godimo, di šetše di agilwe le go hlongwa, kgato ya mathomo ya projeke e tla tšewa e feletše gomme ya gafelwa Mmasepala. Ka fao, ga go nyakege leano la go tšwa</p>





# **KAROLO YA 4: MAEMO A NTLO LE BOPHELO**

## 5.0. MAEMO A NTLO LE BOPHELO

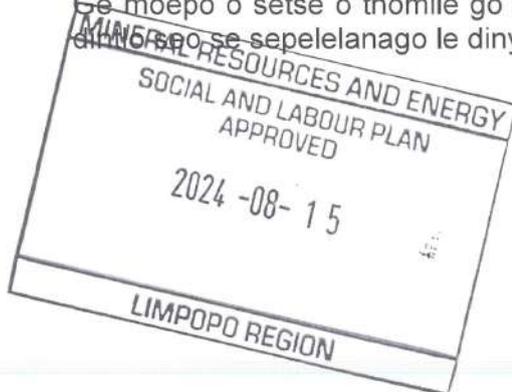
### 5.1. Matseno

Re tsebagaditše dikabo tša dintlo go tšwetša pele beng ba magae gomme ba bangwe ba bašomi ba hlokomela madulo a bona ka mafelong a go ya go ile. Intasteri ya meepo ka kakaretšo e lebane le ditlhohlo tše kgolo tša go bušetša morago bothata bja histori bjo bo amogelwago ka bophara bja dintlo le go fa bašomi ka moka madulo ao a kwagalago le ao a sa bitšego kudu. Re dumela gore bašomi ba rena (go akaretšwa le ba borakotraka ba yona) ba na le tokelo ya go dula ka dintlong tše di hlomphegago, tšeo di nago le bogolo bjo bo lekanego le go hlokomelwa ka mananeokgoparara a motheo go ya ka meetse, tlhwekišo, le mohlagase, go sepelelana le Molaotheo wa Afrika Borwa . Re amogela maikarabelo a rena tabeng ye gomme nakong ye e sa fetšego pelo re tla nolofatša madulo a maleba a bašomi ao a tlogo dumelela bašomi go dula le malapa a bona tikologong ye e tsepamego, ye e phetšego gabotse, le ye e bolokegilego bokgoleng bja go sepela go tloga lefelong la bona la mošomo. Re tla netefatša gape gore bašomi ba moepo ba hwetša thuto ya maleba ka ga maemo a bophelo le phepo. Moepo o tla dira nyakišišo ya dintlo ya bašomi bao ba tlogo thwala go bona maemo a dintlo a bašomi. Maikemišetšo a nyakišišo ye ke go laetša maemo a bjale a bophelo a bašomi le dinyakwa tša dintlo ka kakaretšo, ka kgatelelo ya dinyakwa tše di itšego tša lefelo le dikgetho tša bophelo. Bašomi ba swanetše go laetša ge eba ga bjale ba na le dintlo tša bona goba ba hira, gammogo le mohuta wa dibopego tšeo ba dulago go tšona (ditena le sekontiri, mokhukhu, goba hostele). Dipolelo tša nyakišišo di tla šomišwa go šupa ditsela tša go thuša bašomi mabapi le dintlo tša bona le maemo a bophelo ka mokgwa wo o tlogo ba le khuetšo ye botse ya lebaka le letelele ye e nabilego go bašomi. Go feta fao, Moepo o tla tsebagatša foramo ya mohlakanelwa ya go tšea diphetho go thuša bašomi ka diphethong dife goba dife tšeo di amago dinyakwa tša dintlo. Foramo ye ya mohlakanelwa ya go tšea diphetho e tla ba le maikarabelo a:

- Go hlama le go phethagatša pholisi ya dintlo ya khamphani / moepo.
- Go hlokomela kobamelo ya pholisi ya dintlo; le
- Go tsebagatša thuto, tlhahlo, le tlhabollo ka dikarolo ka moka tša dintlo go hlomela bašomi go tšea karolo ka botlalo ditabeng ka moka tša dintlo.

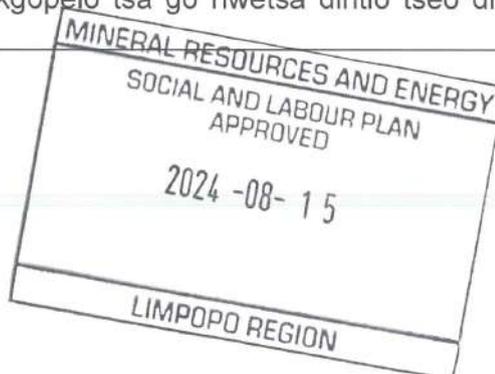
### 5.2. DIKGATO TŠA GO FETOŠA MAEMO A MATLO LE A BOPHELO

Go moepo o šetše o thomile go šoma, re tla netefatša gore o phethagatša sekema sa



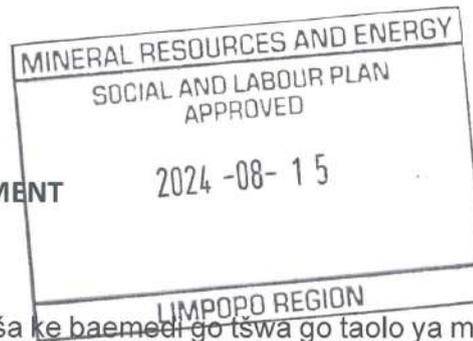
Lenaneo la 20: Phethagatšo ya leano la dintlo

Phethagatšo ya Leano la Dintlo	
<b>Go itlama</b>	<p>Moepo o itlama go nolofatša bašomi ka madulo a go bitša tšhelete ye ntši le a go hlomphega gammogo le kabo ya dintlo ye e amanago le mmaraka bjalo ka ge go dumelelanwe nako le nako le baemedi ba bašomi. Go feta fao, Moepo o tla tsebagatša foramo ya mohlakanelwa ya go tšea diphetho go thuša bašomi ka diphethong dife goba dife tšeo di amago dinyakwa tša dintlo. Foramo ye ya mohlakanelwa ya go tšea diphetho e tla ba le maikarabelo a:</p> <ol style="list-style-type: none"> <li>1. Go hlama le go phethagatša pholisi ya dintlo ya khamphani/moepo.</li> <li>2. Go hlokomela kobamelo ya pholisi ya dintlo; le</li> <li>3. Go tsebagatša thuto, tlhahlo, le tlhabollo ka dikarolo ka moka tša dintlo go hlomela bašomi go tšea karolo ka botlalo ditabeng ka moka tša dintlo.</li> </ol>
<b>Ditlhahlo</b>	<p>Ka fao Mocpo o tla loka go kaonafatša boleng bja madulo a bašomi ba wona ka pholisi ya dintlo ka go latela melawana ye e latelago:</p> <ol style="list-style-type: none"> <li>1. Bašomi ba tla lokologile go kgetha mohuta le lefelo la madulo leo ba le ratago, ntle le dithibelo tšeo di ka bago gona tša molao.</li> <li>2. Kgetho ya bona e tla lekanyeletšwa fela go theko ye e kgonegago le go hwetšagala.</li> <li>3. Thušo e tla fiwa bašomi go ya ka dinyakwa tša bona gammogo le thušo ya ditšhelete go ya ka dikabo tša dintlo.</li> </ol>
<b>Leano tiro la dintlo</b>	<ol style="list-style-type: none"> <li>1. Foramo ya dintlo ya khamphani yeo e tlogo hlongwa, yeo e bopilwego ke baemedi ba mekgatlo ya bašomi le baemedi ba taolo.</li> <li>2. Leano la maleba le la dintlo leo le sa bitšego kudu leo le swanetšego go hlangwa.</li> <li>3. Phethagatšo ya maano le pholisi ya dintlo yeo e swanetšego go hlokomelwa le go lekolwa.</li> <li>4. Go phethagatša lenaneo leo le akaretšago ditekanyetšo tša nako tša go rarolla dinyakwa tša bašomi.</li> <li>5. Bašomi ba swanetše go tlwaetšwa le go rutwa ka ga merero ka moka ya dintlo le phepo.</li> <li>6. Dinyakwa tša dikgopelo tša go hwetša dintlo tšeo di swanetšego go laolwa.</li> </ol>



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**KAROLO YA 5:  
TAOLO YA  
DOWNSCALING LE  
RETRENCHMENT**



## 6.0. TAOLO YA DOWNSCALING LE RETRENCHMENT

### 6.1. Go hlongwa ga foramo ya ka moso

Foramo ya ka moso ya tshepedišo ye e tla bopša ke baemedi go tswa go taolo ya moepo le maloko a komiti ya makala a mekgatlo goba mekgatlo. Foramo ye e tla hlongwa go šomana le ditaba tša kaonafatšo ya tšweletšo, go fokotša tahlegelo ya mešomo le go lekanyetša khuetšo ya go fokotša mošomo le go fokotša mošomo moo tše di ka se efogego.

Gopola gore diforamo di itemogela ditlhohele tša go se šome gabotse le go tšwela pele (ka lebaka la phetogo ye e tšwelago pele ya boemedi). Moepo o tla dira ditlhalobo tša ngwaga le ngwaga ka ga tshepedišo ya diforamo tša ka moso. Go tla tšewa magato a go rarolla ditlhohele tše, mohlala go tsošološa diforamo le go kaonafatša bokgoni bja tšona. Molaodi wa maikarabelo a leago a kgwebo (CSR) goba wa Dikamano tša Bakgathatema o tla fiwa mošomo wa go netefatša go tšwela pele ka bokamoso ka moka. Maloko a diforamo tša ka moso a tla tšwela pele, a tsenywa goba a newa bokgoni go ya ka tše di latelago:

- Leano la Leago le la Bašomi,
- Pholisi ya peakanyo ya leago ya bosetšhaba ya Kgoro ya Bašomi,
- Tlhako ya leano la leago la Moepo,
- Taolo ya leano la leago le la bašomi, le mešomo ya tšona.
- Maikemišetšo le maikemišetšo a foramo ke a a latelago:
  - Go tsenya tirišong ditshepedišo tša temošo ya ka pela mabapi le diphetogo bophelong bjo bo lego gona bja ka.
  - Go ahlaahla maano a maano a go efoga goba go fokotša go fokotšwa mošomong le tahlegelo ya mešomo le go tšwetša pele go tšwela pele le kgolo ka gare ga moepo.
  - Go hlama ditshepedišo tša temošo ya ka pela bakeng sa moepo
  - Go sekaseka ka nako mathata ao a ka šitišago ditiro.
  - Go thuša go hlabolla phetogo le goba go romelwa leswa goba maano a mangwe a maleba a go efoga goba go fokotša tahlegelo ya mešomo mola go tšwetša pele phadišano ya kgwebo le go kgonagala.
  - Go thuša go hlama magato a go efoga goba go fokotša tahlegelo ya mešomo le go fokotšwa mošomong go elwa hloko dinyakwa tša go kgonagala le tša tshepedišo ya moepo wo mongwe le wo mongwe le go dira ditšhišinyo go sehlopha se se itšego sa taolo ya shaft.
  - Go kgokaganya le go phethagatša ditharollo tše di dumeletšwego ka tsela ye e rulagantšwego.

Foramo ye e tla laolwa ke kwano gomme e tla šoma ka tikologong ye e lego pepeneneng ka botlalo. Mekgatlo ya foramo ye e tla šoma mmogo go kaonafatša tshepedišo ya moepo le tšhireletšo ya mešomo. Setšo le mokgwa wa diforamo ke wo mongwe wa go rarolla mathata ka mohlakanelwa, ka taolo le bašomi ba ba rulagantšwego ba ditherišano go

lelefatša bophelo bja moepo le go hwetša poelo ye kaone ye e kgonegago go bakgathatema ka moka go tšwa mmeleng wa ore. Tshedimošo ka moka ye e nyakegago e tla bewa go diforamo go netefatša gore di tšea diphetho tše di nago le tsebo ka botlalo. Ga ba šomane le ditaba tša ditherišano tša kopanelo ka ge tše di na le go ba tša go lwantšhana ka tlhago.

## 6.2. Mešomo ya foramo ya ka moso, bjalo ka ge go nyakega ke molao

Go tsebiša Tona ya Methopo ya Diminerale le Enetši ka ga taba efe goba efe yeo e lebanego le ditlamorago tša leago le tša ekonomi tša tshepedišo ya meepo bophelong ka moka bja moepo le ka gare ga tshepedišo, kudukudu ge go letetšwe go fokotša mošomo mo gogolo.

Go ikgokaganya le bolaodi bja Leano la Leago le la Bašomi la DMRE le bakgathatema ba bangwe mabapi le ditaba tša SLP go akaretša:

- Go netefatša gore ditshepedišo tša maleba tša temošo ya ka pela di hlongwa e sa le pele gomme dipoelo di hwetšagala go maloko a diforamo tša ka moso ka mehla kgwedi le kgwedi.
- Go eletša moepo ka taba efe goba efe yeo e lego mabapi le ditlamorago tša leago le tša ekonomi tša tshepedišo ya meepo le ka go lebanya go bea le go fihlelela maikemišetšo le dilo tše di tlogo pele mabapi le se.
- Go šomiša mekgwa ya maleba ya go hlokomela kobamelo go fihlelela maikemišetšo a bjalo le dilo tše di tlogo pele.
- Go dira ditlhahlobo, dithuto, goba dinyakišišo ka ga dinyakwa tša bašomi ka moka, tšeo di tlogo ba dumelela go laetša mohuta wa mabokgoni ao ba a nyakago bakeng sa tlhahlo.
- Go hlola temošo gare ga bašomi ka ga diteng tša leano la leago ka gare ga moepo wo mongwe le wo mongwe
- Go šupa baabi ba ditirelo ba maleba bakeng sa tlhahlo go ya ka tshekatsheko ya dinyakwa tša bašomi.
- Mekgwa ya go aba ditharollo tše dingwe le ditshepedišo tša go hlola tšhireletšo ya mešomo moo tahlegelo ya mešomo e ka se phengwe.

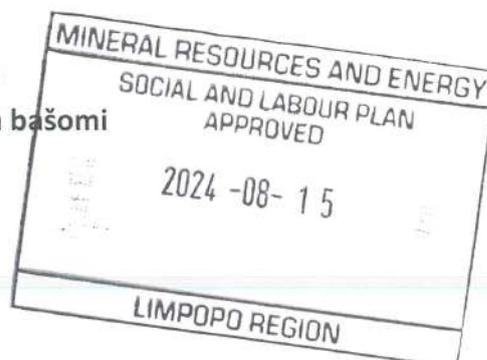
Bjalo ka ge go ahlaahlilwe, mokgwa wa mathomo wo ka wona The Operation e ikemišeditšego go efoga go fokotša mošomo ke ka go aba dibaka tše dingwe tša mešomo.

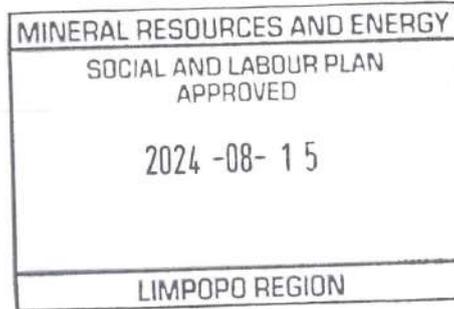
## 6.3. Go boloka le go boloka mošomo

### 6.3.1. Protšeke: Go romelwa gape ga bašomi

Phetogo e holago:

- Go boloka mešomo
- Go bolokwa ga mešomo
- Katološo ya bophelo bja ka





- Tlholo ya dibaka tše ntši tša mešomo

**Baholegi:** Bašomi ba  
**Leano la Phethagatšo:**

Ka mafolofolo hlokomela leano la bjale la LOM (Bophelo bja Moepo) ka motheo wo o tšwelago pele gomme o tla dira ditšhišinyo tša ka mehla tšeo di lebišitšwego go thuša go lelefatša LOM.

Ditšhišinyo di tla akaretša magato a a latelago:

- Go hlahloba tirišano le kgwebišano magareng ga meepo le borakotraka
- Meepo ya mafelo a maemo a fase
- Phokotšo ya ditshenyegelo
- Go nyakišiša theknolotši ye mpsha ka meepong ya moepo wa nako ye telele wa go ya go ile
- Go dira kelo ya maano le go bea dinepo tša tshepedišo go fokotša ditshenyegelo tša godimo.
- Maikemišetšo a kgolo le a go hwetša Moepo ka kakaretšo
- Go romelwa gape ge go kgonega
- Go laola/go kgaotša/go emiša go thwala bašomi ba bafsa
- Go rola modiro pele ga nako ka boithaopo/ka kgapeletšo
- Diphuthelwana tša go kgaotša mošomo ka boithaopo
- Go fedišwa ga ditirelo tša mošomo wa nakwana le wa konteraka
- Go beakanya dithulaganyo tša mošomo.

Le ge go le bjalo, ge go ka se kgonege go efoga go fokotša mošomo, go sa šetšwe maitapišo a bolaodi le mošomo wa diforamo tša ka moso, foramo ya ka moso e tla fiwa mošomo wa go hwetša mekgwa ye mengwe go e na le go fokotša mošomo le go lahlegelwa ke mešomo. Tshepetšo ye e hlomilwe gabotse mekgweng ya dikamano tša bašomi ya Afrika Borwa gomme e hlagišitšwe ka botlalo go Dikarolo 189 le 189A tša Molao wa Dikamano tša Bašomi (LRA). Dipeakanyetšo tša Molao di dumelela baemedi ba bašomi bao ba amegago sebaka sa go hlahloba mabaka a go fokotša tekanyo ye e šišintšwego le go tšweletša le go lebelela mekgwa ye mengwe go e na le tahlegelo ya mešomo, gammogo le go šišinya magato a go fokotša ditlamorago tša tahlegelo ya mešomo go bašomi le ditšhaba .

Foramo ya ka moso e filwe mošomo wa go netefatša gore go fokotšwa mošomong go efoga kae le kae moo go kgonegago, eupša moo go ka se efogego, ke mošomo wa foramo ya ka moso go netefatša gore go fokotša mošomo go direga ka mokgwa wa thulaganyo. Maiteko ka moka a dirwa go fokotša ditlamorago tše mpe go bašomi le ditšhaba tšeo di amegilego.

Ka fase go beakantšwe mohlwaela wa ditsela tše di kgonegago tša go tšea kgato go fihlelela maikemišetšo a ao khamphani e rulaganyago go a phethagatša moepong ge go fokotšega le go fokotša mošomo go ka se phemegego. Phethagatšo ye e tletšego ya

mekgwa ye mengwe ye ya go fokotša mošomo e tla ahlaahlwa le go kwana ka yona ka moo le ge go nyakega go ya ka dipeakanyetšo tša LRA, melao ye mengwe ya maleba, ditlhallo, le ditumellano tša kopanelo.

### **6.3.2. Go rola modiro pele ga nako ka boithaopo goba ka kgapeletšo**

Go ka fiwa kgetho ya go boloka bašomi ba bafsa le go dumelela bao ba lego kgauswi le go rola modiro go fediša mošomo wa bona. Molao wo wa motheo go molaleng gore ke wo o tlogo swanelwa ke go lebelelwa le go amogelwa ke baemedi ba bašomi ka gare ga maemo a ditherišano tšeo di akantšwego ke karolo ya 189 le 189A ya LRA yeo khamphani le baemedi ba bašomi ba tlogo go thoma bjalo ka ge go hlagišitšwe ka mo godimo.

### **6.3.3. Diphuthelwana tša go Kgaotša ka Boithaopo**

Maemong ao go naganwago ka tahlegelo ye kgolo ya mešomo go tla ba le bašomi bao, ka lebaka la bokgoni bja bona, maitemogelo le goba maemo a ditšhelete ba sa ithekgago kudu ka Moepo bakeng sa go thwala go feta ba bangwe. Bašomi ba ba tla fiwa sebaka sa go fediša ditirelo tša bona ka boithaopo.

### **6.3.3. Go emišwa ga go thwala batho ba bafsa**

Go molaleng gore moo bašomi ba lebanego le go lahlegelwa ke mešomo ya bona ke go hloka tlhaologanyo go tšwela pele go thwala bašomi ba bafsa. Le ge go le bjalo, go ka ba le mabokgoni a kgethegilego ao a nyakegago, goba tlhaelelo yeo e ka se kgonego go tlatšwa gabonolo ka tlhahlo le tlhabollo. Ge go sa kgonege go tlatša dinyakwa tša moepo go thwala mo go bjalo mo go kgethilwego le mo go thibetšwego go ka tšwela pele eupša go tla bewa leihlo kgauswi le go swarwa ka tsela ye e lego pepeneneng ka botlalo.

### **6.3.4. Go fedišwa ga ditirelo tša mošomo wa nakwana le wa konteraka**

Re na le tumelano le NUM yeo e thibelago go thwala borakontraka le bašomi ba nakwana maemong a itšego. Go tšeela borakontraka ba bjalo legato ka bašomi ba rena ka noši, bao ba fetogilego bao ba sa šomego, ke selo seo se swanetšego go elwa hloko.

### **6.3.4. Dipeakanyo dithulaganyong tša mošomo**

Kgetho ye e akaretša dipeakanyo tša go swana le: go šoma ka nakwana, go beakanya dipeelano tša go šitiša, go fokotša botelele bja beke ya mošomo, dinako tše di okeditšwego tša go dula gae le go fološwa mošomong ka nakwana. Ke mothopo wa kgonagalo ya phokotšo ya tahlegelo ya mešomo yeo, ka maswabi, e sego ya kopana le kamogelo ye ntši go tšwa go bašomi ba ba rulagantšwego ka Afrika Borwa eupša e šomišwa kudu dinageng tše dingwe ka katlego ye nngwe. Re rera go phegelela mohuta wo wa mokgwa wo mongwe ka bašomi bao ba rulagantšwego ge e ba diphokotšo tša mešomo di ka ba tšeo di sa phemegego. Go molaleng gore tšhišinyo efe goba efe e tla phethagatšwa fela ka tumelano ya baemedi ba bašomi bao ba amegago.



### 6.3.5. Phokotšo ya nako ya go feta

Go dirišwa ga nako e oketšegilego e nabilego ke mokgwa o sa rategego wa mošomo. Nako ya go feta e a tura le moo e diregago ka tekanyo ye kgolo, e fokotša dibaka tša mošomo. Khamphani e dula e kgonthišetša gore nako ka moka e oketšegilego e laolwa ka go tia le gore go šongwa feela nako e oketšegilego yeo e sa phemegego. Maemong ao go ona go naganwago ka go lahlegelwa ke mošomo, nako ya go feta e tla amogela tlhokomelo ye kgolo kudu ka nepo ya go e thibela gore go šomišwe fela nako ya go feta ye e nyakegago le yeo e sa phemegego.

### 6.3.4. Go šoma ka matšatši a go se šome

Bašomi ba ka batamelwa nako le nako go dumela go šoma ditšhifit tša tlaleletšo ka Mekibelo le matšatši a maikhutšo a setšhaba, go kaonafatša tšweletšo le go tšweletša letseno la tlaleletšo.

### 6.3.5. Taolo ya go Fokotšwa mošomong

Karolo ya 189 le 189A ya LRA

Tshepetšo e tla tsenela ditherišano tša semmušo tša Karolo ya 189 le 189A le baemedi ba bašomi bao ba amogetšwego ka pela ge go naganwa ka go fološwa mošomong.

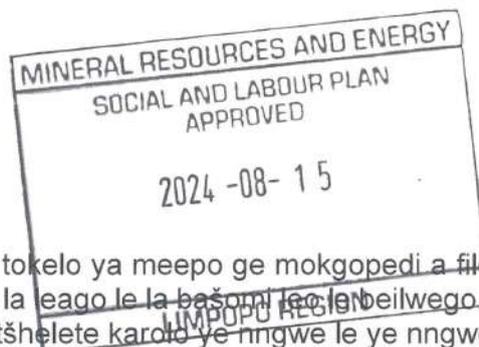
### 6.3.6. Karolo ya 52 ya MPRDA

Moepo o tla fa DMRE lengwalo leo le tlogo romelwa go Boto ya Tlhabollo ya Diminerale le Meepo, bjalo ka ge go nyakega ka karolo ye.





# **KAROLO YA 6: KABO YA DITSHELETE**



**7.0. KABO YA DITSHELETE**

**7.1. Kakaretšo ya dipeakanyetšo tša ditšhelete**

Go ya ka Karolo 23(1) (e) "Tona o swanetše go fa tokelo ya meepo ge mokgopedi a file ka ditšhelete le ka tsela ye nngwe bakeng sa leano la leago le la bašomi le lebeilwego." Kgaolo ye e tla hlaloša tsela yeo re tlogo aba ka ditšhelete karolo ye nngwe le ye nngwe ya SLP nakong ya bophelo bja moepo. Go swanetše go tšweletšwa gore dikakanyo tše di theilwe godimo ga maemo a bjale a kgwebo le maano ao a phethagatšwago mo nakong ye.

Bjalo ka ge mmaraka wo o amanago le ona le maemo a ekonomi ao a dikologilego ditiro di ka fetoga tlhokego ya go mpshafatša dipeakanyetšo tša ditšhelete di ka tšwelela. Moo diphetogo tša dikakanyo tše di nyakegago, di tla begwa ka Pego ya ngwaga le ngwaga ya SLP. Ditshenyegelo tša nnete tša ditšhelete go le lengwe le le lengwe la mafelo a mararo a SLP, Tlhabollo ya Methopo ya Bašomi, Tlhabollo ya Ekonomi ya Selegae, le taolo ya go Tswalela le go Fokotša Mošomo di tla begwa ka Pegong ya ngwaga le ngwaga ya SLP ya moepo. Lenanco la 7.1 le tšwelletša kakaretšo ya boikgafo bja ditšhelete bja moepo go elemente ye nngwe le ye nngwe ya SLP go tloga ka 2024- 2028.

*Lenaneo la 21: Dikgwebo tša ditšhelete tša mengwaga ye mehlano mabapi le SLP ya Moepo go thoma ka 2024 -2028*

	2024	2025	2026	2027	2028	TOTAL
Mananeo a Tlhabollo ya Methopo ya Bašomi	R1 646 982.12	R1 846 680.33	R2 063 348.37	R2 258 683.20	R2 544 551.52	R10 360 245.54
Mananeo a Tlhabollo ya Ekonomi ya Selegae	R3 500 000.00	R3 000 000.00	R2 500 000.00	R2 500 000.00	R2 500 000.00	R14 000 000.00
Mananeo a Taolo ya go Tswalela le go Fokotša Mošomo	Re tla itlamba ka R503 670.75 bakeng sa mananeo a tlhabollo ya bokgoni ge go ka direga gore go ka tswalelwa le go fokotšwa mošomong. Tšhelete ye e tla ba CPI yeo e fetotšwego bophelong bja ka. Le ge go le bjalo, go swanetše go lemogwa gore Moepo ke tshapedišo ye mpsha (e sa le ka fase ga kago le ka LOM ya mengwaga ye 29) gomme ga go letetšwe go fokotša mošomo					
Palomoka	R5 146 982.82	R4 846 680.33	R4 563 348.37	R4 758 683.20	R5 044 551.52	R24 360 245.54

### 7.2. Kabo ya ditšhelete bakeng sa mananeo a tlhabollo ya methopo ya bašomi

Le ge karoganyo ye e nepagetšego ya kabo ya ditšhelete ya Mananeo a Tlhabollo ya Methopo ya Bašomi bjalo ka ge e hlalošitšwe go Kgaolo 2 e ka fetoga go ya ka dinyakwa tša khamphani le leano la kgwebo leo le tšwelelago nakong ya bophelo bja moepo, re itlamile ka tšhelete ya **R10 360 245,54** bakeng sa Nako ya SLP FY2024 go fihla go FY2028.

### 7.3. Kabo ya ditšhelete ya mananeo a tlhabollo ya ekonomi ya selegae

Go fihlelela bogolo bja Lenaneo la Tlhabollo ya Ekonomi ya Selegae bjalo ka ge le hlalošitšwe go Kgaolo 3, re itlamile ka tšhelete ya **R14 000 000,00** bakeng sa nako ya SLP ya FY2024 go fihla FY2028.

### 7.4. Kabo ya ditšhelete bakeng sa taolo ya mananeo a go fokotša tekanyo le a go fokotša mošomo

Go feta dipeakanyetšo tša ditšhelete tša Mananeo a Tlhabollo ya Methopo ya Bašomi ao a tšwelago pele ao a tlogo nolofatša tlhahlo ye e tšwelago pele ya bašomi ba rena yeo e lebanego le go hola bašomi ka ntle ga bophelo bja moepo, re tla itlama ka 1% ka mošomi bakeng sa tlhahlo ye e itšego ya tlhabollo ya mabokgoni yeo e lebantšhitšwego go yona go thuša mošomi thwii go hwetša mabokgoni a itšego ao a lebanego le dinyakwa tša bona ntlheng ya go fološwa mošomong. Tšhelete ye e tla kgokaganywa le CPI bophelo ka moka bja ka.



MINERAL RESOURCES AND ENERGY  
SOCIAL AND LABOUR PLAN  
APPROVED  
2024-08-15  
LIMPOPO REGION

# SECTION 8: UNDERTAKING

**8.0. UNDERTAKING**

I, Zhiyu Fan the undersigned and duly authorized thereto by NKWE PLATINUM LIMITED undertake to adhere to the information, requirements, commitments, and conditions as set out in the social and labour plan.

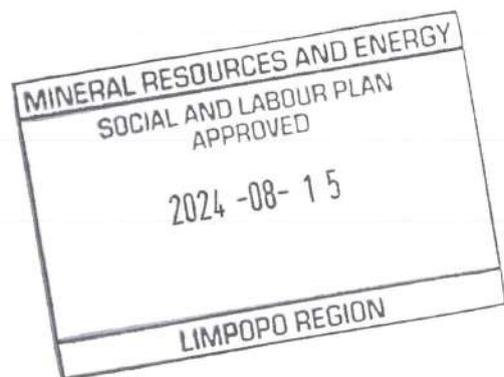
Signed at Sadton on this 18<sup>th</sup> day July 2024.

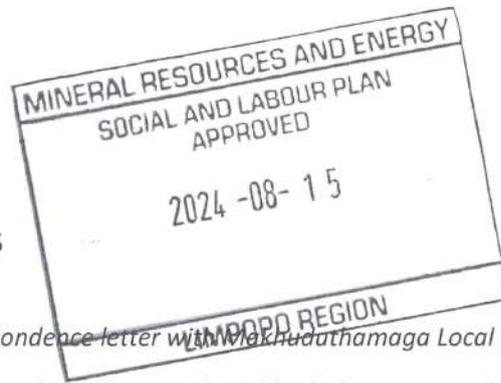


Designation: Managing Director and CEO of Nkwe Platinum Limited



# SECTION 9: APPENDIX





## 9.0. APPENDICES

*Appendix 1: Correspondence letter with Makhuduthamaga Local Municipality (A)*

*Appendix 2: Correspondence letter with Makhuduthamaga Local Municipality (B)*

*Appendix 3: Project Endorsement letter from Makhuduthamaga Local Municipality*

*Appendix 4: Project Endorsement letter from Makwana Tribal Authority*

*Appendix 5: Project endorsement letter from Hoepakrantz Tribal Authority*

*Appendix 6: Correspondence letter with Fetakgomo Tubatse Local Municipality (A)*

*Appendix 7: Correspondence letter with Fetakgomo Tubatse Local Municipality (B)*

*Appendix 8: Project Endorsement letter from Fetakgomo Local Municipality*

*Appendix 9: Project Endorsement letter from Garatau (Khone Phuti) Tribal Authority*

*Appendix 10: Project endorsement letter from Ma Mphahlane Tribal Authority*

*Appendix 11: Project Endorsement letter from De Kom (Ga Komane) Tribal Authority*

*Appendix 12: Meeting attendance registers with Municipalities*

*Appendix 13: Proof of public participation or community consultations*

**Appendix 1: Correspondence letter with Makhuduthamaga Local Municipality (A)**

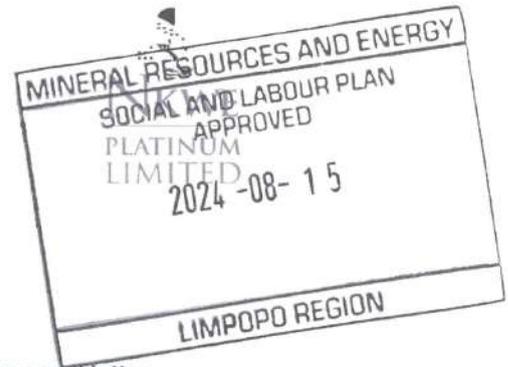
23 August 2023

The Municipal Manager  
Makhuduthamaga Local Municipality  
Jane Furse

**Attention: Mr AP Thabela**

Dear Sir,

**RE: Request for Nkwe Platinum Mine 3rd Generation SLP and LED Projects Endorsement Letter**



Nkwe Platinum Limited confirms successful consultation with representatives from the Mine communities for its Garatau Mine, which are:

- Hoepakrantz
- Makwana

Consultation was in relation to the status of the Mine’s current SLP, the development of the 3rd Generation SLP and communities’ priority needs which they want the Mine to implement for the coming 5-year (2024 – 2028) period of the Social and Labour Plan.

As the holders of the right, LP30/5/1/2/2/203MR, we hereby request the Municipality to endorse below projects and expenditure which the Mine has already made provision for, for the coming 5 years starting from January 2024 to December 2028 and implementation will be within the Municipal jurisdiction. We confirm that we have considered the Municipality’s Integrated Development Plan (IDP) and the following projects were identified and selected.

Project Name	Ward	Village	2024	2025	2026	2027	2028
Community Hall	15	Hoepakrantz (Mabhedla)	R 0	R 2 500 000	R 0	R 0	R 0
Water supply project		Makwana (Mohlaka)	R 1 000 000	R 500 000	R 0	R 0	R 0
<b>Total Budget (yearly)</b>			<b>R 1 000 000</b>	<b>R 3 000 000</b>	<b>R 0</b>	<b>R 0</b>	<b>R 0</b>
<b>Grand Total (2024-2028)</b>					<b>R 4 000 000</b>		

**NKWE PLATINUM LIMITED**  
(INCORPORATED IN BERMUDA)  
(Bermuda Reg. Number 32747)

(Registered as an external company  
in South Africa Reg. Number  
2021/063582/10)

**SOUTH AFRICA OFFICE**  
Woodlands Office Park  
2<sup>nd</sup> Floor Building 18  
20 Woodlands Drive  
Woodlands  
Sandton  
2191

Tel: 010 591 3989

PostNet Suite#316  
Private Bag X29  
Gallo Manor  
2052

**REGISTERED OFFICE**  
3rd Floor, Sofia House  
48 Church Street  
Hamilton HM12  
Bermuda

PO Box HM666  
Hamilton HMCX  
Bermuda

Further to the above, Nkwe Platinum Limited has committed to the implementation of Human Resource Development (HRD) Programmes for both the community and Nkwe employees which covers: Bursaries, Cadetship, Core Business Skill, Internships, Portable Skills and Learnerships 18.1 and 18.2.

Your continued support is highly appreciated.

**Yours faithfully**

**ZHIYU "GARY" FAN**

**MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER**

**Appendix 2: Correspondence letter with Makhuduthamaga Local Municipality (B)**

23 August 2023

The Municipal Manager  
Makhuduthamaga Local Municipality  
Jane Furse

**Attention: Mr AP Thabela**

Dear Sir,



**RE: Endorsement Letter for the identified Project out of Municipal IDP**

Nkwe Platinum Limited was approached by one of their Mining Communities, Houpakrantz Community under ward 15 which has requested us to construct a Community Hall for them. When the Mine selects and implements the Projects, we take note of the Municipal IDP and implement what is documented.

Since a Community Hall is a need and a priority for our community, we are also interested in assisting them with the Hall since the said community does not have a Community Hall and they usually have their meetings under the trees irrespective of the weather conditions.

As the Mine and holder of the Mining Right LP30/5/1/2/2/203MR, we are requesting the Municipality to include the Community Hall for Houpakrantz Village and confirm the endorsement of the project so that it can be expedited within the 5-year period of the 3<sup>rd</sup> Generation SLP which will start from January 2024 to December 2028.

We confirm that we have considered the Municipality's Integrated Development Plan (IDP) and hence our request for the Municipality to consider the unidentified Project.

We trust that you find the above in order.

Your support and assistance would be highly appreciated.

Yours faithfully

ZHIYU "GARY" ZHANG  
MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER



**NKWE PLATINUM LIMITED  
(INCORPORATED IN BERMUDA)**  
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**SOUTH AFRICA OFFICE**  
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Private Bag X29  
Gallo Manor  
2052

**REGISTERED OFFICE**  
3rd Floor, Sofia House  
48 Church Street  
Hamilton HM12  
Bermuda

PO Box HM665  
Hamilton HMCX  
Bermuda

**Appendix 3: Project Endorsement letter from Makhuduthamaga Local Municipality**

 <b>MAKHUDUTHAMAGA</b> <b>LOCAL MUNICIPALITY</b> <i>Mmogo re Somela diphetogo!</i> <b>DEPARTMENT:</b> OFFICE OF THE MUNICIPAL MANAGER	<b>PHYSICAL ADDRESS</b> 01 Groblersdal Road Jane Furse 1085	<b>POSTAL ADDRESS</b> Private Bag X434 Jane Furse 1085
	Date: 13 October 2024	

Enquiries: Mampuru S.I  
Tell: 013 265 8660  
From: Municipal Manager's Office

**SUBJECT: REQUEST FOR NKWE PLATINUM MINE 3<sup>RD</sup> GENERATION SLPD and LED PROJECTS ENDORSEMENT LETTER**

1. This refers to the above subject matter.

2. Makhuduthamaga Local Municipality acknowledges the receipt of your letter and its contents.

3. Municipality and its Council is hereby approving and authorising the below selected Projects under Ward at both Makwana and Hoepakrantz Villages and as listed in the Municipal IDP Document to be implemented as outlined in the Mine SLP Document which will run from 2024 - 2028:

- Hoepakrantz Village: Community Hall which will commence in 2025. budgeted at R2.5m
- Makwana Village: Portable Water Supply, the project will run for two years from 2024 to 2025 and it is budgeted at R1.5M

4. As the Municipality we would like to show appreciation of the initiatives the Mine is doing for our needy communities.

Regards

  
Moganedi R.M.  
Municipal Manager

**MINERAL RESOURCES AND ENERGY**  
**SOCIAL AND LABOUR PLAN**  
**APPROVED**  
**2024-08-15**  
**LIMPOPO REGION**

<b>TEL</b> 013 265 8600	<b>EMAIL / WEBSITE</b> info@makhuduthamaga.gov.za CUSTOMER CARE: 013 265 8616	<b>FAX</b> 013 265 1975
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**Appendix 4: Project Endorsement letter from Makwana Tribal Authority**

 <p><b>BATAU BA MAKWANA TRADITIONAL AUTHORITY</b></p>	<b>CONTACT DEDAILS</b>	
	<p><b>Business Address</b>                  Ga Makwana Village                  Mohlake Ganokakop                  Sekhukhune                  1124</p>	<p><b>Contact</b>                  Mr Chukudu Stephen Makwana ( Chairperson)                  Cell : 072 788 4650/076 893 5295                  Email: <a href="mailto:stephenmakwana20@gmail.com">stephenmakwana20@gmail.com</a>                  Email: <a href="mailto:makwanacommunity@gmail.com">makwanacommunity@gmail.com</a></p>

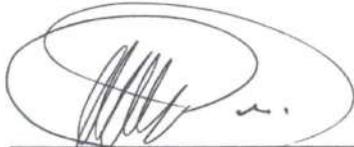
**DATE : 03 JULY 2024**

**ATTENTION T : DEPARTMENT OF MINERAL RESOURCE AND ENERGY (DMRE)**

'This letter serves you that The **Makwana's Tribal Authority and its community** are happy in agreement with the rolling out of a water supply project so that our poor peoples can have access to clean drinking water.

Also, we are supportive of the planned Human Resource Development Programmes including learnerships, internship, bursaries etc. however, there was no support for ABET from our community peoples"

  
 [CHAIR PERSON]

  
 [SECRETARY]

**Ba Tau ba Makwana  
 Tribal Authority**



**PO Box 952  
 Sekhukhune 1124  
 MOHLAKE**

**MINERAL RESOURCES AND ENERGY  
 SOCIAL AND LABOUR PLAN  
 APPROVED  
 2024-08-15  
 LIMPOPO REGION**

**Appendix 5: Project endorsement letter from Hoepakrantz Tribal Authority**



HOEPAKRANS 291KT KANGOBE  
AUTHORITY  
LEOLO MOUNTAINS  
SEKHUKHUNE  
1124  
ENQUIRY: 0824338901 /0729814561

MABHEDLA TRADITIONAL  
PO BOX 1282  
SEKHUKHUNE  
1124  
E-MAIL: [mbuzeninkosi99@gmail.com](mailto:mbuzeninkosi99@gmail.com)

**DATE: 03 JULY 2024**

**ZIJIN  
GARATAU PLATINUM MINE**

**RE: SOCIAL LABOR PLAN 3/ MABHEDLA TRIBAL AUTHORITY**

1. The above matter refers.
2. It is worth noting that during our previous various consultations with the Mine, members of our community have raised concerns over the lack of essential facilities such as community halls, libraries and so forth.
3. Having learnt that the new SLP, has incorporated some of our people's concerns, we therefore hereby express our approval as the Council of the Mabhedla Tribal Authority of the proposed construction of a community hall, fully equipped with internet facilities.
4. This initiative will be helpful, particularly with regard to the young people of our community as these facilities will enable them to easily access information, apply for jobs and so much more.
5. We trust that the above is in order.

SEKHELE  
MABHEDLA TRADITIONAL  
LEOLO MOUNTAINS  
HOEPAKRANS 291KT KANGOBE  
1124

Kind Regards,



MBUZENI ISALIAH NKOSI

MINERAL RESOURCES AND ENERGY  
TRANSVAAL PROVINCE  
CHIEF OFFICER  
SHEPHERDS 11 2011  
PO BOX 1087

MINERAL RESOURCES AND ENERGY  
SOCIAL AND LABOUR PLAN  
APPROVED  
2024-08-15  
LIMPOPO REGION

**Appendix 6: Correspondence letter with Fetakgomo Tubatse Local Municipality (A)**

23 August 2023

The Municipal Manager  
Fetakgomo Tubatse Local Municipality  
Burgersfort



Attention: Mr MM Mashigo  
Mr MJ Makgalla

Dear Sir,

**RE: Request for Nkwe Platinum Mine 3rd Generation SLP and LED Projects endorsement letter**

Nkwe Platinum Limited confirms successful consultation with representatives from the Mine communities for its Garatau Mine, which are:

- Garatouw
- De Kom
- Maandagshoek

Consultation was in relation to the status of the Mine's current SLP, the development of the 3rd Generation SLP and communities' priority needs which they want the Mine to implement for the coming 5-year (2024 – 2028) period of the Social and Labour Plan.

As the holders of the right, LP30/5/1/2/2/203MR, we hereby request the Municipality to endorse below projects and expenditure which the Mine has already made provision for, for the coming 5 years starting from January 2024 to December 2028 and implementation will be within the Municipal jurisdiction.

We confirm that we have considered the Municipality's Integrated Development Plan (IDP) and the following projects were identified and selected.

Project Name	Ward	Village	2024	2025	2026	2027	2028
Community Hall	12	Garatouw (Ga-Mpuru)	R 0	R 0	R 1 500 000	R 1 500 000	R 1 000 000
		De Kom (Komane)	R 2 500 000	R 0	R 0	R 0	R 0
Sports ground upgrade & cemetery fencing		Maandagshoek (Mamphahlane)	R 0	R 0	R 1 000 000	R 1 000 000	R 1 500 000
<b>Total Budget (yearly)</b>			<b>R 2 500 000</b>	<b>R 0</b>	<b>R 2 500 000</b>	<b>R 2 500 000</b>	<b>R 2 500 000</b>
<b>Grand Total (2024 -2028)</b>					<b>R 10 000 000</b>		

NKWE PLATINUM LIMITED  
(INCORPORATED IN BERMUDA)  
(Bermuda Reg Number 32747)

(Registered as an external company  
in South Africa Reg Number  
2021983582/10)

**SOUTH AFRICA OFFICE**  
Woodlands Office Park  
2<sup>nd</sup> Floor Building 18  
20 Woodlands Drive  
Woodlands  
Sandton  
2191

Tel 010 591 3889

PostNet Suite#318  
Private Bag X29  
Gallo Manor  
2052

Further to the above, Nkwe Platinum Limited has committed to the implementation of Human Resource Development (HRD) Programmes for both the community and Nkwe employees which covers: Bursaries, Cadetship, Core Business Skill, Internships, Portable Skills and Learnerships 18.1 and 18.2.

Your continued support is highly appreciated.

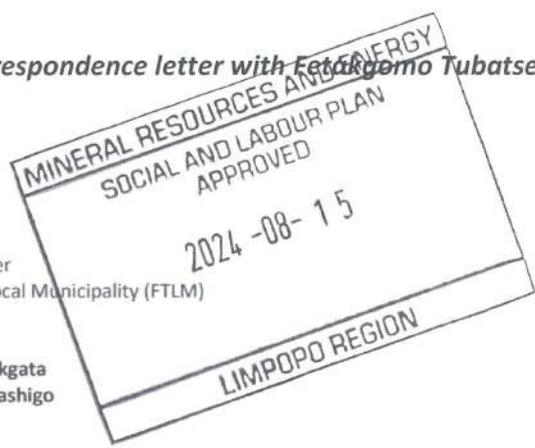
Yours faithfully

ZHIYU "GARY" FAN  
MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER

REGISTERED OFFICE  
3rd Floor, Sofia House  
48 Church Street  
Hamilton HM12  
Bermuda



**Appendix 7: Correspondence letter with Fetakgomo Tubatse Local Municipality (B)**



06 November 2023

The Municipal Manager  
Fetakgomo Tubatse Local Municipality (FTLM)  
Burgersfort

Attention: Mr MJ Makgata  
Mr MM Mashigo

Dear Sir,

**RE: Request for Nkwe Platinum Mine 3rd Generation SLP LED Projects endorsement letter**

Following a presentation before your esteemed Social and Labour Plan (SLP) Committee on the 2<sup>nd</sup> of November 2023 and the guidelines received thereof, kindly find below our Local Economic Development (LED) projects to be implemented within ward 12 communities of Garatouw, De Kom and Maandagshoek.

As the holders of the right, LP30/5/1/2/2/203MR, Nkwe Platinum Limited hereby requests the Municipality to endorse the projects and expenditure which the Mine has already made provision for, for the coming 5 years starting from January 2024 to December 2028. Further, we confirm that we have considered the Municipality's Integrated Development Plan (IDP) and accordingly, the identified and selected projects fall within the Municipality's IDP.

Project Name	Ward	Village	2024	2025	2026	2027	2028
Community Hall (multi-purpose)	12	Garatouw (Ga-Mpuru)	R 0	R 0	R 1 500 000	R 1 500 000	R 1 000 000
		De Kom (Komane)	R 2 500 000	R 0	R 0	R 0	R 0
Sports ground upgrade	12	Maandagshoek (Ma Mphahlane)	R 0	R 0	R 1 000 000	R 1 000 000	R 1 500 000
<b>Total Budget (Yearly)</b>			<b>R 2 500 000</b>	<b>R 0</b>	<b>R 2 500 000</b>	<b>R 2 500 000</b>	<b>R 2 500 000</b>
<b>Grand Total (2024 -2028)</b>					<b>R 10 000 000</b>		

Successful consultations with community stakeholders for Garatau Mine were carried out. The consultations were in relation to the status of the Mine's current SLP, the development of the 3rd Generation SLP and communities' priority needs which they want the Mine to implement for the coming 5-year (2024 – 2028) period of the Social and Labour Plan.

In addition to the above, Nkwe Platinum Limited has committed to the implementation of Human Resource Development (HRD) Programmes for both the community and Nkwe employees which covers: Bursaries, Cadetship, Core Business Skill, Internships, Portable Skills and Learnerships 18.1 and 18.2.

Your continued support is highly appreciated.

Yours faithfully

**ZHIYU "GARY" FAN**  
**MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER**

**NKWE PLATINUM LIMITED**  
**(INCORPORATED IN BERMUDA)**  
(Bermuda Reg. Number 32747)

(Registered as an external company in South Africa Reg. Number 2021/963582/10)

**SOUTH AFRICA OFFICE**  
Woodlands Office Park  
2<sup>nd</sup> Floor Building 18  
20 Woodlands Drive  
Woodlands  
Sandton  
2191

Tel: 010 591 3989

PostNet Suite#316  
Private Bag X29  
Gallo Manor  
2052

**REGISTERED OFFICE**  
3rd Floor, Sofia House  
46 Church Street  
Hamilton HM12  
Bermuda

PO Box HM666  
Hamilton HMCX  
Bermuda

**Appendix 8: Project Endorsement letter from Fetakgomo Local Municipality**



**FETAKGOMO-TUBATSE  
LOCAL MUNICIPALITY**

---

Enq: Mashigo MM  
Cell : 082 319 4573

**TO: DEPUTY DIRECTOR GENERAL/REGIONAL MANAGER  
DEPARTMENT OF MINERAL RESOURCES (DMR)  
PRETORIA  
0124443966**

**Cc: THE GENERAL MANAGER  
NKWE PLATINUM MINE  
THE WOODLANDS OFFICE PARK  
BUILDING 21A  
WOODMEAD**

28 November 2023

**MINERAL RESOURCES AND ENERGY  
SOCIAL AND LABOUR PLAN  
APPROVED**

2024-08-15

**LIMPOPO REGION**

**NKWE PLATINUM MINE SLP 3 ENDORSEMENT LETTER**

Dear Sir/Madam

Fetakgomo -Tubatse Local Municipality through the Department of Local Economic Development and Tourism (LEDT) hereby acknowledges the receipt and presentation of Nkwe Platinum mine SLP and LED projects.

The identified LED Projects are integrated and aligned to the Integrated Development Plan (IDP) and Local Economic Development (LED) Plan of the Municipality.

The Municipality therefore support Nkwe Platinum Mine Social Labour Plan (SLP) and Local Economic Development (LED) Projects and recommends to the Department of Mineral Mineral Resources (DMR) to consider the Social Labor Plan and its Local Economic Development Projects as indicated below:

PROJECT NAME	VILLAGE	2024	2025	2026	2027	2028	TOTAL BUDGET
Provision of Water infrastructure	Makwana		R1 500 000				R1 500 000

**HEAD OFFICE**  
Kastoria Street | P.O. Box 206, Burgersfort, 1159  
Tel: +27 (323) 1000 | Fax: +27 (323) 7467

**REGIONAL OFFICE**  
Santal No. 1, Matsieng, Go-Nwanoane | P.O. Box 818, Apeji, 0739  
Tel: +27 15 622 8000 | FAX: +27 15 622 8026

Construction of community Hall	Ga-Ratouw (Ga-Mpuru)			R1 000 000	R 1 000 000	R2 000 000	R4 000 000
Sports ground upgrading	Ga-Mamphahlane			R1 000 000	R1 000 000	R1 500 000	R3 500 000
Construction of community hall	De Kom Ga-Komane	R2 500 000					R2 000 000

Kindly consider that all the projects which will be transferred to either Fetakgomo Tubatse Local Municipality and Sekhukhune District Municipality will provide consulting engineering under SLP, and the mine will then appoint the contractors for the implementation of the projects. These conditions will enable municipality to be able to account for all SLP funded infrastructure projects in line with applicable accounting standards, technical requirements and to full compliance with the office of Auditor General on Assets Ownership.

For any enquiries, please contact the **Acting Director: Local Economic Development and Tourism (LEDT), Mkabela SM on 013 231 1215/ 076** or the **Manager: Mining and Industrialization, Mr. Mashigo MM on 013 231 1000/ 082 319 4573.**

Hoping that you will find the above in order.

  
**Makgale MJ**  
 Municipal Manager

**MINERAL RESOURCES AND ENERGY**  
**SOCIAL AND LABOUR PLAN**  
**APPROVED**  
 2024-08-15  
**LIMPOPO REGION**



**Appendix 9: Project Endorsement letter from Garatau (Khone Phuti) Tribal Authority**

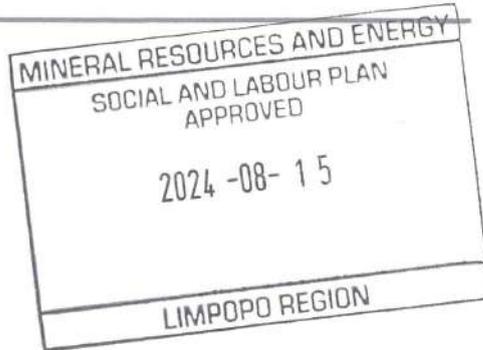


# KONE - PHUTI TRADITIONAL COUNCIL

Postal Address  
P.O. Box 2469  
Burgersfort  
1150

Tribal Office  
Stand No: 66A  
Ga-Mpuru Village  
282 KT Ratouw Farm

Contacts  
Cell: 071 379 3450  
083 4477 004  
Fax: 086 653 8248



THIS IS TO CONFIRM THAT ZIJIN PLATINUM HAS UNDERTAKEN TO BUILD INTERGRATED  
COMMUNITY WITH INTERNET FACILITIES AS PART OF SIP.'

*M. E. Alpuru*



**Appendix 10: Project endorsement letter from Ma Mphahlane Tribal Authority**



**SLP 3: Zijin Garatau Platinum Mine**

Dear sir/madam

Please note that the Baroka Ba Mamphahlane fully welcomes and is supportive of the planned upgrade of one of our local sports which will go a long way in the Socio-Economic Development of our youth.

Further, our young people need to be capacitated in skills that would help to enhance their employability and not ABET.

We therefore request the regulator to fast-track the SLP 3 Approval.

With many thanks,

Signature: *[Handwritten Signature]*

Baroka Ba Mamphahlane Traditional Council

Date: *08-08-2024*

*KGOETE MAKADIKWA*

Print Name

MINERAL RESOURCES AND ENERGY  
SOCIAL AND LABOUR PLAN  
APPROVED  
2024-08-15  
LIMPOPO REGION

DEPARTMENT OF COOPERATIVE GOVERNANCE  
HUMAN SETTLEMENTS & TRADITIONAL AFFAIRS  
BAROKA BA MAMPHAHLANE  
TR  
2024-07-08  
P.O. BOX 712 DRIEKOP 1129  
SEKHUKHUNE DISTRICT SUPPORT CENTRE

1129 MAANDAGHEOK, GA-MAMPHAHLANE  
M.A. K. P. O. HCEK 25AKT  
E-MAIL: kgoetemakadikwa@gmail.com  
TEL: +27 82 617 5151 / 20510340

Moshate O Mogolo Kanyane Bo'Apea Kgobe

**Appendix 11: Project Endorsement letter from De Kom (Ga Komane) Tribal Authority**

**KOMANE TRIBAL AUTHORITY**

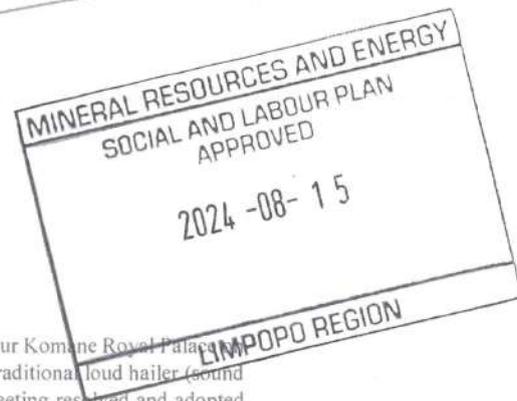
Bakone ba Komane

Chief Mphube Philemon Komana  
Ga-komane village (Dekom  
252KT) PO Box 9786  
Sekhukhune  
1124  
Contact: 082 534 3625



04/07/2024

The Social and Labour Plan Director  
Department of Mineral Resources  
Limpopo Region  
Polokwane  
0699



**RE: SOCIAL AND LABOUR PLAN**

1. A mass Social and Labour Plan meeting was convened at our Komane Royal Palace on 13/06/2023. Villagers were notified of the meeting using traditional loud hailer (sound horn) the day before the meeting as per the norm. The meeting resolved and adopted one of the following projects to be included in Social and Labour Plan for 2024 -2028 with respect to the farm De Kom 252KT:
  - a. Construction of tarred road
  - b. Community/Tribal Office
2. Further engagements to conclude the process involved SLP committees and the local Municipality assisted by the Mine and its appointed service provider.
3. Our community people are not keen on Adult Basic Education and Training (ABET) instead they urgently require jobs, skills training and business opportunities.
4. We, therefore, appeal to the regulator to speed up the approval of the SLP 3 document to promote development of our community. Zijin Garatau Platinum Mine is our last hope to provide or deliver services to our community.

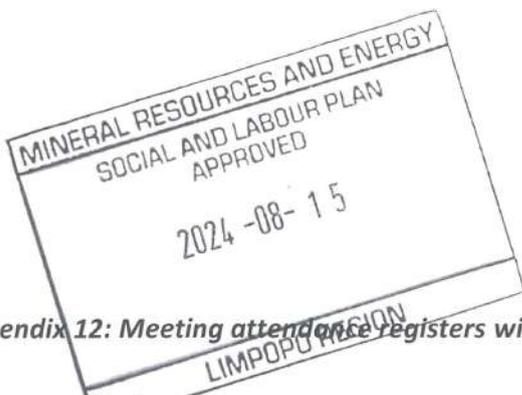
Hope you will find the above in order

Sincerely Yours

Leope Albert Tau

Secretary





Appendix 12: Meeting attendance registers with Municipalities



**Fetakgomo Tubatse Municipality**  
**LEDT**  
**Mining and industrialisation**

ATTENDANCE REGISTER	
SESSION	: SLP COMMITTEE MEETING
DATE	: 02 NOVEMBER 2023
TIME	: 10H00
VENUE	: BURGERSFORT CIVIC CENTRE, 2 <sup>ND</sup> FLOOR BOARDROOM

PLEASE PRINT

Name and Surname	Institution	Contact Details
1. Mkabela SM	FTLM	Tel : 013 231 1089
	Signature	Cell : 072 597 1479
		Acting Director LEDT e-mail : <a href="mailto:smkabela@ftlm.gov.za">smkabela@ftlm.gov.za</a>
	PRESENT <input type="checkbox"/> APOLOGY <input type="checkbox"/>	
2. Mashigo MM	FTLM	Tel : 013 231 1188
	Signature	Cell : 082 319 4573
		Manager: Mining and Industrialization e-mail : <a href="mailto:mmmashigo@ftlm.gov.za">mmmashigo@ftlm.gov.za</a>
	PRESENT <input checked="" type="checkbox"/> APOLOGY <input type="checkbox"/>	
3. Malepe TL	FTLM	Tel : 013 231 7467
	Signature	Cell : 082 682 0861
		LEDT Intern e-mail : <a href="mailto:tmalepe@ftlm.gov.za">tmalepe@ftlm.gov.za</a>
	PRESENT <input checked="" type="checkbox"/> APOLOGY <input type="checkbox"/>	
4. Masonto MS	FTLM	Tel : 013 231 7467
	Signature	Cell : 083 329 7029
		Director: Technical Services and Infrastructure e-mail : <a href="mailto:smmasonto@ftlm.gov.za">smmasonto@ftlm.gov.za</a>
	PRESENT <input type="checkbox"/> APOLOGY <input checked="" type="checkbox"/>	

**MINERAL RESOURCES AND ENERGY**  
**SOCIAL AND LABOUR PLAN**  
**APPROVED**

2024 -08- 1 5

**LIMPOPO REGION**

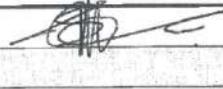
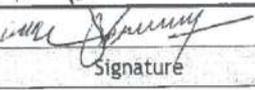


**Fetakgomo Tubatse Municipality**  
**LEDT**  
**Mining and industrialisation**

Name and Surname		Institution	Contact Details
5.	Mphahla M.J.	FTLM	Tel : 013 231 7467
	Signature	Designation	Cell : 072 107 0065
		Financial Reporting Manager	e-mail : <a href="mailto:jmphahla@ftlm.gov.za">jmphahla@ftlm.gov.za</a>
		PRESENT <input type="checkbox"/> APOLOGY <input type="checkbox"/>	
6.	Mukheli A	MISA	Tel : 012 848 5326
	Signature	Designation	Cell : 083 330 4129
		Acting Director	e-mail : <a href="mailto:azwindini.mukheli@misa.gov.za">azwindini.mukheli@misa.gov.za</a>
		PRESENT <input type="checkbox"/> APOLOGY <input type="checkbox"/>	
7.	Moswane MR	FTLM	Tel : 013 231 7467
	Signature	Designation	Cell : 079 238 8951
		Acting Director Development Planning	e-mail : <a href="mailto:mrmoswane@ftlm.gov.za">mrmoswane@ftlm.gov.za</a>
		PRESENT <input checked="" type="checkbox"/> APOLOGY <input type="checkbox"/>	
8.	Dr Nyarirangwe M	FTLM / Mafumi Consulting	Tel :
	Signature	Designation	Cell : 071 883 3928
		Project Advisor in Office Of The Municipal Manager	e-mail : <a href="mailto:mnyarirangwe@ftlm.gov.za">mnyarirangwe@ftlm.gov.za</a>
		PRESENT <input type="checkbox"/> APOLOGY <input type="checkbox"/>	
9.	Ms Malatjie P	FTLM / Mafumi Consulting	Tel :
		Designation	Cell : 071 877 6859
		Assistant Project Advisor in Office Of The Municipal Manager	e-mail: <a href="mailto:pearlmalatjie@gmail.com">pearlmalatjie@gmail.com</a>
		PRESENT <input type="checkbox"/> APOLOGY <input type="checkbox"/>	
10.			Tel :
	Signature	Designation	Cell :
			e-mail :
		PRESENT <input type="checkbox"/> APOLOGY <input type="checkbox"/>	



**Fetakgomo Tubatse Municipality**  
**LEDT**  
**Mining and industrialisation**

Name and Surname	Institution			Contact Details
	Signature	Designation		Tel : Cell : e-mail :
11.				Tel : Cell : e-mail :
		PRESENT	APOLOGY	
12.		MISA		Tel : Cell : e-mail :
		Acting Director		
12.		PRESENT	APOLOGY	
		FTLM		Tel : Cell : e-mail :
13.		Designation		
		PRESENT	APOLOGY	
14.		SDM		Tel : 013 262 7680 Cell : 082 762 7997
	Busiwe Matjhe	Deputy Director: IWS		e-mail : matjhe@sethukhane.gov.za
14.		PRESENT	<input checked="" type="checkbox"/> APOLOGY	
		SDM		Tel : 013 262 7464 Cell : 072 330 8447
15.		Designation		e-mail : makhakwane@sethukhane.gov.za
	ISAAC MAKHAKWANE	PED		
15.		PRESENT	<input checked="" type="checkbox"/> APOLOGY	
		SYM IKWS		Tel : Cell : 072 089 5747
16.		Designation		e-mail : mngani@sethukhane.gov.za
	Mphahlele P. Mngani	Project manager		
16.		PRESENT	<input checked="" type="checkbox"/> APOLOGY	



**Fetakgomo Tubatse Municipality**  
**LEDT**  
**Mining and industrialisation**

17.	ELIAS MALELE	FTLM	Tel : _____
	Signature	Designation	Cell : 082 500 0864
		SLP OFFICER NKWE PLATINUM	e-mail : emalele@zijinplatinum.co.za
		PRESENT <input checked="" type="checkbox"/> APOLOGY <input type="checkbox"/>	
18.	LUCAS ESPACH		Tel : -
	Signature	Designation	Cell : 067027456
		DSRM NKWE PLATINUM	e-mail : lespach@zijinplatinum.co.za
		PRESENT <input checked="" type="checkbox"/> APOLOGY <input type="checkbox"/>	
19.	Winnie Malama		Tel : _____
	Signature	Designation	Cell : 082 888 9393
		SLP CONSULTANT MASAUSO - NKWE	e-mail : winny@masauso.co.za winny@masauso.co.za
		PRESENT <input type="checkbox"/> APOLOGY <input type="checkbox"/>	
20.	ZAMANI DUBE	STAKEHOLDER RELATIONSHIP MANAGER	Tel : _____
	Signature	Designation	Cell : 083 370 4220
			e-mail : _____
		PRESENT <input type="checkbox"/> APOLOGY <input type="checkbox"/>	
21.	Tinobogang Ramona	STAKEHOLDER AFFAIRS	Tel : _____
	Signature	Designation	Cell : 076 9592614
		MANAGER	e-mail : Tinobogang@bauba.co.za
		PRESENT <input checked="" type="checkbox"/> APOLOGY <input type="checkbox"/>	
22.	Judith Ras	Sustainability Manager	Tel : _____
	Signature	Designation	Cell : 0825761377
			e-mail : judith@bauba.co.za
		PRESENT <input checked="" type="checkbox"/> APOLOGY <input type="checkbox"/>	



FETAKGOMO TUBATSE  
**LOCAL MUNICIPALITY**  
Local Economic Development and Tourism

AGENDA

<b>MEETING</b>	: SLP COMMITTEE INCEPTION MEETING
<b>DATE</b>	: 02 OCTOBER 2023
<b>TIME</b>	: 10H00
<b>VENUE</b>	: SECOND FLOOR BOARDROOM

AGENDA ITEMS

<ol style="list-style-type: none"><li>1. Opening and Welcome</li><li>2. Roll Call and Apologies</li><li>3. Chairperson's Remarks</li><li>4. Business of the Day<ol style="list-style-type: none"><li>4.1 SLP programs (LED projects) presentations<ol style="list-style-type: none"><li>4.1.1. Bokoni Platinum Mine</li><li>4.1.2. Modikwa Platinum Mine</li><li>4.1.3. Nkwe Platinum Mine</li><li>4.1.4. Twickenham Platinum Mine</li><li>4.1.5. Two Rivers Platinum Mine</li></ol></li></ol></li><li>5. Announcements</li><li>6. Closure</li></ol>	
--	--



**FETAKGOMO TUBATSE  
LOCAL MUNICIPALITY**

**ENQ : Mashego MM – Mining and Industrial Manager  
013 231 1000 / 082 319 4573**

**TO : SOCIAL LABOUR PLAN COMMITTEE MEMBERS**

**Cc. : MKABELA SM – ACTING DIRECTOR LOCAL ECONOMIC DEVELOPMENT AND TOURISM**

**FROM : MINING AND INDUSTRIALISATION UNIT**

**DATE : 19<sup>ST</sup> OCTOBER 2023**

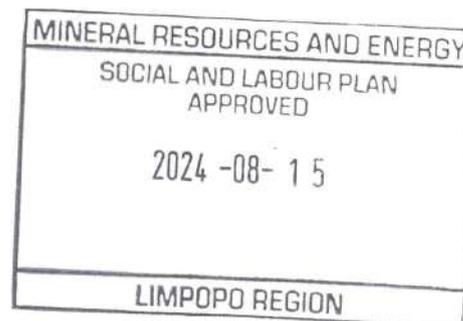
**RE : SOCIAL LABOUR PLAN COMMITTEE MEETING**

This serves to invite all Social Labour Plan Committee members to attend Social Labour Plan Committee meeting, scheduled as follows:-

**DATE : 02 & 03 October 2023**

**VENUE : BURGERSFORT, 2<sup>nd</sup> Floor Boardroom**

**TIME : 10H00AM**



Hope you find the above to be in order.

Regards'

**MR MASHEGO MM  
MANAGER MINING AND INDUSTRIALISATION**



Attendance Register

MEETING	SLP MEETING WITH RATAU MINE				
DATE	START TIME	10H00	END TIME		
26 October 2023					
VENUE	Municipal Chamber				
CHAIR					
SCRIBE					
NO.	Surname and Initials	Institution	Contact No	Email Address	Signature
1.	Egash L.	NKWE	070276956	esepash@ejimpstima.com	
2.	Maklase PM	MLM	0528122152	pusur@regional.gov.za plafje@regional.gov.za	
3.	Maloma Winy	Nlwe Mine	082 888 9393	winy@nars.uso.co.za	
4.	Motubatsa EP	MLM	0827601273	kgolomane@makhuuthamaga.gov.za	
5.	Mhogo T.K	MLM	0824552245	wondrnb@ejimpstima.com	
6.	Mathe K.D	MLM	061 818 9120	kgalenelom@emathuduthamaga.gov.za	
7.	Tong K.T	MLM	066 239 0946	katulot@makhuuthamaga.gov.za	
8.					
9.					

MINERAL RESOURCES AND ENERGY  
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 2024-08-15  
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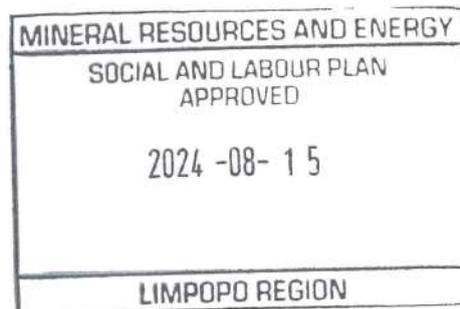
**Appendix 13: Proof of public participation or community consultations**

		<b>SOUTH AFRICA ZIJIN PLATINUM (PTY) LIMITED</b>			
<b>MINUTE TAKER:</b>	C Maelane	<b>EMAIL:</b>	<a href="mailto:cmaelane@zijinplatinum.co.za">cmaelane@zijinplatinum.co.za</a>	<b>CELL:</b>	0764275425
			Date: 14 September 2023		
<b>CHAIRPERSON:</b>	E Malele	<b>EMAIL:</b>		<b>CELL:</b>	0828921618

**Attendees**

Name	Abrv	Position	Attendance
<del>Billy Chiersa</del>	<del>BC</del>	<del>Consultant</del>	<del>Present</del>
Zamani Dube	ZD	Community Relations Manager	Present
Elias Malele	EM	SLP Officer	Present
Concelia Maelane	CM	Community Relations Assistant	Present
Lucas Espach	LC	Deputy Stakeholder engagement manager	Present
Winyi Maioma	WM	Masauso consulting company	present
Ernest Kgoete	EK	FTLM	Present
Mashego MM	MM	FTLM	Present
Tebogo Tebele	TT	FTLM	Present

Attendance register circulated amongst the members

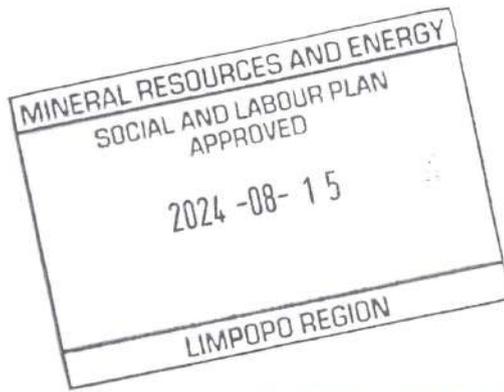


MINERAL RESOURCES AND ENERGY  
 SOCIAL AND LABOUR PLAN  
 APPROVED  
 2024-08-15  
 LIMPOPO REGION  
 Opening Remarks

RESPONSIBLE PERSON	WHAT HAS BEEN DONE
E Malele	<ul style="list-style-type: none"> <li>• Welcomed everyone at the meeting.</li> <li>• Nkwe Apologies, Zamani Dube</li> <li>• Attendance register circulated amongst the members.</li> </ul>
ALL	<p><b>Agenda: 3<sup>rd</sup> SLP PRESENTATION PROPOSAL WITH FETAKGOMO TUBATSE LOCAL MUNICIPALITY</b></p> <ol style="list-style-type: none"> <li><b>1. Presentation by Nkwe</b> <ul style="list-style-type: none"> <li>• The company together with SLP went to the communities to discuss the Municipality IDP Documents, from the IDP Doc communities selected projects according to their needs.</li> <li>• Received letters from nkwe regarding the projects selected.</li> <li>• Presented bursaries and learnership budget, as well as the core business training.</li> </ul> </li> <li><b>2. Response from Municipality</b> <ul style="list-style-type: none"> <li>• The mining forum were concern about basic needs/services from their respective communities.</li> <li>• <b>Garatouw</b> – the issue of Internal roads and Primary /secondary Schools that are near by the mine before we could even build community hall for them.</li> <li>• <b>Dekom</b>- the issue of Road, electricity, and water for the community, they mentioned that the two mine should work together in terms of funding /collaborate in assisting the dekom community on access road.</li> <li>• <b>Maandagshoek</b>- on the sports ground they need that to be in detail on what we are planning to do, if is a multipurpose or just upgrading the ground, also to look into water project as well as electricity to new stans.</li> <li>• <b>Bursaries</b>- the mining forum would like to know if the bursaries will cover everything and why the focus is only on new intake, what about the 2<sup>nd</sup> year students from local.</li> <li>• <b>Training of non-employees</b> – what is the plan for them currently.</li> <li>• <b>SMEs</b>- Small management enterprises – Socio Economic development should be included on the documents -how the communities will benefit.</li> </ul> </li> <li><b>3. Comments/Remarks</b> <ul style="list-style-type: none"> <li>• On the budget the municipality understand that the mine still in a development stage however they can't complain much on the figures but at least they should try to meet the community to show the concerns.</li> <li>• They appreciate the presentation that the company shared with them, that shows being proactive and readiness to prepare new SLP as the 2<sup>nd</sup> SLP is about to lapse/end.</li> <li>• The municipality mining forum requested the company to go back to the communities and verify if the above-mentioned needs/services are enough for the community before we implement the new development.</li> <li>• The issues of sports ground are a good initiative for the community of Maandagshoek but before they can approve, they requested to be in detail so that they are aware of what they have committed into so that they won't be limitation when we want to add another activity.</li> </ul> </li> </ol>

	<ul style="list-style-type: none"><li>• The company also appreciated the feedback and guidance from the municipality mining forum.</li></ul> <p><b>4. Conclusion</b></p> <p>The meeting was adjourned with an agreement between the municipality and the company to look the projects into details, communicate with the community by verifying the most needs/services that the community might need in future before we conclude with what they have selected.</p>
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MINERAL RESOURCES AND ENERGY  
SOCIAL AND LABOUR PLAN  
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2024 -08- 15  
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## ATTENDANCE REGISTER

**AGENDA: MEETING WITH Feta-Kgomo Tubatse Local Municipality (FTLM) 3<sup>rd</sup> SLP Preparation.**

**DATE:** 14 September 2023

**VENUE:** Lapeng logde

	Name & Surname	Company name	Contact/Email Address	Signature
1	Concilia maelane	Nkwe	0734942457 emaclane@zimpplat.com.co.za	
2	Lucas Espach	Nkwe	0670216957 lucas@zimpplat.com.co.za	
3	ELIAS MALELE	Nkwe	0823000864 emalele@zimpplat.com.co.za	
4	ERNEST KGOETE	FTLM	079 703 3125 erkgoete@ftlm.gov.za	
5	Tebogo Tebele	FILM	076 620 8160 tetebele@ftlm.gov.za	
6	MASHIGO. MM	FILM	082 319 4573 mmmasli@ftlm.gov.za	
7	Winnie Malana	NKWE (MASAUSO)	082 888 9393 winnie@masauso.co.za	
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**SOUTH AFRICA ZIJIN PLATINUM (PTY) LIMITED**

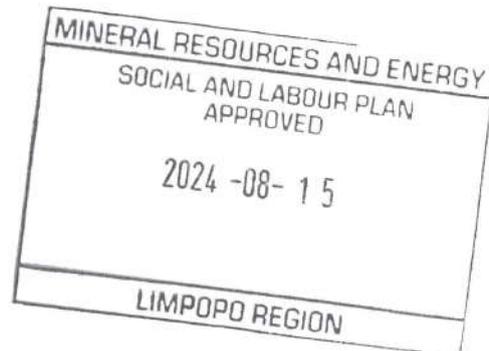


<b>MINUTE TAKER:</b>	C Maelane	<b>EMAIL:</b>	<a href="mailto:cmaelane@zijinplatinum.co.za">cmaelane@zijinplatinum.co.za</a>	<b>CELL:</b>	0764275425
			Date: 08 June 2023		
<b>CHAIRPERSON:</b>	Z Dube	<b>EMAIL:</b>		<b>CELL:</b>	0828921618

**Attendees**

<b>Name</b>	<b>Abrv</b>	<b>Position</b>	<b>Attendance</b>
Zamani Dube	ZD	Community Relation manager	Present
Elias Malele	EM	SLP Officer	Present
Concelia Maelane	CM	Community Relations Assistant	Present
Boreadi Agnes Kgoetiane	BA	Community Liaison officer	present
Mashego Tshwarelo Mpuru	MT	Community liaison officer	present
Winy Maloma	WM	Consultant SLP	Present

Attendance register circulated amongst the members and attached



**MINERAL RESOURCES AND ENERGY**  
**SOCIAL AND LABOUR PLAN**  
**APPROVED**  
 2024-08-15  
**LIMPOPO REGION**

RESPONSIBLE PERSON	WHAT HAS BEEN DONE
Z Dube	<p><u>Opening Remarks</u></p> <ul style="list-style-type: none"> <li>• Welcome everyone at the meeting.</li> <li>• One Apologies from Nkwe Platinum Mine</li> <li>• Attendance register is circulated among the members.</li> </ul>
ALL	<p style="text-align: center;"><b>AGENDA</b></p> <p><b>1. BOD</b></p> <ul style="list-style-type: none"> <li>• <b>Third SLP Preparation and Introductory of a new service provider for SLP P reparation.</b> <ul style="list-style-type: none"> <li>- Our first SLP Document started from 2014- 2019, the company managed to complete road project from Garatouw main road.</li> <li>- Second SLP started from 2019-2023 completed water project that was handed over to the municipality of Sekhukhune District</li> <li>- As the requirement of the municipality before the new SLP Document start, the company is required to compile the Document that is aligned with the municipality IDP document.</li> <li>-The company advertised an advert for SLP service provider to assist with drafting the new SLP document. The company appointed MASAUSO PTY ltd Company from steel-poort.</li> </ul> </li> <li>• <b>Training Programs</b> <ul style="list-style-type: none"> <li>- From the previous training programs, the company saw an opportunity to enrol similar training looking into the benefit of the community and the job availability.</li> <li>- The company planned to enrol the following programs.                             <ol style="list-style-type: none"> <li>1 RDO</li> <li>2. TMM</li> <li>3. Text tile and clothing</li> </ol> </li> </ul> </li> </ul> <p>-This are the most important skills that our community will benefit more. Each mining program they will receive Competent B as well as the certificate of the program.                      -The previous training was completed successfully, while waiting their statements of results as MQA delayed due to change of new system.</p> <p><b>2. Comments/Remarks</b></p> <ul style="list-style-type: none"> <li>-The tribal council request the company to work together with SLP Committee, sharing of information and work related.</li> <li>-SLP Committee together with the company members and the service provider will be facilitating the Third SLP Projects.</li> <li>-The committee will need to have the community Database for skills programs and training according to the need of the community.</li> <li>- Committee suggested to train our communities a multi skill training programs.</li> <li>-Sekhukhune District will run wellness campaign for the community to gain knowledge on how to protect their property /prevent vandalism and promote Development .</li> </ul> <p><b>3. Closure</b></p> <p>The meeting is adjourned reached an agreement based on the training program, working relation with the new service provider and the SLP Committee.</p>



## ATTENDANCE REGISTER

AGENDA: SLP PREPARATION & INTRODUCTORY OF B SERVICE PROVIDER

DATE: 08 JUNE 2023

VENUE: BAROKA TRIBAL COUNCIL OFFICE

	Name & Surname	Company name	Contact/Email Address	Signature
1	Conalia Maelane	NKWE	0724942457	<i>[Signature]</i>
2	ZAMANI DUBE	NKWE/SARS	0833104220	<i>[Signature]</i>
3	Ninny Maloma	Masouso Pty Ltd	082 888 9393	<i>[Signature]</i>
4	ELIAS MALELE	NKWE	082 500 864	<i>[Signature]</i>
5	MAKADIKWA KOOKE	BAROKA BA MAMPHAKHATE	082 617 5151	<i>[Signature]</i>
6	MOTHOAKO MASHA	BAROKA BA M	0760151653	<i>[Signature]</i>
7	Agnes Kgekwe	CEO	082 589 7076	<i>[Signature]</i>
8	Robert Makhoba	Baroka	0115221166	<i>[Signature]</i>
9	Lefa Moyana	Baroka	0723612694	<i>[Signature]</i>
10	LEZANDI MASHA	Baroka	0607186802	<i>[Signature]</i>
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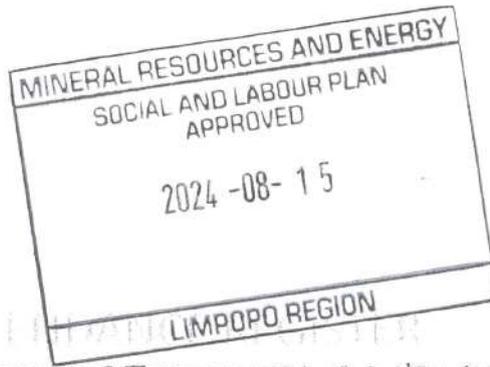
### ATTENDANCE REGISTER

AGENDA: <sup>TITLED</sup> SLP PREPARATION & INTRODUCTIONS OF A SERVICE PROVIDER

DATE: 03/06/2023

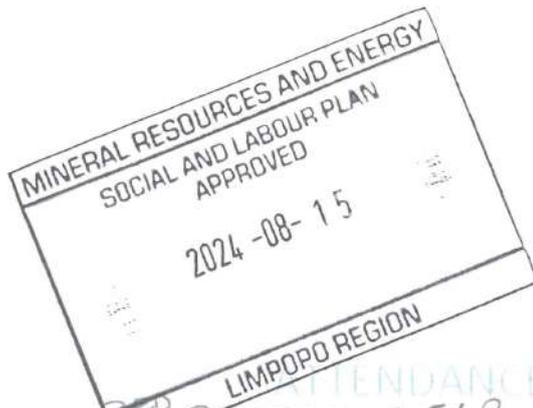
VENUE: CAZATOLU Community Hall

	Name & Surname	Company name	Contact/Email Address	Signature
1	CONGLIN MAELANE	NKWE	0724912457	<i>[Signature]</i>
2	Winyi Maroma	Matauso Pet htd	082 888 9393	<i>[Signature]</i>
3	ZAMANO DUBE	NKWE / SAZP	083 310 4220	<i>[Signature]</i>
4	Ishepo Malogau	SLP Committee	0661646419	<i>[Signature]</i>
5	Mastese Mpuu	C.L.O	0760234341	<i>[Signature]</i>
6	Mohiwa Kutullo	SLP committee	0728256376	<i>[Signature]</i>
7	MABILO Shadrack	SLP Committee	0610095008	<i>[Signature]</i>
8	Mpuu ABEL	COUNCILLOR	0725709549	<i>[Signature]</i>
9	Mpuu M L	Kone Phuti	0834477004	<i>[Signature]</i>
10	Lucky Mabim	COUNCILLOR	076 1586 848	<i>[Signature]</i>
11	Wiliam Mokoena		0728534834	<i>[Signature]</i>
12	Philemon Mpuu	POSTAL CHAIRPERSON	0826944264	<i>[Signature]</i>
13	Joseph Mphahleli	COUNCILLOR	08282808999	<i>[Signature]</i>
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AGENDA: SLP THIRD PREPARATION & INTRODUCTORY OF A NEW SLP SERVICE PROVIDER  
 DATE: 13/06/2023 VENUE: HOEPALENTITZ TRIBAL OFFICE

	Name & Surname	Company name	Contact/Email Address	Signature
1	ELIAS MACEE	Nkwe	emacee@nkweplatinum.co.za	
2	Mastehela Zulu	Mabhedla T. Authority	zmasihela@qmail.co.za	
3	MIBUZONI NKOSI	MABHEDLA T. AUTHORITY	mibuzoni@qmail.co.za	
4	Samany Shabangu	SLP committee	0726916747	
5	Zithah Shabangu	Mabedla T.A. Authority	0728791012	
6	Nkosi L.S.J.	MABHEDLA T.A	0729814561	
7	Nkosi George	"	"	M.G. NKOSI
8	SHONAKE BIGS.	MABHE DIA	0724058391	M.B.
9	Goyake SHONAKE	MABHEDIA	0722511808	G.K.
10	Simon RATAU	MABHEDIA		R.T.
11	Nkosi mpho	MABHE DIA	0726509197	M.S
12	Simon Ratau	MABHEDIA		S.
13	Abel SIKHOLE	MABHEDIA		K.A
14	Khorofere Mhango	MABHEDIA T. Authority	Khoromanoga@sun... (NKWE)	
15	Winnie Maloma	MASAUO PTY LTD	winnie@masauo.co.za 0825345625	082 888 93
16	Mpho Komane	CEO	Mkomane@ziff.co.za	
17	Dennis Komane		0827190196	
18	Moto Thobejane	SLP committee	0797241162	
19	Komane Pist	SLP member	0727644393	
20	Maelane	NKWE	0784942457	



ATTENDANCE REGISTER

AGENDA: 3<sup>rd</sup> GENERATION SLP - MUNICIPAL IDP PRIORITIES

DATE: 18/08/2023

VENUE: MAKHUDUTHANAGA

	Name & Surname	Company name	Contact/Email Address	Signature
1	Wimpy Maloma	NEW MINE CMASAUO PT LTD	Wimpy@MASAUO.CO.ZA	
2	ZAMANI ANGE	NKWE	ZAMANI@ZIJIN PLATINUM.CO.ZA	
3	ELIAS MALELE	NKWE PLATINUM	emalele@zijinplatinum.co.za	
4	CONCIYA MAELANE	NKWE	cmaelane@zijinplatinum.co.za	
5	Name & Surname	Makhuduthanaga Local Municipality	pxo@lilese.co.za	
6	Kgolane Motubetse	Kgolane Motubetse	kgolane.m@maikhuduthanaga.gov.za	
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南非紫金铂业有限公司  
South Africa Zijin Platinum (Pty) Limited  
Registration Number: 2020/858678/07  
(a subsidiary of Nkwe Platinum Limited – Bermuda Reg. No. 32747)



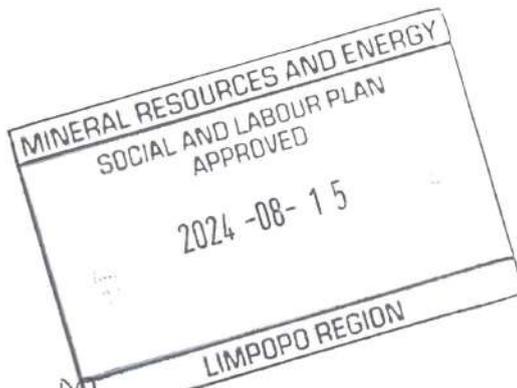
15/06/23  
MAKWANA TRIBAL COUNCIL

15 JUNE 2023

Agenda:

1. Opening and Welcome
2. Apologies
3. Attendance register
4. BOD
  - 4.1 Third SLP Preparation
  - 4.2 Introduction of a new service provider
  - 4.3 Training
5. Additional matters/General
6. Closure





AGENDA: Meeting with Makwana Tribal Council

DATE: 15-06-2023

VENUE: Makwana Tribal Council Office

	Name & Surname	Company name	Contact/Email Address	Signature
1	Concilia Maelane	Nkwe	0724942457	
2	ELIAS MALELE	NKWE	0825000864	
3	MAGATO MOKGAPI	MASAUO	0713587722	
4	Zamwani Dube	SACP/NKWE	0833704220	
5	KoLesimon Makwana	Makwana/Royal	0725992120	
6	RONALD KANTSHI	Makwana/Makwana	0766546315	
7	Serge Makwana	Makwana/Sendani	0790849212	
8	Katlego Makwana	NKWE	0794031665	
9	Letlwana Makwana	Nkwe	0796206535	Tu
10	KAPOKO Makwana	Nkwe		K
11	SAMSON MAKWANA	NKWE	0799544343	MS. Makwana
12	PETER Makwana	NKWE	0825819974	Peter
13	KOLE MAKAWANA	Makwana	0823596660	
14	Hancy Makwana	NKWE	06371498755	Hancy
15	Magdeline Makwana		0762213370	Makwana
16	Julius Molamu	Nkwe	0527726613	
17	MAKWANA OMAKOTI	Nkwe	0723984567	
18	Morata Lucky	Morata/Nkwe	0762836096	Morata
19	Makwana Gloria	Nkwe	0724624430	
20	Makwana Emily	Nkwe	0766681989	EM Makwana

ATTENDANCE REGISTER

AGENDA: MEETING WITH MAKWANA TRIBAL COUNCIL

DATE: 15/06/2023

VENUE: MAKWANA TRIBAL OFFICE

	Name & Surname	Company name	Contact/Email Address	Signature
1	Motubisi Makwana	NKWE	0820769730	
2	L.M. kgoloko	NKWE	0760279173	L.M. kgoloko
3	MW Makwana		0661606061	
4	Magdeline Makwana		0762213372	Makwana
5	Nancy Makwana		0637498755	Nancy
6	Mosemu-Julius	NKWE	0827926613	
7	MAKWANA MASISI	NKWE	0723984567	
8	Morota Lucky	NKWE	0762832096	Morota
9	Makwana Gloria	NKWE	0724624430	
10	JOSEPH MAKWAN		0673726705	
11	CHAKUDU STEPHEN Makwana	MAKWANA TRADITIONAL COUNCIL	0768935295	
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